

# ALL INDIA SERVICES MANUAL

### PART III

## RULES APPLICABLE TO THE INDIAN POLICE SERVICE

**(SECOND EDITION)**

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# PART III—RULES APPLICABLE TO THE INDIAN POLICE SERVICE

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## 1. THE INDIAN POLICE SERVICE (CADRE) RULES, 1954

In exercise of the powers conferred by sub-section (1) of section 3 of the All-India Services Act, 1951 (LXI of 1951), the Central Government, after consultation with the Governments of the States concerned, hereby makes the following rules, namely :—

1. **Short title.**—These rules may be called the Indian Police Service (Cadre) Rules, 1954.

2. **Definitions.**—In these rules unless the context otherwise requires,—

- (a) 'cadre officer' means a member of the Indian Police Service ;
- (b) 'cadre post' means any of the posts specified \*(under item I of each Cadre in the schedule to the Indian Police Service (Fixation of Cadre Strength) Regulations, 1955).
- (c) 'State' means [a State specified in the First Schedule to the constitution and includes a Union Territory.] †and the North East Frontier Agency.
- (d) 'State Government concerned', in relation to a Joint Cadre means the Governments of all the States for which the Joint Cadre is constituted and includes the Government of a State nominated by all such State Governments to represent them in relation to a particular matter.

3. **Constitution of Cadres.**—(1) There shall be constituted for each State or group of States an Indian Police Service Cadre.

(2) The Cadres so constituted for a State and a group of States are hereinafter referred to as a 'State Cadre' and a 'Joint Cadre' respectively.

4. **Strength of Cadres.**—(1) The strength and composition of each of the cadres constituted under rule 3 shall be as determined by regulations made by the Central Government in consultation with the State Governments in this behalf and until such regulations are made shall be as in force immediately before the commencement of these rules.

(2) The Central Government shall, at intervals of every three years, re-examine the strength and composition of each such Cadre in consultation with the State Government or the State Governments concerned and may make such alterations therein as it deems fit :

Provided that nothing in this sub-rule shall be deemed to affect the power of the Central Government to alter the strength and composition of any cadre at any other time ;

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[ ] Substituted with effect from the 1st November, 1956 *vide* MHA Notification No. 13/2/56-AIS(III), dated 28-2-1958 and further amended with effect from 4-9-1958 *vide* MHA Notification No. 5/2/58-AIS(II)-(I), dated 8-7-1959.

\*Substituted *vide* M.H.A. Notification No. 14/3/65-AIS(III)-B, dated 4-5-1966.

†Added w.e.f. 1-1-1968 *vide* MHA Notification No. 13/4/1967-AIS(I)-(8), dated 29-12-67.

Provided further that the State Government concerned may add for a period not exceeding one year [and with the approval of the Central Government for a further period not exceeding two years.] to a State or Joint Cadre one or more posts carrying duties or responsibilities of a like nature to cadre posts.

**5. Allocation of members to various cadres.**—(1) The allocation of cadre officers to the various cadres shall be made by the Central Government in consultation with the State Government or State Governments concerned.

(2) The Central Government may, with the concurrence of the State Governments concerned, transfer a cadre officer from one cadre to another cadre.

**\*6. Deputation of cadre officers.**—(1) A cadre officer may, with the concurrence of the State Government or the State Governments concerned and the Central Government, be deputed for service under the Central Government or another State Government or under a company, association or body of individuals, whether incorporated or not, which is wholly or substantially owned or controlled by the Central Government or by another State Government.

(2) A cadre officer may also be deputed for service under,—

- (i) a company, association or body of individuals, whether incorporated or not, which is wholly or substantially owned or controlled by a State Government, a Municipal Corporation or a Local Body, by the State Government on whose cadre he is borne, and
- (ii) an international organisation, an autonomous body not controlled by the Government, or a private body, by the Central Government in consultation with the State Government on whose cadre he is borne :

Provided that no cadre officer shall be deputed to any organisation or body of the type referred to in item (ii), except with his consent :

Provided further that no cadre officer shall be deputed under sub-rule (1) or sub-rule (2) to a post carrying a prescribed pay which is less than, or a pay scale, the maximum of which is less than, the basic pay he would have drawn in the cadre post but for his deputation.

**7. Postings.**—All appointments to cadre posts shall be made—

- (a) in the case of a State Cadre, by the State Government ; and
- (b) in the case of a Joint Cadre, by the State Government concerned.

**8. Cadre Posts to be filled by cadre officers.**—Save as otherwise provided in these rules, every cadre post shall be filled by a cadre officer.

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[ ] Added *vide* MHA Notification No. 6/8/64-AIS-(I), dated 30-11-1964.

\*Substituted *vide* M.H.A. Notification No. 6/69/68-AIS(I), dated 21-5-69.

**9. Temporary appointment of non-cadre officers to cadre posts.**—(1) A cadre post in a State may be filled by a person who is not a cadre officer if the State Government is satisfied—

- (a) that the vacancy is not likely to last for more than three months ; or
- (b) that there is no suitable cadre officer available for filling the vacancy.

(2) Where in any State, a person other than a cadre officer is appointed to a cadre post for a period exceeding three months the State Government shall forthwith report the fact to the Central Government together with the reasons for making the appointment.

(3) On receipt of a report under sub-rule (2) or otherwise, the Central Government may direct that the State Government shall terminate the appointment of such person and appoint thereto a cadre officer and where any direction is so issued, the State Government shall accordingly give effect thereto.

(4) Where a cadre post is likely to be filled by a person who is not a cadre officer for a period exceeding six months, the Central Government shall report the full facts to the Union Public Service Commission with the reasons for holding that no suitable officer is available for filling the post and may in the light of the advice given by the Union Public Service Commission give suitable directions to the State Government concerned :

\*[ ] Deleted.

**10. Report to the Central Government of vacant cadre post.**—Where a State Government proposes to keep a cadre post vacant for a period exceeding six months, the State Government shall forthwith make a report to the Central Government in respect of the following matters, namely :—

- (a) the reasons for the proposal ;
- (b) the period for which the State Government proposes to keep the post vacant ;
- (c) the provision, if any, made for the existing incumbent of the post ; and
- (d) whether it is proposed to make any arrangements for the performance of the duties of the post held in abeyance, and if so, the particulars of such arrangements.

†**11. Holding of more than one post by a cadre officer.**—(i) The State Government concerned in respect of the posts borne on the State Cadre or the Joint Cadre, as the case may be, may, for the purpose of facilitating leave arrangements or for making temporary arrangements for a period not exceeding six months, direct that any two cadre posts or a cadre post and an equivalent post may be held simultaneously by one single cadre officer.

(ii) Where the State Government is of the opinion that it is necessary so to do, it may, with the prior approval of the Central Government, order that the posts directed by it to be held simultaneously by one single cadre

\*Proviso deleted *vide* MHA Notification No. 13/21/56-AIS(III), dated 28-2-1958.

†Substituted *vide* Ministry of Home Affairs Notification No. 6/19/62-AIS(I), dated 26-12-1963.

officer under sub-rule (i), may continue to be so held for a period beyond six months but, in any case, not beyond twelve months from the date with effect from which the posts were first directed to be so held under sub-rule (i).

**12. Interpretation.**—If any question arises relating to the interpretation of these rules, it shall be referred to the Central Government whose decision thereon shall be final.

**13. Repeal and saving.**—All rules corresponding to these rules in force immediately before the commencement of these rules are hereby repealed :

Provided that any order made or action taken under the rules so repealed shall be deemed to have been made or taken under the corresponding provisions of these rules.

[No. 2/3/54-AIS(II), dated 8-9-1954.]

## 2. THE INDIAN POLICE SERVICE (FIXATION OF CADRE STRENGTH) REGULATIONS, 1955

In pursuance of sub-rule (1) of rule 4 of the Indian Police Service (Cadre) Rules, 1954, the Central Government in consultation with the Governments of the States concerned hereby makes the following regulations, namely :—

- (1) These regulations may be called the Indian Police Service (Fixation of Cadre Strength) Regulations, 1955.
- (2) The posts borne on, and the strength and composition of the cadre of the Indian Police Service of the various States shall be as specified in the Schedule to these regulations.

### SCHEDULE

#### ANDHRA PRADESH

1. Senior posts under the State Government	44
Inspector General of Police	1
Additional Inspector-General of Police	1
Director, Anti-corruption Bureau	1
Special Officer, Home Guards and Welfare	1
Deputy Inspector-General of Police (Administration)	1
Commissioner of Police, City Police	1
Deputy Inspectors-General of Police (Ranges)	4
Assistant Inspector-General of Police	1
Superintendent of Police Headquarters, C.P.L. Amberpet alias Commandant, Special Armed Reserve, City Police.	1
Superintendents of Police (Districts)	20
Superintendents of Police (Railway)	2
Superintendents of Police, Special Branch, C.I.D.	1
Superintendent of Police, Crime Branch, C.I.D.	1
Superintendent of Police, Special Intelligence Unit, C.I.D.	1
Joint Director, Anti-corruption Bureau	1
Principal, Police Training College	1
Deputy Commissioners of Police (Law and Order, City; Crimes, City; SB. City; Traffic & Licencing, City; Armed Reserve	5
	44
2. Senior posts under the Central Government	18
	62
3. Posts to be filled by promotion in accordance with rule 9 of the IPS (Recruitment) Rules, 1954	15
4. Posts to be filled by direct recruitment	47
5. Deputation reserve @ 20% of 4 above	9
6. Leave Reserve @ 11% of 4 above	5
7. Junior posts @ 20.60% of 4 above	10
8. Training Reserve @ 10.59% of 4 above	5
Direct recruitment posts	76
Promotion posts	5
TOTAL AUTHORISED STRENGTH	81

[MHA Notification No. 7/1(1)66-AIS(I), dated 11-10-1966.]

## ASSAM

1. Senior Posts under the State Government . . . . .	<b>32</b>
Inspector General Police . . . . .	1
Deputy Inspectors General of Police (Criminal Investigation Department, Eastern Range, Western Range and Border) . . . . .	5
Assistant Inspector General of Police . . . . .	1
Special Superintendent of Police Criminal Investigation Department . . . . .	1
Superintendent of Police, Special Branch . . . . .	1
Superintendent of Police, Anti-Corruption Branch . . . . .	1
Superintendents of Police including 3 Additional Superintendents of Police for Kamrup, Cachar and Lakhimpur . . . . .	13
Principal, Police Training College . . . . .	1
Commandants, Assam Police Battalions . . . . .	4
Commandants, Border Security Forces . . . . .	4
	<hr/> 32
2. Senior Posts under the Central Government . . . . .	<b>13</b>
	<hr/> <b>45</b> <hr/>
3. Posts to be filled by promotion in accordance with rule 9 of the Indian Police Service (Recruitment) Rules, 1954 . . . . .	11
4. Posts to be filled by direct recruitment . . . . .	<b>34</b>
5. Deputation Reserve @ 20% of 4 above . . . . .	<b>7</b>
6. Leave Reserve @ 11% of 4 above . . . . .	<b>4</b>
7. Junior Posts @ 20.60% of 4 above . . . . .	<b>7</b>
8. Training Reserve @ 10.59% of 4 above . . . . .	<b>4</b>
Direct Recruitment posts . . . . .	<hr/> <b>56</b>
Promotion Posts . . . . .	<b>11</b>
TOTAL AUTHORISED STRENGTH . . . . .	<hr/> <b>67</b>

[MHA Notifications No. 7/25/64-AIS(I), dated 19-5-1966 and No. 7/23/66-AIS(I), dated 16-6-1966.]

## BIHAR

1. Senior posts under the State Government . . . . .	<b>57</b>
Inspector General of Police . . . . .	1
Deputy Inspectors General of Police . . . . .	7
Deputy Inspector General-cum-Additional Commandant General, Home Guards, Bihar . . . . .	1
Assistants to the Inspector General of Police . . . . .	3
Superintendent of Police 'A' C.I.D. Special Branch, Bihar . . . . .	1

Superintendent of Police 'B' C.I.D., Special Branch, Bihar . . . . .	11
Superintendent of Police 'S' C.I.D., Special Branch, Bihar . . . . .	1
Superintendent of Police 'C' C.I.D., Crime Branch, Bihar . . . . .	1
Superintendent of Police 'D' C.I.D., Crime Branch, Bihar . . . . .	1
Superintendents of Police . . . . .	19
Superintendents of Police, Railways . . . . .	2
Principal, Police Training College . . . . .	1
Commandants, Military Police . . . . .	8
Deputy Commandant, B.M.P. VIII, Patna . . . . .	1
Commandants, Home Guards, Bihar . . . . .	2
Additional Superintendents of Police (Dehri, Saran, Sahibganj, Begu Sarai, Patna, Gaya and Giridih.) . . . . .	7
	<hr/> 57
2. Senior posts under the Central Government . . . . .	<hr/> 23
	80
3. Posts to be filled by promotion in accordance with rule 9 of the Indian Police Service (Recruitment) Rules, 1954 . . . . .	20
4. Posts to be filled by direct recruitment . . . . .	60
5. Deputation Reserve @ 20% of 4 above . . . . .	12
6. Leave Reserve @ 11 % of 4 above . . . . .	7
7. Junior posts @20.69% of 4 above . . . . .	12
8. Training reserve@ 10.59% of 4 above . . . . .	6
Direct recruitment posts . . . . .	<hr/> 97
Promotion posts . . . . .	20
TOTAL AUTHORISED STRENGTH . . . . .	<hr/> 117

[MHA Notification No. 7/1(3)/66-AIS(I), dated 13-9-66.]

#### GUJARAT

1. Senior Posts under the State Government . . . . .	41
Inspector General of Police . . . . .	1
Commissioner of Police . . . . .	1
Deputy Inspector General of Police (Headquarters, Intelligence & Crime & Railways) . . . . .	3
Deputy Inspector General of Police (Range) . . . . .	2
Director, Anti-Corruption Bureau . . . . .	1
Assistant Inspector General of Police . . . . .	2
Deputy Commissioners of Police . . . . .	4
Superintendents of Police, C.I.D. . . . .	3
Superintendent of Police, Railway . . . . .	1
District Superintendents of Police . . . . .	17
Principal, Police Training School, Baroda . . . . .	1
Principal, Police Training College, Junagadh . . . . .	1
Deputy Director, Civil Defence Organisation . . . . .	1
Commandants, S.R.P.F. . . . .	3
	<hr/> 41
2. Central Deputation Reserve @ 40% of 1 above . . . . .	16

3. Posts to be filled by promotion & Selection under Rule 9 of the IPS (Recruitment, Rules,) 1954 @ 25% of 1 & 2 above . . . . .	14
4. Posts to be filled by Direct Recruitment 1 and 2 minus 3 above . . . . .	43
5. Deputation Reserve @ 20% of 4 above . . . . .	9
6. Leave Reserve @ 11% of 4 above . . . . .	5
7. Junior posts @ 20.60% of 4 above . . . . .	9
8. Training Reserve @ 10.59% of 4 above . . . . .	5
Direct Recruitment posts . . . . .	71
Promotion posts . . . . .	14
<b>TOTAL AUTHORISED STRENGTH</b> . . . . .	<b>85</b>

[Substituted *vide* MHA Notification No. 11/21/69-AIS(I)-(A), dated 24-7-69.]

### HARYANA

1. Senior posts under the State Government . . . . .	19	
Inspector General of Police . . . . .	1	
Deputy Inspector General of Police . . . . .	2	
Assistant Inspectors General of Police . . . . .	3	
Superintendents of Police (Districts) . . . . .	7	
Superintendents of Police (C.I.D.) . . . . .	3	
Superintendents of Police (H.A.P.) . . . . .	2	
Director, Special Inquiry Agency . . . . .	1	
	19	
2. Senior posts under the State Government . . . . .		8
		27
3. Posts to be filled by promotion in accordance with rule 9 of the Indian Police Service (Recruitment) Rule, 1954. . . . .	6	
4. Posts to be filled by direct recruitment . . . . .	21	
5. Deputation Reserve @20% of 4 above . . . . .	4	
6. Leave Reserve @11% of 4 above . . . . .	2	
7. Junior posts @ 20.60% of 4 above . . . . .	4	
8. Training Reserve @ 10.59% of 4 above . . . . .	2	
Direct Recruitment posts . . . . .	33	
Promotion posts . . . . .	6	
<b>TOTAL AUTHORISED STRENGTH</b> . . . . .	<b>39</b>	

[M.H.A. Notification No. 6/50/66-AIS(I)-A, dated 31-10-66 and 7/14/67-A.I.S.(I), dt. 17-10-67]

### JAMMU & KASHMIR

1. Senior posts under the State Government . . . . .	27
Inspector General of Police . . . . .	1
Deputy Inspector General of Police (CID) . . . . .	1
Deputy Inspector General of Police (Adm) . . . . .	1
Deputy Inspector General of Police (Armed Police) . . . . .	1

Deputy Inspector General of Police (Anti-corruption)	1
Deputy Inspector General of Police (Range)	2
Assistant Inspector General of Police	1
Assistant Inspector General of Police (Traffic)	1
Principal Police Training School	1
Superintendent of Police	10
Superintendent of Police (CID)	1
Superintendent of Police (Special Branch)	2
Additional Superintendent of Police	2
Commandant Armed Forces	2
	<hr/> 27
2. Central Deputation Reserve @40% of 1 above.	11
	<hr/>
3. Posts to be filled by promotion & Selection under Rule 9 of the IPS (Recruitment) Rules, 1954 @ 25% of 1 & 2 above	38
	9
4. Posts to be filled by Direct Recruitment 1 and 2 minus 3 above	29
5. Deputation Reserve @ 20% of 4 above.	6
6. Leave Reserve @ 11% of 4 above.	3
7. Junior posts @ 20.60% of 4 above	6
8. Training Reserve @ 10.59 % of 4 above	3
	<hr/>
Direct Recruitment posts	47
Promotion posts	9
TOTAL AUTHORISED STRENGTH	<hr/> 56
[Vide MHA Notification No. 11/23/69-AIS(I)(A), dated 27-6-69.]	

## KERALA

1. Senior posts under the State Government		26
Inspector General of Police	1	
Commandant General Home Guards	1	
Deputy Inspector General of Police, CID and Railway	1	
Deputy Inspector General of Police	2	
Assistant Inspector General of Police (Office)	1	
Addl. Assistant Inspector General of Police	1	
Commissioner of Police, Ernakulam	1	
Commandant, M.S.P.	1	
Commandant M.S.P. II Battalion	1	
Superintendent of Police, Civil Supplies	1	
Commandants S.A.P. I and II Battalions	2	
Superintendents of Police District	8	
Superintendent of Police (X Branch)	1	
Superintendent of Police (Special Branch)	1	
Superintendent of Police (Crime Branch)	1	
Principal, Police Training College, Trivandrum	1	
Commissioner of Police, Trivandrum	1	
	<hr/> 26	
2. Senior posts under the Central Government	10	
	<hr/> 36	

3. Posts to be filled by promotion in accordance with rule 9 of the Indian Police Service (Recruitment) Rules, 1954 . . . . .	9
4. Posts to be filled by direct recruitment . . . . .	27
5. Deputation Reserve @ 20% of 4 above . . . . .	5
6. Leave Reserve @ 11% of 4 above . . . . .	6
7. Junior posts @ 20.60% of 4 above . . . . .	5
8. Training Reserve @ 10.59% of 4 above . . . . .	3
Direct Recruitment posts . . . . .	44
Promotion posts . . . . .	9
<b>TOTAL AUTHORISED STRENGTH . . . . .</b>	<b>53</b>

[MHA Notifications No. 7/1(7)/66-AIS(I), dated 10-7-67.]

[No. 7/18/67-AIS(I), dated 29-12-67 and 7/2/67-AIS(I)-A, dated, 20-4-68.]

#### MADHYA PRADESH

1. Senior posts under State Government . . . . .	92
Inspector General of Police . . . . .	1
Deputy Inspector General of Police . . . . .	9
Commandant General Home Guards (DIG's rank) . . . . .	1
Chief Executive Officer, Special Police Establishment (D.I.G.'s rank)	1
Assistant Inspectors General of Police . . . . .	7
Superintendents of Police (Districts) . . . . .	43
Superintendent of Police, Bhopal . . . . .	1
Superintendent of Police, Anti Dacoity Operation . . . . .	1
Superintendents of Police, Railways . . . . .	3
Superintendents of Police (Special Police Establishment) . . . . .	3
Additional Superintendents of Police . . . . .	5
Principal, Police Training College . . . . .	1
Commandants, Special Armed Force . . . . .	15
Deputy Transport Commissioner (Enforcement) . . . . .	1
	92
2. Senior posts under Central Government . . . . .	37
	129
3. Posts to be filled by promotion in accordance with Rule 9 of the IPS(Recruitment) Rules, 1954 . . . . .	32
4. Posts to be filled by direct Recruitment . . . . .	97
5. Deputation Reserve @ 20% of 4 above . . . . .	19
6. Leave Reserve @ 11% of 4 above . . . . .	11
7. Junior posts @ 20.60% of 4 above . . . . .	20
8. Training Reserve @ 10.59% of 4 above . . . . .	10
Direct recruitment posts . . . . .	157
Promotion posts . . . . .	32
<b>TOTAL AUTHORISED STRENGTH . . . . .</b>	<b>189</b>

[Vide MHA Notification No. 6/7/67-AIS(I), dated 23-3-68.]

## MAHARASHTRA

1. Senior posts under the State Government . . . . .	75
Inspector General of Police . . . . .	1
Commissioner of Police Bombay . . . . .	1
Commissioner of Police, Poona . . . . .	1
Commissioner of Police, Nagpur . . . . .	1
Deputy Inspector General of Police (Range) . . . . .	4
Deputy Inspector General of Police (Intelligence, Crime & Railways, Armed Forces, Training & Special Units) . . . . .	4
Director Anti-corruption and Prohibition, Intelligence Bureau . . . . .	1
Deputy Commissioners of Police, Bombay . . . . .	11
Deputy Commissioners of Police, Poona . . . . .	3
Deputy Commissioners of Police, Nagpur . . . . .	3
Assistant Inspectors General of Police . . . . .	3
Superintendent of Police, C.I.D. . . . .	4
Superintendents of Police . . . . .	25
Superintendent of Police, Anti-corruption & Prohibition Intelligence Bureau . . . . .	1
Superintendent of Police Railways . . . . .	2
Superintendent of Police Traffic . . . . .	1
Additional Superintendent of Police . . . . .	1
Principal, Police Training School . . . . .	1
Commandants of the State Reserve Constabulary . . . . .	7
	<hr/>
	75
2. Central Deputation Reserve @ 40% of 1 above . . . . .	30
	<hr/>
	105
3. Posts to be filled by promotion & Selection under Rule 9 of the IPS (Recruitment) Rules, 1954 @ 25% of 1 & 2 above . . . . .	26
4. Posts to be filled by Direct Recruitment 1 and 2 minus 3 above . . . . .	79
5. Deputation Reserve @ 20% of 4 above . . . . .	16
6. Leave Reserve @ 11% of 4 above . . . . .	9
7. Junior posts @ 20.60% of 4 above . . . . .	16
8. Training Reserve @ 10.59% of 4 above . . . . .	8
Direct Recruitment posts . . . . .	<hr/>
	128
Promotion posts . . . . .	<hr/>
	26
TOTAL AUTHORISED STRENGTH . . . . .	<hr/>
	154

(Vide MHA Notification No. 11/27/69-AIS(I)-A, dated 27-6-69)

Corrected vide MHA Corrigendum No. 11/27/69-AIS(I) A, dated 11-8-69.  
2—16 M. of H. A.(III)/69

## MYSORE

1. Senior posts under the State Government . . . . .	42
Inspector General of Police . . . . .	1
Deputy Inspectors General of Police (Range) . . . . .	4
Deputy Inspector General of Police (C.I.D. Railways) . . . . .	1
Commissioner of Police, Bangalore . . . . .	1
Commandant General, Home Guards . . . . .	1
Deputy Inspector General of Police, Bureau of Investigation, State, Vigilance Commission Bangalore . . . . .	1
Deputy Commissioners of Police, Bangalore . . . . .	5
District Superintendents of Police . . . . .	19
Superintendent of Police, K.G.F. . . . .	1
Superintendent of Police, Railways, Bangalore . . . . .	1
Superintendent of Police, Special Branch, C.I.D. Bangalore . . . . .	1
Assistant Inspector General of Police . . . . .	1
Superintendent of Police, Bureau of Investigation, Mysore State, Vigilance Commissioner, Bangalore . . . . .	1
Principal, Police Training College, Mysore . . . . .	1
Principal, Mysore State Police Training College, Channapatna . . . . .	1
Deputy Director of Fire Force, Bangalore . . . . .	1
Deputy Commandant General, Home Guards and Ex-officio Deputy Director of Civil Defence, Bangalore . . . . .	1
	<hr/> 42
2. Central Deputation Reserve @ 40% of 1 above . . . . .	17
	<hr/> 59
3. Posts to be filled by promotion & Selection under Rule 9 of the IPS (Recruitment) Rules, 1954 @ 25% of 1 & 2 above . . . . .	14
4. Posts to be filled by Direct Recruitment 1 and 2 minus 3 above . . . . .	45
5. Deputation reserve @ 20% of 4 above . . . . .	9
6. Leave Reserve @ 11% of 4 above . . . . .	5
7. Junior posts @ 20.60% of 4 above . . . . .	9
8. Training Reserve @ 10.59% of 4 above . . . . .	5
Direct Recruitment posts . . . . .	<hr/> 73
Promotion post. . . . .	14
	<hr/>
TOTAL AUTHORISED STRENGTH. . . . .	87

Substituted *Vide* MHA Notification No. 11/28/69-AIS(I), (A) dated 8-8-69.

## ORISSA

1. Senior posts under State Government . . . . .	43
Inspector General of Police . . . . .	1
Additional Inspector General of Police (Vigilance) . . . . .	1
Deputy Inspector General of Police . . . . .	5
Deputy Inspector General of Police (Vigilance) . . . . .	1
Assistant Inspector General of Police . . . . .	3
Superintendent of Police (Districts) . . . . .	13
Superintendent of Police, Rourkela . . . . .	1
Superintendent of Police, Railways . . . . .	1
Superintendent of Police, Special Branch . . . . .	1
Superintendent of Police, Vigilance . . . . .	3
Superintendent of Police, Crime Branch . . . . .	1
Additional Superintendents of Police . . . . .	8
Principal, Police Training College . . . . .	1
Commandants, Orissa Military Police . . . . .	2
Transport Controller . . . . .	1
	<hr/>
	43
2. Senior Posts under Central Government @40% of 1 above . . . . .	17
	<hr/>
	60
	<hr/>
3. Posts to be filled by promotion in accordance with rule 9 of the Indian Police Service (Recruitment) Rules, 1954 . . . . .	15
4. Post to be filled by direct recruitment . . . . .	45
5. Deputation Reserve @ 20% of 4 above . . . . .	9
6. Leave Reserve @ 11% of 4 above . . . . .	5
7. Junior Posts @ 20.60% of 4 above . . . . .	9
8. Training Reserve @ 10.59% of 4 above . . . . .	9*
	<hr/>
Direct Recruitment Posts . . . . .	77
Promotion posts . . . . .	15
	<hr/>
TOTAL AUTHORISED STRENGTH . . . . .	92
	<hr/>

\*Includes 4 posts in excess of 10.59%.

[Vide MHA Notification No. 7/14/68-AIS(I), dated 4-11-68.]

## PUNJAB

Senior posts under the State Government . . . . .	34
Inspector General of Police . . . . .	1
Deputy Inspector General of Police . . . . .	4
Assistant Inspector General of Police . . . . .	4
Superintendents of Police (Districts) . . . . .	11
Addl. Superintendents of Police . . . . .	2
*Director, Special Inquiry Agency . . . . .	1
Principal, Police Training School . . . . .	1
Superintendents of Police (C.I.D.) . . . . .	5
Superintendents of Police (P.A.P.) . . . . .	5
	<hr/>

2. Senior posts under the Central Government . . . . .	14
	<hr/> 48
3. Posts to be filled by promotion in accordance with rule 9 of the Indian Police Service (Recruitment) Rules, 1954.	12
4. Posts to be filled by direct recruitment . . . . .	36
5. Deputation Reserve @ 20% of the 4 above . . . . .	7
6. Leave Reserve @ 11% of 4 above . . . . .	4
7. Junior posts @ 20.60% of 4 above . . . . .	7
8. Training Reserves @ 10.59% of the 4 above . . . . .	4
	<hr/>
Direct Recruitment posts . . . . .	58
Promotion posts . . . . .	12
	<hr/>
TOTAL AUTHORISED STRENGTH . . . . .	70

[MHA Notification No. 7/1/67-AIS(I) dated 31-1-67 and 11-9-67]

\*Substituted *vide* MHA Notification No. 6/45/67-AIS(I), dated 18-1-68]

### RAJASTHAN

1. Senior posts under the State Government . . . . .	44
Inspector General of Police . . . . .	1
Additional Inspector General of Police . . . . .	1
Deputy Inspector General of Police . . . . .	8
Assistant Inspector General of Police . . . . .	2
Superintendents of Police . . . . .	26
Superintendent of Police, C.I.D. (Crime) . . . . .	1
Superintendent of Police, C.I.D. (Intelligence) . . . . .	1
Superintendent of Police, Railways . . . . .	1
Superintendent of Police, A.C. Department . . . . .	1
Principal, Police Training School . . . . .	1
Commandant, R.A.C. . . . .	1
	<hr/> 44
2. Senior posts under Central Government @ 40% of 1 above . . . . .	18
	<hr/> 62
3. Posts to be filled by Promotion in accordance with rule 9 of the Indian Police Service (Recruitment) Rules, 1954, @ 25% of 1 & 2 above . . . . .	15
4. Posts to be filled by direct recruitment 1 and 2 minus 3 . . . . .	47
5. Deputation Reserve @ 20% of 4 above . . . . .	9
6. Leave Reserve @ 11% of 4 above . . . . .	5
7. Junior posts @ 20.60% of 4 above . . . . .	10
8. Training Reserve @ 10.59% of 4 above . . . . .	5
	<hr/>
Direct recruitment posts . . . . .	76
Promotion posts . . . . .	15
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TOTAL AUTHORISED STRENGTH . . . . .	91

(*Vide* MHA Notification No. 7/1(14)/66-AIS(I)A dated 16-12-67)

## TAMIL NADU

1. Senior posts under the State Government . . . . .	39
Inspector General of Police . . . . .	1
Deputy Inspectors General of Police . . . . .	5
Commissioner of Police, Madras City . . . . .	1
Deputy Commissioners of Police, Madras City . . . . .	4
Deputy Commissioners of Police (Headquarters) Madras City . . . . .	1
Assistant Inspector General of Police . . . . .	1
Superintendent of Police (Districts) . . . . .	15
Superintendent of Police, Directorate of Vigilance & Anti-corruption (Headquarters) Madras . . . . .	1
Superintendent of Police, Directorate of Vigilance & Anti-corruption (Southern Range) . . . . .	1
Superintendent of Police, Directorate of Vigilance and Anti-corruption (Central Range) . . . . .	1
Superintendent of Police, Criminal Investigation Department . . . . .	2
Superintendent of Police, Anti-Smuggling & Vigilance Cell, Criminal Investigation Department, Madras . . . . .	1
Superintendent of Police, Railways . . . . .	1
Principal, Police Training College . . . . .	1
Commandant, Special Armed Police . . . . .	2
Commandant, Malabar Special Police . . . . .	1
	<hr/> 39
2. Central Deputation Reserve @ 40% of 1 above . . . . .	16
	<hr/> 55
3. Posts to be filled by promotion & Selection under Rule 9 of the IPS (Recruitment) Rules, 1954 @ 25% of 1 & 2 above . . . . .	13
4. Posts to be filled by Direct Recruitment 1 and 2 minus 3 above . . . . .	42
5. Deputation Reserve @ 20% of 4 above . . . . .	8
6. Leave Reserve @ 11% of 4 above . . . . .	5
7. Junior Posts @ 20.60% of 4 above . . . . .	9
8. Training Reserve @ 10.9% of 4 above . . . . .	4
	<hr/> 68
Direct Recruitment posts . . . . .	68
Promotion posts . . . . .	13
	<hr/> 81
TOTAL AUTHORISED STRENGTH . . . . .	81
Substituted <i>vide</i> MHA Notification No. 11/26/69 AIS(I), (A) dated 7-8-69.	

## UNION TERRITORIES

1. Senior posts under the Union Territories . . . . .	49
<i>Posts under the Delhi Administration</i>	
Deputy Inspector General of Police . . . . .	1
Assistant Inspector General of Police . . . . .	1
Superintendent of Police (Districts) . . . . .	3
Superintendent of Police, C.I.D. (S.B.) . . . . .	1
Superintendent of Police, Crime and Railway . . . . .	1

Superintendent of Police, Security . . . . .	1
Superintendent of Police, Traffic . . . . .	1
Commandant, Delhi Armed Police . . . . .	1
Foreigners Regional Registration Officer (S.P.) . . . . .	1
Superintendent of Police, Anti-corruption . . . . .	1
Superintendent of Police, Lines . . . . .	1
Superintendent of Police, Vigilance . . . . .	1
	<hr/>
	14

*Posts under the Government of Himachal Pradesh*

Inspector General of Police . . . . .	1
Assistant Inspector General of Police . . . . .	1
Superintendents of Police (Districts) . . . . .	10
Superintendent of Police, C.I.D. . . . .	1
Superintendent of Police, Vigilance . . . . .	1
Superintendent of Police, Traffic and Railways . . . . .	1
Superintendent of Police, Himachal Armed Police . . . . .	2
	<hr/>
	17

*Posts under the Government of Manipur*

Inspector General of Police . . . . .	1
Superintendent of Police . . . . .	1
Superintendent of Police (Headquarters) . . . . .	1
Additional Superintendent of Police . . . . .	1
Commandants, Manipur Rifles . . . . .	4
	<hr/>
	8

*Posts under the Government of Tripura*

Inspector General of Police . . . . .	1
Superintendent of Police . . . . .	1
Additional Superintendent of Police . . . . .	1
Commandants . . . . .	2
	<hr/>
	5

*Posts under the Government of Pondichery*

Inspector General of Police . . . . .	1
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*Posts under the Andaman and Nicobar Administration*

Superintendent of Police . . . . .	1
------------------------------------	---

*Posts under the Government of Goa, Daman and Diu*

Inspector General of Police . . . . .	1
Superintendent of Police . . . . .	1
	<hr/>
	2

*Post under the Chandigarh Administration*

Senior Superintendent of Police . . . . .	1
2. Senior posts under the Central Government, 40% of item 1 above . . . . .	20
	<hr/>

3. Posts to be filled by promotion in accordance with rule 9 of the Indian Police Service (Recruitment) Rules, 1954 @ 25% of item 1 and 2 above . . . . .	17
4. Posts to be filled by direct recruitment . . . . .	52
5. Deputation Reserve @ 20% of item 4 above . . . . .	11
6. Leave Reserves @11% of item 4 above . . . . .	6
7. Junior posts @ 20.60% of item 4 above . . . . .	11
8. Training Reserve @ 10.59% of item 4 above . . . . .	6
Direct recruitment posts . . . . .	86
Promotion Posts . . . . .	17
<b>TOTAL AUTHORISED STRENGTH</b> . . . . .	<b>103</b>

[Vide M.H.A. Notification No. 7/10/68-A.I.S.(I)-A, dated 28-5-68].

### UTTAR PRADESH

1. Senior posts under State Government . . . . .	<b>113</b>
Inspector General of Police . . . . .	1
Deputy Inspector General of Police . . . . .	12
Director of Vigilance . . . . .	1
Deputy Inspector General of Police, Training and Principal Training College, Moradabad.	1
Commandant General, PRD & Home Guards . . . . .	1
Assistant to Inspector General of Police . . . . .	1
Assistant to Inspector General of Police, Railways . . . . .	1
Superintendent of Police . . . . .	48
Superintendent of Police, Headquarters . . . . .	1
Superintendent of Police, Kanpur City . . . . .	1
Superintendent of Police, Lucknow City . . . . .	1
Superintendent of Police, Intelligence Department . . . . .	4
Superintendent of Police, Criminal Investigation Department . . . . .	6
Superintendent of Police, Vigilance Establishment . . . . .	5
Additional Superintendent of Police . . . . .	6
Commandant, P.A.C. Battalions . . . . .	18
Deputy Commandant, Special Police Force, Moradabad . . . . .	1
Administrative Commandant, PRD, U.P. Lucknow. . . . .	1
Staff Officer to the Commandant General PRD, and Home Guards, U.P., Lucknow . . . . .	1
Commandant R.T.S., Moradabad . . . . .	1
Deputy Director, Civil Defence, U.P., Lucknow . . . . .	1
	<b>113</b>
2. Central Deputation Reserve @ 40% of 1 above . . . . .	45
	<b>158</b>

3. Posts to be filled by promotion & Selection under Rule 9 of the IPS (Recruitment) Rules, 1954 @ 25% of 1 & 2 above . . . . .	39
4. Post to be filled by Direct Recruitment 1 and 2 minus 3 above . . . . .	119
5. Deputation Reserve @ 20% of 4 above . . . . .	24
6. Leave Reserve @ 11% of 4 above . . . . .	13
7. Junior posts @ 20.60% of 4 above . . . . .	25
8. Training Reserve @ 10.59% of 4 above . . . . .	13
	<hr/>
Direct Recruitment posts . . . . .	194
Promotion posts . . . . .	39
TOTAL AUTHORISED STRENGTH . . . . .	<hr/> 233

[Vide M.H.A. Notification No. 11/32/69-AIS(I)-A, dated 21-6-69.]

### WEST BENGAL

1. Senior posts under the State Government. . . . .	81
Inspector General of Police . . . . .	1
Addl. Inspector General of Police . . . . .	1
Commissioner of Police, Calcutta . . . . .	1
Deputy Inspector General of Police Ranges (Burdwan, Presidency and Jalpaiguri) . . . . .	3
Deputy Inspector General of Police, Intelligence Branch . . . . .	1
Deputy Inspector General of Police, C.I.D. and Enforcement . . . . .	1
Deputy Inspector General of Police, Traffic and Railways . . . . .	1
Deputy Inspector General of Police, Armed Police . . . . .	1
Deputy Inspector General of Police (Hqrs.) . . . . .	1
Deputy Commissioners of Calcutta Police . . . . .	16
Addl. Deputy Commissioner of Police (Security Control ) Calcutta . . . . .	1
Assistant Inspector General of Police . . . . .	2
Special Superintendents of Police . . . . .	6
Superintendents of Police . . . . .	15
Additional Supdts. of Police . . . . .	17
Superintendents of Police, Railways . . . . .	3
Superintendents of Police, Wireless . . . . .	1
Principal, Police Training College . . . . .	1
Commandants, Eastern Frontier Rifles . . . . .	2
Commandants, West Bengal Rifles . . . . .	4
Commandants, State Armed Police Battalions . . . . .	2
	<hr/>
2. Senior posts under Central Government @ 40% of 1 above . . . . .	81
	<hr/> 32

3. Posts to be filled by promotion in accordance with rule 9 of the I.P.S. (Recruitment) rules, 1954, @ 25% of 1 and 2 above . . . . .	28
4. Posts to be filled by direct recruitment . . . . .	85
5. Deputation Reserve @ 20% of 4 above . . . . .	17
6. Leave Reserve @ 11% of 4 above . . . . .	9
7. Junior posts @ 20.60% of 4 above . . . . .	17
8. Training Reserve @ 10.59% of 4 above . . . . .	9
Direct Recruitment posts . . . . .	137
Promotion posts . . . . .	28
<b>TOTAL AUTHORISED STRENGTH . . . . .</b>	<b>165</b>

[M.H.A. Notification No. 7/9/67-AIS(I) dated 21-7-67.]

[These Regulations were first issued under MHA Notification No. 2/7/54-AIS(II) dated 22-10-1955 and amended subsequently from time to time.]

### 3. THE INDIAN POLICE CADRE RULES, 1950

In exercise of the powers conferred by sub-section (2) of section 241 and section 247 of the Government of India Act, 1935 and the Agreement dated the 21st October, 1946 between the Government of India and the Governments of the Provinces, annexed to these Rules, the Governor General in consultation with the Provincial Governments is pleased to make the following Rules:—

1. (1) These Rules may be called the Indian Police Cadre Rules, 1950.  
(2) They shall come into force at once.
2. In these Rules, unless the context otherwise requires:—
  - (a) “cadre officer” means an officer belonging to any of the categories specified in rule 4 ;
  - (b) “cadre post” means a duty post included in the Schedule ;
  - (c) “Indian Police Service” means the service known as such and constituted with effect from the 21st October, 1946 in accordance with an Agreement made in that behalf between the Government of India and the Governments of the Provinces ;
  - (d) “Province” means a Governor’s Province ;
  - (e) “Schedule” means the Schedule to these Rules.
3. (1) In every Province there shall be an Indian Police Cadre constituted in the manner hereinafter provided.  
(2) The strength of each of the said Cadres, and the number and character of the posts thereof shall be as specified in the Schedule.  
(3) The Government of India may, from time to time, after consulting the Provincial Governments concerned amend the Schedule.
4. Save as provided in rule 5, every cadre post shall be filled by an officer who is a member of the Indian Police or of the Indian Police Service.
5. (1) Except with the sanction of the Government of India, no cadre post shall be filled otherwise than by a cadre officer, unless in the opinion of the Provincial Government :—
  - (i) the vacancy is not likely to last more than three months ; or
  - (ii) there is no suitable cadre officer available for filling the vacancy.  
(2) If a person other than a cadre officer is appointed to a cadre post, for a period exceeding three months, the Provincial Government concerned shall report the fact to the Government of India together with the reasons for making such an appointment.
6. Every appointment to a cadre post shall be made by the Provincial Government.

## ANNEXURE

**Memorandum regarding the constitution of an Indian Police Service to provide Officers for the Central Government and the Government of Assam, Bihar, Bombay, the Central Provinces and Berar, East Punjab, Madras, Orissa, the United Provinces and West Bengal**

The Central Government and the Governments of Assam, Bihar, Bombay, the Central Provinces and Berar, East Punjab, Madras, Orissa, the United Provinces and West Bengal have agreed to constitute a Service called the Indian Police Service in accordance with the following provisions.—

1. (a) The strength, including both the number and character of posts, of the Indian Police Service shall be as specified in the Schedule.

(b) The Schedule may, if and when considered necessary, be amended by the Central Government in consultation with the appropriate Provincial Government.

2. (a) Recruitment to the Indian Police Service shall be—

(i) by direct recruitment ; or

(ii) by promotion of members of a Provincial Police Service.

(b) Direct recruits for appointment to the Indian Police Service will be selected on the results of an examination held by, or under the authority of, the Federal Public Service Commission and appointed to the Service by the Provincial Government concerned. The regulations setting out the conditions of eligibility, the nature of tests, etc., will be framed by the Central Government in consultation with the Provincial Governments and the Federal Public Service Commission.

(c) Recruitment to posts on the cadre of any particular Province will be ordinarily confined to persons belonging to that Province, including persons domiciled therein.

(d) A Provincial Government may declare that such number not exceeding twenty-five per cent. of the superior posts allocated to the Provincial Government in the Schedule to this memorandum as may be specified by that Government shall be filled by that Government by promotion of members of the Provincial Police Service.

(e) The rules regulating the promotion of Provincial Police Service Officers to the Indian Police Service shall be framed by the Provincial Government concerned in consultation with the Federal Public Service Commission and shall provide that no Provincial Police Service officer shall be specified by that Government shall be filled by that Government by promotion of more than one year unless the Federal Public Service Commission have certified that the officer is in every way fit to hold a superior post in the Indian Police Service.

3. (a) Posts included in the Schedule shall be filled by members of the Indian Police Service unless—

(i) The vacancy is not likely to last for more than three months ; or

(ii) In the opinion of the Government concerned there is no suitable officer of the Indian Police Service to hold the post.

(b) Every appointment of an officer who is not a member of the Indian Police Service, made to a post included in the Schedule to this memorandum, otherwise than in accordance with Rule 2, for a period exceeding three months shall be reported by the Provincial Government concerned to the Central Government with the reasons for making such appointment.

4. Candidates selected for appointment to the Indian Police Service will be allotted to the Provinces by the Central Government in consultation, with the Provincial Government concerned and, as far as possible, in compliance with the latter's wishes.

5. (a) Candidates selected for appointment to the Indian Police Service will be appointed to the Service on probation and will be required to undergo probation for such periods and at such places as the Central Government may determine.

(b) The Central Government will frame, in consultation with the Provincial Governments, rules to regulate the conduct, discipline and training of probationers.

6. A probationer, on successful completion of his probation, will be confirmed in the Indian Police Service. An officer belonging to the Indian Police Service shall be liable to serve any where in India either under the Central Government or under a Provincial Government. He shall submit himself to the orders of the Government under which he is serving for the time being and of the officers and authorities under whom he may from time to time, be placed by that Government; shall devote his whole time to his duties; shall at all times obey and rules prescribed by the Central Government and the Provincial Government under whom he is serving for the time being to govern officers of the Indian Police Service and shall perform such duties as may be assigned to him.

7. In order to ensure that the conditions of service applicable to officers of the Indian Police Service are as uniform as possible, rules regulating pay and other conditions of services will be framed by the Central Government to such extent as may be considered necessary. Provincial Governments will, however, be consulted before the rules are framed, and before they are amended in any manner. In respect of matters not covered by the said rules, an officer of the Indian Police Service will be governed by such rules as may be framed by the Government under which he is for the time being serving and, if no such rules are framed, by the rules applicable to the Central Service/Provincial Police Service Class I, as the case may be.

8. The Central Government may frame, in consultation with Provincial Governments, rules to regulate the conduct of members of the Indian Police Service.

9. (a) The following penalties may, for good and sufficient reason and as hereinafter provided, be imposed upon members of the Indian Police Service, namely :—

(i) Censure ;

(ii) Withholding of increment or promotion including stoppage at an efficiency bar ;

- (iii) Reduction to a lower post or time-scale, or a lower stage in a time scale ;
- (iv) Recovery from pay of the whole or part of any pecuniary loss caused to Government by negligence or breach of orders ;
- (v) Removal from the Civil Service of the Crown ; which does not disqualify from future employment ;
- (vi) Dismissal from the Civil Service of the Crown which disqualifies from future employment under the Central Government or Provincial Governments, unless the Government concerned directs to the contrary.

*Explanation.*—The discharge of a person appointed on probation, during or at the end of the period of probation, on grounds arising out of the specific conditions laid down by the appointing authority, *e.g.*, want of a vacancy, failure to acquire prescribed special qualifications or to pass prescribed tests, does not amount to removal or dismissal within the meaning of this rule. But the discharge of a probationer, whether during, or at the end of the period of probation, for some specific fault or on account of his unsuitability for the service, amounts to removal or dismissal within the meaning of this rule.

(b) An officer against whom a disciplinary enquiry is pending may be suspended by the Government under which he is for the time being serving. An officer under suspension shall be paid by the Government suspending him a subsistence allowance equal to onethird of the average monthly pay earned by him during the preceding twelve months. In addition that Government may direct payment of any compensatory allowance of which the officer was in receipt on the date of suspension to such extent and subject to such conditions as it may direct.

10. (a) Subject to the provisions of Rule 11, the Government under which an officer of the Indian Police Service is serving may impose on him any of the penalties mentioned in Rule 9.

(b) Before imposing any such punishment the Government concerned shall consult the Federal Public Service Commission and shall not depart from the Commission's advice save only for exceptional reasons to be recorded in writing.

11. In order to provide for the case of a disciplinary order which, although not one of removal or dismissal, might have the effect of removal or dismissal by compelling an officer to resign, for example, an order requiring the recovery from an officer of a substantial pecuniary loss, a Provincial Government shall, before imposing, contrary to the advice of the Federal Public Service Commission, any penalty other than censure, report the case and the penalty proposed to the Central Government. If the Central Government find that the proposed penalty is not such that it might reasonably be expected to compel the resignation of the officer concerned, they will return the case to the Provincial Government for passing final orders. If, however, the Central Government find to the contrary, they will deal with the case as though it were one of removal or dismissal.

12. (a) No order imposing a penalty other than an order of censure or an order based on facts which have led to the officer's conviction in a criminal court or by a court martial shall be passed against an officer of the Indian Police Service unless he is informed in writing of the grounds on which it is proposed to take action and has been afforded an adequate opportunity of defending himself. The grounds on which it is proposed to take action shall be reduced to the form of a definite charge or charges which shall be communicated to the officer charged together with a statement of the allegations on which each charge is based and of any other circumstances which it is proposed to take into consideration in passing orders on the case. He shall be required within a reasonable time to put in a written statement of his defence and to state whether he desires to be heard in person. If he so desires or if the authority concerned so directs, an oral enquiry shall be held. At such enquiry evidence shall be heard as to such of the allegations as are not admitted and the officer shall be entitled to cross-examine the witnesses, to give evidence in person and to have such witnesses called as he may wish, provided that the officer conducting the enquiry may for special and sufficient reasons to be recorded in writing refuse to call a witness. The proceedings shall contain a sufficient record of the evidence and a statement of the findings and grounds thereof.

(b) The full procedure prescribed in sub-rule (a) above need not be followed in the case of a probationer discharged in the circumstances described in the Explanation under Rule 9. In such cases it will be sufficient if the probationer is given an opportunity to show cause in writing against the discharge after being apprised of the grounds on which it is proposed to discharge him and his reply duly considered before orders are passed.

13. There shall be no appeal against any disciplinary order but the Government passing the order may revise, of its own motion or otherwise, any orders passed by it.

## SCHEDULE

### 1. ASSAM

1. Senior posts under Provincial Government . . . . .	19
Inspector General of Police . . . . .	1
Assistant Inspector General of Police . . . . .	1
D.I.G. of Police (C.I.D.) . . . . .	1
Senior Supdt. of Police (C.I.D.) . . . . .	1
Principal, Training College . . . . .	1
Commandant, Assam Police Battalion . . . . .	1
Additional Commandant, Assam Police Battalion . . . . .	1
Superintendents of Police . . . . .	12
	<hr/> 19
2. Senior posts under Central Government . . . . .	2
	<hr/> 21

3. Posts to be filled by promotion of Provincial Police Service Officers at 25 per cent. of 1 and 2 above	5
4. Posts to be filled by direct recruitment . . . . .	16
5. Deputation Reserve at 15 per cent. of 4 above . . . . .	2
6. Leave Reserve at 11 per cent. of 4 above . . . . .	2
7. Junior posts at 20·60 per cent. of 4 above . . . . .	3
8. Training Reserve at 10·59 per cent. of 4 above . . . . .	1
Direct Recruitment Posts . . . . .	24
Promotion Posts . . . . .	5
<b>TOTAL AUTHORISED STRENGTH . . . . .</b>	<b>29</b>

## 2. BIHAR

1. Senior posts under the Provincial Government . . . . .	33
Inspector General of Police . . . . .	1
Deputy Inspectors General of Police (Range) . . . . .	2
Deputy Inspector General of Police, Criminal Investigation Department	1
Assistants to the Inspector General of Police . . . . .	2
Assistants to the D.I.G., C.I.D. . . . .	2
Superintendents of Police (Selection Grade) . . . . .	2
Superintendents of Police (time-scale) . . . . .	18
Principal, Police Training College . . . . .	1
Superintendents of Railway Police . . . . .	2
Commandants, Military Police . . . . .	2
	33
2. Senior posts under the Central Government . . . . .	2
	35
3. Posts to be filled by promotion of Provincial Police Service Officer (25 per cent. of 1 and 2 above)	9
4. Posts to be filled by direct recruitment . . . . .	26
5. Deputation Reserve (15 per cent. of 4 above) . . . . .	4
6. Leave Reserve (11 per cent. of 4 above) . . . . .	3
7. Junior posts (20·60 per cent. of 4 above) . . . . .	5
Training Reserve (10·59 per cent. of 4 above) . . . . .	3
Direct Recruitment Posts . . . . .	41
Promotion Posts . . . . .	9
<b>TOTAL AUTHORISED STRENGTH . . . . .</b>	<b>50</b>

## 3. BOMBAY

1. Senior posts under the Provincial Government . . . . .	51
Inspector General of Police . . . . .	1
Deputy Inspectors General of Police (including Deputy Inspector General of Police, C.I.D.)	3
Commissioner of Police, Bombay . . . . .	1
Deputy Commissioners of Police, Bombay . . . . .	6
Assistant to the Inspector General of Police . . . . .	1

Assistant to the Deputy Inspector General of Police, C.I.D.	2	
Superintendents of Police (including Selection Grade)	27	
Superintendents of Railway Police	2	
Principal, Police Training School	1	
Additional District Superintendent of Police, Ahmedabad	1	
Unspecified posts	6	
	51	
2. Senior posts under the Central Government		3
		54
3. Posts to be filled by promotion of Provincial Police Service Officers (25 per cent. of 1 and 2 above).	13	
4. Posts to be filled by direct recruitment		41
5. Deputation Reserve (15 per cent. of 4 above)		6
6. Leave Reserve (11 per cent. of 4 above)		4
7. Junior posts (20.60 per cent. of 4 above)		8
8. Training Reserve (10.59 per cent. of 4 above)		4
Direct Recruitment Posts		63
Promotion Posts		13
TOTAL AUTHORISED STRENGTH		76
4. CENTRAL PROVINCES AND BERAR		
1. Senior posts under Provincial Government		38
Inspector General of Police	1	
Deputy Inspectors General of Police	4	
Assistants to the I.G. of Police	2	
Assistant to the D.I.G. of Police, Crime and Railways	1	
District Superintendents of Police	22	
Additional D.S.Ps.	2	
Superintendent, Railway Police	2	
Principal, Police Training School	1	
Superintendents, Wireless	1	
Commandants, S.A.F.	2	
	38	
2. Senior posts under Central Government		3
		41
3. Posts to be filled by promotion of Provincial Police Service Officers (25 per cent. of 1 and 2 above).	10	
4. Posts to be filled by direct recruitment	31	
5. Deputation Reserve (15 per cent. of 4 above)	5	
6. Leave Reserve (11 per cent. of 4 above)	4	
7. Junior Posts (20.60 per cent. of 4 above)	6	
8. Training Reserve (10.59 per cent. of 4 above)	3	
Direct Recruitment Posts		49
Promotion Posts		10
TOTAL AUTHORISED STRENGTH		59

## 5. EAST PUNJAB

1. Senior posts under Provincial Government . . . . .	33
Inspector General of Police . . . . .	1
Deputy Inspector General, Ranges . . . . .	2
Deputy Inspectors General, C.I.D. . . . .	1
Superintendents of Police . . . . .	13
Additional Superintendents of Police, Ferozpur . . . . .	3
Additional Superintendents of Police, Amritsar . . . . .	2
Assistant Inspector General of Police . . . . .	1
Assistant Inspector General of Police (Technical & Training) . . . . .	1
Assistant Inspector General of Police (Railways) . . . . .	1
Assistant Inspector General of Police (Traffic) . . . . .	1
Superintendents, C.I.D. . . . .	2
Wireless Officer . . . . .	1
Commandant, Provincial Additional Police . . . . .	1
Adjutant, Provincial Additional Police . . . . .	1
Principal, Police Training School (Pillur) . . . . .	1
Officer-in-Charge, Special Enquiry . . . . .	1
	<hr/> 33

2. Senior posts under Central Government (including 3 posts for Delhi)	6
	<hr/> 39

3. Posts to be filled by promotion of Provincial Police Service Officers (25 per cent. of 1 and 2 above).	10
4. Posts to be filled by direct recruitment . . . . .	29
5. Deputation Reserve (15 per cent. of 4 above) . . . . .	5
6. Leave Reserve (11 per cent. of 4 above) . . . . .	3
7. Junior Posts (20·60 per cent. of 4 above) . . . . .	6
8. Training Reserve (10·59 per cent. of 4 above) . . . . .	3
	<hr/> 46
Direct Recruitment Posts . . . . .	10
Promotion Posts . . . . .	56
TOTAL AUTHORISED STRENGTH . . . . .	<hr/> 56

## 6. MADRAS

1. Senior posts under Provincial Government . . . . .	44
Inspector General of Police . . . . .	1
Deputy Inspectors General of Police . . . . .	4
Deputy Inspector General, Railways and C.I.D. . . . .	1
Commissioner of Police . . . . .	1
Deputy Commissioners of Police . . . . .	3
Assistant Inspector General of Police . . . . .	1
Superintendents of Police . . . . .	26

Superintendents of Railway Police . . . . .	2
Superintendents of Police, C.I.D. . . . .	2
Principal, Police Training School . . . . .	1
Superintendent, Wireless . . . . .	1
Commandant, Malabar Special Police . . . . .	1
	<hr/>
	44

2. Senior posts under Central Government . . . . .	6
	<hr/>
	50
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3. Posts to be filled by promotion of Provincial Police Service Officers at 25 per cent. of 1 and 2 above	13
4. Posts to be filled by direct recruitment . . . . .	37
5. Deputation Reserve at 15 per cent of 4 above . . . . .	6
6. Leave Reserve at 11 per cent of 4 above . . . . .	4
7. Junior posts at 20·60 per cent of 4 above . . . . .	8
8. Training Reserve at 10·59 per cent of 4 above . . . . .	4
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Direct Recruitment Posts . . . . .	59
Promotion Posts . . . . .	13
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TOTAL AUTHORISED STRENGTH . . . . .	72
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## 7. ORISSA

1. Senior Posts under Provincial Government . . . . .	27
Inspector General of Police . . . . .	1
Deputy Inspectors General of Police for Ranges . . . . .	2
Deputy Inspector General of Police for C.I.D. . . . .	1
District Superintendents of Police . . . . .	12
Additional Superintendents of Police . . . . .	4
Assistants to the I.G. of Police . . . . .	2
Assistants to the D.I.G. C.I.D. (one for Crime and one for Special Branch).	2
Principal, Police Training School . . . . .	1
Commandant, Orissa Military Police . . . . .	2
	<hr/>
	27
2. Senior posts under Central Government . . . . .	2
	<hr/>
	29
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3. Posts to be filled by promotion of Provincial Police Service Officers at 25 per cent. of 1 and 2 above.	7
4. Posts to be filled by direct recruitment . . . . .	22
5. Deputation Reserve at 15 per cent. of 4 above . . . . .	3
6. Leave Reserve at 11 per cent. of 4 above . . . . .	3
7. Junior posts at 20·60 per cent. of 4 above . . . . .	5
8. Training Reserve at 10·59 per cent. of 4 above . . . . .	2
	<hr/>
Direct Recruitment Posts . . . . .	35
Promotion Posts . . . . .	7
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TOTAL AUTHORISED STRENGTH . . . . .	42
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## 8. UNITED PROVINCES

1. Senior posts under Provincial Government . . . . .	78
Inspector General of Police . . . . .	1
D.I.G. Ranges . . . . .	5
D.I.G., C.I.D. . . . .	1
D.I.G., Education and Training . . . . .	1
D.I.G., Headquarters . . . . .	1
Inspector General of Police, Ajmer . . . . .	1
Assistant Inspector General of Police . . . . .	2
Superintendents of Police . . . . .	49
Superintendent for Kanpur City . . . . .	1
Superintendent of Police, for Ajmer . . . . .	1
Additional Superintendents . . . . .	6
Superintendent, Government Railway Police . . . . .	1
Superintendents of Police, C.I.D. . . . .	3
Superintendent of Police, C.I.D. (Scientific Sec.) . . . . .	1
Principal, Police Training College, Moradabad . . . . .	1
Principal, Police Training School, Sitapur . . . . .	1
Superintendent, Wireless Transmission . . . . .	1
Commandant, Military Police . . . . .	1
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	78
2. Senior posts under Central Government (including 3 posts for Delhi) . . . . .	10
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TOTAL . . . . .	88
	<hr/>
3. Posts to be filled by promotion of Provincial Police Service Officers at 25 per cent of 1 and 2 above.	22
4. Posts to be filled by direct recruitment . . . . .	66
5. Deputation Reserve at 15 per cent. of 4 above . . . . .	10
6. Leave Reserve at 11 per cent. of 4 above . . . . .	7
7. Junior posts at 20·60 per cent. of 4 above . . . . .	14
8. Training Reserve at 10·59 per cent. of 4 above . . . . .	7
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Direct Recruitment Posts . . . . .	104
Promotion Posts . . . . .	22
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TOTAL AUTHORISED STRENGTH . . . . .	126
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## 9. WEST BENGAL

1. Senior posts under Provincial Government . . . . .	51
Inspector General of Police . . . . .	1
Commissioner of Police, Calcutta . . . . .	1
Deputy Inspectors General of Police . . . . .	5
Deputy Commissioners of Police, Calcutta . . . . .	11
Deputy Commissioner of Police, Headquarters . . . . .	1
Deputy Commissioner of Police, Detective Deptt. . . . .	1
Deputy Commissioner of Police, North . . . . .	1
Deputy Commissioner of Police, South . . . . .	1
Deputy Commissioner of Police, Special Branch . . . . .	1
Deputy Commissioner of Police, Port Police . . . . .	1
Deputy Commissioner of Police, Public Vehicle Department . . . . .	1
Deputy Commissioner of Police, Central . . . . .	1
Deputy Commissioner of Police, Receivership . . . . .	1
Deputy Commissioner of Police, Armed Police . . . . .	1
Deputy Commissioner of Police, Security Control . . . . .	1
Superintendents of Police in-charge of Districts . . . . .	13
Additional Superintendents of Police . . . . .	8
Special Superintendent, C.I.D. . . . .	1
Special Superintendents, I.B. . . . .	2
Superintendents, Railway Police . . . . .	2
Principal, Police Training College . . . . .	1
Assistant Inspectors General of Police . . . . .	2
Superintendent of Police, Wireless . . . . .	1
Commandant, Eastern Frontier Rifles . . . . .	1
Commandants, Special Armed Police Battalions . . . . .	2
	<hr/> 51
2. Senior posts under Central Government . . . . .	4
	<hr/> 55
3. Posts to be filled by promotion of Provincial Police Service Officers at 25 per cent. of 1 and 2 above	14
4. Posts to be filled by direct recruitment . . . . .	41
5. Deputation Reserve at 15 per cent. of 4 above . . . . .	6
6. Leave Reserve at 11 per cent. of 4 above . . . . .	5
7. Junior posts at 20·60 per cent. of 4 above . . . . .	10
8. Training Reserve at 10·59 per cent. of 4 above . . . . .	4
Direct Recruitment Posts . . . . .	<hr/> 66
Promotion Posts . . . . .	14
TOTAL AUTHORISED STRENGTH . . . . .	<hr/> 80

#### 4. THE INDIAN POLICE SERVICE (RECRUITMENT) RULES, 1954

In exercise of the powers conferred by sub-section (4) of section 3 of the All-India Services Act, 1951 (LXI of 1951), the Central Government, after consultation with the Governments of the States concerned, hereby makes the following rules, namely :—

1. **Short title.**—These rules may be called the Indian Police Service (Recruitment) Rules, 1954.

2. **Definitions.**—In these rules, unless the context otherwise requires,—

- (a) 'Commission' means the Union Public Service Commission ;
- \*(aa) 'direct recruit' means a person appointed to the Service after recruitment under clause (a) of sub-rule (1) of rule 4 ;
- (b) 'Joint Cadre' and 'State Cadre' have the meanings respectively assigned to them in the Indian Police Service (Cadre) Rules, 1954 ;
- (c) 'member of the Indian Police' means a person who, having been appointed to the police service under the Crown in India, known as the Indian Police, continues on and after the commencement of these rules, to serve under the Government of India, or a State ;
- (d) 'Service' means the Indian Police Service ;
- (e) 'State' means †[a state specified in the First Schedule to the Constitution and includes a Union Territory] ‡(and the North East Frontier Agency) ;
- (f) 'State Government concerned' in relation to a Joint Cadre, means the Governments of all the States for which the Joint Cadre is constituted and includes the Government of a State nominated by all such State Governments to represent them in relation to a particular matter ; and

§'(g) 'State Police Service' means :—

- (i) the principal police service of a State a member of which normally holds charge of a subdivision of a district for purposes of police administration and includes any other duly constituted police service functioning in a State which is declared by the State Government to be equivalent thereto ; or
- (ii) any service in such Police Post Class I or Class II, as may be approved by the Central Government for the purposes of these rules.

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\*Introduced w. e. f. 24-9-1966 *vide* MHA Notification No. 23/46/63-AIS(III)-B, dated 13-9-1966.

†[] Substituted with effect from 1-1-1956 *vide* MHA Notification No. 13/21/56-AIS (III), dated 28-2-1958 and further amended with effect from 4-9-1958 *vide* MHA Notification No. 5/2/58-AIS (III), dated 8-7-1959.

‡Added w.e.f. 1-1-1969 *vide* MHA Notification No. 13/4/67-AIS(I)-(2), dated 29-12-67.

§Substituted w.e.f. 1-1-1968 *vide* MHA Notification No. 13/4/67-AIS(I),(2), dated 29-12-1967.

**3. Constitution of the Service.**—(1) The Service shall consist of the following persons, namely :—

- (a) members of the Indian Police ;
- (b) members recruited to the Service before the commencement of these rules ; and
- (c) persons recruited to the Service in accordance with the provisions of these rules.

(2) Nothing contained in these rules shall be construed to affect the provisions contained in article 314 of the Constitution in so far as the said provisions apply to the members of the Indian Police.

**4. Method of recruitment to the Service.**—(1) Recruitment to the Service, after the commencement of these rules, shall be by the following methods, namely :—

- (a) by a competitive examination ;
- \*(aa) by selection of persons from among the Emergency Commissioned Officers and Short Service Commissioned Officers of the Armed Forces of the Union who were Commissioned after the 1st November, 1962 and who are released in the manner specified in sub-rule (1) of rule 7A.
- (b) by promotion of \*\*substantive members of a State Police Service.

(2) Subject to the provisions of these rules, the method or methods of recruitment to be adopted for the purpose of filling any particular vacancy or vacancies in the Service, or such vacancies therein as may be required to be filled during any particular period of recruitment, and the number of persons to be recruited by each method, shall be determined on each occasion by the Central Government in consultation with the Commission and the State Government concerned.

†(3) Notwithstanding anything hereinafter contained in this rule, in relation to the State of Jammu & Kashmir, recruitment to the State Cadre on its initial constitution shall be made by such method, as the Central Government may, after consultation with the State Government and the Commission prescribe.

‡(4) Notwithstanding anything hereinafter contained in this rule, in relation to the [Union Territories and the North East Frontier Agency] recruitment to the Joint Cadre on its initial Constitution shall be made by such method, as the Central Government may, after consultation with the Commission, prescribe.

\*Substituted w.e.f. 29-1-1966 *vide* MHA Notification No. 1/2/67-AIS(I)-B, dated 11-3-1968.

\*\*Added *vide* MHA Notification No. 13/10/57-AIS(III)-B, dated 29-7-1958.

†Introduced with effect from 4-9-1958 *vide* MHA Notification No. 5/25/58-AIS(III)-2, dated 8-7-1959.

‡Introduced *vide* MHA Notification No. 3/59/59-AIS(II), dated 25-7-1960.

[ ] Substituted w.e.f. 1-1-1968 *vide* MHA Notification No. 13/4/67-AIS(I)-(2), dated 29-12-1967.

**5. Disqualifications for appointment.**—(1) No person shall be qualified for appointment to the Service unless he is a citizen of India\* †or belong to such categories of persons as may, from time to time, be notified in this behalf by the Central Government.

‡Provided that nothing in this sub-rule shall apply to a person recruited to the Service from amongst the members of a State Police Service under sub-rule (1) of rule 9 of these rules or under regulation 3 of the Indian Police Service (Special Recruitment) Regulations, 1957.

(2) No person who has more than one wife living shall be eligible for appointment to the Service :

Provided that the Central Government may, if satisfied that there are special grounds for doing so, exempt any person from the operation of this sub-rule.

(3) No married woman shall be entitled as of right to be appointed to the Service and where a woman appointed to the Service subsequently marries, the Central Government may, if the maintenance of the efficiency of the Service so requires, call upon her to resign.

§(4) Subject to the provisions contained in sub-rule (3) no woman who is married to any person who has a wife living shall be eligible for appointment to the Service :

Provided that the Central Government may if it is satisfied that there are special grounds for doing so, exempt any such woman from the operation of this sub-rule.

¶6. **Appointments to the Service.**—(1) All appointments to the Service after the commencement of these rules shall be made by the Central Government and no such appointment shall be made except after recruitment by one of the methods specified in rule 4.

(2) The initial appointments of persons recruited to the Service under clause (a) of sub-rule (1) of rule 4 shall be in the junior time-scale of pay.

(3) The initial appointments of persons recruited to the Service under clause (b) of sub-rule (1) of rule 4 in accordance with the provisions of the Indian Police Service (Appointment by Promotion) Regulations, 1955 shall be in the senior time-scale of pay.

¶6A. **Appointments of direct recruits to posts in the Senior time-scale of pay.**—(1) Appointments of direct recruits to posts in the senior time-scale of pay shall be made by the State Government concerned.

\*The words 'not ordinarily residing in the State of Jammu and Kashmir' were deleted vide MHA Notification No. 17/4/56-AIS(III), dated 14-5-1956.

†Inserted/Omitted w.e.f. 6-4-1966 vide MHA Notification No. 1/1/66-AIS(I), dated 12-8-1968.

‡Introduced w.e.f. 1-7-1957 vide MHA Notification No. 13/40/57-AIS(III)-A, dated 27-12-1957.

§Introduced vide MHA Notification No. 13/7/56-AIS(II), dated 25-4-1957.

¶Rule 6 renumbered as sub-rule (1) thereof and sub-rules (2) and (3) and Rule 6A introduced w.e.f. 24-9-1966 vide MHA Notification No. 23/46/63-AIS(III)-B, dated 13-9-1966.

(2) A direct recruit in the junior time-scale of pay shall be appointed to a post in the senior time-scale of pay if, having regard to his length of service, experience, and performance in the junior time-scale of pay, the State Government is satisfied that he is suitable for appointment to a post in the senior time-scale of pay.

\*(3) Notwithstanding anything contained in sub-rule (2), the State Government may—

- (a) postpone the appointment of a direct recruit to a post in the senior time-scale of pay till he passes the prescribed departmental examination or examinations and promote his juniors to such a post ;
- (b) appoint a direct recruit at any time to a post in the senior time-scale of pay as a purely temporary or local arrangement.

**7. Recruitment by competitive examination.**—(1) A competitive examination for recruitment to the Service shall be held at such intervals as the Central Government may, in consultation with the Commission, from time to time determine.

(2) The examination shall be conducted by the Commission in accordance with such regulations as the Central Government may from time to time make in consultation with the Commission and the State Governments.

(3) The Commission shall, on the results of the competitive examination, prepare a list in order of merit of candidates whom they consider fit for appointment to the Service and appointments to the Service shall, subject to any regulations made under sub-rule (2), be made in the order in which their names appear in the said list.

(4) The regulations made under sub-rule (2) shall provide for the reservation in favour of candidates belonging to the Scheduled Castes and the Scheduled Tribes to the extent not exceeding  $12\frac{1}{2}$  per cent. and 5 per cent. respectively of the number of vacancies filled on the results of each examination.

(5) Candidates belonging to the Scheduled Castes and the Scheduled Tribes declared by the Commission to be suitable for appointment to the Service with due regard to the maintenance of efficiency of administration may be appointed to the vacancies reserved for the candidates of the Scheduled Castes or the Scheduled Tribes, as the case may be, under sub-rule (4).

(6) If a sufficient number of candidates belonging to the Scheduled Castes and the Scheduled Tribes are not available for filling up all the vacancies reserved for them, the remaining vacancies shall be filled from among other candidates and an equivalent number of additional vacancies shall be reserved for candidates belonging to the Scheduled Castes and the Scheduled Tribes for the next examination :

Provided that if a sufficient number of suitable candidates is not available at the next examination to fill all the reserved vacancies including the additional vacancies, the additional vacancies or such of them as are not filled shall lapse.

**\*7A. Recruitment by selection of persons from among released Emergency Commissioned Officers and Short Service Commissioned Officers Commissioned in the Armed Forces of the Union after the first November, 1962.**—†(1) For a period of five years commencing from the 29th January 1966, thirty per cent. of the permanent vacancies in the Indian Police Service, to be filled by direct recruitment in any year shall be reserved for being filled by the Emergency Commissioned Officers and the Short Service Commissioned Officers of the Armed Forces of the Union who were commissioned after the 1st November, 1962, and who—

- (i) in the case of Emergency Commissioned Officers are released according to a phased programme ; or
- (ii) in the case of Short Service Commissioned Officers are released on the expiry of the tenure of their service ; or
- (iii) are invalided owing to a disability attributable to or aggravated by military service.

Note :— (1) The expression 'Release' means—

- (i) actual release according to a phased programme in the case of Emergency Commissioned Officers, or
- (ii) actual release at the end of the tenure of their service in the case of Short Service Commissioned Officers, or
- (iii) invalidment owing to a disability attributable to or aggravated by military service.

from the Armed Forces of the Union after a spell of service and not during or at the end of training, or during or at the end of Short Service Commission granted to cover the period of such training prior to being taken in actual service.

(2) Engineers and Doctors employed under the Central Government or State Governments or Government owned industrial undertakings after 1963, who are required to serve in the Armed Forces for a minimum prescribed period under the Compulsory Liability Scheme and who are granted Short Service Commission under the rules during the period of such service, are not eligible for the vacancies reserved for the Emergency Commissioned Officers and Short Service Commissioned Officers of the Armed Forces in the Indian Police Service.

(3) Officers belonging to the Volunteer Reserve Forces of the Armed Forces and called upon for temporary service are not eligible for the reserved vacancies.

(2) The selection of persons referred to in sub-rule (1) for appointment to the Service against the vacancies reserved for them shall be made in accordance with such regulations as the Central Government may, from time to time, make in consultation with the Commission and the State Governments.

\*Introduced w.e.f. 29-1-1966 *vide* MHA Notification No. 1/2/66-AIS(I)-B, dated 1-10-1966.

†Substituted w.e.f. 29-1-1966 *vide* MHA Notification No. 1/2/67-AIS(I)-B, dated 11-3-1968.

(3) The regulations made under sub-rule (2) shall provide for the reservation in favour of candidates belonging to the Scheduled Castes and the Scheduled Tribes to the extent not exceeding  $12\frac{1}{2}$  per cent. and 5 per cent. respectively, of the number of vacancies to be filled on the results of each examination.

(4) Candidates belonging to the Scheduled Castes or the Scheduled Tribes declared by the Commission to be suitable for appointment to the Service with due regard to the maintenance of efficiency of administration may be appointed to the vacancies reserved for the candidates of the Scheduled Castes or the Scheduled Tribes, as the case may be, under sub-rule (3).

(5) If a sufficient number of persons referred to in sub-rule (1) of the requisite calibre is not available for filling the vacancies reserved for them, the unfilled vacancies shall be treated as unreserved and filled on the results of the competitive examination referred to in clause (a) of sub-rule (1) of rule 4, but a corresponding number of vacancies shall be carried forward to the next succeeding year :

Provided that no vacancies shall be carried forward under this sub-rule for a period of more than four years.

(6) The total number of vacancies reserved for the persons referred to in sub-rule (1) under this rule and for the members of the Scheduled Castes and Scheduled Tribes under any other rule or order for the time being in force in any year, shall not exceed 50% of the total number of vacancies to be filled in that year through the competitive examination and selection referred to in clauses (a) and (aa) of sub-rule (1) of rule 4.

(7) If the number of persons referred to in sub-rule (1) selected for appointment in a particular year exceeds the number of vacancies reserved for them, the names of the persons in excess shall be kept on the waiting list for filling vacancies reserved for Emergency Commissioned/Short Service Commissioned Officers referred to in clause (aa) of sub-rule (1) of rule 4 for the next succeeding year.

\*8. [Deleted.]

**9. Recruitment by promotion.**—(1) The Central Government may, on the recommendation of the State Government concerned and in consultation with the Commission, recruit to the Service persons by promotion from amongst the †[substantive] members of a State Police Service in accordance with such regulations as the Central Government may, after consultation with the State Governments and the Commission, from time to time, make.

(2) The number of persons recruited under sub-rule (1) in any State or group of States shall not, at any time, exceed 25 per cent. of the number of ‡[those posts as are shown against items 1 and 2 of the cadre in relation

\*This rule relating to the manner of filling vacancies by competitive examination was deleted vide MHA Notification No. 13/31/56-AIS(III), dated 17-4-1957.

†Added vide MHA Notification No. 13/10/57-AIS(III), dated 29-7-1958.

‡Substituted w.e.f. 9-7-1966 vide MHA Notification No. 14/48/65-AIS (III)-B, dated 28-6-1966.

to that state or to the group of states in the schedule to the I.P.S. (Fixation of Cadre Strength) Regulations, 1955.)

\*[(3) —*Deleted.*]

†(3) Notwithstanding anything contained in this rule, in relation to the State of Jammu and Kashmir, the Central Government may, in consultation with the Government of that State prescribe, upto 31st October, 1968, a higher percentage than that laid down in any other sub-rule of this rule but not exceeding fifty per cent of the number of those posts as are shown against items 1 and 2 of the cadre in relation to that State in the Schedule to the Indian Police Service (Fixation of Cadre Strength) Regulations, 1955.

(4) For the purpose of determining the percentage specified in sub-rule (2), officers of a State Police Service appointed to the Service before the commencement of these rules against the 25 per cent. quota shall be included, and the following category of officers shall be excluded, namely :—

- (i) officers of a State Police Service appointed to the Service under the Emergency Recruitment Scheme otherwise than against the 25 per cent. quota.
- (ii) officers of a State Police Service appointed to the Service from List II prepared by the Special Recruitment Board under the Indian Police Service (Extension to the States) Scheme.
- ‡(iii) officers of a State Police Service appointed to the Service under the Indian Police Service (Special Recruitment) Regulations, 1957.

§Provided that in relation to the State of Jammu and Kashmir officers appointed to the service at its initial constitution shall also be excluded.

¶Provided further that in relation to the Union Territories of Delhi and Himachal Pradesh officers appointed to the Service at the time of initial constitution of the Joint Cadre shall also be excluded.

NOTE.—“State Police Service” shall include Assistant Commissioners of the Calcutta Police in the State of West Bengal.

@(5) Notwithstanding anything contained in sub-rule (2), the Central Government may promote ¶substantive members of a State Police Service in excess of the normal promotion quota in accordance with such regulations as the Central Government may, after consultation with the State Governments and the Commission, from time to time; make.

10. **Interpretation.**—If any question arises relating to the interpretation of these rules, it shall be referred to the Central Government whose decision thereon shall be final.

\*Deleted w.e.f. 1-11-1956 vide MHA Notification No. 13/21/56-AIS(III), dated 28-2-1958.

†Substituted vide MHA Notification No. 18/18/68-AIS(III)-B, dated 27-9-1968.

‡Added vide MHA Notification No. 27/68/64-AIS(III)-B, dated 15-10-1965.

§Introduced w.e.f. 4-9-1958 vide MHA Notification No. 5/25/58-AIS(II)-(2), dated 8-7-1959.

¶Introduced vide MHA Notification No. 3/59/59-AIS(II)(2), dated 25-7-1960.

@Introduced w.e.f. 14-5-1956 vide MHA Notification No. 13/15/56-AIS (III), dated 9-5-1957.

**11. Repeal and saving.**—All rules corresponding to these rules and in force immediately before the commencement of these rules are hereby repealed :

Provided that any order made or action taken under the rules so repealed shall be deemed to have been made or taken under the corresponding provisions of these rules :

Provided further that recruitment to the Service made on the results of the competitive examination to be held in 1954 shall be made in accordance with the orders and instructions in force in that behalf immediately before the commencement of these rules.

[No. 3/4/54-AIS(II), dated 8-9-1954.]

## 5. THE INDIAN POLICE SERVICE (APPOINTMENT BY COMPETITIVE EXAMINATION) REGULATIONS, 1955.

In pursuance of rule 7 of the Indian Police Service (Recruitment) Rules, 1954, the Central Government, in consultation with the State Governments and the Union Public Service Commission, hereby makes the following regulations, namely :—

1. **Short title.**—These regulations may be called the Indian Police Service (Appointment by Competitive Examination) Regulations, 1955.

2. **Definitions.**—(1) In these regulations, unless the context otherwise requires,—

- (a) 'available vacancies' means the vacancies in the Service which, as determined by the Central Government under the provisions of sub-rule (2) of rule 4 of the Recruitment Rules, are to be filled on the results of an examination ;
- (b) 'Commission' means the Union Public Service Commission ;
- (c) 'examination' means a competitive examination for recruitment to the Service held under sub-rule (1) of rule 7 of the Recruitment Rules \*[and includes a combined competitive examination for recruitment to the Service and such other Service or Services as may be specified by the Central Government from time to time ;]
- (d) 'list' means the list of candidates prepared under regulation 7 ;
- (e) 'Recruitment Rules' means the Indian Police Service (Recruitment) Rules, 1954.
- (f) 'Schedule' means the Schedule appended to these regulations ;
- (g) 'Scheduled Castes' and 'Scheduled Tribes' shall have the same meanings as are assigned to them by clauses (24) and (25) respectively of Article 366 of the Constitution of India ; and
- (h) 'Service' means the Indian Police Service.

(2) All other words and expressions used in these regulations and not defined shall have the meanings respectively assigned to them in the Recruitment Rules.

3. **Holding of Examination.**—(1) The examination shall be conducted by the Commission in the manner notified by the Central Government from time to time.

(2) The dates on which and the places at which the examination shall be held shall be fixed by the Commission.

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\*[] Added *vide* MHA Notification No. 3/13/61-AIS(I), dated 24-9-1963.

**4. Conditions of eligibility.**—In order to be eligible to compete at the examination, a candidate must satisfy the following conditions namely :—

- \***(i) Nationality.**—(a) He must be a citizen of India, or
- (b) He must belong to such categories of persons as may, from time to time, be notified in this behalf by the Central Government.
- (ii) Age.**—He must have attained the age of 20, and not attained the age of 24, on the first day of August of the year in which the examination is held :

Provided that the upper age limit may be relaxed in respect of such categories of persons as may from time to time, be notified in this behalf by the Central Government, to the extent and subject to the conditions notified in respect of each category.

- (iii) Educational Qualifications.**—He must hold a degree of any University incorporated by an Act of the Central or State Legislature in India or other educational institutions established by an Act of Parliament or declared to be deemed as Universities under Section 3 of the University Grants Commission Act, 1956, or a foreign University approved by the Central Government from time to time, or possess a qualification which has been recognised by the Central Government †[for the purposes of admission to the examination] ;

Provided that—

- (a) in exceptional cases, the Commission may, †[ ] treat as qualified a candidate who, though not possessing the qualification prescribed in this clause, has passed examinations conducted by other institutions of a standard which, in the opinion of the Commission, justifies the admission of the candidate to the examination ; and
- (b) candidates who are otherwise qualified but have taken degrees from foreign Universities, which are not approved by the Central Government, may also be admitted to the examination at the discretion of the Commission.
- (iii-a) Attempts at the examination.**—Unless covered by any of the exceptions that may, from time to time, be notified by the Central Government in this behalf, he should not already have competed more than once at the examinations held after the 1st January, 1961.
- (iv) Fees.**—He must pay the fees prescribed by the Commission.

**5. Disqualification for Admission.**—Any attempt on the part of a candidate to obtain support from his candidature by any means may be held by the Commission to disqualify him for admission to the examination.

**6. Commissions' Decision Final.**—The decision of the Commission as to the eligibility or otherwise of a candidate for admission to the examination shall be final and no candidate to whom a certificate of admission has not been issued by the Commission shall be admitted to the examination.

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\*Substituted *vide* MHA Notification No. 1/1/66-AIS(I)-B, dated 6-4-1966.

†Substituted or omitted *vide* MHA Notification No. 1/1/66-AIS(I)-B, dated 2-9-1966.

**7. List of Successful Candidates.**—The Commission shall forward to the Government of India, in the Ministry of Home Affairs, a list arranged in order of merit of the candidates who have qualified by such standards as the Commission may determine, and of the candidates belonging to the Scheduled Castes and the Scheduled Tribes who though not qualified by that standard are declared by the Commission to be suitable for appointment to the Service with due regard to the maintenance of efficiency of administration. The list shall also be published for general information.

**8. Appointments from the List.**—Subject to the provisions of regulations 9, 10, 12 and 13, candidates will be considered for appointment to the available vacancies in the order in which their names appear in the list.

**9. Reservation of vacancies for Scheduled Castes and Scheduled Tribes Candidates.**—(1) In pursuance of rule 7 of the Recruitment Rules, 12½ per cent, and 5 per cent. of the available vacancies shall be reserved for candidates who are members of the Scheduled Castes and the Scheduled Tribes respectively.

(2) In filling the vacancies so reserved, candidates who are members of the Scheduled Castes and the Scheduled Tribes shall be considered for appointment in the order in which their names appear in the list irrespective of their relative rank as compared with other candidates.

(3) If a sufficient number of candidates who are members of the Scheduled Castes and the Scheduled Tribes are not available for filling all the vacancies so reserved, the remaining vacancies shall be filled by the appointment of other candidates in the list and an equivalent number of additional vacancies shall be reserved for candidates belonging to the Scheduled Castes and the Scheduled Tribes to be filled on the results of the next examination :

Provided that if a sufficient number of suitable candidates belonging to the Scheduled Castes and the Scheduled Tribes is not available as a result of the said next examination to fill all the reserved vacancies, including the additional vacancies, the additional vacancies, or such of them as are not filled shall lapse.

**10. Disqualification for Appointment on grounds of Plural Marriage.**—(1) No male candidate who has more than one wife living shall be appointed to any vacancy unless the Central Government has, under the proviso to sub-rule (2) of rule 5 of the Recruitment Rules, exempted him from the operation of that sub-rule.

(2) As laid down in sub-rule (3) of rule 5 of the Recruitment Rules, it is open to the Central Government not to appoint a woman candidate who is married or to require such woman candidate as is not married to resign from the Service in the event of her marrying subsequently.

**11. Penalty for Impersonation etc.**—A candidate who is or has been declared by the Commission guilty of impersonation or of submitting fabricated document or documents which have been tampered with or of making statements which are incorrect or false or suppressing material information or of using or attempting to use unfair means in the examination hall or otherwise resorting to any other irregular or improper means for

obtaining admission to the examination may, in addition to rendering himself liable to a criminal prosecution, be debarred either permanently or for a specified period--

- (a) by the Commission from admission to any examination or appearance at any interview held by the Commission for selection of candidates ; and
- (b) by the Central Government from employment under the Government.

**12. Disqualification for appointment on Medical Grounds.**—No candidate shall be appointed to the Service who after such medical examination as the Central Government may prescribe is not found to be in good mental or bodily health and free from any mental or physical defect likely to interfere with the discharge of the duties of the Service.

**13. Inclusion in List confers no Right of Appointment.**—The inclusion of a candidate's name in the list confers no right to appointment, unless the Central Government is satisfied, after such enquiry as may be considered necessary, that the candidate is suitable in all respects for appointment to the Service.

#### \*SCHEDULE

(Omitted)

[No. 3/6/54-AIS(II), dated 6-6-1955.]

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\*Schedule omitted *vide* MHA Notification No. 1/1/66-AIS(I)-B, dated 6-4-1966.

## 6. INDIAN POLICE SERVICE (APPOINTMENT BY PROMOTION) REGULATIONS, 1955

In pursuance of sub-rule (1) of rule 9 of the Indian Police Service (Recruitment) Rules, 1954, the Central Government, in consultation with the State Governments and the Union Public Service Commission, hereby makes the following regulations, namely :—

1. **Short title.**—These regulations may be called the Indian Police Service (Appointment by Promotion) Regulations, 1955.

2. **Definitions.**—(1) In these regulations unless the context otherwise requires,—

- (a) 'Cadre officer' means a member of the Service ;
- (b) 'Cadre post' means any of the posts specified as such in the regulations made under sub-rule (1) of rule 4 of the Cadre Rules ;
- (c) 'Cadre Rules' means the Indian Police Service (Cadre) Rules, 1954;
- (d) 'Committee' means the Committee set up in accordance with regulation 3 ;
- (e) 'Commission' means the Union Public Service Commission ;
- (f) 'Recruitment Rules' means the Indian Police Service (Recruitment) Rules, 1954 ;
- (g) 'Schedule' means a Schedule appended to these regulations ;
- (h) 'Service' means the Indian Police Service ;
- (i) 'State' means \*[a State specified in the First Schedule to the Constitution and includes a Union Territory] †(and the North East Frontier Agency) ;

‡(j) State Police Service means :—

- (i) the principal police service of a State, a member of which normally holds charge of a sub-division or a district for purposes of police administration and includes any other duly constituted police service functioning in a State which is declared by the State Government to be equivalent thereto ; or
- (ii) any service in such police Post, Class I or Class II, as may be approved by the Central Government for the purposes of these rules.

(k) 'State Government' means—

\*[(i) in relation to a State in respect of which a separate cadre of the Service exists, the Government of such State ; and

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\*Substituted/Added w.e.f. 1-11-1956 *vide* MHA Notification No. 13/21/56-AIS (III)-D, dated 28-2-1958 and amended with effect from 2-5-1961 *vide* MHA Notification No. 10/5/61-AIS(I), dated 1-9-1961.

† Added w.e.f. 1-1-68 *vide* MHA Notification No. 13/4/67-AIS(I)-(5) dated 29-12-67.

‡ Substituted w.e.f. 1-1-68 *vide* MHA Notification No. 13/4/67. AIS(I)-(5), dated 29-12-67.

- (ii) in relation to a group of States in respect of which a joint cadre of the Service is constituted, the Government of one of such States nominated by the Governments of the States forming that group to represent them in relation to the application of these regulations] ;
- \* (iii) in relation to a group of Union Territories † and the North East Frontier Agency ; in respect of which a Joint Cadre of the Service is constituted, the Central Government.

(2) All other words and expressions used in these regulations but not defined shall have the meanings respectively assigned to them in the Recruitment Rules.

**3. Constitution of the Committee to make Selection.**—(1) There shall be constituted for each of the States ‡ (or for the group of Union Territories † and the North East Frontier Agency specified in column 2 of Schedule, a Committee consisting of the Chairman of the Commission or where the Chairman is unable to attend, any other member of the Commission representing it and other members specified in the corresponding entry of column 3 of the said Schedule :

Provided that—

- (i) no member of the Committee, other than the Chairman or the member of the Commission shall be a person who is not a member of the Indian Administrative Service or the Indian Police Service.
- (ii) the Central Government may, after consultation with the State Government concerned, amend the Schedule.

(2) The Chairman or the member of the Commission shall preside at all meetings of the Committee at which he is present.

@(3) The absence of a member, other than the Chairman or member of the Commission, shall not invalidate the proceedings of the Committee if more than half the members of the Committee had attended its meetings.

**4. Conditions of Eligibility for Promotion.**—(1) Each Committee shall meet at intervals ordinarily not exceeding one year and consider the cases of all ¶ substantive members of the State Police Service who on the first day of January of that year, had completed not less than 8 years of \*\*continuous service (whether officiating or substantive) in a post of Deputy Superintendent of Police.

\*Substituted 'Added w.e.f. 1-11-1956 vide MHA Notification No. 13/21/56-AIS (III)-D, dated 28-2-1958 and amended with effect from 2-5-1961 vide MHA Notification No. 10/5/61-AIS(I), dated 1-9-1961.

‡Added w.e.f. 2-5-1961 vide MHA Notification No. 10/5/61-AIS(I), dated 1-9-1961.

¶The word 'substantive' has been added vide MHA Notification No. 13/10/57-AIS(III)-D, dated 29-7-1958.

\*\*The word 'Continuous' added vide MHA Notification No. 14/25/65 AIS (III), dated 7-2-66.

†Added w.e.f. 1-1-68 vide MHA Notification No. 13/4/67-AIS(I)-(5), dated. 29-12-67.

@Inserted vide MHA Notification No. 17/19/58-AIS(III)-B, dated 2-6-1969.

*Explanation I.*—In computing the period of qualifying service of eight years, any service rendered in any post essentially involving police duties in one or more non-police departments, shall be taken into consideration, if such post is declared by the State Government with the prior concurrence of Central Government as equivalent to that of a Deputy Superintendent of Police.

*Explanation II.*—In computing the period of qualifying service of eight years, any service rendered in any former Indian State, a Part 'B' State or the State of Vindhya Pradesh [as it existed before the coming into force of the Constitution (Seventh Amendment) Act, 1956] in any post which the State Government considers equivalent to that of Deputy Superintendent of Police shall be taken into consideration.

\*(2) Notwithstanding anything contained in sub-regulation (1), the Committee shall not ordinarily consider the cases of the members of the State Police Service who have attained the age of 52 years on the first day of January of the year in which the meeting of the Committee is held :

Provided that a member of the State Police Service whose name appears in the Select List in force immediately before the date of the meeting of the Committee shall be considered for inclusion in the fresh Select List to be prepared by the Committee even if he has in the mean while attained the age of 52 years.

**5. Preparation of a list of suitable officers.**—†(1) The committee shall prepare a list of such members of the State Police Service as satisfy the condition specified in regulation 4 and as are held by the committee to be suitable for promotion to the Service. The number of members of the State Police Service included in the list shall not be more than twice the number of substantive vacancies anticipated in the course of the period of twelve months commencing from the date of the preparation of the list, in the posts available for them under sub-rule (2) of rule 9 of the Recruitment Rules or 10 per cent of the senior duty posts borne on the cadre of the State or group of States, whichever is greater.

‡Provided that in the year ending on the 31st December, 1969, the maximum limits imposed by this sub-regulation, may be exceeded to such extent as may be determined by the Central Government in consultation with the State Government concerned.

(2) The selection for inclusion in such list shall be based on merit and suitability in all respect with due regard to seniority.

(3) The names of the officers included in the list shall be arranged in order of seniority in the State Police Service :

\*Added *vide* MHA Notification No. 27/42/64-AIS(III), dated 31-3-1967.

†Substituted w.e.f. 13-11-1965 *vide* MHA Notification No. 27/28/64-AIS(III)-B, dated 16-11-1965.

‡Substituted *vide* MHA Notification No. 17/5,68-AIS(III)-B, dated 24-5-69. They shall come into force on and w.e.f. 1-1-69.

] Introduced w.e.f. 1-11-56 *vide* MHA Notification No. 13/21/56-AIS(III)-Dated 28-2-58.

Provided that any junior officer who in the opinion of the Committee is of exceptional merit and suitability may be assigned a place in the list higher than that of officers senior to him.

(4) The list so prepared shall be reviewed and revised every year.

(5) If in the process of selection, review or revision it is proposed to supersede any member of the State Police Service, the Committee shall record its reasons for the proposed supersession.

**6. Consultation with the Commission.**—The list prepared in accordance with regulation 5 shall then be forwarded to the Commission by the State Government along with—

- (i) the records of all members of the State Police Service included in the list ;
- (ii) the records of all members of the State Police Service who are proposed to be superseded by the recommendations made in the list ;
- (iii) the reasons as recorded by the Committee for the proposed supersession of any member of the State Police Service ; and
- (iv) the observations of the State Government on the recommendations of the Committee.

**7. Select List.**—(1) The Commission shall consider the list prepared by the Committee along with the other documents received from the State Government and, unless it considers any change necessary, approve the list.

(2) If the Commission consider it necessary to make any changes in the list received from the State Government, the Commission shall inform the State Government of the changes proposed and after taking into account the comments, if any, of the State Government may approve the list finally with such modification, if any, as may, in its opinion, be just and proper.

(3) The list as finally approved by the Commission shall form the Select List of the members of the State Police Service.

\*(4) The Select List shall ordinarily be in force until its review and revision, effected under sub-regulation (4) of regulation 5, is approved under sub-regulation (1) or, as the case may be, finally approved under sub-regulation (2) :

Provided that in the event of a grave lapse in the conduct or performance of duties on the part of any member of the State Police Service included in the Select List, a special review of the Select List may be made at any time at the instance of the State Government and the Commission may, if it so thinks fit, remove the name of such member of the State Police Service from the Select List.

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\*Substituted *vide* MHA Notification No. 27/48/64-AIS(III)-II, dated 11-12-1964.

**8. Appointments to Cadre Posts from the Select List.**—Appointments of members of the State Police Service from the Select List to posts borne on the State Cadre or the joint Cadre of a group of States, as the case may be, shall be made in accordance with the provisions of rule 9 of the Cadre Rules. In making such appointments, the State Government shall follow the order in which the names of such officers appear in the Select List :

Provided that where administrative exigencies so require, a member of the State Police Service whose name is not included in the Select List or who is not next in order in that Select List may, subject to the aforesaid provisions of the Cadre Rules, be appointed to a cadre post if the State Government is satisfied—

- (i) that the vacancy is not likely to last for more than three months; or
- (ii) that there is no suitable cadre officer available for filling the vacancy.

**9. Appointments to the Service from the Select List.**—\*(1) Appointments of members of the State Police Service to the Service shall be made by the Central Government on the recommendations of the State Government in the order in which the names of members of the State Police Service appear in the Select List for the time being in force.

(2) It shall not ordinarily be necessary to consult the Commission before such appointments are made, unless during the period intervening between the inclusion of the name of a member of the State Police Service in the Select list and the date of the proposed appointment there occurs any deterioration in the work of the member of the State Police Service which, in the opinion of the State Government, is such as to render him unsuitable for appointment to the Service.

**10. Saving.**—Nothing in these regulations shall apply to appointments to be made to the Service from among officers belonging to the State Police Service included in List II prepared by the Special Recruitment Board under the Indian Police Service (Extension to States) Scheme.

### †SCHEDULE

[See Regulation 3(1)]

Sl. No.	Name of State	Other Members of the [Committee
1	2	3
1	Andhra Pradesh . . . .	(1) Chief Secretary to the Government of Andhra Pradesh; (2) Secretary to the Government of Andhra Pradesh in the Home Department. (3) Inspector General of Police. (4) Additional Inspector General of Police. ‡(5) A nominee of the Government, of India not below the rank of Joint Secretary.

\*Amended *vide* MHA Notification No. 14/25/65, AIS 3 dated 7-2-66.

†Substituted with effect from 1-11-1956 *vide* MHA Notification [No. 13/21/56-AIS(III)-D, dated 28-2-1958.

‡Added *vide* MHA Notification No. 39/13/66-AIS(III)-C, dated 9-5-67.

1	2	3
2	Assam . . . . .	(1) Chief Secretary to the Government of Assam. (2) Commissioner of a Division. (3) Secretary or Joint Secretary to the Government of Assam in the Home Department. (4) Inspector General of Police. (5) Deputy Inspector General of Police, C.I.D. *(6) A nominee of the Government of India not below the rank of a Joint Secretary.
3	Bihar . . . . .	(1) Chief Secretary to the Government of Bihar. †(2) Secretary to the Government of Bihar dealing with the subject of Police. (3) Inspector General of Police. (4) Senior-most Deputy Inspector General of Police. ‡(5) A nominee of the Government of India not below the rank of a Joint Secretary.
§4	Gujarat . . . . .	(1) Chief Secretary to the Government of Gujarat. ¶(2) Secretary to the Government of Gujarat, Home Department. (3) The senior-most I.A.S. Secretary to the Government of Gujarat other than the Chief Secretary or other Secretaries who are already included as members of the Committee. (4) Inspector General of Police, Gujarat. (5) Senior-most Deputy Inspector General of Police (including the Commissioner of Police, Ahmedabad). **(6) A nominee of the Government of India not below the rank of a Joint Secretary.
***5.	Haryana . . . . .	(1) Chief Secretary to the Government of Haryana. (2) Secretary to the Government of Haryana, Home Department. (3) Inspector General of Police. £(4) A nominee of the Government of India not below the rank of a Joint Secretary.
@6	Jammu & Kashmir	(1) Chief Secretary to the Government of Jammu & Kashmir. (2) Home Secretary if the officer is of the IAS Cadre and if not, another IAS officer holding a super time-scale post or a post generally reorganised as a super time-scale post in other States and preferably a person with experience of District Work or/and the Home Department.

†Substituted *vide* MHA Notification No. 28/40/64-AIS(III), dated 15-12-1964.

\*Inserted *vide* MHA Notification No. 39/13/66-AIS(III)-E, Dated, 11-1-68.

§Substituted w.e.f. 15-5-1964 *vide* MHA Notification No. 5/19/64-AIS(I), dated 14-5-1964.

¶Substituted *vide* MHA Notification No. 19/6/66-AIS(III), dated 4-8-1966.

\*\*Added *vide* MHA Notification No. 39/13/66-AIS(III)-D, dated 9-5-1967.

‡Added *vide* MHA Notification No. 39/13/66-AIS(III)-B, dated 27-2-67.

\*\*\*Inserted *vide* MHA Notification No. 17/23/66-AIS(III), dated 5-1-1967.

@Added *vide* MHA Notification No. 27/10/64-AIS(III)-(II), dated 3-10-64.

£Added *vide* MHA Notification No. 39/13/66-AIS(III)-B, dated 6-4-67.

1	2	3
		(3) Inspector General of Police.
		(4) A nominee of the Government of India not below the rank of a Joint Secretary.
7 Kerala	.	(1) Chief Secretary to the Government of Kerala.
	.	(2) Secretary to the Government of Kerala in the Home Department.
	.	(3) Inspector General of Police.
	.	** (4) Seniormost Deputy Inspector General of Police.
	.	† (5) A nominee of the Government of India not below the rank of Joint Secretary.
8 Madhya Pradesh	.	(1) Chief Secretary to the Government of Madhya Pradesh.
	.	(2) Secretary to the Government of Madhya Pradesh in the Home Department.
	.	(3) Inspector General of Police.
	.	‡ (4) One Deputy Inspector General of Police nominated by the State Government.
	.	§ (5) A nominee of the Government of India not below the rank of a Joint Secretary.
9 Tamil Nadu	.	(1) Chief Secretary to the Government of Tamil Nadu.
	.	(2) Secretary to the Government of Tamil Nadu in the Home Department.
	.	(3) Inspector General of Police.
	.	(4) Senior-most Deputy Inspector General of Police (who may or may not be the Commissioner of Police, Madras City).
	.	¶ (5) A nominee of the Government of India not below the rank of a Joint Secretary.
@10 Maharashtra	.	(1) Chief Secretary to the Government of Maharashtra.
	.	(2) Secretary to the Government of Maharashtra in the Home Department.
	.	(3) Another Secretary to the Government of Maharashtra nominated by the State Government.
	.	(4) Inspector General of Police.
	.	(5) Commissioner of Police, Bombay.
	.	(6) Seniormost Deputy Inspector General of Police.
	.	§ (7) A nominee of the Government of India not below the rank of a Joint Secretary.

\*\*Added *vide* MHA Notification No. 15/7/65-AIS(III), dated 6-4-1965.

†Added *vide* MHA Notification No. 39/13/66-AIS(III)-F, dated 27-2-1967.

@Added with effect from 1-5-1961 *vide* MHA Notification No. 5/18/60-AIS(I), dated 23-6-1961.

‡Substituted *vide* MHA Notification No. 10/4/61-AIS(I), dated 9-5-61.

¶Added *vide* MHA Notification No. 39/13/66-AIS(III)-G, dated 27-2-1967.

\*Added *vide* MHA Notification No. 39/13/66-AIS(III), dated 16-9-67.

§Inserted *vide* MHA Notification No. 39/13/66-AIS(III)-F, dated 11-1-68.

1	2	3
11 Mysore	. . .	(1) Chief Secretary to the Government of Mysore. (2) Secretary to the Government of Mysore in the Home Department. (3) Inspector General of Police. (4) Senior-most Deputy Inspector-General of Police. *(5) A nominee of the Government of India not below the rank of a Joint Secretary.
12 Orissa	. . .	(1) Chief Secretary to the Government of Orissa. (2) Secretary to the Government of Orissa in the Home Department. (3) Inspector General of Police. (4) Senior-most Deputy Inspector General of Police. **(5) A nominee of the Government of India not below the rank of a Joint Secretary.
13 Punjab	. . .	(1) Chief Secretary to the Government of Punjab. (2) Secretary to the Government of Punjab in the Home Department. (3) Inspector General of Police. †(4) A nominee of the Government of India not below the rank of Joint Secretary.
14 Rajasthan	. . .	(1) Chief Secretary to the Government of Rajasthan. (2) Secretary to the Government of Rajasthan in the Home Department. (3) Inspector General of Police. ‡(4) Additional Inspector General of Police. §(5) A nominee of the Government of India not below the rank of a Joint Secretary.
15 Uttar Pradesh	. . .	(1) Chief Secretary to the Government of Uttar Pradesh. (2) Secretary to the Government of Uttar Pradesh in the Home Department. (3) Inspector General of Police. (4) Deputy Inspector General of Police nominated by the State Government. ¶(5) A nominee of the Government of India not below the rank of a Joint Secretary.

\*Added *vide* MHA Notification No. 39/13/66-AIS(III)-B, dated 13-11-67.

†Added *vide* MHA Notification No. 39/13/66-AIS(III)-H, dated 27-2-1967.

‡Substituted *vide* MHA Notification No. 28/43/64-AIS(III), dated 3-2-1965.

§Added *vide* MHA Notification No. 39/13/66-AIS(III)-C, dated 13-6-67.

¶Added *vide* MHA Notification No. 39/13/66-AIS(II)-D, dated 13-6-67.

\*Inserted *vide* MHA Notification No. 39/13/66-AIS(III)-H, dated 11-1-68.

1	2	3
16 West Bengal		(1) Chief Secretary to the Government of West Bengal. (2) Two Commissioners of Divisions. (3) Inspector General of Police. (4) Commissioner of Police, Calcutta. *(5) A nominee of the Government of India not below the rank of a Joint Secretary.
†17 Union Territories		(1) Secretary, Ministry of Home Affairs, or a nominee of the Ministry not below the rank of a Joint Secretary to the Government of India. (2) Administrator of the Union Territory of Himachal Pradesh or the Chief Secretary to the Government. (3) Administrator of the Union Territory of Delhi or the Chief Secretary, Delhi Administration. (4) Administrator of the Union territory of Manipur or the Chief Secretary to the Govt. (5) Administrator of the Union territory of Tripura or the Chief Secretary to the Government. (6) Administrator of the Union territory of Goa, Daman and Diu or the Chief Secretary to the Government. (7) Administrator of the Union territory of Pondicherry or the Chief Secretary to the Government. (8) Administrator of the Union territory of the Andaman and Nicobar Islands. (9) Inspector General of Police, Delhi. (10) Inspector General of Police, Manipur. (11) Inspector General of Police, Himachal Pradesh. (12) Inspector General of Police, Tripura.

Provided that if for any reason it is not possible for the representative of any Union Territory to attend a meeting of the Selection Committee, the Ministry of Home Affairs shall nominate an Officer in that Ministry not below the rank of a Deputy Secretary to the Government of India to represent that Union Territory:

Provided further that such a representative may represent more than one Union territory.

[No. 14/2/54-AIS(II), dated 6-6-1955]

\*Added *vide* MHA Notification No. 39/13/66-AIS(III)-B, dated 21-7-67.

†Added w.e.f. 1-1-68 *vide* MHA Notification No. 13/4/67-AIS(I)(5), dated 29-12-67.

## 7. THE INDIAN POLICE SERVICE (SPECIAL RECRUITMENT) REGULATIONS, 1957

In pursuance of sub-rule (5) of rule 9 of the Indian Police Service (Recruitment) Rules, 1954, the Central Government, after consultation with the State Governments and the Union Public Service Commission, hereby makes the following regulations, namely :—

1. **Short title and commencement.**—(1) These regulations may be called the Indian Police Service (Special Recruitment) Regulations, 1957.

(2) They shall be deemed to have come into force on the 14th May, 1956.

2. (1) In these regulations, unless the context otherwise requires,—

(a) 'Commission' means the Union Public Service Commission ;

(b) 'Schedule' means a Schedule appended to these regulations.

(2) All other words and expressions used in these regulations and not defined, but defined in the Indian Police Service (Recruitment) Rules, 1954, shall have the meanings respectively assigned to them in those rules.

3. **Method of Special Recruitment.**—The Central Government may make recruitment to the Service by promotion of members of a State Police Service in excess of the normal promotion quota.

4. **Procedure for Special Recruitment.**—For the purposes of recruitment to the Service under regulation 3, the provisions of the Indian Police Service (Appointment by Promotion) Regulations, 1955, shall apply, subject to the modification specified in the Schedule.

5. **Appointment to the Service.**—The list of candidates prepared under regulation 4 shall be forwarded by the Commission to the Central Government and the Central Government may make appointments to the Service in the Junior or Senior Scale from among persons included in the said list.

### SCHEDULE

(See Regulation 4)

### Modifications to the Indian Police Service (Appointment by Promotion) Regulations, 1955

1. For Regulation 4, *substitute* the following :—

4. **Condition of eligibility for appointment.**—Each Committee shall meet at such times as the State Government may in consultation with the Commission, determine and shall consider the cases of members of the State Police Service who on the 31st December, 1956, complete not less than six

years of service (whether officiating or substantive) in a post of Deputy Superintendent of Police.

*Explanation.*—In computing the period of qualifying service of six years, any service rendered in any former Indian State, or any Part B State or the State of Vindhya Pradesh as it existed before the commencement of the Constitution (Seventh Amendment) Act, 1956, in any post which the State Government considers equivalent to that of a Deputy Superintendent of Police shall be taken into consideration.

2. In regulation 5, *omit* sub-regulation (4) and in sub-regulation (5) *omit* the words “review or revision”.

3. In regulation 7, *omit* sub-regulations (3) and (4).

4. *Omit* regulations 8, 9 and 10.

[No. 13/15/56-AIS(III)-A, dated 9-5-1957.]

## 8. THE INDIAN POLICE SERVICE (EMERGENCY COMMISSIONED AND SHORT SERVICE COMMISSIONED OFFICERS) (APPOINTMENT BY COMPETITIVE EXAMINATION) REGULATIONS, 1966

In pursuance of rule 7A of the Indian Police Service (Recruitment) Rules, 1954, the Central Government in consultation with the State Governments and the Union Public Service Commission, hereby makes the following regulations, namely :—

1. **Short title, commencement and duration.**—(1) These regulations may be called the Indian Police Service (Emergency Commissioned and Short Service Commissioned Officers) (Appointment by Competitive Examination) Regulations, 1966.

(2) They shall be deemed to have come into force with effect from the 29th January, 1966.

(3) They shall remain in force for a period of five years from the 29th January, 1966.

2. **Definitions.**—In these regulations unless the context otherwise requires,—

(a) 'available vacancies' means the vacancies in the Service which, as determined by the Central Government under the provisions of sub-rule (2) of rule 4 of the recruitment rules, are to be filled by released Emergency Commissioned or Short Service Commissioned Officers ;

(b) 'Commission' means the Union Public Service Commission ;

(c) 'Examination' means a competitive examination for selection of released Emergency Commissioned or Short Service Commissioned Officers who were commissioned in the Armed Forces after 1st November, 1962, for the purpose of filling vacancies in the All India and Central Services (Class I and Class II) reserved for them, held at such intervals as the Central Government may, in consultation with the Commission, from time to time, determine ;

(d) 'list' means the list of candidates prepared under regulation 8 ;

(e) 'Recruitment Rules' means the Indian Police Service (Recruitment) Rules, 1954 ;

\*(ee) 'Release' means—

(i) actual release according to a phased programme in the case of Emergency Commissioned Officers, or

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\*Inserted w.e.f. 29-1-66 for 5 years *vide* MHA Notification No. 1/2/67-AIS(I)-D, dated 1-3-68.

- (ii) actual release at the end of the tenure of their service in the case of Short Service Commissioned Officers, or
- (iii) invalidment owing to a disability attributable to or aggravated by military service,

from the Armed Forces of the Union after a spell of service and not during or at the end of training, or during or at the end of Short Service Commission granted to cover the period of such training prior to being taken in actual service.

- (f) 'Scheduled Castes' and 'Scheduled Tribes' shall have the same meaning as are assigned to them in clauses (24) and (25) respectively of article 366 of the Constitution ;
- (g) 'Service' means the Indian Police Service ;
- (h) all other words and expressions used in these regulations and not defined but defined in the recruitment rules shall have the meanings respectively assigned to them in those rules.

**3. Holding of Examination.**—(1) The examination shall be conducted by the Commission in the manner notified by the Central Government from time to time.

(2) The dates on which and the places at which the examination shall be held shall be fixed by the Commission.

**4. Conditions of eligibility.**—In order to be eligible to compete at the examination, a candidate must satisfy the following conditions, namely :—

- (i) **Nationality.**—(a) He must be a citizen of India ; or
- (b) He must belong to such categories of persons as may, from time to time, be notified in this behalf by the Central Government.
- (ii) **Age.**—He must not have attained the age of 24 years on the 1st August of the year in which he joined the pre-Commission training in the Armed Forces of the Union :

\*Provided that an Emergency Commissioned Officer or a Short Service Commissioned Officer eligible to compete under the second proviso to clause (iii), shall not have attained on the crucial date aforesaid, such upper age limit, not exceeding 24 years as the Central Government may, having regard to the circumstances of the case, specify in this behalf :

Provided further that the upper age limit may be relaxed in respect of candidates belonging to the Scheduled Castes and the Scheduled Tribes and such other categories of persons as may from time to time be notified in this behalf by the Central Government to the extent and subject to the conditions notified in respect of each category :

@(iii) **Educational Qualifications.**—He must hold a degree of any University incorporated by an Act of the Central or State Legislature in India or other educational institutes established by an Act of Parliament or declared to be deemed as Universities under section 3 of the University Grants

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@Substituted w.e.f. 4-10-67 *vide* MHA Notification No. 1/3/67-AIS(I) dated 4-4-68.

\*Added/substituted *vide* MHA Notification No. 1/3/68-AIS(I)-B, dated 20-5-68.

Commission Act, 1956, or a foreign University approved by the Central Government from time to time, or possess a qualification which has been recognised by the Central Government for the purposes of admission to the examination ;

Provided that :—

- (a) in exceptional cases the Commission may treat as qualified a candidate who, though not possessing the qualification prescribed in this clause, has passed an examination, conducted by other institutions of a standard which, in the opinion of the Commission, justifies the admission of the candidate to the examination ; and
- (b) a candidate who is otherwise qualified but who has taken a degree from a foreign University, which is not approved by the Central Government may also be admitted to the examination at the discretion of the Commission.

**Note.**—A candidate who has appeared at an examination, the passing of which would render him eligible to appear at this examination, but has not been informed of the result, may apply for admission to the examination. A candidate, who intends to appear at such a qualifying examination may also apply provided the qualifying examination is completed before the commencement of this examination. Such candidates will be admitted to the examination, if otherwise eligible, but the admission would be deemed to be provisional and subject to cancellation if they do not produce proof of having passed the examination, as soon as possible and in any case not later than two months after the commencement of this examination :

\*Provided further that an Emergency Commissioned Officer or a Short Service Commissioned Officer who, when he appeared before a Services Selection Board as a candidate for the grant of Emergency Commission or short Service Commission in the Armed Forces, was studying in a recognised institution, that is to say, a university or an institution affiliated to a University, for the award of the educational qualification prescribed for direct recruitment to the Indian Police Service, but who, having discontinued his studies because of joining the Armed Forces, did not acquire such qualification, shall be eligible to compete for the reserved vacancies in the Indian Police Service.

**5. Attempts at the examination.**—(1) No candidate shall be permitted to compete more than two times at the examination, the restriction being effective from the examination held in 1966.

Provided that a candidate who had not attained the age specified in paragraph (ii) of regulation 4 on the 1st August of the year in which he joined the pre-Commission training in the Armed Forces of the Union, but had attained that age on the 1st August of the year succeeding the year in which he joined the pre-Commission training, shall be permitted to compete only once at the examination.

**Note** —A candidate shall be deemed to have competed at the examination if the actually appears in any one or more subjects.

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\*Added/substituted *vide* MHA Notification No. 1/3/68-AIS(I)-B, dated 20-5-68.

\*(2) Save as may be otherwise notified from time to time by the Central Government in the Official Gazette,

- (i) A candidate who is eligible to take only one chance must take the examination held in the year preceding the year of his release ;
- (ii) A candidate who is eligible to take two chances must take the examination held in the year preceding the year of his release and the year of his release :

**6. Disqualification for admission to examination.**—Any attempt on the part of the candidate to obtain support for his candidature by any means may be held by the Commission to disqualify him for admission to the examination.

**7. Commission's decision to be final.**—The decision of the Commission as to the eligibility or otherwise of the candidate for admission to the examination shall be final and no candidate to whom a certificate of admission has not been issued by the Commission shall be admitted to the examination.

**8. Commission to forward list of successful candidates.**—The Commission shall forward to the Government of India, in the Ministry of Home Affairs, a list arranged in order of merit of the candidates who have qualified by such standards as the Commission may determine, and of the candidates belonging to Scheduled Castes and Scheduled Tribes who though not qualified by that standard are declared by the Commission to be suitable for appointment to the Service with due regard to the maintenance of efficiency of administration and the said list shall also be published for general information.

**9. Appointment of candidates.**—(1) Subject to the provisions of regulations 10, 11, 13 and 14 candidates will be considered for appointment to the reserved vacancies in the order in which their names appear in the list.

(2) If on the results of the examination, sufficient number of qualified candidates is not available to fill the reserved vacancies, the unfilled vacancies shall be treated as unreserved and filled on the results of the competitive examination referred to in clause (a) of sub-rule (1) of rule 4, of the recruitment rules but a corresponding number of vacancies shall be carried forward to the next succeeding year :

Provided that no vacancies shall be carried forward for a period of more than four years. If the number of qualified candidates is greater than the number of vacancies reserved for the released Emergency Commissioned and Short Service Commissioned Officers, the names of those who are not appointed shall be kept on the waiting list or lists for appointment against the quota of vacancies reserved for them in the succeeding year or years.

(3) The total number of vacancies reserved for the released Emergency Commissioned and Short Service Commissioned Officers and for the members of the Scheduled Castes and Scheduled Tribes under any rule or order for the time being in force shall not exceed any year 50% of the total number of vacancies to be filled in that year through the competitive examination

and selection referred to in clauses (a) and (aa) respectively of sub-rule (1) of rule 4 of the recruitment rules.

**10. Reservation of vacancies for members of Scheduled Castes and Scheduled Tribes.**—(1) In pursuance of rule 7 of the recruitment rules, 12½ per cent. and 5 per cent. of the available vacancies shall be reserved for candidates who are members of the Scheduled Castes and the Scheduled Tribes respectively.

(2) In filling the vacancies so reserved, candidates who are members of the Scheduled Castes/Scheduled Tribes shall be considered for appointment in the order in which their names appear in the list irrespective of their relative rank as compared with other candidates.

**11. Disqualification for appointment.**—No male candidate who has more than one wife living shall be appointed to any vacancy unless the Central Government has, under the proviso to sub-rule (2) of rule 5 of the recruitment rules, exempted him from the operation of that sub-rule.

**12. Candidates to be debarred from admission to examination, employment etc. in certain circumstances.**—A candidate who is or has been declared by the Commission guilty of impersonation or of submitting fabricated document or documents which have been tampered with or of making statements which are incorrect or false or of suppressing material information or of using or attempting to use unfair means in the examination hall or of misbehaviour in the examination hall or otherwise resorting to any other irregular or improper means for obtaining admission to the examination may, in addition to rendering himself liable to a criminal prosecution :—

(a) be debarred either permanently or for a specified period :—

(i) by the Commission from admission to any examination or appearance at any interview held by the Commission for selection of candidates ; and

(ii) by the Central Government from employment under the Government.

(b) be liable to disciplinary action under the appropriate rules, if he is already in service under Government.

**13. Candidates found medically unfit not to be appointed to Service.**—No candidate shall be appointed to the Service who after such medical examination as the Central Government may prescribe is not found to be in good mental or bodily health and free from any mental or physical defect likely to interfere with the discharge of the duties of the Service.

**14. Power of Central Government to make enquiries with regard to the suitability of candidate for appointment.**—The inclusion of a candidate's name in the list confers no right to appointment, unless the Central Government is satisfied, after such enquiry as may be considered necessary, that the candidate is suitable in all respects for appointment to the Service.

## 9. THE INDIAN POLICE SERVICE (PROBATION) RULES, 1954

In exercise of the powers conferred by sub-section (1) of section 3 of the All-India Services Act, 1951 (LXI of 1951), the Central Government, after consultation with the Governments of the States concerned, hereby makes the following rules, namely :—

1. **Short title.**—These rules may be called the Indian Police Service (Probation) Rules, 1954.

\*2. **Definitions.**—In these rules, unless the context otherwise requires,—

%(a) [ ];

(b) [ ];

(c) 'Commission' means the Union Public Service Commission ;

(d) †[ ];

(e) 'Probationer' means a person appointed to the Service on probation;

(f) 'Period of probation' in relation to a probationer means the period of probation specified in rule 3 ;

(g) 'Schedule' means a Schedule appended to these rules ;

(h) 'Service' means the Indian Police Service ;

(i) 'State Governments concerned' in relation to a joint cadre means the Governments of all the States for which the Joint Cadre is constituted and includes the Government of a State nominated by all such Governments to represent them in relation to a particular matter ; and

%(j) [ ].

\*3. **Period of probation.**—(1) Every person recruited to the Service in accordance with the Indian Police Service (Appointment by Competitive Examination) Regulations, 1955, @and the Indian Police Service (Emergency Commissioned and Short Service Commissioned Officers) (Appointment by Competitive Examination) Regulations, 1966 shall be appointed to the Service on probation for a period of two years.

(2) Every person recruited to the Service in accordance with—

(i) the Indian Police Service (Appointment by Promotion) Regulations, 1955, or

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\*Amended *vide* MHA Notification No. 11/2/60-AIS(I), dated 12-1-1962.

†[ ] Deleted *vide* MHA Notification No. 25/5/66-AIS(III), dated 11-1-1967.

%(j) Deleted *vide* MHA Notification No. 25/2/68-AIS(III), dated 11-9-1968.

@Added *vide* MHA Notification No. 22/3/67-AIS(III)-B, dated 16-6-1967.

- (ii) regulation 3 of the Indian Police Service (Special Recruitment) Regulations, 1957, shall be appointed to the Service on probation for a period of one year :

Provided that in the case of any person recruited to the Service in accordance with the Indian Police Service (Appointment by Promotion) Regulations, 1955, any period for which he has been appointed to ‡(a cadre post may, having regard to his performance in such post, be counted towards the period of probation) ;

Provided further that the Central Government may in exceptional circumstances of any case, after consulting the Commission, reduce the period of probation.

†(3) The Central Government may if it so thinks fit in any case or class of cases extend the period of probation.

(4) In this rule, 'Cadre post' has the same meaning as in clause (b) of rule 2 of the Indian Police Service (Cadre) Rules, 1954.

**\*3-A. Confirmation.**—Where a probationer has completed his period of probation to the satisfaction of the Central Government, he shall, subject to the other provisions of these rules, be confirmed in the Service at the end of his period of probation.

**4. Execution of agreement.**—A probationer shall on appointment to the Service execute an agreement in the form specified in the Schedule binding himself and one surety, jointly and severally, in the event of his failing to comply with any of the provisions of these rules to the satisfaction of the Central Government to refund any moneys paid to him consequent on his appointment as a probationer :

\*Provided that the provisions of this rule shall not apply to probationers appointed in accordance with regulation 3 of the Indian Police Service (Special Recruitment) Regulations, 1957, or the Indian Police Service (Appointment by Promotion) Regulations, 1955.

**\*5. Training.**—(1) A probationer referred to in sub-rule (1) of rule 3 shall on appointment to the Service attend the @[National Academy of Administration] and undergo such training therein and for such period as the Central Government may direct.

(2) On completion of the training at the \*[National Academy of Administration] a probationer shall undergo such further training at the \*[National Police Academy] and for such period as the Central Government may direct.

\*Substituted *vide* MHA Notification No. 11/2/60-AIS(I), dated 12-1-1962.

†Substituted *vide* MHA Notification No. 17/18/65-AIS(III), dated 20-2-1966.

‡( )Substituted *vide* MHA Notification No. 16/28/65-AIS(III)-B, dated 17-1-1967.

@[Substituted *vide* MHA Notification No. 25/2/68-AIS(III), dated 11-9-1968.

(3) On completion of the Training at the \*[National Police], a probationer shall undergo such further training in the State to which he is posted and for such period as the Central Government may, in consultation with the State Government concerned, direct.

@6. **Attendance at lectures etc.**—(1) A probationer referred to in sub-rule (1) of rule 3 shall attend such lectures and undergo such tests and exercises as may be prescribed from time to time.

@(2) (a) The [\*Director, National Academy of Administration] shall award to each probationer such marks out of a maximum of 50 marks as he may deem fit on the results of the examination held at the end of the Foundational course.

(b) At the end of the period of training in the \*[National Police Academy] the \*[Director, National Police Academy] shall assess the record in the \*[National Police Academy] of each probationer by awarding him such number of marks out of a maximum of 100 marks as he may in each case think fit.

(3) At the end of the period of training in the State, the State Government concerned shall assess the record of the probationer during the period of training undergone in the State and forward it to the Central Government.

7. **Final Examination.**—@[(1) A probationer referred to in sub-rule (1) of rule 3 shall, at or about the end of the period of training in the \*[Director, National Police Academy] appear at a final examination to be conducted by the [Director, National Police].]‡

(2) The examination shall be conducted ‡[by the Director, National Police Academy] in accordance with such regulations as the Central Government may, in consultation with the State Governments and the Commission, from time to time, make.

8. **Failure to appear at the final examination in certain circumstances.**—Where a probationer is prevented by sickness or other cause over which he has no control from completing his course of studies for the final examination or from appearing at such examination, the Central Government, [ @may—

(a) allow him to appear at the next final examination or any special examination which the ‡[Director, National Police Academy] may hold for the purpose, or

@Substituted *vide* MHA Notification No. 11/2/60-AIS(I) dated 12-1-1962.

\*[ ]Substituted *vide* MHA Notification No. 25/2/68-AIS(III), dated 11-9-68.

@Deleted *vide* MHA Notification No. 28/18/68-AIS(III)-B, dated 15-5-69.

‡[ ]Substituted *vide* MHA Notification No. 28/18/68-AIS(III)-B, dated 15-5-69.

- (b) exempt him from appearing in all or any of the subjects prescribed for the final examination.

**9. Failure to pass the final examination.**—Where a probationer fails to obtain the minimum number of marks prescribed for any subject, group of subjects or part of the final examination, under the regulations framed under rule 7, the Central Government may, [ ] permit him to sit for re-examination in the subject or subjects in which he failed, or exempt him from appearing in such subject or subjects, or discharge him from the Service, or pass such other order as it may think fit :

Provided that the marks awarded to a probationer on such re-examination shall not be taken into account [ ] in determining his seniority.

**10. Seniority of probationers.**—(1) The [Central Government shall]§ prepare a list of all probationers who are appointed to the Service on the results of the same competitive examination. Such list shall be arranged in order of merit, which shall be determined in accordance with the aggregate of marks obtained by each probationer—

- (a) at the competitive examination ;
- (b) in respect of his record in the @[National Academy of Administration and the] @[National Police Academy] and
- (c) at the final examination :

Provided that in determining such order of merit no account shall be taken of marks awarded to a probationer in any subject in which he has failed to satisfy §[Director, National Police Academy.]

(2) The seniority *inter se* of the probationers recruited on the basis of each competitive examination shall be determined in accordance with the list prepared under sub-rule (1).

‡(3) The provisions of sub-rules (1) and (2) shall not apply to probationers appointed to the Service in accordance with rule 7A of the Indian Police Service (Recruitment) Rules, 1954.

**11. Discipline and Conduct.**—\*[(1) Every probationer referred in sub-rule (1) of rule 3 shall be under the disciplinary control of the %[Director, @[National Academy of Administration] while undergoing training in the @[National Academy of Administration] and of the %[Director, @[National Police Academy] while undergoing training in the @[National Police Academy] and under the disciplinary control of the State Government while undergoing training in the State and shall obey such general or special orders as may be communicated to him by the %[Director, @[National Academy of Administration], %Director, @[National Police Academy] or the State Government from time to time.]

\*[ ] Substituted *vide* MHA Notification No. 11/2/60-AIS(I), dated 12-1-1962.

%[ ] Amended *vide* MHA Notification No. 25/5/66-AIS(III), dated 11-1-1967.

@[ ] Substituted *vide* MHA Notification No. 25/2/68-AIS(III), dated 11-9-68.

[ ] Deleted *vide* MHA Notification No. 28/18/68-AIS(III)-B, dated, 15-5-69.

§[ ] Substituted *vide* MHA Notification No. 28/18/68-AIS(III)-B, dated 15-5-69.

‡ Added *vide* MHA Notification No. 22/1/69-AIS(IV)-B, dated 7-8-69.

†(2) A probationer shall be liable to be removed or dismissed from service if he fails to obey any order which he may receive from the Central Government or from any other competent authority, or if in the opinion of the Central Government he has wilfully neglected his probationary studies or duties, or is guilty of conduct unbecoming a member of the Service :

†Provided that before any action is taken against a probationer under this sub-rule, the procedure prescribed in rule 5 of the All India Services (Discipline and Appeal) Rules, 1955, shall be followed :

Provided further that before any final orders are passed against a probationer under this sub-rule, the Commission shall be consulted.

**12. Discharge of a probationer.**—A probationer shall be liable to be discharged from the Service, \*[or, as the case may be, reverted to his post in the State Service from which he was recruited]—

(a) if he fails to pass the final examination in the circumstances mentioned in rule 9 ; or

‡(b) if the Central Government is satisfied that the probationer was ineligible for recruitment to the Service or is unsuitable for being a member of the Service ; or

\*[(bb) if he is found lacking in qualities of mind and character needed for the Service or in constructive outlook and human sympathy needed in the public services generally] ; or

(c) if he fails to comply with any of the provisions of these rules.

**\*13. Salary during the period of probation.**—(1) @A person recruited to the Service,—

(i) in accordance with the Indian Police Service (Appointment by Competitive Examination) Regulations, 1955, referred to in sub-rule (1) of rule 3, shall receive salary in the lowest stage of the junior time scale applicable to the Service during the first year and at the second stage of that scale during the remaining period of probation, and

(ii) in accordance with the Indian Police Service (Emergency Commissioned and Short Service Commissioned Officers) (Appointment by Competitive Examination) Regulations, 1966, referred to in sub-rule (1) of sub-rule 3 shall receive salary in the stage, fixed for him, of the junior time scale during the first year and at the next higher stage of that scale during the remaining period of probation.

(2) A person referred to in clause (ii) of sub-rule (2) of rule 3 shall receive salary in the stage fixed for him, of the junior or senior scale as the case may be and also draw increments which may be due to him.

@Substituted *vide* MHA Notification No. 22/1/68-AIS (iii)-B, dated 24-7-68.

\*[ ]Added/substituted *vide* MHA Notification No. 11/2/60-AIS(I), dated 12-1-1962.

†Substituted *vide* MHA Notification No. 2/1/62-AIS(I), dated 25-1-1963.

‡Substituted *vide* MHA Notification No. 23/1/64-AIS(III), dated 14-8-64.

(3) A person referred to in clause (i) of sub-rule (2) of rule 3 shall receive salary in the stage fixed for him in the senior scale in accordance with rule 4 of the Indian Police Service (Pay) Rules, 1954, and also draw increments which may be due to him :

Provided that a State Government shall sanction the grant of advance increments in the junior time-scale of the Service in accordance with the provisions of rule 7 of the Indian Police Service (Pay) Rules, 1954, to a person referred to in sub-rule (1) of rule 3, if after joining duty in a State on completion of training at the Training College, and during the probationary period, he qualifies at such departmental examinations with such standard of proficiency as may from time to time be specified by the State Government.

%14. **Travelling Allowance.**—(1) A Probationer shall, on proceeding to the @National Police Academy on completion of the training at the @National Academy of Administration be entitled to such travelling allowances as may be admissible to a member of service @on tour ; but he will not be entitled to any daily allowance for the period of his stay at the National Police Academy.

‡(2) A Probationer shall, in respect of a journey which he may be required to perform while at the @National Academy of Administration or the National Police Academy @be entitled to such travelling allowances as may be admissible to a member of the Service on tour, provided that such journey is in connection with his training or for attendance at an examination during the period of this training.

15. **Inherent Powers.**—Nothing in these rules shall be construed as limiting the power of the Central Government, for good and sufficient reasons, to dismiss or remove a probationer from the Service at any time.

16. **Interpretation.**—If any question arises relating to the interpretation of these rules, it shall be referred to the Central Government whose decision thereon shall be final.

17. **Repeal and saving.**—All rules corresponding to these rules in force immediately before the commencement of these rules are hereby repealed :

Provided that any order made or action taken under the rules so repealed shall be deemed to have been made or taken under the corresponding provisions of these rules :

Provided further that nothing in these rules shall apply to the probationers appointed before the commencement of these rules and they shall continue to be governed by the orders and instructions relating to probationers in force immediately before the commencement of these rules.

‡Substituted *vide* Notification No. 16/4/65-AIS,(III)(A), dated 18-10-1965.

%Rule 14 renumbered as Sub-rule (2) thereof and before that sub-rule as so renumbered sub-rule (1) inserted *vide* MHA Notification No. 17/25/65-AIS(III), dated 12-8-66.

@Substituted *vide* MHA Notification No. 25/2/68-AIS(III), dated 11-9-68.

## SCHEDULE

To

The President of India

Whereas I, †

a probationer in the Indian Police Service (hereinafter referred to as "the probationer") being entitled [subject to compliance with the Indian Police Service (Probation) Rules, 1954] to receive from the President (hereinafter referred to as the Central Government) or from the Government of the State to which I may be posted pay and allowances during the period in which I am under training :

Now we, the probationer, and\* (hereinafter referred to as "the surety") jointly and severally, do hereby in pursuance of the said rules, promise and agree in the event of the failure of the probationer to complete probation to the satisfaction of the Central Government to refund to the Central Government on demand any moneys paid to him, including the pay and travelling expenses to join appointment.

The surety hereby agrees that his liability hereunder shall not be affected by the Central Government extending the period of probation or giving the probationer an extension of time for payment of or compounding the amount payable hereunder.

‡Stamp duty payable on this bond shall be borne and paid by the Government.

Dated this                      day of                      19

Signature of probationer

Signed by the probationer in the presence of

Name of witness

Address

Occupation

Signature of the Surety

Signed by the surety in the presence of

Name of witness

Address

Occupation

†The full name and address of the probationer should be inserted.

\*The surety is requested to insert his full name and address and occupation.

‡Added vide MHA Notification No. 22-4-68-AIS (III)-B, dated 14/10/1968.

It  
 whose signature is appended to the above agreement as surety, do hereby  
 declare that I am

‡(a) in the permanent service of the Government of

or

‡(b) ordinarily resident in India and that I possess means which will  
 enable me to repay to the Central Government the sums of money  
 referred to, in the event of my being called upon to do so in accord-  
 ance with the terms of the agreement.

Signature of the surety

Signed by the surety in the presence of

Name of witness

Address

Occupation

[No. 4/2/54-AIS(II), dated 8-9-1954.]

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†The surety is requested to insert his full name.

‡One of these should be struck out.

## 10. THE INDIAN POLICE SERVICE (PROBATIONERS' FINAL EXAMINATION) REGULATIONS, 1965

1. **Short title.**—These regulations may be called the Indian Police Service (Probationers' Final Examination) Regulations, 1965.

2. **Interpretation.**—Words and expressions used in these regulations, and not defined shall have the meanings, respectively assigned to them in the Indian Police Service (Probation) Rules, 1954.

3. **Final Examination.**—(1) Every probationer shall, at or about the end of the period of training in the \*[National Police Academy], appear at a final examination.

(2) The examination shall be conducted by the \*[Director, National Police Academy] in the manner laid down in these regulations.

(3) The exact dates on which and the places at which the examination shall be held shall be fixed by the \*[Director, National Police Academy].

4. **Subjects and Syllabus for Examination.**—The examination shall be in two parts as mentioned below :—

### (a) PART I—LAW AND POLICE WORK

The subjects for the examination and the maximum marks allotted to each of the subjects shall be as follows :

Subject	Maximum marks	Remarks
(1) Indian Criminal Law . . . .	275	
(2) Constitution of India . . . .	50	
(3) Police Procedure and Administration .	100	
(4) Crime and Criminals . . . .	100	
(5) Investigation (including Scientific Aids) .	125	(75 for written examination and 50 for case diaries).
(6) Medical Jurisprudence . . . .	50	
(7) Plan Drawing and Map Reading . .	25	
(8) Observation test including Police Portraits	25	

The syllabus for this part of the examination shall be as specified in the Schedule to these regulations.

\*Substituted *vide* MHA Notification No. 28/18/68-AIS(III)-D, dated 15-5-69.

## (b) PART II—DRILL, SPORTS AND PRACTICAL SUBJECTS

The subjects and the maximum marks allotted to each of them shall be as follows :—

Subject	Maximum Marks
(1) Physical training . . . . .	20
(2) Infantry drill, which will include Squad drill with and without arms, and Ceremonial drill.	50
(3) Weapon training and Musketry, the handling and firing of the rifle and the revolver.	50
(4) Lathi drill, sword drill, tear smoke and guard mounting . . . . .	25
(5) Equitation, which will include the walk, trot, canter, gallop and jumps (small fences and ditches.)	50
(6) Stable management, which will include animal structure, grooming, bedding, feeding, watering and the care and use of saddlery.	10
(7) Motor transport, which will include the maintenance of motor vehicles; and elementary knowledge of their working and knowledge of traffic duties.	10
(8) Wireless training, which will include a general knowledge of the maintenance of wireless telegraph units and the police grid system.	10

Every probationer shall be required to obtain such minimum number of marks in each subject mentioned in clauses (a) and (b) above as the \*[Director, National Police Academy may determine.].

5. **Qualifying Tests.**—Every probationer shall also be required to obtain such standard of proficiency as the \*[Director, National Police Academy], may determine in the following subjects :—

- (1) **Hindi.**—A working knowledge of Hindi is expected. Probationers will be required to translate given passages from English to Hindi (Devnagari Script) and *vice versa* and read Hindi books and also converse in Hindi.
- (2) **First Aid and Ambulance Drill.**—The probationers will be trained and tested in Civil Defence, First Aid and St. John's Ambulance Drill.
- (3) Hockey.
- (4) Athletics.

6. **Repeal.**—The Indian Police Service (Probationers' Final Examination) Regulations, 1959, are hereby repealed.

Provided that nothing in these regulations shall apply to the probationers who completed training at the Central Police Training College before the commencement of these regulations and they shall continue to be governed by such rules or regulations relating to the final examination as may be applicable to them.

\*Substituted *vide* MHA Notification No. 28/18/68 AIS(III)-D, dated 15-5-69.

## THE SCHEDULE

[See Regulation 4(a)]

Syllabus for the Indian Police Service Probationers' Final Examination (Written).

(1) *Indian Criminal Law :*

The subject will comprise :

- (i) **The Indian Penal Code.**—1860 (45 of 1860) Chapters II, III, IV, V, VA, VI, VII, VIII, IX, X, XI (Sections 191 to 193, 201, 202, 211 to 216, 216A, 217 to 225, 255A, 255B, 227 and 228 only), XII to XVII, XVIII (excepting Sections 478 to 489), XIX, XX, XXII and XXIII ;
- (ii) The Code of Criminal Procedure, 1898 (5 of 1898). Chapters I, II (Except Sections 18 to 21), III (Sections 30, 32 and 34 only), IV to IX, X (Sections 133, 134, 142 and 143 only), XI to XV, XVIII, XIX to XXI, XXIV, XXVIII (Sections 386 and 387 only), XXX, XXXI, (Sections 411A, 417, 418 and 423 only), XXXVIII, XXXIX, XLI, XLII, XLIII, XLVI (Sections 539B, 540, 540A, 545, 550, 551, 552, 556, 560, 561, 563 and 565 only and Schedule II) in respect of arrests without warrant and bailable and non-bailable offences ;
- (iii) The Indian Evidence Act, 1872 (1 of 1872). Sections 3 to 11, 14 to 22, 24 to 38, 45 to 48, 51, 53, 54, 56, 57, 59 to 65, 67, 73 to 83, 88, 101 to 108, 110, 114, 118 to 149, 152 to 164 and 167 ;
- (iv) The Arms Act, 1959 and the rules made thereunder ;
- (v) The Preventive Detention Act, 1950 (4 of 1950) ;
- (vi) The Prevention of Corruption Act, 1947 (2 of 1947) ;
- (vii) The Delhi Special Police Establishment Act, 1946 (25 of 1946) ;
- (viii) The Explosive Substances Act, 1908 (6 of 1908) ;
- (ix) The Cattle Trespass Act, 1871 (1 of 1871) ;
- (x) The Police Act, 1861 (5 of 1861) ;
- (xi) The Police Act, 1888 (3 of 1888) ;
- (xii) The Police Act, 1949 (64 of 1949) ;
- (xiii) The Police (Incitement to Disaffection) Act, 1922 (22 of 1922) ;
- (xiv) The Press and Registration of Books Act, 1867 (25 of 1867) Sections 1, 3 to 8A, 12 and 15 only ;
- (xv) The Indian Explosives Act, 1884 (4 of 1884) Section 13 only ;
- (xvi) The Motor Vehicles Act, 1939 (4 of 1939) Sections 1 to 6, 17, 19, 71 to 91, 112 to 132 only ;
- (xvii) The Indian Railways Act, 1890 (9 of 1890) Sections 100, 101, 109 to 121, 126 to 132 only ;
- (xviii) The Prevention of Cruelty to Animals Act, 1960 (59 of 1960) and, until the Central Government otherwise directs, the Prevention of Cruelty to Animals Act, 1890 (11 of 1890), Sections 2 to 11 and 14 only ;
- (xix) The Identification of Prisoners Act, 1920 (33 of 1920) ;

- (xx) The Foreigners Act, 1946 (31 of 1946) ;
- (xxi) The Foreigners Order, 1948 ; and
- (xxii) The Suppression of Immoral Traffic in Women and Girls Act, 1956 (104 of 1956).

NOTE.—The Acts should be read inclusive of amendments already effected or to be effected or to be effected hereafter.

There shall be three papers each of three hours' duration.

**Law Paper I (Without books) :—Maximum Marks 100.**

Indian Penal Code :—(Chapters II, IV to VI, VIII to X, XI (Sections 211 to 213 and 223 to 225A only), XII, XVI, XVII and XXIII).

Code of Criminal Procedure :—Chapter III (Sections 30, 32 to 34 only), IV to IX, XI to XIV, XV (Sections 195, 196, 196A, 196B and 197 only), XXXIX, XLI, XLIII, XLVI (Sections 539B, 540, 540A, 550, 551, 552, 560, 563, and 565 only).

Indian Evidence Act :—Sections 5 to 11, 14 to 17, 21, 24 to 27, 30, 32 to 36, 45 to 47, 53, 54, 59 to 65, 67 to 73.

Police Act 1861.

**Law Paper II. (With books).—Maximum Marks 100.**

Indian Penal Code	}	As in the syllabus other than portions included in Law Paper I.
Criminal Procedure Code		
Indian Evidence Act.		

**Law Paper III (With books).—Maximum Marks 75.**

All other Acts as in the syllabus.

No probationer shall bring any book or notes into the examination hall. Copies of the Codes and Acts necessary for the second and the third papers will be provided.

Probationers should acquire familiarity with the whole of the above mentioned Codes and Acts but questions will not be set on sections not included in the syllabus. Probationers will be expected to appreciate the close inter-relation between the Indian Penal Code on the one hand and the Code of Criminal Procedure and the Indian Evidence Act on the other, and to understand the combined operation of the three Codes in actual practice in the investigation and trial of cases and the performance of police duties.

**(2) Constitution of India :**

There shall be one paper of one and a half hours' duration.

The paper will be designed to test the knowledge of the probationers on the basic principles and the main provisions of the Constitution of India. Emphasis will be laid on Chapters relating to the Fundamental Rights, powers and privileges of members of Parliament and of State Legislatures, the provisions relating to the Supreme Court, the High Courts, and the Services.

A copy of the Constitution of India will be provided at the written examination. No probationer shall bring any book or notes into the examination hall.

### (3) *Police Procedure and Administration :*

One paper of three hours' duration.

The syllabus will comprise :

Police in history including development of police in Society ; Police organisation in other countries ; Police Ethics and Code of Conduct ; Police Public Relations ; General Duties of the Police ; Police Organisation in India ; The Centre's Role in Police Work ; The Central Reserve Police ; The Central Bureau of Investigation ; The Railway Protection Force ; State Police Organisation ; The Criminal Investigation Department including the *Modus Operandi* Bureau and Finger Print Bureau ; The Railway Police ; Special Armed Police ; The District Police ; Home Guards ; National Cadet Corps ; Auxiliary Corps ; The Village Police ; Village Defence Schemes ; Prosecution System in India ; Court Office ; Malkhana ; Circle Inspectors ; Police Stations, Out-Posts, etc. ; Police Station Records ; Police Station Duties ; Patrol and Surveillance ; Bad Livelihood cases ; Police Registered System ; Jail Parades for identifications ; Crime Digests and Statistics ; General Supervision of Cases ; Supervision of Grave Cases, Grave Crime Reports, Supervision Notes ; Railway Act Cases ; Crowd Psychology ; Crowd Control ; Security (Departmental, Personal and V. I. P.) ; Incident Control ; Duties of Superior Officers ; Relations with the Magistracy ; Relations with the Armed Forces ; Relations with other Departments ; Leadership and Management ; Village Touring ; Station Inspections ; The District Police Office ; Office Routine ; Report Writing Forms of Correspondence ; Administration Reports ; Preservation of and Destruction of Records ; Reserve Lines ; Reserve Training Lines ; Health and Sanitation ; General Stores ; Ordnance Stores ; Appointment, Training and Examinations ; Confidential Character Rolls ; Promotions ; Leave ; Transfers ; Pensions ; Rewards ; Orderly Room ; Punishments and Appeals ; Magisterial Enquiries ; Prosecution of Policemen and Defence of Policemen ; General Administration both Magistrate and Police ; General District Administration ; Organisation of revenue Magisterial and Executive functions within a district ; Broad outlines of Land Tenure system in India and Short Histories of Political Parties in India.

### (4) *Crime and Criminals :*

One paper of three Hours' duration.

The syllabus will comprise ;

(a) Elements of criminal psychology and criminal sociology including the psychological, sociological causes and prevention of criminality ; Theories of punishment and correction, parole, probation and after care ; Juvenile delinquency and sex delinquent women.

(b) Criminal classes and special problems of crime in India comprising Inter-State criminals and how to deal with them. Organised traffic in women and children. All-India criminal gangs and classes including Banjaras, Barwars, Bawarias, Bhampas, Chhapparbends, Doms, Iranis, Kanjaras, Karwal Nats, Kemparis or Thogamlai Koravers, Minas, San Sis and Pervas.

## (c) Common Swindlers' and Thieves' Tricks by—

- (1) false personation; posing as official in authority; posing as relation or friend; posing as V.I.P., businessman, etc.; posing as agent.
- (2) false or forged documents; these include certificates and letters of recommendations for appointment, cheques, bills, receipts, etc. stocks and shares and forged passports.
- (3) false representation; bala and Topka tricks; Bogus banks; Bogus employment; Bogus advertisements; Bogus business firms; Snow-ball swindles; Bogus marriage tricks.
- (4) false promises; Doubling notes; Doubling banks; Doubling valuable articles; Mystic healers, etc.
- (5) Postal, Telegraph and Railway Frauds; Bogus money orders; Bogus telegraphic money orders; Selling forged or used tickets.
- (6) Miscellaneous; Seth-munim tricks; Nowshera trick; Spurious drugs; Kopmari tricks; Dirt tricks.

Note.—Additions to the list of gangs and classes in (b) above and the list of tricks in (c) above may be made by the Commandant in consultation with the State Inspectors General of Police so as to bring them up-to-date.

(5) *Investigation (including Scientific Aids) :*

One paper of three hours' duration carrying 75 marks and a test of case diaries carrying 50 marks.

The syllabus will comprise :

(a) General Investigation :—The Registration of F.I.R., Practice in drafting F.I.Rs., with special emphasis on eliciting complete information from the informant Consultation of P.S. records; Visit to the Place of occurrence by both I.O. and Supervising Officers; Study of Locality and Topography of the place of occurrence; Minute Inspections of scene of occurrence and collection and preservation of Material Evidence (including packing and despatch of exhibits); Examination of witnesses (including the art of interrogating different types of witnesses); Interrogation of accused and suspect (including recording and verification of confessions); Approver's Evidence etc., Complicity of likely Criminals; Arrests, (only on good grounds, precaution against unnecessary and premature arrests, writing of forwarding note to the court, etc.); Searches, (Precautionary procedure and formalities to be observed in course of search, search lists, seizure memos, etc.); Employment of Sources and Agents; Investigation in other police stations; Issue of hue and cry Notices, Express letters, Enquiry Slips, etc.; Reconstruction of Scene of Crime etc.; Organisation of M.O.B., M.O. Investigation (General); Reference to District Crime Bureau and M.O.B. in appropriate cases; checking of Receivers of Stolen Property; Shadowing of suspects; Case Diary and Statement of witnesses, (including necessity of preservation of notes taken in the course of investigation); Final Report, Charge Sheets; Special Reports, Supervision Notes, etc.

(b) Special Investigations :—Burglary with special emphasis on M.O. method of investigation; Murder with special emphasis on inquests, examination of wounded persons, medico-legal aspects etc.; Dacoity, with special emphasis on co-operation with border police stations/sub-divisions/district, hue and cry notices, crime maps, M.O. investigation, etc. Cheating, with special emphasis on the necessity of making a reference to M.O.B.; Rioting, with special emphasis on evidence of identification of rioters; preservation of banners, posters, missiles etc.; necessity of taking photographs, etc.;

Drugging, with special emphasis on medico-legal aspects, reference to M.O.B., etc.; Forgery with special emphasis on identification of handwriting by scientific experts, how to take or collect specimen handwriting, etc.; Motor accidents, with special emphasis on incident control, preservation of evidence, sending of injured to hospital, photographing the scene of occurrence, examination of the skid marks, examination of vehicles by qualified experts, preparation of an accurate site plan, etc.

(c) Scientific aids to Investigation :—Introduction; Uses of Forensic laboratories, Chemical Examiners and Government Serologists; Finger-prints; Foot-prints; Hair Blood stains including grouping; Handwriting; Counterfeit coins; Fractured glass panes; Note Forgery; Soils; Fibres; Paints; Dirt; Textiles; Ballistics including explosives; Semen stains; Photography in police work with special emphasis on the things to be photographed Infra-red, Ultra-violet and X-rays; Detective dyes; Restoration of obliterated marks.

(d) Practical Investigation :—Four practical investigations, one each in burglary, murder, dacoity and motor accident to be conducted with practice in writing case diaries, statements of witnesses, enquiry slips, forwarding reports to magistrates and various experts, various forms of final reports and charge-sheets, etc.

#### (6) *Medical Jurisprudence :*

One paper of one and a half hours' duration.

The subject will comprise :

Introduction; Life and Death; Signs of Death; Identification of Living and Dead; Examination of the Living and the Dead; Asphyxial Deaths (Hanging, Strangulation, Throttling, Suffocation and Drowning); Burns; Scalds and death by Lightning; Death by Explosion; Death from Starvation; Wounds and Injuries; Sexual Offences and Relationships; Insanity, Rape and Unnatural Intercourse; Poisoning.

#### (7) *Plan Drawing and Map Reading :*

One paper of one hour's duration.

The syllabus will comprise :

Plan Drawing.—Measurement with the help of a tape or chain, triangulation, prismatic compass, plane table levelling instruments, theodolite, different scales and their selection, line plan, site plan and detailed plan, some information regarding elevations, sections and cross sections, etc.

Map Reading :—Conventional signs and representation of Relief; Scales and Representative Fractions; North (True, Magnetic and Grid); system of numbering Maps and Map references; Finding position on Map; Use of Prismatic Compass and Service Protractor.

Special emphasis will be given to drawing scenes of crime occurrences, both rough sketches and to Scale.

#### (8) *Observation Test including Police Portraits :*

The subject will include Police portraits and such other tests as the \*[Director, National Police Academy] may determine from time to time.

[No. 27/6/63-AIS(III), dated 23-3-1965.]

## II. THE INDIAN POLICE SERVICE (PAY) RULES

1954

In exercise of the powers conferred by sub-section (1) of section 3 of the All-India Services Act, 1951 (LXI of 1951), the Central Government, after consultation with the Governments of the States concerned, hereby makes the following rules, namely :—

1. **Short title.**—These rules may be called the Indian Police Service (Pay) Rules, 1954.

2. **Definitions.**—In these rules, unless the context otherwise requires—

- (a) 'Cadre' and 'Cadre Post' shall have the meanings respectively assigned to them in the Indian Police Service (Cadre) Rules, 1954;
- (b) 'Departmental Examination' means such examination as may be prescribed by the State Government from time to time for members of the Service allotted to the cadre of that State or posted to that State for training;
- (c) 'Direct Recruit' means a person appointed to the Indian Police Service in accordance with rule 7 of the Indian Police Service (Recruitment) Rules, 1954;
- (d) 'Member of the service' means a member of the Indian Police Service;
- (e) 'Promoted Officer' means an officer appointed to the Indian Police Service by promotion from a State Police Service in accordance with rule 9 of the Indian Police Service (Recruitment) Rules, 1954 ;
- (f) 'Schedule' means a Schedule appended to these rules ;
- (g) 'State' means \* [a State specified in the First Schedule to the Constitution and includes a Union Territory];
- (h) 'State Cadre' and 'Joint Cadre' have the meanings respectively assigned to them in the Indian Police Service (Cadre) Rules, 1954;
- (i) 'State Police Service' shall have the meaning assigned to it in the Indian Police Service (Recruitment) Rules, 1954;
- (j) 'State Government concerned', in relation to a Joint Cadre, means the Governments of all the States for which the Joint Cadre is constituted and includes the Government of a State nominated by all such State Governments to represent them in relation to a particular matter.

†3. **Time-scale of pay.**—(1) The time-scale of pay admissible to a member of the Service shall be as follows :

Junior Scale—Rs. 400-400-450-30-600-35-670-EB-35-950 (18 years).

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\*Substituted with effect from the 1st November 1956 [*vide* MHA Notification No. 13/21/56-AIS(III), dated the 28th February, 1958] and further amended with effect from the 4th September, 1958 [*vide* MHA Notification No. 5/25/58-AIS(II)-(I), dated the 8th July, 1959.]

†Substituted w.e.f. 1-4-1960 [*vide* MHA Notification No. 1/106/65-AIS(II)-A, dated 22nd September, 1965.]

*Senior Scale—*

(a) Time-scale : Rs. 740 (6th year or under)—40-1100-50/2-1250-50-1300 (22 years).

(b) Selection Grade—Rs. 1400 :

Provided that a member of the Service to whom any other time-scale of pay was admissible under any order in force immediately before the commencement of these rules shall continue to draw pay in that scale.

(2) A member of the Service shall be entitled to draw pay in the Selection Grade only on appointment to that grade.

†(2A) Appointment to the Selection Grade and to posts carrying pay above the time-scale of pay in the Indian Police Service shall be made by selection on merit with due regard to seniority.

(3) The pay of an officer who was a member of the Service on the first day of April, 1960 shall be refixed, as from that date, separately in respect of his pay drawn in a substantive or officiating capacity, at the stage arrived at after adding the same number of stages to the minimum of the scale specified in sub-rule (1) as were necessary to arrive at the basic pay in the time-scale of pay applicable to him immediately before the first day of April, 1960, from its minimum.

4. **Fixation of initial pay in the time-scale.**—(1) The initial pay of a direct recruit shall be fixed at the minimum of the junior time-scale.

\*(1A) The initial pay of a member of the Service appointed in accordance with rule 7A of the Indian Police Service (Recruitment) Rules, 1954, shall be fixed in the junior time-scale at the stage which he would have reached on the date of his appointment to the Indian Police Service, if he had been appointed in that scale on that date in the year of allotment.

(2) The pay of a member of the Service in the junior time-scale shall, on appointment to a post on the senior time-scale, be fixed at the corresponding stage in the senior time-scale as shown in Schedule I :

Provided that in the case of a promoted officer initially appointed to the junior time-scale under the Emergency Recruitment Scheme, his pay on appointment to a post in the senior time-scale shall be refixed in accordance with the principles laid down in Section I of Schedule II, and he shall for purposes of such refixation, be deemed to have been appointed to a post in the senior time-scale from the date of his appointment to the Indian Police Service.

(3) The initial pay of a promoted officer who prior to the date of his appointment to the Indian Police Service had not held a cadre post in an officiating capacity shall be fixed in accordance with the principles laid down in Section I of Schedule II.

(4) The initial pay of a promoted officer who on the date of his appointment to the Indian Police Service had held or is holding continuously a cadre post in an officiating capacity shall be fixed in accordance with the principles laid down in Section II of Schedule II.

†Inserted *vide* M.H.A. Notification No. 1/146/67-AIS(II)-(B), dated 21-11-1968.

\*Inserted *vide* M.H.A. Notification No. 1/48/66-AIS(II)-A, dated 28-9-68.

‡Deleted *vide* M.H.A. Notification No. 14/39/65-AIS(III)-B, dated 20-3-1968.

(5) The initial pay of an officer of a State Police Service who has been appointed to hold a cadre post in an officiating capacity in accordance with rule 9 of the Indian Police Service (Cadre) Rules, 1954, shall be fixed in the manner specified in Section III of Schedule II.

(6) Nothing contained in this rule shall be deemed to affect the initial pay already fixed in the appropriate time-scale in respect of any member of the Service who was in service immediately before the commencement of these rules.

**5. Regulation of Increments.**—(1) Subject to any order passed by the State Government concerned under rules 6 and 7, the increment admissible to a member of the Service in the junior or senior time-scale shall—

- (i) in the case of a member appointed under rule 7 \*or rule 7A of the Indian Police Service (Recruitment) Rules, 1954, accrue on the expiry of each year from the date of his appointment to the Service; and
- (ii) in the case of an officer appointed under rule 9 of the Indian Police Service (Recruitment) Rules, 1954, on completion of one year's service from the date of his appointment to a cadre post:

Provided that—

- (i) a promoted officer shall draw an increment in the senior time-scale on the date prescribed in clause (ii) of this sub-rule only on completion of an aggregate period of at least six years of service in the State Police Service and in the Indian Police Service;
- (ii) in the case of a war service candidate appointed in the month of November or December of any year, to a vacancy reserved for a war service candidate in the Indian Police Service, the date of appointment for the purposes of these rules shall be deemed to be the first day of November of that year;
- (iii) in the case of all other members of the Service appointed to the Indian Police Service at any time before the commencement of these rules, their increments shall be regulated in accordance with the orders in force immediately before the date of such commencement.

(2) The increments in the junior and senior time-scales in respect of a member of the Service recruited under rule 7 of the Indian Police Service (Recruitment) Rules, 1954, shall be related to the length of service with reference to and in the manner specified in Schedule I.

(3) The increments in respect of any other member of the Service recruited under rule 9 of the Indian Police Service (Recruitment) Rules, 1954, shall be regulated with reference to the stage at which the initial pay in the senior time-scale has been fixed.

(3A) The next increment of a member of the Service whose pay has been refixed under sub-rule (3) of rule 3 shall accrue on the date on which

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\*Inserted *vide* M.H.A. Notification No. 1/48/66-AIS-(II)-A, dated 28-9-1968.

it would have accrued in the time-scale of pay applicable to him immediately before the first day of April, 1960.

(4) Increments admissible to a member of the Service to whom the time-scales of pay specified in rule 3 do not apply shall be regulated in accordance with the appropriate orders in force immediately before the commencement of these rules.

**6. Withholding of increments.**—(1) The State Government may withhold for such time as it may direct an increment due to any direct recruit †or to any officer recruited in accordance with rule 7A of the Indian Police Service (Recruitment) Rules, 1954, who has failed to pass the departmental examination or examinations, within such time as the State Government may, by general or special order, prescribe, but the withholding of such increments shall have no cumulative effect.

(2) Where an efficiency bar has been prescribed in the junior time-scale of pay, the increment next above the bar shall not be given to a member of the Service without the specific sanction of the authority competent to withhold increment :

Provided that the application of the efficiency bar in the junior time-scale shall not affect the pay of a member of Service in the senior time-scale of pay, wherein his pay shall be regulated according to his length of service.

**\*7. Grant of advance increments.**—(1) Notwithstanding anything contained in rule 13 of the Indian Police Service (Probation) Rules, 1954, the State Government shall sanction the first and the second increments due to a direct recruit †or to any officer recruited in accordance with rule 7A of the Indian Police Service (Recruitment) Rules, 1954, as soon as he passes the prescribed departmental examination or examinations irrespective of his length of service, after which he shall be entitled to draw pay at the rate corresponding to his position in the time-scale :

Provided that the second increment under this sub-rule shall be granted only when a direct recruit †or any officer recruited in accordance with rule 7A of the Indian Police Service (Recruitment) Rules, 1954, has passed the prescribed departmental examination or, as the case may be, the last of the prescribed departmental examinations :

Provided further that a direct recruit who was in receipt of Rs. 410 on the first day of April, 1960 in the junior scale of pay applicable to him immediately before that date and whose pay on that date has been refixed under sub-rule (3) of rule 3 at Rs. 510, shall be entitled to have the advance increment, raising his pay to Rs. 540 from the date on which he has passed the departmental examination or examination after the first day of April, 1960.

*Explanation.*—For purposes of this rule the term 'increment' denotes actual increase in pay and not the actual stages on the time-scale.

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†Inserted *vide* M.H.A. Notification No. 1/48/66-AIS(II)-A, dated 28-9-1968.

\*Substituted *vide* M.H.A. Notification No. 1/106/65-AIS(II), dated 22-9-1965.

**8. Pay of officers holding posts enumerated in Schedule III.**—Any member of the Service appointed to hold a post specified in Schedule III shall, for so long as he holds that post, be entitled to draw the pay indicated for that post in the said Schedule :

Provided that no member of the Service shall at any time draw pay less than that which he is entitled to draw under rule 4 and rule 5 :

Provided further that a member of the Service to whom any other special pay or pay above the time-scale was admissible under any order in force immediately before the commencement of these rules for holding posts specified in Schedule III shall, for so long as he holds the post, continue to draw the same pay.

**9. Pay of members of the Service appointed to posts not included in Schedule III.**—(1) No member of the Service shall be appointed to a post other than a post specified in Schedule III, unless the State Government concerned in respect of posts under its control, or the Central Government in respect of posts under its control, as the case may be, makes a declaration that the said post is equivalent in status and responsibility to a post specified in the said Schedule.

(2) The pay of a member of the Service on appointment to a post <sup>\*</sup>(other than a post specified) in Schedule III shall be the same as he would have been entitled to, had he been appointed to the post to which the said post is declared equivalent.

†(3) For the purposes of this rule 'post other than a post specified in Schedule III' includes a post under ‡[a body incorporated or not, which is wholly or substantially controlled by the Government].

§(4) Notwithstanding anything contained in this rule, the State Government concerned in respect of any posts under its control, or the Central Government in respect of any posts under its control, may, for sufficient reasons to be recorded in writing, where equation is not possible, appoint any member of the Service to any such post without making a declaration that the said post is equivalent in status and responsibility to a post specified in Schedule III.

§(5) A member of the Service on appointment to a post referred to in sub-rule (4), in respect of which no pay or scale has been prescribed, shall draw such rate of pay as the State Government, in consultation with the Central Government in the case of a post under the control of the State Government, or as the Central Government, may, after taking into account the nature of duties and responsibilities involved in the post, determine.

§(6) A member of the Service on appointment to a post referred to in sub-rule (4), in respect of which any pay or scale of pay has been prescribed, shall draw where the pay has been prescribed, the prescribed pay

<sup>\*</sup>Substituted *vide* MHA Notification No. 1/99/58-AIS(II), dated the 25th July, 1959.

†Introduced [*vide* MHA Notification No. 1/99/58-AIS(II), dated the 25th, July, 1959.

‡Substituted *vide* MHA Notification No. 1/107/60-AIS(II)-A, dated the 29th November, 1960.

§Added *vide* MHA Notification No. 1/63/59-AIS(II) A, dated the 22nd June, 1960.

and where scale of pay has been prescribed, such rate of pay not exceeding the maximum of the scale as may be fixed in this behalf by the State Government, or as the case may be, by the Central Government:

Provided that the pay allowed to an officer under this sub-rule and sub-rule (5) shall not at any time be less than what he would have drawn had he not been appointed to a post referred to in sub-rule (4).

**10. Power to exempt.**—The Central Government may, with the concurrence of the State Government concerned, exempt any officer of a State Police Service included in List II or List III prepared by the Special Recruitment Board under the Indian Police Service (Extension of States) Scheme, and appointed to the Indian Police Service, from all or any of the provisions of these rules.

**\*10A. Fixation of pay and increments of officers appointed to the Service under the Indian Police Service (Special Recruitment) Regulations, 1957.**—Notwithstanding anything contained in these rules, the pay and increments of officers appointed to the Service in accordance with the regulations framed under sub-rule (5) of rule 9 of the Indian Police Service (Recruitment) Rules, 1954, will be governed by such regulations, as the Central Government may from time to time, make in consultation with the State Governments.

**†10-B. Fixation of pay and scales of pay of officers appointed to the Indian Police Service on its initial constitution in the State of Jammu and Kashmir.**—Notwithstanding anything contained in these rules, in relation to the State of Jammu and Kashmir, the pay of officers appointed to the Indian Police Service at the time of the initial constitution of the State Cadre, shall be fixed in the junior or senior scales of pay in accordance with such principles as the Central Government may, in consultation with the State Government, determine.

**‡10-C. Fixation of Pay and scales of pay of officers appointed to the Indian Police Service on initial constitution of Joint Cadre for Union Territories.**—Notwithstanding anything contained in these rules, in relation to the Union Territories, the pay of officers appointed to the Indian Police Service at the time of the initial constitution of the Joint Cadre shall be fixed in accordance with such principles as the Central Government may determine.

**11. Amendment of Schedule.**—The Central Government may, after consultation with the State Governments concerned, amend Schedule III.

**12. Interpretation.**—If any question arises relating to the interpretation of these rules, it shall be referred to the Central Government whose decision thereon shall be final.

**13. Repeal and Saving.**—Any rules corresponding to these rules and in force immediately before the commencement of these rules are hereby repealed:

Provided that any order made or action taken under the rules so repealed shall be deemed to have been made or taken under the corresponding provisions of these rules.

\*Introduced with effect from the 14th May 1956 [vide MHA Notification No. 13/41/57-AIS(III)-A, dated the 13th January, 1958.]

†Introduced with effect from the 4th September, 1958 [vide MHA Notification No. 5/25/58-AIS(II)-(2), dated the 8th July, 1959.]

‡Substituted w.e.f. 1-1-1968 vide MHA Notification No. 13/4/67-AIS(I)-(3), dated 29-12-1967.

**\*SCHEDULE I**

[See Rules 4(2) and 5(2)]

**Scales of pay for the Indian Police Service**

Year of Service											Junior Scale	Senior Scale
											Rs. (Monthly rates of pay)	Rs.
1st	.	.	.	.	.	.	.	.	.	.	400	740
2nd	.	.	.	.	.	.	.	.	.	.	400	740
3rd	.	.	.	.	.	.	.	.	.	.	450	740
4th	.	.	.	.	.	.	.	.	.	.	480	740
5th	.	.	.	.	.	.	.	.	.	.	510	740
6th	.	.	.	.	.	.	.	.	.	.	540	740
7th	.	.	.	.	.	.	.	.	.	.	570	780
8th	.	.	.	.	.	.	.	.	.	.	600	820
9th	.	.	.	.	.	.	.	.	.	.	635	860
10th	.	.	.	.	.	.	.	.	.	.	670	900
											(Efficiency bar)	
11th	.	.	.	.	.	.	.	.	.	.	705	940
12th	.	.	.	.	.	.	.	.	.	.	740	980
13th	.	.	.	.	.	.	.	.	.	.	775	1,020
14th	.	.	.	.	.	.	.	.	.	.	810	1,060
15th	.	.	.	.	.	.	.	.	.	.	845	1,100
16th	.	.	.	.	.	.	.	.	.	.	880	1,100
17th	.	.	.	.	.	.	.	.	.	.	915	1,150
18th	.	.	.	.	.	.	.	.	.	.	950	1,150
19th	.	.	.	.	.	.	.	.	.	.	950	1,200
20th	.	.	.	.	.	.	.	.	.	.	950	1,200
21st	.	.	.	.	.	.	.	.	.	.	950	1,250
22nd	.	.	.	.	.	.	.	.	.	.	950	1,300
& over	.	.	.	.	.	.	.	.	.	.		
Selection Grade	.	.	.	.	.	.	.	.	.	.		1,400

**SCHEDULE II**

[See Rule 4]

**Principles of Pay Fixation of Promoted Officers on Appointment to the Indian Police Service**

In the Schedule, the term—

†(i) 'actual pay' means the pay whether in the ordinary time-scale or in the selection grade to which an officer of a State Police Service is entitled by virtue of his substantive position in the cadre of that service ; and includes, after the first day of April, 1960, dearness

\*Substituted *vide* MHA Notification No. 1/106/65-AIS(II)-A, dated the 22nd September 1965,

†Amended or Added *vide* MHA Notification No. 1/106/65-AIS(II)-A, dated 22-9-1965.

allowance, if the State Government have not revised the scales of pay applicable to the State Police Service on the said date so as to include therein a portion or the entire amount of the dearness allowance;

- †(ii) 'assumed pay' means the pay and, if the State Government have not revised the scales of pay applicable to the State Police Service on the first day of April, 1960 so as to include therein a portion or the entire amount of the dearness allowance, includes, after the said date, the dearness allowance which an officer of a State Police Service, officiating or confirmed in a selection grade, would have drawn in the ordinary time-scale (which does not include selection grade) of his service, had he not been officiating or confirmed in the selection grade.

NOTE.—In the State of Tamil Nadu the term "selection grade" shall, for the purposes of this schedule, include the scale of pay sanctioned for the posts of Additional Superintendents of Police in that state.

### SECTION I—FIXATION OF INITIAL PAY OF PROMOTED OFFICERS FALLING UNDER RULE 4(3)

\*(1) The initial pay of a promoted officer shall be fixed at the stage of the Indian Police Service senior time-scale next above the amount equal to his actual pay in the ordinary time-scale or his assumed pay, as the case may be, increased at the rate of one increment in the senior time-scale of the Indian Police Service for every three years of service in the State Police Service. The resultant increase should be subject to a minimum of Rs. 150 and a maximum of Rs. 200 over his pay in the State Police Service:

Provided that,—

- \*(i) where, however, the amount arrived at after the addition of such maximum or minimum increase corresponds to a stage in the senior time-scale of the Indian Police Service, the initial pay shall be fixed at that stage and not at the next higher stage and where it does not correspond to a stage in the senior time-scale of the Indian Police Service, the initial pay shall be fixed at the next higher stage of the scale; and
- (ii) for the purpose of this clause, service in the State Police Service shall include such service in a former State, now merged in the State concerned, as may be equated to service in the State Police Service by the Central Government in consultation with the State Government concerned.

*Explanation.*—In the case of an officer whose actual or assumed pay, as the case may be, exceeds the minimum of the senior scale of the Indian Police Service, the rate of each increment admissible to him should be the same as the increment admissible in the senior scale of the Indian Police Service at the corresponding stage or, if there is no such stage, at the next lower stage.

†Amended or Added *vide* MHA Notification No. 1/106/65-AIS(II)-A, dated 22nd September, 1965.

\*Clause (1) and proviso (i) to clause (1) of Section I substituted [*vide* MHA Notification No. 13/1/58-AISG(III)-A, dated the 8th November, 1958].

(2) The initial pay of a promoted officer who is substantive in the selection grade of the State Police Service shall be fixed at the stage on the Indian Police Service senior time-scale next above his actual pay in the selection grade:

Provided that in cases where the pay in the senior time-scale of Indian Police Service calculated in accordance with clause (1) is higher than that admissible under this clause, the promoted officer shall be entitled to such higher pay.

(3) A promoted officer who at the time of his appointment to the Indian Police Service was officiating in the selection grade of the State Police Service and whose initial pay in the senior time-scale of the Indian Police Service is fixed in accordance with clause (1) shall, in case his officiating pay in the selection grade is higher than his initial pay so fixed in the Indian Police Service, be entitled to a personal pay equal to the difference only if the officer has been officiating in or holding a post in the selection grade for a continuous period of one year at the time of his appointment to the Indian Police Service. This personal pay shall be absorbed in his future increments \*(and increases in his pay, if any, including special pay, additional pay and any other form of pay).

†(3A) Where a promoted officer who on the date of his appointment to the Indian Police Service had held or is holding continuously a temporary post carrying a scale of pay identical to the senior time-scale of the Indian Police Service and certified by the State Government or the Central Government, as the case may be, to be equal in status and responsibility to a cadre post, his initial pay in the senior time-scale of the Indian Police Service fixed in accordance with clause (1), shall not be at a stage lower than the pay he drew or draws in the said temporary post.

(4) The basic pay of a promoted officer shall not, in any case, be fixed below the minimum of the senior time-scale.

(5) Notwithstanding anything contained in any clause in this section the basic pay of a promoted officer in the Indian Police Service time-scale shall not, at any time, exceed the basic pay he would have drawn on the Indian Police Service time-scale as a direct recruit on that date if he had been appointed to the Indian Police Service on the date he was appointed to the State Police Service.

### *Illustrations*

The method to be followed in fixing the pay of a promoted officer under this Section is indicated below:—

I. First write down the following facts in respect of the promoted officer:

- (a) Actual pay of the officer in the State Police Service or the assumed pay, as the case may be, in the State Police Service.

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\*Added at the end of clause (3) of Section I by MHA Notification No. 1/132/59-AIS (II)-A, dated the 2nd February, 1960.

†Inserted *vide* MHA Notification No. 14/39/65-AIS(III)-B, dated 20-3-1968.

- (b) Completed years of service in the State Police Service.
- (c) Number of increments in the senior Indian Police Service time-scale calculated at the rate of one increment for every three years of service in the State Police Service.

\*II. Thereafter tabulate information in the following form and arrive at the pay in the Indian Police Service time-scale as indicated below:—

	A	B	C	D	E	F
(a) Pay in the State Police Service	390	625	740	650	710	690
(b) Completed years of service in the State Police Service	7	14	18	11	10	20
(c) Number of increments	2	4	6	3	3	6
(d) Amount of increments	80	160	240	120	120	240
(e) Pay arrived at by addition of (a) & (d)	470	785	980	770	830	930
(f) Stage at which pay should be fixed	740	820	1,020	780	860	940
(g) Resultant increase	350	195	280	130	150	250
(h) Actual amount of increase subject to the minimum and maximum specified	200	195	200	150	150	200
(i) Pay arrived at by addition of (a) & (h)	590	820	940	800	860	890
(j) Stage at which pay should be fixed in the senior time-scale of Indian Police Service	740	820	940	820	860	900

- (A) is a case where the resultant increase exceeds the maximum increase of Rs. 200 and the pay in the State Police Service plus Rs. 200 results in a figure below Rs. \*740 and the pay is therefore fixed at the minimum of the senior time-scale.
- (B) is a case where the resultant increase falls within the maximum and minimum increase.
- (C) illustrates that when the resultant increase exceeds the maximum increase of Rs. 200, pay is to be fixed at the stage of senior time-scale of Indian Police Service equal to the pay in the State Police Service *plus* Rs. 200.
- (D) is a case where the resultant increase is less than the minimum increase of Rs. 150. In such a case pay is to be fixed at the stage of senior time-scale of Indian Police Service equal to the pay in the State Police Service *plus* Rs. 150. But as this amount does not correspond to a stage, pay is to be fixed at the next stage.

(E) is a case where the resultant increase is Rs. 150 and the pay fixed corresponds to a stage in the senior time-scale of Indian Police Service and as such pay is to be fixed at that stage and not at the next higher stage.

(F) is a case where the maximum increase of Rs. 200 results in an amount which is not a stage in the senior time-scale. The pay in such case is fixed at the next higher stage.

## SECTION II—FIXATION OF INITIAL PAY OF PROMOTED OFFICERS FALLING UNDER RULE 4(4)

(1) In the case of a promoted officer, who has already officiated in a Cadre post with the approval of the Central Government in consultation with the Union Public Service Commission prior to his appointment to the service, his pay shall be fixed at a stage not lower than the pay he drew in the senior scale of the Indian Police Service while last officiating in such a post.

(2) For the purpose of calculating one year's service at a given rate of pay for increments in the Indian Police Service under rule 5 of the rules, broken periods of officiating service at that rate of pay shall be taken into account.

## SECTION III—FIXATION OF INITIAL PAY OF [STATE POLICE SERVICE] OFFICERS FALLING UNDER RULE 4(5).

(1) The initial pay of a State Police Service Officer appointed to officiate in posts borne on the Indian Police Service cadre, shall be fixed in accordance with the principles enunciated in Section I:

Provided that if a [State Police Service Officer] had already officiated before the date of commencement of these rules in cadre post with the approval of the Central Government and in consultation with the Union Public Service Commission, his pay under this section shall be fixed at a stage not lower than the pay he drew in the senior scale of the Indian Police Service while last officiating in such a post.

(2) On any enhancement of his pay in the State Police Service as a result of an increment on the ordinary time-scale (or selection grade) of the State Police Service, an officer of the State Police Service while officiating in a post carrying pay in the senior Indian Police Service scale shall be entitled to have his pay on the senior Indian Police Service time-scale recalculated in accordance with the principles laid down in Section I on the basis of his enhanced pay in the State Police Service and as if he was appointed to officiate in a post carrying pay in the senior Indian Police Service scale with effect from the date of such enhancement.

\*(3) If a State Police Service Officer holding in an officiating capacity a post in the Indian Police Service is promoted substantively to the selection grade of the State Police Service and there is thus an enhancement of

[ ] Substituted with effect from the 14th September, 1954 (*vide* MHA Notification No. 13/18/56-AIS(III)-A, dated the 24th May, 1957).

( ) Inserted *vide* MHA Notification No. 1/297/59-AIS(III)-A, dated the 15th July, 1959].

\*Substituted [*vide* MHA Notification No. 13/1/58-AIS(III)-A, dated the 8th November, 1958].

pay in his service, his pay in the senior time-scale of the Indian Police Service shall be refixed in accordance with the principles enunciated in Section I, as if he was appointed to officiate in a post carrying pay in the senior scale of the Indian Police Service with effect from the date of such enhancement.

(4) Increments of pay on the Indian Police Service senior time-scale shall be granted to a State Police Service officer holding a post carrying pay in the senior time-scale of the Indian Police Service in an officiating capacity, on completion of one full year's service on any stage of that scale, unless his pay on the Indian Police Service senior time-scale is refixed before then at the next higher stage under (2) or (3) above:

Provided that for purposes of calculating one year's service under this clause:

- (i) broken periods of officiating service on a particular rate of pay shall be taken into account;
- (ii) leave taken during officiation in a post on the senior time-scale of the Indian Police Service shall not be treated as a break if on the expiry of the leave the officer returns to the same post or a similar post on the same rate of pay and Government certify that but for proceeding on leave the officer would have continued in the Indian Police Service post; and
- (iii) foreign service rendered by an officer during such officiation shall not constitute a break if the State Government certify that but for being on foreign service the officer would have continued to officiate in the same Indian Police Service post or a similar post on the same rate of pay:

†Provided further that he shall not be granted an increment in the senior time-scale of the Indian Police Service unless he completes an aggregate period of six years' service in the State Police Service and in the Indian Police Service posts.

### SCHEDULE III

#### *A. Posts carrying pay above the time-scale pay of the Indian Police Service under the State Governments*

State	Particulars of Posts	Pay/Scale of Pay
		Rs.
Andhra Pradesh	Inspector General of Police	@2,500—125/2—2,750.
	Additional Inspector General of Police	2,000—125—2,250
	Director, Anti-Corruption Bureau	1,600—100—1,800 plus Rs. 200 special pay.
	‡Special officer, Home Guards and Welfare.	1,600—100—1,800.
	‡Deputy Inspector-General of Police (Ranges).	1,600—100—1,800.
	‡Commissioner of Police, City Police	1,600—100—1,800.

†Introduced with effect from the 14th September, 1954 [vide MHA Notification No. 13/18/56-AIS(III)-A, dated the 24th May, 1957].

@Substituted w.e.f. 1-9-1965, vide MHA Notification No. 1/89/65-AIS(II)(b), dated 28-7-1966.

‡Added vide MHA Notification No. 1/134/66-AIS(II), dated 11

State	Particulars of Posts	Pay/Scale of Pay
		Rs.
Assam	Inspector General of Police	@2,500—125/2—2,750.
	Deputy Inspector(s) General of Police	@1,600—100—1,800.
Bihar	Inspector General of Police	@2,500—125/2—2,750.
	Deputy Inspector(s) General of Police	1,600—100—1,800.
	‡Deputy Inspector General-cum-Addl. Commandant General, Home Guards, Patna.	1,600—100—1,800.
Gujarat	[ ] Inspector General of Police	@2,500—125/2—2,750.
	Deputy Inspector(s) General of Police	1,600—100—1,800.
	Commissioner of Police	1,600—100—1,800 plus Rs. 150 Special Pay.
	**Director of Anti-Corruption Bureau	1,600—100—1,800.
	++Deputy Inspector General of Police, Crime & Railway, Ahmedabad.	1,600—100—1,800.
	Deputy Inspector General of Police (Head Quarters).	1,600—100—1,800.
	Deputy Inspector of General of Police (Intelligence).	1,600—100—1,800.
Haryana	+Inspector General of Police	2,500—125/2—2,750.
	+Deputy Inspector General of Police	1,600—100—1,800.
Jammu & Kashmir	*Inspector General of Police	2,250 only.
	¶Deputy Inspector General of Police (Admn.).	1,600—100—1,800.
	¶Deputy Inspector General of Police (Armed Police).	1,600—100—1,800.
	Dy. Inspector General of Police (Range).	1,600—100—1,800.
	Deputy Inspector General of Police, C.I.D.	1,600—100—1,800 plus Rs. 150 special pay.
	§Deputy Inspector General of Police (Anti-Corruption).	1,600—100—1,800.
Kerala	Inspector of General of Police	@2,500—125/2—2,750.
	Deputy Inspector(s) General of Police	1,600—100—1,800.
	£Deputy Inspector General of Police, C.I.D. & Railways.	1,600—100—1,800.
	£Commandant General, Home Guards.	1,600—100—1,800.

@Substituted w.e.f. 1-9-1965 vide MHA Notification No. 1/89/65-AIS(II)(b), dated 28-7-1966.

‡Added vide MHA Notification No. 1/110/66-AIS(II), dated 13-9-1966.

+Substituted or added w.e.f. 1-11-1966 vide MHA Notification No. 1/146/66-AIS(II)(b), dated 24-12-1966.

\*\*Added vide MHA Notification No. 1/134/66-AIS(II), dated 11-10-1966.

£Added vide MHA Notification No. 1/31/67-AIS(II), dated 23-3-67.

\*Substituted vide MHA Notification No. 1/154/67-AIS(II), dated 18-12-1967.

[ ] Deleted w.e.f. 1-1-68 vide MHA Notification No. 13/4/67-AIS(I)(7), dated 29-12-1967.

¶Substituted vide MHA Notification No. 6/36/68-AIS(I)-D, dated 29-7-1968.

§Added vide MHA Notification No. 11/23/69-AIS(I)-B, dated 27-6-1969.

++ Added vide MHA Notification No. 11/21/69-AIS(I)-B, dated 24-7-1969.

State	Particulars of Posts	Pay/Scale of Pay
		Rs.
Madhya Pradesh	Inspector General of Police	@2,500—125/2—2,750.
	Deputy Inspector(s) General of Police	1,600—100—1,800.
	% Chief Executive Officer, SPE(D.I.G.)	1,600—100—1,800
	+ Commandant General, Home Guards.	1,600—100—1,800
Tamil Nadu	Inspector General of Police	@2,500—125/2—2,750.
	Commissioner of Police, Madras City	1,600—100—1,800 plus Rs. 100 special pay.
	Deputy Inspector(s) General of Police	1,600—100—1,800.
Maharashtra	Inspector General of Police	@2,500—125/2—2,750.
	Commissioner of Police, Bombay	1,800—100—2,000.
	Deputy Inspector(s) General of Police (Range).	1,600—100—1,800.
	Deputy Inspector(s) General of Police (Intelligence—Crime & Railway, Armed Forces, Training & Special Units.	1,600—100—1,800.
	Director, Anti-Corruption and Prohibition, Intelligence Bureau.	1,600—100—1,800.
	§ Commissioner of Police, Poona	1,600—100—1,800.
	Commissioner of Police, Nagpur	1,600—100—1,800.
Mysore	Inspector General of Police	@2,500—125/2—2,750.
	**Deputy Inspector General of Police (Range).	1,600—100—1,800.
	Deputy Inspector General of Police (C.I.D. & Railways).	1,600—100—1,800.
	Commissioner of Police, Bangalore	1,600—100—1,800.
	£Deputy Inspector General of Police, Bureau of Investigation, State Vigilance Commission.	1,600—100—1,800.
	£Commandant General, Home Guards.	1,600—100—1,800.
Orissa	Inspector General of Police	@2,500—125/2—2,750.
	‡Addl. Inspector General of Police (Vigilance).	2,000—125—2,250.
	Deputy Inspector(s) General of Police	1,600—100—1,800.

@Substituted w.e.f. 1-9-1965 *vide* MHA Notification No. 1/89/65-AIS(II) (b), dated 28-7-1966.

£Added *vide* MHA Notification No. 1/135/66-AIS(II), dated 7-10-1966.

%Added *vide* MHA Notification No. 1/132/66-AIS(II), dated 23-11-1966.

+Substituted *vide* MHA Notification No. 6/7/67-AIS(I), dated 23-3-1968.

††Substituted *vide* MHA Notification No. 11/27/69-AIS(I)-B, dated 27-6-69.

\*\*Deleted/Substituted *vide* MHA Notification No. 11/28/69-AIS(I), dated 8-8-1969.

‡Added w.e.f. 11-5-65 *vide* MHA Notification No. 1/124/67-AIS(II), dated 9-5-68.

§Added w.e.f. 5-11-66 *vide* MHA Notification No. 1/123/67-AIS(II), dated 26-8-1967.

State	Particulars of Posts	Pay/Scale of Pay
Punjab	Inspector General of Police	@2,500—125/2—2,750.
	Deputy Inspector(s) General of Police	1,600—100—1,800.
	§Deputy Inspector General of Police, C.I.D.	1,600—100—1,800 plus Rs. 200 Special Pay.
	×Director, Spl. Enquiry Agency	1,600—100—1,800.
Rajasthan	Inspector General of Police	@2,500—125/2—2,750.
	Additional Inspector General of Police	2,000—125—2,250.
	Deputy Inspector(s) General of Police	1,600—100—1,800.
Uttar Pradesh	Inspector General of Police	@2,500—125/2—2,750.
	Deputy Inspector(s) General of Police	1,600—100—1,800.
	* { Deputy Inspector General of Police, Training and Principal, Police Training College, Moradabad.	1,600—100—1,800.
	* { Commandant General, PRD, and Home Guards, U.P., Lucknow.	1,600—100—1,800.
	ΔDirector of Vigilance, U.P., Lucknow	1,600—100—1,800.
West Bengal	Inspector General of Police	2,500—125/2—2,750.
	Commissioner of Police, Calcutta	1,800—100—2,000.
	‡Deputy Inspector General of Police, Armed Police.	1,600—100—1,800.
	‡Deputy Inspector General of Police Ranges (Burdwan Presidency Jalpaiguri).	1,600—100—1,800.
	‡Deputy Inspector General of Police, Intelligence Branch.	1,600—100—1,800 plus Rs. 150 special pay.
	‡Deputy Inspector General of Police, Traffic and Railways.	1,600—100—1,800.
	£Deputy Inspector General of Police, C.I.D. & Enforcement.	1,600—100—1,800.
	£Deputy Inspector General of Police, Headquarters.	1,600—100—1,800.
	£Additional Inspector General of Police.	2,000—125—2,250.
Union territories—		
**Delhi Administration	Deputy Inspector General of Police	1,600—100—1,800.
Government of Himachal Pradesh	†Inspector General of Police	1,600—100—1,800.
Government of Manipur	Inspector General of Police	1,600—100—1,800.
Government of Tripura	Inspector General of Police	1,600—100—1,800.

‡Added *vide* MHA Notification No. 1/126/66-AIS(II), dated 30-9-1966.

£Inserted *vide* MHA Notification No. 1/25/67-AIS(II), dated 8-3-1967.

†Substituted *vide* MHA Notification No. 7/10/68-AIS(I)-B, dated 28-5-68.

\*Inserted *vide* MHA Notification No. 7/1(15)-i/66-AIS(I), dated 4-11-67.

\*\*Added w.e.f. 1-1-68 *vide* MHA Notification No. 13/4/67-AIS(I)(7), dated 29-12-67.

×Added *vide* MHA Notification No. 6/45/67-AIS(I), dated 17-1-68.

ΔAdded *vide* MHA Notification No. 11/32/69-AIS(I)-B, dated 21-6-69.

§Inserted *vide* MHA Notification No. 1/80/67-AIS (II), dated 15-7-67, effective from 1-11-66.

@Substituted w.e.f. 1-9-65 *vide* MHA Notification No. 1/89/65-AIS(II), dated 28-7-66.

*B. Posts carrying pay in the senior time-scale of the Indian Police Service under the State Governments including posts carrying special pays in addition to pay in the time-scale*

§(1) The number of posts in the selection grade in a State Cadre shall be equal to twenty per centum of the total number of senior posts in the State reduced by the number of posts carrying pay above the senior time-scale in the State subject to a minimum of five per centum of the senior posts in the State.

*Explanations.*—I. The expression “senior posts in the State” shall mean senior posts under a State Government as specified in item 1 of the Schedule to the Indian Police Service (Fixation of Cadre Strength) Regulations, 1955.

II. The number of selection grade posts shall be worked out under clause (1) on the basis of authorised strength and no changes need be made consequent on a temporary addition to a cadre or temporary holding in abeyance of a cadre post.

(2) The State Governments concerned shall be competent to grant a special pay for any of the posts specified in this Part of the Schedule either individually or with reference to a group or class of such posts:

\*Provided that the posts of Assistant Inspector General of Police (at Headquarters), Assistant to the Inspector General of Police (at Headquarters), Deputy Commissioner of Police, Principal, Police Training School or College, Commandant of Armed Police Battalion or Force or Unit (except Commandant, Special Armed Reserve, City Police, Andhra Pradesh and Commandant, Malabar Special Police, Madras), Superintendent of Railways Police (except Superintendents of Railway Police, Andhra Pradesh and Madras) and Superintendent of Police, Criminal Investigation Department shall carry a special pay.

(3) The amount of any special pay which may be sanctioned by the State Governments concerned under clause (2) shall be Rs. 100, Rs. 150 or Rs. 200 as may, from time to time, be determined by the State Governments concerned.

(4) Posts in the junior time-scale of the Service have not been specified in the Schedule but it shall be within the competence of the State Governments concerned to sanction any special pay to be attached to such posts.

State	Particulars of Posts
Andhra Pradesh . . . .	Assistant Inspector(s) General of Police. Superintendent of Police, Headquarters, C. P. L. Amberpeta <i>alias</i> Commandant, Special Armed Reserve, City Police. Superintendent(s) of Police of District(s). Superintendent(s) of Police, Railways.

\*Substituted *vide* MHA Notification No. 13/11/58-AIS(III), dated the 8th May, 1958.

§Substituted w.e.f. 1-3-1962 *vide* MHA Notification No. 1/106/65-AIS(II)-B, dated 22-9-65.

State	Particulars of Pay
	<p>Superintendent of Police, Special Branch, C.I.D.  *Joint Director, Anti-Corruption Bureau.  †Superintendent of Police, Crime Branch, C.I.D.  @Superintendent of Police, Special Intelligence Unit, C.I.D.  Principal, Police Training College.  Deputy Commissioners of Police (Law and Order, City, Crimes, City, Special Branch, City, Traffic and Licensing, City, Armed Reserve).</p>
Assam	<p>Assistant Inspector General of Police.  ‡Special Superintendent of Police, C.I.D.  ‡Superintendent of Police, S.B.  ‡Superintendent of Police, A.C.B.  ‡Commandant(s), B.S.Fs.  Superintendent(s) of Police of District(s) [including 3 Additional Superintendent(s) of Police for Kamrup, Cachar and Lakhimpur].  Principal, Police Training College.  Commandant(s) Assam Police Battalion(s).</p>
Bihar	<p>Assistant(s) to the Inspector General of Police.  §Superintendent of Police (A), C.I.D., Special Branch.  §Superintendent of Police (B), C.I.D., Special Branch.  Principal, Police Training College.  Commandant(s) Military Police.  ¶Superintendent of Police 'S' C.I.D., Special Branch Bihar.  ¶Superintendent of Police 'C' C.I.D., Crime Branch Bihar.  ¶Superintendent of Police 'D' C.I.D., Crime Branch, Bihar.  ¶Superintendent of Police.  ¶Superintendent of Police, Railways.  ¶Deputy Commandant, B.M.P. VIII, Patna.  ¶Commandants, Home Guard, Bihar.  ¶Addl. Superintendents of Police (Dehri, Saran, Sahibganj, Begusarai, Paliva, Gaya and Giridi).</p>

\*Substituted with effect from the 31st May, 1961 [vide MHA Notification No. 1/81/61-AIS(II), dated the 24th July 1961].

†Substituted for 'Superintendent of Police', Crime & X Branch, C.I.D., with effect from the 27th June, 1960 [vide MHA Notification No. 1/109/60-AIS(II), dated the 8th July, 1960].

@Substituted vide MHA Notification No. 1/134/66-AIS(II), dated 11-10-1966.

‡Substituted for 'Special Superintendent(s) of Police' with effect from the 5th August, 1960 [vide MHA Notification No. 1/77/60-AIS(II), dated the 19th August, 1960].

§Substituted for 'Assistant(s) to Deputy Inspector General of Police' with effect from the 20th April, 1960 [vide MHA Notification No. 1/77/60-AIS(II), dated the 6th May 1960].

¶Added vide MHA Notification No. 1/110/66-AIS(II), dated 13-9-1966.

State	Particulars of Posts
[       ]	
‡Gujarat . . . . .	Deputy Commissioner(s) of Police. Assistant Inspector General of Police. Superintendent of Police, C.I.D. (Crime). Superintendent of Police, C.I.D. (S.B.). Superintendent(s) of Police. Superintendent(s) of Police, Railway. Principal, Police Training School. §[       ] §Superintendent of Police (C.I.D.) (S.E.B.). <div style="display: inline-block; vertical-align: middle;"> <div style="display: inline-block; vertical-align: middle;">{</div> <div style="display: inline-block; vertical-align: middle;">Deputy Director, Civil Defence, Organisation, Ahme- dabad. † { Commandants of S.R.P.F. Group. Principal, Police Training College, Junagadh. Principal, Police Training School, Baroda.</div> </div>
*Haryana . . . . .	Assistant Inspectors General of Police. Superintendents of Police (Districts). Superintendents of Police (C.I.D.). + Director, Special Inquiry Agency.
**Jammu & Kashmir . . . . .	Assistant Inspector General of Police. ×× Superintendent of Police. ×× Superintendent of Police, C.I.D. ×× Superintendent of Police (Spl. Br.). §Assistant Inspector General of Police, Traffic. Principal, Police Training School. Additional Superintendent of Police. Commandant Armed Forces.
Kerala . . . . .	Assistant Inspector General of Police (Office). ++ Commissioner of Police, Ernakulam. ++ Addl. Asstt. Inspector General of Police.

\*Substituted or added w.e.f. 1-11-1966 *vide* MHA Notification No. 1/146/66-AIS(II)(B) dated 24-12-1966.

‡Substituted for entries relating to Bombay with effect from the 1st May, 1960 *vide* MHA Notifications No. 1/83/60-AIS(II), dated the 3rd June, 1960 and the 5th January, 1961.

§Deleted or Added *vide* MHA Notification No. 1/196/66-AIS(II), Dated 4-8-1966.

[       ] Deleted w.e.f. 1-1-68 *vide* MHA Notification No. 13/4/67-AIS(I), (7), dated 29-12-1967.

+ Substituted *vide* MHA Notification No. 7/14(2)/67-AIS(I), dated 7-10-67.

§Added *vide* MHA Notification No. 11/23/69-AIS(I)-B, dated 27-6-1969.

\*\*Introduced with effect from the 4th September, 1958 *vide* MHA Notification No. 1/11/60 AIS(II), dated the 25th July, 1960.

++ Added and deleted *vide* MHA Notification No. 7/18/67-AIS(I), dated 29-12-67

×× Added/Substituted *vide* MHA Notification No. 6/36/68-AIS(I)-D, dated 29-7-1968.

†Added *vide* MHA Notification No. 11/21/69-AIS(I)-B, dated 24-7-69.

State	Particulars of Posts
	Superintendent(s) of Police of District(s).
	†Principal, Police Training College.
	Superintendent of Police, X-Branch.
	Superintendent of Police, Special Branch.
	Superintendent of Police, Crime Branch.
	%Commissioner of Police, Trivandram
	@Commandant, M.S.P.
	%Commandant M.S.P. II Battalion.
	%Commandant S.A.P. I & II Battalions.
	*Supdt. of Police, Civil Supplies Cell.
Madhya Pradesh . . . .	‡Assistant Inspector(s) General of Police.
	¶Superintendent of Police, Bhopal.
	Superintendent(s) of Police, Railways.
	Principal, Police Training College.
	@Superintendent of Police, Anti-Dacoity Operations.
	*Superintendents of Police, (Districts).
	++Additional Superintendents of Police.
	++Commandants Special Armed Force.
	*Superintendent of Police, S.P.E. Dy. Transport Controller (Enforcement).
Tamil Nadu . . . .	Deputy Commissioners of Police, Madras City.
	Assistant Inspector General of Police.
	Superintendent(s) of Police of District(s).
	Superintendent(s) of Police, C.I.D.
	Superintendent of Police, Railways.
	Principal, Police Training College.
	Commandant, Malabar Special Police.

†Substituted for the entry 'Superintendent of Police, Armed Reserve' with effect from the 20th April, 1960 *vide* MHA Notification No. 1/77/60-AIS(II), dated the 6th May, 1960.

@Added w.e.f. 10-1-1964 *vide* MHA Notification No. 1/31/64-AIS(II), dated 24th March, 1964.

‡Substituted for the entry 'Assistant(s) to the Inspector General of Police with effect from the 20th April, 1960 [*vide* MHA Notification No. 1/77/60-AIS(II), dated the 6th May, 1960].

¶Substituted with effect from the 6th April, 1968 (*vide* MHA Notification No. 6/7/67-AIS(I), dated the 31st July, 1968).

++Substituted *vide* MHA Notification No. 1/132/66-AIS(II), dated 23rd November, 1966.

%Substituted or Added *vide* MHA Notification No. 1/31/67-AIS(II), dated 23-3-1967.

+Deleted/Substituted/Added *vide* MHA Notification No. 6/7/67-AIS(I), dated 23-3-68.

\*Deleted/Added *vide* MHA Notification No. 7/2/68-AIS(I)-B, dated 20-4-68.

State	Particulars of Posts
Tamil Nadu— <i>Contd.</i>	<p>*Deputy Commissioner of Police (Headquarters), Madras City.</p> <p>**Superintendent of Police, Anti-Smuggling and Vigilance Cell, C.I.D., Madras.</p> <p>@Commandants, Special Armed Police.</p> <p>£Superintendents of Police.</p> <p>Directorate of Vigilance and Anti-Corruption (Hd. qrs.) Madras.</p> <p>£Superintendent of Police.</p> <p>Directorate of Vigilance and Anti-Corruption (Southern Range).</p> <p>£Superintendent of Police, Directorate of Vigilance and Anti-corruption (Central Range).</p>
‡Maharashtra	<p>. . . Deputy Commissioner(s) of Police.</p> <p>Assistant Inspector General of Police.</p> <p>§Superintendents of Police, C.I.D.</p> <p>Superintendent(s) of Police.</p> <p>Superintendent(s) of Police, Railways.</p> <p>Additional Superintendent(s) of Police.</p> <p>Principal, Police Training School.</p> <p>Commandant(s) State Reserve Constabulary.</p> <p>¶Superintendent of Police (Traffic).</p> <p>✓✓Superintendent of Police, Anti-corruption &amp; Prohibition Intelligence Bureau.</p>
Mysore	<p>. . . District Superintendent(s) of Police.</p> <p>Superintendent of Police, K.G.F.</p> <p>Assistant Inspector(s) of General of Police.</p> <p>+ [     ].</p> <p>✓✓Deputy Commissioner of Police, Bangalore.</p> <p>% [     ].</p>

\*Inserted with effect from the 20th April, 1960 *vide* MHA Notification No. 1/77/60-AIS (II), dated the 6th May, 1960.

\*\*Added *vide* MHA Notification No. 11/26/69-AIS(I)-B, dated 7-8-1969.

£Added *vide* MHA Notification No. 1/111/66-AIS(II), dated the 26th August, 1966.

@Inserted w.e.f. 20-4-1960 *vide* MHA Notification No. 1/77/60-AIS(II), dated 6-5-1960.

§Substituted for the entry 'Assistant Deputy Inspector(s) General of Police, Criminal Investigation Department' with effect from the 30th August, 1961 *vide* MHA Notification No. 1/118/61-AIS(II), dated the 27th September, 1961.

¶Added w.e.f. 10-1-1964 *vide* MHA Notification No. 1/31/64-AIS(II), dated the 24th March, 1964.

+ [     ] Deleted w.e.f. 15-10-66 *vide* MHA Notification No. 1/135/66-AIS(II), dated 31-8-67.

✓✓Added *vide* MHA Notification No. 11/27/69-AIS(I)-B, dated 27-6-69.

% [     ] Deleted *vide* MHA Notification No. 11/28/69-AIS(I), dated 8-8-69.

‡Inserted w.e.f. 1-5-60 *vide* MHA Notification No. 1/83/60 AIS(II) dt. 3-6-60.

✓✓✓Inserted w.e.f. 3-12-60 *vide* MHA Notification No. 1/180/60-AIS(II) dt. 24-12-60.

State	Particulars of Posts
	%Superintendent of Police, Special Branch, C.I.D. Bangalore.
	%Superintendent of Police, Railways.
	%Principal, Police Training College, Mysore.
	%Superintendent of Police, Bureau of Investigation, State Vigilance Commission, Bangalore.
	%Principal, Mysore State Police Training School, Chaurapatra.
	%Deputy Director of Fire Force, Bangalore.
	✓✓Deputy Commandant General, Home Guards & (Ex-Officio Deputy Director Civil Defence, Bangalore.
Orissa . . . . .	Assistant Inspector(s) General of Police. Superintendent(s) of Police, District(s). Superintendent of Police, Special Branch. *Superintendent of Police, Railways. *Superintendent of Police, Vigilance. Superintendent of Police, Crime Branch. Additional Superintendent(s) of Police. Principal, Police Training College. Commandant, Orissa Military Police. £Transport Controller.
Punjab . . . . .	@Assistant Inspector General of Police. @Superintendents of Police, Districts. @Superintendents of Police (C.I.D.). @Superintendents of Police (P.A.P.). +Additional Superintendents of Police.  +Principal, Police Training School.

% Substituted or added *vide* MHA Notification No. 1/135/66-AIS(II), dated the 7th October, 1966.

✓✓ Added *vide* MHA Notification No. 11/28/69-AIS(I), dated 8-8-69.

\*Substituted for the entry "Superintendent of Police, Anti-Corruption" with effect from the 20th April, 1960 *vide* MHA Notification No. 1/77/60-AIS(II), dated the 6th May, 1960.

£ Added w.e.f. 10-1-1964 *vide* MHA Notification No. 1/31/64-AIS(II), dated the 24th March, 1964.

@Substituted w.e.f. 1-11-1966 *vide* MHA Notification No. 1/146/66-AIS(II)(b), dated 24th December, 1966.

+Inserted w.e.f. 1-11-1966 *vide* MHA Notification No. 1/37/67-AIS(II), dated 21-3-1967 and 11-9-67.

State	Particulars of Posts
Rajasthan . . .	@Asstt. Inspector General of Police. Superintendent(s) of Police of District(s). @Supdt. of Police, C.I.D. (Crime). Superintendent of Police, Railways. Superintendent of Police, Anti-Corruption Branch. @Supdt. of Police, C.I.D. (Intelligence). Principal, Police Training School. Commandant. R.A.C.
Uttar Pradesh. . .	Assistant to Inspector General of Police. Assistant Inspector General of Police, Railways. Superintendent(s) of Police of District(s) Superintendent(s) of Police, Headquarters. Superintendent of Police, Kanpur City. Superintendent(s) of Police, C.I.D. Additional Superintendent(s) of Police. Commandant(s) State Armed Constabulary Battalion(s). ✓Superintendent(s) of Police, Intelligence Department. ‡Administrative Commandant, P.R.D. U.P., Lucknow. ×Staff Officer to the Commandant General, P.R.D. and Home Guard, U.P., Lucknow. Δ { Superintendent of Police, Lucknow City. Superintendent of Police, Vigilance Establishment. Deputy Commandant, Special Police Force, Moradabad. Commandant, R.T.S., Moradabad. Deputy Director, Civil Defence, U.P., Lucknow.
West Bengal . . .	Deputy Commissioner(s) of Police. Assistant Inspector(s) General of Police. Special Superintendent(s) of Police. *Superintendent(s) of Police. Additional Superintendent(s) of Police. Superintendent(s) of Police, Railways. Principal, Police Training College. Commandant, Eastern Frontier Rifles.

✓Inserted with effect from the 5th August, 1960 *vide* MHA Notification No. 1/77/60-AIS(II), dated the 19th August, 1960.

‡Inserted with effect from the 11th July, 1961 *vide* MHA Notification No. 1/79/61-AIS(II), dated the 1st September, 1961.

×Deleted and inserted *vide* MHA Notification No. 7/1(15)-i/66-AIS(I), dated 4-11-67.

@Substituted *vide* MHA Notification No. 7/1(14)/66-AIS(I)-B, dated 16-12-67.

ΔAdded *vide* MHA Notification No. 11/22/69-AIS(I)-(B), dated 21-6-69.

\*Substituted *vide* MHA Notification No. 1/126/66-AIS(II), dated the 30th September, 1966.

State	Particulars of Posts
	<del>£</del> Commandants, West Bengal Rifles. <del>£</del> Commandants, State Armed Police Battalions. %Superintendent of Police, Wireless. %Additional Deputy Commissioner of Police Security Control, Calcutta.
++ UNION TERRITORIES	
<i>Delhi Administration</i>	. . . Assistant Inspector-General of Police. Superintendents of Police (District). Superintendent of Police, C.I.D. (S.B.) Superintendent of Police, Crime and Railway. Superintendent of Police, Security. Superintendent of Police, Traffic. Commandant, Delhi Armed Police. Foreigners' Regional Registration Officer (S.P.). Superintendent of Police, Anti-Corruption. Superintendent of Police, Lines. Superintendent of Police, Vigilance.
<i>Government of Himachal Pradesh</i>	. . . Assistant Inspectors General of Police. Superintendent of Police (Districts). Superintendent of Police, C.I.D. Superintendents of Police, Vigilance. Superintendent of Police, Traffic and Railways. Superintendent of Police, Himachal Armed Police.
<i>Government of Manipur</i>	. . . Superintendent of Police. Additional Superintendent of Police. Commandant, Manipur Rifles. @Supdt. of Police (Head quarters).
<i>Government of Tripura</i>	. . . Superintendent of Police. Additional Superintendent of Police Commandant.
<i>Government of Pondicherry</i>	. . . Inspector-General of Police.
<i>Andaman Nicobar Administration</i>	. . . Superintendent of Police.
<i>Government of Goa, Daman and Diu</i>	@@Inspector General of Police. @@Superintendent of Police.
<i>Chandigarh Administration</i>	. . . Senior Superintendent of Police.

~~£~~Substituted w.e.f. 10-1-1964 vide MHA Notification No. 1/31/64-AIS(II), dated the 24th March, 1966.

%Inserted vide MHA Notification No. 1/25/67-AIS(II), dated 8-3-1967.

++ Added w.e.f. 1-1-68 vide MHA Notification No. 13/4/67-AIS(I)(7), dated 29-12-67.

@Added vide MHA Notification No. 6/19/68-AIS(I), dated 11-3-68.

@ @ Substituted vide MHA Notification No. 7/6/68-AIS(I)-B, dated 8-5-68.

*C. Posts carrying pay above the time-scale or special pay in addition to pay in the time-scale under the Central Government when held by members of the Service*

Office or Union Territory	Particulars of Posts	Pay/Scale of Pay	Special Pay
1	2	3	4
		Rs.	Rs.
Intelligence Bureau	‡Director . . .	3,000	
	‡Joint Directors . . .	× { 2,500—12½/2—2,750 w.e.f. 6-2-67.	
	‡Deputy Directors . . .	1,600—100—1,800	200
	‡Joint Deputy Directors . . .	1,450—50—1,650	100
	++ Assistant Directors . . .	Senior Scale or Selection Grade.	300 (subject to the condition that Pay plus Special pay does not exceed Rs. 1,600).
	@Joint Assistant Directors.	Senior Scale	200
	‡Central Intelligence Officers.	Senior Scale.	200
	§Technical Officers . . .	Junior Scale or Senior Scale	150 (Provided that the posts shall not be tenable by Officers whose total remuneration exceeds Rs. 1,000 p.m.).
	§Deputy Central Intelligence Officers.	In- Junior Scale	100
*Central Bureau of Investigation.	Director, C.B.I. and Inspector General of Police, S.P.E.	2,500	

‡Substituted *vide* MHA Notification No. 13/7/57-AIS(III), dated the 3rd April, 1957 and further amended w.e.f. 1-4-60 *vide* MHA Notification No. 1/106/65-AIS(II)-B, dated 22nd September, 1965.

§Introduced *vide* MHA Notification No. 13/61/57-AIS(III), dated the 10th January, 1958.

@Added *vide* MHA Notification No. 1/48/64-AIS(II), dated 30th May, 1964.

×Substituted *vide* MHA Notification No. 1/43/67-AIS(II), dated 29-8-67.

\*Entries relating to S.P.E., deleted w.e.f. 1-4-1963 and the entries relating to C.B.I. added *vide* MHA Notification No. 1/23/64-AIS(II), dated 19th May, 1964.

++ Added w.e.f. 1-1-68 *vide* MHA Notification No. 13-4-67-AIS(I)-(7), dt. 29-12-67.

1	2	3	4
		Rs.	Rs.
	✓ Joint Directors, C.B.I. and Special I.G. of Police, S.P.E.	2,500-125/2-2,750	Pay of one post shall be revised from 17-6-66 (A.N.) and of the other post from 17-4-67.
	× Deputy Director, C.B.I.	1,600—100—1,800	200
	% Assistant Director, C.B.I.	Senior Scale or Selection Grade.	300 (Subject to the condition that pay plus special pay does not exceed Rs. 1,600).
	Deputy Inspectors General of Police, S.P.E.	1,600—100—1,800	200
	Superintendent of Police, S.P.E.	Senior Scale	200
	Assistant Inspector General of Police, S.P.E.	Senior Scale	200
@National Police Academy.	Director . . . . .	2,500—125/2—2,750	
	Deputy Directors . . . . .	1,600—100—1,800	100 w.e.f. 2-7-1968.
	Asstt. Directors . . . . .	Senior Scale	200
‡Delhi . . . . .	[     ].		
Andaman & Nicobar . . . . .	Superintendent of Police.	Senior Scale	(     ).
Tripura . . . . .	Superintendent of Police	Senior Scale.	..
	Commandant, Armed Police.	Senior Scale.	..

× Added *vide* MHA Notification No. 1/23/64-AIS(II) dated 28th October, 1964.

‡ Substituted for the existing entries *vide* MHA Notification No. 3/59/59-AIS(II), dated the 25th July 1960, and further amended with effect from the 18th September, 1960 *vide* MHA Notification No. 3/59/59-AIS(II), dated the 8th December, 1960.

[     ] Deleted *vide* MHA Notification No. 1/62/65-AIS(II), dated 6th May, 1965.

(     ) Deleted w.e.f. 19-9-1962 *vide* MHA Notification No. 1/172/63-AIS(II), dated 23rd October, 1963.

@ Substituted *vide* MHA Notification No. 1/139/68-AIS(II), dated 10-4-69.

% Substituted *vide* MHA Notification No. 1/103/68-AIS(II), dated 13-5-69.

✓ Substituted *vide* MHA Notification No. 1/43/67-AIS(II), dated 29-8-67.

1	2	3	4
Manipur . .	Superintendent of Police.	Senior Scale	..
Himachal Pradesh .	[ ]		
Railways . . .	*Chief Security Officer, Watch and Ward.	1,600—100—1,800	200
	@Security Officer Railway Protection Force.	Senior Scale	150

[No. 10/2/54-ASI(II), dated 14th September, 1954.]

\*Substituted w.e.f. 29-6-68 *vide* MHA Notification No. 1/91/68-AIS(II), dated 17-6-69.

@Inserted [*vide* MHA Notification No. 1/43/61-AIS(II), dated the 27th June, 1961.]

[ ] Deleted *vide* MHA Notification No. 1/62/65-AIS(II), dated 6-5-65.

## 12. THE INDIAN POLICE SERVICE (PAY OF SPECIAL RECRUITS) REGULATIONS, 1960

In pursuance of rule 10-A of the Indian Police Service (Pay) Rules, 1954, the Central Government in consultation with the State Governments, hereby makes the following regulations, namely:—

1. **Short title.**—These regulations may be called the Indian Police Service (Pay of Special Recruits) Regulations, 1960.

2. **Definitions.**—(1) In these regulations, unless the context otherwise requires,—

(a) ‘Service’ means the Indian Police Service ;

(b) ‘Special Recruit’ means an officer appointed to the Indian Police Service in accordance with regulation 3 of the Indian Police Service (Special Recruitment) Regulations, 1957.

(2) All other words and expressions used in these regulations and not defined shall have the meanings respectively assigned to them in the Indian Police Service (Pay) Rules, 1954.

3. **Fixation of initial pay in the time-scales.**—(1) The initial pay of a Special Recruit appointed to the Service in the senior time-scale, shall be fixed in the senior time-scale in accordance with the provisions contained in sub-rules (3) and (4) of rule 4 of the Indian Police Service (Pay) Rules, 1954.

(2) The initial pay of a Special Recruit appointed to the Service in the junior time-scale shall be fixed in the junior time-scale, *mutatis mutandis*, in the manner indicated in sub-regulation (1) of this regulation. For this purpose all references to the senior time-scale in the Indian Police Service (Pay) Rules, 1954, shall be construed as references to the junior time-scale of the Service.

(3) The pay of an officer in the junior time-scale shall, on appointment to a post on the senior time-scale, be fixed in the senior time-scale as if he had been appointed to the senior time-scale direct at the time when he was appointed to the Service.

4. **Regulation of increments.**—(1) The increments admissible to a Special Recruit shall—

(i) in the case of an officer appointed in the senior time-scale, accrue on the anniversary of the date of his appointment to a cadre post:

Provided that he shall draw an increment in the senior time-scale on the date prescribed in this clause only on completion of an aggregate period of at least six years of service in the State Police Service and in the Indian Police Service ;

(ii) in the case of an officer appointed in the junior time-scale, accrue on the anniversary of the date of his appointment to the Service :

- (iii) in the case of an officer initially appointed in the junior time-scale and promoted to the senior time-scale, accrue only on completion of six years of service in the State Police Service and in the Indian Police Service, and thereafter on the anniversary of the date of his appointment to the Service; and
- (iv) be regulated with reference to the stage at which initial pay in the junior or senior time-scale is fixed.

*Explanation.*—For the purpose of clause (i) of this sub-regulation the expression ‘cadre post’ includes a non-cadre post declared by the State Government concerned as a post equivalent to a cadre post if held by a Special Recruit after he had been approved for appointment to the Service in accordance with the provisions of the Indian Police Service (Appointment by Promotion) Regulations, 1955:

Provided that during the period the officer concerned held the non-cadre post, he was remunerated in the senior time-scale and that he did not get any out of turn chance for officiating in such equivalent non-cadre post.

(2) Postponement of increments on account of any extraordinary leave taken shall not be affected by this regulation.

5. **Saving.**—The initial pay already fixed and increments already sanctioned to Special Recruits, under orders issued by the Central Government in that behalf from time to time, shall be deemed to have been fixed or sanctioned under these regulations.

[No. 1/277/58-AIS(II)A dated the 29th February, 1960].

### 13. THE INDIAN POLICE SERVICE (REGULATION OF SENIORITY) RULES, 1954

In exercise of the powers conferred by sub-section (1) of section 3 of the All-India Services Act, 1951 (LXI of 1951), the Central Government, after consultation with the Governments of the States concerned, hereby makes the following rules, namely:—

1. **Short title.**—These Rules may be called the Indian Police Service (Regulation of Seniority) Rules, 1954.

2. **Definitions.**—In these rules, unless the context otherwise requires,—

- (a) 'Cadre' means an Indian Police Service Cadre constituted in accordance with rule 3 of the Indian Police Service (Cadre) Rules, 1954;
- (b) 'Commission' means the Union Public Service Commission;
- (c) 'competitive examination' means the examination referred to in rule 7 of the Recruitment Rules;
- (d) 'gradation list' means a gradation list prepared under rule 6;
- (e) 'officer' means a member of the Service;
- (f) 'Recruitment Rules' means the Indian Police Service (Recruitment) Rules, 1954;
- \*(g) 'senior post' means a post included and specified under item 1 of the cadre of each State in the Schedule to the Indian Police Service (Fixation of Cadre Strength) Regulations, 1955, and includes—
  - a post included in the number of posts specified in items 2 and 5 of the said cadre, and a post temporarily added to the cadre under the second proviso to sub-rule 2 of rule 4 of the Indian Police Service (Cadre) Rules, 1954, when held on senior scale of pay, by an officer recruited to the Service in accordance with rule 7 of the Recruitment Rules;
- (h) 'Service' means the Indian Police Service;
- (i) 'State Cadre' and 'Joint Cadre' have the meanings respectively assigned to them in the Indian Police Service (Cadre) Rules, 1954;
- (j) 'State Government concerned', in relation to a Joint Cadre, means the Governments of all the States for which the Joint Cadre is constituted and includes the Government of a State nominated by all such Governments to represent them in relation to a particular matter.
- \*(k) 'Select List' means the Select List prepared in accordance with the Indian Police Service (Appointment by Promotion) Regulations, 1955.

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\*Amended/introduced w.e.f. 22-4-1967 vide MHA Notification No. 27/47/64-AISIII(B) dated 17-4-1967.

**3. Assignment of Year of Allotment.**—(1) Every officer shall be assigned a year of allotment in accordance with the provisions hereinafter contained in this rule.

(2) The year of allotment of an officer in service at the commencement of these rules shall be the same as has been assigned to him or may be assigned to him by the Central Government in accordance with the orders and instructions in force immediately before the commencement of these rules:

Provided that where the year of allotment of an officer appointed in accordance with rule 9 of the Recruitment Rules has not been determined prior to the commencement of these Rules, his year of allotment shall be determined in accordance with the provision in clause (b) of sub-rule (3) of this rule and for this purpose, such officer shall be deemed to have officiated in a senior post only if and for the period for which he was approved for such officiation by the Central Government, in consultation with the Commission.

(3) The year of allotment of an officer appointed to the Service after the commencement of these rules, shall be—

- (a) where the officer is appointed to the Service on the results of a competitive examination, the year following the year in which such examination was held;
- (b) where the officer is appointed to the Service by promotion in accordance with rule 9 of the Recruitment Rules, the year of allotment of the junior-most among the officers recruited to the Service in accordance with rule 7 of those Rules who officiated continuously in a senior post from a date earlier than the date of commencement of such officiation by the former;

Provided that the year of allotment of an officer appointed to the Service in accordance with rule 9 of the Recruitment Rules who started officiating continuously in a senior post from a date earlier than the date on which any of the officers recruited to the Service, in accordance with rule 7 of those Rules, so started officiating shall be determined *ad hoc* by the Central Government in consultation with the State Government concerned;

*\*Explanation 1.*—In respect of an officer appointed to the Service by promotion in accordance with sub-rule (1) of rule 9 of the Recruitment Rules, the period of his continuous officiation in a senior post shall, for the purposes of determination of his seniority, count only from the date of the inclusion of his name in the Select List, or from the date of his officiating appointment to such senior post whichever is later.

†Provided that where the name of a State Police Service Officer was included in the Select List in force immediately before the reorganisation of a State and is also included in the first Select List prepared subsequent to the date of such reorganisation, the name of such officer shall be deemed to have been continuously in the Select List with effect from the date of inclusion in the first mentioned Select List.

*\*Explanation I introduced for second proviso, existing explanations renumbered and amended vide MHA Notification No. 27/47/64-AIS(III)B dated 17th April, 1964.*

*†Added w.e.f. 1-11-66 vide MHA Notification No. 39/30/68-AIS(III)-B, dated 18-3-69.*

*Explanation 2.*—An officer shall be deemed to have officiated continuously in a senior post from a certain date if during the period from that date to the date of his confirmation in the senior grade he continues to hold without any break or reversion a senior post otherwise than as a purely temporary or local arrangement.

*Explanation 3.*—An officer shall be treated as having officiated in a senior post during any period in respect of which the State Government concerned certifies that he would have so officiated but for his absence on leave or training.

- ‡(c) The year of allotment of an officer appointed to the Service in accordance with rule 7A of the Indian Police Service (Recruitment) Rules, 1954, shall be deemed to be the year in which he would have been so appointed at his first or second attempt after the date of joining pre-commission training or the date of his commission where there was only post-commission training according as he qualified for appointment to the Service in his first or second chance, as the case may be, having been eligible under rule 4 of the Indian Police Service (Appointment by Competitive Examination) Regulations, 1955.

*Explanation.*—If an officer, who qualified himself for appointment to the Service in a particular year, could not be so appointed in that year on account of non-availability of a vacancy and is actually appointed in the next year, then his year of allotment would be depressed by one year. He shall be placed above all the officers recruited under Rule 7A of the Recruitment Rules and who have the same year of allotment.

**4. Seniority of Officers.**—(1) The Seniority of officers *inter se* shall be determined in accordance with the provisions hereinafter contained in this rule.

‡(i-a) Officers appointed to the Service in accordance with rule 7A of the Recruitment Rules with the same year of allotment, shall be ranked *inter se* in order of merit which shall be determined in accordance with the aggregate marks obtained by each officer.

- (a) at the competitive examination ;
- (b) in respect of the officer's record in the Academy ; and
- (c) at the Probationers' Final Examination ;

Provided that in determining such order of merit, no account shall be taken of marks awarded in any subject in which an officer has failed to satisfy the Commission.

(i-b) Officers appointed to the Service in accordance with rule 7A of the Recruitment Rules, shall be placed below the last officer of the same year of allotment recruited under rule 7 of the Indian Police Service (Recruitment) Rules, 1954.

(2) The seniority of officers in service at the commencement of these rules shall be as has been determined or may be determined by the Central Government in accordance with the orders and instructions in force immediately before the commencement of these rules :

‡Inserted vide MHA Notification No. 26/25/66-AIS(II)-B, dated 21-3-1969.

Provided that where the seniority of an officer appointed in accordance with rule 9 of the Recruitment Rules has not been determined before the commencement of these rules, his seniority shall be determined in accordance with the provision in sub-rule (3).

\* (3) The seniority of officers appointed to the Service after the commencement of these rules and before the 11th day of April, 1958, who are assigned the same year of allotment shall be in the following order, that is to say—

- (i) officers appointed to the Service on the results of a competitive examination in accordance with rule 7 of the Recruitment Rules ranked *inter se* in accordance with rule 10 of the Indian Police Service (Probation) Rules, 1954;
- (ii) officers appointed to the Service by promotion in accordance with rule 9 of the Recruitment Rules ranked *inter se* in the order of the date of their appointment :

Provided that if the date of appointment of more than one such officer is the same, their seniority *inter se* shall be in the order in which their names are arranged on the date of their appointment to the Service in the Select List. [     ]

(4) The seniority of officers appointed to the Service on or after the 11th day of April, 1958 who are assigned the same year of allotment shall be in the order of the dates on which they start officiating continuously in senior posts the dates of officiation in the cases of officers appointed to the Service in accordance with rule 9 of the Recruitment Rules being the same as the dates taken into account for the purpose of assignment of year of allotment under sub-rule (3) of rule 3 :

Provided that—

- (a) the seniority *inter se* of officers appointed to the Service on the results of a competitive examination in accordance with rule 7 of the Recruitment Rules and ranked in accordance with rule 10 of the Indian Police Service (Probation) Rules, 1954, shall not be affected ;
- (b) where the date of commencement of continuous officiation in a senior post of an officer appointed to the Service in accordance with rule 7 of the Recruitment Rules is the same as that of an officer appointed to the Service under rule 9 of those Rules, the former shall rank senior to the other officer ;
- (c) where the date of commencement of continuous officiation in senior posts of more than one officer appointed to the Service in accordance with rule 9 of the Recruitment Rules is the same, their seniority *inter se* shall be in the order of their dates of appointment to the service, and where the date of appointment is also the same in the order in which their names are arranged on the date of their appointment to the service in the Select List. [     ]

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\*Substituted by MHA Notification No. 13/2/58-AIS(III)-C, dated the 13th August, 1958.

[     ] Omitted *vide* MHA Notification No. 27/47/64-AIS(III)-(B) dated 17th April, 1967.

**5. Seniority of Officers placed in List II and List III by the Special Recruitment Board.**—The year of allotment and the position to be assigned in the gradation list to an officer who was placed in List II or List III by the Special Recruitment Board in accordance with the Indian Police Service (Extension to States) Scheme, shall be determined *ad hoc* by the Central Government in consultation with the State Government concerned.

**\*5-A. Seniority of Officers appointed under the Indian Police Service (Special Recruitment) Regulations, 1957.**—Notwithstanding anything contained in any of the provisions of these rules, the seniority of officers appointed to the service in accordance with the regulations framed under sub-rule (5) of rule 9 of the Indian Police Service (Recruitment) Rules, 1954, shall be determined in accordance with such regulations, as the Central Government may, after consultation with the State Governments and the Commission from time to time, make.

**\*\*5-B. Seniority of Officers appointed to the service on its initial constitution in the State of Jammu and Kashmir.**—Notwithstanding anything contained in these rules, in relation to the State of Jammu and Kashmir, the year of allotment and the seniority of officers appointed to the service at the time of the initial constitution of the State Cadre, shall be determined *ad hoc* by the Central Government in consultation with State Government after taking into account the length of service and the responsibilities of the post as reflected in pay or nature of duties or both.

**†5-C. Seniority of officers appointed to the Service on initial constitution of Joint Cadre for Union territories.**—Notwithstanding anything contained in these rules in relation to Union territories, the year of allotment and the seniority of officers appointed to the Service at the time of the initial constitution of the Joint Cadre shall be determined by the Central Government in consultation with the Commission after taking into account the length of service and the responsibilities of posts as reflected in pay or nature of duties or both.

**6. Gradation List.**—There shall be prepared every year for each State Cadre and Joint Cadre a gradation list consisting of the names of all officers borne on that Cadre arranged in order of seniority in accordance with the provisions of rules 4, 5, 5-A† and 7.

**‡7. Fixation of seniority on transfer to another cadre.**—(1) If an officer is transferred from one cadre to another in the public interest, his position in the gradation list of the cadre, to which he is transferred shall be determined by the Central Government in accordance with the following principles :—

- (i) his year of allotment shall remain unaffected :
- (ii) the following order shall be maintained among the different categories of officers of the same year of allotment and the seniority of

\*Introduced with effect from the 14th May, 1956 [Vide MHA Notification No. 13/30/57 AIS(III)-A, dated the 23rd January, 1958.]

\*\*Introduced w.e.f. 4-9-1958 vide MHA Notification No. 5/25/58-AIS(II), dated 8-7-1959.

†Substituted w.e.f. 1-1-68 vide MHA Notification No. 13/4/67-AIS(I)-(4), dated 29-12-67.

‡Substituted [vide MHA Notification No. 13/3/58-AIS(III)-(B), dated 8th March, 1958.]

the transferred officer *vis-a-vis* officers of his category shall be determined in the following manner :

- (a) **Indian Police Officers.**—An Indian Police Officer shall take rank according to his original all-India seniority at the time of initial appointment ;
- (b) **War Service Recruits.**—A war service recruit shall be assigned position according to 'age' ;
- (c) **Examination Recruits.**—The position of an officer appointed to the Service in accordance with rule 7 of the Indian Police Service (Recruitment) Rules, 1954, shall be in the order in which his name appears in the list prepared under rule 10 of the Indian Police Service (Probation) Rules, 1954 ;
- (d) **State Service Officers.**—An officer belonging to a State Police Service and appointed to the Service against the promotion quota or under the emergency recruitment scheme or extension to States schemes shall be graded mainly on the basis of age without thereby disturbing as far as possible the existing *inter se* seniority ;
- (e) **Emergency Recruits.**—An open market emergency recruit shall be ranked according to 'age'.

(2) If an officer is transferred from one cadre to another at his request, he shall be assigned a position on the gradation list of the cadre to which he is transferred, below all the officers of his category borne on that cadre who have the same year of allotment.

8. **Interpretation.**—If any question arises relating to the interpretation of these rules, it shall be referred to the Central Government whose decision thereon shall be final.

9. **Repeal and Saving.**—All rules corresponding to these rules in force immediately before the commencement of these rules are hereby repealed :

Provided that any order made or action taken under the rules so repealed shall be deemed to have been made or taken under the corresponding provisions of these rules.

[No. 9/2/54-AIS (II), dated 8th September, 1954.]

## 14. INDIAN POLICE SERVICE (SENIORITY OF SPECIAL RECRUITS) REGULATIONS, 1960

In pursuance of rule 5-A of the Indian Police Service (Regulation of Seniority) Rules, 1954, the Central Government, after consultation with the State Governments and the Union Public Service Commission, hereby makes the following regulations, namely :—

1. **Short Title.**—These regulations may be called Indian Police Service (Seniority of Special Recruits) Regulations, 1960.

2. **Definitions.**—In these regulations, unless the context otherwise requires,

(1) 'officer' means a member of the Service appointed under the Indian Police Service (Special Recruitment) Regulations, 1957.

(2) All other words and expressions used in these regulations and not defined but defined in the Indian Police Service (Regulation of Seniority) Rules, 1954, shall have the meanings respectively assigned to them in those rules.

3. **Assignment of year of allotment.**—Every officer appointed to the Service in accordance with the provisions of the Indian Police Service (Special Recruitment) Regulations, 1957, shall be assigned a year of allotment in accordance with the provisions of clause (b) of sub-rule (3) of rule 3 of the Indian Police Service (Regulation of Seniority) Rules, 1954.

4. **Seniority of officers.**—The officers who are assigned the same year of allotment shall rank *inter se* in the order in which their names appear in the lists prepared in accordance with regulation 4 of the Indian Police Service (Special Recruitment) Regulations, 1957, and their seniority shall be determined by the Central Government *ad hoc*, but generally below the other officers appointed to the Service in accordance with the provisions of rules of the Indian Police Service (Recruitment) Rules, 1954.

5. **Interpretation.**—If any question arises relating to the interpretation of these regulations, it shall be referred to the Central Government whose decision thereon shall be final.

6. **Saving.**—Any order already made or action taken in respect of any matter covered by these regulations shall be deemed to have been made or taken under the provisions of these regulations.

[No. 6/13(i)/58-AIS(I), dated 19-1-1960.]

## 15. THE INDIAN POLICE SERVICE (UNIFORM) RULES, 1954

In exercise of the powers conferred by sub-section (1) of section 3 of the All-India Services Act, 1951 (LXI of 1951), the Central Government, after consultation with the Governments of the States concerned, hereby makes the following rules, namely :—

1. **Short title.**—These rules may be called the Indian Police Service (Uniform) Rules, 1954.

2. **Definitions.**—In these rules, unless the context otherwise requires—

- (a) ‘Government’ in relation to a member of the Service means the Government of the State on whose cadre such member is borne ;
- (b) ‘Service’ means the Indian Police Service.

3. **Specification of uniform.**—The uniform to be worn by a member of the Service shall, subject to the provisions of rule 6, be the same as specified in the Schedule to these rules (hereinafter referred to as ‘the uniform’):

Provided that a person who was a member of the Service immediately before the commencement of these rules shall not be required to provide himself with any article of the uniform, until the corresponding article of his uniform equipment in use at such commencement is worn out or until he receives his next grant for the upkeep of the uniform, whichever is earlier.

4. **Grant for uniform.**—(1) Every member of the Service shall, on appointment thereto, be entitled to receive from the Government an initial grant of one thousand rupees and, at each interval of five years thereafter, a renewal grant of five hundred rupees towards the cost and maintenance of his uniform :

Provided that the Government may withhold any such grant from a member of the Service who is due to retire within two years of the date when the grant is due :

Provided further that where an officer of a State Police Service is appointed to the Service and the Government certify that a substantially large number of articles constituting the uniform of such officer are common with those prescribed for members of the Service under these rules, such officer shall, on appointment to the Service, be entitled to receive only a sum equal to the difference between the uniform grant admissible under this rule and the uniform grant last drawn by him as an officer of the State Police Service and the period of five years for the purpose of the next grant under this rule shall in his case, be computed from the date on which the uniform grant was last drawn by him as such officer.

(2) The Central Government may at any time, in consultation with the State Governments concerned, alter the amount of uniform grant admissible under this rule.

**5. Grant for horse and saddlery.**—(1) Every member of the Service on appointment thereto and at each interval of seven years thereafter shall, if the Government considers that he should maintain or, as the case may be, continue to maintain a horse, be entitled to receive a grant not exceeding one thousand and two hundred rupees towards the cost of the horse and saddlery :

**Provided that—**

- (a) no such grant shall be renewed unless the member of the Service certifies that, he maintains and has ordinarily maintained a horse for the past seven years ;
- (b) the Government may withhold any such grant from a member of the Service who is due to retire within five years of the date when the grant is due.

(2) The size of the horse maintained shall not be less than 14:2 hands in height :

\*Provided that a member of the Service when posted to a hill district may maintain a hill pony.

(3) No member of the Service, who has received the grant under sub-rule (1), shall, without the previous permission of the Government, part with the possession of, sell or pledge the horse.

(4) Every member of the Service who maintains a horse from the grant received under sub-rule (1), shall have the horse insured at his own cost.

**6. Modifications in the working dress.**—The Central Government after consultation with the State Government concerned, may, from time to time, make such modification in the working dress which a member of the Service may wear while engaged in work of an informal character as local circumstances may require.

**7. Interpretation.**—If any question arises relating to the interpretation of these rules, it shall be referred to the Central Government whose decision thereon shall be final.

**8. Repeal and Saving.**—Any rules corresponding to these rules in force immediately before the commencement of these rules are hereby repealed :

Provided that any order made or action taken under the rules so repealed shall be deemed to have been made or taken under the corresponding provision of these rules.

#### SCHEDULE

**%1. Review Order.**—When officers are on mounted duty, this consists of peak cap, jacket, whistle and lanyards, breeches, field boots, spurs (optional), khaki shirts, blue tie, khaki socks, Sam Browne belt and sword, medals and decorations. These shall be worn on all State ceremonies (e.g.,

\*Introduced *vide* MHA Notification No. 4/6/58-AIS(III), dated 28-8-1958.

%[ ] Substituted/deleted *vide* MHA Notification No. 7/6/68-AIS(III), dated 23-6-69.

public arrivals and departures of the President, or the Governor, presentation of Guards of Honour on such occasions) at ceremonial parades or whenever full dress is ordered.

When officers are not on mounted duty, this consists of—

**Type (A)**—Peak Cap, jacket (gaberdine or drill), whistle and lanyard, slacks of the same material as the jacket, brown ankleboot/shoes, khaki shirts, blue tie, khaki socks, Sam Browne belt and sword, medals and decorations.

**Type (B)**—Peak cap, shirt (khaki cellular), slacks (khaki drill), khaki socks, shoes and Sam Browne belt.

**NOTE.**—The type of Review Order to be worn on any occasion may be prescribed by the Inspector General of the State or Force.

## %2. Working Dress—

**Type (1).**—Peak cap, slacks of the same material as the jacket (gabardine or drill), whistle and lanyard, shoes/ankleboots, khaki socks, khaki shirt, blue tie, cloth belt of the same material as the jacket or Sam Browne belt, and ribbons.

**Type (2).**—Peak cap, bush shirts with cloth belt, slacks, socks and shoes/ankle-boots.

**Type (3).**—Peak cap, shirts with Sam browne belt (with or without jersey) or Web belt, slacks, socks and shoes/ankle-boots.

**Type (4).**—Peak cap, shirts (angola or cellular). Web belt (with or without jersey), slacks (gabardine or drill), socks and shoes/ankle-boots/jungle boots.

**NOTE.**—The type of Working Dress to be worn may be decided by the Inspector General of the State or Force.

## %[ ]

**\*3-A. Mess Dress.**—This shall be worn at messes, at official public entertainments, or when invited to meet the President or Governor at dinner or at an official function, formal or ceremonial occasions, unless Review Order is specifically ordered.

It shall consist of :—

(a) Black short buttoned-up coat with black trousers for winter and white short buttoned-up coat with white trousers for summer.

**\*\* (b) Medals.**—Miniatures will be worn for Mess functions, the bottom edge of the bar to touch the top edge of the left breast pocket. For State functions full size medals will be worn.

(c) **Foot wear.**—Plain black leather Derby shoes with plain toecaps with five pairs of eye-lets.

**4. Head Dress.**—Peak cap, khaki gaberdine (whenever khaki is mentioned the shade will be spinners Vigan No. (1)  $4\frac{1}{2}$ " total depth, diameter across the top  $10\frac{3}{8}$ " for a cap fitting  $21\frac{3}{4}$ " in circumference the top to be  $1/8$ " larger or smaller in diameter for every  $\frac{1}{4}$ " by which the cap may vary

**\*\*Substituted** *vide* MHA Notification No. 7/3/66-AIS(III), dated 16-7-1966.

**%Substituted/Deleted** *vide* MHA Notification No. 7/6/68-AIS(III), dated 23-6-1969.

**\*Substituted** *vide* MHA Notification No. 6/5/63-AIS(III), dated 22-11-1965.

in size of head above or below the before mentioned standard, e.g., for a cap 22½" in circumference, the diameter across the top to be 10 5/8" and for a cap 21" in circumference, the diameter to be 10". The sides to be made in four pieces and to be 2 1/8" deep between the wealts. Indian Police Service pattern badges of silver metal to be worn in the centre of the band in front. The cap to be set up on a band of stiff leather or other material 1¾" deep. Chin strap of brown leather 3/8" wide buttoned on two gorget buttons of the Indian Police Service pattern placed immediately behind the corners of the peak.

As an alternative to the peak cap, officers may wear pagri of khaki silk or muslin\* or Beret cap of the colour prescribed for each State or Force. Officers of the rank of D.I.G. and above will wear a dark blue band with the badge appropriate to their rank.

The Director, Intelligence Bureau, Government of India, Inspectors General of Police, Deputy Directors, Intelligence Bureau, Commissioners of Police, Deputy Inspectors General of Police, Deputy Commissioners of Police and Superintendent of Police who are entitled to wear the State Emblem and two stars, will wear a dark blue band of woollen material to be placed between the two lower wealts with silver embroidered Indian Police Service crest. Chain strap of brown leather. Officers of the rank entitled to wear a blue band and embroidered crest on their peak caps will, if wearing pagri, wear a similar blue band embroidered crest on the pagri.

**5. Jacket.**—†Khaki gaberdine, cotton\* or cotton-Terene of Khaki colour (during hot weather) and woollen\* khaki gabardine (during cold weather) single breasted, cut as lounge coat to the waist, very loose at the chest and shoulders but fitted at the waist, military skirt to bottom edge. A silver plated hook on each side at the waist. Length as in ordinary civilian lounge coat i.e., covering the seat. Collar to be cut as in an ordinary civilian lounge coat. Two cross path breast pockets above, 6½" wide and 7½" deep to the top of the flap, with a 2¼" box pleat in the centre fastened at the top with a small Indian Police Service pattern button; flap, with button hole to cover pockets 2¼" deep and 6½" wide. Two expanding pockets below the waist (pleats at the sides) 9½" wide at the top, 10½" at the bottom, 8" deep to the top of the pocket, fastened at the top with a small Indian Police Service pattern button; flap, with button hole to cover pockets, 3½" deep and 10¾" wide, the top of the pocket to be tacked down at the corners in such a manner that pocket can be expanded at the top also if necessary. Four medium Indian Police Service pattern buttons down the front. The buttons should be so fixed that the bottom-most button covers the naval and the top-most button fixed one-third distance between the naval and the position of the tie-knot. Pointed cuffs, 5" high at the point and 2½" behind. Shoulder straps of the same material as the garment fastened with a small Indian Police Service pattern button. The jacket to be worn with a soft or semi-stiff collar and shirt and dark blue sailor-knot tie.

**6. Trousers (Slacks).**—Khaki gaberdine\* or cotton-Terene of khaki colour [ ] to match jacket, without turn-ups and shaped from instep to heels—the bottom to measure 16 to 18 inches.

\*Added/Substituted *vide* MHA Notification No. 7/6/68-AIS(III), dated 23-6-69.

†Substituted *vide* MHA Notification No. 6/4/65-AIS(III), dated 11-7-67.

[ ] The word "or khaki drill" deleted *vide* MHA Notification No. 6/4/65-AIS(III) dated 11-7-67.

\*7. **Breeches** †(Bedford or Jodhpur Type).—Khaki cotton cord to be worn.

8. **Boots, Ankle.**—Ankle, plain brown leather with plain toe-caps and nine pairs of eye-lets.

9. **Shoes.**—Plain brown leather Derby shoes with plain toe-caps with five pairs of eye-lets.

10. **Boots, Field.**—Brown leather, soft legs stiffened to a depth of 4 to 6 inches from the top, laced at the instep, with nine pairs of eye-let holes, brown leather garters; no gusset at the top of the leg and no toe-caps. One strap held by a loop at the back top to keep the boot in position.

\*11. **Spurs (optional—for mounted duty only).**—Light hunting, with brown leather straps and shields and brown leather understraps.

12. **Belts.**—Sam Browne of Army Regulation pattern but with silver mountings for Web belt. Cloth belt of the same material as the jacket with silver mountings may be worn with the working dress when revolver is not carried.

13. **Sword.**—Infantry pattern with half basket hit in white metal and device "I.P.S." and State Emblem.

14. **Sword Knot.**—Brown leather with acorn.

15. **Scabbard.**—Brown leather, infantry pattern.

16. **Whistle.**—Of the police pattern, to be worn attached to a dark blue round plaited lanyard and carried in the left breast pocket.

17. **Badges of Rank.**—Silver metal. The State Emblem to be  $5/32^*$  by  $3/4''$ . The stars to be of the "Star of India" (five pointed) pattern and  $1''$  broad. The Deputy Directors, Intelligence Bureau, Commissioners of Police and Deputy Inspectors-General of Police shall wear the three stars in the badges of their rank on the shoulder strap in the form of an equilateral triangle with apex upwards. The strap should be slightly frosted but without any design in the centre. The crossed sword and baton will be worn so that the point of the sword is to the front, and the edge of the blade outwards or towards the arm. The sword should measure  $1\ 7/8''$  and the baton  $1\ 3/4''$ .

Embroidered badges of rank, worked in dark blue silk thread, may be worn when wearing informal working dress at the time of riots, dacoit operations and such other duties.

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\*Amended *vide* MHA Notification No. 6/5/63-AIS(I), dated 22-11-65.

†Substituted/added *vide* MHA Notification No. 7/6/68-AIS(III), dated 23-6-69.

- \*(a) Director, Intelligence Bureau** Crossed sword and baton and the State Emblem and one star.
- (b) (i) Director, Central Bureau of Investigation.  
 (ii) Director General, Central Reserve Police.  
 (iii) Director General, Border Security Force.  
 (iv) Director General, Security. } Crossed sword and baton and the State Emblem.
- (c) (i) Inspector General of Police  
 (ii) Additional Inspector General of Police  
 (iii) Joint Director, Intelligence Bureau.  
 (iv) Additional Director/Joint Director, Central Bureau of Investigation.  
 (v) Commandant, Central Forensic Institute.  
 (vi) Director, National Police Academy  
 (vii) Inspector General, Border Security Force/Central Industrial Security Force/Central Reserve Police.  
 (viii) Special Inspector General, Indo-Tibetan Border Police. } Crossed sword and baton and one star.
- (d) All other officers drawing pay above the time-scale including Selection Grade. The State Emblem and three stars.
- (e) (i) Superintendents of police in the selection grade  
 (ii) All officers drawing pay in the senior time-scale who have put in 15 years' service and above. } The State Emblem and two stars.
- (f) (i) District Superintendent of Police.  
 (ii) Commandant of a Battalion  
 (iii) All officers drawing pay in the senior time-scale who have more than 10 years' service and less than 15 years' service. } The State Emblem and one star.
- (g) All officers [other than those mentioned in (f), (i) & (ii) above] drawing pay in the senior time-scale who have 10 years' service and less. The State Emblem.
- (h) Assistant Superintendents of Police in charge of a sub-division or holding any post certified to be of equivalent status or who have 5 years' service and above. Three stars.
- (i) Assistant Superintendents of Police with 2 years' service or more but less than 5 years' service and (a) not in charge of a sub-division or (b) not holding post of equivalent rank referred to in (h) above. Two stars.
- (j) Assistant Superintendents of Police with less than 2 years' service. One star.

(NOTE.—The term 'service' refers to year of allotment).

\*Substituted *vide* MHA Notification No. 7/8/66-AIS(III), dated 5-6-69.

18. Length of service in clauses (d) to (h) denotes the length of service (actual or assumed) in the Service. In the case of direct recruits selected on the results of competitive examinations the term means actual length of service in the Service. In other cases i.e., war service recruits, emergency recruits or officers promoted to the Service, the term refers to the assumed length of service in the Service and will, therefore, exceed the actual length of service in the Service by the period for which credit is given to the officers for purposes of seniority in the Service.

19. Where the grant of any badge of rank is dependent on the passing of an efficiency bar, the officers must have passed that bar.

20. The badges of rank to be worn by an officer should be related to the rank that he actually occupies either substantively or in an officiating capacity in a police post. In the case of an Indian Police Service officer who is on deputation to a non-police post the badge of rank to be worn by him should be related to the rank of the post which he occupied substantively or in an officiating capacity in his own State immediately prior to such deputation; while in the case of an Indian Police Service officer who is on deputation to a higher police post outside the State, he should be allowed to wear the badge of rank of the higher post even while he visits his own State on official duty or otherwise.

21. Members of the Indian Police Service shall wear a silver departmental badge "I.P.S." in half inch block letters at the base of the shoulder strap.

22. **Belt.**—Second shoulder strap to the Sam Browne belt. To be worn when revolver is carried on the right side.

23. **Revolver or (at the option of each officer) an automatic pistol.**—With brown holster and ammunition pouch of leather.

(The revolver and ammunition pouch shall not be worn with Review Order unless specific orders to that effect are issued.)

24. **Helmet (for informal working dress).**—Army khaki tent club pattern, with a pagri of six-folds of khaki with a dark blue flash, a quarter of an inch wide at the top between the helmet and the pagri, the whole when tied not to exceed three inches in width. No metal fittings. Brown leather straps 3/8" wide.

\*25. **Bush Shirts.**—Infantry pattern, of khaki drill, cellular or twill, with khaki bone buttons, the size and shape of which shall be the same as those prescribed for the infantry pattern of bush shirt, and will have :—

- †(a) two breast pockets 6½" × 5½" with three point flaps (fastened by one button) with a centre pleat 1½" wide, flap being 5½" long by 2½" deep ;
- (b) two lower side inner pockets with slanting flaps, 8" long, 2½" deep and 1" backward slant ;
- (c) full length sleeves with single cuffs each having one button ;
- (d) plain back without pleats, with 1 vent at centre of back at bottom, 10" long ;

\*Substituted *vide* MHA Notification No. 13/57/57-AIS(III), dated 8-3-1958.

†Amended *vide* MHA Notification No. 6/6/60-AIS (III), dated 20-2-1961.

- \*(e) the shirt open all the way down the front with 5 buttons showing and fastened by button holes in a reinforced edge  $1\frac{1}{2}$ " wide, the top button being a dummy one ;
- (f) stand and fall collar cut in one piece, measuring  $3\frac{3}{4}$ " wide at the back and 4" at the front, when finished ;
- (g) adjustable shoulder straps, which should be slipped on to the shoulder through a loop ;
- (h) loops at the side seams, to take a detachable belt ; and
- (i) length down to the level of the knuckles when the fists are clenched and fully extended downwards.

26. **Gorget patches.**—Officers wearing the State Emblem and two stars and officers wearing the State Emblem and three stars, should wear gorget patches of dark blue woollen material with a central silver stripe ; and

Officers of higher ranks, should wear similar gorget patches with a silver oak-leaf pattern central stripe.

27. **Jersey.**—Khaki woollen with two buttons in from.

28. **Shorts.**—Khaki drill with two cloth extended straps and side buckles waist band  $2\frac{1}{4}$ " in width.

29. **Shirts.**—Khaki, cellular or twill with two breast pockets of the jacket pattern, with khaki bone buttons.

30. **P. T. Vests.**—White cotton or woollen half sleeves for probationary officers under training.

31. **Putties Ankle.**—Khaki woollen of the Fox's spiral pattern.

32. **Hose Tops.**—Khaki woollen.

33. **Socks.**—Khaki cotton or woollen or mercerised.

34. **Stockings.**—Khaki woollen.

†35. **Overcoat (Optional).**—Khaki drab mixture cloth; milled and water proof double-breasted, to reach to the point of the knee, 18 to 29 inches slit at the back with small saddle flap. Turndown collar 2" deep, with lapel and step, fastening with one hook and eye. Four large buttons on each side, three to button and one under turn. Two buttons pockets with flap, one inside breast pocket at each side sword slit at left side; loose turn-back cuffs of single material;  $4\frac{1}{2}$ " deep shoulder straps of the same material as the garment fastened with small buttons. Badges of rank and buttons in silver metal. The collar to be provided with a cloth tape to button across the opening at the throat when required. The coat to be lined with drab flannel. The cloth will be that specified for the State in which the officer is serving.

36. **Gloves.**—Tan regulation pattern, to be worn, if necessary.

37. Members of the Indian Police as defined in clause (c) of rule 2 of the Indian Police Service (Recruitment) Rules, 1954, may continue to use the letters "I.P." instead of the letters "I.P.S." in the devices prescribed for the crest, badges and buttons.

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\*Amended *vide* MHA Notification No. 6/6/60-AIS(III), dated 20-2-1961.

†The word '(Optional)' added *vide* MHA Notification No. 6/5/63-AIS(III), dated 22-11-1965.

## APPENDIX

**The Indian Police Service Device for use on badges and on buttons.**



## BADGES

For cap 1 5/8 inches in height.

For collar,  $1\frac{1}{4}$  inches in height.

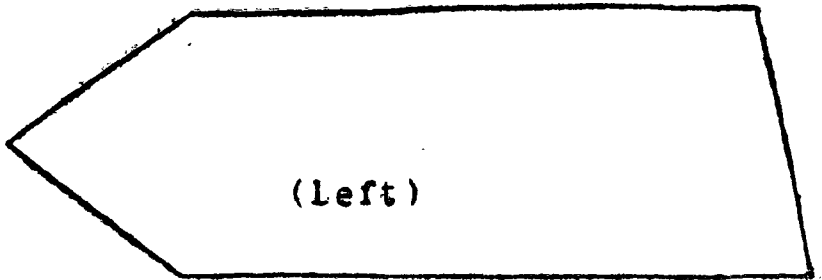
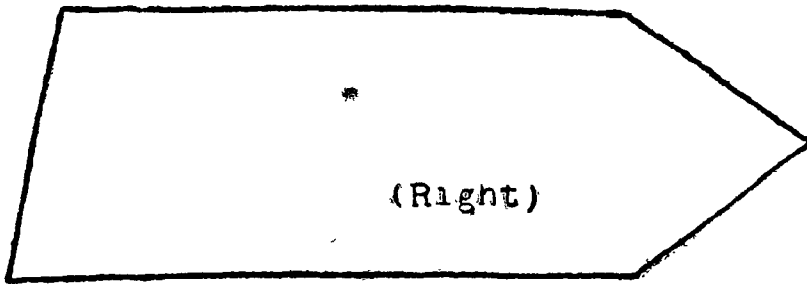
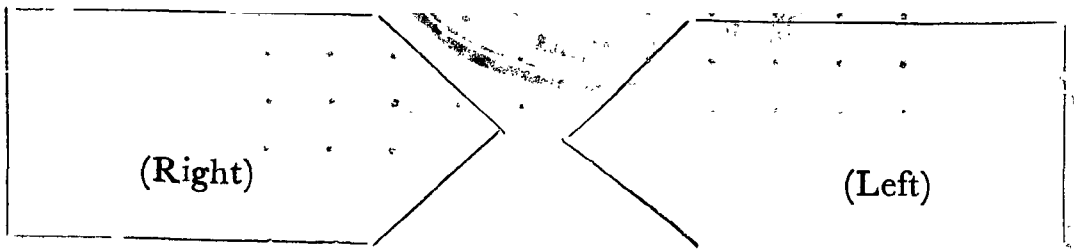
**BUTTON**

Convex, die struck and embossed.

Large	•	•	•	•	•	•	•	•	•	•	•	40 lines	
Medium	•	•	•	•	•	•	•	•	•	•	•	30 lines	
Small	•	•	•	•	•	•	•	•	•	•	•	24 lines	
Gorget	•	•	•	•	•	•	•	•	•	•	•	20 lines	
The pattern of India Police Service shoulder badges											•	•	•

# I.P.S.

## SIZES OF GORGET PATCHES

*For Jackets**For Shirts and Bush Shirts*

# **ALL INDIA SERVICES MANUAL**

**PART IV**

**RULES APPLICABLE TO THE INDIAN FOREST SERVICE**

**(SECOND EDITION)**

**(CORRECTED UPTO 1-8-1969)**



*Issued by*

**THE GOVERNMENT OF INDIA  
MINISTRY OF HOME AFFAIRS**

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# PART IV—RULES APPLICABLE TO THE INDIAN FOREST SERVICE

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# 1. THE INDIAN FOREST SERVICE (CADRE) RULES, 1966

In exercise of the powers conferred by sub-section (1) of section 3 of the All India Services Act, 1951 (61 of 1951) the Central Government, after consultation with the Governments of the States concerned, hereby makes the following rules, namely :—

**1. Short title and commencement.**—(1) These rules may be called the Indian Forest Service (Cadre) Rules, 1966.

**2. Definitions.**—In these rules, unless the context otherwise requires,—  
1st July, 1966.

**2. Definitions.**—In these rules, unless the context otherwise requires,—

- (a) 'cadre officer' means a member of the Indian Forest Service ;
- (b) 'cadre post' means any of the posts specified as such in the regulations made under sub-rule (1) of rule 4;
- (c) 'State' means a State specified in the First Schedule to the Constitution and includes a Union territory ;
- (d) 'State Government concerned' in relation to a Joint Cadre means the Governments of all the States for which the Joint Cadre is constituted and includes the Government of a State nominated by all such State Governments to represent them in relation to a particular matter.

**3. Constitution of Cadres.**—(1) There shall be constituted for each State or group of States an Indian Forest Service Cadre.

(2) The cadre so constituted for a state or a group of States is hereinafter referred to as a 'State Cadre' or, as the case may be, a 'Joint Cadre'.

**4. Strength of Cadres.**—(1) The strength and composition of each of the cadres constituted under rule 3 shall be as determined by regulations made by the Central Government in consultation with the State Governments in this behalf.

(2) The Central Government shall, at the interval of every three years, re-examine the strength and composition of each such cadre in consultation with the State Government concerned and may make such alterations therein as it deems fit :

Provided that nothing in this sub-rule shall be deemed to effect the power of the Central Government to alter the strength and composition of any cadre at any other time :

Provided further that the State Government concerned may add for a period not exceeding one year, and with the approval of the Central Government for a further period not exceeding two years, to a State or

Joint Cadre one or more posts carrying duties or responsibilities of a like nature to cadre posts.

**5. Allocation of members to various cadres.**—(1) The allocation of cadres officers to the various cadres shall be made by the Central Government in consultation with the State Government concerned.

(2) The Central Government may, with the concurrence of the State Government concerned, transfer a cadre officer from one cadre to another cadre.

**6. Deputation of cadre officers.**—(1) A cadre officer may, with the concurrence of the State Government concerned and the Central Government, be deputed for service under the Central Government or another State Government or under a company, association or body of individuals, whether incorporated or not, which is wholly or substantially owned or controlled by the Government.

(2) A cadre officer may also be deputed for service under :

- (i) a Municipal Corporation or any other local authority, by the State Government concerned or by the Central Government with the concurrence of the State Government concerned, as the case may be; or
- (ii) an international organisation, a company, association or body of individuals not wholly or substantially owned or controlled by the Government, by the Central Government in consultation with the State Government concerned :

Provided that no cadre officer shall be deputed under clause (ii) of this sub-rule except with his consent.

**7. Posting.**—All appointments to cadre posts shall be made—

- (a) in the case of a State Cadre, by the State Government; and
- (b) in the case of a Joint Cadre, by the State Government concerned.

**8. Cadre posts to be filled by cadre officers.**—Save as otherwise provided in these rules every cadre post shall be filled by a cadre officer.

**9. Temporary appointment of non-cadre officers to cadre posts.**—(1) A cadre post in a State may be filled by a person who is not a cadre officer if the State Government is satisfied.

- (a) that the vacancy is not likely to last for more than three months; or
- (b) that there is no suitable cadre officer available for filling the vacancy.

(2) Where in any State a person other than a cadre officer is appointed to a cadre post for a period exceeding three months, the State Government shall forthwith report the fact to the Central Government together with the reasons for making the appointment.

(3) On receipt of a report under sub-rule (2) or otherwise, the Central Government may direct that the State Government shall terminate the appointment of such person and appoint thereto a cadre officer, and where any direction is so issued, the State Government shall accordingly give effect thereto.

(4) Where a cadre post is likely to be filled by a person who is not a cadre officer for a period exceeding six months, the Central Government shall report the full facts to the Union Public Service Commission with the reasons for holding that no suitable officer is available for filling the post and may in the light of the advice given by the Union Public Service Commission give suitable direction to the State Government concerned.

**10. Report to the Central Government of vacant cadre posts.**—Cadre posts shall not be kept vacant or held in abeyance for periods exceeding six months without the approval of the Central Government. For this purpose, the State Government shall make a report to the Central Government in respect of the following matters, namely :—

- (a) the reasons for the proposal ;
- (b) the period for which the State Government proposes to keep the post vacant or hold it in abeyance ;
- (c) the provision, if any, made for the existing incumbent of the post; and
- (d) whether it is proposed to make any arrangements for the performance of the duties of the post to be kept vacant or held in abeyance, and if so, the particulars of such arrangements.

**11. Holding of more than one post by a cadre officer.**—(1) The State Government concerned in respect of the posts borne on the State Cadre or the Joint Cadre as the case may be, may for the purpose of facilitating leave arrangements or for making temporary arrangements for a period not exceeding six months, direct that any two cadre posts or a cadre post and an equivalent post may be held simultaneously by one single cadre officer.

(2) Where the State Government concerned is of the opinion that it is necessary so to do, it may, with the prior approval of the Central Government, order that the posts directed by it to be held simultaneously by one single cadre officer under sub-rule (1), may continue to be so held for a period beyond six months but, in any case, not beyond twelve months from the date with effect from which the posts were first directed to be so held under sub-rule (1).

**12. Interpretation.**—If any question arises as to the interpretation of these rules, the same shall be decided by the Central Government.

[M.H.A. Notification No. 2/2/64-AIS(IV), dated 1-9-1966.]

## 2. THE INDIAN FOREST SERVICE (FIXATION OF CADRE STRENGTH) REGULATIONS, 1966

In pursuance of sub-rule (1) of rule 4 of the Indian Forest Service (Cadre) Rules, 1966, the Central Government hereby makes, in consultation with the Government of the States concerned, the following regulations, namely :—

**1. Short title and commencement.**—(1) These regulations may be called the Indian Forest Service (Fixation of Cadre Strength) Regulations, 1966.

(2) They shall be deemed to have come into force with effect from 1st October, 1966.

**2. Strength and Composition of Cadres.**—The posts borne on, and the strength and composition of the cadre of, the Indian Forest Service in each of the State shall be as specified in the Schedule to these regulations.

### SCHEDULE

#### ANDHRA PRADESH

1. Senior posts under the State Government	42
Chief Conservator of Forests	1
Deputy Chief Conservator of Forests	1
Conservators of Forests	7
Deputy Conservators of Forests	21
Assistant Chief Conservators of Forests	2
State Silviculturist	1
Curator Nehru Zoological Park	1
Working Plan Officers	5
Deputy Conservator of Forests Soil Conservation Division	2
Deputy Conservator of Forests, Coffee Project Division	1
	<hr/> 42
2. Senior posts under the Central Government	3
	<hr/> 45
3. Posts to be filled by promotion in accordance with rule 8 of the Indian Forest Service (Recruitment) Rules, 1966	15
4. Posts to be filled by direct recruitment	30
5. Deputation Reserve @ 15% of 4 above	5
6. Leave Reserve @ 11% of 4 above	3
7. Junior posts @ 20% of 4 above	6
8. Training Reserve @ 5% of 4 above	1
Direct Recruitment Posts	<hr/> 45
Promotion Posts	15
<b>TOTAL AUTHORISED STRENGTH</b>	<hr/> <b>60</b>

[M.H.A. Notification No. 6/1/66-AIS(IV), dated 27-4-1967.]

## ASSAM

1. Senior posts under the State Government . . . . .	22	
Chief Conservator of Forests . . . . .	1	
Conservators of Forests . . . . .	2	
Deputy Conservators of Forests . . . . .	14	
Working Plan Officers . . . . .	2	
Planning Officer . . . . .	1	
Silviculturist . . . . .	1	
Forest Utilisation Officer . . . . .	1	
	<hr/>	
	22	
2. Senior posts under the Central Government . . . . .		2
		<hr/>
		24
		<hr/>
3. Posts to be filled by promotion in accordance with rule 8 of the Indian Forest Service (Recruitment) Rules, 1966 . . . . .	8	
4. Posts to be filled by direct recruitment . . . . .		16
5. Deputation reserve @15% of 4 above . . . . .		2
6. Leave Reserve @11% of 4 above . . . . .		2
7. Junior posts @ 20% of 4 above . . . . .		3
8. Training Reserve @5% of 4 above . . . . .		1
		<hr/>
Direct Recruitment posts . . . . .		24
Promotion posts . . . . .		8
		<hr/>
TOTAL AUTHORISED STRENGTH . . . . .		32
		<hr/>

[MHA Notification No. 6/1/66-AIS(IV), dated 31-10-1966].

## BIHAR

1. Senior posts under the State Government . . . . .		46
Chief Conservator of Forests . . . . .	1	
Deputy Chief Conservator of Forests . . . . .	1	
Conservators of Forests . . . . .	4	
Conservator of Forests, Development Circle . . . . .	1	
Deputy Conservators of Forests . . . . .	27	
Deputy Conservator of Forests, Afforestation Division . . . . .	7	
Forest Research Officer . . . . .	1	
Working Plan Officers . . . . .	3	
Forest Utilization Officer . . . . .	1	
	<hr/>	
	46	
2. Senior posts under the Central Government . . . . .		4
		<hr/>
		50
		<hr/>
3. Posts to be filled by promotion in accordance with rule 8 of the Indian Forest Service (Recruitment) Rules, 1966 . . . . .	16	
4. Posts to be filled by direct recruitment . . . . .		34
5. Deputation Reserve @15% of 4 above . . . . .		5
6. Leave Reserve @11% of 4 above . . . . .		4
7. Junior posts @ 20% of 4 above . . . . .		7
8. Training Reserve @5% of 4 above . . . . .		2
		<hr/>
Direct Recruitment Posts . . . . .		52
Promotion Posts . . . . .		16
		<hr/>
TOTAL AUTHORISED STRENGTH . . . . .		6

[M.H.A. Notification No. 6/1/66-AIS(IV), dated 27-12-1963].

## GUJARAT

1. Senior posts under the State Government		25
Chief Conservator of Forests	1	
Conservator of Forests	4	
Asstt. to Chief Conservator of Forests	2	
Deputy Conservator of Forests	18	
	<hr/>	<hr/>
	25	
2. Senior posts under the Central Govt.		2
		<hr/>
		27
3. Posts to be filled by promotion in accordance with rule 8 of the Indian Forest Service (Recruitment) Rules, 1966	9	
4. Posts to be filled by direct recruitment		18
5. Deputation Reserve @15% of 4 above		3
6. Leave Reserve @11% of 4 above		2
7. Junior posts @20% of 4 above		4
8. Training Reserve @5% of 4 above		1
		<hr/>
Direct Recruitment posts		28
Promotion posts		9
		<hr/>
TOTAL AUTHORISED STRENGTH		37
Substituted <i>vide</i> [MHA Notification No. 6/1/69-AIS(IV), dated 31-7-1969].		

## HARYANA

1. Senior posts under the State Government		10
Chief Conservator of Forests	1	
Conservator of Forests	1	
Deputy Conservators of Forests	6	
Deputy Conservator of Forests, Headquarters	1	
Deputy Conservator of Forests, Working Plan Division	1	
	<hr/>	<hr/>
	10	
2. Senior posts under the Central Government		1
		<hr/>
		11
3. Posts to be filled by promotion in accordance with rule 8 of the Indian Forest Service (Recruitment) Rules, 1966	3	
4. Posts to be filled by direct recruitment		8
5. Deputation Reserve @15% of 4 above		1
6. Leave Reserve @11% of 4 above		1
7. Junior posts @ 20% of 4 above		2
8. Training Reserve @5% of 4 above		1
		<hr/>
Direct Recruitment Posts		13
Promotion Posts		3
		<hr/>
TOTAL AUTHORISED STRENGTH		16

[M.H.A. Notification No. 6/6/66-AIS(IV), dated 31-10-1966.]

## JAMMU AND KASHMIR

1. Senior posts under the State Government . . . . .		<b>29</b>
Chief Conservator of Forests . . . . .	1	
Conservator of Forests . . . . .	4	
Conservator of Forests, Working Plan and Research . . . . .	1	
Conservator of Forests, Soil Conservation and Flood Control . . . . .	1	
Conservator of Forests, Timber Utilisation Circle . . . . .	1	
Deputy Conservator of Forests . . . . .	19	
Game Warden . . . . .	1	
Deputy Conservator of Forests, (Research) . . . . .	1	
	<hr/> 29	
2. Senior posts under the Central Government . . . . .		<b>2</b>
		<hr/> <b>31</b>
3. Posts to be filled by promotion in accordance with rule 8 of the Indian Forest Service (Recruitment) Rules, 1966 . . . . .	10	
4. Posts to be filled by direct recruitment . . . . .		<b>21</b>
5. Deputation Reserve @15% of 4 above . . . . .		<b>3</b>
6. Leave Reserve @11% of 4 above . . . . .		<b>2</b>
7. Junior posts @20% of 4 above . . . . .		<b>4</b>
8. Training Reserve @5% of 4 above . . . . .		<b>1</b>
		<hr/> <b>31</b>
Direct Recruitment Posts . . . . .		<b>10</b>
Promotion Posts . . . . .		<b>10</b>
		<hr/> <b>41</b>
[Vide MHA Notification No. 6/6/68-AIS(IV), dated 31-5-68.]		
This will come into force w.e.f. 1-10-1966.		

## KERALA

1. Senior posts under the State Government . . . . .		<b>19</b>
Chief Conservator of Forests . . . . .	1	
Conservators of Forests . . . . .	3	
Deputy Conservators of Forests . . . . .	15	
	<hr/> 19	
2. Senior posts under the Central Government . . . . .		<b>2</b>
		<hr/> <b>21</b>
3. Posts to be filled by promotion in accordance with rule 8 of the Indian Forest Service (Recruitment) Rules, 1966 . . . . .	7	
4. Posts to be filled by direct recruitment . . . . .		<b>14</b>
5. Deputation Reserve @15% of 4 above . . . . .		<b>2</b>
6. Leave Reserve @11% of 4 above . . . . .		<b>2</b>
7. Junior posts @20% of 4 above . . . . .		<b>3</b>
8. Training Reserve @5% of 4 above . . . . .		<b>1</b>
		<hr/> <b>22</b>
Direct Recruitment Posts . . . . .		<b>7</b>
Promotion Posts . . . . .		<b>7</b>
		<hr/> <b>29</b>

[MHA Notification No. 6/1/66-AIS(IV), dated 31-10-1966].

## MADHYA PRADESH

1. Senior posts under the State Government		101
Chief Conservator of Forest	1	
Deputy Chief Conservators of Forests	2	
Conservator of Forests, Development Circle	1	
Conservator of Forests, Dunbutta	1	
Conservator of Forests, Works Plan	1	
Conservator of Forests, Works Scheme	1	
Conservators of Forests	10	
Deputy Conservators of Forests	60	
Deputy Conservators of Forests, Soil Conservation Division	3	
Deputy Conservators of Forests, Plantation Division	3	
Deputy Conservator of Forests, Working Scheme	1	
Deputy Conservator of Forests, Development	1	
Director, Forest Research Institute	1	
Forest Utilisation Officer	1	
Directors, Forest Schools	3	
Working Plan Officers	8	
Survey Officers	2	
Lac Development Officer	1	
	101	
2. Senior posts under the Central Government		8
		109
3. Posts to be filled by promotion in accordance with rule 8 of the Indian Forest Service (Recruitment) Rules, 1966	36	
4. Posts to be filled by direct recruitment		73
5. Deputation Reserve @15% of 4 above		11
6. Leave Reserve @11% of 4 above		8
7. Junior posts @20% of 4 above		15
8 Training Reserve @5% of 4 above		4
Direct Recruitment Posts		111
Promotion Posts		36
TOTAL AUTHORISED STRENGTH		147
[MHA Notification No. 6/1/66-AIS(IV), dated 31-10-1966.]		

## TAMIL NADU

1. Senior posts under the State Government		32
Chief Conservator of Forests	1	
Conservators of Forests	3	
Conservator of Forests, Kundah Soil Conservation Scheme	1	

Deputy Conservators of Forests . . . . .	18
General Manager, Rubber Plantations, <sup>1</sup> Nagercoil . . . . .	1
State Wild Life Officer . . . . .	1
State Silviculturist . . . . .	1
Forest Utilisation Officer . . . . .	1
Personal Assistant to Chief Conservator of Forests . . . . .	1
Personal Assistant (Development) to Chief Conservator of Forests . . . . .	1
Working Plan Officers . . . . .	3
	<hr/> 32

2. Senior Posts under the Central Government . . . . .	3
	<hr/> 35
3. Posts to be filled by promotion in accordance with rule 8 of the Indian Forest Service (Recruitment) Rules, 1966 . . . . .	11
4. Posts to be filled by direct recruitment . . . . .	24
5. Deputation Reserve @15% of 4 above . . . . .	4
6. Leave Reserve @11% of 4 above . . . . .	3
7. Junior posts @20% of 4 above . . . . .	5
8. Training Reserve @5% of 4 above . . . . .	1
	<hr/> 37
Direct Recruitment Posts . . . . .	11
Promotion Posts . . . . .	48
TOTAL AUTHORISED STRENGTH . . . . .	<hr/>

[MHA Notification No. 6/1/66-AIS(IV), dated 31-10-1966.]

#### MAHARASHTRA

1. Senior posts under the State Government . . . . .	62
Chief Conservator of Forests . . . . .	1
Addl. Chief Conservator of Forests . . . . .	1
Conservators of Forests . . . . .	7
Conservator of Forests, Working Plan Circle . . . . .	1
Conservator of Forests, Headquarters . . . . .	1
Special Officer, Revenue & Forests Department . . . . .	1
Deputy Conservators of Forests . . . . .	35
Deputy Conservators of Forests, Integrated Unit . . . . .	3
Deputy Conservators of Forests, Working Plans . . . . .	8
Forest Utilisation Officer . . . . .	1
Silviculturist . . . . .	1
Officer on Special Duty for Forest Labourers Cooperative Society . . . . .	1
Assistant to Chief Conservator of Forests . . . . .	1
	<hr/> 62
2. Senior posts under the Central Government . . . . .	5
	<hr/> 67

3. Posts to be filled by promotion in accordance with rule 8 of the Indian Forest Service (Recruitment) Rules 1966 . . . . .	22	
4. Posts to be filled by direct recruitment . . . . .		45
5. Deputation Reserve @15% of 4 above . . . . .		7
6. Leave Reserve @11% of 4 above . . . . .		5
7. Junior posts @20% of 4 above . . . . .		9
8. Training Reserve @5% of 4 above . . . . .		2
Direct Recruitment Posts . . . . .		68
Promotion Posts . . . . .		22
<b>TOTAL AUTHORISED STRENGTH</b> . . . . .		<b>90</b>
[MHA Notification No. 6/1/66-AIS(IV), dated 31-10-1966.]		

### MYSORE

1. Senior posts under the State Government . . . . .		47
Chief Conservator of Forests . . . . .	1	
Conservators of Forests . . . . .	4	
Conservator of Forests, Working Plans and Development . . . . .	1	
Deputy Conservators of Forests . . . . .	29	
Deputy Conservator of Forests, Survey and Demarcation . . . . .	1	
Deputy Conservator of Forests, Rubber Plantation . . . . .	1	
Deputy Conservator of Forests, Working Plans and Forest Surveys . . . . .	1	
Deputy Conservators of Forests, Working Plan . . . . .	3	
Deputy Conservator of Forests, Kanara Working Plan . . . . .	1	
Forest Utilisation Officer . . . . .	1	
Silviculturist . . . . .	1	
Technical Assistant to Chief Conservator of Forests . . . . .	1	
Additional Technical Assistant to Chief Conservator of Forests . . . . .	1	
Deputy Conservator of Forests, Soil Conservation Scheme . . . . .	1	
	47	
2. Senior posts under the Central Government . . . . .		4
		51
3. Posts to be filled by promotion in accordance with rule 8 of the Indian Forest Service (Recruitment) Rules, 1966 . . . . .	17	
4. Posts to be filled by direct recruitment . . . . .		34
5. Deputation Reserve @15% of 4 above . . . . .		5
6. Leave Reserve @11% of 4 above . . . . .		4
7. Junior posts @20% of 4 above . . . . .		8
8. Training Reserve @5% of 4 above . . . . .		2
Direct Recruitment Posts . . . . .		52
Promotion Posts . . . . .		17
<b>TOTAL AUTHORISED STRENGTH</b> . . . . .		<b>69</b>
[MHA Notification No. 6/1/66-AIS(IV), dated 31-10-1966.]		

## NAGALAND

1. Senior posts under the State Government . . . . .	9
Chief Conservator of Forests . . . . .	1
Conservator of Forests . . . . .	1
Deputy Conservator of Forests, . . . . .	5
Working Plan Officer . . . . .	1
Soil Conservation Officer . . . . .	1
	<hr/> 9
2. Senior Posts under the Central Government . . . . .	1
	<hr/> 10
3. Posts to be filled by promotion in accordance with rule 8 of the Indian Forest Service (Recruitment) Rules, 1966 . . . . .	3
4. Posts to be filled by direct recruitment . . . . .	7
5. Deputation Reserve @15% of 4 above . . . . .	1
6. Leave Reserve @11% of 4 above . . . . .	1
7. Junior Posts @20% of 4 above . . . . .	1
8. Training Reserve @5% of 4 above . . . . .	1
Direct recruitment posts . . . . .	<hr/> 11
Promotion posts . . . . .	3
TOTAL AUTHORISED STRENGTH . . . . .	<hr/> 14

[Vide MHA Notification No. 6/6/68-AIS(IV), dated 31-5-68.]

They will come into force w.e.f. 1-10-1966.

## ORISSA

1. Senior posts under the State Government . . . . .	37
Chief Conservator of Forests . . . . .	1
Conservators of Forests . . . . .	4
Conservator of Forests (Development Circle) . . . . .	1
Deputy Conservators of Forests . . . . .	24
Working Plan Officers . . . . .	4
Forests Utilisation Officer . . . . .	1
Silviculturist . . . . .	1
P.A. to the Chief Conservator of Forests . . . . .	1
	<hr/> 37
2. Senior posts under the Central Government . . . . .	3
	<hr/> 40

3. Posts to be filled by promotion in accordance with rule 8 of the Indian Forest Service (Recruitment) Rules, 1966 . . . . .	13	
4. Posts to be filled by direct recruitment . . . . .		27
5. Deputation Reserve @15% of 4 above . . . . .		4
6. Leave Reserve @11% of 4 above . . . . .		3
7. Junior posts @20% of 4 above . . . . .		5
8. Training Reserve @5% of 4 above . . . . .		1
Direct Recruitment Post . . . . .		40
Promotion Posts . . . . .		13
TOTAL AUTHORISED STRENGTH . . . . .		53

[MHA Notification No. 6/1/66-AIS(IV), dated 21-10-1966.]

### PUNJAB

1. Senior posts under the State Government . . . . .		12
Chief Conservator of Forests . . . . .	1	
Conservators of Forests . . . . .	2	
Deputy Conservators of Forests . . . . .	7	
Deputy Conservator of Forests, Soil Conservation and Planning . . . . .	1	
Deputy Conservator of Forests, Working Plan Division . . . . .	1	
	12	
2. Senior posts under the Central Government . . . . .		1
		13
3. Posts to be filled by promotion in accordance with rule 8 of the Indian Forest Service (Recruitment) Rules, 1966 . . . . .	4	
4. Posts to be filled by direct recruitment . . . . .		9
5. Deputation Reserve @15% of 4 above . . . . .		1
6. Leave Reserve @11% of 4 above . . . . .		1
7. Junior posts @20% of 4 above . . . . .		2
8. Training Reserve @5% of 4 above . . . . .		1
Direct Recruitment Posts . . . . .		14
Promotion Posts . . . . .		4
TOTAL AUTHORISED STRENGTH . . . . .		18

[MHA Notification No. 6/1/66-AIS(IV), dated 31-10-1966.]

## RAJASTHAN

1. Senior posts under the State Government . . . . .	20
Chief Conservator of Forests . . . . .	1
Conservators of Forests . . . . .	3
Conservator of Forests, Soil Conservation . . . . .	1
Deputy Conservators of Forests . . . . .	13
Silviculturist . . . . .	1
Technical Assistant to Chief Conservator of Forests . . . . .	1
	<hr/> 20
2. Senior posts under the Central Government . . . . .	2
	<hr/> 22
3. Posts to be filled by promotion in accordance with rule 8 of the Indian Forest Service (Recruitment) Rules, 1966 . . . . .	7
4. Posts to be filled by direct recruitment . . . . .	15
5. Deputation Reserve @15% of 4 above . . . . .	2
6. Leave Reserve @11% of 4 above . . . . .	2
7. Junior posts @20% of 4 above . . . . .	3
8. Training Reserve @5% of 4 above . . . . .	7
Direct Recruitment Posts . . . . .	23
Promotion Posts . . . . .	7
<b>TOTAL AUTHORISED STRENGTH . . . . .</b>	<hr/> <b>30</b> <hr/>
[MHA Notification No. 6/1/66-AIS(IV), dated, 31-10-1966.]	

## UTTAR PRADESH

1. Senior posts under the State Government . . . . .	76
Chief Conservator of Forests . . . . .	1
Deputy Chief Conservators of Forests . . . . .	2
Conservators of Forests . . . . .	9
Conservator of Forests, Working Plan Circle . . . . .	1
Deputy Conservators of Forests . . . . .	48
Forest Extension Officer . . . . .	1
Chief Wild Life Warden . . . . .	1
Timber Supply Officer . . . . .	1
Deputy Conservators of Forests, Foresters' Training Division . . . . .	2
Silviculturists . . . . .	2
Deputy Conservator of Forests, Forest Resources Survey Division . . . . .	1
Working Plan Office . . . . .	7
	<hr/> 76
2. Senior posts under the Central Government . . . . .	6
	<hr/> 82 <hr/>

3. Posts to be filled by promotion in accordance with rule 8 of the Indian Forest Service (Recruitment) Rules, 1966 . . . . .	27
4. Posts to be filled by direct recruitment . . . . .	55
5. Deputation Reserve @15% of 4 above . . . . .	8
6. Leave Reserve @11% of 4 above . . . . .	6
7. Junior posts @20% of 4 above . . . . .	11
8. Training Reserve @5% of 4 above . . . . .	3
Direct Recruitment Posts . . . . .	83
Promotion Posts . . . . .	27
TOTAL AUTHORISED STRENGTH . . . . .	110

[MHA Notification No. 6/1/66-AIS(IV), dated 31-10-1966.]

### UNION TERRITORIES

1. Senior posts under the Union Territories . . . . .	58
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#### (a) Posts under the Government of Himachal Pradesh

Chief Conservator of Forests . . . . .	1
Deputy Chief Conservator of Forests . . . . .	1
Conservators of Forests . . . . .	4
Conservator of Forests Working Plan . . . . .	1
Conservator of Forests, Utilization Circle . . . . .	1
Conservator of Forests, Development and Wild Life . . . . .	1
Deputy Conservators of Forests . . . . .	26
Deputy Conservator of Forests, Timber Extraction Division . . . . .	1
Deputy Conservator of Forests, Silvicultural Forest Division . . . . .	1
Deputy Conservator of Forests, Working Plan Division . . . . .	1
Deputy Conservator of Forests, Training Division . . . . .	1

#### (b) Posts under the Andaman and Nicobar Administration

Chief Conservator of Forests . . . . .	1
Conservators, of Forests . . . . .	2
Deputy Conservators, of Forests . . . . .	3
Deputy Conservator of Forests, Depot Division . . . . .	1
Deputy Conservator of Forests, Mill Division . . . . .	1
Deputy Conservator of Forests, Silviculture . . . . .	1
Deputy Conservator of Forests, Working Plan . . . . .	1

#### (c) Posts under the Government of Tripura

Conservator of Forests . . . . .	1
Deputy Conservators of Forests . . . . .	3

#### (d) Posts under the Government of Goa, Daman and Diu

Conservator of Forests . . . . .	
Deputy Conservators of Forests . . . . .	2

(e) *Post under the Government of Manipur*

Deputy Conservator of Forests . . . . .	1
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(f) *Post under the Dadra and Nagar Haveli Administration*

Deputy Conservator of Forests . . . . .	1
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58

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2. Senior posts under the Central Government . . . . .	5
	<hr/> 63 <hr/>

3. Posts to be filled by promotion in accordance with rule 8 of the Indian Forest Service (Recruitment) Rules, 1966 . . . . .	21
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4. Posts to be filled by direct recruitment . . . . .	42
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5. Deputation Reserve @15% of 4 above . . . . .	6
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6. <i>Ad-hoc</i> Addl. Deputation Reserve . . . . .	10
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7. Leave Reserve @11% of 4 above . . . . .	5
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8. Junior posts @20% of 4 above . . . . .	8
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9. Training Reserve @5% of 4 above . . . . .	2
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Direct Recruitment Posts . . . . .	73
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Promotion Posts . . . . .	21
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TOTAL AUTHORISED STRENGTH . . . . .	94
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[MHA Notification No. 6/2/66-AIS(IV), dated 5-5-1967.]

## WEST BENGAL

1. Senior posts under the State Government . . . . .	40
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Chief Conservator of Forests . . . . .	1
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Conservators of Forests . . . . .	3
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Conservator of Forests, Soil Conservation . . . . .	1
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Deputy Conservators of Forests . . . . .	19
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Deputy Conservators of Forests, Govt. Saw Mill . . . . .	2
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Deputy Conservator of Forests, Utilization Division . . . . .	1
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Deputy Conservators of Forests, Working Plan Division . . . . .	2
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Deputy Conservators of Forests, Silvicultural Division . . . . .	2
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Deputy Conservators of Forests, Soil Conservation Division . . . . .	5
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Deputy Conservator of Forests, Planning and Statistical Cell . . . . .	1
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Director, Forest School . . . . .	1
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Assistant Chief Conservator of Forests . . . . .	1
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Special Officer, Particle Board . . . . .	1
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40

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2. Senior Posts under the Central Government . . . . .	3
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43

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3. Posts to be filled by promotion in accordance with rule 8 of the Indian Forest Service (Recruitment) Rules, 1966 . . . . .	14
4. Posts to be filled by direct recruitment . . . . .	29
5. Deputation Reserve @15% of 4 above . . . . .	4
6. Leave Reserve @11% of 4 above . . . . .	3
7. Junior posts @20% of 4 above . . . . .	6
8. Training Reserve @5% of 4 above . . . . .	1
Direct Recruitment Posts . . . . .	43
Promotion Posts . . . . .	14
<b>TOTAL AUTHORISED STRENGTH . . . . .</b>	<b>57</b>

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[M.H.A. Notification No. 6/1/66-AIS(IV), dated 27-12-1966].

[These regulations were first issued under MHA Notification No. 6/1/66-AIS(IV), dated 31-10-1966 and amended subsequently from time to time.]

### 3. THE INDIAN FOREST SERVICE (RECRUITMENT) RULES, 1966

In exercise of the powers conferred by sub-section (1) of Section 3 of the All-India Services Act, 1951 (61 of 1951), the Central Government, after consultation with the Governments of the States concerned, hereby makes the following rules, namely:—

**1. Short title and commencement.**—(1) These rules may be called the Indian Forest Service (Recruitment) Rules, 1966.

(2) They shall be deemed to have come into force with effect from 1st July, 1966.

**2. Definitions.**—In these rules, unless the context otherwise requires,—

- (a) “Commission” means the Union Public Service Commission;
- (b) “Scheduled Castes” means such castes, races or tribes or parts of or groups within such castes, races or tribes as are deemed under article 341 of the Constitution to be Scheduled Castes for the purposes of the Constitution;
- (c) “Scheduled Tribes” means such tribes or tribal communities or parts of or groups within such tribes or tribal communities as are deemed under article 342 of the Constitution to be Scheduled Tribes for the purposes of the Constitution;
- (d) “Service” means the Indian Forest Service;
- (e) “State” means a State specified in the First Schedule to the Constitution and includes a Union Territory;
- (f) “State Cadre” and “Joint Cadre” have the meanings respectively assigned to them in the Indian Forest Service (Cadre) Rules, 1966;
- (g) “State Forest Service” means:—
  - (i) any such service in a State, being a service connected with forestry and the members thereof having gazetted status, as the Central Government may, in consultation with the State Government, approve for the purpose of these rules; or
  - (ii) any service in such Central Civil Post, Class I or Class II, connected with forestry, as may be approved by the Central Government for the purposes of these rules.
- (h) “State Government concerned”, in relation to a Joint Cadre means the Governments of all the States for which the Joint Cadre is constituted and includes the Government of a State nominated by the Governments of all such States to represent them in relation to a particular matter.

**3. Constitution of the Service.**—The Service shall consist of the following persons, namely:—

- (a) Members of the State Forest Service recruited to the service at its initial constitution in accordance with the provisions of sub-rule (1) of rule 4; and

- (b) persons recruited to the service in accordance with the provisions of sub-rules (2) to (4) of rule 4.

**4. Method of recruitment to the Service.**—(1) As soon as may be after the commencement of these rules, the Central Government may recruit to the Service any person from amongst the members of the State Forest Service adjudged suitable in accordance with such regulations as the Central Government may make in consultation with the State Governments and the Commission:

Provided that no member holding a post referred to in sub-clause (ii) of clause (g) of rule 2 and so recruited shall, at the time of recruitment, be allocated to any State cadre other than the cadre of a Union territory.

(2) After the recruitment under sub-rule (1), subsequent recruitment to the Service, shall be by the following methods, namely:—

(a) by a competitive examination:

- \*(aa) by selection of persons from amongst the Emergency Commissioned Officers and Short Service Commissioned Officers of the Armed Forces of the Union who were commissioned after the 1st November, 1962, and who are released in the manner specified in sub-rule (1) of rule 7A;]

(b) by promotion of substantive members of the State Forest Service.

(3) Subject to the provisions of these rules, the method or methods of recruitment to be adopted for the purpose of filling any particular vacancy or vacancies in the Service as may be required to be filled during any particular period of recruitment, and the number of persons to be recruited by each method shall be determined on each occasion by the Central Government in consultation with the Commission:

Provided that where any such vacancy or vacancies relates or relate to a State Cadre or a Joint Cadre, the State Government concerned shall also be consulted.

(4) Notwithstanding anything contained in sub-rule (2), if in the opinion of the Central Government the exigencies of the service so require, the Central Government may, after consultation with the State Governments and the Commission, adopt such methods of recruitment to the Service other than those specified in the said sub-rule, as it may by regulations made in the behalf prescribe.

**5. Disqualifications for appointment.**—†(1) No person shall be qualified for appointment to the service unless he is a citizen of India, or belongs to such categories of persons as may, from time to time be notified in this behalf by the Central Government.

(2) No person who has more than one wife living or who having a spouse living, marries in any case in which such marriage is void by reason of its taking place during the life-time of such spouse, shall be eligible for appointment to the service:

\*Inserted w.e.f. 1-1-68 *vide* M.H.A. Notification No. 3/8/67-(i)-AIS(IV), dated 14-6-1968.

†Substituted *vide* M.H.A. Notification No. 3/2/67-AIS(IV), dated 15-3-1967.

Provided that the Central Government may, if satisfied that there are special grounds for doing so, exempt any person from the operation of this sub-rule.

(3) No married woman shall be entitled as of right to be appointed to the Service, and where a woman appointed to the Service subsequently marries, the Central Government may, if the maintenance of efficiency of the Service so requires, call upon her to resign.

(4) Subject to the provisions contained in sub-rule (3), no woman who is married to any person who has a wife living shall be eligible for appointment to the Service:

Provided that the Central Government may, if it is satisfied that there are special grounds for doing so, exempt any such woman from the operation of this sub-rule.

**6. Appointment to the Service.**—(1) All appointments to the Service shall be made by the Central Government and no such appointment shall be made except after recruitment by one of the methods specified in rule 4.

\*(2) The appointments of persons recruited to the service under clause (a) of sub-rule (2) of rule 4 shall be in the junior time-scale of pay.

(3) The appointments of persons recruited to the Service under clause (b) of sub-rule (2) of rule 4 shall be in the senior time-scale of pay.

**\*6A. Appointment of officers in the junior time scale of pay to posts in the senior time scale of pay—**

(1) An officer in the junior time scale of pay shall be appointed by the State Government concerned to a post in the senior time scale of pay if, having regard to his length of service, experience and performance in the junior time scale of pay, the State Government is satisfied that he is suitable for appointment to a post in the senior time-scale of pay.

†(2) Notwithstanding anything contained in sub-rule (1), the State Government may:—

- (a) postpone the appointment of an officer in the junior time-scale of pay to a post in the senior time-scale of pay till he passes the prescribed departmental examination or examinations and promote his juniors to such a post;
- (b) appoint an officer in the junior time-scale of pay at any time to a post in the senior time-scale of pay as purely temporary or local arrangement.

**7. Recruitment by competitive examination.**—(1) A competitive examination for recruitment to the Service shall be held at such intervals as the Central Government may, in consultation with the Commission, from time to time, determine.

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\*Inserted *vide* M.H.A. Notification No. 3/8/66-AIS(iv), dated 8-6-67.

†Substituted *vide* M.H.A. Notification No. 3/36/68-AIS(iv), dated 11-4-69.

(2) The examination shall be conducted by the Commission in accordance with such regulations as the Central Government may from time to time make in consultation with the Commission and the State Governments.

(3) Appointments to the Service will be subject to orders regarding special representation in the Service for Scheduled Castes and Scheduled Tribes issued by the Central Government from time to time.

**\*[7A. Recruitment by selection of persons from among the released Emergency Commissioned Officers and Short Service Commissioned Officers commissioned in the Armed Forces of the Union after the 1st November, 1962.—**(1) Till the 28th January, 1971, 20 per cent of the permanent vacancies in the Indian Forest Service to be filled by direct recruitment in any year shall be reserved for being filled by the Emergency Commissioned Officers and Short Service Commissioned Officers of the Armed Forces of the Union who were commissioned after the 1st November, 1962; and who

- (i) in the case of Emergency Commissioned Officers are released according to a phased programme; or
- (ii) in the case of Short Service Commissioned Officers are released on the expiry of the tenure of their service; or
- (iii) are invalided owing to a disability attributable to or aggravated by military service ;

NOTE (I)—In this sub-rule, the expression 'release' means—

- (i) actual release according to a phased programme in the case of Emergency Commissioned Officers, or
- (ii) actual release at the end of the tenure of their service in the case of Short Service Commissioned Officers, or
- (iii) invalidment owing to a disability attributable to or aggravated by military service.

from the Armed Forces of the Union after a spell of service and not during or at the end of training, or during or at the end of Short Service Commission granted to cover the period of such training prior being taken in actual service.

NOTE (II)—Engineers and Doctors employed under the Central Government or State Governments or Government-owned industrial undertakings after 1963, who are required to serve in the Armed Forces for a minimum prescribed period under the Compulsory Liability Scheme and who are granted Short Service Commission under the rules during the period of such service, are not eligible for the vacancies reserved for the Emergency Commissioned Officers and Short Service Commissioned Officers of the Armed Forces in the Indian Forest Service.

NOTE (III)—Officers belonging to the Volunteer Reserve Forces of the Armed Forces and called upon for temporary service are not eligible for the reserved vacancies.

(2) The selection of persons referred to, in sub-rule (1) for appointment to the Service against the vacancies reserved for them shall be made in accordance with such regulations as the Central Government may, from time to time, make in consultation with the Commission and the State Governments.

(3) The regulations made under sub-rule (2) shall provide for the reservation in favour of candidates belonging to the Scheduled Castes and the Scheduled Tribes to the extent not exceeding 12½ per cent and 5 per cent respectively, of the number of vacancies to be filled on the results of each examination.

\*[ ] Inserted w.e.f. 1-1-68 *vide* M.H.A. Notification No. 3/8/67-(i)-AIS(iv), dated 14-9-1968.

(4) Candidates belonging to the Scheduled Castes or the Scheduled Tribes declared by the Commission to be suitable for appointment to the Service with due regard to the maintenance of efficiency of administration may be appointed to the vacancies reserved for the candidates of the Scheduled Castes or the Scheduled Tribes, as the case may be, under sub-rule (3).

(5) If a sufficient number of persons referred to in sub-rule (1) of the requisite calibre is not available for filling the vacancies reserved for them, the unfilled vacancies shall be treated as unreserved and filled on the results of the competitive examination referred to in clause (a) of sub-rule (2) of rule 4, but a corresponding number of vacancies shall be carried forward to the next succeeding year:

Provided that no vacancies shall be carried forward under this sub-rule beyond the 28th January, 1971.

(6) The total number of vacancies reserved for the persons referred to in sub-rule (1) under this rule and for the members of the Scheduled Castes and Scheduled Tribes under any other rule or order for the time being in force in any year, shall not exceed 45 per cent of the total number of vacancies to be filled in that year through the competitive examination and selection referred to in clauses (a) and (aa) of sub-rule (2) of rule 4.

(7) If the number of persons referred to in sub-rule (1) selected for appointment in a particular year exceeds the number of vacancies reserved for them, the names of the persons in excess shall be kept on the waiting list for filling vacancies reserved for the released Emergency Commissioned or Short Service Commissioned Officers referred to in clause (aa) of sub-rule (2) of rule 4, in the next succeeding year.]

**8. Recruitment by promotion.**—(1) The Central Government may, on the recommendations of the State Government concerned and in consultation with the Commission and in accordance with such regulations as the Central Government may, after consultation with the State Governments and the Commission, from time to time, make, recruit to the Service persons by promotion from amongst the substantive members of the State Forest Service.

(2) Where a vacancy occurs in a State Cadre which is to be filled under the provision of this rule the vacancy shall be filled by promotion of a member of the State Forest Service.

(3) Where a vacancy occurs in a Joint Cadre which is to be filled under the provision of this rule, the vacancy shall, subject to any agreement in this behalf, be filled by promotion of a member of the State Forest Service of any of the State constituting the group.

**9. Number of persons to be recruited under rule 8.**—(1) The number of persons recruited under rule 8 in any State or group of States shall not, at any time, exceed  $33\frac{1}{3}$  per cent of the number of senior duty posts borne on the cadre of that State, or group of States.

(2) For the purpose of determining the percentage specified in sub-rule (1) the officers of a State Forest Service, who may be appointed to any of the vacancies caused by the transfer of cadre officers to another service or by their quasi-permanent deputation to the Centre shall be excluded.

**10. Interpretation.**—If any question arises as to the interpretation of these rules, the same shall be decided by the Central Government.

#### 4. THE INDIAN FOREST SERVICE (INITIAL RECRUITMENT) REGULATIONS, 1966

In pursuance of sub-rule (1) of rule 4 of the Indian Forest Service (Recruitment) Rules, 1966, and all other powers enabling it in this behalf, the Central Government, in consultation with the State Governments and the Union Public Service Commission, hereby makes the following regulations, namely:—

**1. Short title and commencement.**—(1) These regulations may be called the Indian Forest Service (Initial Recruitment) Regulations, 1966.

(2) They shall be deemed to have come into force with effect from 1st July, 1966.

**2. Definitions.**—In these regulations, unless the context otherwise requires,—

- (a) “Board” means the Special Selection Board constituted under regulation 3;
- (b) “Rules” means the Indian Forest Service (Recruitment) Rules, 1966;
- (c) all words and expressions used but not defined in these regulations and defined in the Rules shall have the meanings respectively assigned to them in the Rules.

**3. Constitution of Special Selection Board.**—(1) For the purpose of making selection to the Service the Central Government shall constitute a Special Selection Board consisting of Chairman of the Commission or his nominee, and

(a) for selection to the State Cadres—

- (i) the Inspector General of Forests of the Government of India;
- (ii) an officer of the Government of India not below the rank of Joint Secretary;
- (iii) the Chief Secretary to the State Government concerned or the Secretary of that State Government dealing with forests;
- (iv) the Chief Conservator of Forests of the State Government concerned;

(b) for selection to the Cadre of Union Territories—

- (i) the Inspector General of Forests of the Government of India;
- (ii) an officer of the Government of India not below the rank of Joint Secretary;
- (iii) an officer of the status of Joint Secretary to the Government of India in the Ministry of Home Affairs who deals with the administration of Union Territories;

- \* (iv) the Chief Secretary, Himachal Pradesh/Chief Secretary Goa, Daman and Diu/Administrator, Andaman and Nicobar Islands/Administrator, Manipur/Administrator, Tripura/the Chief Conservator of Forests, Himachal Pradesh/the Chief Conservator of Forests, Andaman and Nicobar Islands :

Provided that if for any reason it is not possible for representative of any Union Territory to attend the meeting of the Special Selection Board the officer at (iii) above shall represent that Union Territory.

(2) The Chairman of the Commission or his nominee shall preside at all meetings of the Board.

**4. Conditions of eligibility.**—(1) Every officer of the State Forest Service who, on the date of constitution of the Service :—

(a) is holding a cadre post substantively or holds a lien on such post, or

(b) (i) holds substantively a post in the State Forest Service,

(ii) who has completed not less than eight years of continuous service (whether officiating or substantive) in that Service, and

(iii) who has completed not less than three years continuous service in an officiating capacity in a cadre post or in any other post declared equivalent thereto by the State Government concerned, shall be eligible for selection to the Service in the senior scale.

(2) Every officer of the State Forest Service who has completed four years of continuous service on the date of constitution of the Service shall be eligible for selection to the Service in the junior scale.

*Explanation.*—In computing the period of continuous service for the purpose of sub-regulation (1) (b) or sub-regulation (2), there shall be included any period during which an officer has undertaken :—

(a) training in a diploma course in the Forest Research Institute and Colleges, Dehra Dun; or

(b) such other training as may be approved by the Central Government in consultation with the Commission in any other institution.

**5. Preparation of list of suitable officers.**—(1) The Board shall prepare in the order of preference, a list of such officers of State Forest Service who satisfy the conditions specified in regulation 4 and who are adjudged by the Board suitable for appointment to posts in the senior and junior scales of the Service.

(2) The list prepared in accordance with sub-regulation (1) shall then be referred to the Commission for advice, by the Central Government along with :—

(a) the records of all officers of State Forest Service included in the list;

- (b) the records of all other eligible officers of the State Forest Service who are not adjudged suitable for inclusion in the list, together with the reasons as recorded by the Board for their non-inclusion in the list; and
- (c) the observations, if any, of the Ministry of Home Affairs on the recommendations of the Board.

(3) On receipt of the list, along with the other documents received from the Central Government, the Commission shall forward its recommendations to that Government.

**6. Appointment to the Service.**—The officers recommended by the Commission under sub-regulation (3) of regulation 5 shall be appointed to the Service by the Central Government, subject to availability of vacancies, in the State Cadre concerned.

[MHA Notification No. 2/9/64-(A)AIS(IV), dated 1st September, 1966.]

## 5. THE INDIAN FOREST SERVICE (APPOINTMENT BY COMPETITIVE EXAMINATION) REGULATIONS, 1967

In pursuance of rule 7 of the Indian Forest Service (Recruitment) Rules, 1966, the Central Government, in consultation with the State Governments and the Union Public Service Commission, hereby makes the following regulations, namely:

**1. Short title.**—These regulations may be called the Indian Forest Service (Appointment by Competitive Examination) Regulations 1967.

**2. Definitions.**—(1) In these regulations, unless the context otherwise requires,—

- (a) 'available vacancies' means the vacancies in the Service which, as determined by the Central Government under the provisions of sub-rule (3) of rule 4 of the Recruitment Rules, are to be filled on the results of an examination;
- (b) 'examination' means a competitive examination for recruitment to the Service held under sub-rule (1) of rule 7 of the Recruitment Rules;
- (c) 'list' means the list of candidates prepared under regulation 7;
- (d) 'Recruitment Rules' means the Indian Forest Service (Recruitment) Rules, 1966.

(2) All other words and expressions used but not defined in these regulations shall have the meanings respectively assigned to them in the Recruitment Rules.

**3. Holding of examination.**—(1) The examination shall be conducted by the Commission in the manner notified by the Central Government from time to time.

(2) The dates on which and the places at which the examination shall be held shall be fixed by the Commission.

**4. Conditions of eligibility.**—In order to be eligible to compete at the examination, a candidate must satisfy the following conditions, namely:—

(1) **Nationality.**—He must be a citizen of India or must belong to such categories of persons as may from time to time be notified in this behalf by the Central Government.

(2) **Age.**—He must have attained the age of 20, and not attained the age of 24, on the first day of July of the year in which the examination is held:

Provided that the upper age limit may be relaxed in respect of candidates belonging to the Scheduled Castes and the Scheduled Tribes and such other categories of persons as may from time to time be notified in this behalf by the Central Government by general or special orders to the extent and subject to the conditions notified in respect of each category :

Provided further that the upper age limit may be relaxed in respect of a person who was directly recruited to the gazetted cadre of the State Forest Service and had put in less than 4 years service, including 2 years training for diploma course in the Forest Research Institute and Colleges, Dehra Dun, on the 1st July, 1966, to such extent and for such periods as the Central Government may, by order, specify.

(3) **Educational qualifications.**—He must hold a Bachelors degree with at least one of the subjects, namely, Botany, Chemistry, Geology, Mathematics, Physics and Zoology, or a Bachelor's degree in Agriculture, or in [ ] Engineering of any University incorporated by an Act of the Central or of the State Legislature in India or other educational institutions established by an Act of Parliament or declared to be deemed as Universities under section 3 of the University Grants Commission Act, 1956 (3 of 1956), or a foreign University approved by the Central Government from time to time, or possess a qualification which has been recognised by the Central Government for the purposes of admission to the examination :

Provided that in exceptional cases the Commission may treat a candidate not possessing the qualifications prescribed herein as qualified if :—

- (a) he has passed an examination conducted by any other institution of a standard which, in the opinion of the Commission, justifies his admission to the examination, or
- (b) he has taken one or more degrees by passing an examination in any one or more subjects aforesaid from a foreign university which is not approved by the Central Government.
- (4) **Fees.**—He must pay the fees prescribed by the Commission.

**5. Disqualification for admission.**—Any attempt on the part of a candidate to obtain support for his candidature by any means may be held by the Commission to disqualify him for admission to the examination.

**6. Decision of the Commission to be final.**—The decision of the Commission as to the eligibility or otherwise of a candidate for admission to the examination shall be final and no candidate to whom a certificate of admission has not been issued by the Commission shall be admitted to the examination.

**7. List of candidates.**—The Commission shall forward to the Government of India, in the Ministry of Home Affairs, a list arranged in order of merit of the candidates who have qualified by such standards as the Commission may determine, and of the candidates belonging to the Scheduled Castes and the Scheduled Tribes who though not qualified by that standard are declared by the Commission to be suitable for appointment to the Service with due regard to the maintenance of efficiency of administration. The list shall also be published for general information.

**8. Appointment of candidates.**—Subject to the provisions of regulations 9, 10, 12 and 13, candidates will be considered for appointment to the available vacancies in the order in which their names appear in the list.

**9. Reservation for Scheduled Castes and Scheduled Tribes.**—(1) In pursuance of rule 7 of the Recruitment Rules, 12½ per cent and 5 per cent of the available vacancies shall be reserved for candidates who are members of the Scheduled Castes and the Scheduled Tribes respectively.

(2) In filling the vacancies reserved for candidates who are members of the Scheduled Castes and the Scheduled Tribes such candidates shall be considered for appointment in the order in which their names appear in the list.

(3) If a sufficient number of candidates, who are members of the Scheduled Castes or the Scheduled Tribes are not available for filling all the vacancies so reserved, the vacancies not so filled shall be filled by appointing candidates, not belonging to the Scheduled Castes or the Scheduled Tribes, in the list in the order in which their names appear therein and an equivalent number of additional vacancies shall be reserved for candidates belonging to the Scheduled Castes or the Scheduled Tribes to be filled on the results of the next examination.

(4) If at the next examination a sufficient number of candidates belonging to the Scheduled Castes or the Scheduled Tribes is not available for filling all the vacancies reserved for them including those carried forward under sub-regulation (3), the vacancies so remaining unfilled shall be filled by appointing candidates not belonging to the Scheduled Castes or the Scheduled Tribes, in the list in the order in which their names appear therein and the number of vacancies so remaining unfilled shall be carried forward to the next examination and so on.

(5) No vacancies reserved for the Scheduled Castes and the Scheduled Tribes shall under this regulation be carried forward to any year of the examination,—

- (a) to such an extent that the total number of vacancies so carried forward together with the vacancies reserved for candidates who are members of the Scheduled Castes and the Scheduled Tribes for that year exceeds 45 per cent of the total vacancies in that year; or
- (b) if such vacancies, which are to be carried forward, continuously remained unfilled for a period of two recruitment years.

**10. Disqualification for appointment.**—(1) (a) No person who has more than one wife living or who having a spouse living, marries in any case in which such marriage is void by reason of its taking place during the life-time of such spouse, shall be eligible for appointment to the Service; and

(b) No woman whose marriage is void by reason of the husband having a wife living at the time of such marriage or who has married a person who has a wife living at the time of such marriage, shall be eligible for appointment to the Service:

Provided that the Central Government may if satisfied that there are special grounds for so ordering, exempt any person from the operation of this regulation.

(2) As laid down in sub-rule (3) of rule 5 of the Recruitment Rules, it is open to the Central Government not to appoint a woman candidate who is married or to require such woman candidate as is not married to resign from the service in the event of her marriage subsequently.

**11. Disciplinary action.**—A candidate who in the opinion of the Commission has resorted to impersonation or has submitted fabricated documents or has submitted documents which have been tampered with or has made statements which are incorrect or false or has suppressed material information or has otherwise resorted to any other irregular or improper means for obtaining admission to the examination, or has used or has attempted to use unfair means in the examination hall or has misbehaved in the examination hall, may, in addition to rendering himself liable to criminal prosecution,—

(a) be debarred permanently or for a specified period—

(i) by the Commission, from admission to any examination or appearance at any interview held by the Commission for selection of candidates ; and

(ii) by the Central Government, from taking up any employment under them; and

(b) be liable to disciplinary action under the appropriate rules, if he is already in service under Government.

**12. Mental and physical fitness.**—No candidate shall be appointed to the Service who, after such medical examination as the Central Government may prescribe, is not found to be in good mental or bodily health and free from any mental or physical defect likely to interfere with the discharge of the duties of the Service.

**13. Right to appointment subject to suitability.**—The inclusion of a candidate's name in the list confers no right to appointment unless the Central Government is satisfied, after such inquiry as may be considered necessary, that the candidate is suitable in all respects for appointment to the Service.

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[MHA Notification No. 2/7/64-AIS(IV), dated 11-4-1967.]

## 6. THE INDIAN FOREST SERVICE (APPOINTMENT BY PROMOTION) REGULATIONS, 1966

In pursuance of sub-rule (1) of rule 8 of the Indian Forest Service (Recruitment) Rules, 1966, the Central Government, in consultation with the State Governments and the Union Public Service Commission, hereby makes the following regulations, namely:—

**1. Short title and commencement.**—(1) These regulations may be called the Indian Forest Service (Appointment by Promotion) Regulations, 1966.

(2) They shall be deemed to have come into force with effect from the 1st July, 1966.

**2. Definitions.**—In these regulations unless the context otherwise requires,—

- (a) 'Cadre Officer' means a member of the Service;
- (b) 'Cadre Post' means any of the posts specified as such in the regulations made under sub-rule (1) of rule 4 of the Cadre Rules;
- (c) 'Cadre Rules' means the Indian Forest Service (Cadre) Rules, 1966;
- (d) 'Committee' means the Committee set up in accordance with regulation 3;
- (e) 'Recruitment Rules' means the Indian Forest Service (Recruitment) Rules, 1966;
- (f) 'State Government' means:—
  - (i) in relation to a State in respect of which a separate cadre of the Service exists, the Government of such State;
  - (ii) in relation to a group of States in respect of which a joint cadre of the Service is constituted, the Government of one of such States nominated by the Governments of the States forming that group to represent them in relation to the application of these regulations; and
  - (iii) in relation to the Union territories, in respect of which a joint cadre of the Service is constituted, the Central Government.

(2) All other words and expressions used in these regulations but not defined shall have the meanings respectively assigned to them in the Recruitment Rules.

**3. Constitution of the Committee to make selection.**—(1) There shall be constituted for each of the States a Committee consisting of the Chairman of the Commission or where the Chairman is unable to attend, any other member of the Commission representing it and the following other members, namely:—

(a) For States other than Union Territories:—

- (i) The Chief Secretary or Additional Chief Secretary,

- (ii) Secretary to Government dealing with Forests;
- (iii) Chief Conservator of Forests; and
- (iv) A senior member of the Service not lower in rank than a Conservator of Forests.

(b) For Union Territories:—

- (i) Joint Secretary in the Ministry of Home Affairs dealing with Union Territories;
- (ii) Inspector General or Deputy Inspector General of Forests;
- (iii) Chief Secretary of one of the Union Territories;
- (iv) A senior member of the Service not lower in rank than a Conservator of Forests.
- \*(v) A nominee of the Government of India not below the rank of a Joint Secretary:

Provided that the Central Government, may, if deemed necessary, after consultation with the State Government concerned, alter the composition of the Committee.

(2) The Chairman or the member of the Commission shall preside at all meetings of the Committee at which he is present.

†(3) The absence of a member, other than the Chairman or member of the Commission, shall not invalidate the proceedings of the Committee if more than half the members of the Committee had attended its meetings.

**4. Conditions of eligibility for promotion.**—\*(1) Each Committee shall meet at intervals ordinarily not exceeding one year and consider the cases of all substantive members of the State Forest Service who on the first day of January of that year, had completed not less than eight years of continuous service (whether officiating or substantive) in a post not lower in rank than that of Assistant Conservator of Forests or any other post or posts declared equivalent thereto by the State Government with the prior concurrence of the Central Government:

Provided that officers belonging to any service referred to in sub-rule (g) (i) or rule 2 of the Recruitment Rules shall not be eligible to be considered for promotion to any Cadre other than the Union Territories Cadre.

*Explanation.*—In computing the period of continuous service for the purpose of this regulation, there shall be included any period during which an officer has undertaken:—

- (a) training in a diploma course in the Forest Research Institute and Colleges, Dehra Dun; or
- (b) such other training as may be approved by the Central Government in consultation with the Commission in any other institution.

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\*Inserted *vide* MHA Notification No. 5/8/67-AIS(IV), dated 16-3-68.

†Added *vide* MHA Notification No. 5/18/69-AIS(IV) dated 12-8-69.

\* (2) Notwithstanding anything contained in sub-regulation (1), the Committee shall not ordinarily consider the cases of the members of the State Forest Service who have attained the age of 52 years on the first day of January of the year in which the meeting of the Committee is held:

Provided that a member of the State Forest Service whose name appears in the Select List force immediately before the date of the meeting of the Committee shall be considered for inclusion in the fresh Select List to be prepared by the Committee even if he has in the meanwhile attained the age of 52 years.

**5. Preparation of a list of suitable officers.**—(1) The Committee shall prepare a list of such members of the State Forest Service as satisfy the condition specified in regulation 4 and as are held by Committee to be suitable for promotion to the Service.

(2) The number of members of the State Forest Service included in the list shall not be more than twice the number of substantive vacancies anticipated in the course of the period of twelve months commencing from the date of the preparation of the list, in the posts available for them under rule 9 of the Recruitment Rules or 10 per cent of the senior duty posts borne on the cadre of the State or group of States, whichever is greater.

(3) The selection for inclusion in such list shall be based on merit and suitability in all respects with due regard to seniority.

(4) The names of the officers included in the list shall be arranged in order of seniority in the State Forest Service:

Provided that any junior officer who in the opinion of the Committee is of exceptional merit and suitability may be assigned a place in the list higher than that of officers senior to him:

Provided further that officers belonging to the Service referred to in sub-rule (g) (ii) of rule 2 of the Recruitment Rules shall be assigned national places *ad hoc* by the Central Government in the seniority list of the State Forest Officers of the Union territories.

(5) The list so prepared shall be reviewed and revised every year.

(6) If in the process of selection, review or revision it is proposed to supersede any member of the State Forest Service, the Committee shall record its reasons for the proposed supersession.

**6. Consultation with the Commission.**—The list prepared in accordance with regulation 5 shall then be forwarded to the Commission by the State Government along with:—

(i) the records of all members of the State Forest Service included in the list;

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\*Sub-regulation (2) and the proviso added *vide* MHA Notification No. 5/2/67-AIS(IV), dated 27-12-67.

- (ii) the records of all members of the State Forest Service who are proposed to be superseded by the recommendations made in the list;
- (iii) the reasons as recorded by the Committee for the proposed supersession of any members of the State Forest Service; and
- (iv) the observations of the State Government on the recommendations of the Committee.

**7. Select List.**—(1) The Commission shall consider the list prepared by the Committee along with the other documents received from the State Government and, unless it considers any change necessary, approve the list.

(2) If the Commission consider it necessary to make any changes in the list received from the State Government, the Commission shall inform the State Government of the changes proposed and after taking into account the comments, if any, of the State Government, may approve the list finally with such modification, if any, as may, in its opinion, be just and proper.

(3) The list as finally approved by the Commission shall form the Select List of the members of the State Forest Service.

(4) The Select List shall ordinarily be in force until its review and revision, effected under sub-regulation (4) of regulation 5, is approved under sub-regulation (1) or, as the case may be, finally approved under sub-regulation (2):

Provided that in the event of a grave lapse in the conduct or performance of duties on the part of any member of the State Forest Service included in the Select List, a special review of the Select List may be made at any time at the instance of the State Government and the Commission may, if it so thinks fit, remove the name of such member of the State Forest Service from the Select List.

**8. Appointment to Cadre Posts from the Select List.**—Temporary appointments of members of the State Forest Service from the Select List to posts borne on the State Cadre or the joint Cadre of a group of States, as the case may be, shall be made in accordance with the provisions of rule 9 of the Cadre Rules, and in making such appointments the State Government shall follow the order in which the names of such officers appear in the Select List:

Provided that where administrative exigencies so require, a member of the State Forest Service whose name is not included in the Select List or who is not next in order in that list may, subject to the aforesaid provisions of the Cadre Rules, be appointed to a cadre post if the State Government is satisfied:—

- (i) that the vacancy is not likely to last for more than three months;  
or
- (ii) that there is no suitable cadre officer available for filling the vacancy.

**9. Appointments to the Service from the Select List.**—(1) Appointments of members of the State Forest Service to the Service shall be made by the Central Government on the recommendation of the State Government in the order in which the names of members of the State Forest Service appear in the Select List for the time being in force.

(2) It shall not ordinarily be necessary to consult the Commission before such appointments are made, unless during the period intervening between the inclusion of the name of a member of the State Forest Service in the Select List and the date of the proposed appointment there occurs any deterioration in the work of the member of the State Forest Service which, in the opinion of the State Government, is such as to render him unsuitable for appointment to the Service.

[M.H.A. Notification No. 2/9/95-AIS(IV), dated 17th November, 1965.]

## 7. THE INDIAN FOREST SERVICE (RELEASED EMERGENCY COMMISSIONED AND SHORT SERVICE COMMISSIONED OFFICERS) (APPOINTMENT BY COMPETITIVE EXAMINATION) REGULATIONS, 1968

In pursuance of rule 7-A of the Indian Forest Service (Recruitment) Rules, 1966, the Central Government in consultation with the State Governments and the Union Public Service Commission hereby makes the following regulations, namely:—

1. **Short title, commencement and duration.**—(1) These regulations may be called the Indian Forest Service (Released Emergency Commissioned and Short Service Commissioned Officers) (Appointment by Competitive Examination) Regulations, 1968.

(2) They shall be deemed to have come into force on the 1st January, 1968.

(3) They shall remain in force upto the 28th January, 1971.

2. **Definition.**—(!) In these regulations unless the context otherwise requires,—

(a) 'available vacancies' means the vacancies in the Service which, as determined by the Central Government under the provisions of sub-rule (1) of Rule 7A of the recruitment rules, are to be filled by released Emergency Commissioned or Short Service Commissioned Officers ;

(b) 'examination' means a competitive examination for selection of released Emergency Commissioned or Short Service Commissioned Officers who were commissioned in the Armed Forces after the 1st November, 1962, for the purpose of filling vacancies in the Service reserved for them, held at such intervals as the Central Government may, in consultation with the Commission, from time to time, determine.

(c) 'list' means the list of candidates prepared under regulation 8 ;

(d) 'recruitment rules' means the Indian Forest Service (Recruitment) Rules, 1966 ;

(2) All other words and expressions used but not defined in these regulations shall have the meanings respectively assigned to them in the recruitment rules.

3. **Holding of examination.**—(1) The examination shall be conducted by the Commission in the manner notified by the Central Government from time to time.

(2) The dates on which and the places at which the examination shall be held shall be fixed by the Commission.

**4. Conditions of eligibility.**—In order to be eligible to compete at the examination, a candidate must satisfy the following conditions, namely:—

- (1) *Nationality.*—He must be a citizen of India or must belong to such categories of persons as may from time to time notified in this behalf by the Central Government.
- (2) *Age.*—A candidate must not have attained the age of 24 years on the 1st day of July of the year in which he joined the pre-Commission training in the Armed Forces of the Union or got the commission (where there was only post-commission training).

Provided that the upper age limit may be relaxed in respect of candidates belonging to the Scheduled Castes and the Scheduled Tribes and such other categories of persons as may, from time to time, be notified in this behalf by the Central Government, to the extent and subject to the conditions notified in respect of each such category.

- (3) *Educational qualifications.*—He must hold a Bachelor's degree with at least one of the subjects, namely, Botany, Chemistry, Geology, Physics and Zoology or a Bachelor's degree in Agriculture, or in [ ] Engineering of any University incorporated by an Act of the Central or State Legislature in India or other educational institutions established by an Act of Parliament or declared to be deemed as Universities under section 3 of the University Grants Commission Act, 1956 (3 of 1956), or a foreign University approved by the Central Government from time to time, or possess a qualification which has been recognised by the Central Government for the purposes of admission to the examination:

Provided that in exceptional cases the Commission may treat a candidate not possessing the qualifications prescribed in this clause as qualified if—

- (a) he has passed an examination conducted by other institutions of a standard which, in the opinion of the Commission, justifies his admission to the examination, or
- (b) he has taken one or more degrees by passing an examination in any one or more subjects aforesaid from a foreign University which is not approved by the Central Government.

**NOTE.**—A candidate who has appeared at an examination, the passing of which would render him eligible to appear at this examination, but has not been informed of the result may apply for admission to the examination. A candidate, who intends to appear at such a qualifying examination may also apply provided the qualifying examination is completed before the commencement of this examination. Such candidates will be admitted to the examination if otherwise eligible, but the admission would be deemed to be provisional, and subject to cancellation if they do not produce proof of having passed the examination, as soon as possible and in any case not later than two months after the commencement of this examination.

**5. Attempts at the examination.**—(1) No candidate shall be permitted to compete more than two times at the examination, the restriction being effective from the examination held in 1968.

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[ ] Deleted vide MHA Notification No. 4/70/68-(ii)-AIS (IV), dated 25-7-69.

(2) Save as may otherwise be notified by the Central Government from time to time, a candidate must take the examinations held in the year of his release and in the year following the year of his release, as his first and second chances respectively.

NOTE.—A candidate shall be deemed to have competed at the examination if he actually appears in any one or more subjects.

6. **Disqualification for admission.**—Any attempt on the part of a candidate to obtain support for his candidature by any means may be held by the Commission to disqualify him for admission to the examination.

7. **Decision of the Commission to be final.**—The decision of the Commission as to the eligibility or otherwise of the candidate for admission to the examination shall be final and no candidate to whom a certificate of admission has not been issued by the Commission shall be admitted to the examination.

8. **List of Candidates.**—The Commission shall forward to the Government of India, in the Ministry of Home Affairs, a list arranged in order of merit of the candidates who have qualified by such standards as the Commission may determine, and of the candidates belonging to Scheduled Castes and Scheduled Tribes, who though not qualified by that standards, are declared by the Commission to be suitable for appointment to the Service, with due regard to the maintenance of efficiency of administration. The said list shall also be published for general information.

9. **Appointment of candidates.**—(1) Subject to the provisions of regulations, 10, 11, 13 and 14 candidates will be considered for appointment to the reserved vacancies in the order in which their names appear in the list.

(2) If on the results of the examination, sufficient number of qualified candidates is not available to fill the reserved vacancies, the unfilled vacancies shall be treated as unreserved and filled on the results of the competitive examination referred to in clause (a) of sub-rule (2) of rule 4, of the recruitment rules, but corresponding number of vacancies shall be carried forward to the next succeeding year ;

Provided that no vacancies shall be carried forward beyond the 28th January, 1971.

If the number of qualified candidates is greater than the number of vacancies reserved for the released Emergency Commissioned and Short Service Commissioned Officers, the name of those who are not appointed shall be kept on the waiting list or lists for appointment against the quota of vacancies reserved for them in the succeeding year or years.

(4) The total number of vacancies reserved for the released Emergency Commissioned and Short Service Commissioned Officers and for the members of the Scheduled Castes and Scheduled Tribes under any rule or order for the time being in force shall not exceed in any year 45% of the total number of vacancies to be filled in that year through the competitive examination and selection referred to in clauses (a) and (aa) respectively of sub-rule (2) of rule 4 of the recruitment rules.

**10. Reservation for Scheduled Castes and Scheduled Tribes.**—(1) In pursuance of rule 7A@ of the recruitment rules, 12½ per cent and 5 per cent. of the available vacancies shall be reserved for candidates who are members of the Scheduled Castes and the Scheduled Tribes respectively.

(2) In filling the vacancies reserved for candidates who are members of the Scheduled Castes and the Scheduled Tribes such candidates shall be considered for appointment in the order in which their names appear in the list.

[ ]

**11. Disqualification for appointment.**—No person who has more than one wife living or who having a spouse living, marries in any case in which such marriage is void by reason of its taking place during the life-time of such spouse, shall be eligible for appointment to the Service:

Provided that the Central Government may, if satisfied that there are special grounds for so ordering, exempt any person from the operation of this regulation.

**12. Disciplinary action.**—A candidate who, in the opinion of the Commission, has resorted to impersonation or has submitted fabricated documents or has submitted documents which have been tampered with or has made statements which are incorrect or false or has suppressed material information or has otherwise resorted to any other irregular or improper means for obtaining admission to the examination, or has used or has attempted to use unfair means in the examination hall, or has misbehaved in the examination hall, may, in addition to rendering himself liable to criminal prosecution:—

(a) be debarred permanently or for a specified period:—

(i) by the Commission, from admission to any examination or appearance at any interview held by the Commission for selection of candidates; and

(ii) by the Central Government, from taking up any employment under them; and

(b) be liable to disciplinary action under the appropriate rules, if he is already in service under Government.

**13. Mental and physical fitness.**—No candidate shall be appointed to the Service who, after such medical examination as the Central Government may prescribe, is not found to be in good mental or bodily health and free from any mental or physical defect likely to interfere with the discharge of the duties of the Service.

**14. Right to appointment subject to suitability.**—The inclusion of a candidate's name in the list confers no right to appointment unless the Central Government is satisfied, after such enquiry as may be considered necessary, that the candidate is suitable in all respects for appointment to the Service.

[MHA Notification No. 3/8/67-(ii)-AIS(IV), dated 12-6-68.]

@Inserted *vide* MHA Notification No. 3/27/68-AIS(IV), dated 14-11-68.

[ ] Deleted *vide* MHA Notification No. 3/27/68-AIS(IV), dated 14-11-68.

## 8. THE INDIAN FOREST SERVICE (PROBATION) RULES, 1968

In exercise of the powers conferred by sub-section (1) of section 3 of the All-India Services Act, 1951 (61 of 1951), the Central Government, after consultation with the Governments of the States concerned, hereby makes the following rules, namely:—

1. **Short title and commencement.**—(1) These Rules may be called the Indian Forest Service (Probation) Rules, 1968.

(2) They shall be deemed to have come into force on the 1st day of October, 1966.

2. **Definitions.**—In these rules, unless the context otherwise requires,—

- (a) 'Commission' means the Union Public Service Commission ;
- (b) 'Institute' means the Forest Research Institute and Colleges, Dehra Dun ;
- (c) 'Period of probation' in relation to a probationer means the period of probation specified in rule 3 ;
- (d) 'President' means the President of the Forest Research Institute and Colleges, Dehra Dun ;
- (e) 'Probationer' means a person appointed to the Service on probation ;
- (f) 'Schedule' means the Schedule appended to these rules ;
- (g) 'Service' means the Indian Forest Service ;
- (h) 'State' means a State specified in the First Schedule to the Constitution and includes a Union territory.

3. **Period of probation.**—(1) Every person recruited to the Service in accordance with sub-rule (1) of rule 4 of the Indian Forest Service (Recruitment) Rules, 1966, shall be appointed to the Service on probation for a period of one year :

Provided that the Central Government may, on the recommendation of the State Government, dispense with the period of probation of a person, who prior to his recruitment to the Service, was holding substantively the post of or above the rank of Conservator of Forest or its equivalent.

(2) Every person recruited to the service in accordance with the Indian Forest Service (Appointment by Competitive Examination) Regulations, 1967, or the Indian Forest Service (Released Emergency Commissioned and Short Service Commissioned Officers) (Appointment by Competitive Examination) Regulations, 1968 shall be appointed to the Service on probation for a period of three years :

Provided that any period of training for Diploma Course in Forestry at the Institute or in any other Institution recognised by the Central Government as equivalent thereto, when followed by appointment to a gazetted post in State Forest Service may be counted towards the period of probation on the recommendation of the State Government.

(3) Every person recruited to the Service in accordance with the Indian Forest Service (Appointment by Promotion) Regulations, 1966, shall be appointed to the Service on probation for a period of one year:

Provided that in the case of any person so recruited, any period for which he has been appointed to a cadre post may, having regard to his performance in such post, be counted towards the period of probation:

Provided further that the Central Government may, in exceptional circumstances of any case, after consulting the Commission, reduce the period of probation.

(4) The Central Government may if it so thinks fit in any case or class of cases extend the period of probation.

(5) In this rule, 'cadre post' has the same meaning as in clause (b) of rule 2 of the Indian Forest Service (Cadre) Rules, 1966.

4. **Confirmation.**—Where a probationer has completed his period of probation to the satisfaction of the Central Government, he shall, subject to the other provisions of these rules, be confirmed in the Service at the end of his period of probation.

5. **Execution of agreement.**—A probationer shall on appointment to the Service execute an agreement in the form specified in the Schedule binding himself and one surety, jointly and severally, in the event of his failing to comply with any of the provisions of these rules to the satisfaction of the Central Government to refund any moneys paid to him consequent on his appointment as a probationer:

Provided that the provisions of this rule shall not apply to probationers appointed to the Service in accordance with the Indian Forest Service (Appointment by Promotion) Regulations, 1966.

6. **@[Training.**—(1) Every probationer referred to in sub-rule (2) of rule 3 shall, on appointment to the Service, attend and undergo such training and for such periods as the Central Government may direct in—

- (i) the National Academy of Administration; and
- (ii) the Institute:

Provided that the Central Government may, if it so thinks fit, dispense with such training or any part thereof with respect to any class of probationers after taking into consideration any training already undergone by such class of probationers.

(2) On completion of the training in the National Academy of Administration and the Institute, every probationer shall undergo such further training in the State to which he is posted and for such period as the Central Government may, in consultation with the State Government concerned, direct.]

**7. Record in Institute.**—(1) A probationer under training shall attend such lectures and undergo such tests and exercises as the President may, from time to time direct.

(2) At the end of the period of training, the President shall assess the record in the Institute of each probationer by awarding him such number of marks out of a maximum of 250 marks as he may, in each case, think fit.

**8. Final examination.**—(1) Every probationer shall be required during the period of training to appear at such examinations to be conducted by the President as may be prescribed by the Central Government.

(2) The examinations shall be conducted by the President in accordance with such regulations as the Central Government may, in consultation with the State Governments and the Commission from time to time make.

**9. Failure to appear at the final examination in certain circumstances.**—Where a probationer is prevented by sickness or other cause over which he has to control from completing his course of studies for the final examinations or from appearing at such examinations, the Central Government, may allow him to appear at the next final examination or any special examination which the President may hold for the purpose, or [ ] may exempt him from appearing in all or any of the subjects prescribed for the final examinations.

**10. Failure to pass the final examination.**—Where a probationer fails to obtain the minimum number of marks prescribed for any subject, group of subjects or part of the final examinations, under the regulations framed under rule 8, the Central Government may permit him to sit for re-examination in the subject or subjects in which he failed, or exempt him from appearing in such subject or subjects, or discharge him from the Service, or pass such other order as it may think fit.

Provided that the marks awarded to a probationer on such re-examination shall not be taken into account in determining his seniority.

**11. Seniority of probationers.**—(1) The Central Government shall prepare a list of all probationers who are appointed to the Service on the results of the same competitive examination. Such list shall be arranged in order of merit, which shall be determined on the basis of the marks obtained by each probationer, calculated in the manner specified below:

- (a) full aggregate marks in the competitive examination; and
- (b) 50% of the aggregate marks in the Indian Forest Service Probationers' Final Examination and the assessment of the record in the Institute:

Provided that in determining such order of merit no account shall be taken of marks awarded to a probationer in any subject in which he has failed to satisfy the President.

*Explanation.*—In the case of probationers exempted under proviso to rule 6 from undergoing training at the Institute, the marks obtained in the Final Diploma Course Examination or in any other Institution recognised by the Central Government as equivalent thereto passed by them before their appointment to the State Forest Service shall be transformed in the ratio that the total aggregate marks of the Diploma Course Examination, or an examination recognised as equivalent thereto, passed by them bears to the aggregate marks in the examination referred to in rule 8 and the maximum marks referred to in rule 7(2). The number thus arrived at shall be further reduced by 50% for purposes of sub-clause (b) of this sub-rule. Further, in such cases as it may be applicable, the marks obtained by probationers covered by this explanation in any subject in which they were re-examined shall be excluded in terms of the proviso to rule 10.

(2) The seniority *inter se* of the probationers recruited on the basis of each competitive examination shall be determined in accordance with the list prepared under sub-rule (1).

**12. Discipline and conduct.**—(1) While at the Institute, every probationer shall be under the disciplinary control of the President and shall obey such general or special orders as may be given by him from time to time.

(2) While working in the State every probationer shall be under the disciplinary control of the State Government.

(3) A probationer shall be liable to be removed or dismissed from service if he fails to obey any order which he may receive from the Central Government or from any other competent authority or if, in the opinion of the Central Government, he has wilfully neglected his probationary studies or duties or is guilty of conduct unbecoming a member of the service:

Provided that before any action is taken against a probationer under this sub-rule, the procedure in rule 5 of the All India Services (Discipline and Appeal) Rules, 1955 shall be followed :

Provided further that before any final order is passed against a probationer under this sub-rule, the Commission shall be consulted.

**13. Discharge of a probationer.**—A probationer shall be liable to be discharged from the Service, or, as the case may be, reverted to his post in the State Service from which he was recruited—

- (a) if he fails to pass the final examination in the circumstances mentioned in rule 10 ; or
- (b) if the Central Government is satisfied that the probationer was ineligible for recruitment to the service or is unsuitable for being a member of the service ; or
- (c) if he is found lacking in qualities of mind and character needed for the service or in the constructive outlook and human sympathy needed in the public services generally ; or
- (d) if he fails to comply with any of the provisions of these rules.

**14. Salary during the period of probation.**—@[(1) A person recruited to the Service,—

- (i) in accordance with the Indian Forest Service (Appointment by Competitive Examination) Regulations, 1967, referred to in sub-rule (2) of Rule 3, shall receive salary in the lowest stage of the junior time scale applicable to the Service during the first year, at the second stage of that scale during the second year and the third stage of that scale during the remaining period of probation, and
- (ii) in accordance with the Indian Forest Service (Released Emergency Commissioned and Short Service Commissioned Officers (Appointment by Competitive Examination) Regulations, 1968, referred to in sub-rule (2) of rule 3 shall receive salary in the stage, fixed for him, of the junior time scale during the first year, the next higher stage of that scale during the second year and the next higher stage after that of the junior time scale during the remaining period of probation.]

(2) A person referred to in sub-rule (3) of rule 3 shall receive salary in the stage fixed for him in the senior scale in accordance with rule 4 of the Indian Forest Service (Pay) Rules, 1968.

**15. Saving.**—Nothing in these rules shall be construed as limiting the power of the Central Government, for good and sufficient reasons, to dismiss or remove a probationer at any time from the service.

**16. Interpretation.**—If any question arises as to the interpretation of these rules, the same shall be decided by the Central Government.

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@[ ]Substituted *vide* MHA Notification No. 7/23/68-AIS(III), dated 18-4-69.

## SCHEDULE

(See rule 5)

To

The President of India,

Whereas I,\*

a probationer in the Indian Forest Service (hereinafter referred to as “the probationer”) being entitled [subject to compliance with the Indian Forest Service (Probation) Rules, 1968] to receive from the President of India (hereinafter referred to as the Central Government) or from the Government of the State to which I may be posted pay and allowances during the period in which I am under training :

Now, we, the probationer, and\*\*

(hereinafter referred to as “the surety”) jointly and severally, do hereby in pursuance of the said rules, promise and agree in the event of the failure of the probationer to complete probation to the satisfaction of the Central Government, to refund to the Central Government on demand any moneys paid to him, including the pay and travelling expenses to join appointment.

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\*The full name and address of the probationer should be inserted.

\*\*The surety is requested to insert his full name and address and occupation.

The surety hereby agrees that his liability hereinunder shall not be affected by the Central Government extending the period of probation or giving the probationer an extension of time for payment of or compounding the amount payable hereunder.

Stamp duty payable on this bond shall be borne and paid by the Government.

Dated this                      day of                      19

Signature of probationer

Signed by the probationer in the presence of

Name of witness

Address

Occupation

Signature of the surety

Signed by the surety in the present of

Name of witness

Address

Occupation

【\*

whose signature is appended to the above agreement as surety, do hereby declare that I am

\*\* (a) in the permanent service of the Government of

or

\*\* (b) ordinarily resident in India and that I possess means which will enable me to repay to the Central Government the sums of money referred to, in the event of my being called upon to do so in accordance with the terms of the agreement.

Signature of the surety

Signed by the surty in the present of

Name of witness

Address

Occupation

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\*The surety is requested to insert his full name and address and occupation.

\*\*One of these should be struck out.

[No. 2/4/65-AIS(IV), dated the 6th May, 1968.]

## 9. THE INDIAN FOREST SERVICE (PROBATIONERS' FINAL EXAMINATION) REGULATIONS, 1968

In pursuance of rule 8 of the Indian Forest Service (Probation) Rules, 1968, the Central Government, in consultation with the State Governments and the Union Public Service Commission, hereby makes the following regulations, namely :—

**1. Short title and commencement.**—(1) These regulations may be called the Indian Forest Service (Probationers' Final Examination) Regulations, 1968.

(2) They shall be deemed to have come into force on 1st April, 1968.

**2. Definitions.**—(1) In these regulations, unless the context otherwise requires, "Schedule" means a Schedule appended to these regulations.

(2) All other words and expressions used in these regulations and not defined shall have the meanings respectively assigned to them in the Indian Forest Service (Probation) Rules, 1968.

**3. Final Examination.**—(1) Every probationer shall, during and at or about the end of the period of training at the Institute, appear at the Final Examination comprising ;

- (i) written and practical examinations,
- (ii) exercises, and
- (iii) qualifying tests.

(2) The written and practical examinations shall be held as follows :—

- (i) First year Examination at or about the end of the first year of training at the Institute, and
- (ii) Second year Examination at or about the end of the second year of training at the Institute,

(3) Exercises in field work shall be held during the course of training at the Institute and during tours undertaken according to a phased programme.

(4) The Final Examination shall be conducted by the President in the manner laid down in these regulations.

(5) The dates on which and the places at which the various examinations and tests shall be held shall be fixed by the Central Government in consultation with the President.

**4. Subjects and Syllabus for (A) Written and Practical Examinations and (B) Exercises.**—The subjects for written and practical examinations and exercises shall be as mentioned below :—

**(A) Written and Practical Examinations.**—The subjects for these examinations and the maximum marks allotted to each of them shall be as follows :—

Subject	Paper	Examina- tions in 1st year	Examina- tions in 2nd year	Total
(1) Silviculture . . . . .	I II Viva-Voce	25 25 ..	30 30 30	140
(2) Land Management & Soil Conservation .		30	..	30
(3) Forest Mensuration . . . . .	I II	25 28	.. ..	50
(4) Forest Utilisation :				
(i) General Utilisation . . . . .	I	30	..	110
(ii) Forest Products other than timber . . . . .	II	20	..	
(iii) Forest Products (Processed) . . . . .	III	..	40	
(iv) Wood Technology Theory . . . . .	IV	..	10	
(v) Wood Technology Practical . . . . .	V	..	10	
(5) Geology :				
(i) Geology Theory . . . . .	I	10	..	15
(ii) Geology Practicals . . . . .	II	5	..	
(6) Soil Science :				
(i) Soil Science Theory . . . . .	I	15	..	25
(ii) Soil Science Practical . . . . .	II	10	..	
(7) Forest Management :				
(i) Forest Management, Working Plans & Forest Finance.	I	..	30	40
(ii) Forest Protection . . . . .	II	..	10	
(8) Wild Life Management . . . . .		..	15	15
(9) Forest Policy & Law . . . . .		..	20	20
(10) Forest Botany :				
(i) Botany Theory . . . . .	I	30	20	95
(ii) Botany Practical . . . . .	II	25	20	
(11) Mycology & Forest Pathology				
(i) Mycology Theory . . . . .	I	..	10	15
(ii) Mycology Practical . . . . .	II	..	5	
(12) Forest Zoology & Entomology . . . . .				
(i) Zoology Theory . . . . .	I	15	..	50
(ii) Zoology Practical . . . . .	II	10	..	
(iii) Forest Entomology Theory . . . . .	III	..	15	
(iv) Forest Entomology Practical . . . . .	IV	..	10	
(13) Forest Engineering . . . . .		25	25	50
(14) Forest Surveying :				
(i) Survey Theory . . . . .	I	35	..	55
(ii) Survey Practical . . . . .	II	20	..	
<b>TOTAL . . . . .</b>		<b>80</b>	<b>330</b>	<b>710</b>

**(B) Exercises :**

The subjects of these exercises and the maximum marks allotted to each of them shall be as follows :—

Subject	Exercises during the course of the 1st year	Exercises during the course of the 2nd year	Total
(1) Study and practical work in tours (extending to all important forest types of India).	90	60	150
(2) Botanical collections during each tour . . . .	12	8	20
(3) Entomological collections during the course . . . .	..	10	10
(4) Engineering & Surveying plates . . . .	7	8	15
(5) Working Plan exercise . . . .	..	60	60
(6) Field Engineering course with the Army . . . .	..	5	5
(7) Forest road alignment Exercise . . . .	..	5	5
(8) Dissertation (thesis) on a selected subject s. . . .	..	25	25
<b>TOTAL . . . .</b>	<b>109</b>	<b>181</b>	<b>290</b>
<b>GRAND TOTAL FOR EXAMINATIONS &amp; EXERCISES . . . .</b>	<b>489</b>	<b>511</b>	<b>1,000</b>

The syllabus for the written and practical examinations and exercises shall be as specified in Part I of the First Schedule.

**5. Qualifying tests.**—(1) Qualifying tests in the following subjects shall be conducted by the President, namely :—

- (i) first aid and ambulance drill, . . . .
- (ii) weapon training, . . . .
- (iii) riding,
- (iv) a regional language,
- (v) Hindi, except for candidates who are examined in Hindi as a regional language under clause (iv),
- (vi) Motor Mechanics,
- (vii) Swimming.

The syllabus for the qualifying tests shall be as specified in Part II of the First Schedule.

(2) Every probationer shall be examined in the regional language or one of the regional languages shown in column 2 of the Second Schedule against the State to which he is allotted. Where more than one regional language is shown against a State, the President shall ascertain whether the probationer is already familiar with any of them and thereafter decide in consultation with the State Government in which one of the regional languages the probationer shall be examined.

**6. Prescribing minimum pass marks for examinations and standards of qualifying tests.**—Every probationer shall be required to obtain such minimum number of marks in each subject at the written and practical examinations and the exercise under regulation 4, as the Central Government may prescribe, and to pass the qualifying tests conducted by the President under regulation 5 by such standards as he may prescribe.

## FIRST SCHEDULE

(See regulations 4 and 5)

### PART I

#### SYLLABUS FOR THE INDIAN FOREST SERVICE PROBATIONERS, FINAL EXAMINATION

#### I WRITTEN AND PRACTICAL EXAMINATIONS IN FIRST YEAR

##### (1) **Silviculture**

###### (a) **Paper I**

General Silviculture, introduction, definitions, scope, foundations and practice of forestry, general features of vegetation of the world—forest, scrub, grass lands and desert, early history of Indian forests, extent of forests and other statistical data.

Factors of locality—as affecting vegetation, climatic factors including temperature, rainfall, wind, dew, atmospheric humidity, evaporation, classification of climates in India, edaphic factors including general principles of soil formation, soil genesis and artificial treatment of the soil—topographic factors including configuration, slope, aspects, altitude and surface condition, biological factors, competition, plant succession and development, interference by man, soil flora and fauna, wild animals.

Forest Influences,—Micro-climatic conditions under vegetation.  
Site—Definition, site quality and its maintenance.

Form and growth of trees and crops—

Tree morphology; Form; crown; stem, root system, development, size, age, reproduction of trees inheritance of parental characters. Crop morphology : Crop form, crop height, crop bole form; crop diameter, crop volume, crop growth, root and crop competition, reduction in number of stems with age, diameter and height increment of crop, form and growth of bamboos.

Trees and Crop Physiology : Life process of trees, water relations, light relations, temperature relations, food synthesis, absorption of minerals, Nitrogen and Carbon cycles, orientation and movement. Principles of Ecology—Origin, succession and development of forest growth, climax, different types of climaxes.

Structure of vegetation—Forest composition and its distribution, Forest types of India.

###### (b) **Paper II**

Natural regeneration—Role of overwood, undergrowth, burning, natural regeneration by seed and by vegetative methods, cultural operations, weeding and cleaning.

**Artificial regeneration**—Objects, organisation of plantation works, seed supply, seed stores and pre-treatment, methods, time of sowing and planting, nursery works, fencing, labour supply, underplanting, cover crops, nurse crops.

**Afforestation**—Cultivated land, grass land, irrigated plantations, denuded hills, ravine land, land-slips, saline and alkaline soils, swampy sites, sand-dunes-inland and coastal.

**Tending**—Weeding, cleaning, climber cutting, thinning, improvement felling, type of thinnings, mathematical check on thinnings, results from thinning pruning etc.

## **(2) Land Management & Soil Conservation**

Concept of soil conservation, erosion agencies, water and wind, process and types of erosion, factors affecting erosion, land problems in India-agriculture lands, forest lands and grass land; principles soil conservation, measures for conservation in different land uses; farm forestry and forest extension; management of agricultural lands; regulation and improvement of grazing and live stock problems, small soil conservation engineering measures, research and investigation, water-shed planning and management.

## **(3) Forest Mensuration**

### **(a) Paper I**

Introduction—Definition, scope and objects.

Measurement of trees—Diameter and girth, conversion factors, bark thickness, height, instruments for diameter and height measurements, metzger's theory, form point, form factor, form quotients, form height, taper in trees, sources and magnitude of error in various measurements and formulae, volume measurements, formulae for calculations, timber measurement tables and their use, solid volume and stacked volume, conversion factors; determination of age of trees, stump and stem analysis, determination of increment diameter increment, height increment, basal increment, volume increment.

Statistics in relation to sampling—Averages—arithmetic average, median, mode, measure of dispersion and the normal curve of error, standard deviation, standard error, sampling; transformation of curves into straight lines.

### **(b) Paper II**

Enumeration of growing stock—partial, total.

Measurement of crop—Age, diameter, height, density, volume; preparation and use of volume tables, yield-tables, stand-tables money yield tables, sample plot-lay-out measurement, compilation.

## **(4) Forest Utilisation**

### **(a) Paper I (General Utilisation)**

Definition and scope; logging problems in various forest types of India, felling and extraction-implements, season of felling and extraction, methods of felling, conversion of timber and fire-wood,

methods of extraction and transport, systems of sales, timber depots, timbers of India-description and suitability for various purposes, wood based industries in India and their economic, modern logging tools and techniques and their scope in India.

**(b) Paper II (Forest Products other than timber)**

Minor forest produce, its importance and utilisation.

Study of minor forest products, gums, resins, oils, lac, fibres, flosses, tanning materials, katha, canes, medicinal plants, fuel, charcoal, grasses, leaves, flowers, fruits, seeds etc.; manufacture of charcoal.

**(5) Geology**

**(a) Paper I (Geology Theory)**

Earth and its origin, rocks, their kind and origin, minerals as rock components, physical characters of minerals, identification of important minerals, geological structures and their topographical expression, geological agents—volcanoes, springs, earth-quakes, wind, frost, glacial action, rivers and underground water, classification of formations, geological features of India, relationship among geological formations, soils and forest types of India, engineering geology, practical and field studies.

**(b) Paper II (Geology Practical)**

- (i) Physical character of minerals.
- (ii) Important rock forming minerals.
- (iii) Igneous rocks.
- (iv) Sedimentary rocks.
- (v) Metamorphic rocks.
- (vi) Introduction to fossils.
- (vii) Simple Geological maps.

**(6) Soil Science**

**(a) Paper I (Soil Science Theory)**

Plants and soil, soil formation processes, physical and chemical properties of soil, organic matter, soil water, soil air, soil temperature, soil profile, soil classification, soil description, soil survey, soil amelioration, study of soil profile in the field.

**(b) Paper II (Soil Science Practical)**

Mechanical analysis of soil, moisture loss on ignition, experiments with humus, estimation of total Nitrogen, exchangeable calcium and Magnesium, Organic matter in soils, determination of lime requirements of soil, moisture content of saturated soil, moisture equivalent of soils, pore space, pH and exchangeable acidity in soils, absorptive power of soils, qualitative tests for sourness of soil, soil profile study.

**(10) Forest Botany****(a) Paper I (Botany Theory)****General Botany**

Importance in forestry ; classification of plant kingdom; morphology of root, leaf, flowers; development of seed and fruits, seed dispersal, study of cell, cell division and tissues, histology of root, stem, leaf of monocots, dicots and gymnosperms.

Physiology ; function of protoplasm, nutrition and growth, root absorption, ascent of sap; transpiration, photo synthesis and photoperiodism, respiration and fermentation, growth and movements, translocation of food materials and storage, parasites, saprophytes insectivorous plants, epiphytes physiology of reproduction.

Plant collection and preservation, field and laboratory work.

**(b) Paper II (Botany Practicals)**

- (i) Dissection, sketching and description of seeds, leaves, stems and inflorescence.
- (ii) Cutting sections, staining, mounting and examining the sections under the microscope.
- (iii) Examination of permanent slides of cells, internal structures, stem roots, leaves etc. for primary and secondary growth.
- (iv) Demonstration in Plant Physiology.

**(12) Forest Zoology and Entomology****(a) Paper I (Zoology Theory)****General Zoology**

Role of animals in Forestry. Morphology, anatomy and life history of common animals and insects under main groups. Examination of animals and insects in the museum, dissection work in the laboratory study of ecology and life history of common animals and insects in the field.

Systematic Zoology (As applied to wild animals, birds and forest insects).

Classification of animals kingdom. Study characters of class mammalia, aves, pisces, reptiles with reference to wild life, study characters of class insects with reference to forest insects.

**(b) Paper II (Zoology Practical)**

- (i) Examination of Amphibia, Reptillia and Apes in the museum,
- (ii) Examination of slides of Micropoda, Protozia, and allied orders,
- (iii) study of insect anatomy,
- (iv) dissection of various insect specimens for studying the morphology,
- (v) classification of insect orders,
- (vi) excursions and tours to show the method of collection, and ecology of forest insects.

**(13) Forest Engineering**

Building materials—stones, bricks, tiles, mortar, concrete, plaster and painting, timber.

Masonry and its types; carpentry and joinery, floors, roofs, doors and windows, stairs, simple mechanics, strength of materials.

Simple mechanics, load, weight, stresses etc.

**(14) Forest Surveying****(a) Paper I (Survey Theory)**

Objects and scope, scales, maps and map reading, history of map publication in India, classification and nomenclature of maps, measurements of distance—units instruments and methods, different kinds of survey and their plotting—chain and compass survey, plane—table survey topographical survey, levelling—principle instruments and methods, measurements of angles, various instruments and their uses, computation of area enlargement-reduction and copying of maps, field work and exercises, drawing and lettering.

**(b) Paper II (Survey Practical)**

Practice in lettering, survey by various methods levelling and preparation of plates.

**II—EXERCISES IN THE FIRST YEAR****(1) Study and practical work in tours****(i) Summer tour**

Study of locality factors, leading to forest vegetation and site quality. Forestry terminology; stem analysis, stump analysis, increment boring, sample plot layout, enumeration; field botany; soil profile and its description.

**(ii) Autumn tour**

Study of soil conservation problems and measures. Watershed-management, farm forestry; ravine reclamation.

**(iii) Winter tour I**

Study of ecological succession, natural and artificial regeneration, tending, mechanizer plantations of fast growing species; yield and volume tables; forest types.

**(iv) Winter tour II**

Natural and artificial regeneration, taungya technique, afforestation techniques in various types of areas, forest types. Forest based industries : cooperative management of forests.

**(2) Botanical collections during each tour**

Collection and submission of complete botanical specimen of not less than 30 plants properly dried, mounted and labelled at the end of the tours mentioned in (1) above.

**(3) Engineering and Surveying Plates****(i) Engineering plates**

Brick bonds, foundations ; plans, elevations and cross sections of two simple buildings, sketch plans of buildings, bridges lime kiln etc. made during the tours in a graph note book.

**(ii) Surveying Plates**

Lettering, chain survey, prismatic compass and chain survey, plane table and chain survey, topographic survey.

**III. WRITTEN AND PRACTICAL EXAMINATIONS IN SECOND YEAR**

[      ]

**(1) Silviculture****(a) Paper I**

The coverage of the syllabus will be the same as for first year, with a greater emphasis on the forestry practices studied on tours.

**(b) Paper II**

**Silviculture of Indian Trees.**—Information on 35 important tree species indigenous as well as exotics, including reference, value and utility, growth characteristics occurrence in India, site requirements, phenology, silvicultural characters, natural regeneration methods, artificial regeneration techniques, rate of growth, rotation, exploitable size etc. **Silviculture systems**—definition and classification, detailed study of clear felling systems, shelter-wood systems, selection systems, accessory and coppice arrangement of felling area, methods of obtaining regeneration advantages and disadvantages, applicability, application in Europe and India, choice of system, methods of conversion, evaluation of silvicultural systems.

**(c) Viva Voce Examination**

This will cover general Silviculture, Silviculture of Indian Trees, Silviculture systems, etc.

**(4) Forest Utilisation****(c) Paper III (Forest Products) (Processed)**

**Wood Preservation**—Scope, agencies of wood deterioration, wood preservation, treating processes cost and economics, timber yards and their hygiene, protection against fires etc.

**Composite Wood**—Defects in natural wood, impregnation of wood, adhesives, production of veneer laminated wood, compregnated wood, utilisation of waste etc.

**Paper and Cellulose Industries**—Fibrous raw material—classification, structural characteristics of important materials essential requirements for suitability for industry, availability chemical and mechanical pulp cost and economics, viscose rayon, recent advances. **Saw-Milling, Wood working and Wood Using Industries.**

Types of sawing machines, tools and joints, working properties of Indian timber, suitability of woods for various purposes.

Wood Seasoning—Definition, advantages, wood, water-relationship, methods of storage, stacking of timber, wood defects, seasoning kilns, behaviour of seasoned wood.

**(d) Paper IV—(Wood Technology Theory)**

Wood Technology—Scope, structure of wood, general features of wood, defects in wood, identification of 40 most important timbers of India, laboratory studies.

**(e) Paper V (Wood Technology Practical)**

- (i) Identification of 40 common Indian Timbers with a hand lens.
- (ii) Study of some common defects in timber.

**(7) Forest Management**

**(a) Paper I (Forest Management, Working Plans and Forest Finance)**

Forest Management—

Definition, principles, objects—Division of Forest—legal, administrative, management and territorial, concept of normal forest, increment, rotation—its definition, nature and types, concept of conversion and conversion period, distribution of age gradations and age classes in regular and irregular forests, felling series, felling cycle, cutting section, periodic block etc.

Site quality, quality classes, reducing factors, relationship of normal growing stock, increment and yield regulation of yield, various methods and their application to Indian Forestry.

Forest Finance—

Definition, scope, property and concept of value, theory of price and price indices, rate of interest essential formulae.

Estimates of expense and receipts—money tables, methods of calculating the value of forests, market value, cost value, rental value and expertation value, Faustmans formula for soil expectation value.

Methods of estimating financial results in forestry—economics of plantation and tending, financial rotation, definition, method and application.

Assessment of damages—

Comparative economic of different modes of utilisation—agriculture and forestry, choice of species, silvicultural systems, methods of treatment rotation etc.

Financial test of forests management

Working Plan—

Definition, object, scope.

Preparation of working plan—preliminary working plan report, field work—stock mapping, compartment description, collection of statistical data.

Office work—collection of data for Part I, writing of Part II.

Control of Working Plan.

**(b) Paper II (Forest Protection)**

General Protection—Agencies causing damage—the description and extent of damage, preventive and protective measures, fire, grazing, illicit cutting and lopping, wild animals, birds etc. climatic agencies, fire protection—causes of fire, control measures, fire lines, fire watchers etc. grazing its control—grazing incidence, rotational and controlled grazing, fencing against grazing, and wild animals, damage done by man, damage done by wild animals, damage done by injurious plants, weeds, climbers, parasites etc. their control protective measures against climate, against climate injuries.

**(8) Wild Life Management**

Scope—importance, conservation concept, biology and ecology, census, classification, distribution and description of wild life in India, principles of wild life management, special features of management of carnivora, bear, deer, antelopes, small game and rare species, game preservation and wild life legislation, management of sanctuaries, parks, weapons and shooting rules, publicity and education, wild life photography.

**(9) Forest Policy and Law**

Forest Policy—concept, scope, necessity, foundations of a stable forest policy, contents of the national forest policy, Indian Forest Policies of 1894 and 1952, forest policies of some foreign countries.

Forest Law—legal definitions, application of Indian Penal Code to forest, principles of criminal law and punishment, criminal procedure code, law of evidence, objects of special forest law, detailed study of Indian Forest Act, legal organisation of forest service.

**(10) Forest Botany****(a) Paper I (Botany Theory)**

Systematic Botany

Heredity and evolution, classification of plants and various systems, genetics—importance in forestry, plant introduction.

Based on Benthem and Hooker, systematic studies of 52 important families of forest plants.

Laboratory studies and field studies, plant collection and preservation.

**(b) Paper II (Botany Practical)**

Dissection, sketching, description and identification (with flora) of various families of flowering plants including grasses.

**(11) Mycology and Forest Pathology****(a) Paper I (Mycology Theory)**

Forest Pathology—Morphology and physiology of fungi, damage caused by fungi in timber, fungal diseases of important tree species their pathology and control.

General principles of controlling pathological diseases in forest, protection of forests and marketing of forest products.

**(b) Paper II (Mycology Practical)**

- (i) Examination of mycelium of *mucor*, or *rhizopus* and study the a sexual reproduction of the fungus.
- (ii) Study of fruiting structures of *escomycetes* and *basidiomycetes*.
- (iii) Examination of sporophores in *basidiomycetes*.
- (iv) Study of the types of decay in timber.
- (v) Study of rust diseases of conifers.

**(12) Forest Zoology and Entomology****(c) Paper III (Forest Entomology Theory)**

Forest Entomology—Role of insects in forestry. Ecology of forest insects, classification of injurious forest insects in relation to food habits. Important pests of major tree species, felled timber, seeds, nurseries and plantations. Beneficial insects—predators and parasites.

Principles of insect control in forestry.

Insect collection and preservation.

**(d) Paper IV (Forest Entomology Practical)**

Sketching, description and identification of injurious and beneficial insects, pests of major tree species and nature of damage caused by them.

**(13) Forest Engineering**

Buildings—selection of site, lay-out, estimate of construction of chimneys, lightening conductors, R. C. C. retaining walls and breast walls.

Bridges—types, terminology, designs, estimate and constructions.

Roads—types, terminology used in road engineering, alignment, construction and estimates.

Water supply—wells etc.

Field engineering—hauling of timber, transport structure—forest tramways, river training works.

Drawing and draftsmanship—plan, elevation section etc.

Field exercise in road alignment, practical field engineering course at Roorkee, studies on tour.

Simple mechanics, stresses, bending movement, shear force etc.

**IV—EXERCISES IN THE SECOND YEAR****(1) Study and practical work in tours****(i) Summer tour**

Study of Working Plans and management of conifers and temperate broad leaved species; introduction of exotics, mechanised logging ; watershed management planning and practice.

**(ii) Winter tour**

Study of working plans and management of teak, bamboo, deciduous species, ever-green species ; thinning research ; utilisation methods including visits to wood based industries, industrial planning and correlated industrial plantations.

**(2) Botanical collections during each tour**

Collection and submission of complete botanical specimens of not less than 30 plants properly dried, mounted and labelled at the end of the tours mentioned in (1) above.

**(3) Entomological collections during the course**

Collection, preservation and labelling in a systematic manner of at least 50 important insect specimens covering as many families as possible during the tours and at headquarters. Maintenance of field observation note book on the collection.

**(4) Engineering and Survey Plates****Engineering plates**

Stress diagrams, timber beams, roof trusses, timber bridges, sketch plans of buildings bridges, lime kiln etc. made during the tours in a graph note book.

**(5) Working Plan exercise**

Preparation of a working plan and management map for not less than 1000 ha. of forest. Collection of field data, stock mapping, enumerations etc. in the forest.

**(6) Field Engineering course with the Army**

Practical uses of materials used in construction of buildings, bridges and roads and lifting of heavy weight. Simple mechanical methods used in movement of forest produce, maintenance of vehicles and water-man-ship. Usage of explosives.

**(7) Forest Road Alignment exercise**

Alignment, mapping and estimation of forest motor road through a hilly country.

**(8) Dissertation (thesis)**

One a selected approved topic of forestry a detailed paper reviewing the available literature and recorded observations and personal observations during the tours, synthesising and analysing the information in a critical manner, under the directions of a guide.

**PART II****Qualifying Tests**

- (i) First Aid and Ambulance Drill.**—The probationers will be trained and tested in Civil Defence, First Aid and St. John's Ambulance Drill.
- (ii) Weapon Training.**—The probationers will be trained and tested in the use of short-guns, rifles, pistols and revolvers.
- (iii) Riding.**—will include the walk, trot, canter gallop and jumps (small fences and ditches).

- (iv) **Regional languages.**—The test will comprise translation, free composition, set composition, conversation and dictation. The probationers knowledge of grammar will be tested chiefly by composition, conversation and by passages for comment.
- (v) **Hindi.**—The test will comprise translation, free composition, set composition, conversation and dictation. The probationers' knowledge of grammar will be tested chiefly by composition conversation and by passages for comment.
- (vi) **Motor Mechanics.**—Will include maintenance of motor vehicles and elementary knowledge of their working.
- (vii) **Swimming.**—The standard of training and proficiency will be determined by the President.

## SECOND SCHEDULE

[See regulation 5(2)]

State	Regional Languages
Andhra Pradesh	Telugu or Urdu.
Assam	Assamese or Bengali.
Bihar	Hindi.
Gujarat	Gujarati.
Harayana	Hindi.
Jammu & Kashmir	Urdu, Kashmiri or Dogri.
Kerala	Malayam.
Madhya Pradesh	Hindi.
Madras	Tamil.
Maharashtra	Marathi.
Mysore	Kannada.
Nagaland	English.
Orissa	Oriya, Telagu, or Bengali.
Punjab	Hindi or Punjabi (in Gurumukhi script).
Rajasthan	Hindi.
Uttar Pradesh	Hindi.
West Bengal	Bengali or Hindi.
Union Territories	Hindi, Bengali, Marathi and Manipuri.

[No. 2/6/65-AIS(IV), dated the 19th December, 1968].

## 10. THE INDIAN FOREST SERVICE (PAY) RULES, 1968

In exercise of the powers conferred by sub-section (1) of section 3 of the All-India Services Act, 1951 (61 of 1951), the Central Government, after consultation with the Government of the States concerned, hereby makes the following rules, namely:—

1. **Short title and commencement.**—(1) These rules may be called the Indian Forest Service (Pay) Rules, 1968.

(2) They shall be deemed to have come into force on the 1st October, 1966.

2. **Definitions.**—In these rules, unless the context otherwise requires—

- (a) 'cadre' and 'cadre post' shall have the meanings respectively assigned to them in the Indian Forest Service (Cadre) Rules, 1966 ;
- (b) 'deemed date of appointment in the year of allotment' means 1st October in the year of allotment in the case of officers with full years of allotment and 1st April of the following year in the case of officers with half years of allotment ; the year of allotment being determined in accordance with clause (b) of sub-rule (2) of rule 3 of the Indian Forest Service (Regulation of Seniority) Rules, 1968 ;
- (c) 'departmental examination' means such examination as may be prescribed by the State Government from time to time for members of the Service allotted to the cadre of that State or posts to that State for training ;
- (d) 'direct recruit' means a person appointed to the Indian Forest Service in accordance with rule 7 of the Indian Forest Service (Recruitment) Rules, 1966 ;
- (e) 'member of the Service' means a member of the Indian Forest Service ;
- (f) 'promoted officer' means an officer appointed to the Indian Forest Service by promotion from a State Forest Service in accordance with sub-rule (1) of rule 8 of the Indian Forest Service (Recruitment) Rules, 1966 ;
- (g) 'Schedule' means a Schedule appended to these rules ;
- (h) 'State' means a State specified in the First Schedule to the Constitution and includes a Union territory ;
- (i) 'State Cadre' and 'Joint Cadre' have the meanings respectively assigned to them in the Indian Forest Service (Cadre) Rules, 1966 ;
- (j) 'State Forest Service' shall have the meaning assigned to it in the Indian Forest Service (Recruitment) Rules, 1966 ;
- (k) 'State Government concerned' in relation to a Joint Cadre means the Governments of all the States for which the Joint Cadre is

constituted and includes the Government of a State nominated by all such State Governments to represent them in a particular matter.

**3. Time-scales or pay.**—The time-scales of pay admissible to a member of the Service shall be as follows :—

*Junior Scale* : Rs. 400-400-450-30-600-35-670-EB-35-950 (18 years);

*Senior Scale* : Rs. 700 (6th year or under)—40-1100-1100-1150-1150-1200-1200-1250 (22 years).

**4. Fixation of initial pay.**—(1) (a) The initial pay of a member of the Service appointed under sub-rule (1) of rule 4 of the Indian Forest Service (Recruitment) Rules, 1966, shall be fixed in the junior time-scale of the Service at the stage he would have got if he had been appointed in that scale on the deemed date of appointment in the year of allotment.

(b) The pay of such an officer shall, if he is appointed simultaneously to a post on the senior time scale, be fixed in the senior time-scale at the stage corresponding to his pay in the junior time scale as shown in Schedule I :

Provided that—

- (i) the resultant increase in the pay so fixed shall be subject to a maximum of Rs. 200 over his pay in the State Forest Service ;
- (ii) in a case where the maximum increase of Rs. 200 results in an amount which is not a stage in the time scale, the pay would be fixed at the next higher stage ;
- (iii) in a case where the pay of an officer is fixed at less than his pay in the State Forest Service, the difference shall be granted in the form of personal pay. The personal pay shall be absorbed in future increases in pay, including special pay, if any.

(c) The initial pay of an Officer who was holding the post of a Conservator of Forests or an equivalent or a higher post immediately before his appointment to a post included in Part A of Schedule III shall be fixed at a stage equal to his pay in the State Forest Service or if there is no such stage, at the next lower stage and the difference shall be allowed as personal pay to be absorbed in future increases in pay including special pay.

(2) The initial pay of a direct recruit shall be fixed at the minimum of the junior time-scale.

\*(2-A) The initial pay of a member of the Service appointed in accordance with rule 7A of the Indian Forest Service (Recruitment) Rules, 1966, shall be fixed in the junior time-scale at the stage which he would have reached on the date of his appointment to the Indian Forest Service, if he had been appointed in that scale on that date in the year of allotment.

(3) The pay of a member of the Service in the junior time-scale shall, on appointment to a post on the senior time-scale, be fixed at the corresponding stage on the senior time-scale as shown in Schedule I.

(4) The initial pay of a promoted officer who prior to the date of his appointment to the Indian Forest Service had not held a cadre post in an officiating capacity shall be fixed in accordance with the principles laid down in Section I of Schedule II.

(5) The initial pay of a promoted officer who on the date of his appointment to the Indian Forest Service had held or is holding continuously a cadre post in an officiating capacity shall be fixed in accordance with the principles laid down in Section II of Schedule II.

(6) The initial pay of an officer of a State Forest Service who has been appointed to hold a cadre post in an officiating capacity in accordance with rule 9 of the Indian Forest Service (Cadre) Rules, 1966, shall be fixed in the manner specified in Section III of Schedule II.

**5. Regulation of increments.**—(1) Subject to any order passed by the State Government concerned under rule 6 or rule 7, the increments admissible to a member of the Service in the junior or senior time-scale shall—

- (i) in the case of a member appointed under sub-rule (1) of rule 4 of the Indian Forest Service (Recruitment) Rules, 1966, accrue on completion of the prescribed period of service at each stage in the scale of pay from his deemed date of appointment ;
- (ii) in the case of a member appointed under rule 7 \*[or 7A] of the Indian Forest Service (Recruitment) Rules, 1966, accrue on completion of prescribed period of service at each stage in the time-scale from the date of his appointment to the Service ; and
- (iii) in the case of an officer appointed under rule 8 of the Indian Forest Service (Recruitment) Rules, 1966, accrue on completion of the prescribed period of service at each stage in the scale of pay from the date of his appointment to a cadre post :

Provided that a promoted officer shall draw an increment in the senior time-scale on the date prescribed in clause (iii) only on completion of an aggregate period of at least six years of service in the State Forest Service and in the Indian Forest Service.

(2) The increments in the junior and senior time-scales in respect of a member of the Service recruited under rule 7 \*[or 7A] of the Indian Forest Service (Recruitment) Rules, 1966, shall be regulated with reference to the length of service and in the manner specified in Schedule I.

(3) The increments in respect of any other member of the Service recruited under rule 8 of the Indian Forest Service (Recruitment) Rules, 1966, shall be regulated with reference to the stage at which the initial pay in the senior time-scale has been fixed.

(4) The increments in respect of members of the Service appointed to the scales of pay above the time-scale shall be regulated with reference to the stage at which the initial pay has been fixed and shall accrue on completion of the prescribed period of service at each stage in the scale of pay :

Provided that in the case of officers whose initial pay is fixed under clause (c) of sub-rule (1) of rule 4 at the same stage or the next lower stage, the next increment shall be admissible on the date on which the next increment would have accrued in the State Forest Service.

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\*Inserted *vide* MHA. Notification No. 8/3/68-AIS(IV), dated 6-3-1969.

**6. Withholding of increments.**—(1) The State Government may withhold for such time as it may direct an increment due to any direct recruit \*or to any officer recruited in accordance with Rule 7A of Indian Forest Service (Recruitment) Rules, 1966, who has failed to pass the departmental examination or examinations within such time as the State Government may, by general or special order, prescribe, but the withholding of such increments shall have no cumulative effect.

(2) Where an efficiency bar has been prescribed in the time-scale of pay, the increment next above the bar shall not be given to a member of the Service without the specific sanction of the authority competent to withhold increments :

Provided that the application of the efficiency bar in the junior time-scale shall not affect the pay of a member of the Service in the senior time-scale of pay, wherein his pay shall be regulated according to his length of service.

**7. Grant of advance increments.**—Notwithstanding anything contained in rule 14 of the Indian Forest Service (Probation) Rules, 1968, the State Government shall sanction the first and second increments due to a direct recruit \*or to any officer recruited in accordance with rule 7A of the Indian Forest Service (Recruitment) Rules, 1966 as soon as he passed the prescribed departmental examination or examinations irrespective of his length of service, after which he shall be entitled to draw pay at the rate of corresponding to his position in the time-scale :

Provided that the second increment under this rule shall be granted only when a direct recruit \*or any officer recruited in accordance with rule 7A of the Indian Forest Service (Recruitment) Rules, 1966 has passed the prescribed departmental examination or, as the case may be, the last of the prescribed departmental examinations.

*Explanation.*—For purpose of this rule, the term 'increment' denotes actual increase in pay and not the actual stages in the time-scale.

**8. Pay of officers holding posts enumerated in Schedule III.**—Any member of the Service appointed to hold a post specified in Schedule III shall, for so long as he holds the post, be entitled to draw the pay indicated for the post in the said Schedule :

Provided that no member of the Service shall at any time draw pay less than that which he is entitled to draw under rule 4 and rule 5.

**9. Pay of members of the Service appointed to posts and included in Schedule III.**—(1) No member of the Service shall be appointed to a post other than a post specified in Schedule III, unless the State Government concerned in respect of posts under its control, or the Central Government in respect of posts under its control, as the case may be, make a declaration that the said post is equivalent in status and responsibility to a post specified in the said Schedule.

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\*Inserted *vide* MHA Notification No. 8/3/68-AIS(IV), dated 6-3-1969.

(2) The pay of a member of the Service on appointment to a post other than a post specified in Schedule III shall be the same as he would have been entitled to had he been appointed in the post to which the said post is declared equivalent.

(3) For the purpose of this rule 'post other than a post specified in Schedule III' includes a post under a body incorporate or not which is wholly or substantially owned or controlled by the Government.

**10. Power to exempt.**—The Central Government may, with the concurrence of the State Government concerned, exempt any officer of a State Forest Service appointed to the Service under sub-rule (1) of rule 4 of the Indian Forest Service (Recruitment) Rules, 1966, from all or any of the provisions of these rules.

**11. Amendment of Schedule.**—The Central Government may, after consultation with the State Government concerned, amend Schedule III.

**12. Interpretation.**—If any question arises as to the interpretation of these rules, the same shall be decided by the Central Government.

## SCHEDULE I

(See rules 4 and 5)

### Scales of Pay for the Indian Forest Service

Year of Service										Junior Scale	Senior Scale
1st	.	.	.	.	.	.	.	.	.	400	700
2nd	.	.	.	.	.	.	.	.	.	400	700
3rd	.	.	.	.	.	.	.	.	.	450	700
4th	.	.	.	.	.	.	.	.	.	480	700
5th	.	.	.	.	.	.	.	.	.	510	700
6th	.	.	.	.	.	.	.	.	.	540	700
7th	.	.	.	.	.	.	.	.	.	570	740
8th	.	.	.	.	.	.	.	.	.	600	780
9th	.	.	.	.	.	.	.	.	.	635	820
10th	.	.	.	.	.	.	.	.	.	670	860
Efficiency bar											
11th	.	.	.	.	.	.	.	.	.	705	900
12th	.	.	.	.	.	.	.	.	.	740	940
13th	.	.	.	.	.	.	.	.	.	775	980
14th	.	.	.	.	.	.	.	.	.	810	1020
15th	.	.	.	.	.	.	.	.	.	845	1060
16th	.	.	.	.	.	.	.	.	.	880	1100
17th	.	.	.	.	.	.	.	.	.	915	1100
18th	.	.	.	.	.	.	.	.	.	950	1150
19th	.	.	.	.	.	.	.	.	.	..	1150
20th	.	.	.	.	.	.	.	.	.	..	1200
21st	.	.	.	.	.	.	.	.	.	..	1200
22nd and Over	.	.	.	.	.	.	.	.	.	..	1250

## SCHEDULE II

(See Rule 4)

Principles of Pay Fixation of Promoted Officers on Appointment to the Indian Forest Service.

In this Schedule—

- (i) 'actual pay' means the pay whether in the ordinary time-scale or in the selection grade to which an officer of a State Forest Service is entitled by virtue of his substantive position in the cadre of that service ; and

- (ii) 'assumed pay' means the pay, which an officer of a State Forest Service, officiating or confirmed in a selection grade would have drawn in the ordinary time-scale (which does not include selection-grade) of his service, had he not been officiating or confirmed in the selection grade.

**Section I.**—Fixation of initial pay of promoted officers falling under rule 4(4).

(1) The initial pay of a promoted officer shall be fixed at the stage of the Indian Forest Service senior time-scale next above the amount equal to his actual pay in the ordinary time-scale or his assumed pay, as the case may be increased at the rate of one increment in the senior time-scale of the Indian Forest Service for every three years of service in the State Forest Service. The resultant increase should be subject to a minimum of Rs. 150 and maximum of Rs. 200 over his pay in the State Forest Service :

Provided that,—

- (i) where, however, the amount arrived at after the addition of such maximum or minimum increase corresponds to a stage in the senior time-scale of the Indian Forest Service, the initial pay shall be fixed at that stage and not at the next higher stage and where it does not correspond to a stage in the senior time-scale of the Indian Forest Service, the initial pay shall be fixed at the next higher stage of the scale ; and
- (ii) for the purpose of this clause, service in the State Forest Service shall include such service in a former State, now merged in the State concerned, as may be equated to service in the State Forest Service by the Central Government in consultation with the State Government concerned.

*Explanation.*—In the case of an officer whose actual or assumed pay, as the case may be, exceeds the minimum of the senior scale of the Indian Forest Service, the rate of each increment admissible to him should be the same as the increment admissible in the senior scale of the Indian Forest Service at the corresponding stage or, if there is no such stage, at the next lower stage.

(2) The basic pay of a promoted officer shall not, in any case, be fixed below the minimum of the senior time-scale.

(3) Notwithstanding anything contained in clauses (1) and (2) in this section the basic pay of a promoted officer in the Indian Forest Service time-scale shall not—

- (i) at any time, exceed the basic pay he would have drawn on the Indian Forest Service time-scale as a direct recruit on that date, if he had been appointed to the Indian Forest Service on the date he was appointed to the State Forest Service ;
- (ii) be fixed at a stage above the pay of the junior most officer appointed to the senior scale of the Service of the same cadre at the initial constitution stage provided that in case his pay has been fixed at a stage in the time-scale of the Service equal to his pay in the State Forest Service, this provision shall not apply.

(4) In the case of an officer whose actual pay in the State Forest Service is higher than his initial pay in the senior time-scale of the Indian Forest Service fixed in accordance with clause (1), he shall be entitled to a personal pay equal to the difference. This personal pay shall be absorbed in future increases in his pay including special pay, additional pay and any other form of pay.

(5) Where the actual pay of an officer, who on the date of the constitution of the Service, is already confirmed as a Conservator of Forests or above in the State Forest Service and who is appointed to an equivalent or higher post in the Indian Forest Service under rule 8 of the Indian Forest Service (Recruitment) Rules, 1966 is higher than the pay admissible under normal rules) in the scale of pay indicated in Schedule III, the difference shall be granted in the form of personal pay. This personal pay shall be absorbed in future increases in pay including special pay, additional pay and any other form of pay.

**Section II.**—Fixation of initial pay of promoted officers falling under Rule 4(5).

(1) In the case of a promoted officer, who has already officiated in a Cadre post with the approval of the Central Government in consultation with the Union Public Service Commission prior to his appointment to the Service, his pay shall be fixed at a stage not lower than the pay he drew in the senior scale of the Indian Forest Service while last officiating in such a post.

(2) For the purpose of calculating one year's service at a given rate of pay for increments in the Indian Forest Service under rule 5 of the rules, broken periods of officiating service at that rate of pay shall be taken into account.

**Section III.**—Fixation of initial pay of State Forest Service Officers falling under Rule 4(6).

(1) The initial pay of a State Forest Service Officer appointed to officiate in posts borne on the Indian Forest Service cadre, shall be fixed in accordance with the principles enunciated in Section I.

(2) On any enhancement of his pay in the State Forest Service as a result of an increment on the ordinary time-scale of the State Forest Service, an officer of the State Forest Service while officiating in a post carrying pay in the senior Indian Forest Service scale shall be entitled to have his pay on the senior Indian Forest Service time-scale recalculated in accordance with the principles laid down in Section I on the basis of his enhanced pay in the State Forest Service and as if he was appointed to officiate in a post carrying pay in the senior Indian Forest Service scale with effect from the date of such enhancement.

(3) Increments of pay on the Indian Forest Service senior time-scale shall be granted to a State Forest Service officer holding a post carrying pay in the senior time-scale of the Indian Forest Service in an officiating capacity, on completion of one full year's service on any stage of that scale, unless his pay on the Indian Forest Service senior time-scale is refixed before then at the next higher stage under clause (2) in the section :

Provided that for purposes of calculating one year's service under this clause :

- (i) broken periods of officiating service on a particular rate of pay shall be taken into account ;
- (ii) leave taken during officiation in a post on the senior time-scale of the Indian Forest Service shall not be treated as a break if on the expiry of the leave the officer returns to the same post or a similar post on the same rate of pay and Government certifies that but for proceeding on leave the officer would have continued in the Indian Forest Service post ; and
- (iii) foreign service rendered by an officer during such officiation shall not constitute a break if the State Government certifies that but for being on foreign service the officer would have continued to officiate in the same Indian Forest Service post or a similar post on the same rate of pay :

Provided further that he shall not be granted an increment in the senior time-scale of the Indian Forest Service unless he completes an aggregate period of six years' service in the State Forest Service and in the Indian Forest Service posts.

### SCHEDULE III

(See Rules 8, 9 and 11)

A—Posts carrying pay above the time-scale pay of the Indian Forest Service under the State Governments.

State	Particulars of Posts	Pay/Scale of pay	
		Rs.	
Andhra Pradesh	Chief Conservator of Forests	2,000—125—2,250.	
	Deputy Chief Conservator of Forests	1800—100—2,000.	
	Conservator of Forests	1,300—60—1,600—100—1,800.	
Assam	Chief Conservator of Forests	2,000—125—2,250.	
	Conservator of Forests	1,300—60—1,600—100—1,800.	
Bihar	Chief Conservator of Forests	2,000—125—2,250.	
	Dy. Chief Conservator of Forests	1,800—100—2,000.	
	Conservator of Forests	1,300—60—1,600—100—1,800.	
	Conservator of Forests, Development circle.	1,300—60—1,600—100—1,800.	
Gujarat	Chief Conservator of Forests	2,000—125—2,250.	
	Conservator of Forests	1,300—60—1,600—100—1,800.	
*Haryana	Chief Conservator of Forests	2,000—125—2,250.	
	Conservator of Forests	1,300—60—1,600—100—1,800.	

\*Inserted w.e.f. 1-11-1966 vide MHA Notification No. 8/2/68-(i)AIS(IV), dated 28-9-68.

State	Particulars of Posts	Pay/Scale of pay
		Rs.
Jammu and Kashmir	Chief Conservator of Forests	2,000—125—2,250.
	Conservator of Forests	1,300—60—1,600—100—1,800.
	Conservator of Forests, Working Plan and Research.	1,300—60—1,600—100—1,800.
	*Conservator of Forests, Soil Conservation and Flood Control	1,300—60—1,600—100—1,800.
	*Conservator of Forests, Timber Utilisation Circle.	1,300—60—1,600—100—1,800.
Kerala	Chief Conservator of Forests	2,000—125—2,250.
	Conservator of Forests	1,300—60—1,600—100—1,800.
Madhya Pradesh	Chief Conservator of Forests	2,000—125—2,250
	Deputy Chief Conservator of Forests.	1,800—100—2,000.
	Conservator of Forests, Development circle.	1,300—60—1,600—100—1,800.
	Conservator of Forests, Dunbutta	1,300—60—1,600—100—1,800.
	Conservator of Forests, Works Plan.	1,300—60—1,600—100—1,800.
	Conservator of Forests, Works Scheme.	1,300—60—1,600—100—1,800.
	Conservator of Forests	1,300—60—1,600—100—1,800.
Madras	Chief Conservator of Forests	2,000—125—2,250.
	Conservator of Forests	1,300—60—1,600—100—1,800.
	Conservator of Forests, Kundah Soil Conservation Scheme	1,300—60—1,600—100—1,800.
Maharashtra	Chief Conservator of Forests	2,000—125—2,250.
	Conservator of Forests	1,300—60—1,600—100—1,800.
	Conservator of Forests, Working Plan Circle.	1,300—60—1,600—100—1,800.
	Conservator of Forests, Headquarters.	1,300—60—1,600—100—1,800.
	Special Officer, Revenue and Forests Department.	1,300—60—1,600—100—1,800.
Mysore	Chief Conservator of Forests	2,000—125—2,250.
	Conservator of Forests	1,300—60—1,600—100—1,800.
	Conservator of Forests, Working Plan and Development.	1,300—60—1,600—100—1,800.
**Nagaland	Chief Conservator of Forests	2,000—125—2,250.
	Conservator of Forests	1,300—60—1,600—100—1,800.
Orissa	Chief Conservator of Forests	2,000—125—2,250.
	Conservator of Forests	1,300—60—1,600—100—1,800.
	Conservator of Forests (Development Circle.)	1,300—60—1,600—100—1,800.

\*Added w.e.f. 1-10-1966 vide MHA Notification No. 8/2/68-(ii)AIS(IV), dated 28-9-68

\*\*Inserted w.e.f. 1-10-66 vide MHA Notification No. 8/2/68(ii)-AIS (IV), dated 28-9-68

State	Particulars of Posts	Pay/Scale of pay
		Rs.
Punjab . . .	Chief Conservator of Forests .	2,000—125—2,250.
	*Deputy Chief Conservator of Forests.	1,800—100—2,000.
	Conservator of Forests . . .	1,300—60—1,600—100—1,800.
	†[ ]	
Rajasthan . . .	Chief Conservator of Forests	2,000—125—2,250.
	Conservator of Forests . . .	1,300—60—1,600—100—1,800.
	Conservator of Forests, Soil Conservation.	1,300—60—1,600—100—1,800.
Uttar Pradesh . . .	Chief Conservator of Forests .	2,000—125—2,250.
	Deputy Chief Conservator of Forests.	1,800—100—2,000.
	Conservator of Forests . . .	1,300—60—1,600—100—1,800.
	Conservator of Forests, Working Plan Circle.	1,300—60—1,600—100—1,800.
West Bengal . . .	Chief Conservator of Forests .	2,000—125—2,250.
	Conservator of Forests . . .	1,300—60—1,600—100—1,800.
	Conservator of Forests, Soil Conservation.	1,300—60—1,600—100—1,800.
UNION TERRITORIES :		
Himachal Pradesh . .	Chief Conservator of Forests .	2,000—125—2,250.
	‡[Deputy Chief Conservator of Forests.	1,800—100—2,000.
	Conservator of Forests, Utilisation Circle.	1,300—60—1,600—100—1,800.
	Conservator of Forests, Development and Wild Life]	1,300—60—1,600—100—1,800.
	Conservator of Forests . . .	1,300—60—1,600—100—1,800.
	Conservator of Forests, Working Plan.	1,300—60—1,600—100—1,800.
Andaman and Nicobar Islands.	Chief Conservator of Forests .	2,000—125—2,250.
	Conservator of Forests . . .	1,300—60—1,600—100—1,800.
Tripura † . . .	Conservator of Forests . . .	1,300—60—1,600—100—1,800.
Goa, Daman and Diu	Conservator of Forests . . .	1,300—60—1,600—100—1,800.

**B—Posts carrying pay in the senior time-scale of the Indian Forest Service under the State Governments including posts carrying special pays in addition to pay in the time-scale.**

(1) The State Governments concerned shall be competent to grant a special pay for any of the posts specified in this Part of the Schedule either individually or with reference to a group or class of such posts.

\*Inserted w.e.f. 1-10-1966 vide MHA Notification No. 8/2/68(ii)-AIS (IV), dated 28-9-68.

†[ ] Deleted w.e.f. 1-11-1966 vide MHA Notification No. 8/2/68-(i)-AIS, (IV), dated 28-9-1968.

‡[ ] Added w.e.f. 1-11-1966 vide MHA Notification No. 8/2/68-(i)-AIS(IV), dated 28-9-1968.

(2) The amount of any special pay which may be sanctioned by the State Governments concerned under clause (1) shall be Rs. 100, Rs. 150 or Rs. 200 as may, from time to time, be determined by the State Governments concerned.

(3) Posts in the junior time-scale of the service have not been specified in the Schedule but it shall be within the competence of the State Governments concerned to sanction any special pay to be attached to such posts.

State	Particulars of Posts
1	2
Andhra Pradesh . . . . .	Deputy Conservator of Forests. State Silviculturist. Assistant Chief Conservator of Forests. Curator, Nehru Zoological Park. Working Plan Officer. Deputy Conservator of Forests, Soil Conservation Division. Deputy Conservator of Forests Coffee Project Division.
Assam . . . . .	Deputy Conservator of Forests. Working Plan Officer. Planning Officer. Silviculturist. Forest Utilisation Officer.
Bihar . . . . .	Deputy Conservator of Forests. Deputy Conservator of Forests, Afforestation Division. Forest Research Officer. Working Plan Officer. Forest Utilisation Officer.
Gujarat . . . . .	Assistant to Chief Conservator of Forests. Deputy Conservator of Forests. Silviculturist-cum-Forest Utilisation Officer Deputy Conservator of Forests, Publicity and Liaison.
*Haryana . . . . .	Deputy Conservator of Forests. Deputy Conservator of Forests, Headquarters. Deputy Conservator of Forests, Working Plan Division *
Jammu and Kashmir . . . . .	Deputy Conservator of Forests. †Game Warden. †Deputy Conservator of Forests (Research). Deputy Conservator of Forests.

\*Inserted w.e.f. 1-11-1966 vide M.H.A. Notification No. 8/2/68(i)-AIS(IV), dated 28-9-68.

†Inserted w.e.f. 1-10-1966 vide MHA Notification No. 8/2/68-(ii)-AIS(IV), dated 28-9-1968.

**Madhya Pradesh**

Deputy Conservator of Forests.  
 Deputy Conservator of Forests. Soil Conservation Division.  
 Deputy Conservator of Forests, Plantation Division.  
 Deputy Conservator of Forests, Working Scheme.  
 Deputy Conservator of Forests, Development.  
 Director, Forest Research Institute.  
 Forest Utilisation Officer.  
 Director, Forest School.  
 Working Plan Officer.  
 Survey Officer.  
 Lac Development Officer.

**Tamil Nadu**

Deputy Conservator of Forests.  
 General Manager, Rubber Plantations, Nagercoil.  
 State Wild Life Officer.  
 State Silviculturist.  
 Forest Utilisation Officer.  
 Personal Assistant to the Chief Conservator of Forests.  
 Personal Assistant (Development) to the Chief Conservator of Forests.  
 Working Plan Officer.

**Maharashtra**

Deputy Conservator of Forests.  
 Deputy Conservator of Forests, Integrated Unit.  
 Deputy Conservator of Forests, Working Plans.  
 Forest Utilisation Officer.  
 Silviculturist.  
 Officer on Special Duty for Forests Labourers, Co-operative Society.  
 Assistant to the Chief Conservator of Forests.

**Mysore**

Deputy Conservator of Forests.  
 Deputy Conservator of Forests, Survey and Demarcation.  
 Deputy Conservator of Forests, Rubber Plantation.  
 Deputy Conservator of Forests, Working Plans and Forest Surveys.  
 Deputy Conservator of Forests, Working Plans.  
 Deputy Conservator of Forests, Kanara Working Plan.  
 Forest Utilisation Officer.  
 Silviculturist.  
 Technical Assistant to Chief Conservator of Forests.  
 Additional Technical Assistant to Chief Conservator of Forests.  
 Deputy Conservator of Forests, Soil Conservation Scheme.

1	2
*Nagaland	Deputy Conservator of Forests. Working Plan Officer. Soil Conservation Officer.
Orissa	Deputy Conservator of Forests. Working Plan Officer. Forest Utilisation Officer. Silviculturist. Personal Assistant to the Chief Conservator of Forests.
Punjab	†[ ] Deputy Conservator of Forests. †[ ] Deputy Conservator of Forests, Working Plan Division. †[ ] Deputy Conservator of Forests Soil Conservation and Planning.
Rajasthan	Deputy Conservator of Forests. Silviculturist. Technical Assistant to Chief Conservator of Forests.
Uttar Pradesh	Deputy Conservator of Forests. Forest Extension Officer. Chief Wild Life Warden. Timber Supply Officer. Deputy Conservator of Forests, Foresters' Training Division. Silviculturist. Deputy Conservator of Forests, Forest Resources Survey Division. Working Plan Officer.
West Bengal	Deputy Conservator of Forests. Deputy Conservator of Forests (Govt. Saw Mill). Deputy Conservator of Forests, Utilisation Division. Deputy Conservator of Forests, Working Plan Division. Deputy Conservator of Forests, Silvicultural Division. Deputy Conservator of Forests, Soil Conservation Division. Deputy Conservator of Forest Planning & Statistical Cell. Director Forest School. Assistant Chief Conservator of Forests. Special Officer, Particle Board.

\*Inserted w.e.f. 1-10-1966 vide MHA Notification No. 8/2/68-(ii)-AIS(IV), dated 28-9-1968.

†[ ] Deleted w.e.f. 1-11-1966 vide MHA Notification No. 8/2/68-(i)-AIS(IV), dated 28-9-68.

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2

## UNION TERRITORIES

Himachal Pradesh . . . . .	Deputy Conservator of Forests. *[Deputy Conservator of Forests, Timber Extraction Division. Deputy Conservator of Forests, Silvicultural Forest Division. Deputy Conservator of Forests, Working Plan Division. Deputy Conservator of Forests, Training Division.]
Andaman and Nicobar Islands . . . . .	Deputy Conservator of Forests. Deputy Conservator of Forests, Depot Division. Deputy Conservator of Forests, Mill Division. Deputy Conservator of Forests, Silviculture. Deputy Conservator of Forests, Working Plan.
Tripura . . . . .	Deputy Conservator of Forests.
Goa, Daman and Diu . . . . .	Deputy Conservator of Forests.
Manipur . . . . .	Deputy Conservator of Forests.
Dadra and Nagar Haveli . . . . .	Deputy Conservator of Forests.

@C—Posts carrying pay above the time-scale or special pay in addition to pay in the time-scale under the Central Government when held by members of the Service.

Office	Particulars of posts	Pay/Scale of pay	Special pay
1	2	3	4
		Rs.	Rs.
	†Inspector General of Forests.	2,750—125—3000	..
(1) Ministry of Food, Agriculture, Community Development and Co-operation (department of Agriculture).	Deputy Inspector General of Forests.	1,300—60—1,600— 100—1,800. or 1,800—100—2,000	300  ‡300
	Secretary, Forestry Commission.	1,300—60—1,600— 100—1,800.	200
	Deputy Adviser, Soil Conservation.	1,300—60—1,600— 100—1,800.	200
	Asstt. Inspector General of Forests.	Senior Scale	200

\*[ ] Added w.e.f. 1-11-1966 vide MHA Notification No. 8/2/68-(i)-AIS(IV), dated 28-9-68.

@Added w.e.f. 1-10-1966 vide MHA Notification No. 2/3/64-AIS(IV), dated 8-1-1969.

†Added w.e.f. 1-10-66 vide Notification No. 2/3/64-AIS(IV), dated 23-5-69.

‡Subject to the condition that pay plus spl. pay does not exceed Rs. 2,250.

1	2	3	4
		Rs.	Rs.
	Asstt. Inspector General of Forests (Wild Life).	Senior Scale	200
	Assistant Inspector General of Forests (Forest Industries).	Senior Scale	200
(2) Zoological Park, New Delhi.	Director.	1,300—60—1,600— 100—1 800.	..
(3) Forest Research Institute and Colleges, Dehra Dun.	President.	2,000—125—2,250.	..
	Director of Forests Education.	1,300—60—1,600— 100—1,800.	300
	Dean, Indian Forest College.	1,300—60—1,600— 100—1,800.	200
	Director of Forestry Research.	1,300—60—1,600— 100—1,800.	300
	Principal & Head of Biological Research, Southern Forest Rangers' College, Coimbatore.	1,300—60—1,600— 100—1,800.	..
	Editor	1,300—60—1,600— 100—1,800.	..
	Principal, Northern Forest Rangers' College.	Senior Scale.	200
	Lecturers	Senior Scale	200
	Instructors	Senior Scale	150
	Publicity & Liaison Officer.	Senior Scale	200
	Forest Utilisation Officer.	Senior Scale	150
	Logging Officer	Senior Scale	200
	Assistant Editor	Senior Scale	150
	Assistant Silviculturist (Experimental).	Senior Scale	150
	Assistant Silviculturist (General).	Senior-Scale	150
	Assistant Silviculturist (Plan studies).	Senior-Scale	150
	Mensuration Officer.	Senior-Scale	150
	Minor Forest Products Officer.	Senior-Scale	150

1	2	3	4
		Rs.	Rs.
	Senior Research Officer (Silviculture & Soil Section)	Senior Scale	150
	Senior Research Officer (Summarisation of Ledger Files).	Senior Scale.	150
	Research Officer (Logging)	Juniorscale	100
(4) Regional Office, Lac Development, Ranchi.	Director	1,300—60—1,600— 100—1,800.	200
	Deputy Director (Development)	Senior Scale	150
(5) Pre-Investment Survey of Forest Resources.	Chief Executive Officer	1,300—60—1,600— 100—1,800.	300
	Zonal Co-ordinator.	1,300—60—1,600— 100—1,800.	200
	Senior Inventory & Photo-interpretation Officer.	1,300—60—1,600— 100—1,800.	200
	Deputy Conservator of Forests.	Senior Scale.	150
	Inventory & Photo-interpretation Officer.	Senior Scale	150
	Technical Officer (Forestry).	Senior Scale	150
	Industrial Economist	Senior Scale	150
	Assistant Conservator of Forests.	Junior Scale	100
(6) Logging Training Centre, Dehra Dun.	Chief Executive Officer	1,300—60—1,600— 100—1,800.	200
	Chief of Dehra Dun Centre.	Senior Scale	150
	Logging Instructor.	Junior Scale.	100
(7) Soil Conservation Research and Training Centres.	Soil Conservation Officer	Senior Scale	150
	Assistant Soil Conservation Officer.	Junior Scale.	100

## II. THE INDIAN FOREST SERVICE (REGULATION OF SENIORITY) RULES, 1968

In exercise of the powers conferred by sub-section (1) of section 3 of the All-India Services Act, 1951 (61 of 1951), the Central Government, after consultation with the Governments of the States concerned, hereby makes the following rules, namely :—

**1. Short title and commencement.**—(1) These rules may be called the Indian Forest Service (Regulations of Seniority) Rules, 1968.

(2) They shall be deemed to have come into force on the 1st July, 1966.

**2. Definitions.**—In these rules, unless the context otherwise requires,—

(a) 'cadre' means an Indian Forest Service Cadre constituted in accordance with rule 3 of the Indian Forest Service (Cadre) Rules, 1966 ;

(b) 'Commission' means the Union Public Service Commission ;

(c) 'competitive examination' means the examination referred to in rule 7 of the Recruitment Rules ;

(d) 'gradation list' means a gradation list prepared under rule 5 ;

(e) 'officer' means a member of the Service ;

(f) 'Recruitment Rules' means the Indian Forest Service (Recruitment) Rules, 1966 ;

(g) 'Senior post' means—

a post included and specified under item 1 of the Cadre of each State in the Schedule to the Indian Forest Service (Fixation of Cadre Strength) Regulations, 1966.

and includes—

a post included in the number of posts specified in items 2 and 5 of the said cadre, when held on senior scale of pay, by an officer recruited to the Service in accordance with sub-rule (1) of rule 4 or rule 7 of the Recruitment Rules ;

(h) 'Service' means the Indian Forest Service ;

(i) 'State Cadre' and 'Joint Cadre' have the meanings respectively assigned to them in the Indian Forest Service (Cadre) Rules, 1966 ;

(j) 'State Forest Service' shall have the meaning assigned to it in the Recruitment Rules ;

(k) 'State Government concerned' in relation to a Joint Cadre, means the Governments of all the States for which the Joint Cadre is constituted and includes the Government of a State nominated by all such Governments to represent them in relation to a particular matter ;

- (l) 'Select List' means the Select List prepared in accordance with the Indian Forest Service (Appointment by Promotion) Regulations, 1966.

**3. Assignment of year of allotment.**—(1) Every officer shall be assigned a year of allotment in accordance with provisions hereinafter contained in this rule.

- (2) The year of allotment of an officer appointed to the Service shall be—
- where an officer is appointed to the Service on the results of a competitive examination, the year following the year in which such examination was held ;
  - where an officer is appointed to the Service at its initial constitution in accordance with sub-rule (1) of rule 4 of the Recruitment Rules, such year will be determined in accordance with the following formula :—

Year of allotment = 1966 minus ( $N_1$  plus half of  $N_2$ ) wherein—

$N_1$  represents completed years of continuous service upto 1st July, 1966 in a post equivalent to or above a senior scale post included in the State Cadre, provided that any such Service rendered during the first eight years of gazetted service of the officer shall be excluded for this purpose.

$N_2$  represents completed years of continuous Gazetted service upto 1st July, 1966 excluding that included in  $N_1$ .

In computing the period of continuous service for purposes of  $N_1$  or  $N_2$ , any period during which an officer has undertaken training in a diploma course in the Forest Research Institute and College, Dehra Dun or an equivalent course in any other institution which training is approved by the Central Government for this purpose, shall not be taken into account:

\*Provided that in the case of an officer who has undertaken the training in a diploma course in forestry at Dehra Dun for a period of more than two years, the period spent by such officer for obtaining the final diploma after having obtained the preliminary diploma shall be taken into account in computing the period of service for purposes of seniority :

\*Provided further that the year of allotment of an officer so arrived at shall be limited to the year which his immediate senior in the State Forest Service who is appointed to the Indian Forest Service at its initial constitution obtains :

Provided further that where in a case or class of cases, application of the formula given in this rule, results in hardship or anomaly, the seniority of officers concerned shall be determined ad hoc by the Central Government in consultation with the State Government concerned and the commission.

- where an officer is appointed to the Service by promotion in accordance with rule 8 of the Recruitment Rules, the year of allotment of the junior-most among the officers recruited to the Service in

accordance with rule 7 or if no such officer is available the year of allotment of the junior most among the officers recruited to the Service in accordance with rule 4(1) of these Rules who officiated continuously in a senior post from a date earlier than the date of commencement of such officiation by the former :

Provided that seniority of officers who are substantively holding the post of a Conservator of Forests or a higher post on the date of constitution of the Service and are not adjudged suitable by the Special Selection Board in accordance with the Indian Forest Service (Initial Recruitment) Regulations, 1966, but who may later on be appointed to the Service under rule 8 of the Recruitment Rules shall be determined *ad hoc* by the Central Government in consultation with the State Government concerned and the Commission.

*Explanation 1.*—In respect of an officer appointed to the Service by promotion in accordance with sub-rule (1) of rule 8 of the Recruitment Rules, the period of his continuous officiation in a senior post shall, for the purposes of determination of his seniority, count only from the date of the inclusion of his name in the Select List, or from the date of his officiating appointment to such senior post, whichever is later.

*Explanation 2.*—An officer shall be deemed to have officiated continuously in a senior post from a certain date if during the period from that date to the date of his confirmation in the senior grade he continues to hold without any break or reversion a senior post otherwise than as a purely temporary or local arrangement.

*Explanation 3.*—An officer shall be treated as having officiated in a senior post during any period in respect of which the State Government concerned certifies that he would have so officiated but for his absence on leave or training.

\*[(d) when an officer is appointed to the Service in accordance with rule 7A of the Recruitment Rules, deemed to be the year in which he would have been so appointed at his first or second attempt after the date of joining pre-commission training or the date of his commission where there was only post-commission training according as he qualified for appointment to the Service in his first or second chance, as the case may be, having been eligible under regulation 4 of the Indian Forest Service (Appointment by Competitive Examination) Regulations, 1967.

*Explanation.*—If an officer, who qualified himself for appointment to the Service in a particular year, could not be so appointed in that year on account of non-availability of a vacancy and is actually appointed in the next year, then his year of allotment would be depressed by one year. He shall be placed above all the officers recruited under Rule 7A of the Recruitment Rules and who have the same year of allotment.]

**4. Seniority of Officers.**—The seniority of officers *inter-se* shall be determined in accordance with the provisions hereinafter contained in this rule.

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\*[ ]Added *vide* MHA Notification No. 9/13/68-AIS(IV), dated 7-6-69.

(2) Officers appointed to the Service on the result of the same competitive examination shall be ranked in accordance with rule 11 of the Indian Forest Service (Probation) Rules, 1968.

(3) Officers belonging to a State Forest Service who are appointed to the Service in accordance with sub-rule (1) of rule 4 of the Recruitment Rules and allotted the same year shall be graded without disturbing their existing *inter-se* seniority in the State Forest Service.

(4) The seniority *inter-se* of officers appointed to the Service under sub-rule (2) of rule 4 of the Recruitment Rules, who are assigned the same year of allotment shall be in the order of the dates on which the date of officiation in the cases of officers appointed to the Service in accordance with rule 8 of the Recruitment Rules being the same as the dates taken into account for the purpose of assignment of year of allotment under sub-rule (2) of rule 3:—

Provided that—

- (a) the seniority *inter se* of officers appointed to the Service on the results of a competitive examination in accordance with rule 7 of the Recruitment Rules and ranked in accordance with rule 11 of the Indian Forest Service (Probation) Rules, 1968, shall not be affected;
- (b) where the date of commencement of continuous officiation in a senior post of an officer appointed to the Service in accordance with rule 7 of the Recruitment Rules is the same as that of an officer appointed to the Service under rule 8 of those Rules, the former shall rank senior to the other officer;
- (c) where the date of commencement of continuous officiation in senior posts of more than one officer appointed to the Service in accordance with rule 8 of the Recruitment Rules is the same, their seniority *inter-se* shall be in the order of their dates of appointment to the Service, and where the date of appointment is also the same, in the order in which their names are arranged on the date of their appointment to the Service in the Select List.

%(5) Officers appointed to the Service in accordance with rule 7A of the Recruitment Rules with the same year of allotment, shall be ranked *inter se* in order of merit which shall be determined on the basis of the marks obtained by each officer, calculated in the manner specified below:

- (a) full aggregate marks in the competitive examination; and
- (b) 50% of the aggregate marks in the Indian Forest Service Probationers' Final Examination and the assessment of the record in the Forest Research Institute and Colleges:

Provided that in determining such order of merit no account shall be taken of marks awarded to an officer in any subject in which he has failed to satisfy the President of the Forest Research Institute and Colleges, Dehra Dun.

%(6) Officers appointed to the Service in accordance with rule 7A of the Recruitment Rules, shall be placed below the last officer of the same year of allotment recruited under sub-rule (1) of rule 4 of the Recruitment Rules.

5. **Gradation List.**—There shall be prepared every year for each State Cadre and Joint Cadre gradation list consisting of the names of all officers borne on that Cadre arranged in order of seniority in accordance with the provisions of rules 3 and 4.

#### 6. Fixation of seniority on transfer to another cadre :

(1) If an officer is transferred from one cadre to another in the public interest, his position in the gradation list of the cadre, to which he is transferred, shall be determined by the Central Government in accordance with the following principles:—

- (i) his year of allotment shall remain unaffected;
- (ii) the following order shall be maintained among the different categories of officers of the same year of allotment and the seniority of the transferred officer *vis-a-vis* officers of his category shall be determined in the following manner :
  - (a) *Initial Recruitment Officers.*—An Officer appointed to the Service under sub-rule (1) of rule 4 of the Recruitment Rules shall be graded mainly on the basis of age without thereby disturbing, as far as possible, the existing *inter-se* seniority.
  - (b) *Examination Recruits.*—The position of an officer appointed to the Service in accordance with rule 7 of the Recruitment Rules, shall be in the order in which his name appears in the list prepared under rule 11 of the Indian Forest Service (Probation) Rules, 1968.
  - (c) *State Service Officers.*—An officer belonging to a State Forest Service and appointed to the Service against the promotion quota shall be graded mainly on the basis of age without thereby disturbing, as far as possible, the existing *inter-se* seniority.

(2) If an officer is transferred from one cadre to another at his request, he shall be assigned a position on the gradation list of the cadre to which he is transferred, below all the officers of his category borne on that cadre who have the same year of allotment.

7. **Interpretation.**—In any question arises as to the interpretation of these rules, the same shall be decided by the Central Government.

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[No. 9/2/66-AIS(IV), dated 2-3-1968.]

%Added *vide* MHA Notification No. 9/13/68-AIS(IV), dated 7-6-69.

GIPN—S4—16 M of HA(IV)/69—3,000.



# ALL INDIA SERVICES MANUAL

PART V

**RULES APPLICABLE TO THE INDIAN MEDICAL AND  
HEALTH SERVICE**

**(SECOND EDITION)**

**(CORRECTED UPTO 1-8-1969)**



*Issued by*

**THE GOVERNMENT OF INDIA  
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# PART V—RULES APPLICABLE TO THE INDIAN MEDICAL AND HEALTH SERVICE

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# 1. INDIAN MEDICAL AND HEALTH SERVICE (CADRE) RULES, 1969

In exercise of the powers conferred by sub-section (1) of section 3 of the All India Services Act, 1951 (61 of 1951) the Central Government, after consultation with the Governments of the States concerned, hereby makes the following rules, namely :—

1. **Short title and commencement.**—(1) These rules may be called the Indian Medical and Health Service (Cadre) Rules, 1969.

(2) They shall be deemed to have come into force with effect from 1st February, 1969.

2. **Definitions.**—In these rules, unless the context otherwise requires,—

(a) 'Cadre officer' means a member of the Indian Medical and Health Service;

(b) 'Cadre post' means any of the posts specified under item 1 of each Cadre in the Schedule to the Indian Medical and Health Service (Fixation of Cadre Strength) Regulations, 1969;

(c) 'State' means a State specified in the First Schedule to the Constitution and included a Union territory;

(d) 'State Government concerned', in relation to a Joint Cadre, means the Governments of all the States for which the Joint Cadre is constituted and includes the Government of a State nominated by all such State Governments to represent them in relation to a particular matter.

3. **Constitution of Cadres.**—(1) There be constituted for each State or group of States an Indian Medical and Health Service Cadre.

(2) The cadre so constituted for a State or a group of States is hereinafter referred to as a 'State Cadre' or, as the case may be, a 'Joint Cadre'.

4. **Strength of Cadres.**—(1) The strength and composition of each of the cadres constituted under rule 3 shall be as determined by regulations made by the Central Government in consultation with the State Governments in this behalf.

(2) The Central Government shall, at the interval of every three years, re-examine the strength and composition of each such cadre in consultation with the State Government concerned, and may make such alterations therein as it deems fit:

Provided that nothing in this sub-rule shall be deemed to affect the power of the Central Government to alter the strength and composition of any cadre at any other time :

Provided further that the State Government concerned may add for a period not exceeding one year, and with the approval of the Central Government for a further period not exceeding two years, to a State or Joint Cadre one or more posts carrying duties or responsibilities of a like nature to cadre posts.

**5. Allocation of members of various cadres.**—(1) The allocation of cadre officers to the various cadre shall be made by the Central Government in consultation with the State Government concerned.

(2) The Central Government may, with the concurrence of the State Government concerned, transfer a cadre officer from one cadre to another cadre.

**6. Deputation of cadre officers.**—(1) A cadre officer may, with the concurrence of the State Government concerned and the Central Government, be deputed for service under the Central Government or another State Government or under a company, association or body of individuals, whether incorporated or not, which is wholly or substantially owned or controlled by the Government.

(2) A cadre officer may allow be deputed for service under :

- (i) a Municipal Corporation or any other local authority, by the State Government concerned or by the Central Government with the concurrence of the State Government concerned, as the case may be; or
- (ii) an international organisation, a company, association or body of individuals not wholly or substantially owned or controlled by the Government, by the Central Government in consultation with the State Government concerned :

Provided that no cadre officer shall be deputed under clause (ii) of this sub-rule except with his consent.

**7. Posting.**—All appointments to cadre posts shall be made—

- (a) in the case of a State Cadre, by the State Government; and
- (b) in the case of a Joint Cadre, by the State Government concerned.

**8. Cadre posts to be filled by cadre officers.**—Save as otherwise provided in these rules, every cadre post shall be filled by a cadre officer.

**9. Temporary appointment of non-cadre officers to cadre posts.**—(1) A cadre post in a State may be filled by a person who is not a cadre officer if the State Government is satisfied—

- (a) that the vacancy is not likely to last for more than three months; or
- (b) that there is no suitable cadre officer available for filling the vacancy.

(2) Where in any State a person other than a cadre officer is appointed to a cadre post for a period exceeding three months, the State Government shall forthwith report the fact to the Central Government together with the reasons for making the appointment.

(3) On receipt of a report under sub-rule (2) or otherwise, the Central Government may direct that the State Government shall terminate the appointment of such person and appoint thereto a cadre officer, and where any direction is so issued the State Government shall accordingly give effect thereto.

(4) Where a cadre post is likely to be filled by a person who is not a cadre officer for a period exceeding six months, the Central Government shall report the full facts to the Union Public Service Commission with the reasons for holding that no suitable officer is available for filling the post and may in the light of the advice given by the Union Public Service Commission give suitable direction to the State Government concerned.

**10. Report to the Central Government of vacant cadre posts.**—Cadre posts shall not be kept vacant or held in abeyance for periods exceeding six months without the approval of the Central Government. For this purpose, the State Government shall make a report to the Central Government in respect of the following matters, namely:—

- (a) the reasons for the proposal;
- (b) the period for which the State Government proposes to keep the post vacant or hold it in abeyance;
- (c) the provision, if any, made for the existing incumbent of the post; and
- (d) whether it is proposed to make any arrangements for the performance of the duties of the post to be kept vacant or held in abeyance, and if so, the particulars of such arrangements.

**11. Holding of more than one post by a cadre officer.**—(1) The State Government concerned in respect of the posts borne on the State Cadre or the Joint Cadre, as the case may be, may for the purpose of facilitating leave arrangements or for making temporary arrangements for a period not exceeding six months, direct that any two cadre posts or a cadre post and an equivalent post may be held simultaneously by one single cadre officer.

(2) Where the State Government concerned is of the opinion that it is necessary so to do, it may, with the prior approval of the Central Government, order that the posts directed by it to be held simultaneously by one single cadre officer under sub-rule (1), may continue to be so held for a period beyond six months but, in any case not beyond twelve months from the date with effect from which the posts were first directed to be so held under sub-rule (1).

**12. Interpretation.**—If any question arises as to the interpretation of these rules, the same shall be decided by the Central Government.

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(Vide MHA Notification No. 2/3/66-AIS(V), dated 5-2-69.)

## 2. INDIAN MEDICAL AND HEALTH SERVICE (RECRUITMENT) RULES, 1969

In exercise of the powers conferred by sub-section (1) of section 3 of the All-India Services Act, 1951 (61 of 1951), the Central Government, after consultation with the Governments of the States concerned, hereby makes the following rules, namely :—

1. **Short title and commencement.**—(1) These rules may be called the Indian Medical and Health Service (Recruitment) Rules, 1969.

(2) They shall be deemed to have come into force with effect from 1st February, 1969.

2. **Definitions.**—In these rules, unless the context otherwise requires,—

- (a) “Commission” means the Union Public Service Commission ;
- (b) “District level posts” means posts carrying pay in the time-scale and specified under items 1 and 2 of the Schedule to the Indian Medical and Health Service (Fixation of Cadre Strength) Regulations, 1969, or a post declared equivalent to such posts ;
- (c) “Junior unspecified posts” means posts carrying pay in the time-scale and other than the posts covered under clause (b) above ;
- (d) “Scheduled Castes” means such castes, races or tribes or parts of or groups within such castes, races or tribes as are deemed under article 341 of the Constitution to be Scheduled Castes for the purposes of the Constitution ;
- (e) “Scheduled Tribes” means such tribes or tribal communities or parts of or groups within such tribes or tribal communities as are deemed under article 342 of the Constitution to be Scheduled Tribes for the purposes of the Constitution ;
- (f) “Service” means the Indian Medical and Health Service ;
- (g) “State” means a State specified in the First Schedule to the Constitution and includes a Union territory ;
- (h) “State Cadre” and “Joint Cadre” have the meaning respectively assigned to them in the Indian Medical and Health Service (Cadre) Rules, 1969 ;
- (i) “State Government concerned”, in relation to a Joint Cadre, means the Governments of all the States for which the Joint Cadre is constituted and includes the Government of a State nominated by the Governments of all such States to represent them in relation to a particular matter ;
- (j) “State Medical and Health Service” means—
  - (a) any such service in a State, being a service connected with medicine and public health and the members thereof having

gazetted status, as the Central Government may, in consultation with the State Government, approve for the purposes of these rules ; or

- (b) any service in such Central Civil Post, Class I or Class II, connected with medicine and public health, as may be approved by the Central Government for the purposes of these rules.

**3. Constitution of the Service.**—The Service shall consist of the following persons, namely :—

- (a) Members of the State Medical and Health Service recruited to the Service at its initial constitution in accordance with the provisions of sub-rule (1) of rule 4, and
- (b) Persons recruited to the Service in accordance with the provisions of sub-rules (2) to (4) of rule 4.

**4. Method of recruitment to the Service.**—(1) As soon as may be after the commencement of these rules, the Central Government may recruit to the Service any person from amongst the members of the State Medical and Health Service adjudged suitable in accordance with such regulations as the Central Government may make, in consultation with the State Governments and the Commission.

(2) After the recruitment under sub-rule (1), subsequent recruitment to the Service shall be by the following methods, namely :—

- (a) by direct recruitment in such manner as may be determined by the Central Government in consultation with the Commission ;
- (b) by direct recruitment through selection on by the Commission ;  
and
- (c) by promotion of substantive members of the State Medical and Health Service.

(3) Subject to the provisions of these rules the method or methods of recruitment to be adopted for the purpose of filling any particular vacancy or vacancies in the Service as may be required to be filled during any particular period of recruitment, and the number of persons to be recruited by each method shall be determined on each occasion by the Central Government in consultation with the Commission and the State Government concerned.

(4) Notwithstanding anything contained in sub-rule (2), if in the opinion of the Central Government the exigencies of the Service so require, the Central Government may, after consultation with the State Governments and the Commission, adopt such methods of recruitment, to the Service other than those specified in the said sub-rule, as it may by regulations made in this behalf prescribe.

**5. Disqualifications for appointment.**—(1) No person shall be qualified for appointment to the Service unless he is a citizen of India or belongs to such categories of persons as may, from time to time, be notified in this behalf by the Central Government.

(2) No person who has more than one wife living or who having a spouse living, marries in any case in which such marriage is void by reason of its taking place during the lifetime of such spouse, shall be eligible for appointment to the Service :

Provided that the Central Government may, if satisfied that there are special grounds for doing so, exempt any person from the operation of this sub-rule.

(3) No woman who is married to any person who has a wife living shall be eligible for appointment to the Service :

Provided that the Central Government may, if it is satisfied that there are special grounds for doing so, exempt any such woman from the operation of this sub-rule.

**6. Appointment to the Service.**—(1) All appointments to the Service shall be made by the Central Government and no such appointment shall be made except under and in accordance with rule 4.

(2) The initial appointment of persons recruited to the Service under clause (a) of sub-rule (2) of rule 4 shall be to the junior unspecified posts.

(3) The initial appointment of persons recruited to the Service under clause (c) of sub-rule (2) of rule 4 shall be to the District level posts.

**7. Appointment of officers holding junior unspecified posts to District level posts.**—(1) An officer initially appointed to a junior unspecified post shall be appointed by the State Government concerned to a District level post, if having regard to his length of service, experience and performance in the junior unspecified posts, the State Government is satisfied that he is suitable for appointment to a District level post.

(2) Notwithstanding anything contained in sub-rule (1), the State Government may appoint an officer holding a junior unspecified post to a District level post as a purely temporary or local arrangement.

**8. Recruitment under rule 4(2) (a).**—(1) Direct recruitment to the Service through the Commission shall be made at such intervals as the Central Government may, in consultation with the Commission, from time to time determine, and shall be in accordance with such regulations as the Central Government may from time to time make in consultation with the Commission and the State Governments.

(2) Appointments to the Service shall be subject to orders regarding special representation in the Service for Scheduled Castes and Scheduled Tribes issued by the Central Government from time to time.

**9. Recruitment by selection under rule 4(2)(b).**—(1) Direct recruitment by selection under rule 4(2) (b) shall be restricted to the posts in the grade of Deputy Director and above :

Provided that the number of persons recruited under rule 4(2) (b) in any State or group of States shall not at any time, exceed 20 per cent of the number of posts in the grade of Deputy Director or above borne on the Cadre of that State or group of States.

**10. Recruitment by promotion.**—(1) The Central Government may, on the recommendations of the State Government concerned and in consultation with the Commission and in accordance with such regulations as the Central Government may, after consultation with the State Governments and the Commission, from time to time, make, recruit to the Service persons by promotion from amongst the substantive members of the State Medical and Health Service.

(2) Where a vacancy occurs in a State Cadre which is to be filled under the provision of this rule, the vacancy shall be filled by promotion of a member of the State Medical and Health Service.

(3) Where a vacancy occurs in a Joint Cadre which is to be filled under the provision of this rule, the vacancy shall, subject to any agreement in this behalf, be filled by promotion of a member of the State Medical and Health Service of any of the States constituting the group.

**Explanation.**—For the purposes of this rule the term “a member of the State Medical and Health Service” includes such members of the Central Health Service who may be notionally allocated to a State for the purpose of this rule.

**11. Number of persons to be recruited under rule 10.**—(1) The number of persons recruited under rule 10 in any State or group of States shall not, at any time, exceed  $33\frac{1}{3}$  per cent of the number of posts specified under items 1 and 2 of the Schedule to the Indian Medical and Health Service (Fixation of Cadre Strength) Regulations, 1969, in relation to that State or to the group of States.

**12. Interpretation.**—If any question arises as to the interpretation of these rules, the same shall be decided by the Central Government.

[M.H.A. Notification No. 2/4/66-AIS(V), dated 5-2-69.]

### 3. INDIAN MEDICAL AND HEALTH SERVICE (INITIAL RECRUITMENT) REGULATIONS, 1969

In pursuance of sub-rule (1) of rule 4 of the Indian Medical and Health Service (Recruitment) Rules, 1969, and all other powers enabling it in this behalf, the Central Government, in consultation with the State Governments and the Union Public Service Commission, hereby makes the following regulations, namely:—

1. **Short title and commencement.**—(1) These regulations may be called the Indian Medical and Health Service (Initial Recruitment) Regulations, 1969.

(2) They shall be deemed to have come into force from 1st February, 1969.

2. **Definitions.**—In these regulations, unless the context otherwise requires,—

(a) “Board” means the Special Selection Board constituted under regulation 3;

(b) “Rules” means the Indian Medical and Health Service (Recruitment) Rules, 1969;

(c) all words and expressions used but not defined in these regulations and defined in the Rules shall have the meanings respectively assigned to them in the Rules.

3. **Constitution of Special Selection Board.**—(1) For the purpose of making selection to the Service, the Central Government shall constitute a Special Selection Board consisting of Chairman of the Commission or his nominee, and

(a) for selection to the State Cadres—

(i) Director General of Health Services of the Government of India;

(ii) an officer of the Government of India not below the rank of Joint Secretary;

(iii) the Chief Secretary to the state Government concerned or the Secretary that State Government dealing with Medical and Health Service; and

(iv) the Director of Medical/Health Services of the State Government concerned;

(b) for selection to the Cadre of Union territories—

(i) the Director General of Health Services of the Government of India;

(ii) an officer of the Government of India not below the rank of Joint Secretary;

- (iii) an officer of the status of Joint Secretary to the Government of India in the Ministry of Home Affairs who deals with the administration of Union territories; and
- (iv) the Administrator of the Union territory concerned or the Chief Secretary in the case of Union territories of Delhi, Goa, Daman and Diu, Himachal Pradesh and Pondicherry:

Provided that if for any reason, it is not possible for the representative of any Union territory to attend the meeting of the Special Selection Board, the officer at (iii) above shall represent that Union territory.

(2) The Chairman of the Commission or his nominee shall preside at all meetings of the Board.

**4. Conditions of eligibility.**—(1) Every officer of the State Medical and Health Service, except those belonging to the Central Health Service, who at the commencement of the Rules—

(a) holds substantively a post, included under item 1 of the Cadre in relation to the State or to the group of States in the Schedule to the Indian Medical and Health Service, (Fixation of Cadre Strength) Regulations, 1969, or a post declared equivalent thereto, or holds a lien on such posts; or

(b) (i) holds substantively, including on probation, a gazetted post in the State Medical and Health Service, and

(ii) has completed not less than eight years of continuous service in that Service or in an equivalent post, and

(iii) has completed not less than three years continuous service in an officiating capacity in a post included under item 1 of the Schedule to the Indian Medical and Health Service (Fixation of Cadre Strength) Regulations, 1969, or in any other post declared equivalent thereto by the State Government concerned,

shall be eligible for selection to the Service and in the event of his selection, subject to the provisions of regulation 6, shall be appointed to a District level or a higher post.

(2) Every officer of the Central Health Service who at the commencement of the Rules—

(a) holds substantively, including on probation, or holds a lien on such Class I post of the Central Health Service or a post declared equivalent thereto, which is to be filled on deputation tenure basis by officers of the State Cadres; or

(b) holds substantively, including on probation, a gazetted post, and service on a medical post under the Central Government, and

(ii) has completed not less than three years continuous service in an officiating capacity in a Class I post of the Central Health Service, or a post declared equivalent thereto, which is to be filled on deputation tenure basis by officers of State Cadres.

shall be eligible for recruitment to the Service at its initial constitution and in the event of his selection, subject to the provisions of regulation 6, shall be appointed to a District level or a higher post.

(3) Every officer of the State Medical and Health Service who has completed four years of continuous service at the commencement of the Rules in a gazetted post shall be eligible for recruitment to the Service at its initial constitution and in the event of his selection shall be appointed to one of the junior unspecified posts included in the cadre.

NOTE.—All officers of the Central Health Service who under this regulation are eligible for recruitment to the Service at its initial constitution shall be notionally allocated by the Central Government to the Medical and Health Services of various States.

**5. Preparation of list of suitable officers.**—(1) The Board shall prepare a list, in the order of preference, of such officers of State Medical and Health Service who satisfy the conditions specified in regulation 4 and who are adjudged by the Board suitable for appointment to a District level post or higher posts of the Service.

(2) The list prepared in accordance with sub-regulation (1) shall then be referred to the Commission for advice, by the Central Government along with—

- (a) the records of all officers included in the list;
- (b) the records of all other eligible officers who are not adjudged suitable for inclusion in the list, together with the reasons as recorded by the Board for their non-inclusion in the list; and
- (c) the observations, if any, of the Ministry of Home Affairs on the recommendations of the Board.

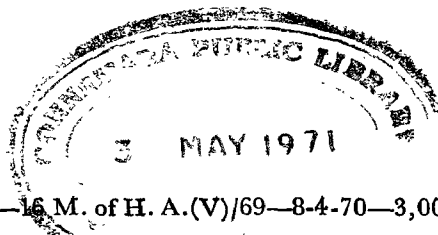
(3) On receipt of the list, alongwith the other documents received from the Central Government, the Commission shall forward its recommendations to that Government.

**6. Appointment to the Service.**—The officers recommended by the Commission under sub-regulation (3) of regulation 5 shall be appointed to the Service by the Central Government, subject to availability of vacancies, in the State Cadre concerned:

Provided that the number of officers belonging to the Central Health Service who are appointed to District level posts shall not be in excess of the number of Central deputation quota posts included in that State Cadre:

Provided further that the number of officers belonging to the Central Health Service who are appointed to the junior unspecified posts shall not be in excess of the proportion of such posts as the Central deputation quota bears to the posts included under item 1 of the Schedule to the Indian Medical and Health Service (Fixation of Cadre Strength) Regulations, 1969.

[M.H.A. Notification No. 2/5/66-AIS(V), dated 5-2-69.]



# ALL INDIA SERVICES MANUAL

PART VI

GOVERNMENT OF INDIA'S DECISIONS AND  
INSTRUCTIONS UNDER RULES AND REGULATIONS  
WHICH ARE NOT COMMON TO ALL THE  
ALL INDIA SERVICES

(SECOND EDITION)

(CORRECTED UPTO 1-8-1969)



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*Issued by*

THE GOVERNMENT OF INDIA  
MINISTRY OF HOME AFFAIRS

PART VI—GOVERNMENT OF INDIA'S DECISIONS AND INSTRUCTIONS UNDER RULES AND REGULATIONS WHICH ARE NOT COMMON TO ALL INDIA SERVICES

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## 1. CADRE RULES

### Government of India's Decisions :

**Rule-2**—The Government of India have held that a cadre post as defined in the Rules means only the post specified under item 1 of the cadre strength of each State. A non-cadre post does not become a cadre post simply, on being declared equivalent to a cadre post. It would become a cadre post only after it has been included in and specified as such under item 1 of the cadre strength of each State as shown in the schedules to the I.A.S. (Fixation of Cadre Strength) Regulations 1955.

[G.I. M.H.A. letter No. 14/51/65-AIS(iii), dated 21-2-1966.]

**Rule-4—1.1** The criterion for inclusion of senior duty posts in the I.A.S. cadre schedule is that the cadre should include all posts for which the State Government would require officers with wide administrative experience of the standard of the I.A.S. It should thus include :

- (i) all superior administrative posts of and above rank of District Officers e.g. Collectors, Commissioners, Members of Board of Revenue, Secretaries & Deputy Secretaries in Administrative Departments ; and
- (ii) a proportion of miscellaneous posts including those of Heads of Departments. Strict uniformity in this matter is difficult.

1.2. The Central Government reserves the right to take a final decision regarding inclusion of a post in the cadre.

[G.I. MHA letters No. 5/61/57-AIS(II), dated 22-11-1957, No. 27/28/64-AIS(III), dated 24-3-1966 and file No. 14/29/65-AIS(III).]

2. Posts included in the cadre acquire the character of permanency.

[G.I. MHA letter No. 6/25/64-AIS(I), dated 1-6-1964.]

3. Temporary additions to or subtractions from a cadre are not to be taken into account for cadre calculations or for calculating the number of selection grade posts.

[G.I. M.H.A. letter No. 5/24/58-AIS(II), dated 5-5-1958.]

4.1. The second proviso requires that the posts added temporarily to the cadre should carry duties and responsibilities of a like nature to cadre posts. The exercise of this power by the State Government with reference to a post involves an objective assessment of the nature of the duties and responsibilities attached to that post in comparison to those attached to a cadre post. Thus posts cannot be added temporarily to the cadre unless such posts already exist in the cadre.

4.2. The scale of pay of the post, temporarily added to the cadre, should also be the same as that of the cadre post to which it corresponds. Thus, where the pay of the post of Secretary in the cadre is in the senior time-scale, it would not be in order, to add temporarily to the cadre post of Secretary in the super time-scale.

[G.I. MHA letter No. 6/9/63-AIS(I), dated 9-2-65.]

5. The post of Liaison Officer is essentially a contact post. The inclusion of this post in the cadre is not merited by the nature of its duties.

[G.I. MHA letter No. 6/36/64-AIS(I), dated 6-1-1965.]

6.1. A doubt was raised whether ex-cadre posts equated to cadre posts under rule 9 of any Rules would be treated as automatic temporary additions to the cadre and would fall within the scope of the second proviso to rule 4 (2) of the Cadre Rules.

6.2. Both these provisions are independent of each other and are not inter-connected. The second proviso to rule-4(2) of the Cadre Rules empowers the State Government to make temporary additions to the cadre for the period not exceeding the limit indicated therein. Rule 9 of the Pay Rules, on the other hand, provides for the regulation of pay of cadre officers appointed to non-cadre (ex-cadre) posts. The State Governments are competent to appoint cadre officers to such posts under their control to the extent that the appointments should not exceed the number of posts in the deputation reserve of the State cadre. The non-cadre (ex-cadre) posts to which cadre officers are appointed would not result in the posts becoming temporary additions to the cadre within the scope of the second proviso to rule 4(2) of the Cadre Rules.

[G.I. MHA letter No. 6/25/65-AIS(I), dated 12-4-1965.]

7.1. The Government of India have clarified the scope of the second proviso to Rule 4(2) of the I.A.S. (Cadre) Rules, 1954, as follows :—

7.2. The provision regarding addition of extra cadre posts for short periods did not exist in the ICS/IP Rules corresponding to the present IAS/IPS Cadre Rules, nor did it exist in the Indian Civil Administrative Cadre Rules, 1950 or the Indian Police Cadre Rules, 1950. Even the original draft of the present IAS/IPS Cadre Rules did not contain such proviso. It was only in the Chief Secretaries' Conference held in 1954 to consider the drafts of the various All India Services Rules & Regulations, that the question of making such a provision in the Cadre Rules, was raised by the Government of West Bengal. The discussion which took place in the Conference on this question indicates clearly the scope of this provision in the Cadre Rules. The relevant extracts from the proceedings of the meeting of the Conference, held on the 13th April, 1954, are reproduced below:—

**West Bengal.**—In the rule regarding the alteration of cadre strength, I have to make the same point that I raised this morning. The State Government should have the power to make temporary additions to the cadre for a period not exceeding one year, when the duties of the posts are closely analogous to those of the scheduled cadre posts. This would be necessary, if suddenly we feel the necessity to increase the number of say, the Superintendents of Police.

**Shri Bapat.**—I think that will be a useful provision. We can have it.

**Shri Dutt.**—Please let us have a draft. Of course, there is the obligation of posting only a cadre officer to such a post.

7.3. It would appear from the above discussion that the provision was made to meet the sudden and immediate need for extra posts carrying duties or responsibilities analogous to cadre posts subject to the condition that such posts will be held by cadre officers only. In actual practice occasions for resorting to this provision will be rare and ordinarily the need for such extra cadre posts is not for a period exceeding one year. If the need for such extra cadre posts is for a period exceeding one year, generally the need is considered to be a permanent one unless the State Government are certain that they will not need such posts beyond a particular fixed period not exceeding three years in all. Therefore, steps should be taken for the inclusion of such posts in the permanent cadre on the expiry of one year. The idea is that by including such posts in the permanent cadre, the State Government will be able to assess correctly their needs for recruitment on the basis of the competitive examinations.

7.4. If no cadre officer is available, a temporary post created with whatever designation, should not be added to the IAS/IPS cadre. If the post is held by State Civil/Police Service officer whether in the Select List or not, it will be a temporary addition to the State Civil/Police cadre of the State or an ex-cadre post counted against deputation reserve, if any, provided in that cadre or it may be an isolated post in the State Civil/Police Service to which the State Civil/Police Service Officer could be appointed with the approval of the State Public Service Commission, if so required by the State Rules.

[G.I., M.H.A. letter No. 14/53/65-AIS(III), dated 21-3-1966.]

8. It has been held that State Governments are not competent to exceed the number of posts specified against items 2 and 5 to 8 of the cadre schedules without the prior sanction of the Central Government under rule 4(2) or the proviso thereto.

[G.I., M.H.A. letter No. 14/51/66-AIS(III), dated 21-2-1966, and File No. 14/14/65-AIS (II).]

9. Recruitment to the IAS/IPS, on the results of annual competitive examinations, is made on the basis of the posts shown in item 4 of the IAS/IPS cadre of each state. Items 5 to 8 are the various reserves in the cadre calculated on the basis of that item and the posts shown in

these items are also available for the direct recruits. The posts shown in items 7 and 8 of the cadre are in the junior time-scale but those shown in items 5 and 6 will generally be in the senior time-scale. Thus Posts shown in items 5 and 6 of the cadre, viz., the 'Deputation Reserve' and 'Leave Reserve' when remunerated in the senior time-scale are also 'senior posts' to be manned by examination recruits. Thus direct recruits are not only entitled to senior posts shown in item 4 of the cadre of each state but also to posts shown in items 5 and 6 thereof when remunerated in the senior scale of the IAS/IPS.

[G.I., M.H.A. letter No. 14/17/65-AIS(III), dated 20-11-1965.]

10. A question was raised whether posts temporarily added to the IAS/IPS cadre of a State under the second proviso to rule-4(2) of the IAS/IPS(Cadre) Rules, 1954, should be deemed to have been included temporarily in schedule III-A or III-B to the IAS/IPS (Pay) Rules, 1954.

10.2. The legal position in respect of the posts temporarily added to the IAS/IPS Cadre has been clarified in the Ministry of Home Affairs letter No. 14/51/66-AIS(III), dated the 21st February, 1966 and 14/53/65-AIS(III), dated the 21st March, 1966. It would appear therefrom that a post temporarily added to the cadre is not a 'cadre post' as defined in the IAS/IPS(Cadre) Rules, 1954. It is also not a cadre post for the purposes of IAS/IPS (Fixation of Cadre Strength) Regulations, 1955. An extra post (carrying duties and responsibilities analogous to cadre posts) could be temporarily added to the cadre, when a cadre officer is available to man such post. If no cadre officer is available a temporary post created with whatever designation when held by a State Civil/Police Service Officer whether in the Select List or not, would be a temporary addition to the State Civil/Police Service cadre of the State or an ex-cadre post counted against deputation reserve, if any, provided in that cadre or it may be an isolated post in the State Civil/Police Service. It would have no connection whatsoever with the IAS/IPS cadre of the State.

10.3. When a post temporarily added to the IAS/IPS cadre is held by a cadre officer a declaration of equivalence under rule 9 of the IAS/IPS(PAY) Rules, 1954, will not be necessary for the purpose of fixation of his pay under the IAS/IPS(Pay) Rules, 1954, the duties and responsibilities of such post being already analogous to a cadre post *vide* the second proviso to rule 4(2) of the IAS/IPS (cadre) Rules, 1954.

[G.I., M.H.A. letter No. 15/39/66-AIS(III), dated 22-4-1966.]

11. The Government of India have clarified that purely temporary post may be divided into two categories—(i) posts created to perform the ordinary work for which permanent cadre posts in the IAS/IPS cadre already exist, the only distinction being that the new posts are temporary and not permanent and (ii) isolated posts created for the performance of special task unconnected with the ordinary work which the Service is called upon to perform. An example of the latter type of the post would be a post on a Commission of Enquiry. A distinction by strict verbal definition is difficult, but in practice there should be little difficulty in applying the distinction in individual cases. The former class of post should be considered to be temporary additions to the Cadre of the Service. The second proviso to rule 4(2) of the IAS/IPS (Cadre) Rules, 1954 gives power to the State Government concerned to add for a period not exceeding one year, and with the approval of the Central Government for a further period not exceeding two years, to a State Cadre, one or two posts carrying duties or responsibilities of a like nature to cadre posts. The latter class of temporary post should be considered as unclassified and isolated ex-cadre post, the power to create such post will depend on the provisions contained in the Book of Financial Powers of the State Government concerned.

11.2 The posts which are temporary additions to the IAS/IPS Cadre are to be created when cadre officers are available to man them, otherwise, these should be temporary additions of the cadre to which the holders of the post belong as clarified in Ministry of Home Affairs, No. 15/39/66-AIS(III), dated 22-4-1966.

11.3. The posts which are ex-cadre of IAS/IPS Cadre are to be manned by cadre officers and counted against deputation reserve provided in the Cadre. There is restriction on the powers of the State Government for the creation of such posts as the number of such posts is not to exceed the number shown against deputation reserve in the Cadre. If a member of Services is not going to be appointed to an ex-cadre post, the temporary post can be created either as ex-cadre post of the State Civil/Police Service or just *ad-hoc* post without equivalence as clarified in paras 6-9 of Ministry of Home Affairs' D.O. letter No. 27/28/64-AIS(III), dated 24-3-1966. It would however, be appropriate that when the temporary post is to be held by a State Civil/Police Service Officer, it should be created in the time-scale of the State Civil/Police Service.

[G.I., M.H.A. letter No. 40/5/66-AIS(III), dated 27-12-1966.]

**Rule 4**

**Government of India's Instructions.**—1.1. The Government of India have clarified certain fundamentals regarding the management of the All India Services cadres, as follows.

1.2. At the time of the constitution of the IAS/IPS in 1947, it was decided to include the following categories of posts in the IAS cadres:—

- (a) All superior posts in the administrative departments of and above the rank of District Officers, *i.e.*, Collectors, Commissioners, Members, Board of Revenue, Secretaries, Deputy Secretaries etc.
- (b) A proportion of miscellaneous posts including those of Heads of Departments.

In the IPS, corresponding ranks were substituted, the principle remaining the same.

Provision was made in the rules for triennial review of the cadre strength to adjust it according to the growing and changing needs of each State.

1.3. The senior posts as notified in the schedule of each State cadre were divided into three main categories, *viz.*:—

- (a) Senior posts under the State Government;
- (b) Central Deputation Quota;
- (c) Deputation reserve.

The other categories and reserves, such as leave and training reserves and the junior posts are ancillary to the three main categories described above.

1.4. Posts that fulfil the qualifications described in 2 above should, therefore, be enumerated as the senior posts under the State Government. The intention also has always been that all posts in the State which are required on a long term basis and which carry duties and responsibilities similar to such senior cadre posts, should be included in the cadre. At the time of the triennial review a realistic estimate should be made of the new posts required during the next 4 to 6 years on the basis of the previous rate of expansion of the cadre and of the additional posts required in connection with the Five Year Plans and the growing business of Government and the cadre strength should be fixed after taking these needs into consideration.

1.5. The Central Deputation Quota fixes the share of the Government of India out of the State cadre for the various requirements of the Centre. By and large this quota may be taken to be the limit of deputation to the Government of India.

1.6. The Deputation Reserve is intended to provide a cushion to the State Government for its temporary and unforeseen demands of cadre officers for manning such ex-cadre posts which are required temporarily for short periods and which do not qualify for inclusion in the IAS cadre. The very name suggests that it is intended to cover short-term needs; long-term posts being brought into the cadre as soon as it is known that they would continue over a period of time.

1.7. Select Lists are intended to provide a ready list of screened State Service Officers who can be appointed to vacancies that may occur in the

promotion quota during a particular year. It can also be utilized to fill short-term vacancies and to meet any minor emergency requirements on a temporary basis. It has never been intended to become a parallel cadre for manning long-term vacancies either in the cadre or in ex-cadre equivalent posts.

1.8. If the cadre strength is adequately fixed keeping in view the normal rate of growth of the cadre and the requirements of the Plan etc. and if recruitment to the cadre has been on an adequate scale, the need for filling cadre posts by Select List Officers should rarely arise. There should be no long-term ex-cadre posts. If there are any, they ought to go into the cadre. For short-term ex-cadre posts, the deputation reserve in the cadre should be adequate. If there is an imbalance between the number of the ex-cadre posts and the deputation reserve, then it can be redressed either by reducing the number of ex-cadre posts or increasing the deputation reserve.

1.9. It is not at all necessary that new senior posts which are created must be declared equivalent to cadre posts. Rule 9(1) of the Indian Administrative Service (Pay) Rules, 1954, requires that members of the service should not be appointed to an ex-cadre post unless the State Government had declared it equivalent to a cadre post. In exceptional circumstances, of course for reasons to be recorded in writing, the equation may not be made (Sub-rule (4) of rule 9). It is, therefore, only when a member of the service is to be appointed to an ex-cadre post that it has to be declared equivalent to a cadre post and even then it is not necessary in all cases. If a member of the service is not going to be appointed to an ex-cadre post, declaration of equivalence is not required at all. These can be created either as ex-cadre posts of the State Civil or Police Services or just *ad hoc* posts without equivalence.

1.10. The adequacy of recruitment rate for the All India Services is vital to the proper functioning and management of Government. Two measures are needed to ensure this. The first is the prompt encadrement of new posts likely to last over an extended period and the second is to assess future needs in advance on the basis of the past experience and the future plans. A failure in either of the two requirements will affect the adequacy of cadre strength thus leading to strains and stresses which some of the States are facing today.

1.11. Once the cadre strength has been determined at the triennial review which can be made more frequent if required the rate of annual recruitment must be adequate to fill up all the posts within two or three years. In some of the States the recruitment rate has been rather low with the result that gaps continue in the cadre for years and longer Select Lists are required to meet the cadre shortages. This has two-fold disadvantages; it affects the seniority of the direct recruits and the State Service Officers develop hopes and expectations beyond those provided for in the scheme of the All India Services.

[G.I., M.H.A. d.o. letter No. 27-28-64-AIS(III), dated 24-3-1966.]

2.1 The Government of India have issued the following clarifications regarding the number of posts to be shown against the deputation reserve provided in the cadre, etc.

2.2. "Deputation quota" represents the number of members of the Cadre who are ordinarily expected at any one time to hold posts other than Cadre posts. This number may be divided into two parts, (i) the Central Deputation quota and (ii) the general deputation quota shown as deputation

reserve in the cadre strength. The Central deputation quota represents the number which the State Government concerned has to provide for manning posts under the control of the Central Government. The deputation reserve represents the balance of deputation quota and is available to the State Government for manning the ex-cadre posts under the control of the State Government.

2.3. Rule 6 of the IAS/IPS (Cadre) Rules does not give the complete list of ex-cadre posts to be held by cadre officers under the Central Government and the State Government. It only refers to the deputation of cadre officers to posts in Companies, Associations, Local Bodies, International Organisations, etc. etc., where concurrence of the State Government, the Central Government, or the consent of cadre officer, etc. is needed or when he is deputed to a Municipal Corporation or a Local Body under the control of the State Government or the Central Government.

2.4. In view of the clarifications given above, all ex-cadre posts held by cadre officer should be accounted for against (i) Central Deputation Quota item of 2 of the cadre strength and (ii) Deputation Reserve, item 5 of the cadre strength, as under:—

- (a) **Central Deputation Quota.**—All ex-cadre posts held by cadre officers under the control of the Central Government, all posts under a Company, Association, or a Body of individuals, whether incorporated or not, which is wholly or substantially owned or controlled by the Government of India, all posts under a Municipal Corporation or a Local Body under the control of the Central Government, and all posts under the Organisations and Bodies mentioned in rule 6(2) (ii) of the IAS/IPS (Cadre) Rules, 1954.
- (b) **Deputation Reserve.**—All ex-cadre posts held by cadre officers under the control of the State Government, all posts under another State Government or under a Company, Association or a Body of individuals, whether incorporated or not, which is wholly or substantially owned or controlled by the State Government, and all posts under a Municipal Corporation or Local Body under the Control of the State Government.

[G.I., MHA letter No. 1/4/67-AIS(III), dated 1-3-1967.]

3.1. A question was raised as to how the scale check prescribed in the Ministry of Home Affairs' endorsement No. 14/51/65/AIS(III), dated 21-2-1966 should be conducted. The Government of India have considered the matter carefully and they have decided that the scale check in respect of the I.A.S./I.P.S cadre of each State should be carried out by the Accountant General concerned with reference to the I.A.S./I.P.S. (Fixation of Cadre Strength) Regulations, 1955, in relation to each State. In other words, it should be examined whether the posts shown against each item have been properly utilised. It is also to be checked up whether any of the cadre post is held by a non-cadre officer and if so whether it is with proper approval of the competent authority under rule 9 of the I.A.S./I.P.S. (Cadre) Rules, 1954, and whether the non-cadre officers (Select Lists officers) have been appointed to officiate in cadre posts in the order in which their names appear in the current Select List.

3.2. The intention is that the quarterly check should be conducted for the quarters ending 31st March, 30th June, 30th September and 31st December

and the results should be communicated by the Accountant General concerned to the Government of India as also the State Government concerned within one month *i.e.*, the report for the quarter ending 31st March should be communicated by the 30th April, and so on.

3.3. The Government of India have also decided that copies of the current Select Lists and the orders issued under rule 9 of the I.A.S./I.P.S. (Cadre) Rules 1954, from time to time should be supplied to the Accountants General to enable them to carry out the above-mentioned scale check. They will, no doubt, treat the Select Lists as confidential documents and utilise them for official use only, as required under the existing instructions.

[G.I. MHA letter No. 16/5/66-AIS(III), dated 23rd June, 1966.]

## **Government of India's Decisions**

### **Rule 5**

It has been decided that, while allocating candidates selected on the basis of the annual competitive examinations to the various State Cadres, the recommendation of the States Reorganisation Commission, that at least 50% of the new entrants in any State cadre should be from outside the State concerned, shall be borne in mind.

[G.I. MHA File No. 1/66/50-AIS(I).]

### **Rule 6—**

The terms of deputation of a cadre officer deputed to another State shall be finalised by the borrowing Government in consultation with the lending Government, if there is any point of difference between them, it may be referred to the Government of India.

[G.I. MHA letter No. 22/6/57-AIS(II), dated 30-5-1957.]

### **Rule 9**

One of the objects of the procedure laid down in this rule is to ensure that a non-cadre officer is not appointed to a cadre post, if a suitable cadre officer is available. Thus, while the suitability of an officer included in the Select List for officiation in a cadre post cannot ordinarily be in doubt, the question to be examined in making all appointments to cadre posts is whether a suitable cadre officer is available or not, *vide* sub-rules (3) and (4). It has, therefore, been decided that even in a case where an officer included in the Select List is appointed in an officiating capacity to a cadre post, the requirements of this rule should be fully complied with.

[G.I. MHA letter No. 9/30/62-AIS(I), dated 31-8-1962.]

2. As the filling of a cadre post by a non-cadre officer is permitted under rule 9, it has been held that it would be within its scope if a non-cadre officer, while holding a non cadre post in addition discharges the duties and functions of a cadre post. Such arrangements should not, however, last for more than three months.

[G.I. MHA letter No. 6/17/64-AIS(I), dated 8-4-1965.]

3.1. The Government of India have been advised that while making temporary appointments of Select List Officers to cadre posts under rule 9 of the Cadre Rules, the order in which their names appear on the Select List should be followed. Where administrative needs so require, a State Civil Service Officer may be appointed temporarily to a cadre post out of turn for a period not exceeding three months to the extent permitted by rule 9 of the Cadre Rules. If the out of turn officiation of a Select List officer exceeds the period of three months, it would be incumbent on the part of the Central Government to refuse the continuance of the Select List officer in such temporary officiation, and to require that the post be filled by the Select List officer who is next in order in the Select List. It is also open to the Central Government under rule 9 of the Cadre Rules to give directions for the appointment of a cadre officer to a cadre post in place of, or instead of, a Select List officer.

3.2. It was further being held that no benefit in the matter of seniority, pay and probation will be admissible to a Select List officer appointed to a cadre post out of turn beyond the period of three months from the date of his temporary appointment.

[G.I.M.H.A. letter 14/51/65-AIS(III), dated 21-2-1966.]

4. The Government of India have held that it is *ultra-vires* of the All India Services Act 1951, to regulate appointments of non-cadre officers (whether in the Select List or not) in non-cadre posts (whether declared equivalent to a cadre post or not) under Rule 9 of the Cadre Rules. Consequently, there is no question of approval of the Government of India being accorded in the case of a Select List officer holding a non-cadre post or a post temporarily added to the cadre, under rule 9 of the Cadre Rules.

[G. I. M.H.A., letter No. 15/79/66-AIS(III), dated 17-10-1966.]

### Government of India's Instructions :

#### Rule 9

1. The Government of India have advised the State Governments that they should keep in view the legal position explained in the note appended to the Ministry of Home Affairs letter No. 14/51/ 65-AIS (II), dated 21-2-1966 regarding the scope of regulation 8 of the I.A.S. (Appointment by Promotion) Regulations, 1955 and rule 9 of the IAS (Cadre) Rules, 1954, while appointing non-cadre officers (Select List officers) to officiate in cadre posts.

1.2. The State Governments have also been advised that while making reference to the Government of India, they should furnish information in the revised proforma, reproduced below :

#### PROFORMA

##### PART I

1. Name of the State
2. Name of the Officer proposed to be appointed to the IAS/IPS cadre post for a period exceeding six months.
3. Designation of the post held.
4. Is the post mentioned against Col. 3 above is a cadre post specified in item I of the cadre Schedule.
5. Date of appointment.
6. The period upto which the appointment is proposed to be made.
7. The reasons for holding that no suitable cadre officer is available for filling the IAS/IPS cadre post.

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Sanctioned

Actual

8. (a) Cadre strength
- (b) Direct Rectt. Quota
- (c) Promotion Quota

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9. No. of non-cadre officers holding cadre posts

10. (a) Whether the officer(s) proposed for appointment in cadre post(s) figure(s) in the current Select List for Promotion to the IAS/IPS.
- (b) If so, whether, all the officers placed above him in the Select List are officiating in cadre posts.

11. Particulars of the senior-most officer in the Junior Scale of the I.A.S./I.P.S. in the State.
12. Whether there are any officers senior to those in 10 above who are not holding cadre posts. (Please furnish details in Part II).

## PART II

*Position of officers in the current select list senior to the officer(s) mentioned in column 2 of Part I*

S. No.	Name of the officer (arranged in the order of names in the current select list)	Date from which continuously officiating in cadre post	Designation of the cadre post (Specified in item (1) of the cadre schedule) held by the officer	No. and date of the Govt. of India's communication approving the officiation	Departure if any from the order of the names in the current Select list in making officiating arrangements Give reasons
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NOTE.—The phrase 'Cadre post' wherever used in Part I & II of this proforma means senior duty post specified in item 1 of the Cadre Strength.

[G.I., MHA, letter No. 6/54/64-AIS(I), dated 26-3-1966.]

2.1. The Government of India have clarified the scope of Rule 9 of the Cadre Rules as follows :—

(a) The report under sub-rule (2) of rule 9 of the IAS/IPS (Cadre) Rules, 1954, is to be made when a non-cadre officer is appointed to a cadre post for a period exceeding three months, i.e., the period may be six months or more than six months, but it should exceed three months. The period exceeding 6 months has, therefore, no relevance whatsoever to the report to be made under sub-rule 2 of rule 9 of the Cadre Rules. The report under the said sub-rule may not be made only once in all cases but it may be made subsequently every time, if it is proposed by the State Government to further extend the initial period of the appointment exceeding three months.

(b) Sub-rule (3) of the IAS/IPS (Cadre) Rules, 1954, is self contained and independent of the provisions contained in sub-rules (1), (2) and (4) of the said rule. Sub-rule (3) of rule 9 of the Cadre Rules empowers the Central Government to give directions to the State Government at any time to terminate the temporary appointment of a non-cadre officer to a cadre post, even without any report from the State Government whether the period is less than three months or more than six months. The words "or otherwise" occurring in sub-rule (3) of rule 9 of the Cadre Rules are of great significance in this context and leave no scope for doubt.

(c) Sub-rule (4) of rule 9 of the Cadre Rules does not place any restriction on the aforesaid powers of the Central Government under sub-rule (3) of rule 9. The matter is to be referred to the Union Public Service Commission when the Central Government comes to the conclusion that no suitable cadre officer is available for filling the cadre post in question and does not want to terminate the appointment of the non-cadre officer under sub-rule

(3) of the said Rules. Suitable directions are then issued by the Central Government to the State Government concerned in the light of the advice given by the Union Public Service Commission. Such directions may contemplate termination of appointment of the non-cadre officer on availability of a suitable cadre officer or after a specified period or may stipulate other conditions. Again the arrangement contemplated by the directions may be terminated by the Central Government at any time under the powers vested in it by sub-rule (3) of rule 9 of the Cadre Rules.

(d) According to rule 8, read with rule 9, of the IAS/IPS (Cadre) Rules, 1954, a non-cadre officer has to be replaced by a suitable cadre officer as soon as one becomes available. The appointment of non-cadre officer (Select List officer etc.) to hold the cadre post as a stop-gap arrangement pending availability of a suitable cadre officer does not give him any right to continue to hold the cadre post even after a suitable cadre officer becomes available.

(e) The mere inclusion of the name of a State Civil Service officer in the Select List does not confer any right on him, nor does he become a promoted officer merely by virtue of such inclusion. Appointment of non-cadre officers (Select List Officers) to cadre posts under rule 9 of the Cadre Rules is a purely temporary arrangement which may be terminated at any time when the Central Government or the State Government concerned finds that suitable cadre officers have become available. The Select List officers cannot be equated with the direct recruits who are members of the service and are entitled to hold senior posts.

2.2. The State Governments have been advised to keep the above instructions in view while sending reports proposals under rule 9 of the Cadre Rules to the Government of India.

[G. I., M. H. A. letter No. 1/1/67-AIS III, dated 11-1-1967]

### **Government of India's Decisions :**

#### **Rule 10**

1.1. Instances have come to the notice of the Government of India in which a State Government kept in abeyance I.A.S. cadre posts under their control, under this rule and simultaneously created in lieu, ex-cadre posts involving identical duties and responsibilities but carrying remuneration different from (generally above) that laid down for the corresponding cadre posts.

1.2. The Government of India are of the view that, as a general rule, action of this nature not only has the effect of altering the structure of the State I.A.S. cadre concerned, but also tends to defeat more than one object embodied in the All India Services Rules. The rules do not necessarily require the appointment of a cadre officer to an ex-cadre post of this type. The appointment of a non-cadre officer to what should really be a cadre post would be open to obvious objection; but so also would the appointment of a cadre officer to an ex-cadre post, which, by the very nature of duties and responsibilities involved, should actually be a cadre post. The holding in abeyance of certain cadre posts, and their substitution by ex-cadre posts carrying different scales or rates of pay as well as status, would thus result in an artificial exclusion of certain posts from the cadre. Such appointments generally mean a departure from the Pay Rules, and result in a distortion of the cadre structure. In certain circumstances, there may well be reason to consider the upgrading of a cadre post from the senior time-scale to super time-scale on account of enhanced responsibilities. The proper course to adopt in such cases, would, however, be for the state government to justify the upgrading of the post in question and make appropriate proposals to the Central Government for a revision of the State Cadre Schedule. In considering such proposals, the need for maintaining a broad measure of all-India uniformity would, no doubt, have to be borne in mind.

1.3. Under this rule, the State Governments are required to make a report to the Central Government in all cases in which the State Government propose to keep a cadre post vacant for a period exceeding six months. The rule also lays down the various particulars which are required to be furnished to the Central Government in such reports. The purpose of the rule is to ensure that there is adequate justification for the extension of such extraordinary arrangement

beyond a period of six months, and its spirit is generally to discourage their indefinite continuance. The rule, as at present worded, leaves it to the State Governments to hold cadre posts in abeyance when required. The corresponding arrangements in the case of the ex-Secretary of State's Services was different. The then Provincial Governments were advised by the late Home Department that, although it was correct that Provincial Governments had power to create posts and to fix the pay thereof, it was never intended that the provisions of the Reserve Posts (I.C.S.) Rules should be used in conjunction with those powers to alter the construction of the cadre of a Service sanctioned by the Secretary of State. They were also advised that the holding in abeyance of a 'reserved post' and the substitution for it of a 'superior unreserved post' would render nugatory the relevant provisions of the Act of 1935 relating to all-India Services, created by the Secretary of State. It was, therefore, enjoined on the Provincial Governments that Secretary of State's sanction would be necessary to the holding in abeyance of a reserved post and creation in its place of a temporary post different in status.

1.4. The general considerations relating to the organization and working of All India Services broadly continue to be the same. A suggestion has, therefore, been made that a provision be added in this rule to the effect that cadre posts shall not be kept vacant or held in abeyance for periods exceeding six months without the approval of the Central Government. Such an amendment would not only be justified on the basis of past precedent, but on the requirements of the present situation as well, and above all, on account of the need for maintaining the all-India character of the I.A.S. In fact, it has always been the intent on that the holding of cadre posts in abeyance should be resorted to only in exceptional circumstances, and although this rule does not specifically provide for the Central Government's approval to the continued holding in abeyance of a cadre post for a period exceeding six months, the spirit of the rule, no doubt, is to discourage the practice and to ensure that in every case in which it is resorted to, the action is fully justified on the basis of various important considerations of which some find mention in this rule itself.

1.5. The Government of India are of the view that it would be quite inappropriate to hold a cadre post in abeyance and simultaneously to create in lieu an ex-cadre post involving identical duties and responsibilities, but with a different status and pay attached to it. However, they do not wish to suggest the addition of a provision of this rule on the lines indicated above, and trust that the State Governments would agree to act according to the views expressed in the preceding paragraphs and to the spirit of this rule, thereby obviating the need for any formal amplification of the rule in the manner proposed.<sup>3</sup>

1.6. It is also observed that instances of cadre officers holding ex-cadre posts, and of non-cadre officers holding cadre posts generally tend to be large in number. The Government of India are of the view that this is not a satisfactory position and the State Governments might as a matter of general policy, employ cadre officers as far as possible on cadre posts.

[G.I., M.H.A. letter No. 6/43/62-AIS(I), dated 2-9-1963.]

## Rule 11

1.1. The term 'equivalent post' includes a post in a body incorporated or not which is wholly or substantially owned by the Government i.e., a post of foreign service, in view of the provisions contained in sub-Rules (2) and (3) of rule 9 of the Pay Rules. Thus the provisions of rule 11 of the Cadre Rules are attracted where a cadre officer holds a cadre post and a post on foreign service simultaneously.

1.2. Combination of Government service with foreign service in one officer, is, however not desirable and should be resorted to only in exceptional circumstances.

[G.I., M.H.A. letter No. 5/2/65-AIS(I), dated 30-4-1965.]

## 2. RECRUITMENT RULES

### Government of India's Decisions :

#### Rule 3

1. The liens in the parent cadres of I.C.S. officers permanently seconded to the I.F.S. should be permanently suspended and the officers given proforma promotion in higher ranks in the parent cadres whenever due. In the vacancies caused by the suspension of liens of these officers, appointments should be made on a provisionally substantive basis. Where such an officer is given substantive proforma promotion and confirmed in a super time-scale post in the cadre, while serving in the I.F.S., he would acquire a lien in the post to which he is promoted. Consequently, the suspended lien in the lower post should be terminated and only the lien acquired in the higher post should be permanently suspended so that he does not hold liens on two posts at the same and the promoted officer holding the lower post on a provisionally substantive basis can be appointed to it in a substantive capacity.

[G.I., M.H.A. letter No. 8/8/62-AIS(II), dated 23-5-1963.]

2. An I.C.S. officer of the judiciary who has been holding an executive post intermittently between the date of commencement of the Constitution and the date of commencement of these Rules would not be eligible for a declaration that he is a member of the I.A.S. Likewise and I.C.S. officer of the judiciary who, having held executive posts from the date of commencement of the Constitution, has later reverted to the judiciary, before the date of commencement of these Rules, cannot be declared to be a member of the I.A.S.

[G.I. M/Law U.O. No. 14400/60-Adv.(A), dated 8-11-1956-M.H.A. F. No. 1/5/56-AIS (I).]

#### Rule 4

3.1. Under sub-rule (5), the Government of India have decided that appointment to the Joint I.A.S. cadre for the Union Territories of Delhi and Himachal Pradesh on its initial constitution shall be by one or more of the following methods :—

- (i) by appointment of officers selected by the Special Recruitment Board, 1950/51 and included in List I and list II under the Extension to States Scheme who could not be appointed so far to the I.A.S. in the absence of an All India Service cadre in Himachal Pradesh and Delhi ;
- (ii) by transfer of I.A.S. officers from the cadres of other States. Such transfers will, however, take place only with the consent of the State Governments and the individual officers concerned ;
- (iii) by appointment of the candidates selected on the results of the I.A.S. (Special Recruitment) Examination, 1956 ;
- (iv) by promotion of officers belonging to the Himachal Pradesh Civil Services of at least 8 years' seniority and such of officers under the Delhi Administration as have been holding substantive appointments of status comparable to that of a Deputy Collector under that Administration for a minimum period of 8 years.
- (v) by direct recruitment from amongst the candidates declared successful as a result of the latest I.A.S. Competitive Examination conducted by the Union Public Service Commission.

2. Recruitment to the cadre after its initial Constitution shall be made in accordance with the Recruitment Rules.

2.1. Under sub-rule (4), the Government of India have decided that appointment to the joint I.P.S. cadre for the Union Territories of Delhi and Himachal Pradesh on its initial constitution shall be by one or more of the following methods:—

- (1) by transfer of I.P.S. officers from the cadres of other States. Such transfers will, however take place only with the consent of the State Governments and the individual officers concerned ;
- (2) by selection of officers belonging to the Police Service of Himachal Pradesh, who are at present holding the posts of Superintendents of Police and above; only officers holding substantive appointment with eight years' seniority in the State or equivalent cadre will be eligible for consideration. Selections will be made in consultation with the Union Public Service Commission; and
- (3) by direct recruitment from amongst the candidates declared successful as a result of the latest I.P.S. Competitive Examination conducted by the Union Public Service Commission.

Recruitment to the Service after the initial constitution of the Service shall be in accordance with the Recruitment Rules.

2.2. Till such time as the joint cadre is fully constituted and is able to provide suitable officers for all the posts included in the cadre, existing arrangements in regard to the staffing of various posts including deputation of officers from other States will continue.

[G.I., M.H.A. file No. 3/59/59-AIS(II).]

3.3 Till such time as the joint cadre is fully constituted and is able to provide suitable officer for all the posts included in the cadre, existing arrangements in regard to the staffing various posts including deputation of officers, from other states will continue.

[G.I., M.H.A. File No. 5/44/58-AIS(II).]

#### Rule 5

Under this rule, it is not necessary for a female officer to obtain the formal permission of the Government before marriage.

[G. I. M.H.A. letter No. 1/1/57-AIS(I) dated 6-2-1957.]

#### Rule 6 A

The Government of India have held that Rule 6A will apply to vacancies arising in senior posts in the direct recruitment quota after the date of introduction of the said rule viz., 24-9-1966. The direct recruits who became eligible for appointment to senior posts against the vacancies in the direct recruitment quota according to their seniority, prior to 24-9-1966 (the date of introduction of rule 6A) would be deemed to have been appointed to senior posts in accordance with para 4 of Ministry of Home Affairs' letter No. 23/46/63-AIS (III)-Vol II, dated the 29th March, 1966, and as such they will continue to be paid their pay in the senior time-scale of pay even under the introduction of rule 6A till they are actually appointed, to senior posts or the vacancies disappear, as the case may be.

[G.I., M.H.A. letter No. 23/46/63-AIS(III), dated 26-10-1966.]

#### Rule 7

The rate of annual recruitment for each State should be worked out, after taking into account not only the maintenance element for meeting deaths, retirements and other casualties in the direct recruitment quota but also the growth element to meet the anticipated expansion of this quota.

[G.I. M.H.A. letter No. 6/21/64-AIS(I) dated 7-9-1964.]

#### Rule 8

1. An officer belonging to a State Judicial Service recommended for appointment under this rule shall be appointed only after obtaining the consent of the concerned High Court.

[G.I., M.H.A. letter No. F. 5/2/55-AIS(I), dated 29-12-1955.]

2. It has been decided that the members of a State Police Service, the I.P.S., or any other All India Service, that may be constituted in future, and its feeder Service, shall not be eligible for appointment to the I.A.S. under this rule.

[G.I., M.H.A. letter No. F. 13/10/57-AIS(III), dated 14-8-1958.]

**Rule 9—**

1. With reference to proviso to rule 9(1), it was decided that since the number of persons promoted under sub-rule (2) of rule 8 is not to exceed 15% of the total number of posts available for promotion in a State cadre, any fraction even if it is more than one half, should be ignored.

[G.I. M.H.A. letter No. 1/2/62-AIS(I), dated 26-9-1962.]

2. The Government of India have held that Rule 9(1) of the Indian Administrative Service (Recruitment) Rules, 1954 provides that the number of persons recruited under rule 8 (by promotion) shall not at any time exceed 25% of the posts included in items 1 and 2 of the Cadre of the State. It is quite clear from this that there is no quota reserved for appointment by promotion to the IAS/IPS cadres and consequently by the officers in the Select List have no legal right to appointment to the cadre. Regulation 9 of the Appointment by Promotion Regulations 1955 provides that the appointment to the IAS/IPS cadre posts shall be made only from the Select List or the time being in force. But it is open to the Government not to make any appointment at all even if there are certain vacancies in the cadre. There is, therefore, no legal right appointment conferred on the officers on Select List.

[G.I., M.H.A. letter No. 16/2/66-AIS(III), dated 14-2-1966.]

### 3. PROMOTION REGULATIONS

#### Government of India's Decisions :

##### *Regulation 4.*

1.1. On the basis of the recommendations of the Committee on the Prevention of Corruption, it has been decided that the following certificate should be recorded by the Chief Secretary to the State Government who is the sponsoring authority in respect of all eligible officers whose cases are placed before the Selection Committee for consideration :

“The State Government certify the integrity of Shri———— with reference to the entries in his annual confidential reports.”

1.2. The Selection Committee should also consider the question of suitability of the officers for selection with reference to their integrity and should specifically record in their proceedings that they were satisfied from the remarks in the confidential reports of the officers, selected by them for inclusion in the Select List, that there was nothing against their integrity.

[G. I. M.H.A. letter No. 14/23/65-AIS(III), dated 8-6-1965, read with MHA[ letter No. 14/23/65-AIS(III), dated 28th July, 1965]

2.1. A State Government is competent to declare any duly constituted Police Service in the State as equivalent to the Principal Police Service of the State for the purpose of regulation 2(j) and rule 2(g) of the I.P.S. (Recruitment) Rules, 1954. Where equivalence so declared, it is for the State Government to determine the service in ranks or categories of the posts which will be equivalent in service to the post of Deputy Superintendent of Police.

2.2. Equivalent posts in non-police departments are intentionally excluded from the scope of the eligibility clause (regulation 4), the reason being that experience not involving police duties should not be reckoned for this purpose. In the case of the I.A.S. however, service in equivalent posts is taken into consideration and the State Governments have been given discretion to declare any post as equivalent to that of Deputy Collector for the purpose of determining the eligibility of an officer for consideration for inclusion in the Select List. This is because for holding posts in the I.A.S. experience in revenue and general administration is required and in some of the departments (other than police and revenue) the duties involved in the higher posts are of administrative nature.

2.3. As service in equivalent posts is not taken into account for determining the eligibility of a State Police Service officer for inclusion in the Select List, the State Governments would be well-advised not to send them on deputation to posts which are in non-police departments and which cannot be declared by them as equivalent to the Principal Police Service of the State.

[G.I., M.H.A. letter No. 28/38/64-AIS(III), dated 5-1-1965.]

3.1. It is open to the State Government to depute their officers in the State Police Service to the post of A.D.C. to Governor or a Security Officer in a Public Sector undertaking which essentially requires the services of a police officer for the discharge of duties against the deputation reserve provided in the State Police Service cadre or in any other manner without declaring the non-police department as such in which these posts exist as equivalent to the Principal Police Service of the State. In these cases, service or deputation as A.D.C. or Security Officer in non-police department will count as State Police Service under this regulation.

3.2. In cases where a State Police Service Officer goes on deputation to such a post in a non-police department/police department before the inclusion of his name in the Select List

and is remunerated at that stage on a scale of pay identical or nearly identical to the senior scale of the I.P.S. he would not be allowed to count his officiation in such posts towards his eventual fixation of seniority if and when he is subsequently appointed to the I.P.S.

[G.I. M.H.A. letter No. 15/13/65-AIS(I), dated 7-7-1965.]

### *Regulation 5*

1. The essence of holding Selection Committee meeting annually is that each annual proceeding is independent of the other. That is why, as soon as the proceedings of the new selection Committee are approved by U.P.S.C. the proceedings of the earlier Selection Committee meeting become inoperative. No manner of continuity can, therefore, be imputed to the proceedings of the various Selection Committees.

[G.I., MHA letter No. 27/38/64-AIS(III), dated 21-12-1964.]

2. Sub-regulation (4) merely States that the Select List shall be reviewed and revised every year and does not further say that it can be reviewed and revised only after the expiry of a year. The validity of a Select List is not, therefore, affected on the ground that it was prepared earlier than the expiry of one year from the date of preparation of the earlier Select List.

[G.I., M/Law U.O. No. 7082/64, dated 30-1-1965 in M.H.A. File No. 28/41/64-AIS(III).]

3. The calculation under sub-regulation (1), of the size of Select List in terms of 10% of the senior duty posts may include the posts coming within the purview of both items 1 and 2 of the cadre strengths of each State. In calculating the percentage, however, all fractions are to be ignored because otherwise the statutory provision would stand violated.

[G.I., M.H.A. letter No. 27/28/64-AIS(III), dated 9-12-1965.]

4. The Government of India have held that Select Lists are to be maintained only of the purpose of making substantive appointments of the members of the State Civil/Police Service to the I.A.S./I.P.S. against the vacancies in promotion posts. At best, the Select Lists can be utilised for making temporary appointments of such officers to cadre posts in accordance with the provisions of Rule 9 of the Cadre Rules. Select Lists are not maintained for making appointments to non-cadre posts declared equivalent to cadre posts. In the exigencies of service adjustments of posting is required to be made within a period of three months.

[G.I., M.H.A. letter No. 14/51/65-AIS(III), dated 21-2-1966 read with letters No. 19/3/66 AIS(III), dated 26-4-66 and No. 15/79/66-AIS(III), dated 17-10-1966.]

5. The provision for restricting the size of the Select Lists has been introduced with a view that Select list may not be utilised for purposes other than holding of cadre posts only in an officiating or substantive capacity. This has been done in order to protect the interest of cadre officers as the tendency in the past has been to give benefit of seniority to Select List officer as against cadre officers for officiation in the posts which are outside the I.A.S. cadre.

[G.I., M.H.A. letter No. 15/79/66-AIS(III), dated 17-10-1966.]

## **Government of India's Instructions :**

### *Regulation 6*

The State Government shall forward the list, together with a copy of the proceedings of the Selection Committee to the Ministry of Home Affairs also simultaneously. While forwarding the list, they shall indicate:

(i) the full details of the vacancies, against which the approved officers are proposed to be appointed; and

(ii) whether any of the officers included in the Select List and recommended for appointment has more than one wife living.

[G. I., M.H.A. letter No. 5/14/56-AIS(I), dated 13-6-1956.]

**Regulation 9**

1. The appointment of a State Service officer to an All India Service against the promotion quota or otherwise is appointment in a substantive capacity outside his cadre. His lien on the post in the State Service shall, therefore, be suspended under Fundamental Rule 14 (a)(2) and his written consent obtained for the termination of his lien on the post in the State Service before he is confirmed in the All India Service. The written consent should be obtained by the State Governments while recommending the names of State Services officers for appointment to the All India Service.

[G.I., MHA letter No. 4/4/60-AIS(III), dated 15-10-1960.]

2.1. X was placed above Y in the earlier Select Lists and he was also officiating in cadre posts. In the Select List, current at the time of occurrence of the vacancy, however, he was superseded by Y. The question arose whether Y could be appointed to the Service in preference to X.

2.2. Regulation 9, which is mandatory, requires appointments to the service to be made in the order in which the names appear in the Select List for the time being in force. It is independent of regulation 8, which deals with temporary appointment of Select List officers against cadre post. In the circumstances, X cannot be appointed to the Service in preference to Y. The fact that he was holding a cadre in an officiating capacity from a date earlier than Y or that he was placed above Y in the earlier Select Lists is not a relevant consideration.

2.3. In this connection Select Lists are subject to revisions as provided in regulations 5(4) and 7(4), and a particular Select List will be in force only until its review and revision is approved by the Commission. The fact that X was shown above Y in the earlier Select Lists does not confer upon X any right for that position or ranking to be maintained in the subsequent Select Lists. Also the fact that a person was holding a cadre post in an officiating capacity does not in any way prevent the Selection Committee from revising the Select List and, in so doing, the Committee, under the proviso to regulation 5(3), will be within their rights to assign a higher place in the Select List to a junior officer. Thus, under the scheme of the regulations, each Select List is independent of the other and an officer's respective position is not to be considered with reference to the previous Select List which was in force. Further, in terms of regulation 5, the seniority of the officers in the State Police Service is to be taken into consideration in formulating the Select List, but the Selection Committee is empowered to alter the order of names in the seniority list in the State Police Service, when the officers are brought on to the Select List.

2.4. The other point to be borne in mind is the distinction between regulations 8 and 9. Regulation 8 deals with the appointment of State Police Service officers against vacancies in cadre posts in a temporary capacity and such appointments have to be in accordance with the requirements of rule 9 of the Cadre Rules. As far as these officiating appointments to cadre posts are concerned, the legal status of State Police Service officers included in the Select Lists is the same as of those not included in the Select Lists; in other words to the extent regulation 8 is concerned, Select List officers are also non-cadre officers and that is the reason why their officiating appointments have to meet the requirements of rule 9 of the Cadre Rules. Thus a Select List officer appointed in an officiating capacity to a cadre post under regulation 8 will not acquire any right to hold a cadre post either in preference to a cadre officer or in preference to another Select List officer who may be placed above him by subsequent Selection Committee.

Regulation 9, on the other hand, deals with the appointment of a Select List officer to a substantive vacancy in the Service and this has to be made from the Select List for the time being in force and in the order in which the names appear in such a Select List. The phrase "for the time being in force" has relevance to the period at which the appointment to the Service is made by them and not to the time at which the officer started officiating in a cadre vacancy under regulation 8. That is to say, appointment to a vacancy in the promotion quota is made with reference to the date of the origin of the vacancy or the date of inclusion of the officer's name in the Select List, whichever is later.

[G.I., M.H.A. letter No. 28/41/64-AIS, (III) dated 11-2-65.]

3.1. Under this regulation, appointments to the Service are to be made with reference to the Select List for the time being in force. A particular Select List lapses when a fresh Select List is approved by the U.P.S.C. vide regulation 7(4). In view of this, appointments to the Service can only be made from the date of approval of the current Select List or a date subsequent to that.

3.2. This would not, however, affect the pay or seniority of the officers as that is related not to the date of appointment to the service but to the date of officiation in cadre posts.

[G.I. M.H.A. letter No. 15/1/65-AIS(I), dated 9-3-1965.]

4. A State Service Officer, on appointment to an All India Service on probation, would retain his lien in the State Service and therefore be entitled to all the benefits that may accrue to him in that Service (such as confirmation in the Selection Grade of the State Civil Service) before his confirmation in the All India Service.

[G.I. MHA letter No. 4/12/60-AIS(III), dated 31-10-1966.]

5. The appointment of Select List officers to cadre posts should be dependent on the occurrence of vacancies in such posts and the need for filling up those posts on a particular date and not with reference to the date which confers financial benefits on an individual Select List Officer. As far as appointment to the Service is concerned, it is to be made with reference to the Select List for the time being in force. It can, therefore, be made retrospectively with effect from the date of continuous officiation in a cadre post provided that date is not earlier than the date of approval of the current Select List.

In view of these factors, post-dating of the appointment to the Service of a particular officer with the sole object of giving him benefit in the matter of fixation of his pay in the IAS/IPS cannot be permitted.

[G.I. MHA letter No. 16/7/65-AIS(III), dated 29-6-1965.]

6. The Government of India have held that I.A.S./I.P.S. (Recruitment) Rules, 1954, I.A.S./I.P.S. (Appointment by Promotion) Regulations, 1955 and the I.A.S./I.P.S. (Cadre) Rules, 1954, do not recognise officiation by Select List officers in non-cadre posts, declared by the State Government as equivalent to cadre posts. The appointment of Select List officers to the Service can be notified against the vacancies in promotion posts retrospectively from the dates they have been holding cadre posts only continuously in accordance with rule 9 of the Cadre Rules. In case of the officers are holding non-cadre posts declared equivalent to cadre posts, the appointment is given effect from the date of notification. Consequent on their appointment to the Service from the date of notification they become cadre officers and continue to hold non-cadre posts in question from that date as ex-cadre posts of the I.A.S./I.P.S., to be counted against deputation reserve provided in the cadre.

[G.I., M.H.A. letter No. 18/22/66-AIS(III), dated, 26-11-1966.]

### **Government of India's Instructions :**

In view of the legal position explained in Ministry of Home Affairs' letter No. 14/51/65-AIS(III), dated the 21st February, 1966, the proformae I&II prescribed in the Ministry of Home Affairs letter No. 27/54/64-AIS(III), dated 11th August, 1964, needed revision. These proformae have accordingly been revised and the State Governments are requested that in future the requisite information regarding fixation of seniority in respect of Select List officers proposed to be appointed to the I.A.S./I.P.S. may be furnished in the revised proformae I & II (enclosed) alongwith the State Government's proposals for promotion to the I.A.S./I.P.S.

2. It would appear from proforma I that information regarding continuously officiation by Select List officers on or after 21-5-1966 is required to be furnished in respect of their officiation in cadre posts only, in view of the legal position obtaining under the various rules explained in the Ministry of Home Affairs letter dated 21st February, 1966, referred to above. The date 21st May, 1966 has been specified in the revised proforma as the position is required to be regularised within three months from the date of issue of the afore-said letter.

## PROFORMA—I

*Information in respect of promoted officers*

S. No.	Name of Officer	Date of birth	The date from which the Officer is continuously in the Select List(s)	Details of continuous officiation in the cadre posts included in item 1 of cadre strength or non-cadre post declared equivalent thereto, prior to 21-5-66		Date of declaration of equivalence in the case of each non-cadre post shown in Column (6)	Details of non-cadre post declared equivalent to cadre posts showing the designations of each post and the period indicating the post was held by the Officer	Details of continuous officiation in the cadre posts included in item/of cadre strength showing the designation of each post and the period indicating dates for which the post was held by the officer on or after 21-5-1966	Ministry of Home Affairs reference communicating their approval to the arrangements in columns 5 & 8
				Details of cadre posts showing the designation of each post and period indicating dates for which the post was held by the Officer	Details of non-cadre post declared equivalent to cadre posts showing the designations of each post and the period indicating dates for which the post was held by the officer				
1	2	3	4	5	6	7		8	9

# PROFORMA—II

*Information in respect of competitive examination recruits borne on the Indian Administrative Service/Indian Police Service Cadre of*

S. No.	Name of Officer	Year of allotment	Date of commencement of continuous officiation in a post remunerated on the senior time-scale of the I.A.S./I.P.S.

[G.I. MHA. letter No. 16/4/66-AIS(III), dated 19-3-1966.]

## 4. PROBATION RULES

### Government of India's Decisions :

#### Rule 3—

1. The amended rule takes effect from the 5th June, 1961, but the period of probation shall be two years even in the case of candidates appointed on the 1st June 1961, on the basis of the combined competitive examination held in 1960, as, in their offers of appointment, two years' probation had been indicated.

[G.I. MHA letter No. 2/1/61-AIS(I), dated 11th September, 1961.]

2. Under the first proviso to sub-rule (2), only the officiating service in a cadre post after the inclusion of the officer's name in an approved Select List is to be taken into account for the purpose of computing the period of probation.

[G.I. M.H.A. letter No. 2/1/60-AIS(I), dated 11th September, 1961 read with MHA Notification No. 16/28/65-AIS(III)-A, dated 17th January, 1967.]

#### Rule 3 A—

1. As the confirmation of a probationer after completion of 2 years training is based on the general assessment of the entire record of the probationer during the period of training and *not* merely on success or failure at the departmental examination, failure to pass the departmental examination should not operate automatically as a bar against such confirmation.

[G.I. MHA Letter No. 11/2/57-AIS(II), dated 20-9-1957.]

2. It has been decided that reports on the work of probationers should be made in the form of assessment report appended to these Rules, as distinct from the usual confidential report.

[G.I. MHA Letter No. 2/3/59-AIS(I), dated 14-2-1962.]

3.1. Delay in the confirmation of probationers results in non-drawals of increments by them on due dates *vide* Rule 13.

3.2. The State Governments should, therefore, endeavour to forward assessment reports, as soon as the probation period of the probationer is over and in any case not later than six weeks after the last date of the probationary period, with their recommendations.

[G.I. MHA letter No. 23/2/64-AIS(III), dated 4th June, 1964.]

4. Confirmation of a probationer after completion of the period of probation is not automatic but is to be followed by formal orders.

[G.I. MHA letter No. 16/3/65-AIS(I), dated 14th July, 1965.]

#### Rule 10—

(1) It has been decided that, where for reason beyond his control and for no physical or intellectual default of his, a candidate has not been allowed to join the Academy in time and could not take the Probationers' Final Examination of his batch, his *inter se* seniority should be decided in accordance with this rule.

[G.I. MHA letter No. 3/16/58-AIS(II), dated 19-2-1958.]

2. Government of India's Decision (1) above would apply also to cases, where, after joining the Academy, a probationer is prevented from taking the final examination of his batch, due to sickness or other reasons beyond his control.

[G.I. MHA F. No. 18/18/65-AIS(I).]

## 5. PAY RULES

### Government of India's Decision :

#### Rule 4—

A question arose as to how and under what circumstances the ex-cadre posts, under the State Government, or under a body, incorporated or not, which is wholly or substantially owned or controlled by the State Govt. or the Government of India, should be declared equivalent to cadre posts and how the pay of Select List officers appointed to such posts should be regulated.

1.2. The Government of India have held that there is nothing in the IAS/IPS (Pay) Rules, 1954 to show that fixation of pay and regulation of increments of State Civil/Police Service officers in the Select Lists, appointed to non-cadre posts declared equivalent to cadre posts, is required to be done under the provisions of those Rules. The Pay Rules only regulate fixation of pay and the regulation of increments of State Civil/Police Service officers appointed to the IAS/IPS in a substantive capacity or appointed to hold the cadre posts in an officiating capacity in accordance with rule 9 of the IAS/IPS (Cadre) Rules, 1954.

1.3. It was observed that item (vi) given below "*Part II—Principles for fixation of officiating pay of a State Civil/Police Service officer appointed to officiate in a cadre post*" in the Ministry of Home Affairs' letter No. 1/27/59-AIS(II), dated the 23rd March, 1960, had created confusion and the State Governments had been declaring non-cadre posts as equivalent to cadre posts under rule 9 of the IAS/IPS(Pay) Rules, 1954, even when such non-cadre posts were held by Select List officers. This procedure was unauthorised and irregular. Declaration under rule 9 of the IAS/IPS (Pay) Rules, 1954, is to be made only when an ex-cadre post is held by a member of the Service and not by a Select List officer. It is for the State Government concerned and not the Central Government to regulate the fixation of pay and the regulation of increments of Select List officers appointed to non-cadre posts under their control in any way they deem fit.

1.4. Since item (vi) contained in Part II of the Ministry of Home Affairs' letter No. 1/27/59-AIS(II), dated the 23rd March, 1960 has created confusion and distortion of the IAS/IPS cadres, it has been decided to delete the item therefrom. The pay and increments of the of Select List officers appointed to cadre posts will be regulated as explained above.

[G.I. M.H.A. letter No. 15/38/66-AIS(III), dated 20-4-1966.]

2.1. The Government of India have decided that the cases already decided prior to the issue of the orders contained in Ministry of Home Affairs letters No. 15/38/66-AIS(III), dated 20-4-1966 and No. 37/7/66-AIS(III), dated 17-6-1966, need not be re-opened.

2.2. Non-cadre posts are not to be declared as equivalent to cadre posts by the State Government under rule 9 of the IAS/IPS (Pay) Rules, 1954. But it would be open to the State Government to issue such declaration under their own powers and to furnish to the Accountant General with the instructions to regulate the pay of Select List officers in terms of Schedule II to the Pay Rules. It is not permissible under the All India Services Act, 1951 to regulate the appointment of a Select List officer (non-cadre officer) in a non-cadre post even though the non-cadre post is declared by the State Government as equivalent to a cadre post. Rule 9 of the IAS/IPS (Cadre) Rules 1954 applies only to officiation of Select List officers in cadre posts as defined in the cadre Rules.

[G.I., MHA, letter No. 15/62/66-AIS(III), dated 28-12-1966.]

3.1. The Government of India have decided that if a non-cadre officer (Select List Officer) is appointed to hold a cadre post as a temporary measure under rule 9 of IAS/IPS cadre Rules 1954 for a period exceeding 3 months without the approval of the Central Government, his appointment will be treated as unauthorised and his pay is to be regulated in accordance with items(i), (ii) and (iii) of Part II of the Ministry of Home Affairs' letter No. 1/27/59-AIS (II), dated 23-3-1960.

3.2. If a non-cadre officer (Select List Officer) holding a cadre post in the IAS/IPS is for any reason transferred to a non-cadre post (ex-cadre post) declared by the State Government, equivalent to a cadre post under their own powers (not under rule 9 of the IAS/IPS

Pay Rules, but by the independent action of the State Government), his pay in such post is to be regulated not under the provisions of IAS/IPS Pay Rules, 1954 but under the order of the State Government, concerned. The State Government will have to furnish a formal declaration of equivalence to the Accountant General and they have to take a decision whether the Select List Officer holding the equivalent non-cadre post should be remunerated in the senior scale of IAS/IPS in terms of Schedule II to the Pay Rules.

3.3. If the State Civil/Police Service Officer (Select List Officer) is appointed to hold a cadre post as a temporary measure, out of turn for any reason, he will be entitled to pay in the senior scale of IAS/IPS for a period not exceeding 3 months, *vide* Part I of this Ministry's letter referred to in para 1 above. If such officer continues to hold the cadre post beyond 3 months, his pay will be regulated as stated in para 1 above, in this connection attention is invited to the Ministry of Home Affairs letter No. 19/3/66-AIS-III, dated 26-4-1966.

[G.I., MHA letter No. 15/64/66-AIS-III, dated 28-1-1967.]

## **Government of India's Instructions :**

### **Rule 4—**

(1) The officiating pay of State Civil Police Service officers appointed to officiate in the Indian Administrative/Police Service Cadre posts is to be regulated in the manner indicated below :—

**I. Circumstances in which officiating pay is to be fixed in the Indian Administrative/Police Service.**—State Civil/Police Service officers appointed to officiate in cadre posts are entitled to get their officiating pay fixed in the senior time-scale of the Indian Administrative Service/Indian Police Service in the following circumstances :—

- (i) if the vacancy is not likely to last for a period exceeding three months;
- (ii) the Central Government have been informed if the vacancy is to exceed a period of three months but is less than six months and the Central Government do not issue any directions to revert the officer from the cadre post; and
- (iii) in case the period exceeds six months, the officer has been approved by the Union Public Service Commission and his name included in the **Select List**.

**NOTE.**—In case a non-State Civil Service Officer is appointed to hold an Indian Administrative Service cadre post in accordance with the provisions of rule 9 of the Indian Administrative Service (Cadre) Rules, 1954, his officiating pay in the Indian Administrative Service will be fixed by the Central Government in consultation with the State Government concerned.

**II. Principles for fixation of officiating pay.**—The officiating pay of a State Civil/Police service officer appointed to officiate in a cadre post in the circumstances specified in paragraph 2 above, will be fixed in the senior time-scale of Indian Administrative Service/Indian Police Service under sub-rule (5), subject to the following conditions :—

- (i) State Civil/Police service officers appointed to officiate in cadre posts in accordance with the provisions of rule 9 of the Indian Administrative Service/Indian Police Service (Cadre) Rules, 1954, will be entitled to pay, during the period of their officiation, under sub-rule (5), upto a maximum period of six months or date of reversion, whichever is earlier, after which, if they are not approved by the Union Public Service Commission for officiating in cadre posts, these Rules will cease to apply to them. However, subject to sub-para (iii) of this para. there would be no objection to remunerate these officers at the initial pay fixed for them in the senior time-scale of the Indian Administrative Service Indian/Police Service till the date

of reversion as a result of disapproval by the Central Government or the Union Public Service Commission. The entire period of such officiation would not count for purposes of pay fixation, if such officers are promoted later on.

NOTE.—If an officer is included in the Select List from a date after the expiry of six months from the date of officiation in the cadre post, the period of officiation, preceding the six months prior to the date of approval by the Union Public Service Commission, will not count for the purpose of fixation of pay and regulation of increments unless the entire officiation of the officer has specifically been approved by the Union Public Service Commission at the time of inclusion of his name in the said list.

- (ii) It is not necessary that during the period of unauthorised officiation an officer should invariably be paid in the senior time-scale of the Indian Administrative Service/Indian Police Service as stated in sub-para (i) above. It is open to the State Government concerned to remunerate him in any manner they like, provided that in such a case the officer is not treated more favourably in this respect than as provided for in sub-para (i) above.
- (iii) If, in a case, when a State Civil/Police Service officer appointed to officiate in a cadre post is reverted due to his officiation not being approved, there is an enhancement in the substantive pay on the ordinary time-scale or Selection Grade of the State Civil/Police Service scale during the first three months, he will be entitled to refixation of his pay in the Indian Administrative Service/Indian Police Service on the basis of his enhanced pay under clauses (2) and (3) in Section III of Schedule II and will continue drawing the refixed pay till the date of his reversion.
- (iv) The officiating pay of a State Civil/Police Service officer fixed on the basis of his substantive pay in the Selection Grade of the State Civil/Police Service is not to be refixed on an enhancement of assumed pay in the ordinary time-scale of the State Civil/Police Service.
- (v) The officiating pay of an officer, officiating in the Selection Grade of the State Civil/Police Service on the date of his appointment to a cadre post, is to be fixed under clause (3) in Section I of Schedule II and not under clause (3) in Section III. Clause (3) in Section III will come into play only when the officer, while officiating in the Cadre post, is substantively promoted to the Selection Grade of the State Civil/Police Service.
- (vi) *Deleted.*
- (vii) If a State Civil/Police Service officer is not confirmed in the State Civil/Police Service and is appointed to officiate in a cadre post, he should be given the minimum of the senior time-scale of the Indian Administrative Service/Indian Police Service from the date of his officiating appointment to the cadre post.
- (viii) For comparing the length of a State Civil/Police Service officer's service with that of an Indian Administrative Service/Indian Police Service officer for the purpose of clause (5) in Section I of Schedule II, the total period of State Civil/Police Service (including *sub-pro-tem* and officiating service which was followed without interruption by substantive service) is to be taken into account.

- (ix) All the periods of service rendered by a State Civil/Police Service officer before his confirmation in the State Civil/Police Service which were counted for increments in the State Civil/Police Service should be taken into account for computing completed years of service in the State Civil/Police Service. For this purpose, non-continuous State Civil/Police Service (excluding subordinate service) may also count, if it was rendered by the officer after his regular selection for appointment to that Service. Service as a probationer, even though it is rendered on a remuneration below the minimum of the time-scale of the State Civil/Police Service may also be taken into account for this purpose, provided that such service has been counted for all purposes, *e.g.*, eligibility for promotion etc. in the State Civil/Police Service by the State Government.

**III. Special pay.**—A State Civil/Police Service officer officiating in a cadre post will be entitled, in addition to officiating pay in the senior time-scale of the Indian Administrative Service/Indian Police Service, to the special pay, if any, attached to the cadre post.

[G.I. MHA letter No. 1/27/59-AIS(II), dated 23rd March, 1960, read with letter No. 1/101/60-AIS(II), dated 6th May, 1961 and letter No. 15/38/66-AIS(III), dated 20th April, 1966.]

2. The State Governments have been requested that while sending proposals for grant of proforma promotion they should see that all the conditions laid down in the Ministry of Finance letter No. F. 2 (55)-Est. III-46, dated 2-4-1946 (copy enclosed) for grant of benefit of 'next-below-rule' are fulfilled by the Officers concerned.

[G.I. MHA letter No. 3/1/67-AIS(III), dated 27-1-1967.]

Copy of the letter No. F 2(25)-Est. III/46, dated the 2nd April, 1947 from the Ministry of Finance, Government of India, New Delhi, to all Provincial Governments.

Sub : Clarification of the Secretary of State's rulings to the "next below rule".

I am directed to state that doubts have frequently been expressed by Provincial Governments and Audit Officers regarding the exact scope of the various rulings issued by the Secretary of State in connection with the operation of the "next-below-Rule". For avoidance of doubt, the extant decisions on this subject have been summarised below.

2. The working rule subjoined to this paragraph may be taken to express the convention which is commonly known as the "next-below-rule", as originally approved, and its provisions, the modifications made from time to time by the Secretary of State. The intention underlying the "rule" is that an officer out of this regular line should not suffer by forfeiting the officiating promotion which he would otherwise have received had he remained in his original line. The so-called "rule" is not a rule of any independent application. It sets out only the guiding principles for application in any case in which the Governor-General in Council, or the Governor exercising his individual judgement in virtue of the powers conferred on him by the Secretary of State's rule of the 14th April 1942 (published with Home Department Notification No. 195/40-Ests., dated the 9th June, 1942), proposes to regulate officiating pay by special orders under the second proviso to Fundamental Rule 30(1). The condition precedent to the application of the 'next-below-rule' must therefore be fulfilled in each individual case before action may be taken under this proviso. It also follows that the benefits of officiating promotion is to be given only in respect of the period or periods during which the conditions of the "next-below-rule" are satisfied. *Rule.*—When an Officer in a post (whether within the cadre of his service or not) is for any reason prevented from officiating in his turn in a post on a higher scale or grade borne on the cadre of the service to which he belongs he may be authorised by special order of the appropriate authority for officiating promotion into such scale or grade, and thereupon be granted the pay of that scale or grade, if that be more advantageous to him, on each occasion on which the officer immediately junior to him in the cadre of his service (or if that officer has been passed over by reason of inefficiency or unsuitability or because he is on leave or serving outside the ordinary line or foregoes officiating promotion of his own volition to that scale or grade then the officer next junior to him not be passed over) draws officiating pay in that scale or grade.

Provided that all officers senior to the officer to whom the benefit under the substantive part of this rule to be allowed are also drawing unless they have been passed over for one or other of the reasons aforesaid officiating pay in the said or some higher scale or grade within the cadres.

Provided further that, except in cases, covered by any special order of the Secretary of State not more than one officer (either the senior most fit officer in a series of adjacent officers outside the ordinary line, or, if such an officer either foregoes the benefit of his own volitions or does not require the benefit in virtue of his holding a post outside the ordinary line which secures him at least equivalent benefits in respect of pay and pension then the next below in the series) may be authorised to draw the pay of the higher scale or grade in respect of any one officiating vacancy within the cadre filled by his junior under this rule.

3. The "next below rule" set out in the preceding paragraphs should be applied with regard to the rulings or decisions mentioned hereunder :

- (i) A purely fortuitous officiating promotion given to an officer who is junior to an officer outside the regular line does not in itself give rise to a claim under the "next below rule".
- (ii) The expression "outside the ordinary line" occurring in Fundamental Rule 39(1) is not intended to be rigidly interpreted as necessarily involving a post either "outside the cadre of a Service" or "outside the ordinary time-scale".
- (iii) Although certain special posts in cadre may be considered to be posts outside the ordinary line of a service for the purpose of applying the "next below rule" (*vide* the Secretary of State's orders in India Office letter No. S & G 5079/44, dated the 2nd January, 1945 copy forwarded with Home Department letter No. 143/44-Ests. dated the 26th April, 1945) there are no orders to cover the converse type *viz.*, the treating as cadre posts of those posts created by Government in India which are declared to be equivalent in status and responsibility to permanent posts included in Secretary of State's cadre. Now that the powers of Government in India to add temporary posts to the cadre of a Secretary of States Service have been withdrawn under the Constitution Act of 1935, the benefit under the next below rule may not be allowed, without the sanction of the Secretary of State, to an officer outside the ordinary line if an officer junior to him is appointed to a post created and declared by a Government in India to be so equivalent.
- (iv) If Government have approved in any department a list of officers in order of merit for promotion to administrative rank or a selection grade, then that order will prevail as the order of seniority for the purpose of the "next below rule" over the order of seniority of the officers in the ordinary gradation list of their cadre.

4. The Secretary of State has held that holders of special (*e.g.* tenure) posts such as Secretaryships to a Governor or a Provincial Government should be ready to accept loss of officiating promotion for periods to posts on a higher scale or grade in the ordinary line in consequence of their incumbency and that, when the stage is reached at which their retention involves loss of substantive or lengthy officiating promotions the proper course is to make arrangements to release them from the special posts rather than to compensate them for the loss of officiating promotion under the "next below rule". "Short periods" should be interpreted as meaning period not exceeding three months.

If in such a case the conditions of the "next below rule" are not satisfied and an officer is deprived of officiating promotion owing to its being impracticable for the time being to release him from the special post, he may be granted with the approval of the Governor-General in Council or of the Governor acting in his individual judgement according as the officer concerned is serving at the Central or in the Province such compensation for loss of officiating promotion as would have been admissible under the next below rule for the period in excess of the first three months of his retention in the special post in the public interest. No specification of declaration in terms of the second proviso to Fundamental Rule 30(1) by the Governor-General in Council or the Governor will be necessary in these cases and it will suffice if those authorities issue the requisite orders granting the officers concerned the compensation on that basis. As in the case of the "next below rule" the periods for which compensation equivalent to the "next below rule" benefit is allowed will count for increment in the higher scale or grade in which the officer would have officiated, had he not been holding the special post in the public interest.

If, however, in such a case the conditions of the "next below rule" are satisfied the officer concerned may be granted under the second proviso to Fundamental Rule 30(1) the concession admissible not the "next below rule" but, save in exceptional circumstances, such an officer should not be retained in the special post if the pay attached thereto is lower than that admissible to him under the "next below rule" for more than 6 months beyond the date from which the "next below rule" begins to operate. The sanction of the Secretary of State is however unnecessary for exceeding this time limit in individual cases in exceptional circumstances.

This letter issues with the approval of the Secretary of State.

[G.I., MHA letter No. 3/1/67-AIS(III) dated 27-1-67.]

## **Government of India's Decisions :**

### **Rule 5—**

Under sub-rule (4), the increments of I.C.S. and I.P. officers are to be regulated in accordance with the appropriate orders in force immediately before the commencement of the Pay Rules. Before the commencement of the Pay Rules, the rules applicable to these officers were those contained in Section II of the A.G., P. & T's Compilation of Fundamental and Supplementary Rules. Their increments are, therefore, to be regulated by F.R. 26 of Section II of the Fundamental Rules.

1.2 In this connection, the Government of India have decided that all the amendment made to Section III of the Fundamental Rules till the promulgation of the Pay Rules, *viz.*, 14th September, 1954, and which are of a liberalising nature, should apply to the I.C.S. and I.P. officers serving in connection with the affairs of the Union.

1.3 As regards such officers serving in connection with the affairs of the States, the amendments carried out, under article 309 of the Constitution, by the Governors of the States concerned to the State Service Rules for the period prior to 14th September, 1954 and which are of a liberalising nature, should similarly be applicable.

[G.I.M.H.A. letters No. 1/11/61-AIS-(II), dated the 18th February, 1961, and 24th May, 1961.]

## **Government of India's Instructions :**

The increments of State Civil/Police Service officers appointed to officiate in cadre posts will be regulated in accordance with the provisions of Clause (4) in Section III of Schedule II, subject to the following conditions:—

- (i) Only the period of earned leave upto a maximum of 120 days taken at a time, is to count for increments in officiating appointment provided the State Government certify that but for his proceeding on leave, the officer would have continued to officiate in the cadre post. In the case of permanent State Civil/Police Service officers who have been continuously officiating in the cadre posts for more than three years at the time they proceeded on leave and would have continued to officiate in the cadre posts but for their proceeding on leave, leave other than extra-ordinary leave will count for increments in that time-scale. For the purpose of reckoning the three years' limit, officiating service in the cadre post in the Indian Administrative Service/Indian Police Service will include periods of leave, including extraordinary leave during which the officer would have officiated in that post.
- (ii) When the officiating pay of an officer is refixed under clauses (2) and (3) in Section III of Schedule II, the period of one year for the purpose of next increment should be calculated from the date the pay is so refixed.
- (iii) No increment is to be allowed to an officer whose officiation in a cadre post beyond a period of three months/six months is not approved by the Central Government/the Union Public Service Commission, as the case may be. He may be given only the pay as

fixed/refixed for him under sub-para (i)/(iii) of para II of Government of India's Instructions below rule 4 till the date of reversion from cadre post.

NOTE.—It will be the responsibility of the State Government to inform the Audit Officer as soon as they receive directions from the Central Government that the requirements of the Indian Administrative/Police Service (Cadre) Rules, 1954, have been satisfied. The officer may then be allowed an increment, if due, in the Indian Administrative Service/Indian Police Service time-scale.

- (iv) The period of officiation of an officer not approved by the Union Public Service Commission will not count for increments in case the officer is promoted again to the Indian Administrative Service/Indian Police Service.
- (v) For purposes of calculating six years' service as required under the second proviso below clause (4) in Section III of Schedule II, the periods mentioned in clauses (a) to (d) of Para 13 of Ministry of Home Affairs' "Pay Instructions", dated 22nd June, 1952, should be taken into account subject to the conditions laid down therein. In addition, service as a probationer, even though it is on a remuneration below the time-scale of the State Civil/Police Service may also be taken into account provided that such service has been counted for all purposes e.g., eligibility for promotion etc. in the State Civil/Police Service by the State Government.
- (vi) In the case of a State Civil/Police Service officer appointed to officiate in a cadre post on or after 14th September, 1954, his first increment should be allowed to him as soon as he completes six years' service in the State Civil/Police Service and the Indian Administrative Service/Indian Police Service provided that he has in the meantime also completed one year's service in the Indian Administrative Service/Indian Police Service. As regards officers who started officiation before 14th September, 1954, those of them who were substantively appointed to the Indian Administrative Service/Indian Police Service with effect from a date prior to 14th September, 1954, will have their pay and increments regulated under 'Pay Instructions' dated 22nd June, 1952. The pay and increments of all other officers will be regulated in accordance with the principles enunciated above.
- (vii) Period of suspension which is not treated as a period spent on duty *vide* rule 9 of the All India Services (Discipline and Appeal) Rules, 1955 and which is also not treated as one spent on leave, will also have the effect of postponing the increments.

[G.I. MHA letter No. 1/27/59-AIS(II), dated 23rd March, 1960 read with letter No. 1/101/60-AIS(II), dated 6th May, 1961 and letter No. 15/38/66-AIS(III), dated 20th April 1966.]

### Government of India's Decisions :

Rule 6—1. The Government of India have decided that the criterion for crossing the efficiency bar in the junior time-scale of the Indian Administrative/Police Service should be the officer's performance in the Service and not his suitability to hold a senior time-scale post. Thus if an officer is not fit to hold a senior time-scale post, he should not obviously be promoted to the senior time-scale but, as long as he is good enough for the junior time-scale, there is no reason why he should not be allowed to cross the efficiency bar in the junior scale.

[G.I. MHA letter No. 1/77/55-AIS(I), dated 16th August, 1955, read with letter No. 20/12/49-AIS, dated the 26th June, 1950.]

2.1 The increment of a member of the Service was withheld under sub-rule (1) for failure to pass the departmental examination and his pay restricted at Rs. 350. He was, however, promoted to officiate in the senior post of Superintendent of Police in view of his seniority. The question arose as to how his pay should be regulated in the senior post.

2.2 Under rule 8, the member is entitled to draw pay in the senior time-scale during the period he holds the senior post. Since, however, his pay in the junior time-scale has been restricted at Rs. 350, it was decided that he should be remunerated at Rs. 600 with effect from the date he took over as Superintendent of Police and his future increments regulated with reference to his pay in the junior time-scale.

[G.I. M.H.A. letter No. 1/111/59-AIS(II), dated 5th October, 1959.]

## **Government of India's Decisions :**

### *Rule 7—*

(1) The second and third increments shall accrue to the member of the I.A.S. from the date of his passing the departmental examinations but shall become payable only after the first increment raising his pay to Rs. 400, has become due. The drawal of the second and third increment may be simultaneous with the first increment but, in no case, before the first increment has become due.

[G.I. MHA letter No. 1/27/58-AIS(II), dated 30th October, 1958.]

(2) It has been decided that those open market Special Recruits, whose initial pay has been fixed beyond the second/third incremental stages in the junior time-scale of the I.A.S. need not be given any advance increments on passing the prescribed departmental examinations.

[G.I. MHA letter No. 1/79/59-AIS(II), dated 3rd July, 1959.]

(3) An I.P.S. Officer shall, on passing the prescribed departmental examinations, be entitled to have his pay fixed at Rs. 410 and Rs. 440. The second and third increases shall accrue to him from the date of his passing the departmental examination but shall become payable only after the first actual increase raising his pay to Rs. 380—has become due. The drawal of the second and third increases may be simultaneous with the first increase but, in no case, before the first increase has become due.

[G.I. M.H.A. letter No. 1/194/57-AIS(II), dated 21st July, 1959.]

(4) A member of the Service, who had failed to qualify in one subject in the Departmental Examination, was exempted temporarily from passing the examination in that subject and allowed to draw advance increments under this rule. The question arose whether this was in order.

The underlying object of this rule is to give incentive to direct recruits to pass the prescribed departmental examination fully as early as possible. The intention is not to exempt an officer temporarily from passing in a particular subject simply with a view to giving him advance increments. Temporary exemption indicates that the officer has not gained sufficient proficiency in the subject and that he would be required to pass the examination in the particular subject at a future date. It would be a different matter if a particular officer, in view of his previous special experience or training in a particular subject, is exempted permanently from passing the examination in that subject. In such a case, there would be justification for giving advance increments after exempting the officer permanently from passing the examination in the particular subject.

[G.I. MHA letter No. 1/152/58-AIS(II), dated 16th September, 1959.]

(5) A question arose whether a member of the Service, who had been exempted from passing the language test of the higher grade because he had passed an equivalent test before his appointment to the Service, was entitled to the grant of advance increments under this rule.

As the member concerned has been exempted from passing the language examination, he is not required to pass it again. He is, therefore, entitled to the grant of advance increments under this rule, provided he has already passed the other parts of the departmental examination or is exempted from appearing in these parts.

[G.I. M.H.A. letter No. 1/15/60-AIS(II), dated 9th February, 1960.]

*Rule 8—*

(1) Where there is a uniform rate of pay applicable to a post when held by an ICS/IP officer under the Superior Civil Services Rules irrespective of the State in which the post existed, that a rate of pay shall automatically be treated as applicable even in respect of new States. Where, however, the rate of pay of a post differed as from State to State under the said rule, special orders will be necessary in each case so far as new States are concerned.

[C. & A.G.'s U.O. No. 851-A/201-57, dated 21st May, 1957—G.I. MHA file No. 1/17/57-AIS(II).]

(2) In the Superior Civil Services Rules, certain special rates of pay have been prescribed from the 20th year of service to Collectors of the Madras State. I.C.S. officers allotted to Andhra Pradesh Cadre, even though they came to the Madras Cadre after 14th August, 1947, *i.e.*, after transfer of power, will also be eligible for the special scale applicable to Madras Collectors.

[G.I., MHA letter No. 1/3/58-AIS(II), dated 13th March, 1958.]

*Rule 9—*

(1) A question arose whether the State Governments were competent to equate an ex-cadre post to a cadre post in the Indian Administrative Service, even though the time scale of the ex-cadre post was not identical with the senior time-scale of the Indian Administrative Service. The basic criterion for such equation is the nature and responsibilities of duties attached to the post and not the pay attached to the post. It is therefore, within the competence of the State Government to declare such equation.

[G.I. MHA letter No. 32/52/56-AIS(II), dated 10th July, 1956.]

(2) A question arose whether equation of an ex-cadre post under a State Government to a post included in Schedule III-C was in order. Under sub-rule (1), it is only necessary that the post, with which the ex-cadre post is equated, should be specified in Schedule III. It is not necessary that the scheduled post should be under the State Government and included in the State Cadre.

[G.I. MHA letter No. 1/54/59-AIS(II), dated 9th November, 1959.]

(3) A question arose whether a declaration under rule 9 had anything to do with the special pay, if any, to be granted to a member while holding a non-cadre post.

Special pay is normally granted to an incumbent of a post in consideration of (i) the specially arduous nature of the duties or (ii) a specific addition to the work or responsibilities of the post. In cases, where an I.A.S. officer is appointed to an ex-cadre post, the State Government should first decide in the light of the above principles whether the duties and responsibilities attached to such a post justify the grant of any special pay or not. After examining this aspect the ex-cadre post may be equated to a post in Schedule III, which carries/does not carry the desired special pay. An I.A.S. officer appointed to an ex-cadre post would thus get a special pay, if the cadre post, to which it is equated carries a special pay.

[G.I. MHA letter No. 1/86/60-AIS(II), dated 23rd May, 1960.]

(4) It has been decided that the administrative Ministries/Departments concerned should be delegated the power to equate an ex-cadre post to a post specified in Schedule III, if the time-scale of pay of the ex-cadre post is identical to the time-scale of the post in the said Schedule to which it is sought to be equated, provided that, for this purpose, the time-scale of the post in the Schedule shall be that applicable to holders of the post other than the members of the I.A.S./I.P.S. The prior concurrence of the Ministries of Home Affairs and Finance (Department of Expenditure) is not, therefore, necessary for equating the ex-cadre post to a scheduled post carrying pay in the prescribed time-scale identical to the time-scale of the ex-cadre post. Copies of the orders should, however, be endorsed to the Ministries of Home Affairs and Finance for record.

As regards ex-cadre posts, the time-scales of pay of which are not identical with that of any scheduled post, the concurrence of the Ministries of Home Affairs and Finance (Department of Expenditure) should be obtained before making a declaration under this rule and the fact that the declaration issues in consultation with the said Ministries indicated in the body of the communication issued.

[G.I. MHA letter No. 1/131/60-AIS(II), dated 6th January, 1961.]

(5) See Government of India's Decision (6.2) below rule 4 of the I.A.S.(Cadre) Rules, 1954.

(6) See Government of India's Decision below rule 4.

*Rule 10—*

The pay of officers appointed under method (i) of Government of India's Decision No- (1) below rule 4 of the I.A.S. (Recruitment) Rules, 1954 shall be fixed on the basis of the years of allotment assigned to them and that of officers appointed under method (iv) shall be fixed in accordance with rule 4 of these Rules.

The increments of officers, whose pay is fixed on the basis of their years of allotment shall be regulated as indicated below :

The date of increment shall be 11th May of every year in the case of officers whose year of allotment are complete years, *e.g.*, 1949. In the case of officers, whose years of allotments are in half-years, *e.g.*, 1949½, they should, for the purpose of increments, be deemed to have been appointed to the Service six months later in years of their allotment. Their increments will, therefore, fall due on 11th November of every year.

[G.I. MHA F. No. 5/44/58-AIS(II), and letter No. 1/73/59-AIS(II), dated 1st February, 1960, read with letter No. 1/16/60-AIS(II), dated 18th February, 1960.]

*Rule 12—*

Shri X a member of the Indian Administrative Service, who was working as Under Secretary in the State of his allotment, was granted pay in the senior scale under the 'next below rule'. The post of Under Secretary in the State carries pay in the junior scale and in addition a special pay. The question arose whether he was entitled to the special pay attached to the post of Under Secretary in addition to pay in the senior scale. It was contended in this connection that he should be entitled to special pay on the analogy of the post of Under Secretary to the Government of India, which carries a special pay, even when the incumbent is remunerated in the senior scale.

The post of Under Secretary of the State Government is normally intended to be held only by members of the Indian Administrative Service in the junior scale. The special pay attached to this post has evidently been determined on the basis that the officers holding it will be in the junior scale. The same special pay cannot, therefore, be granted to an officer who is given protection of pay in the senior scale under the next below rule, while he holds the post.

As regards the post of Under Secretary to the Govt. of India, it has been included in Schedule III-C and can be held by officers drawing pay in the junior or the senior scale. There can be no comparison between the post of Under Secretary to the Government of India and that of Under Secretary to the State Government.

[G.I. MHA letter No. 1/64/55-AIS(I), dated 17th August, 1955.]

(2) The service rendered by a member of the Service in a super time-scale post under the Centre shall count for purposes of fixation of pay and increments in another super time-scale post under the Centre carrying the same scale of pay. Such service will also count for increment in the super time-scale posts in his State carrying the same scale of pay irrespective of the provisions contained in the Fundamental Rules of the State.

[G.I. M.H.A. O.M. No. 1/291/58-AIS(II), dated the 16th March, 1959.]

*Schedule II Clause (1)*

The term "actual pay" occurring in clause (1) should include the pay drawn by a State Civil Service officer in the selection grade to which he has been promoted in a provisionally substantive capacity.

[G.I., MHA letter No. 32/97/56-AIS(II), dated 6th December, 1956.]

*Section I Clause (1)*

A question arose whether premature increments granted to a State Service Officer could be taken into account for fixation of pay on appointment to the I.A.S.

Advance increments granted by a competent authority for valid reasons become a part of the pay, and in the absence of any order to the contrary, they are to be taken into account while calculating "actual pay" on the promotion of the State Service officers to the I.A.S.

[G.I., MHA letter No. 1/283/58-AIS(II), dated 15th January, 1959.]

(2) The service rendered by an officer before his appointment to the State Civil Service in a temporary post which has subsequently been included in the cadre of the State Civil Service can be taken into account while determining the total completed years of service in the State Civil Service for purpose of fixation of his pay after being promoted to the Indian Administrative Service, provided that the pay-scale of the temporary post is identical with that of the State Civil Service and he has been given increments in the State Civil Service for that period.

[G.I., MHA letter No. 1/9/59-AIS(II), dated 6th March, 1959.]

(3) The personal pay granted to a State Service Officer does not form part of his substantive pay. As such, it is not to be taken into account for purpose of fixation of his pay in the I.A.S.

[G.I., MHA letter No. 1/292/58-AIS(II), dated 13th January, 1959.]

(4) The Government of India have decided in the case of a promoted officer that the war service rendered by him may be counted for computing the length of service in the State Civil Service for purposes of fixation of his pay in the senior time scale, provided it was taken into account by the State Government while fixing his seniority and pay in the State Civil Service.

[G.I., MHA letter No. 1/170/59-AIS(II), dated 16th December, 1959.]

(5) The Government of India decided in the case of a promoted officer that the period of army service rendered by him may be computed for the purpose of fixation of pay in the senior time-scale provided it was taken into account by the State Government while fixing his seniority and pay in the State Police Service.

[G.I.M.H.A. letter No. 1/29/60-AIS(II), dated 9th March, 1960.]

#### *Clause (3)*

The Government of India have decided that, before protecting the officiating pay of the officer under this clause, it should be ensured that there is a reasonable prospect of his continuing draw that officiating pay in the selection grade but for his appointment to the Indian Administrative/Police Service.

[G.I., MHA letter No. 1/32/59-AIS(II), dated 12th October, 1959.]

#### *Clause (5)*

Where the substantive pay last drawn by an officer before appointment to the Indian Administrative/Police Service is more than that admissible in the senior scale of the Indian Administrative/Police Service due to the operation of this clause, the basic pay in the Indian Administrative/Police Service should be restricted under this clause and the difference allowed as personal pay to be absorbed in future increments. The restriction in this clause applies only to the basic pay and does not preclude the grant of any personal pay.

[G.I., MHA letter No. 1/8/57-AIS(II), dated 3rd April, 1957.]

#### *Section III Clause (1)*

The proviso to this clause is a saving clause in the case mentioned therein and overrides the principles enunciated in Section I of Schedule II.

[G.I., MHA letter No. 32/148/56-AIS-(II), dated 17th September, 1957.]

## 6. SENIORITY RULES

### Government of India's Decisions :

#### Rule 3—

The Government of India have decided that the State Civil/Police Service officers who were officiating in senior posts prior to the 19th May, 1951, but have been appointed to the Service after that date should, for the purpose of fixation of seniority be allowed the benefit, of their continuous officiation in senior posts with effect from the 19th May, 1951.

[G.I. MHA letter No. 2/32/51-AIS(I), dated 25-8-1955.]

#### Rule 4—

Determination of seniority of an I.A.S. officer is an executive decision and not a judicial or quasi-judicial act. As such an officer is not entitled to demand the reasons on which the decision is based.

[G.I. MHA F. No. 26/28/62-AIS(II) and F. No. 15/5/66-AIS(III).]

### Executive Instructions/Orders

(I) *Instructions for the preparation of a common Gradation List for officers of the Indian Civil Administrative Cadre in each State.*

#### I. I.C.S. Officers :

The I.C.S. Officers should be arranged according to the year of their allotment. The year of allotment of an I.C.S. Officer to the I.C.A. Cadre will be deemed to be the year prior to the actual date of commencement of his service in the I.C.S.

NOTE.—Officers who were substantively appointed (before the 21st October, 1946) to a listed executive post, should be entered in the Gradation List with reference to the relative seniority under the I.C.S. (Regulation of Seniority) Rules, 1930.

#### II. I.A.S.—War Service Candidates and regular recruits by competitive [examinations :

The names of War Service candidates and regular recruits by competitive examinations appointed to the I.A.S. should be inserted next in the Gradation List. The basis of insertion should be the year of allotment given to each candidate under the I.A.S. (Probationary Service and Seniority of Recruits) Rules, 1947, and the I.A.S. (Probationary Service) Rules, 1948, respectively. All officers of this category of the same year of allotment will be arranged immediately after the juniormost I.C.S. Officer, if any, of the same year of allotment.

NOTE.—9 officers appointed on the results of the I.A. & A.S. Examination, 1945, who have since been appointed to the I.A.S. and given an year of allotment as if they were War Service candidates, should be deemed to be War Service candidates for this purpose.

#### III. Officers of the 'Provincial' Civil Services who on the date of their appointment to the I.A.S. had already commenced continuously to officiate in senior posts

Such officers should be divided into two categories Category (A)—those officers who commenced continuously to officiate in senior posts earlier than the junior-most I.C.S. officer holding a senior post in that State Cadre; and Category (B)—other officers.

Category (A) : All Officers, of this category who commenced continuously to officiate in senior posts before the senior-most among the I.C.S. officers of any particular year of allotment should be given the year of allotment which immediately precedes that of such I.C.S. officers. They should be arranged in the Gradation List after the junior-most I.C.S. officer or War Service candidate, as the case may be, of the year of allotment given to them.

As among all officers of this category who are given the same year of allotment, ranking *inter se* should be effected with reference to the date of commencement of continuous officiation in senior posts.

**Category (B) :** Every officer of this category should be deemed to have been appointed to the I.A.S. on a date preceding the date of his actual commencement of continuous officiation in senior posts by a period 'P' where 'P' is the actual interval between the date of commencement of service in the I.C.S. and the date of commencement of continuous officiation in senior posts of the junior-most officer in the Cadre. The officer should be given the year of allotment corresponding to his deemed date of appointment and entered in the Gradation List next after the junior-most War Service candidate or regular recruit of that year of allotment. As amongst themselves, ranking *inter se* will be made with reference to the deemed date of appointment.

#### IV. *Emergency Recruits from the 'Open Market' :*

These officers should be given an year of allotment on the basis of the following rules below :

(1) The number of completed years of actual experience of the officers after attaining the age of 25 and upto the 31st December, 1948 as certified by the Special Recruitment Board will be the period of previous experience to be taken into account.

This period will be divided into two parts, N1 and N2 as below :

(a) N1 means the period of continuous employment on a pay or income of not less than Rs. 800 per month between 31st December, 1944, and the 31st December, 1948, inclusive.

(b) N2 means the entire period of previous experience to be taken into account, exclusive of N1.

(2) The year of allotment in each case will be 1949—Y, where  $Y = N_1 + \frac{1}{2}$  of N2.

(3) These officers should be entered in the Gradation List immediately after the junior-most officer of that year of allotment, if any, already entered.

(4) As amongst officers of this category, the ranking *inter se* should be effected according to age.

#### V. *Officers of the 'Provincial' Civil Services appointed to the I.A.S. under the Emergency Recruitment Scheme who on the date of their appointment had not already commenced continuously to officiate in senior posts :*

Such officers are few in number. Their position will be fixed in the Gradation List on an *ad hoc* basis by the Government of India in consultation with the State Government concerned.

[G.I., MHA D.O. letter No. 1/39/50-I.A.S., dated 10-7-1950.]

#### 'P' FACTOR IN THE CASE OF STATE CIVIL SERVICE OFFICERS OF PART 'A' STATES.

Andhra	. . . . .	4 years
Assam	. . . . .	4 years 5 months.
Bihar	. . . . .	7 years 7 months.
Bombay	. . . . .	5 years.
Madhya Pradesh	. . . . .	4 years 5 months.
Madras	. . . . .	4 years.
Orissa	. . . . .	6 years 5 months.
Punjab	. . . . .	3 years 11 months.
Uttar Pradesh	. . . . .	5 years.
West Bengal	. . . . .	5 years 6 months.

## Statement Showing Seniority Formulae Applied in the Case of Part B States for I.A.S. Officers

Sl. No.	Name of State	Seniority Formula	N element	Nl element	Remarks
1.	Hyderabad F. No. 13/26/51-AIS(II) Pt. I	$Y = 1951 - \left( N_1 + \frac{N_2}{2} \right)$	After 24 years of age upto 1-6-1951.	Pay of Rs. 600 (I.G.) or above upto 1-6-1951.	The same formula has been applied to List II/List III Officers.
2.	Madhya Bharat	Do.	24 years upto 1-6-1951.	Pay of Rs. 600 or above upto 1-6-1951.	Same Formula for List II Officers. The seniority of List III Officers has been determined according to formula applicable to "OPEN MARKET" recruits F. No. 17/1/53-AIS(II).
3.	Mysore F. No. 13/11/52-AIS(I)	Do.	From the date of appointment as Assistant Commissioner (upto 26-1-1951).	From the date of Appntt. as Deputy Commissioner upto 26-1-1951.	Same formula for List II and List III Officers.
4.	P.E.P.S.U. F. No. 1/112/54-AIS(I)	Do.	24 years upto 1-6-1951.	Pay of Rs. 600 or above upto 1-6-1951.	Formula for List II Officers remains unchanged.
5.	Rajasthan F. No. 1/87/54-AIS(I)	Do.	24 years upto 1-9-51.	Pay of Rs. 600 or above upto 1-9-1951.	List I formula has been weighed down by half the years elapsing between the date of constitution of the cadre and the date of appointment of the List II Officers, who were placed in Group A to G of the R.A.S. List II Officers in Group H of the R.A.S. have been placed below the last I.A.S. Officer who was confirmed as Collector. List III Officers who were formerly in Group A to F of the R.A.S. have been placed before the last confirmed Commissioner in the R.A.S. The position of other Officers in List III and other promoted Officers has been determined with reference to the year of allotment of the junior most I.A.S. Officer who

*Statement Showing Seniority Formulae Applied in the Case of Part B States for I.A.S. Officers*

Sl. No.	Name of State	Seniority Formula	N element	N1 element	Remarks
6.	Saurashtra F. No. 1/70/54-AIS(I).	$Y = 1951 - \left( N_1 + \frac{N_2}{2} \right)$	24 years upto 1-9-51.	Pay of Rs. 600 or above upto 1-9-1951, subject to maximum of 6 years.	started officiating in a senior post before the date of such officiation in the case of promoted Officers. F. No. 13/36/53-AIS(I).
7.	Vindhya Pradesh F. No. 27/4/52-AIS(II)	Do.	24 years upto 1-10-51.	Pay of Rs. 600 or above upto 1-10-1951.	The same formula for List II Officers also. The seniority of List III Officers as determined by List I formula has been weighed down by half the difference between the date of initial constitution of the Cadre and the date of their actual apptt. to the Service. F. No. 13/8/54-AIS(I).
8.	Travancore-Cochin F. No. 27/1/52-AIS(I)	Do.	24 years upto 1-4-1952.	Pay of Rs. 600 or above upto 1-4-1952.	The same formula for List II Officers also. The seniority of promoted Officers has been fixed <i>ad-hoc</i> . In the case of two Officers, who were senior enough in the State service, they have been allotted to the same year as the year of allotment of the junior most cadre Officers holding a senior post on the date of their appointment to the I.A.S. The seniority of the other two officers, who were comparatively junior in the State Service, has been determined according to List I formula, maintaining the seniority in the State Civil Service. F. No. 6/12/53-AIS(I).

NOTE :- Y = Year of allotment  
N =  $N_1 - N_2$

**[3] Instructions for Determination of *Inter-se* Ranking Consequent upon States Reorganisation, Among Officers Belonging to (a) State Civil/Police Service (b) State Service other than State Civil Service appointed against 25% promotion Quota (c) State Civil/Police Service appointed under Emergency Recruitment Scheme and (d) List I, List II and List III appointed under Extension to State Scheme.**

The *inter-se* grading of IAS/IPS officers belonging to the categories described in the above heading will, in the reorganised State Cadres, be determined as explained below :—

- I. The years of allotment already assigned to officers shall *NOT* be changed.
- II. The existing *inter-se* seniority of officers in any State Cadre before the reorganisation of States shall *NOT* be disturbed.

#### *A—Groups of Officers*

All officers borne on any particular State Cadre before the Reorganisation of States and assigned the same year of allotment will be referred to as a 'groups of officers' belonging to that State. Such groups will be prepared in respect of officers of different States assigned the same year of allotment whose *inter-se* grading is required to be determined.

#### *B—Inter-se ranking of Officers of different State Cadres*

First officer in serial order from each group will be taken up first. As among themselves they will be ranked one below the other according to their age. Having fixed up the officers ranking at serial No. 1 from each of the groups, the process will be repeated by taking the second, third officer respectively. This can be symbolically represented as follows :—

Let there be 4/3/4/2 officers each belonging to Bombay, Hyderabad, Madhya Pradesh and Saurashtra Cadres assigned to a particular year say 1941 borne on the Cadre of the reorganised State of Bombay. There will thus be 4 groups namely :—

##### *First—Bombay Group*

1. Shri A1 (Date of Birth)  
1-5-1912
2. Shri B1 (Date of Birth)  
9-6-1914
3. Shri C1 (Date of Birth)  
10-10-1911
4. Shri D1 (Date of Birth)  
1-1-1910

##### *Second—Hyderabad Group*

1. Shri A2 (Date of Birth)  
8-8-1913
2. Shri B2 (Date of Birth)  
11-10-1911
3. Shri C2 (Date of Birth)  
11-11-1911

##### *Third—Madhya Pradesh Group*

1. Shri A3 (Date of Birth)  
1-8-1916
2. Shri B3 (Date of Birth)  
6-9-1914
3. Shri C3 (Date of Birth)  
10-9-1910
4. Shri D3 (Date of Birth)  
5-5-1910

##### *Fourth—Saurashtra Group*

1. Shri A4 (Date of Birth)  
7-7-1915
2. Shri B4 (Date of Birth)  
8-10-1915

The *inter se* grading of these 13 officers according to para III-B above will be as follows:—

- |            |             |
|------------|-------------|
| 1. Shri A1 | 9. Shri C3  |
| 2. Shri A2 | 10. Shri C1 |
| 3. Shri A4 | 11. Shri    |
| 4. Shri A3 | 12. Shri D1 |
| 5. Shri B2 | 13. Shri D3 |
| 6. Shri B1 |             |
| 7. Shri B3 |             |
| 8. Shri B4 |             |

[File No. 3/7/57-AIS(II).]

## 7. UNIFORM RULES

### Government of India's Decisions :

#### Rule 3

1. The Government of India have decided that there is no objection to permission being granted by State Governments to Indian Police Service Officers to wear, after retirement uniforms of the rank last held by them immediately before retirement on ceremonial occasions and Police Parades.

[G. I. M. H. A. letter No. 3/18/58-AIS(III), dated 7-10-1958.]

2. Members of the Service should not after their retirement from service wear the uniform prescribed in these Rules while they are re-employed in non-Police posts.

[G. I. M. H. A. letter No. 6/14/60-AIS(III), dated 7-11-1960.]

3. Though the provisions of this rule would limit the choice of officers to working dress while they are on duty according to long established practice they are at their discretion free to wear civilian clothes while attending office informal meetings etc. However in formal meetings like those of the Road Transport Authority or while dealing with natural calamities like floods etc. it would be to their advantage if they wear the working dress or the informal working dress.

[G. I. M. H. A. letter No. 6/12/61-AIS(III), dated the 3-4-1962.]

4. There is no objection to State Police Service officers officiating in I. P. S. Cadre post wearing all the items of the uniform prescribed for I. P. S. officers except the badge, crest and buttons. These excepted items can be worn by an officer only after he is actually appointed to the I. P. S.

[G. I. M. H. A. letter No. 6/1/62-AIS(III), dated 26-4-1962.]

5. There is no objection to members of the service on deputation to Police forces like the Central Reserve Police etc. wearing the uniform prescribed for the officers of those forces under the rules/regulations applicable to them.

[G. I. M. H. A. letter No. 6/5/61-AIS(III), dated 22-6-1962] .

#### Rule 4

1. The Government of India have established in consultation with the State Governments a convention whereby the question of recovery of uniform and charger grants payable to members of the Indian Police Service and State Police Service officers on deputation would be taken up only if the period of deputation from one Government to another is three months or more.

[G. I. M. H. A. letter No. 11/4/52-AIS(I), dated 18-12-1953.]

2. The uniform grant admissible to the members of the Indian Police under the Indian Police (Uniform) Rules, 1942 is in the nature of a compensatory allowance and is therefore not covered by the guarantee in Article 314. This rule therefore supersedes the Indian Police (Uniform) Rules, 1942.

[G. I. M. H. A. letter No. 29/10/55-AIS(I), dated 12-12-1955.]

3. The Government of India have decided that in the case of members of the Service who had completed more than five years on 14th September 1954 from the date of their previous uniform grant, they should be paid on the 14th September 1954 proportionate renewal grants i.e. @Rs. 100 per annum, for such period, viz. the period between the date of completion of five years and 14th September, 1954. For this purpose where the period results in fraction of a year month shall be taken as the unit and periods less than a month ignored. The proportionate grant for a month would be Rs. 8.33.

[G. I. M. H. A. letter No. 29/1/55-AIS(I), dated 10-2-1956.]

4. The Government of India have decided that in respect of a member of the Service on dputation to another State Government or the Government of India the State Government, on whose cadre he is borne, shall recover from the borrowing Government on account of uniform grant at the rate of Rs. 100 for each completed year of service on deputation with the later and of Rs. 8.33 *per mensem* for any broken period. Necessary debit in this regard against the borrowing Government shall be raised by the Accountant General concerned at the end of each financial year without waiting for sanction from the borrowing Government. The borrowing Government shall make necessary budget provision under the appropriate head every year to meet charges on this account.

[G. I. M. H. A. O. M. No. 21/10/57-AIS(II), dated 18-1-1958; read with letter No. 6/1/51 AIS(I), dated 17-7-1953 and 4/7/58-AIS(III), dated 31-3-1959.]

5.1. A question arose as to what was the amount of uniform grant to be paid to a State Police Service Officer in whose case the period of five years had already elapsed before the date of his appointment to the I. P. S.

5.2. The Government of India have decided that in such cases besides the difference mentioned in the second proviso to sub-rule (1) the officers should on the dates of their appointment to the I. P. S. be paid additional renewal grants proportionate to the period in excess of five years since they last drew uniform grants (initial or renewal). Subsequent renewal grants would in their cases accrue every five years after the dates of their appointment to the I. P. S. The proportionate renewal grants shall be calculated in the manner indicated in Government of India's Decision (3) above.

[G. I. M. H. A. letter No. 4/8/58-AIS(III), dated 29-5-1958 read with letter No. 6/4/61 AIS(III) dated 18-8-1961.]

6. The expression 'any such grant occurring in the first proviso applies to both initial and renewal grants.'

[G. I. M. H. A. letter No. 6/1/60-AIS(III), dated 11-3-1960.]

7. The term 'such officer' occurring in the concluding portion of the second proviso refers to the uniform grant drawn as an officer of the State Police Service and not as a member of the I. P. S.

[G. I. M. H. A. letter No. 6/2/60-AIS(III), dated 25-2-1960.]

8.1. A question arose whether extra uniform allowance could be granted by a State Government to a member of the Service holding an ex-cadre post in consideration of the special nature of duties required to be performed by him.

8.2. These Rules apply even to members holding ex-cadre posts. As they do not contain any provision regarding the grant of extra uniform allowance, such an allowance can be granted in relaxation of the rules and that too only by the Central Government under rule 3 of the All India Services (Conditions of Service-Residuary Matters) Rules, 1960, and not by the State Government.

[G. I., M. H. A. letter No. 6/5/60-AIS(III), dated 22-11-1960.]

9. Under this rule, it is not necessary for the member of the Service to apply for renewal grants. Where however, he applies, the date, on which the application is made, or the date, on which orders sanctioning the grant are issued, has no relevance, as far as the dates of accrual of the subsequent renewal grants are concerned. In other words, the member is automatically entitled to the renewal grants on the date of expiry of every five years from the date of his appointment to the Service.

[G. I., M. H. A. letter No. 6/16/60-AIS(III), dated 28-11-1960.]

10. The words, 'on appointment thereto', occurring in sub-rule (1), denote the date of appointment of an officer to the I. P. S. The date on which the order of appointment issues is immaterial for the purpose of this rule.

[G. I., M. H. A. letter No. 6/8/62-AIS(III), dated 12-10-1962.]

11. The difference contemplated in the second proviso is the difference between the initial uniform grant drawn by the officer under the state rules and the initial uniform grants admissible under the I. P. S. (Uniform) Rules, 1954.

[G. I., M. H. A. letter No. 6/4/64-AIS(III), dated 24-4-1964.]

12. An I. P. S. officer is not normally required to maintain his uniform during the period of suspension. Such periods should, therefore, be excluded for admissibility of the renewal grant.

[G. I., M. H. A. letter No. 6/3/64-AIS(I), dated 4-6-1964.]

13. The period of deputation in the Intelligence Bureau counts for purposes of renewal grant.

[G.I., M. H. A. letter No. 6/5/64-AIS(III), dated 12-2-1965.]

#### Rule 5.

1. The Government of India have decided that, in respect of a member of the Service who is on deputation to the Government of India or another State, no contribution on account of charger grant shall be recovered from the borrowing Government, if he is not required to maintain chargers while on deputation.

[G.I., M. H. A. letter No. 6/4/60-AIS(III), dated 12-2-1960.]

2. See Government of India's Decision (1) below rule 4.

3. The Government of India have decided that the charges on account of charger grants payable to members of the Service on deputation to the Government of India or other State Governments, where chargers are maintained by them, shall be raised by the Accountant General concerned at the end of the financial year directly without waiting for sanctions from the borrowing Governments. The borrowing Governments shall make necessary budget provisions under the appropriate head every year to meet charges on this account.

[G. I. M. H. A. letter and O. M. No. 4/8/59-AIS(III), dated 2-3-1960.]

4.1. A question arose whether, for taking action against an officer for breach of sub-rule (3), the procedure in the All-India Services (Discipline and Appeal) Rules, 1955, should be followed.

4.2. According to rule 3 (iv) of the All-India Services (Discipline and Appeal) Rules, 1955 read with rule 5 thereof, it is necessary to follow the prescribed procedure before ordering refund of the proportionate amount from an officer for breach of sub-rule (3). If, however, the State Government are satisfied that there is difficulty in strictly complying with the prescribed procedure and that compliance with the procedure can be waived under Clause (b) of rule 5(10) thereof without any injustice to the officer concerned, they can order recovery after obtaining an explanation of the officer and considering such explanation.

4.3. In actual practice, there will be no case where an officer will deny breach of sub-rule (3). As such there will be no objection to waive the prescribed procedure and instead adopt the above-mentioned procedure of obtaining explanation. Where, however, the breach of sub-rule (3) is denied, the full procedure prescribed in sub-rules (2) to (9) of rule 5 of the All-India Services (Discipline and Appeal) Rules, 1955, should be followed.

[G. I. M. H. A. letter No. 6/10/61-AIS(III), dated the 18th December, 1961.]

#### Para 3-A of Schedule

1. Although the rule relating to mess dress was introduced with effect from the 18th October, 1957, the mess dress is to be worn by all members of the I. P. S. whether they were appointed before or after the 18th October, 1957.

[G. I. M. H. A. letter No. 6/7/62. AIS(III), dated 24-10-1962.]

2. Although a uniformed force, the Police force has to come into constant contact with the public and must, therefore, be more civilian in character. The adoption of forms and ceremonies customary in the Defence forces which do not come into direct touch with the public in their day to day work would be inappropriate as the Police Services do not have a regular-mess life nor do they have any organised messes. Like the Army officers, the Police officers should not wear miniature decorations and medals with civilian dinner dress.

[G. I. M. H. A. letter No. 6/1/64. AIS(III), dated 28-3-1964.]

**Para-17 of Schedule**

1. The State Emblem is to be worn by senior Police officers of and above the rank of Superintendent of Police and as such is of a higher order than the Star. Therefore, it should always be placed at the top of the shoulder lapel, the Star and the letters indicating the Service title being placed after that in that order.

[ G. I., M. H. A. letter No. 21/8/57-AIS(III), dated 11-11-1957. ]

**Para-23 of Schedule**

Although these Rules do not provide for revolver lanyards for members of the Service officers may wear them. The revolver lanyards should, however, be of dark blue colour and should match the whistle cord.

[G.I., M.H.A. letter No. 21/5/57-AIS(I), dated 20-11-1957.]

## 8. MISCELLANEOUS EXECUTIVE INSTRUCTIONS CONCERNING ALL INDIA SERVICES

### 1. *Confirmations :*

1. Confirmations may be made in the senior scale as such and not merely in specified posts of Magistrates/Collectors or Superintendents of Police in that Scale. The number of officers to be confirmed in the senior scale will be limited by the sanctioned strength of the Scale which will include not merely specified senior posts but also usual leave and deputation reserves. It is, however, left to the discretion of the State Governments concerned whether confirmation in the senior scale should be made against the deputation and leave reserves also. Such confirmation in the senior scale need not preclude confirmation in specific posts.

1.2. Confirmation will accordingly be of three types:—

- (i) an officer on completion of his probation should be confirmed in the service. The number of officers to be so confirmed will be limited only by the sanctioned strength of the cadre;
- (ii) an officer on promotion to the senior scale may be confirmed in that scale. Such confirmations will be limited by the sanctioned strength of the cadre; and
- (iii) an officer may be confirmed in specified post or group of posts e.g., the posts of Chief Secretary or Inspector General of Police or posts of Magistrate and Collector.

[ G. I. M. H. A. letter No. 2/4/54-AIS(I), dated 15th February, 1955, read with letters No. 2/1/61-AIS(I), dated 11th September, 1961 and No. 11/2/60-AIS(I), dated 29th January, 1962.]

1.3. It is not necessary to confirm All India Services Officers on deputation to the Centre in tenure posts under the Government of India, in view of the fact that posts in the Central Deputation Quota of State cadres are already utilised for confirming officers in the senior scale. So long as these officers remain on deputation under the Government of India, their lien on the State cadres shall not be suspended.

[ G.I.M.H. A. letter No. 25/5/56-AIS(I), dated 8th November, 1956.]

2. As All India Services Officers can be confirmed specifically in any of the Super-time scale posts in the State Cadres, these posts cannot be declared as tenure posts without affecting confirmations. If, however, for any reason, the State Government would like to declare any of the Super-time scale posts as a tenure post, such proposals may be referred to the Government of India in the first instance.

[ G. I. M. H. A. letter No. 25/3/58-AIS(I), dated 20th February, 1958. ]

3.1. There is no provision in the All India Services Rules which make it necessary that an officer of the Service should be confirmed at every stage of his career. But nonetheless such a convention has always been in existence. Officers of the junior scale on their appointment to the senior scale

should be allowed to officiate in such posts for some period roughly one or two years, at the end of which a definite decision should be taken regarding their confirmation in the senior scale on the basis of their suitability and performance during the period of officiation. Once a definite decision is taken regarding the suitability of an officer for confirmation in the senior scale, he should normally be confirmed with effect from the date from which a substantive vacancy exists. Preferably he should be confirmed with effect from the date of appointment to the senior scale on an officiating basis.

3.2. Confirmation of direct recruits in the senior grade may be made more liberally against the posts in the Central Deputation Quota, Deputation Reserve and Leave Reserve because study of the cadre shows that in most of the States these Reserves are generally over-utilised. The state Government could take out averages of the utilisation of each of the above mentioned three Reserves in the last three years and make confirmations in the senior grade to that extent.

3.3. The State Governments have been advised to make confirmations of cadre officers in the senior grade in accordance with the above instructions.

[G. I. M. H. A. letter No. 23/9/66-AIS(II), dated 20-10-1966.]

## 2. *Death Reports*

Deaths of All India Services officers should be reported to the Ministry of Home Affairs immediately after their occurrence. Where death results from violence or other unnatural causes, a report on the circumstances leading to the death of the officer should also be sent.

[G. I. M. H. A. letter No. 24/5/58-AIS(I), dated 15th April, 1958.]

## **Deputation Abroad for Training-Execution of Bonds.**

Officers of the All India Services sent abroad on deputation for training (after the 27th August, 1962) will be required to execute a bond in the form appended to the Government of India, Ministry of Finance, O. M. No. 20(16)-E.II(A)-61, dated the 9th December, 1961 [Annexure I].

2. The terms and condition of the officers of All India Services sent abroad for training will be regulated in accordance with the Government of India, Ministry of Finance, O. M. No. 21(1)-E.II(A)/61, dated the 24th November, 1961 [Annexure II].

[G. I. M. H. A. letter No. 19/2/61-AIS(III), dated the 27th August, 1962, read with 19/4/62-AIS(III), dated the 24th October, 1962.]

## ANNEXURE I

**SUBJECT.—***Deputation of Government servants abroad for training—Execution of bonds.*

The undersigned is directed to invite a reference to this Ministry's Office Memorandum No. 21(4)-E.II(A)/59, dated the 12th September, 1959 and to enclose the revised form in which bonds should henceforth be executed by Government servants deputed abroad for training. The bond should

be got executed in all cases of deputations for training, irrespective of the periods of training and irrespective of the periods of training and irrespective also of the fact whether the Government servant concerned is allowed deputation terms under this Ministry's Office Memorandum No. 21(1)-EII (a)/61, dated the 24th November, 1961 [Annexure II] or any other terms.

2. The lump amount of refund to be specified in the bond should include all monies paid to the Government servant concerned or expended on his account *e.g.*, pay and allowances, leave salary, cost of fees, travelling and other expenses, cost of international travel and cost of training abroad met by the foreign Government agency concerned.

## FORM

### **Bond for Permanent Government Servants Proceeding Abroad on Deputation for Training**

KNOW ALL MEN BY THESE PRESENT THAT I——resident of ——in the District of——at present employed as——in the Ministry/Office of——do hereby bind myself and my heirs, executors and administrators to pay to the President of India (hereinafter called "the Government") on demand the sum of Rs.——(Rupees——) on account of my having been placed on deputation for training connected with (particular of the nature of training) for the period from——to——at (names of countries) at the cost of the Government of India/under a foreign aided scheme in terms of Ministry of Finance Office Memorandum No. 21(1)-EII(A)/61, dated the 24th November, 1961 together with interest thereon from the date of demand at Government rates for the time being in force on Government loans or, if payment is made in a country other than India, the equivalent of the said amount in the currency of that country converted at the official rate of exchange between that country and India.

Dated this——day of——one thousand nine hundred and——

WHEREAS the above bounden——is placed on deputation by Government.

NOW THE CONDITION OF THE ABOVE WRITTEN OBLIGATION IS THAT in the event of the above bounden——resigning or retiring from service without returning to duty after the expiry or termination of the period of training or at any time within a period of three years after his return to duty, he shall forthwith refund to the Government or may be directed by the Government to refund on demand the said sum of Rs.——(Rupees ——) on account of his having been placed on deputation as aforesaid together with interest thereon from the date of demand at Government rates for the time being in force on Government loans.

AND upon the above bounden——making such refund the above written obligation shall be void and of no effect, otherwise it shall be and remain in full force and virtue.

The Government of India have agreed to bear the stamp duty payable in this bond.

Signed and delivered by the above  
 bounden————in the presence  
 of————

Accepted

for and on behalf of the President of India.

## ANNEXURE II

**SUBJECT:—***Terms to be granted to officers sent abroad for training for a period of over six months.*

In supersession of the orders contained in this Ministry's Office Memoranda No. F. 2(30)-EII/53, dated the 3rd November, 1953, (incorporated as Appendix 30-A of the P. & T. compilation of the Fundamental Rules and the Supplementary Rules, Vol. II), No. F. 2(18)-EIIB/59, dated the 1st June, 1959 and No. F. 21(5)-EII(A)/59, dated the 14th September 1959, the undersigned is directed to state that, when Government servants are sponsored by the various Ministries/Departments of the Governments of India for training abroad under the various training schemes of the United Nations, the Colombo Plan, the Point Four Programme etc., and the schemes operated through non-official channels (Rock Feller Foundation, Ford Foundation, etc.), the grant of deputation terms will be regulated as follows:—

- (i) *Pay.*—The entire period of the Government servants absence from his post in India will be treated as period of deputation on the full pay which he would have drawn had he remained on duty in India.
- (ii) *Dearness allowance.*—During the first six months of his training, the Government servant concerned may be allowed to draw dearness allowance at the rate at which he would have drawn it, had he not proceeded on deputation abroad. No dearness allowance will be admissible during the period of training beyond six months. If, however, the Government servant concerned has retained the pre-revised scale of pay, in accordance with the provisions of the Central Civil Services (Revised Pay) Rules, 1960, he may, during the period of training beyond six months, be allowed dearness allowance at the rate equal to "dearness pay" appropriate to the pay during deputation.
- (iii) *Compensatory allowance.*—At the same rate as he would have drawn in India but for his deputation abroad, during the first six months of absence from his post in India, subject to the fulfilment of the conditions laid down in S.R. 6-B. No compensatory allowance will be admissible during the training period beyond six months.
- (iv) *House rent allowance/Recovery of rent.*—At the same rate as he would have drawn in India put for his deputation abroad, during the entire period of training, subject to the fulfilment of the conditions laid down in S.R. 6-C. If the Government servant concerned

is allowed to retain Government accommodation during the period of deputation abroad, the rent therefor should continue to be charged at the same rate at which it would have been normally charged had the officer not proceeded on deputation.

2. Since the terms admissible under these orders will be considerably more liberal than those now admissible, it is more than even necessary to ensure that the periods of deputation of officers sent abroad for training are not longer than absolutely necessary.

3. Further, the training of Government servants abroad under financially aided schemes should invariably be at the instance of the Ministries/Departments concerned. In no case should the Government servants themselves approach or negotiate direct with the Foreign Governments or Organisations for scholarships. Before sponsoring a case for training abroad under the terms mentioned in para I above, it is necessary to ensure that the services of the Government servant concerned would be available to Government at least for a reasonable period, say three years, after the completion of his training and that the officer should also possess adequate background of the subject or field in which he would be receiving training. The following conditions should, therefore, generally be satisfied for the grant of deputation terms to Government servants sponsored by Government for awards under the training schemes:—

- (a) He should have at least three years to serve after the conclusion of training and is not expected to retire within that period.
- (b) In the case of a Government servant on loan from a State Government or a quasi-Government body, the lending authority should agree to make him available to the Government of India for a period of not less than three years after the conclusion of training if required.
- (c) In the case of a Government servant in the temporary employ of the Government of India, there should be reasonable chance of his remaining in service for a minimum period of three years after the conclusion of the training and he should be required to give an undertaking in writing that he agrees to serve the Government of India for a like period.
- (d) He should have completed a minimum of five years' service. The limit may, however, be relaxed in cases where the very nature of the training does not warrant such a restriction, *e.g.* cases where individuals are recruited on the condition that they should undergo training before they are posted to regular duties.
- (e) A period of deputation of 13 months at one time should ordinarily be regarded as a suitable maximum in such cases.

4. The opinion of the Committee of Secretaries should invariably be obtained at the time of sponsoring such cases of training, as laid down in this Ministry's Office Memorandum No. 20(25)-EII(A)/60, dated the 18th October, 1960.

5. Actual sanctions in individual cases regarding the deputation terms mentioned above should be issued only in consultation with the Ministry of Finance (Expenditure Division concerned) in accordance with the existing practice.

### 3. *Financial Sanctions :*

Individual sanctions and orders (including clarificatory orders) having financial bearing in regard to any of the All India Services Rules may be issued direct to the Audit Officers concerned by the Ministry of Home Affairs. The Ministry of Finance need only be consulted and it would be enough if there is a mention of this fact in such orders and sanctions. Wherever the Comptroller and Auditor General of India has been consulted, this fact should also be indicated in the order/sanction.

2. The expression "Central Government" used in the All India Services Rules means 'the Ministry of Home Affairs' (in respect of matters which have no financial bearing) or 'the Ministry of Home Affairs in consultation with the Ministry of Finance' (in respect of matters having financial bearing).

[G. I., M.H.A. letter No. 25/24/57AIS(II), dated 6th July, 1957.]

### 4. *House-Building Loans :*

1. Under the Rules regulating the grant of advances to Central Government servants for building etc., of houses, All India Services officers, who are on permanent deputation to the Centre or are on deputation to the Centre continuously for 6 years, have been made eligible for the grant of loans from the Central Government for house-building purposes. In regard to other All India Service officers who are on deputation to the Centre, or are serving under State Governments, the State Governments may themselves grant loans for house-building purposes.

2. If All India Services officers are not already entitled to loans for house-building purposes under the rules framed by the State Governments, necessary amendments may be made to their rules for grant of loans to the All India Services officers also. Such rules could be on the lines of the rules framed by the Government of India in this regard.

[G. I., M. H. A. letter No. 15/57-AIS(III), dated 11th November, 1957.]

II. It has been decided that the State Government may grant house-building advances to members of the All India Services on deputation to the Centre for a period less than six years and the advance will be governed by the financial rules of the State Government.

[G. I., M. H. A. letter No. 12/2/65-AIS(III), dated 21-7-1965.]

### 5. *Leave Travel Concession :*

All India Services officers serving under the Central Government have been made eligible for the grant of travel concession during regular leave under orders issued by the Central Government. The primary consideration in extending this concession to them has been that invariably they serve at places, which are away from their homes and find it difficult to meet the expenses which they have to incur for visits to their homes. In view of the fact that allocations of All India Services officers have for some time been made on the basis of 50% outsiders a considerable number of officers in the Indian Administrative Service and a few in the Indian Police Service in the various State Cadres are officers, whose place of domicile is other than the State, to which they are allotted. In equity, these officers should also get the concession, their colleagues, who happen to be serving under the Centre, get. The State Governments may, therefore, issue necessary orders extending a similar travel concession to members of the All India Services serving under them.

[G. I., M. H. A. letter No. 32/4/56-AIS(I), dated 30th November, 1956 (F. No. 19/1/57-AIS(II), read with M. H. A. letter No. 16/1/64-AIS(II), dated the 24th January, 1964.]

## 6. *Overpayments—Recovery of :*

The State Governments are competent to waive recovery of overpayments made to All India Services Officers serving in connection with the affairs of the States or to officers holding IAS/IPS Cadre posts or equivalent posts in the States in an officiating capacity in accordance with their own financial rules without reference to the Government of India.

[G. I., M. H. A. letter No. 1/67/54-AIS(I), dated 17th May, 1955.]

## 7. *Pension/Leave salary contributions—incidence of :*

The incidence of leave salary and pension contribution of members of the Service sent on deputation to other Governments is to be regulated in accordance with the procedure laid down in Appendix 3 to Account Code, Volume I, issued by the Comptroller and Auditor General.

[G. I., M. H. A. letter No. 14/7/62-AIS(III), dated the 6th June, 1962.]

## 8. *Promotion :*

The Government of India are of the view that a junior Indian Police Service Officer approved for promotion earlier and, in fact, appointed to officiate in the selection grade or in a selection post earlier than an officer senior to him, should be allowed to maintain his advantage over his senior unless :—

- (1) his (*i.e.*, the junior officer's) standard of efficiency deteriorates, or
- (2) the senior officer's standard of efficiency improves to such an extent that notwithstanding his non-selection on the earlier occasion, he is regarded as having definitely a better claim on the higher selection post.

2. The same principle will hold good for promotion to selection posts in the case of the IAS also.

[G. I., M. H. A. letter No. 76/55-AIS(I), dated 5th October, 1955.]

## 9. *Studies in Foreign Institutions :*

(1.1) The Government of India have specifically indicated in their letter No. 8/72/65-AIS III, dated 7-7-1966 (Annexure "A") that neither the State Governments, nor the officers, should correspond or negotiate direct with foreign Governments, institutions for grant of scholarships or other kinds of grants. Similar instructions have also been issued to Ministries and Departments of the Government of India for their guidance *vide* Ministry of Home Affairs, Office Memorandum No. 28(60)-EO/66, dated the 7th February, 1967 (Annexure "B").

(1.2.) The State Governments have been requested that these instructions may be brought to the notice of officers of all India Service serving in connection with the affairs of the State so that the procedure outlined, is followed. The Government of India feel it highly embarrassing when permission or approval is sought at the last stage, and its refusal is likely place the Government in embarrassment.

[G. I., M. H. A. letter No. 6/9/67-AIS(III), dated 11-4-1967.]

## ANNEXURE "A"

Copy of Ministry of Home Affairs, letter No. 8/72/65-AIS III, dated 7-7-1966 to all State Governments.

I am directed to say that instances have come to the notice of the Government of India where officers and in some cases State Governments, have negotiated directly with foreign Governments or institutions for grant of scholarships or other kinds of grants.

2. The normal requirement when such offers are made, or approaches have to be made, is for the State Government to approach the Ministry of External Affairs and obtain the latter's clearance before proceeding any further. In the case of A.I.S. officers, the channel lies through the Ministry of Home Affairs who would process such proposals with the Ministries of External Affairs and Finance.

3. I am to request that in future the State Governments should adhere strictly to these protocol requirements, as any other method not only leads to delay in the grant of permission by the Government of India when the eventually learn of the proposal, but also results in unnecessary embarrassment in case they have to refuse or deny permission for availing the offer of the foreign Government/institution.

## ANNEXURE "B"

Copy of Ministry of Home Affairs, O. M. No. F. 28(60)-EO/66, dated the 7th February, 1967.

**SUBJECT:—***Procedure for nomination of officers from various State Governments for training abroad/deputation on foreign assignments.*

The undersigned is directed to invite attention of the Ministry of Finance etc. to this Ministry's Memoranda No. 26(33)-EO/52, dated the 8th November, 1952, and No. 28(30)-EO/66, dated the 23rd September, 1966, which prescribe the procedure to be followed in regard to deputation of IAS/CSS officers to various assignments/training courses abroad. A State Government has brought to the notice of this Ministry that information circulars regarding the foreign scholarships, fellowships, assignments etc. are sometimes being received from the Ministries of the Government of India by only the respective Heads of Departments of the State Government, while normally they should always be addressed to the Chief Secretary to Government or the Secretary of the State Ministry concerned, the letter in case of Scholarships of a restricted nature. It has been further pointed out by the State Government that in some cases it is found that certain Ministries of the Government of India correspond with the State Government servant directly, to the exclusion of both the Head of the Department and the State Government, which, it is felt, is neither proper nor desirable, as complications and embarrassment could result in certain circumstances.

The matter has been examined in this Ministry and it has been decided that all Ministries of the Government of India should send all enquiries regarding training/scholarships/foreign assignments etc. to the Chief Secretary of the State Government, copies being endorsed, if necessary, to the Secretary of the State Administrative department concerned.

In cases where such enquiries relate to a particular Department only, there is no objection if the enquiry is addressed to the Secretary of the State Department concerned, a copy being endorsed to the Chief Secretary. In no case the Government servant should be approached direct by any Ministry.

It is requested that the above procedure may please be brought to the notice of all concerned for strict compliance.

(1) A question has been raised whether the State Government officers and the All India Services officers serving in connection with the affairs of States, who desire to go for higher studies abroad on their own cost may be permitted to negotiate directly with the foreign institutions for this purpose. The Central Government considers that such officers may be permitted to contact educational institutions only and not the foreign Governments or foreign aid Organisations. The State Governments may consider the question of their study leave or leave of other kind after their securing admission and also the permission of the Reserve Bank to go abroad and get remittances from India. In case however, an All India Service/State Service officer desires to apply to a foreign Government or an Aid Organisation or even to a University or other educational institutions for financial assistance in the form of fellowships, scholarships, free studies, travel grants etc., the instructions contained in the Ministry of Home Affairs letter No. 8/72/65-AIS (III), dated 7th July, 1965 under reference may please be followed.

[G. I. MHA letter No. 9/23/66-AIS(III), dated 24-8-1966].

#### 10. *Territorial Army etc. Enrolment in :*

In view of the importance of the Territorial Army and the Auxiliary Air Force for the adequate defence of the country, no impediments should ordinarily be placed in the way of I.A.S. officers wishing to join either the Territorial Army or the Auxiliary Air Force. Officers holding essential key posts should not, however, be permitted to join. While considering applications from officers, the Ministry or the State Government concerned may, therefore, take into consideration the nature of work on which the officer is employed or is likely to be employed and grant permission in such cases, where the officers can be released in an emergency without affecting the minimum essential functions of their officers.

[G.I.,] M. H. A. letters Nos. 1/5/56-AIS(II), dated 23th December, 1956; and 6/39/57 AIS-(II), dated 3rd June, 1957.]

#### 11. *Travelling Allowance :*

1. Joining time and joining time pay shall be granted as follows to Government servants, who are appointed to the Indian Administrative/Police service on the results of a competitive examination, which is open to both Government servants and others:—

- (i) *Joining time* shall ordinarily be permitted for all Government servants serving under the Central Government and for State Government servants who hold permanent posts in a substantive capacity;

- (ii) *Joining time pay* shall be granted only to Government servants who hold permanent posts under the Central or a State Government in a substantive capacity or who are provisionally permanent State or Central Government employees or quasi-permanent Central Government employees.

Where joining time pay is granted, \*travelling allowance at transfer rates shall also be allowed.

2. If, however, the terms contained in the offer of appointment are more favourable than the concessions enumerated in para. 1 above, then the former shall be allowed.

3. Candidates, who, prior to their appointment to the IAS/IPS, held permanent posts either substantively or on probation under the Central or a State Government, can have their previous service counted for pension provided they joined the IAS/IPS without any interruption of duty, authorised joining time being no interruption of duty for this purpose.

4. All previous service rendered by a candidate under the Central or a State Government prior to his appointment to the IAS/IPS shall be counted for leave, provided the service is continuous and the Government, under which they were working prior to their appointment to IAS/IPS agree to pay the leave salary.

[G.I., M.H.A. letters No. 22/20/48-G.S., dated 9th March, 1949, 20/7/49-G.S. dated 26th March, 1949 and 1/66/59-AIS(II), dated 1st October, 1959.]

II. An I.P.S. probationer, on appointment to the I.A.S. will not be entitled to joining time etc., as the attributes of a substantive holder, which he enjoys as an I.P.S. probationer applies only to the service, viz., I.P.S. in which he is on probation.

[G.I., M.H.A. letter No. 14/12/62. AIS (III), dated the 28th November, 1962.]

## 12. *Miscellaneous :*

Officers of All India Service borne on state cadres should not correspond direct with the Government of India without the knowledge of the State Government. Applications/letters addressed to the Government of India direct by individual All India Service Officers (including retired officers) which are not routed through the State Governments would not, therefore, be entertained.

[G.I., M.H.A. letter No. 19/59-AIS(III), dated 8th May, 1959.]

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\*In the case of permanent/provisionally permanent State and Central Government employees and quasi-permanent Central Government employees appointed to the I.A.S. on the basis of the I.A.S. (Special Recruitment) Examination, 1956, and sent for training direct they were allowed only travelling allowance at tour rates for journeys to proceed to the training institutions.

[G.I., M.H.A. Letter No. 14/29/58-AIS(III), dated 12th June, 1959.]

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