



# GOVERNMENT OF THE PUNJAB PROVINCIAL POLICE OFFICER

02-Jan 2014

## NOTIFICATION

**No.30/AD/E-II/VI.-** In exercise of the powers conferred under Article 112 of the Police Order, 2002 (22 of 2002), the Provincial Police Officer, with the approval of the Provincial Government, makes the following rules:

**1. Short title and commencement.-**(1) These rule may be cited as Sub-Inspectors and Inspectors (Appointment and Conditions of Service) Rules 2013.

(2) They shall come into force at once.

**2. Definitions.-**(1) In these rules:

(a) "appointment by selection" means selection to the rank of Sub-Inspector on the recommendation of the Commission made from amongst the eligible Head Constables and Assistant Sub-Inspectors;

(b) "Commission" means Punjab Public Service Commission;

(c) "Commission" means Punjab Public Service Commission;

(d) "Initial recruitment" means direct recruitment on the recommendation of the Commission;

(e) "List 'F'" means the list of Sub-Inspectors prepared and maintained by the Provincial Police Officer for promotion to the rank of Inspector;

(f) "Order" means the Police order, 2002 (22 of 2002);

(g) "Provincial Police Officer" means the police officer posted as Provincial Police Officer under Article 11 of the Order; and

(h) "Regional Police Officer" means the police officer posted as Regional Police Officer in any police region under Article 21 of the Order;

**2. Appointment of Sub-Inspectors.-** (1) Subject to the prior approval of the provincial police officer, the appointing authority may, on the recommendation of the commission, appoint a person as Sub-Inspector by initial recruitment or selection.

(2) Subject to the prior approval of the Regional Police Officer, the appointing authority may, on the recommendation of the departmental promotion committee, appoint an Assistant Sub-Inspector as Sub-Inspector by promotion.

**4. Procedure of Appointment.-**The Provincial Police Officer shall separately make a reference to the Commission to fill up the posts of Sub-Inspectors available in following categories:

- (a) Appointment by initial recruitment; and
- (b) Appointment by selection.

**5. Probation of Sub-Inspectors.**- (1) A Sub-Inspectors appointed under rule 4 or by promotion shall be on probation for a period of three years.

(2) A Regional Police Officer may discharge from service a Sub-Inspector appointed by initial recruitment during the period of probation if the Sub-Inspector fails to pass the prescribed examinations or tests or fails to undertake or complete the requisite training or is deemed unsuitable for service in the police.

(3) A Regional Police Officer may revert to the previous post a Sub-Inspector appointed by selection or by promotion during the period of promotion if the Sub-Inspector fails to pass the prescribed examinations or tests or fails to undertake or complete requisite training or is deemed unsuitable for the post of Sub-Inspector.

(4) No appeal shall lie against an order passed under sub-rule (2) or (3) .

**6. Seniority of Sub-Inspectors.**-(1) A Regional Police Officer shall maintain a seniority list of the Sub-Inspectors on regional basis as per their respective dates of appointment by initial recruitment, selection or promotion.

(2) The inter se seniority of Sub Inspectors appointed by initial recruitment or selection shall be determined in accordance with respective merit assigned to them by the Commission and they shall be placed at the bottom of existing seniority list of Sub – Inspectors in the region.

(3) The inter se seniority of Sub-Inspectors appointed by promotion shall be determined in accordance with the respective seniority in the rank of Assistant Sub-Inspector.

(4) If two or more Sub- Inspectors are appointed on the same date through either of the two or any of the modes of appointment, the Sub- Inspector promoted on Seniority -cum -fitness basis shall rank senior to the other Sub Inspector appointed by selection or initial recruitment, and a Sub-Inspector appointed by selection shall rank senior to the Sub –Inspector appointed through initial recruitment.

**7. Promotion of Sub-Inspectors** .- (1) The Provincial Police Officer shall, before 1<sup>st</sup> July each year, divide the vacant posts of Inspectors into two halves in order to fill these posts by promotion from amongst the Sub-Inspectors through high potential development scheme and conventional promotion track system.

(2) A Sub-Inspector appointed by any of the modes of appointment shall be considered for List 'F ' to the extent of vacant posts in the rank of Inspector reserved for promotion through conventional promotion track system.

(3) A Sub-Inspector shall not be eligible for promotion as Inspector through high potential development scheme or conventional promotion track system unless the Sub-Inspector:

(a) has satisfactorily completed the probation period, and is confirmed in the rank of Sub-Inspector;

(b) has served in the rank of Sub-Inspector for at least five years;

(c) has not been awarded two major or ten minor penalties during the last two years as Sub-Inspector;

(d) has spent a period not less than two years in field assignments; and

(e) has successfully qualified any of the courses in operations ,investigation or intelligence functional streams at any police training institutions.

**8. High potential development scheme.-** (1) The Provincial Police Officer shall annually send the posts of Inspectors to be filled through high potential development scheme to the Commission for recommending suitable Sub-Inspectors for promotion to the rank of Inspector.

(2) An eligible Sub-Inspector may apply to the commission and appear in the examination of the commission conducted for purposes of recommendation for promotion to the rank of Inspector through high potential scheme.

(3) The modalities of the examination shall be based on practical police working as proposed by Provincial Police Officer to the Commission.

(4) A Sub-Inspector, who has applied for appearance in the examination of the Commission held for recommendation of promotions to the rank of Inspector and fails to qualify the examination in three attempts, shall not be eligible for any next examination of the Commission held for that purpose.

**9. Conventional promotion track system.-** (1) The Provincial Police Officer shall annually send the vacant posts of Inspectors required to be filled through conventional promotion track system to the Regional Police Officer.

(2) The Regional Police Officer may seek recommendations of the Heads of District Police in the region for forwarding the cases of eligible Sub-Inspectors for promotion through bringing their names on List 'F'.

(3) The Regional Police Officer may, on the basis of the seniority list of Sub-Inspectors and their service record, forward the cases of eligible Sub-Inspectors to the Provincial Police Officer for purposes of List 'F' along with his recommendations.

(4) The Provincial Police Officer shall depute an officer, not below the rank of the Additional Inspector General, to scrutinize the list of recommended and non-recommended Sub-Inspectors on an objective criteria based on the principle of seniority-cum-fitness and after such scrutiny, the Provincial Police Officer shall select the Sub-Inspectors for enlistment in List 'F'.

(5) If a Sub-Inspector is considered for enlistment on List 'F', he can again be considered for such inclusion subject to the eligibility and process prescribed in these rules but a Sub-Inspector, who has been considered for inclusion in List 'F' thrice and whose representation against non-inclusion has also been rejected, shall not be eligible for inclusion in List 'F'.

(6) The Provincial Police Officer shall, buy notification, issue List 'F'.

(7) A Sub-Inspector, who is aggrieved for non-inclusion in List 'F', may, within fifteen days from the date of notification of List 'F', prefer a representation to the Provincial Police Officer whose decision in this regard shall be final.

(8) The inter se seniority of Sub-Inspectors in List 'F' shall be determined on the basis of scrutiny of Sub-Inspectors conducted under sub-rule (4) and shall be finally determined by the Provincial Police Officer on the basis of date of entry in that list.

**(10) Appointment of Inspectors.-** Subject to the prior approval of the Provincial Police Officer, the appointing authority may, on the recommendation of the Commission under rule 8 or on the basis of List 'F' under rule 9, appoint a Sub-Inspector as Inspector.

**(11) Probation of Inspectors.-**An Inspector appointed under rule 10 shall be on probation for a period of three years.

**(12) Seniority of Inspectors.-** (1) The inter se seniority amongst Inspectors promoted on the same date through conventional promotion track system shall be determined on the basis of their respective seniority in List 'F'.

(2) The inter se seniority of Inspectors promoted through high potential development scheme shall be determined on the basis of merit assigned by the Commission.

(3) If two or more Inspectors are appointed on the same date through high potential development scheme or conventional promotion track system, the Inspector appointed through conventional promotion track system shall rank senior to the Inspector appointed through the high potential development scheme.

**(13) Method of recruitment, appointment and eligibility.-** The method of recruitment, minimum qualifications, age limit and other incidental matters for the posts of Sub-Inspectors and Inspectors in the functional unit shall be such as given in the Schedule appended to these rules.

**(14) Overriding effect.-**These rules shall have effect notwithstanding anything contrary contained in Chapters 12 and 13 of the Police Rules, 1934.

**PROVINCIAL POLICE OFFICER  
GOVERNMENT OF THE PUNJAB**

**SCHEDULE**

Name of the Department	Functional Unit	Name of the Post with basic pay scale	Appointing Authority	Minimum Qualification for appointment		Method of recruitment	Age for Initial recruitment		Examination training and other conditions required for conformation
				By initial recruitment	By promotion		Min.	Max.	
1	2	3	4	5	6	7	8	9	10
Home Department	Punjab Police (General Executive Branch)	1. Sub Inspector (BS-14)	Head of District Police	i) Graduate (second division or equivalent Grade) from a recognized university; and ii) having following physical standards: (a) Height: for Male 5' 7"; for Female 5' 2"; (b) Chest: 33-34 ½ (for	-	50% by initial recruitment through selection on merit on the basis of Police Region in which district of domicile of the candidate is located on the recommendations of the Commission.	20	25	Training and examination in an institution as may be prescribed by the Provincial Police Officer.

				<p>Male only); and  (c) Visual standards:  Distant vision:  6/9 in eye with or without glasses ; and  Near vision:  not less than J-I.</p>					
				<p>i) Graduate from a recognized university;  and  ii) Three years' service as Head Constable or Assistant Sub Inspector in</p>	-	<p>Twelve and half percent by selection on merit from amongst the Head Constables and Assistant Sub-Inspectors on the recommendation of the Commission.</p>	23	35	-do-

				the functional unit. with prescribed service performance standards					
				-	-	Thirty seven and half percent by departmental promotion on seniority-cum-fitness basis from amongst the qualified Assistant Sub-Inspectors from the functional unit.	-	-	-do-
-do-	-do-	2. Inspect or (BS-16)	-do-	-	-	i) Fifty percent through selection on merit from amongst the eligible Sub-Inspectors in the functional unit through High Potential Development	-	-	-do-

						<p>Scheme on the recommendation of the Commission; and</p> <p>ii) Fifty percent by promotion through Conventional Promotion Track System from amongst the Sub-Inspectors in the functional unit.</p>			
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