

**GOVERNMENT OF THE PUNJAB
HOME DEPARTMENT**

Dated Lahore, the 14th January, 2009

NOTIFICATION

NO.95/EXEC-I. In exercise of the powers conferred by Article 112 of the police Order 2002, the Provincial Police Officer with approval of the government is pleased to make the following rules:

- 1. Short title and commencement.**- (1) These rules may be cited as the Punjab Deputy Superintendents of Police Service Rules, 2008.
(2) These shall come into force with immediate effect.
- 2.** The method of recruitment, minimum qualification, age limit and other matters relating to posts shall be as given in the Schedule-I annexed.
- 3.** All promotions shall be made on quantification basis as per Schedule-II annexed. Minimum score required for promotion shall be 60%.

**Inspector general of Police
Provincial Police Officer/
Ex-Officio Secretary to
Government of the Punjab**

SCHEDULE – I

Name of Department	Functional Unit	Name of Post ¹	Appointing Authority ²	Minimum qualification for appointment		Method of recruitment	Age of initial recruitment		Examination, training and other conditions required for promotion as Deputy Superintendent of Police
				By initial Recruitment	By Promotion		Min. Yrs	Max Yrs.	
1.	2.	3.	4.	5.	6.	7.	8.	9.	10.
Home Department	Punjab Police	Deputy Superintendent of Police i) General Executive Branch; ii) Legal Branch; iii) Telecommunication Branch; iv) Transport Branch; v) Finger Print Bureau Branch; vi) Traffic Sergeant Branch.	Provincial Police Officer	--	--	By promotion on seniority-cum-fitness basis from amongst the Inspectors of Police of respective Branch with at least 7 years of service as confirmed Inspector (except Telecommunications Branch) & borne on the select list to be maintained by the office of Provincial Police Officer separately for each Branch. However, in case of Telecommunications Branch, the length of service as confirmed Inspector for promotion shall be 5 years.	--	--	<p>Training:</p> <p>i. Passing of Advanced Training Course for Inspectors of General Executive Branch, Legal Branch and Traffic Sergeant Branch.</p> <p>ii. Passing of Advanced Technical Training Course for Inspectors of Telecommunications, Transport and Finger Print Bureau Branches.</p> <p>Experience:</p> <p>i. Minimum 3 years posting in Police Stations in the rank of SI / Inspector (for Inspectors of General Executive Branch).</p>

¹ Printed in the Gazette notification as “post”

² Printed in the Gazette Notification as “authority”

SCHEDULE-II

Part-I GENERAL FORUMULA FOR QUANTIFICATION OF PERs, TRAINING EVALUATION AND DPC EVALUATION.

For the purpose of consideration by the Departmental Promotion Committee the PERs shall be quantified according to the formulas given in Part-II with the following conditions:

- a. PERs in respect of 15 years will be quantified; if³ the service of an officer in present grade is less than 15 years then the deficiency will be met by taking into account the PERs of next lower grade.
- b. The following marks will be allocated for quantification of PERs, Integrity, Training Evaluation Report and Departmental Promotion Committee Evaluation:
- c.

Sr ⁴ . No.	Factor	Marks
1.	Quantification of PERs relating to present grade and previous grade 60% : 40%	50%
2.	Integrity	20%
3.	Training Evaluation Reports relating to present grade and previous grade 60% : 40%	10%
4.	Evaluation by DPC	20%
	Total	100%

TRAINING COURSE / TRAINING EVALUATION REPORTS.

Evaluation of Training Courses shall be as under:

- i) A total ten (10) marks shall be allocated to the Training Evaluation Reports (Six marks @ 60% for the training in the existing BS i.e. Advanced Training Course and Four marks @ 40% in the preceding BS i.e. Upper Class Course etc.)
- ii) Where Training Evaluation Report contains general remarks (without percentage), the following weightage will be worked out:

TABLE (for promotion of Inspector to DSP)

Category	Range	Weighted Average	Points of Advance Training Course @ 60% = 6	Points of Upper Class Course @ 40% = 4
A: Outstanding	91-100%	95.5%	5.73	3.82
B: Very Good	80-90%	85%	5.10	3.40
C: Good	66-79%	72.5%	4.35	2.90
D: Average	50-65%	57.5%	3.45	2.07
E: Below Average	35-49%	42%	2.52	1.51

³ Printed in the Gazette Notification as "If"

⁴ Printed in the Gazette Notification as "SI"

Part-II **QUANTIFICATION OF CONFIDENTIAL REPORTS FOR PROMOTION FROM THE RANK OF INSPECTOR TO DSP (BS-16 TO BS-17).**

1. **Overall Assessment:**

- i) Performance Evaluation Reports (PERs) of last fifteen (15) years will be considered for promotion to DSP.
- ii) Over all grading in the ACRs will be allocated the following marks:

	<u>Over all grading</u>	<u>Marks</u>
a.	Outstanding	10
b)	Very Good	8
c)	Good	7
d)	Average	5
e)	Below Average	1
f)	Poor	0

2. **Integrity.**- Same marks as for over all grading as in Para 1(ii).

3. Minimum qualifying marks for determining fitness for promotion of Inspectors to the rank of DSP will be 60%.

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Provincial Police Officer/
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