THE INDIAN POLICE SERVICE
(APPOINTMENT BY INDUCTION) REGULATIONS, 2013

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(Incorporating Amendments of 31-12-1997, 25-7-2000, 31.01.2005 & 13.10.2005)

In pursuance of sub-rule (1) of rule 8 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 Induction) Regulations, 2012.

2. **DEFINITIONS**:-

2(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) '**Examination**' means the 'examination' as defined in regulation 4;
(e) '**Committee**' means the Committee set up in accordance with regulation 5 3;
(f) '**Board**' means the Board set up in accordance with regulation 6;
(g) '**Commission**' means the Union Public Service Commission;
(h) '**Recruitment Rules**' means the Indian Police Service (Recruitment) Rules, 1954;
(i) '**Schedule**' means a Schedule appended to these regulations;
(j) '**Service**' means the Indian Police Service;
(k) '**State**' means a State Specified in the First Schedule to the Constitution and includes a Union Territory;
(l) '**State Police Service**' means:

(i) for the purpose of filling up the vacancies in the Indian Police Service Cadre of the Arunachal Pradesh-Goa-Mizoram-Union Territories under rule 9 of the Recruitment Rules, any of the following services, namely:-

(a) the Delhi and Andaman & Nicobar Islands Police Service;
(b) the Goa Police Service;
(c) the Pondicherry Police Service
(d) the Mizoram Police Service;
(e) the Arunachal Pradesh Police Service.

(ii) In all other cases, the principal Police Service of a State, a member of which normally holds charge of a sub-division of a district for purposes of

police administration and includes any other duty constituted police service functioning in a State which is declared by the State Government to be equivalent thereto:

(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

(ii) in relation to a group of States in respect of which a Joint Cadre of the Service is constituted, the Joint Cadre Authority;

(iii) in relation to a group of Union Territories, and in respect of which a joint cadre of the service is constituted, the Central Government.

(l) '**Year**' means the period commencing on the first day of January and ending on 31st day of December of the same year.

2(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. METHOD TO MAKE SELECTION: -

The selection shall be made through a four-stage process carrying a maximum of **1000 marks** as follows: (a) a common **written examination** having maximum **400 marks** [**40%** weightage], (b) Consideration of additional **length of service** rendered by an officer in State Police Service having maximum **200 marks** [**20%** weightage @ 1% per year in excess of minimum length of service as per regulation 8] (c) **Assessment of service records** by a Committee set up in accordance with regulation (5) having maximum **250 marks** [**25%** weightage], and (d) **Interview** by a Board set up in accordance with regulation (6) having maximum **150 marks** [**15%** weightage].

Number of members of the State Police Service who shall be called for the written examination will be five times the substantive vacancies in the order of seniority in that service. Out of such members who appear for the examination, on the basis of marks obtained in the written examination and marks assigned for length of service rendered, a number of officers upto **2.5** times the number of substantive vacancies shall be shortlisted for assessment of service records and interview.

Provided that such restriction of 5 times shall not apply in respect of a state where the total number of eligible officers is less than five times the permissible size of the Select List and in such a case all eligible officers shall be called for the written examination.

4. COMMON WRITTEN EXAMINATION:-

There shall be a common written examination having maximum **400 marks** for all the eligible State Police Service officers in the zone of consideration [as specified in regulation 3] conducted by the Commission and such examination shall consist of the following papers:

(a) Paper I:
Part A- *Aptitude Test* **(100 marks)**
Part B- *General Studies* **(100 marks)**

(b) Paper II:
Part A: *State Specific questions* **(40 marks)**
Part B: *Service specific questions* **(160 marks)**

Both Paper I and Paper II will have objective type questions.

The detailed syllabi of the examination shall be laid down by the Commission separately.

Venue for the common written examination and detailed calendar for the selection process including **written examination, Assessment of service records and interview shall** be announced every year by the Commission.

The marks obtained by an officer in the written examination shall be added to the marks assigned to him for the length of service rendered at the rate of 10 marks for each completed year of service beyond 8 years upto a maximum of 200 marks. On the basis of the total marks obtained as aforesaid, the officers shall be shortlisted for assessment of service records and interview.

5. CONSTITUTION OF THE COMMITTEE TO MAKE ASSESSMENT OF SERVICE RECORDS

5(1). There shall be constituted for a State Cadre or a Joint Cadre specified in column 2 of Schedule, a Committee, for assessment of service records of the members of State Police Service shortlisted as per regulation 3, consisting of the Chairman or 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 Service.

(ii) the nominees of the Government of India shall not belong to the cadre of the State for which the meeting of the Committee is to be held.

(ii) that the Central Government may after consultation with the State Government concerned amend the Schedule.

5(2). The Chairman or the member of the Commission shall preside at all meetings of the Committee.

5(3). The absence of a member, other than the Chairman or Member of the Commission, shall not invalidate the proceedings of the Committee if at least half the members of the Committee excluding the Chairman or the Member of the Commission had attended its meetings.

5(4). The Committee shall make assessment of the service records of preceding five years and, on the basis of assessment of individual service records, grade the officers as 'Outstanding', 'Very Good', 'Good' and 'Unfit' as the case may for each of the preceding five years upto the Select List year. The committee shall assign 50 marks for 'Outstanding', 40 marks for 'Very Good', 30 marks for 'Good' grading as the case may be for the individual year's assessment and thus arrive at total marks out of maximum 250.

Anyone who obtains less than 'Good' grading in any of the assessment years will be 'Unfit' for selection. Similarly an officer shall also be rendered as 'unfit' for selection on account of imposition of penalty/Adverse Remarks. The treatment of penalty/ Adverse remarks will be in terms of internal guidelines of the commission. (Annex –I)..

6. CONSTITUTION OF THE INTERVIEW BOARD:-

6(1). The Commission shall constitute for all State Cadres and Joint Cadres a Board for interview of the members of the State Police Service officers shortlisted as per regulation 3. The interview Board shall be presided over by the Chairman or any other Member of the Commission representing it. Other members of the Interview Board shall be as follows:

In respect of a State Cadre or a constituent State of a Joint Cadre:

(i) Chief Secretary of the State/constituent State concerned
(ii) Director General of Police of the State/ constituent State
(iii) One nominee of the Govt. of India, DOP&T not below the rank of Additional Secretary
(iv) One expert nominated by the Commission

In respect of a Union Territory segment:

(i) Seniormost Chief Secretary of the UT administration
(ii) Director General of Police of the constituent State for which the selection is made
(iii) One nominee of the Govt. of India, DOP&T not below the rank of Additional Secretary
(iv) One expert nominated by the Commission

6(2). The absence of a member, other than the Chairman or Member of the Commission, shall not invalidate the proceedings of the Committee if at least half the members of the Committee

excluding the Chairman or the Member of the Commission had attended its meetings.

6(3). The interview of the officers shall carry maximum **150 marks and** shall test the suitability of the officers with reference to the their knowledge and awareness of various topics including knowledge of the Departments in which they have been working . State specific and Service specific rules & laws etc.. Officers are expected to be aware of contemporary and relevant regional/ national and international issues. Some of the qualities to be judged are mental alertness, critical power of assimilation, balance of judgment, ability for social cohesion and leadership, intellectual and moral integrity.

7. PREPARATION OF A LIST OF SUITABLE OFFICERS:-

7(1). Every year on the basis of the method as enumerated in reg 3, a list of such members of the State Police Service shall be prepared as are held to be suitable for induction to the Service. The number of members of the State Police Service to be included in the list shall be determined by the Central Government in consultation with the State Government concerned, and shall not exceed the number of substantive vacancies as on the thirty first day of December of the year for which the selection is made, in the posts available for them under Rule 9 of the Recruitment Rules.

Provided that no list for the year in question shall be prepared when;

(a) there are no substantive vacancies as on the year in the posts available for the members of the State Police Service under Rule 9 of the Recruitment Rules; or

(b) the Central Government in consultation with the State Government decides that no recruitment shall be made during the year to the substantive vacancies as on the thirty first day of December of the year in the posts available for the members of the State Police Service under Rule 9 of the Recruitment Rules;

Provided further that where no selection process could take place for a year for any reason other than that provided for in the first proviso, the Select List shall be prepared separately for each year based on the procedure as enumerated in regulation 3.

EXPLANATION:- In case of Joint Cadres, a separate select list shall be prepared in respect of each State Police Service.

8. A member of the State Police Service shall not be eligible for inclusion in the Select List unless **on the first day of January of the year** for which the Select List is prepared, he is substantive in the State Police Service and has completed not less than eight years of continuous service (whether officiating or substantive) in the post of Deputy Superintendent of Police or in any other post or posts declared equivalent thereto by the State Government.

Provided that in respect of any released Emergency Commissioned or Short Service Commissioned officers appointed to the State Police Service, eight years of continuous service as required under the preceding proviso shall be counted from the deemed date of

their appointment to that service, subject to the condition that such officers shall be eligible for consideration if they have completed **not less than four years of actual continuous service**, on the first day of January of the year for which the Select List is prepared, in the post of Deputy Superintendent of Police or in any other post or posts declared equivalent thereto by the State Government.

EXPLANATION: The powers of the State Government under this regulation shall be exercised in relation to the members of the State Police Service of constituent State, by the Government of that State.

8(2). The members of the State Police Service who have attained the age of 54 years on the first day of January of the year for which the Select List is prepared shall not be eligible for selection.

8(3). Such member of the State Police Service shall not be eligible for selection who had been included in an earlier select list and-

(a) had expressed his unwillingness for appointment to the service under regulation 9 10.

Provided that he shall be eligible for selection, if before the commencement of the year he applies, in writing, to the State Government expressing his willingness to be considered for appointment to the service;

(b) was not appointed to the service by the Central Government under regulation 11.

8(4). An officer included provisionally in any Select List in terms of provisos 1 & 2 of regulation 9 will not be eligible for selection again in view of provision at Reg. 9(2).

9. The list finalized by the Commission shall form the Select List.

Provided that the name of an officer so included in the list shall be treated as provisional if the State Government withholds the integrity certificate in respect of such an officer or any proceedings, departmental or criminal are pending against him or anything adverse against him which renders him unsuitable for appointment to the service has come to the notice of the State Government.

EXPLANATION I: The proceedings shall be treated as pending only if a charge-sheet has actually been issued to the officer or filed in a Court as the case may be.

EXPLANATION II: The adverse thing which came to the notice of the State Government rendering him unsuitable for appointment to the service shall be treated as having come to the notice of the State Government only if the details of the same have been communicated to the Central Government and the Central Government is satisfied that the details furnished by the State Government have a bearing on the suitability of the officer and investigation thereof is essential.

Provided further that if an officer whose name is included in the Select List is, after such inclusion, issued with a charge sheet or a charge sheet is filed against him in a Court of Law, his name in the Select List shall be deemed to be provisional.

9(2). Where the State government forwards the proposal to declare a provisionally included officer in the Select List as "Unconditional" to the Commission, the Commission shall decide the matter within a period of forty five days of the receipt of such proposal, and if the Commission declares the inclusion of the provisionally included officer as "Unconditional" and final in the select list, the appointment of the concerned officer shall be considered by the Central Government under Regulation 10.

10. APPOINTMENTS TO THE SERVICE FROM THE SELECT LIST:

Appointment of officer included in the Select List and who has expressed his willingness to be appointed to the service shall be made by the Central Government in the order in which the names of officer(s) appearing in the Select List within 60 days from the date of approval by the Commission.

Provided that the appointment of the officers shall be made in accordance with the agreement arrived at under clause (b) of sub-rule (3) of rule 8 of the Recruitment Rules in the order in which the names of the officers occur in the relevant parts of the Select List.

Provided further that the appointment of an officer whose name has been included or deemed to be included in the Select List provisionally under the proviso 1&2 of Regulation 9 as the case may be, shall be made within sixty days after the name is made unconditional by the Commission in terms of **sub regulation (2) of regulation 9.**

Provided also that in case a Select List officer has expressed his unwillingness for appointment to the service, he shall have no claim for appointment to the service from that Select List unless he informs the Central Government through the State Government within 60 days of finalization of that Select List by the commission, revoking his earlier expression of unwillingness for appointment to the service.

11 POWER OF THE CENTRAL GOVERNMENT NOT TO APPOINT IN CERTAIN CASES:

Notwithstanding anything contained in these Regulations, the Central Government may not appoint any person whose name appears in the Select List, if it is of the opinion that it is necessary or expedient so to do in the public interest.

Provided that no such decision shall be taken by the Central Government without consulting the Union Public Service Commission.

Schedule (See Regulation 3)

Sl. No.	Name of the State Cadre/Joint Cadre	Other Members of the Committee
1.	Arunachal Pradesh, Goa, Mizoram and Union Territories	a) Chief Secretary of the constituent State for which the meeting is held and in respect of Union Territory segment, the senior-most Chief Secretary amongst the Chief Secretaries to the Union Territory administrations; b) The senior-most Chief Secretary of the remaining constituents of the Cadre; c) DGP of the constituent State for which the meeting is held. In respect of Union Territory segment, the Commissioner of Police, Delhi; d) Head of Home Department of the constituent segment for which the meeting is held, not below the rank of Secretary to Government. In case of Union Territory segment, the senior-most officer looking after Home Department among all Union Territories; e) Special/Additional Secretary, Government of India, dealing with AGMUT cadre in Ministry of Home Affairs; and f) Two nominees of Government of India not below the rank of Joint Secretary.
2.	Assam-Meghalaya and Manipur-Tripura Joint Cadres	a) Chief Secretaries to the Governments of the constituent States; b) Director Generals of Police of the constituent States; and c) Two nominees of Government of India not below the rank of Joint Secretary.
3.	Other Cadres	a) Chief Secretary of the State Government; b) Additional Chief Secretary/Principal Secretary/Secretary-in-charge of the Home Department of the State Government; c) The Director General of Police of the State Government; and d) Two nominees of Government of India not below the rank of Joint Secretary.