

PART III

GOVERNMENT OF PUNJAB

DEPARTMENT OF HOME AFFAIRS AND JUSTICE
(HOME-3 BRANCH)

NOTIFICATION

The 10th August, 2015

No.G.S.R.45/Const.Art.309/2015.- In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India read with section 80 of the Punjab Police Act, 2007, and all other powers enabling him in this behalf, the Governor of Punjab is pleased to make the following rules regulating the recruitment and the conditions of Service of the persons appointed to the Punjab Intelligence Cadre (Group 'C') Service, namely:-

RULES

1. Short title, commencement and application.- (1) These rules may be called the Punjab Intelligence Cadre (Group 'C') Service Rules, 2015.

(2) They shall come into force on and with effect from the date of their publication in the Official Gazette.

(3) They shall apply to the posts specified in Appendix 'A'.

2. Definitions.- (1) In these rules, unless the context otherwise requires,-

(a) 'Appendix' means an Appendix appended to these rules;

(b) 'absorption' means absorption of members of Service in the Intelligence Cadre in different rank;

(c) 'Board' means a State level Direct Recruitment Board duly constituted by the Director under rule 8;

(d) 'Departmental Promotion Committee' means the Departmental Promotion Committee constituted by the Director under rule 11;

(e) 'Director' means the Director General of Police, Punjab;

(f) 'Government' means the Government of the State of Punjab in the Department of Home Affairs and Justice;

(g) 'Head of Intelligence Wing' means the officer in the rank of Additional Director General of Police posted in Intelligence Wing and any officer immediately junior to him holding the charge in his absence;

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- (h) 'Intelligence Wing' means a specialised wing in the Punjab Police dealing with intelligence matters and includes all personnel posted in the wing;
- (i) 'qualifying service' means the regular service in the said rank and not ad hoc or officiating;
- (j) 'Service' means the Punjab Intelligence Cadre (Group 'C') Service; and
- (k) 'Standing Order' means a form of policy instructions issued from time to time by the Director on any aspect of Police functioning.

(2) The words and expressions used in these rules, but not defined shall have the respective meanings as assigned to these expressions in the Punjab General Clauses Act, 1898 and the Punjab Police Rules, 1934 and the Punjab Police Act, 2007.

3. Constitution of Service.- On and with effect from the date of publication of these rules in the Official Gazette, there shall be a Service constituted to be known as the Punjab Intelligence Cadre (Group 'C') Service, which shall include the posts of Sub-Inspector, Assistant Sub-Inspector, Head Constable and Constable already working in the Intelligence Wing, who are taken from various police cadres. A Scrutiny Committee shall be constituted by the Director in order to absorb the above said incumbents in Service on the basis of their performance, merit and seniority.

4. Number and character of posts.- The Service shall comprise of the posts specified in Appendix 'A':

Provided that nothing in these rules shall affect the inherent right of the Government to add to or to reduce the number of such posts or to create new posts with different designations and scales of pay whether permanently or temporarily.

5. Appointing authority.- Appointment to the Service shall be made by the Deputy Inspector General of Police, Intelligence (Administration).

6. Method of appointment, qualifications and experience.- (1) Appointment to the Service shall be made in the manner as specified in Appendix 'B':

Provided that if no suitable candidate is available for appointment to the Service by promotion or by direct appointment, then appointment to

the Service shall be made by deputation or absorption of a person holding a similar or an identical post under the State Government or the Government of India.

Provided further that a person to be absorbed in the Service shall give consent for the same and shall have to be found suitable by the Scrutiny Committee.

(2) Any official on deputation in Intelligence Wing can be repatriated to his parent department at any time without any prior notice, if his work and conduct is not found satisfactory.

(3) No person shall be appointed to a post in the Service, unless he possesses the qualifications and experience as specified against that post in Appendix 'B'.

7. Age.- No person shall be recruited to the Service by direct appointment, if he is less than twenty one years or is more than twenty-eight years of age as on first day of the month immediately preceding the last date fixed for submission of applications to the Board.

8. State level Direct Recruitment Board.- Direct recruitment shall be made on the recommendations of the Board to be constituted by the Director. The Chairperson of the Board shall be the Inspector General of Police.

9. Pay of members of the Service.- The members of the Service shall be entitled to such scales of pay, as may be authorized by the Punjab Government from time to time. The scales of pay, at present, in force in respect of the members of the Service, are given in Appendix 'A'.

10. Basic Training Course.- (1) Basic Training Course shall be compulsory for all the members of the Service in the entry rank. There shall be no exemption from Basic Training Course, at all.

(2) If, in the opinion of the appointing authority, the work and conduct of a member during the period of probation is not satisfactory or he has failed to pass the Basic Training Course within a period of probation, it may,-

- (a) if such member is recruited by direct appointment, dispense with his Service, or revert him to a post on which he held lien prior to his appointment to the Service by direct appointment; and
- (b) if such member is appointed otherwise-
 - (i) revert him to his former post; or

(ii) deal with him in such other manner as the terms and conditions of the previous appointment permit.

(3) On the completion of the period of probation of a member, the appointing authority may-

(a) if his work and conduct has in its opinion been satisfactory-

(i) confirm such member, from the date of his appointment;

(ii) declare that he has completed his probation satisfactorily, if he is already confirmed; or

(b) If his work and conduct has not been in its opinion, satisfactory or if he has failed to pass the departmental examination, if any, specified in the Service rules-

(i) dispense with his services, if appointed by direct appointment or if appointed otherwise revert him to his former post, or deal with him in such other manner as the terms and conditions of his previous appointment may permit;

(ii) extend his period of probation by a speaking order and thereafter pass such order as it could have passed on the expiry of the period of probation as specified in sub-rule (1):

Provided that the total period of probation including extension, if any, shall not exceed three years.

11. Basic Proficiency Test and Seniority-cum-merit promotions.- (1)

The Basic Proficiency Test and seniority-cum-merit promotions shall be made on the recommendations of Departmental Promotion Committee to be constituted by the Director on the recommendation of the Head of Intelligence Wing. The Chairperson of the Departmental Promotion Committee for Head Constable and Constable shall be in the rank of Deputy Inspector General of Police and for Sub-Inspector and Assistant Sub-Inspector shall be in the rank of Inspector General of Police.

It shall be mandatory to undergo the promotion course within a period of one year from the date of approval of Departmental Promotion Committee proceeding beyond which these proceedings shall not be valid.

(2) Additional provisions and procedure for promotion and seniority shall be such, as specified in Appendix 'C'.

12. Promotion courses.- (1) Promotion course shall be compulsory before substantive promotion in the next higher rank.

(2) The performance in promotion course shall be taken into consideration at the time of determining the seniority in the next higher rank.

(3) Additional provisions and procedural guidelines regarding training shall be such as specified in Appendix 'D'.

13. Discipline, Punishment and appeal.- (1) In the matters of discipline, punishment and appeal, the members of the Service shall be governed by the Punjab Police Rules, 1934, as amended from time to time.

(2) The authority empowered to impose penalties in respect of the members of the Service shall be such, as prescribed in the Punjab Police Rules, 1934.

14. Application of the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994.- (1) In respect of the matters, which are not specifically provided in these rules, the members of the Service shall be governed by the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994, as amended from time to time.

(2) The Punjab Civil Services (General and Common Conditions of Service) Rules, 1994, at present in force, are contained in Appendix 'E'.

15. Application of the rules.- For all other aspects the Punjab Police Rules, 1934 shall be applicable to the members of Service except rules 13.21 and 21.25.

Provided that any order issued or any action taken under the aforesaid rules, shall be deemed to have been made or taken under the provisions of these rules.

16. Repeal and Saving.- The Punjab Intelligence Cadre (Group 'C') Service Rules, 2014, are hereby repealed:

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

17. Interpretation.- If any question arises as to the interpretation of these rules, the Government shall decide the same.

Appendix 'A'

(See rule 1(3), 4 and 9)

Serial No.	Designation of post	Number of posts			Scale of pay as per Govt. of Pb., letter No. 5/10/09-5 FP 1/207, dt. 27.05.09 and No. 4/46/09-1PP1/10828, dt. 13.10.09.
		Permanent	Temporary	Total	
1.	Sub-Inspector	175	153	328	10300-34800+ Grade Pay 3600 (Initial pay=14430/-)
2.	Assistant Sub- Inspector	201	265	466	5910-20200+ Grade Pay 3000 (Initial pay=11470/-)
3	Head Constable	361	302	663	5910-20200+ Grade Pay 2400 (Initial pay=9880/-)
4	Constable	500	745	1245	5910-20200+ Grade Pay 2000 (Initial pay=8240/-)

Appendix 'B'

(See rule-6)

Serial No.	Designation of the Post	Percentage for appointment by		Method of appointment, experience and qualifications for appointment by	
		Direct appointment	Promotion Seniority-cum-merit	Direct appointment	Promotion Seniority-cum-merit
1.	Sub-Inspector	Forty per cent	Sixty per cent	(a) Should be graduate from a recognized university or institution; (b) Should possess a Computer Information Technology course equivalent to 'O' level certificate of Department of Electronics Accreditation of Computer Course (DOEACC) of Government of India; (c) Selection shall be made by the Board through a process which includes physical measurement, physical efficiency test, written test and interview.	From amongst the Assistant Sub-Inspectors, who have put in minimum of five years qualifying Service in the said rank.
2.	Assistant Sub-Inspector	-	Hundred per cent		From amongst the Head Constables, who have put in minimum of five years qualifying Service in the said rank.
3.	Head Constable	-	Hundred per cent		Basic Proficiency Test:- 25% percent from amongst the

Constables, who have successfully completed probation period of three years and as per standing order issued from time to time.

Seniority-cum-merit:- 65% percent from amongst the Constables, who have completed five years of Service including three years successful probation period.

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| 4. | Constable | Hundred per cent | - | <p>(a) Should be graduate from a recognized university or institution;</p> <p>(b) Should possess a Computer Information Technology course equivalent to 'O' level certificate of Department of Electronics Accreditation of Computer Course (DOEACC) of Government of India;</p> <p>(c) Selection shall be made by the Board through a process which includes physical measurement, physical efficiency test, written test and interview.</p> |
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Appendix 'C'
(See rule-11(2))
Seniority and Promotion

Additional provisions and procedure

- 1) Promotions in subordinate ranks in Intelligence Cadre (Group 'C') shall be through a three tier system involving selection for promotional course, successful completion of promotion course and preparation of select list for promotion. There will be system of promotion i.e., Basic Proficiency Test and Seniority-cum-Merit promotion.
- 2) The examination, promotion courses and promotion lists for substantive promotion from one rank to another will be as follows –

Rank (from)	Rank (To)	Basic proficiency test	Promotion Course	Promotion list
				Basic Proficiency Test and Seniority-cum-Merit
Constable	Head Constable	A	Level I	C-I
Head Constable	ASI	B	Level II	D-I
ASI	SI	C	Level III	E-1

- 3) **Seniority of Direct recruits**
The seniority list after declaration of result of Basic Training course shall be prepared by a committee of three officers to be constituted by the Head of Intelligence Wing. After approval by the Head of Intelligence Wing, the seniority shall be final for all intents and purposes.
- 4) **Basic Proficiency Test and Seniority-cum-Merit promotions**
 - a) While recommending eligible candidates for Basic Proficiency Test and seniority-cum-merit promotions, the DPC shall scrutinise record and recommend the eligible candidates in order of existing seniority.
 - b) After the receipt of result of promotion course, the inter-se seniority of the successful candidates will be worked out by the DPC. After approval by the Head of Intelligence Wing, the seniority shall be final for all intents and purposes.
 - c) Thereafter, their names will be included in respective promotion list (C-I, D-I, E-I) in order of seniority which shall be final for all intents and purposes.

Further procedural details can be laid down by the Director General of Police on recommendation of the Head of Intelligence Wing regarding procedure to be followed for seniority and promotion.

Appendix 'D'

(See rule -12(3))

Training

Additional provisions and procedural guidelines

1. Basic Training Courses

A Standing Order will be issued by the DGP on recommendation of Head of Intelligence Wing regarding the training curriculum, duration, evaluation and other details for Basic Training Courses –for Constables.

2. Promotion Course

(i) Promotion course will be organised for promotion from one rank to another in Group 'C' posts of Intelligence cadre as follows –

Promotion Course	For promotion from	To
Level I	Constable	Head Constable
Level II	Head Constable	Asstt. Sub-Inspector
Level III	Asstt. Sub-Inspector	Sub-Inspector

(ii) A Standing Order will be issued by the DGP on recommendation of Head of Intelligence Wing regarding the training curriculum, duration, evaluation and other details for promotion course.