

PUNJAB POLICE SERVICE RULES  
**ORIGINAL TEXT**

PUNJAB POLICE SERVICE RULES,1959  
HOME (POLICE) DEPARTMENT  
NOTIFICATION  
THE 1<sup>st</sup> DECEMBER, 1959

No. 1-5 38-SH-59/33773.- In exercise of the powers conferred by the Provision to Article 309 of the Constitution of India and all other powers enabling him in this behalf the Governor of Punjab is pleased to make the following rules for regulating the recruitment and conditions of service of persons appointed, to the Punjab Police Service.

1. Short title and commencement.- (i) These rules may be called the Punjab Police Service Rules, 1959.

Substituted by 1(1) " these rules may be called the Punjab Police Service First amendment) Rules 1999" Amended vide Government of Punjab, Department of Home Affairs and Justice (Home-1 Branch) notification No. G.S.R. 63/Const./Art. 309/Amd. /99, Dated 5<sup>th</sup> August, 1999

(ii) They Shall come into force at once.

Substituted by (2) " They shall come into force on and with effect from the date of their publication in the official gazette" Amended vide Government of Punjab, Department of Home Affairs and justice (Home-1 Branch) notification No. G.S.R. 63/Const./Art.309/Amd./99 Dated 5<sup>th</sup> August, 1999.

2. Definitions.- In these rules, unless there is anything repugnant in the subject or context,-

(a) " Commission" means the Punjab Police Service Commission;

- (b) "Direct appointment" means an appointment made otherwise than by promotion of an Inspector;
- (c) "Government" means the Government of the State of Punjab;
- (d) "Inspector" means an Inspector of Police;
- (e) "Recognised University" means any University incorporated by law in India or any other University which is declared by the Government to be a recognized university for the purposes of these rules; and
- (f) "Service" means the Punjab Police Service.

3. *Number and character of posts.*- The Service shall comprise of the posts specified in Appendix 'A' to these rules;

Provided that nothing in these rules shall affect the right of Government to make additions to or reductions in the number of such posts, whether permanently or temporarily.

4. *Nationality of candidates.*- No person shall be appointed to the service unless he;

- (a) is a citizen of India, or
- (b) is a subject of Sikkim, or
- (c) is a subject of Nepal or of a Portuguese or former French possession in India, or
- (d) is a person of Indian origin who has migrated from Pakistan with the intention of permanently settling in India.

Provided that if he/she belongs to category (c) or (d) he/she must be a person in whose favour a certificate of eligibility has been given by the Government of India or of the Punjab.

Provided further that if he/she belongs to category (b) the certificate of eligibility shall

be valid only for a period of one year from the date of his/her appointment beyond which he/she may be retained in service only if he/she has become citizen of India.

A candidate, in whose case a certificate of eligibility is necessary, may be admitted to an examination or interview conducted by the Commission, and he/she may also be provisionally appointed subject to the necessary certificate being given to him/her by the Government.

5. *Appointing authority*-. All appointments to the service shall be made by the Government.

6. *Method of recruitment*- (i) Recruitment to the Service shall be made.-

(1) Eighty per cent by promotion from the rank of Inspector, and twenty per cent by direct appointment:

Provided that only those inspectors will be eligible for promotion who-

- (a) in the case of Inspectors (both promoted from subordinate rank and directly recruited) have got six years continuous service: (officiating as well as substantive) in the rank of Inspector; and
- (b) in case they are Prosecuting Inspectors, have got eight years' continuous service (both officiating and substantive ) in the rank of Prosecuting Inspector.

(2) Appointments by promotion shall be made by the Government from Inspectors brought on list 'G' which will be a list of officers considered fit for promotion to the rank of Deputy

Superintendent of police, prepared by Government in consultation with the Commission. The names in this list prepared at one time shall be arranged according to their inter se seniority. This list will be maintained in two parts; Part-I (for officers from the Executive line) and Part-II (for officers from the prosecution line).

3. Direct appointment to the Service shall be made on the result of a competitive examination conducted by the commission. The syllabus and rules relating to examination will be framed by the Government in consultation with Commission. The examination will include a viva voce. Only those candidates will be interviewed for the viva voce test who obtain not less than the minimum qualifying marks fixed by the Commission on the written examination. The Inspector General of Police, Punjab, will be present at the interview and will be entitled to put questions to the candidates and to express his views to the Commission. A candidate's position shall be determined by adding the marks obtained by him in the written examination and viva voce test.

Provided that other things being equal, preference will be given to a candidate who has worked for the cause of national independence or has rendered some outstanding social or public service.

Substituted by 3 (i) " Direct appointment to the service shall be made on the result of a competitive examination conducted by the Commission. A preliminary competitive examination for the post of Deputy Superintendent of Police shall be conducted by the Commission, the regulations and total marks of which have been specified in Appendix C to these rules. The candidates who qualify the said preliminary competitive examination, shall be allowed to compete in the main competitive examination. Candidates equal to thirteen times of the total numbers of vacancies shall be considered to have qualified for the main

competitive examination in accordance with merit of the preliminary competitive examination. The regulations of main competitive examination have been specified in Appendix 'D' to these rules.

(ii) The candidates who qualify the main competitive examination and obtain not less than the minimum qualifying marks fixed by the Commission shall be put to physical tests and only those candidates who qualify the physical test shall be allowed to compete in the viva-voce test which shall be conducted by the commission.

(iii) An officer of the rank of Inspector General of Police shall be present in the viva-voce and shall be entitled to put questions to the candidates and to express his views to the Commission. A candidate's position shall be determined by adding the marks obtained by him in the written examination and in viva-voce test" Amended vide Government of Punjab, Department of Home Affairs and Justice (Home-I Branch) notification No. G.S.R. 63/Const./Art. 309/Amd./99 Dated 5<sup>th</sup> August, 1999.

7. *Qualifications.*- (I) No person shall be recruited to the service by direct appointment unless

- (i) he is not less than twenty one years and not more than twenty five years of age on the first of February of the year in which appointment is to be made;.

Substituted by 7 (i) " he is not less than twenty one years and no more than twenty eight years of age on the first day of January of the year in which the vacancies are advertised by the Commission" Amended vide Government of Punjab, Department of Home Affairs and Justice (Home-I Branch) notification No. G.S.R. 63/Const./Art. 309/Amd./99 Dated 5<sup>th</sup> August, 1999.

(ii) he produces a certificate of physical fitness as prescribed by rule 3.1 of the Punjab Civil Services Rules, Volume I, Part I.

(iii) he has a minimum height of 5'-7" and normal chest measurement of 33" with expansion of 1-1/2.

Substituted by 7 (iii-a) " In the case of female candidate, the height shall be 5'-3" and (iii) in the first proviso, for the word "thirty years", the word " relax able by the five years" shall be substituted" Amended vide Government of Punjab, Department of Home Affairs and Justice (Home-I Branch) notification No. G.S.R. 63/Const./Art. 309/Amd./99 Dated 5<sup>th</sup> August, 1999.

(iv) he is a graduate of a recognized University and possesses knowledge of both Hindi and Punjabi up to the Matriculation or its equivalent standard;

Provided that the upper age limit prescribed in sub-clause (i) shall be thirty years in the case of Scheduled Castes, Scheduled Tribes and Backward Classes.

Provided further that the physical standard prescribed in sub-clause (ii) shall not be relaxed without special sanction of the Government.

(2) No male candidate who has more than one wife living and no female candidate who has married a person having already a wife living shall be eligible for appointment to the service:

Provided that this disqualification shall not be applicable in cases where it was incurred before the 8<sup>th</sup> September, 1954, and the recruitment is to be made by promotion.

(3) (i) The Government shall notify to the Commission the number of vacancies to be filled by direct appointment during the year, and the Commission will proceed to give publicity to the proposed appointments and invite applications. If applications are invited before the results of the University Examinations have been notified; candidates appearing, or who have appeared in the Bachelor of Arts or equivalent examination, will be allowed to submit provisional applications.

(ii) The applications received will be referred for scrutiny to the Inspector General of Police, Punjab, who may make such enquiries as he may think fit and shall thereafter return all the applications with his remarks, if any, to the Commission.

(iii) The Commission will scrutinize all applications received and admit to the examination mentioned in sub-rule (3) of rule 6 all those candidates who are found to be eligible in accordance with those rules.

(iv) Success in the examination will confer no right on any candidate to appointment, unless the Government is satisfied after such enquiry as is considered necessary, that the candidate is suitable in all respects for appointment to the Service.

8. Probation of members of Service (a) Members of the Service shall be on probation for two years, which shall include the period of training at the Police Training School, Phillaur, and

in the district's and in the case of members recruited by promotion the Government may by a special order in each, case permit periods of officiating appointment to the service to count towards the period of probation.

(b) The services of a member recruited by direct appointment may be dispensed with by Government on his failing to pass the final examination at the end of his period of training, or on his being reported on, during or at the end of his period or probation, as unfit for appointment.

Provided that the Government, if it deems fit, extent the period of probation by not more than one year.

(c) The Inspector General of Police, Punjab, may require any member of the service on probation appointed by promotion from the rank of an Inspector to under go a special course of training to pass the prescribed examination in any subject or subject include compulsory language in which his qualification may be defective. Any such probationer failing to pass the examination prescribed for him or being unfavorably reported on may be reverted to his substantive rank of Inspector.

9. *Pay of member of service.*- (1) Members of the service shall be entitled to such time scale of pay as may be authorized by Government from time to time. The time scale of pay at present in force are given in Appendix 'A'

(2) Members of the Service recruited by promotion and appointed whether on an officiating basis or substantively will be placed in the time-scale of pay of the Service so as to give them Rs. 75 per mensem more than the substantive pay of the post held by them in the



subordinate Service. When this result in a sum intermediate between two stages in the aforesaid time-scale, the next increment will be reduced so as to bring the total up to the next higher stage in that scale.

(3) Member of the Service recruited by direct appointment shall, on first appointment be entitled to get the minimum of the time-scale of pay of the Service shall earn increments subject to the general rules governing the grant of increments.

(4) Officiating service and probationary service of the member of the service shall count for increment in the time-scale.

10. *Seniority of members of Service.*- The seniority of members of the Service shall be determined by the date of confirmation in the service.

Provided that if two or more members are confirmed on the same date.

- (i) a member who is appointed to the service by promotion shall be senior to a member appointed otherwise.
- (ii) in the case of members who were appointed by direct appointment, the seniority shall be determined in accordance with their position in the competitive examination.
- (iii) in the case of members who were appointed to the service by promotion, the seniority shall be determined in accordance with the date of their entry in promotion list 'G'.

11. *Conduct discipline and penalties.*- In matter relating to discipline, penalties and appeals, members of the Service shall be governed by the Punjab Civil Services (Punishment and Appeal) Rules, 1952, as amended from time to time so far as consistent

with these rules.

Provided that the nature of penalties which may be inflicted, the authority to impose such penalties, and subject to the provisions of any law or rules made under Article 309 of the Constitution of India, the appellate authority shall be as specifies in Appendix 'B';

Provided further that no member of the Service who is called upon to produce his defence as to the charges, which for the subject matter of any enquiry against him, shall be allowed to engage a counsel.

12. Every member of the service shall be subject to transfer under the orders of the Government from one place to another anywhere within the State of Punjab or the Union Territory of Delhi.

13. *Matters not expressly provided in these rules.*- In respect of all matters not specifically mentioned in these rules, the members of the Service shall be governed by such general rules as may have been or may hereafter be framed by the Government under the provision of the Constitution of India in this respect.

**Power to relax**

14. *General power to relax rules.*- Where the Government is of the opinion that it is necessary of expedient so to do, it may, by order, for reasons to be recoded in writing, relaxation" of the provisions of these rules with respect to any class of category of persons.

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**Appendix 'A'**

**(Rule3)**

Designation of post	Number of posts	Raising from Rs.	By annual Increment of Rs.	To	And when by annual Increment of Rs.	To	With efficiency bar at Rs.
Deputy Superintendent of Police	Selection Grade 4 Time Scale(including 2 for training reserve and one for Special enquiry Agency) for Delhi State	300 58 4	25	650	30	800	475& 650
	Total Selection Grade Rs. 900 per Mensem	66 as per Present					

**Appendix 'B'**

**Rule 11 (I)**

Sr. No.	Nature of penalty	Authority empowered to impose penalty	Appellate authority
1.	Censure	Inspector General of Police	State Government
2.	Withholding of increment or promotion including stoppage at an efficiency bar, if any	Ditto	Ditto
3.	Suspension	Ditto	Ditto
4.	Reduction to lower post or time scale, or to a lower stoppage a time scale.	State Govt.	
5.	Recovery from pay of the whole or part of any pecuniary loss caused to Govt. negligence or breach of orders.	Inspector General of Police	State Govt.
6.	Removal from the Civil Service or the Government, which does not Disqualify from future employment.	State Govt.	--
7.	Dismissal from the Civil Service of the Government which ordinarily disqualifies from future employment.	Ditto	--