

POLICE ORDER No. 266/81

Procedure for promotion of (a) Constables to the rank of Lance Naik, (b) Lance Naik to the rank of Naik, (c) Naik to the rank of Havildar and (d) Constables and L/Naik to the rank of Crime Intelligence Havildar.

P.M.R. 660-A—Deals with the procedure for promotion of Constables to the rank of Havildars. There is no provision in the Police Manual for promotion of Constables to the rank of Lance Naik, Lance Naik to Naik and Naik to Havildars. The executive order issued on the subject from time to time to not maintain uniformity of procedure in the matter of promotion of Constables to the rank of Lance Naik, Lance Naik to Naik and Naik to Havildar. Hence the following order is issued to regulate such promotion in the district in supersession of all previous instructions/orders issued in the matter.

(a) Constables to Lance Naik

A Constable can be promoted to the rank of Lance Naik provided (i) he has put in 3 years of service after recruits training, (ii) is below 35 years of age, (iii) has passed the district drill test and (iv) has a good record of service. The drill test will be held in January/February every year at the District Headquarters. The S. P. of the district along with one Assistant Commandant and another C. O. of the district will constitute a Board to hold the test. While all the eligible candidates will before to apply, the Consideration Zone to allow Constables to appear in this test will be *six times* of the total number of existing and anticipate vacancies in the rank of Lance Naik, Naik and Havildars till January next year strictly according to the seniority of the applicants. A list of those who pass the test should be prepared as per their original seniority and this select list should not be more than one and half times of the total probable vacancies in those ranks up to January next year. The list so drawn up shall remain valid till it is exhausted or reviewed by the next Board on the basis of records. A name can be removed from the select list for physical incapacity, serious misconduct, moral turpitude or for a number of punishments earned by him, which can be reviewed by the next Board. All vacancies in the rank of Lance Naik will be filled up from the select list in strict order of selection. *Ad hoc* promotion may be given only when there is none waiting on the select list and while allowing such *ad hoc* promotion seniority and merit of the Constables should be taken into consideration.

The District Drill Test will be held in the following subjects :—

OUT DOOR

Subject	Full Mark	Pass Mark
1. Squad Drill	20	10
2. Arms Drill	20	10
3. Weapon Training	30	15
4. Field Craft	20	10
5. P. T.	20	10
6. Turn Out	10	5
Total	120	60

INDOOR

A simple essay or a report or a letter be written in Oriya 40 20

MISCELLANEOUS

1. Service Records (The over all record should be examined and marks given on the basis of rewards and punishments).	40	..
2. Sports and other extra curricular activities (give reasons)	20	..
3. Courses passed (i. e. P. T. Course, W. T. Course, UAC Course).	20	..
Grand Total	240 Marks	

The pass mark on Out door and Indoor subjects would be 50% i.e. 80 Marks

(b) L. Naik, Constables to Naik

A Lance Naik or if a Lance Naik is not available, a district drill test passed Constables will be eligible for promotion to the rank of Naik provided (i) he has put in 2 years service as Lance Naik or 3 years of service as Constable, (ii) is below 40 years of age (iii) is physically fit and (iv) has maintained a good record of service. A Board constituting S. P. and Gazetted Police Officer will go through the service records of all the eligible candidates and prepare a select list. The names of the selected Persons should be arranged in order of their original seniority. The selected candidates should be sent for training to PTC / PTS in the DIC-for 6 months in the strict order of selection. All those candidates who pass the D. I. C. will be arranged in a State list according to their original seniority in Office of the Additional I.-G. of Police (T. R. & D). All vacancies in the rank of Naik would be filled up from this list in strict order of D. I. C. passed list. If vacancies in a particular district cannot be filled up by candidates of that district, Range D.I.-G., will make inter-District transfers to fill up vacancies. If none is available in the Range, Inter-Range transfers will be made. No *ad hoc* promotion will be made till the D. I. C. list is exhausted.

(c) Naik to Havildar

A Naik or if a Naik is not available a Lance Naik will be eligible for promotion to the rank of Havildar provided (i) he has put in 2 years of service as a Naik or 3 years of service as Lance Naik, (ii) is below 45 years of age, (iii) is physically fit, (iv) has maintained a good record of service and (v) has passed the D. I. C. A Board constituting the S. P. and one Gazetted Police Officer of the district will go through the service records of all the eligible candidates and prepare a select list. The names of the selected persons should be arranged in order of their original seniority. All vacancies in the rank of Havildar would be filled up from this list. If vacancies of a particular district can not be filled up due to non-availability of candidates on the list in that particular district the Range D. I. G. can transfer such candidates in other districts of his Range on promotion to fill up the vacancies. In case none is available in the Range, similar Inter-Range transfer should be made to fill up the vacancies. There should be no *ad-hoc* promotion to the rank of Havildar in the district until and unless the D. I. C. pass list is fully exhausted.

(d) Constables, Lance Naiks of Crime Intelligence-Havildar

Constables of O. R. can be promoted to the rank of Crime Intelligence Havildar provided (i) he has put in seven* years of service after recruits training, (ii) is below 40 years of age, (iii) passes a test in Oriya medium for selection to undergo Crime Intelligence Havildar training course for 6 months in the P. T. C. / P. T. S. The details of test will be prescribed by the I.-G. of Police. The test will be held in January/February every year at the District Headquarters. The S. P. of the district along with two Gzatted Police Officers will constitute a Board to hold the test and consider the service records of all the eligible candidates who have passed the test and prepare a select list for deputation to Head Constables Course of training. While all the eligible candidates will be free to apply the *Consideration Zone* to allow Constables to appear in this test will be *six times* of the total number of existing and anticipated vacancies till January next year, strictly according to the seniority of the applicants. A list of those who pass the test should be prepared as per their original seniority and this select list should not be more than *one and half* times of the total probable vacancies up to January next year. The list so drawn up shall remain valid till it is exhausted or reviewed by the next Board on the basis of records. A name can be removed from the select list for physical incapacity, serious misconduct, moral torpitude or for earning a number of punishments which can be reviewed by the next Board. All vacancies in the rank of Crime intelligence Havildar will be filled up from the selection list in strict order of selection.

The test will be held in the following subject:—

Subjects	Full mark	Pass Mark
INDOOR (in Oriya)		
1. Law and Rules	60	30
2. Essay	50	25
OUT DOOR		
1. Squad Drill	20	10
2. Arms Drill	20	10
3. Turnout	10	5
Total	160	80

MISCELLANEOUS

1. Service records (the overall record should be examined and marks given on the basis of rewards and punishments)	40
2. Sports and other extra curricular activities (given reasons)	20
3. Courses passed	20
Total	190

(The pass mark on indoor and out door subjects would be 50% i.e. (80 marks)

A Constable or Lance Naik, who has completed any one of the course, e, DIC/Crime Intelligence Course (C.I.C.), A. S. I. course will not be eligible to sit for another course

Manual Ref. : P. M. R. 660-A

ORISSA POLICE

STATE HEADQUARTERS, CUTTACK

No. 43301—IIW-3-88/II/Exe.

Dated the 4th October 1993

To

The D. I. G. of Police, T. R. & D., Orissa, Cuttack

Subject : Procedure for selection of Constables/LNKs/NKs for deputation to D. I. C. training and their promotion to the rank of LNKs. / NKs / C. I. Hav.—Revision of P. O. 266.

The procedure for promotion of OR Constables to the rank of C. I. Hav. was put up before the D. G. P.

The D. G. of Police has been pleased to observe that :—

“According to P. O. 266, the minimum service required is only 3 years which is valid at present. This has to be revised, restricting it to OR Constables only with a minimum of 7 years service. Home Department is to be remind”.

D. I. G. OF POLICE (ADMN.) ORISSA