CHAPTER-IV
(4) RECRUITMENT:

The role of the police is becoming more and more complex in the new social context. The police have now to be more than ever conscious of their role in safeguarding and fostering the processes of socio-economic growth and development and ensuring social justice. Linked with this is their responsibility for preserving the democratic order of society and upholding the Constitutional provisions, particularly with regard to equality before the law. Changes in values and social norms in this restless and turbulent age and challenges to established authority have made the task of the police delicate and exacting. Communal violence poses a serious problem for the police who are committed to maintaining and enforcing the secular concept of the Constitution. The growth of political extremism, a variety of social, political, economic, regional and linguistic tensions, and a rate of violent and heinous crime outpacing the rate of population growth due to industrialization, rapid urbanization and other economic factors have brought about a qualitative change in the nature and degree of the responsibility of the police in India. The induction of liberal principles of social defence into various aspects of law enforcement, the progress of science and technology and a very large number of social and other enactments have added to the volume and complexity of police work. At the same time, new techniques and devices are becoming available to an increasing extent to assist the police in the performance of their onerous tasks.

Of all the public services, the police alone can exercise direct coercive influence on the individual citizen. They have also been given discretion in order that they can be effective and responsive to the needs of the public. Their role calls upon them to make quick, perceptive judgments in the thick of conflict and in the glare of public scrutiny and errors of judgment on their part can cause irreparable harm. Law enforcement involves constant interaction with human beings. Human nature itself is very complex and has no set pattern. Policing in a modern society, therefore, calls for a deep insight into human behavior and a pragmatic approach.

These considerations call for persons of exceptional ability, intelligence and alertness and a high level of physical courage and stamina. Besides, they should be honest and impartial and men of character. We must also recognize the fact that the quality of the police officers recruited in the coming years will affect the standards of
performance of the force for at least the next quarter of a century and will provide the leadership which will face the challenges not only of today but also of the next two or three decades. The importance of sound recruitment procedures is, therefore, crucial.

The nature of the police role in a democracy requires that the members should be selected impartially; they should be administratively competent, politically neutral, and imbued with the spirit of selfless service. A police officer enjoys vast powers under the law and exercises wide discretion. The recruitment procedures should, therefore, be so devised that they are free from political, personal or corruptive influences. The need for objectivity in selection cannot be over-emphasized.

### 4.1 PRE-ENTRY ORIENTATION

Like any other profession, the police also require personnel who have an aptitude for or interest in police work. In order to create this interest among the youth, it might be useful to expose them to police work during their school/college education and to extend the study of criminology in the universities.

Direct recruitment is made in the police at the levels of the Constables, the Sub-Inspectors, the Deputy Superintendent and the Assistant Superintendent.

There are three Cadres in Police force which are directly recruited by the State Government.

Police Constable, the recruitment of this cadre is by District or range level. They are appointed by the District Supdt. of Police or sometimes Inspector-General of Police of concerned range, or by Commissioner of Police. Now-a-days Gujarat Govt. has established recruitment board for Recruitment of Constables under the leadership of Addl. Director General of Police and recruitment is made by the Addl. Director General of Police Administration, Gujarat State.

Police Sub-Inspectors: According S.5 of the B.P.Act, the State Govt. appoints the P.S.I.’s by G.P.S.C. or by committee or board. The last recruitment was made by the selection board established under the leadership of Addl. Director General of Police.

Dy.S.P. The selection of this cadre have been made thro’ G.P.S.C. only and after that G.A.D. appoints them in their cadre.
A.S.P. (IPS): they are recruited thro’ U.P.S.C. by Central Govt.

Supreme Court has ordered to separate the investigation wing and law and order wing. But Gujarat State has not followed the order or guideline of Hon. Supreme Court. If there is a separate investigation wing then at the time of appointment Science students can be considered for recruitment in Police force for investigation purpose because in investigation Medical and Forensic Evidence requires much importance.

Gujarat Government has started Raksha Shakti University in Ahmedabad and introduced Diploma Course but it is of very lower level and only for constables. Gujarat Government should start these courses for Class I, II, III posts as Pre-orientation.

Village Police: Before 30 years ago there was a police force named Village Police for the maintenance of Law & Order in the villages. As per village police act, 1867 S.5 the District Magistrate has powers for appointment of Village Police and Police Patel. They are performing their duties according the rules framed by the State Govt. They were honorary officers and there was provision to pay the honorarium. They were helping officers of Regular Police Force.

Railway Police: There is a provision to recruit Police Constables in Railway Police. The Supdt. Of Rly. Police, Baroda is the appointing authority for the recruitment of constables. But the P.S.I., P.I., DY.S.P. And S.P.’s are appointed by the State Govt. and they are on loan service from the state police force. There is a provision of mutual transfer, or regular transfer between State Police and Rly. Police.

4.2 RECRUITMENT, APPOINTMENT, PROBATION, CONFIRMATION AND SENIORITY.

SECTION-I. CLASSIFICATION AND GENERAL PRINCIPLES FOR RECRUITMENT.

(1) Division of Police Establishment under different Services: --

The personnel of the Police Department come under the different services as shown below:--
1. **All India Service.**—Members of the Indian Police and Indian Police Service.

2. (a) **Gujarat State Police Service.**—Superintendents of Police and Commandants of State Reserve Police Force Groups non-Cadre Officers (holding cadre or non-cadre posts), Assistant Commandants of the State Reserve Police Force, Deputy Superintendents of Police in the mofussil, Superintendents in the Commissionerate and Inspectors of Police.

   (b) **Gujarat State Police Service (technical executive).**—Superintendent of Police, Wireless, Deputy Superintendent of Police, Wireless, and Deputy Superintendent of Police, Motor Transport.

   (c) **General State Service**—Deputy Assistants to the Inspector General of Police; Office Superintendents to the Inspector General of Police; Director, Finger Print Bureau (Group I) and Assistant Public Prosecutors.

3. **Class III Service.**—Sub-Inspectors of Police, Head Constables, Police Constables, Subordinate ministerial staff, Director, Finger Print Bureau (Group II).

4. **Class IV Service.**—Peons and other miscellaneous servants.

(2) **General Principles Regarding Recruitment.**—(1) Recruitment rules for the several posts in the Police Department are detailed in the subsequent rules. All the appointing authorities should pay adequate attention to the various recruitment rules while making appointments. No person shall be appointed to any service or post unless he possesses prescribed qualifications, relating to the recruitment to such service or post.

   (2) If a person is appointed to a particular post in relaxation of prescribed qualifications on the ground that suitable candidates possessing those qualifications were not available and if such person applies for another post on the strength of relaxation within a short time, the Head of the Department or office should withhold the application of such person. It is not intended that he should be permanently debarred from applying for other posts, but the intention is that he should not be allowed to apply for other posts within about one or two years of his appointment. This will not apply to persons who have been appointed in relaxation of the prescribed age limit on the ground that they possess superior qualifications and/or experience,
but apply only to those persons who are appointed in relaxation of the prescribed age limit or educational qualification on the ground of non-availability of suitable candidates possessing the prescribed qualifications.

(3) The recruitment shall be made in accordance with the principles mentioned in the Gujarat Civil Service Classification and Recruitment (General) Rules, 1967, as amended from time to time.

(4) With a view to ensuring that young men in Educational Institutions are attracted to the Home Guards in large numbers, Government has decided that, other qualifications being equal, regular members of the Home Guards who have completed their training should be given preference vis-a-vis others in recruitment to posts in the Police service in localities where there are Home Guard Units, and that membership of the Home Guards should be regarded as an additional qualification for recruitment to all posts in Government services.

(5) The use of caste nomenclature in the application form prescribed for applying for different posts in the State Government is stopped and where special reservation have been made according to the Constitution of India, such persons should be requested to give special certificate along with their applications in the prescribed form.

(3) Recruitment of Backward Classes.—

(1) (a) Out of the vacancies occurring in the Police Department, which are filled up by direct recruitment, a minimum percentage of such vacancies as prescribed by Government from time to time, should be reserved for members of the Scheduled Castes and Scheduled Tribes for the purpose of recruitment.

(b) If at the time of recruitment sufficient number of candidates are not available according to the prescribed percentage of reservation, for either members of scheduled castes or scheduled tribes these reserved posts will be carried forward and filled in accordance with the Government Orders.
(2) In order to ensure that the minimum percentage of vacancies prescribed for Backward Class candidates are kept up in Class III and Class IV services all appointing authorities should obtain from different sources lists of suitable Backward Class candidates at the time of filling up the vacancies in Class III and Class IV service.¹

SECTION II—RECRUITMENT RULES.

A) Officers for the Indian Police Service.—

(1) Under Article 309 of the Constitution of India, the President of India or such other person as he may direct, has been vested with the power to recruit officers for the Indian Police Service. Appointment to the said service may be direct by competitive examination or by promotion from the State Police Service cadre. Detailed particulars regulating recruitment, constitution of cadre, etc. can be found in the Indian Police Service (recruitment) Rules, 1954, Indian Police Service (appointment by promotion) Regulations, 1955, and Indian Police Service (appointment by competitive examinations) Regulations, 1955, Indian Police Service (Special Recruitment) Regulations, 1957 and Indian Police Service (Emergency Commissioned and Short Service Commissioned Officers) (Appointment by Competitive Examination) Regulations, 1966, vide All India Services Manual issued by the Government of India, Ministry of Home Affairs.

(2) All rules applicable to Indian Police Service officers are published in the handbook of Rules and Regulations for the All India Services Manual issued by the Government of India, Ministry of Home Affairs.

After appointment as I.P.S. they have to undergo training for ONE YEAR at Sardar Vallabhbhai Patel National Police Academy, Hyderabad for training of ONE YEAR. Than after they are assigned the different states by the Central Government with the consultation of State Government.

------------------------------------------------------------------------------------------------------

In the field job they have to work as an **ADDITIONAL SUPDT. OF POLICE** for one year and than after they are appointed as **SUPDT. OF POLICE IN ANY DISTRICT**.

After appointment in Gujarat State as **I.P.S.OFFICER** he has to undergo training for State Laws, State Police Rules etc. for at least **ONE MONTH**. During this training they have to study particularly Bombay Police Act, Bombay Prohibition Act, Prevention of Gambling Act, **PASA** etc. most important state laws. They are district officers and it becomes very necessary for them to be familiar with state laws. They have to keep keen contacts with other departments of State and Union in the State. One month training in Gujarat Police Academy Karai becomes more important for them to become familiar with State administration. This experience becomes useful to them at the time of working as Supdt. Of Police of the District.

**Superintendent of Police Wireless:-**

Appointment to the post of Superintendent of Police Wireless, State of Gujarat, shall be made either by promotion of a suitable officer from the Gujarat Police Force or by nomination.

**B) RECRUITMENT OF Dy.S.P., RELATIVE SENIORITY OF AN ASSISTANT AND A DEPUTY SUPERINTENDENT OF POLICE FOR THE PURPOSES OF COMMAND.—**

When an Assistant and a Deputy Superintendent of Police are both attached to a district, their comparative rank of seniority for the purposes of Command, in the temporary absence of the Superintendent of Police either away from the district, or from Head-quarters when on tour, etc. should be determined as follows:-

(i) If both or neither has been confirmed in their or his appointment, the Assistant Superintendent of Police should be considered superior in rank to the Deputy Superintendent of Police irrespective of the dates of their appointments.

(ii) If one officer has been confirmed and the other has not, the former should be considered superior in rank to the latter, irrespective of the service to which he may belong.
(iii) The post of Deputy Superintendent of Police shall be filled up by Gujarat Public Service Commission only.

An appointment to any serviced or post, included in the State Service, shall be made by the State Government or by an authority duly empowered in that behalf by the State Government either-

On the result of the competitive examination held for the purpose, or

By direct selection, or

By promotion, or

By transfer,

From amongst the persons satisfying the conditions prescribed in the Gujarat Civil Services Classification and Recruitment (General) Rules, 1967, and other rules, if any, relating to the recruitment to such service or post.

Every such appointment shall be made after consultation with the Gujarat Public Service Commission, unless under a regulation made under proviso to clause (3) of Article 320 of the Constitution of India, such consultation is not necessary/  

After selection of Deputy Superintendent of Police by the Gujarat State Public Service Commission, the State Government after completing all the legal formalities recruit them as a Dy.S.P. Class-I post and they have to undergo training for at least ONE YEAR at Gujarat Police Academy, KARAI for Indoor as well as Outdoor training. After training of One Year they have to success in the final examination held by the training institute. Then after they have to join field duties in Police Force. They have to work from lower level, i.e. duty with head-constable, Police Sub-Inspector and Police Inspector. Then after they have to work with Sub-division Office of Police department and than they can take charge in the individual capacity in the department as Deputy Supdt. Of Police in Sub-divisional Police Office.

C) POLICE INSPECTORS, WIRELESS.—

(1) Appointment to the post of Inspector of Police (Wireless Section) shall be made by promotion of suitable officer on the select list prepared for this purpose or by nomination.
(2) To be eligible for appointment by nomination a candidate must,—

(i) Be not less than 21 years and; unless already in the service of the Government of Gujarat, be not more than 35 years of age;

(ii) (a) hold a degree in science with physics as one of the subjects and must have successfully completed postgraduate course in Radio Engineering, or possess other additional qualifications in Radio Engineering or (b) hold a degree in Tele-communication or Radio Engineering of a recognized University or an equivalent qualification;

(iii) Possess certificate of competency for Wireless Operators issued by Government of India or an equivalent qualification;

(iv) Possess experience for not less than three years in the maintenance of wireless equipment;

(v) Have a minimum height of 168 centimeters and a minimum chest of 79 centimeters deflated:

Provided that the educational qualifications may be relaxed in the case of candidates who have served in Defence Department and possess First or Second class Army Education Certificate or are able to read and write English with facility and are also able to read sketches and blue prints and are otherwise qualified for the post:

Provided further that the upper age limit may be relaxed in the case of candidates with exceptionally good qualifications and/or experience.

(3) A candidate appointed by nomination will be on probation for a period of two years and will be required to pass such departmental and/or language examinations as may be prescribed by Government.

(4) Appointments by promotion will be made by the Director General of Police by selection in accordance with the principles and procedure prescribed by the rules.

(5) Confirmation.—Officers appointed as Inspectors will, if found fit, be confirmed by the Inspector General of Police.
(6) Seniority.—Seniority will ordinarily be determined by the dates of continuous appointment as such subject to the condition that fortuitous, local and temporary appointments do not entitle a person to gain any seniority. A gradation list for the whole State showing the seniority will be prepared by the Director General of Police and published every six months in the Police Gazette.

D) ARMED POLICE INSPECTORS.—

(1) Appointment of Police Inspectors (Armed) shall be made either:—

(i) By promotion of meritorious officers from the lower ranks of the Police Force in order of merit on Select List; or

(ii) By direct recruitment, in exceptional cases when suitable candidates in the Department are not available for promotion.

(2) To be eligible for appointment as Inspectors in the Armed Branch by direct recruitment candidates must possess the minimum qualifications, height, weight, etc. as prescribed by rules.¹

E) UNARMED POLICE SUB-INSPECTORS.—

The recruitment of Police Sub-Inspector arranged by the Selection Committee of the State Police Authority. Earlier they were appointed through “Gujarat Gaun Seva Pasandagi Mandal”. Recently within three years 1000 or more Police Sub-Inspectors have been selected in Gujarat Police Force and they are selected by the Board.

The Minimum qualification for the post of P.S.I. is Graduation. Physical skill and height are also compulsory like constables. After selection and all the formalities of recruitment they have to undergo training for at least 1 year to Gujarat Police Academy and Police Training College, Junagadh for their Basic training of Indoor as well as outdoor training. After completion the training they have to pass the examination in the training institute successfully. Then after they can go and work in the field.

--------------------------------------------------- ---------------------------------------------------

(1) Sub-Inspectors are recruited direct by competitive examination and by promotion of officers from the lower ranks. 50 per cent of the appointments on the sanctioned cadre of Sub-Inspectors are filled by direct recruitment. Half of the remaining 50 percent posts are filled by promotion of officers from the lower ranks and the other half by promotion of Head Constables on passing the Sub-Inspectors’ course at the Police Training School/College.

(2) The selection of candidates for direct recruitment of Sub-Inspectors is made by a selection committee consisting of the following officers, viz.:-

- The Director General of Police,
- The Director of the Anti-Corruption Bureau,
- The Commissioner of Police, Ahmedabad.
- The Senior most Deputy Inspector General of Police.
- The Principal, Police Training College, Junagadh or a Joint Director, Gujarat Police Academy, KARAI (Gandhinagar).

(3) The method of applying for selection is notified in the Gujarat Government Gazette, the Gujarat Police Gazette, and in important news-papers well in advance of each selection.

(4) The power to appoint Sub-Inspectors from amongst candidates selected by the Selection Committee has been delegated to the Deputy Inspector General of Police under Article 309 of the Constitution of India.

(5) For probation and confirmation of Sub-Inspectors recruited direct and Head Constables put through the Sub-Inspectors’ course at the Police Training College. Head Constables promoted without taking such a course are appointed substantively after they have been tried sufficiently long in an officiating capacity and are, therefore, appointed without any period of probation.

(6) The Seniority of Sub-Inspectors recruited direct and Head Constables passing the Sub-Inspectors course is determined by the order of merit in which they pass out from the Police Training College. Head Constables promoted without taking such a course are, on confirmation placed below those Sub-Inspectors who were confirmed
on the same or earlier date. A Sub-Inspector student who has failed in his Final Examination at the Police Training College and is given an extension will, provided he passes at the next examination, be held to have passed out of the Police Training College, below all who joined after him but passed the Final Examination at the same examination. In cases where the probationary period is extended, the position of the officer concerned on the gradation list of Sub-Inspectors will be below that of any Sub-Inspector who passed out at the same time as himself. In cases where probationary period is extended for any reasons including leave or sickness, the position of the officer concerned on the gradation list of Sub-Inspectors should be determined by the order of merit in which they pass out from the Police Training College.¹

(7) A gradation list showing the seniority of all Sub-Inspectors in his range is prepared and published in the Gujarat Police Gazette by each Range Deputy Inspector General every six months.

F) RECRUITMENT OF CONSTABLES:

A constable is not empowered to investigate offences but being a police officer, he can make an arrest without a warrant u/s. 41 Cr.P.C. He can seize any property suspected to be stolen u/s. 102 Cr.P.C. Some other duties which Constables attached to a police station are required to perform may be briefly stated as follows:-

Patrolling beat duty (picket duty, nakabandi), watching and shadowing suspects, undercover operations, collection of intelligence in relation to crime and criminals, specific enquiries such as ascertaining the where-abouts or occupation of persons under surveillance or relating to particular bad characters and suspicious persons and traffic duty.

Assisting an investigating officer in making searches, seizures and arrests and conducting raids, serving summons and executing warrants, escorting arrested persons, and preserving scenes of crime.

-----------------------------------------------------------------------------------

Attending bazaars, fairs, festivals, etc., for the purposes of maintaining order, performing V.I.P., and other security duties and handling mobs.

Maintenance of police station records.

It is obvious that a Constable’s duties are not limited to mechanical tasks, but include duties which have to be performed with understanding, tact, sympathy and firmness. He has, at times, to deal with situations by himself until the arrival of superior officers, apprise and report incidents to his superiors, deal with juvenile offenders and victims of social crimes and protect the rights of the non-affluent sections of society. With the introduction of Panchayati Raj, he has to deal with elected representatives of the people, village headmen and other officials appointed by the Government at the village level.

The importance of the constabulary lies in the fact that they constitute the major part of the force, are the first to come into contact with the general public and the impressions of the people regarding the conduct of the constabulary contribute greatly to the image of the police.

**EDUCATIONAL QUALIFICATION:**

The educational standards prescribed at present vary from bare literacy to the High School or an equivalent examination.

The educational qualification prescribed, at present, for recruitment to the armed police is Matriculation. The duties of Constables in the armed police also involve contacts with the public e.g. during law and order arrangements, fairs and festivals, elections, VIP duties etc., and extend to dealing with extremists and dacoits. Therefore, armed policemen should not only be tough, but also intelligent and should have the capacity to discriminate between situations.

**PHYSICAL QUALIFICATION OF CONSTABLES:**

A policeman performing law enforcement functions works among the people all the time, especially while maintaining order. His build and appearance have, therefore, a direct impact on his effectiveness. A policeman standing in a crowd has a better view if he is taller than the average citizen. He is also likely, in that case, to be
more effective. A minimum height of 165 to 170 cms. was recommended by the Police commission.

The deflated chest measurement varies from 32” in the state. The minimum chest measurement recommended by the Police commissions varies from 30” to 32” as per recruitment basis.

**PHYSICAL EFFICIENTY TESTS:**

The aim should be to provide physical efficiency tests which are easy to administer to large numbers of candidates and which do not require specialized equipment or previous specialized training.

**Selection Procedure:**

Constables are recruited at present on a district/battalion basis or Range level or Recruitment Board of State Level.

Recently 8400 Constables now known as Lok Rakshak Dal has been selected by the Recruitment Board of Police Department and they have undergone training for atleast 8 months.

Constable is a Backbone in Police Force. Their strength is very large in comparison with Officers Cadre. He is the person to come into direct contact to the victim people. So his job is very much important.