

In pursuance of the provisions of clause (3) of Article 348 of the Constitution, the Governor is pleased to order the publication of the following English translation of notification no 2548/VI-PU-10-2008-27(60)-2001, December 2, 2008.

NOTIFICATION

Miscellaneous

No 2548/VI-pu-10-2008-27(60)-2001

Dated Lucknow, December 2, 2008

In exercise of the powers under sub-sections (2) of section 46 read with section-2 of the Police Act, 1861 (Act no. 5 of 1861) and all other powers enabling him in this behalf and in supersession of all existing rules issued in this behalf, the Governor is pleased to make the following rules with a view to regulating the selection, promotion, training, appointment, determination of seniority and confirmation etc. of Sub-Inspector and Inspector of the Civil Police in Uttar Pradesh Police force:

THE UTTAR PRADESH SUB-INSPECTOR AND INSPECTOR (CIVIL POLICE) SERVICE RULES, 2008

PART-I-GENERAL

Short titles and commencement

1.(1) These rules may be called the Uttar Pradesh Sub-Inspector and Inspector (Civil Police) Service Rules, 2008.

Status of the Service

(2) They shall come into force at once.

2. The Uttar Pradesh Sub-Inspector and Inspector (Civil Police) service comprises group 'B' posts namely Inspector and group 'C' posts namely Sub-Inspector.

Definitions

3. In these rules, unless there is anything repugnant in the subject or context;

(a) 'Act' means the Uttar Pradesh Public Services (Reservation for Scheduled Castes, Scheduled Tribes and other Backward classes) Act, 1994;

(b) 'appointing authority' means the Deputy Inspector General of Police, Uttar Pradesh;

(c) 'Board' means the Uttar Pradesh Police Services Service Recruitment and Promotion Board established in accordance with Government orders issued from time to time in this regard;

(d) 'Citizen of India' means a person who is or is deemed to be a citizen of India under Part II of the Constitution;

(e) 'Constitution' means the Constitution of India;

(f) 'Government' means the State Government of Uttar Pradesh;

(g) 'Governor' means the Governor of Uttar Pradesh;

(h) 'Head of the Department' means the Director General of Police, Uttar Pradesh;

(i) 'member of the service' means a person substantively appointed under these rules or the rules or orders in force prior to the commencement of these rules to a post in the cadre of the service;

(j) 'Other backward classes of citizens' means the backward classes of citizens specified in Schedule I of the Act, as amended from time to time;

(k) 'Police Headquarters' means the Headquarters of the Director General of Police, Uttar Pradesh at Lucknow and Uttar Pradesh Police Headquarters at Allahabad.

(l) 'Service' means the Uttar Pradesh Sub-Inspector and Inspector (Civil Police) Service;

(m) 'Substantive appointment' means an appointment, not being an adhoc

appointment, on a post in the cadre of the service, made after selection in accordance with the rules and, if there were no rules, in accordance with the procedure prescribed for the time being by executive instructions issued by the Government;

- (n) 'year of recruitment' means a period of twelve months commencing on the first day of July of a calendar year.

PART-II- CADRE

Cadre of
service

- 4.(1) The strength of the service and of each category of posts therein shall be such as may be determined by the Government from time to time.
- (2) The strength of the service and of each category of posts therein shall, until orders varying the same are passed under sub-rule(1), be as given below:

Name of post	Number of Posts		
	Permanent	Temporary	Total
1. Inspector	890	339	1229
2. Sub- Inspector	7153	3754	10907

provided that;

- (i) the Head of the Department may re-determine the number of posts of various units within the overall sanctioned allocation.
- (ii) the appointing authority may leave unfilled or the Governor may hold in abeyance any vacant post, without thereby entitling any person to compensating; or
- (iii) the Governor may create such additional permanent or temporary posts as he may consider proper.

PART - III - RECRUITMENT

Source of
recruitment

5. Recruitment to the various categories of posts in the service shall be made from the following sources:
- (1) SUB-INSPECTOR
- (1) Fifty percent by direct recruitment through the Board. The recruitment of dependents of those employees who died during their service is also made in accordance with the Dying in Harness Rules 1974.
- (2) Fifty percent by promotion through the Board on the basis of departmental examination from amongst substantively appointed Head Constables and Constables of the Uttar Pradesh Civil Police who fulfil the following eligibility conditions:-
- (a) must have completed three years service as such on the first day of the year of recruitment;
- (b) must not have attained the age of more than 40 years on the first day of the year of recruitment.
- (2) INSPECTOR
- By promotion through the Board on the basis of departmental examination from amongst substantively appointed Sub-Inspectors who have completed five years service as such on the first day of the year of recruitment.

NOTE - The post of Sub-Inspector (Teacher) shall be filled by transfer from amongst substantively appointed Sub-Inspectors who have undergone a course in Pedagogy, as prescribed by the Government from time to time.

- Reservation 6. Reservation for the candidates belonging to the Scheduled Castes, Scheduled Tribes and other Categories shall be in accordance with the Act and the Uttar Pradesh Public Services (Reservation for Physically Handicapped, Dependents of Freedom Fighters and Ex-Servicemen) Act, 1993, as amended from time to time, and the orders of the Government in force at the time of the recruitment.

PART-IV-QUALIFICATIONS

- Nationality 7. A candidate for direct recruitment to a post in the service must be
- (a) a citizen of India; or
 - (b) a Tibetan refugee who came over to India before the 1st January, 1962, with the intention of permanently settling in India; or
 - (c) a person of Indian origin who has migrated from Pakistan, Burma, Sri Lanka or any of the East African Countries of Kenya, Uganda and the United Republic of Tanzania (formerly Tanganyika and Zanzibar) with the intention of permanently settling in India:

Provided that a candidate belonging to category (b) or (c) above must be a person in whose favour a certificate of eligibility has been issued by the State Government :

Provided further that a candidate belonging to the category (b) will also be required to obtain a certificate of eligibility granted by the Deputy Inspector General of Police, Intelligence Branch, Uttar Pradesh.

Provided also that if a candidate belongs to category (c) above, no certificate of eligibility will be issued for a period of more than one year and the retention of such a candidate in service beyond the period of one year shall be subject to his acquiring Indian Citizenship.

Note:- A candidate in whose case a certificate of eligibility is necessary but the same has neither been issued nor refused, may be admitted to an examination or interview and he may also be provisionally appointed subject to the necessary certificate being obtained by him or issued in his favour.

- Academic Qualification 8. A candidate for direct recruitment to the post of Sub-Inspector must possess a Bachelor's degree from an University established by law in India or a qualification recognized by the Government as equivalent thereto.

- Preferential Qualification 9. A Candidate who has :
- (i) served in the Territorial Army for a minimum period of two years, or
 - (ii) Obtained a 'B' certificate of National Cadet Corps shall, other things being equal, be given preference in the matter of direct recruitment.

- Age 10. A candidate for direct recruitment must have attained the age of 21 years and must not have attained the age of more than 28 years on the first day of July of calendar year in which vacancies for direct recruitment are advertised:

Provided that the upper age limit in the case of candidate belonging to the Scheduled Castes, Scheduled Tribes and such other categories as may be specified.

- Character 11. The character of a candidate for direct recruitment to the post in the service must be such as to render him suitable in all respect for employment in Government Service. The appointing authority shall satisfy itself on this point:

Note :- Persons dismissed by the Union Government or State Government or by local Authority or by a Corporation Body owned or controlled by the Union Government or State Government shall be ineligible for

appointment to the service, persons convicted of an offence involving moral turpitude shall also be ineligible.

Marital Status

12. A male candidate who has more than one wife living or a female candidate who has married a man already having a wife living shall not be eligible for appointment to a post in the service.

Provide that the Government may, if satisfied that there exist special grounds for doing so, exempt any person from the operation of this rule.

Physical fitness

13. No candidate shall be appointed to a post in the service unless he be in good mental and bodily health and free from any physical defect likely to interfere with the efficient performance of his duties. Before a candidate is finally approved for appointment, he shall be required to pass an examination by Medical Board.

Note:- The Medical Board shall examine the deficiencies such as knock knee, bow-legs, flat foot, varicose veins, colour blindness, vision deficiencies etc.

PART-V-PROCEDURE FOR RECRUITMENT

Determination of vacancies

14. The appointing authority shall determine and intimate to the Head of the Department the number of vacancies to be filled during the course of the year of recruitment as also the number of vacancies reserved for candidates belonging to Scheduled Castes/ Scheduled Tribes and other categories under rule 6. The Head of the Department shall also intimate the number of vacancies to the Board and the Government. The vacancies for direct recruitment shall be notified in the following manner:-

- (i) by issuing advertisement in daily newspaper having wide circulation;
- (ii) by pasting the notice on the notice board of the office or by advertising through Radio/Television and other Employment newspaper; and
- (iii) by notifying vacancies to the Employment Exchange.

Procedure for Direct Recruitment to the post of Sub Inspector

15. For the purpose of direct recruitment to the post of Sub-Inspector, there shall be representation to the Scheduled Castes/ Scheduled Tribes and other Backward classes of citizen in Selection Committee shall be made in accordance with the order made under section-7 of the Act, as amended from time to time.

(a) Applications-

- (i) A candidate shall fill the application Form from one District only. Regarding allocation of Examination Centre the candidate may give more than one option. However Board may allocate centre other than those indicated by the candidate;
- (ii) a separate booklet shall be attached with the application Form containing the information regarding educational qualification, age, minimum qualifying standards for each category of Physical Standard Test, Physical Efficiency Test, Medical Fitness, minimum qualifying marks for Written Examination subject wise, copy of O.M.R. sheet for practice and other important guidelines ;
- (iii) the application Form is on the O.M.R sheet with carbon copy ;
- (iv) the space for candidate's both left and right thumb impression is provided in the application Form ;

- (d) two attested photographs of the candidate be pasted on application Form, one photo on the application Form and one photo on the admission card are to be pasted at proper places.
- (v) it is essential that every application Form must accompany with the attested copies of the certificates of age 10th, 12th and Graduation/Post Graduation; Sports Certificate, National Cadet Corps Certificate, Home Guard Certificate, Cast Certificate, Unit discharge certificate in case of Ex-Servicemen and Certificate of Dependent of Freedom Fighters as the case may be.
- (vi) Application Form can be purchased on payment of prescribed fees from notified Post Office/Bank.
- (b) (vii) Duly filled up application Forms should be submitted in the same Post Office/Bank from where it is so purchased.

Call Letters-

- All the certificates, submitted by the candidate will be examined before issuance of the call letter. If a certificate is shown to be submitted in the Application Form but not found attached with it, the Application Form of the candidate may be cancelled. After getting the Application Form scanned through computer, computerised call letter will be issued to eligible candidates through the same Post Office/Bank from where Application Form was submitted. Code/name/postal address/place of the examination, centre, along with the date and time of the Physical Standard Test, Physical Efficiency Test and medical examination will be clearly mentioned in the call letter. Documents with which the candidates are required to reach for the examination will be clearly indicated in the call letter. Call letter should reach at least a week before the examination. In case call letter is not received till a week before beginning of the examination candidates may contact helpline, serial code of the Application Form will have to be given in this regard. Duplicate call letter will be issued by the Board.
- (c)

Physical Standard Test-

- All eligible Candidates to appear in a qualifying standards for Physical Standard Test of a qualifying nature the procedure for which is given in Appendix-1
- (d)

Preliminary Written Test-

The Candidates who are declared successful in the Physical Standard Test under clause (c) shall be required to appear in an objective type/ Preliminary Written Test of qualifying nature. This test shall carry 200 marks.

It shall comprise three sections, namely General Knowledge (Current Affairs, History, Geography, Constitution of India, Freedom Struggle etc.) of 100 marks, Numerical Ability Test of 50 marks and Reasoning of 50 marks. The candidates who secure a minimum fifty percent marks in the said test shall be declared successful.

(e) **Physical Efficiency Test-**

The candidates who are declared successful in the preliminary written test under clause (d) shall be required to appear in a Physical Efficiency Test of qualifying nature. This test shall be of the level of National Physical Efficiency Standard Star-1. The Board shall be empowered to change or upgrade the standards of the said test which shall, in no case, be lesser than the prescribed standards of Star-1. The procedure for conducting the Physical Efficiency Test shall be such as prescribed in Appendix-2.

(f) **Main Written Examination-**

The candidates who are declared successful in the Physical Efficiency Test under clause (e) shall be required to appear in the main written examination which shall carry 400 marks in the following subjects:-

Subject	Maximum Marks
1. General Hindi/	75 marks
Hindi Essay	25 marks
2. Basic Law and Constitution	100 marks (objective type)
3. Numerical and Mental Ability Test	100 marks (objective type)
4. Mental Aptitude Test/ I.Q. Test/Reasoning	100 marks (objective type)

Note: The procedure for conducting written examination shall be such as prescribed in Appendix-3.

The candidate who fails to obtain minimum fifty percent marks in each subject shall not be eligible for recruitment. The Board shall, having regard to the need for securing due representation of the candidates belonging to the Scheduled Castes, Scheduled Tribes and others under Rule 6, prepare a list of successful candidates on the basis of marks obtained by them in the Main Written Examination, the entire list along with marks obtained per subject along with answer key would be displayed on the Board's website immediately. The number of candidates to be selected in the main written examination shall be three times the number of vacancies.

(g) **Medical Examination-**

The candidates who have passed the Main Written Examination will undergo the Medical Examination test shall be such as prescribed in Appendix-3.

(h) **Group Discussion-**

The candidates selected under the rule 15 (f) shall be required to appear in a Group Discussion for which separate groups of ten candidates each shall be formed. The process of Group Discussion shall be carried out under the supervision of a panel comprising Management Expert, Psychologist and Criminologist in the presence of Chairman of the Board or his nominee, one Additional Director General of Police nominated by Director General of Police, Uttar Pradesh). In the said Group discussion, Police Case Study shall be presented for discussion and the entire Group discussion shall be completed within the stipulated timeframe. the Group Discussion shall carry 20 marks and it will include the evaluation of candidates Management Skill (5 marks), Presentation (5 marks), Attitude (5 marks) and Personality (5 marks). These marks shall also be uploaded in the Board's website.

NOTE 1- The entire process of Group Discussion shall be video graphed and a C.D. thereof shall be prepared.

NOTE 2- Nomination of officers for giving representation to the Scheduled Castes, Scheduled Tribes and Other Backward Classes of Citizens in the Selection Committee shall be made in accordance with Section -7 of the Act, as amended from time to time.

NOTE 3 - The procedure for conducting written examination shall be such as prescribed in Appendix-3

(i) **Selection and Merit List-**

The marks obtained by each candidate in the Main Written Examination under

rule 15 (f) shall be added to the marks obtained by him in the Group discussion under rule 15 (h).

- (i) The Board shall prepare a select list of candidates in order of their merit, keeping in view the reservation policy guidelines as disclosed by the aggregate of marks obtained by each candidate at the main written examination and Group Discussion. If two or more candidates obtain equal marks, the candidate obtaining higher marks in the main written examination shall be placed higher in the list. The Board will upload the Select List on website for all candidates immediately and shall forward it to the Head of the Department.

Procedure for recruitment by promotion to the post of Sub-Inspector

16. For the purpose of recruitment by promotion on the basis of departmental examination to the post of Sub-Inspector, the Board shall conduct a written examination in the following manner.

(a) **Written Examination-**

- (i) The eligible candidates shall be required to appear in a written examination which shall carry 300 marks. The details of the subjects included in the written examination and the marks allotted for each subject are as follows:-

Subject	Maximum Marks
1. Hindi Essay (based on Law and Order case study and police functioning)	100 marks
2. Basic Law, Constitution and Police Procedure (Indian Penal Code, Criminal Procedure Code, Evidence Act and Police Manual etc.)	100 marks (objective type)
3. Numerical and Mental Ability Test	50 marks (objective type)
4. Mental Aptitude Test/ I.Q. Test/Reasoning	50 marks (objective type)

NOTE-1 - The Question papers shall be set up keeping in mind the job profile of the post of Sub-Inspector and commensurate with the job responsibility.

NOTE- 2 - The candidates who fail to obtain minimum fifty percent marks in each subject shall not be eligible for Promotion.

- (ii) The Selection Committee shall, having regard to the provisions of reservation referred to in rule 6, prepare a list of successful candidates on the basis of marks obtained by them in the written examination under sub-clause (i) of clause (a).

(b) **Physical Efficiency Test-**

The candidates selected under clause (a) shall be required to appear in a Physical Efficiency Test of qualifying nature. The male candidates shall be required to complete a run of 10 kilometers in 75 minutes and the female candidates a run of 5 kilometers in 45 minutes.

(c) **Service Records-**

Marks on the basis of Service Records shall be awarded to each candidate selected under sub-clause (ii) of clause (a). The maximum marks for the length of service shall be 20 (01 mark for each year), for the educational qualification of Graduation and above degree 10 marks, Training Course 40 marks out of which 10 marks each for every substantive training subject to a maximum of 30 and 02 marks each for every non-substantive training subject to a maximum of 10 marks and 30 marks for annual entry. Thus there shall be maximum 100 marks as

above. The Training Directorate of the Police organisation is authorised to notify any training as substantive and non substantive subject to the condition that no training which is less than one month's duration shall be notified as substantive training. For every major punishment 05 marks, for every minor punishment 03 mark and for every petty punishment 01 mark shall be deducted. The Service Records shall also be examined keeping in view whether the candidate has been awarded some kind of punishment which renders him unsuitable for promotion. Any candidate whose integrity was with held ever within the last five years shall not be eligible for promotion.

(d) **Subject to the provisions of clause (a) and (c) -**

The marks obtained by each candidate under sub-clause (ii) of clause (a) shall be added to the marks obtained by him under sub-rule (v). The Selection Committee shall prepare a list of candidates on the basis of aggregate of marks so arrived.

(e) **Group Discussion-**

The candidates selected under clause (d) shall be required to appear in a Group Discussion. For this purpose separate groups of ten candidates each shall be formed. The process of Group Discussion shall be carried out under the supervision of a panel comprising management expert, Psychologist and Criminologist in the presence of Chairman of the Board or his nominee, Additional Director General of Police (Personnel) and Additional Director General of Police, Law and Order (Nominated by the Director General of Police, Uttar Pradesh). In the said Group Discussion some problem relating to any police case study shall be presented for discussion and the entire Group Discussion shall be completed within the stipulated timeframe. The Group Discussion shall carry 20 marks and it will include the evaluation of candidates Management Skill (5 marks), Presentation (5 marks), Attitude (5 marks) and personality (5 marks).

NOTE 1- The entire process of Group Discussion shall be video graphed and a Compact form thereof shall be prepared.

NOTE 2- Nomination of officers for giving representation to the Scheduled Castes, Scheduled Tribes and Other Backward Classes of Citizens in the Selection Committee shall be made in accordance with section 7 of the Act, as amended from time to time.

(f) **Selection and Merit List-**

The Board shall, having regard to the provisions of reservation referred to in rule 6, prepare a final select list of candidates in order of merit as disclosed by the aggregate of marks obtained by them under sub-clause (d) and sub-clause (e). If two or more candidates obtain equal marks, the candidate obtaining higher marks under sub-rule (c) shall be placed higher in the list. The selection Committee shall forward the list to the Board which shall forward it to the Head of the Department.

Procedure for Recruitment to the post of Inspector by promotion.

17. For the purpose of recruitment by promotion on the basis of departmental examination to the post of Inspector, the Board shall conduct a written examination in the following manner. 100 % vacancies will be filled through promotion.

(a) **Written Examination-**

(i) The eligible candidates shall be required to appear in a written examination which shall carry 300 marks. The details of the subjects included in the written examination and the marks allotted for each subject are as follows:-

- | | | |
|----|--|-------------------------------|
| 1. | Hindi Essay (based on Law and Order case study and police functioning) | 100 Marks |
| 2. | Basic Law, Constitution and Police Procedure (Indian Procedure Code, Criminal Procedure Code, Evidence Act and Police Manual etc.) | 100 Marks
(Objective Type) |
| 3. | Numerical and Mental Ability Test | 50 Marks
(Objective Type) |
| 4. | Mental Aptitude Test/I.Q. Test/Reasoning | 50 Marks
(Objective Type) |

Note 1- The question papers shall be of Graduation level.

Note 2- The candidates who fail to obtain a minimum 50 percent marks in each subject shall not be eligible for Promotion.

Note 3- The procedure for conducting written examination shall be such as prescribed in Appendix-3.

(ii) The selection shall, having regard to the provisions of reservation referred to in rule 6, prepare a list of successful candidates on the basis of marks obtained by them in the written examination under sub-rule(i).

(b) **Service Records-**

(i) Marks on the basis of Service Records shall be awarded to each candidate selected under clause (a). The maximum marks for the length of service shall be 20 (01 mark for each year), for the educational qualification of Graduation and above degree 10 marks, Training Course 40 marks out of which 10 marks each for every substantive training subject to a maximum of 30 and 02 marks each for every non-substantive training subject to a maximum of 10 marks and 30 marks for annual entry. Thus there shall be maximum 100 marks as above. The Training Directorate of the Police organisation is authorised to notify any training as substantive and non substantive subject to the condition that no training which is less than one month's duration shall be notified as substantive training. For every major punishment 05 marks, for every minor punishment 03 mark and for every petty punishment 01 mark shall be deducted. The Service Records shall also be examined keeping in view whether the candidate has been awarded some kind of punishment which renders him unsuitable for promotion. Any candidate whose integrity was with held ever within the last five years shall not be eligible for promotion.

(ii) The marks obtained by each candidate under sub-clause (a) shall be added to the marks obtained by him under sub-rule (b). The Selection Committee shall prepare a list of candidates on the basis of aggregate of marks so arrived.

(c) **Group Discussion-**

The candidates selected under clause (a) shall be required to appear in a group discussion. For this purpose separate groups of 10 candidates each shall be formed. The process of group discussion shall be carried out under the supervision of a panel comprising Management Expert, Psychologist and Criminologist in the presence of Chairman of the Board or his nominee, presence of Chairman of the Board or his nominee, Additional Director General of Police(Personnel) and Additional Director General of Police Law and Order(nominated by the Director General of Police, Utter Pradesh) In the said Group Discussion some problem relating to any police case study shall be presented for discussion and the entire Group Discussion shall be completed

within the stipulated time-frame. The Group Discussion shall carry 20 marks and it will include the evaluation of candidates Management Skill (5 marks), Presentation (5 marks), Attitude (5 marks), and personality (5 marks)

(d) Note -1- The Entire process of Group Discussion shall be video graphed and a C.D. thereof shall be prepared.

Note:-2- Nomination of Officers for giving representation to the Scheduled Castes, Scheduled Tribes and Other Backward classes of citizens in the Selection Committee shall be made in accordance with section-7 of the Act, as amended from time to time.

Final Selection List

The Selection Committee shall, having regard to the provisions of reservation referred to in rule 6, prepare a final select list of candidates in order of merit as disclosed by the aggregate of marks obtained by them under clause b (ii) and clause (c). If two or more candidates obtain equal marks, the candidate obtaining higher marks under clause b (ii) shall be placed higher in the list. The Selection Committee shall forward the list to the Board which shall forward it to the Head of the Department. The Head of the Department shall forward the require number of names to the concerned appointing authorities. The final selection list with marks of all candidates should be uploaded on the Board's website.

PART VI-TRAINING, APPOINTMENT, PROBATION, CONFIRMATION AND SENIORITY

- | | | |
|-------------|--------|--|
| Training | 18.(1) | The candidates finally selected for appointment under rules 15 and 16 to the post of Sub-Inspector shall be required to successfully undergo such training as prescribed by the Police Head Quarters from time to time prior to their appointment. The prescribed training shall be organized by the Head of the Department. After the successful completion of training, the Head of the Department shall forward the required number of names to the concerned appointing authorities. |
| | (2) | The candidates finally selected for appointment under rule 17 to the post of Inspector shall, after their appointment, be required to undergo a course regarding modern aspects of Police investigation. |
| Appointment | 19(1) | Subject to the provisions of clause (a) of rule 15 the appointing authority shall make appointment by taking the names of candidates in the order in which they stand in the list prepared under rules 15, 15(c), 15(d), 15(e) and sub-rule 15 (1) (i) as the case may be. |
| | (2) | If more than one order of appointment are issued in respect of any one selection, a combined order shall also be issued, mentioning the names of the persons in order of seniority as determined in the selection or, as the case may be, as it stood in the cadre from which they are promoted. If the appointments are made both by direct recruitment and by promotion, names shall be arranged in accordance with the order, referred to in rule 15(e): |
| | | Provided that any person appointed before the commencement of these rules to a post under the service and working on that post shall be deemed to have been substantively appointed under these rules and such substantive appointment shall be deemed to have been made under these rules. |
| Probation | 20.(1) | A person on substantive appointment to a post in the service shall be placed on probation for a period of two years. |

- (2) The appointing authority may, for reasons to be recorded, extend the period of probation in individual cases specifying the date up to which extension is granted :

Provided that, in exceptional circumstances, the period of probation shall not be extended beyond one year and in no circumstances, beyond two years.

- (3) If it appears to appointing authority at any time during or at the end of the period of probation or extended period of probation that a probationer has not made sufficient use of his opportunities, he may be reverted to his substantive post, if any, and if he does not hold a lien on any post, his service may be dispensed with.
- (4) A probationer who is reverted or whose services are dispensed with under sub-rule (3) shall not be entitled to any compensation.
- (5) The appointing authority may allow continuous service, rendered in officiating or temporary capacity in a post included in the cadre or any other equivalent or higher post, to be taken into account for the purpose of computing the period of probation.

Confirmation

21. (1) Subject to the provisions of sub-rule (1) and (2) of rule 20 a probationer shall be confirmed in his appointment at the end of the period of probation or the extended period of probation if:

- (a) He has successfully undergone the prescribed training ;
 (b) his work and conduct is reported to be satisfactory; and
 (c) his integrity is certified.

- (2) Where, in accordance with the provisions of the Uttar Pradesh State Government Servants Confirmation Rules, 1991, confirmation is not necessary, the order under sub-rule (3) of rule 5 of those rules declaring that the person concerned has successfully completed the probation shall be deemed to be the order of confirmation.

Seniority

22. The seniority of persons substantively appointed to a post in the service shall be determined in accordance with the Uttar Pradesh Government Servants Seniority Rules, 1991 as amended from time to time.

PART-VII-PAY ETC.

Scales of Pay

23. (1) The scales of pay admissible to persons appointed to the various categories of posts in the Service shall be such as may be determined by the Government from time to time.

- (2) The scales to pay at the time of the commencement of these rules are given as follows:

S.No.	Name of post	Scales of pay
1	Sub Inspector	Rs. 5500-175-9000
2	Inspector	Rs. 6500-200-10500

Pay during Probation

24. (1) Notwithstanding any provision in the Fundamental Rules to the contrary, a person on probation, if he is not already in permanent Government Service shall be allowed his first increment in the time scale when he has completed one year of satisfactory service, has passed departmental examination and undergone training where prescribed and second increment after two years service when he has completed the probationary period and is also confirmed:

Provided that if the period of probation is extended on account of failure to give satisfaction, such extension shall not count for increment unless the appointing authority directs otherwise.

- (2) The pay during probation of a person who was already holding a post under the Government shall be regulated by the relevant fundamental rules:

Provided that if period of probation is extended on account of failure to give satisfaction such extension shall not count for increment unless the appointing authority directs otherwise.

- (3) The pay during probation of a person already in permanent Government Service shall be regulated by the relevant rules, applicable generally to Government Servants serving in connection with the affairs of the State.

PART-VIII-OTHER PROVISIONS

Canvassing

25. No recommendations, either written or oral, other than those required under the rules applicable to the post of service will be taken into consideration. Any attempt on the part of a candidate to enlist support directly or indirectly for his candidature will disqualify him for appointment.

Regulation of other matters

26. In regard to the matters not specifically covered by these rules or special orders persons appointed to the service shall be governed by the rules, regulations and orders applicable generally to Government servants serving in connection with the affairs of the State.

Combined select list

27. If in any year of recruitment appointments are made both by direct recruitment and by promotion, a combined select list shall be prepared by taking the names of the Candidates from the relevant lists, in such manner that the prescribed percentage is maintained, the first name in this list being of the person appointed by promotion.

Relaxation from the conditions of service

28. Where the State Government is satisfied that the operation of any rule, regulating the conditions of service of persons appointed to the service causes undue hardship in any particular case, it may, notwithstanding anything contained in the rules applicable to the case, by order, dispense with or relax the requirements of that rule to such extent and subject to such conditions as it may consider necessary for dealing with the cases in just and equitable manner.

Savings

29. Nothing in these rules shall affect reservations and other concessions required to be provided for the candidates belonging to the Scheduled Castes, Scheduled Tribes and other special categories of persons in accordance with the orders of the Government issued from time to time in this regard.

By order,

KUNWAR FATEH BAHADUR

Pramukh Sachiv.

APPENDIX-1

(Sec rule 15(c))

Physical Standard Test for direct recruitment

**Physical Standard
Test**

The minimum physical standard for male and female candidates are as follows :-

The minimum physical standard for male candidates -

Height

- (1) For General/other backward classes and Scheduled Cast candidates are 168 Centimetre.
- (2) For tribal candidates the minimum height is 160 Centimetre.

Chest Expansion

General/other Backward Classes/Scheduled Cast	Scheduled Tribes
on expansion-84 Centimetre	82 Centimetre

NOTE- a minimum of 5 Centimetre expansion is essential.

The minimum physical standard for female candidates

Height

- (1) The minimum height for General/other backward classes and Scheduled Castes women candidates is 152 Centimetre.
- (2) The minimum height for Scheduled Tribes women is 147 Centimetre.

Weight-

45 to 58 Kilogram

3. The minimum physical standards for qualification for each test to be displayed very prominently on boards in the Stadium/Police Lines where ever the test is conducted before conducting the examination.
4. The Physical Standard Tests should be conducted in the entire State in Police Lines/Stadium. The number of candidates per team should be not more than 200 in a day. This examination should commence on the same day but the number of teams constituted may increase or decrease depending on the number of candidates appearing in the District.
5. The members of the team who found to give the wrong report willfully are liable for criminal proceedings.
6. The result of this qualifying test should be announced on mike mentioning measurements of each candidates test-wise immediately after the test is over, and also displayed on the notice board and if possible uploaded on the Board's website daily.
7. Only standardized equipments having Indian Standard Institute certification to be used for Physical Standard Test Examination.

APPENDIX-2

(See rule 15(c))

Physical Efficiency Test for direct recruitment**Physical Efficiency
Test**

The Physical Efficiency Test is conducted by a three member team comprising following members -

1. Sub Divisional Magistrate./Deputy Collector ;
2. Doctor/Sports Officer/National Cadet Corps. Officer ;
3. Deputy Superintendent of Police.

- (a) The number of candidates (not more than 100(One Hundred) in one day) for each such team so decided as not to affect the quality and procedure of the test. This Examination/Test shall be completed in one week in the entire State. Due to the excess number of candidates the Police Service Recruitment and Promotion Board may take a decision and determine the required time.
- (b) The minimum physical standards for qualification for each test to be displayed very prominently on Boards in the Stadium/Police Line where ever the test is conducted before conducting the examination.
- (c) The Physical Efficiency Test is only of qualifying nature and it has no effect on the Merit list. The result of this qualifying test be displayed on the notice board and if possible the Board's website is updated daily.
- (d) The members of the team who found to give the wrong report willfully would be liable for criminal proceedings.
- (e) The result of Physical Efficiency Test is made available to the candidates on the same day. The list of pass/fail candidates is displayed on the Notice Board and the Board's website is uploaded daily. Once the examination of 100 candidates is completed, the list of successful candidates will be declared under the joint signatures of Sub Divisional Magistrate/Senior Superintendent of Police/ Superintendent of Police.
- (f) The result of this qualifying test be announced on mike mentioning measurements of each candidates test wise immediately after the test is over, displayed on the notice board and if possible the Board's website is updated daily.
- (g) Only standardized equipments having Indian Standard Institute certification to be used for Physical Efficiency Test Examination.
- (h) On declaration of the list of successful candidates in the Physical Efficiency Test, they would be sent to the designated Community Health Center, tehsil /headquarter and District Hospitals for medical examination.

APPENDIX-3

(See rule 15(f))

Procedure for Written Examination

All the candidates will have to undergo for a Physical Efficiency Test before the main Written Examination (In the case of direct recruitment of Sub-Inspector.) On the pattern of Union Public Service Commission, computerised call letters with pasted photographs will be sent to candidates for main Written Examination through the Post Offices/Banks in the manner it were sent for preliminary examination.

- (a) Photograph, thumb impressions of both the hands and code number/ name of the examination centre, postal address, date /time of the examination along with the name of the District will be clearly provided in the call letter.
- (b) Call letter should reach to the candidates at least a week before the date of the examination. In case call letter is not received a week before the date of the examination the candidate may contact the helpline/land line/mobile phones of the Board or can obtain the duplicate call letter by contacting the Board's website.
- (c) Written examination will be conducted on same day at the same time throughout the State.
- (d) Candidates will be provided OMR sheet with carbon copy in the examination hall. Candidate can carry the carbon copy with him after the examination. When the result of all the candidates is declared the result will be uploaded alongwith answer key on Board's website with marks obtained by them subject wise. The candidates can check his marks from the website as per OMR (carbon copy) answer sheet.
- (e) After the Written examination is over answer sheets will be sent to the Board, centre-wise in sealed covers through the safe custody provided by the District Magistrate/Senior Superintendent of Police/ Superintendent of Police.

APPENDIX-4

(See rule 15(g))

Medical Examination for direct recruitment

Medical Examination
Board

The candidates who have passed the Physical Efficiency Test will undergo the Medical Examination at various notified centres, as notified by the Board (District Community Health Center, District Hospital and Tehsil Community Health Center), the examination would be conducted by medical board constituted by the Chief Medical Officer of the District. The number of candidates (not more than 50 in one day) for each medical board is determined in such a way that it will not affect the procedure and quality of the Medical Examination. The Medical Examination shall be completed within a week in the entire State. If due to the excess number of candidates more time is required the Board may take a decision and decide the time required at its own level. The minimum requirement for qualifying for medical test to be displayed very prominently on Boards District Community Health Center, District Hospital and Tehsil Community Health Center where ever the test is conducted before conducting the examination.

Doctors to examine as per Medical Manual

- (a) The Doctors will examine the candidates in accordance with the Medical Manual. The medical board mainly examines the deficiencies of human body such as knock knee, bow legs, flat feet, varicose veins, distant and near vision, colour blindness, hearing test comprising of Rinne's test, Webber's test and tests for vertigo etc. If the circumstances so warranted the Police Service recruitment and Promotion Board may conduct other examination after obtaining the opinion of experts.
- (b) The result will be displayed on board and declared on mike every day at the end of the day.
- (c) The members of the medical board who are found to give the wrong report willfully are liable for criminal proceedings.
- (d) The Medical Examination is qualifying and it has no effect on the merit list. The result of this qualifying examination would be displayed every day on notice board and where ever possible uploaded on the Board's website.

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