

APPENDIX XLII

(Regulation 735)

System of Section Inspector for promotion to the rank of Deputy Superintendent.

1. General Principles: No Inspector shall be selected to act in the rank of Deputy superintendent unless all the local officers concerned (the Superintendent, District Magistrate and Deputy Inspector-General) are unanimous in their opinion that he has the necessary qualification for the post of permanent Deputy Superintendent, and is likely to prove a success as such. The local officers and the Deputy Inspector-General must clearly understand that an officer should be nominated for promotion who does not possess a thoroughly clean record as regards honesty and who is not of marked ability. The name of an officer is not to be submitted solely on the ground of seniority, but what is required is seniority combined with merit, and it is rather the latter than the former that should be the determining factor. If seniority is strictly observed, it will not be possible to promote especially meritorious junior officers who are deserving of accelerated promotion. It is therefore essential that in selecting officers it should not be sufficient for a possible candidate to be able to point to clean sheet. Most inspectors can do this. Apart from the question of conduct, an officer must possess qualifications and ability such as will enable him to perform the duties required of a superior officer of the rank of Deputy Superintendent. If regard is duties required of a superior of the rank of Deputy Superintendent. If regard is had only to good conduct as the sole, the principle of selection ceases to exist.

2. Manner of selection: the selection of Inspectors fit to act in the rank of Deputy Superintendent will be made when necessary at the annual conference of the Inspector-General with the Deputy Inspector-General. Selections will be made from the provincial List of Inspector maintained in the Inspector-General's office. Each Deputy Inspector-General should bring with him the nomination rolls (in form marked "A" filled in by Superintendents and District Magistrates), service books and confidential report books of the Inspectors serving under him whom he recommends for officiating promotion in the rank of Deputy Superintendent and should be in a position to pronounce on the merits and qualifications of each of these officers. Each Deputy Inspector-General will also prepare and bring to the conference a list of all officers who, in this opinion and in the opinion of the Superintendent and the District Magistrates, are unfit for promotion to the rank of Deputy Superintendent and whom he proposes to pass over, giving in each case brief reasons for such action.

3. Provisional list: the names of officers selected for officiating promotion at the annual conference will be entered in a provincial list in order of seniority inter se, but below those already on the list provided that the Board shall be at liberty to place at the top of each year's list any officer whom they deem to be of outstanding merit. Acting appointments will be made from this list in order of entry should vacancies occur which cannot be filled by officers already on the approved list. In the event, however, of a short vacancy i.e., for less than three months occurring in any district, the

Inspector-General will ordinarily make local arrangement either from the district or the range concerned on the recommendation of the Deputy Inspector-General, the officer being selected from the provisional list if no officer on the approved list is available in the district or range. Should it at any time become necessary, in the opinion the Deputy Inspector-General, to remove the name of any officer from the provisional list either on account of retirement, resignation or deterioration of work or any other cause, such Deputy Inspector-General, shall report the facts of the case at once to the Inspector-General for orders.

4. Approved list: (1) The conference will also consider the merits of the officers on the provisional list who have been acting for two years or more as Deputy Superintendent and will select from among them those who are considered fit to permanent vacancies. The names of officers thus selected will be placed on an approved list and they will retain the relative seniority which they had on the provisional list, but will be placed below those already on the approved list. The conference will also decide whether any officer who is already acting but who is considered to be unfit shall revert to his substantive post. In any case of doubt a further trial shall ordinarily be given provided that an officer who does not pass the prescribed departmental examination within the period prescribed under rule 6 or who does not qualify for the approved list after acting for three years must be reverted. The conference may also recommend the removal from the approved list of the name of any officer who in their opinion is no longer fit to fill a permanent vacancy. Such removal will require to sanction of the Provincial Government. The conference may not vary the order of names already cantered in the approved list.

2. All acting appointments save those occasioned by short vacancies which may be filled in the manner stated in paragraph (3) above will be filled from the approved list in the order of entry therein. If in any exceptional case the Inspector-General of Police desires to depart from this rule, the previous sanction of the Provincial Government must be obtained.

5. Permanent vacancies, --Permanent vacancies in the Bengal Police Service will be filled up by the Government on the advice of the Bengal Public Service Commission, provided that no officer shall be the permanently appointed who has not passed the Departmental Examinations (see rule 6). In submitting to the Selection Board nominations for such vacancies the Inspector-General shall ordinarily follow the order of entry in the approved list and when he departs from that order shall state the reasons for his departure and submit the records of all the officer's senior to his nominee on the approved list for the consideration of the Board.

6. Departmental examinations: All acting Deputy Superintendents shall be required to pass the prescribed departmental examinations within two years from the date of entry of their names in the provisional list, unless exempted by Government from passing in any subject or unless they have already passed a corresponding examination in any of the subjects prescribed under the rules for the departmental examination of subordinate police officers. The Inspector-General of Police shall have power in exceptional cases to extend this period to three years but no further.

FORM A

From of nomination of Inspectors for promotion to the rank Deputy Superintendent.

1. (a) Name and rank of the officer
(b) Native district
2. Age
3. Educational qualifications
4. Date of enlistment in the police, and rank and previous services, if any
5. Special qualifications, if any
6. Whether the Magistrate and Superintendent of Police consider the nominee fit for promotion to the rank of Deputy Superintendent.
7. (a) Is he an efficient police officer?
(b) Have you ever at any time heard that his honesty has been impugned?
8. Is he active and energetic in his habits and have you satisfied yourself by personal enquiry that he can ride?
9. Does he display zeal, industry, activity, intelligence and discretion in the performance of his duties, and does he take interest in his profession?
10. Is he strictly sober?
11. Has he a good knowledge of drill and of police and detective duties?
12. Does he regularly and sufficiently instruct his men in the matters mentioned in question 11?
13. Does he support his superintendent's authority and enforce his own in a discreet and considerate yet firm manner?
14. Is he free from pecuniary embarrassment as far as you know?
15. Report any other characteristics which render him fit for the post of Deputy Superintendent.
16. Are any charges pending against him, or do you anything whatever against his official or private character?
17. Is he a good disciplinarian and tactful and likely to command the respect which a Deputy Superintendent should?
18. Has he the confidence of the District and other Magistrates? Is he courteous in his behaviour to the public and does he cultivate friendly intercourse with the people of the district?
19. Has he received any special promotion or reward.
20. Did he acquire complete local knowledge of the last charge to which he was posted?
21. Is he in a good state of health, strong, active, and free from bodily defect and constitutional infirmity which would interfere with the active performance of his duties?
22. Is he physically, morally and otherwise fit for employment in the superior police service?
23. Is he fit to help the Superintendent of Police in his duties of control and supervision?
24. For how long was the officer employed as a circle inspector?