

## **APPENDIX XLIII**

### **(Regulation 738)**

#### **System of Selection of Officers fit for promotion to the rank of Inspector for inclusion in the Provincial approved list.**

1. The Deputy Inspector-General shall from time to time call for nominations from each of the Superintendents of his Range and from the Principal of the Training College (in the case of the Rajshahi Range) for the promotion of Sub Inspectors and sergeants to the rank of Inspector. The nominations called for should not ordinarily be limited to any particular number.

2. (a) Superintendent shall submit their nominations in the case of Sub-Inspectors in B. P. Form No. 154. In the case of Sergeants also this form, mutatis, shall be used, but full information regarding their knowledge of drill and the vernacular should be given, and it should be stated whether they are fit for the Special Armed Force or the Unarmed Police or both. The confidential report books of the officers concerned should also be submitted.

(b) Superintendents shall submit with the nominations roll a list, in from marked A, of officers who are in their opinion unfit for promotion to the rank of Inspector and whom they propose to pass over, with brief reasons in each case. The confidential report books of these officers (except those who have been passed over for three successive Years) should be submitted.

3. In submitting nominations Superintendents must clearly understand that ordinarily no officer should be nominated for promotion who has not a thoroughly clean record as regards honesty, and who is not of marked activity and efficiency and who has not completely passed the departmental examinations. The name of an officer is not to be submitted solely on the ground of seniority, but what is wanted 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 smart junior officers, and this will practically mean that the cadre of Inspectors will consist of officers of only ordinary intelligence and capability. It is therefore, essential that in selecting officers for this important post it should not be sufficient for a possible nominee to be able to point to a clean sheet. Apart from the question of conduct an officer must possess the qualifications and ability required of a supervising officer whose experience and caliber should be such as will enable him to detect and correct mistakes and abuses and instruct his subordinates. If regard is paid only to good conduct the principle of selection ceases to exist.

4. (a) From the nomination rolls the Deputy Inspector-General at a conference with Superintendents shall prepare in the form marked B, a range approved list of officers fit for promotion after he was carefully checked the nomination rolls with the confidential report books of each officer. He may restore to the list the name of any officer who has been passed over or eliminate the name of any officer recommended by the Superintendent and he may himself nominate an officer who has not been recommended. In each case, however, he must give full reasons for disagreeing with the Superintendent. The nominations of Superintendents and the approved list shall contain the names of the nominees in order of preference.

The names of officers who are fit for employment only as Court Inspector shall be included in a separate list. Similarly, the names of officers fit for employment as Reserve Office Inspector only shall also be include in a separate list.

(b) The Deputy Inspector-General, Criminal Investigation Department and Intelligence Branch, shall prepare a similar list of officers employed under him together with their nomination rolls at a conference with his Assistant in the Criminal Investigation Department and Special Superintendents in the Intelligence Branch.

(c) The Deputy Inspector-General shall forward to the Assistant Inspector-General copies of these lists.

5. To enable Deputy Inspector General to decided on the relative merits of the officers under them, they should not only consult their confidential report books but they should also be in a position to pronounce on the qualifications of each officer, and to this end this essential that they should have some personal knowledge of their capabilities. No officer should be recommended for promotion or supersession unless he has been personally interviewed by the Deputy Inspector General and his record of work and character, past and present thoroughly examined and reviewed by that officer.

6. (a) The selection of officers for inclusion in the provincial approved list shall be made at a conference of Deputy Inspector General with the Inspector General. Each Deputy Inspector General shall bring to the conference the approved list prepared by him together with the nomination rolls filled in by the Superintendent and the confidential report books of the officers concerned. He shall also bring a list of officers passed over together with their confidential report books. (The confidential report books of officers who have been passed over for three successive years need not be brought to the conference.)

(b) The Deputy Inspector General shall also resubmit the names of all previous nominees not already included in the provincial approved list with the exception of those which have been considered and definitely, rejected by the conference.

(c) The names of officers selected each year by the conference for inclusion in the provincial approved list shall be arranged in order of seniority inter se.

(d) The conference shall record a note showing reasons for rejection of any of the nominees.

(7) The Deputy Inspector General shall see that officers are informed when their names are included in the Provincial approved list.

FORM A.

List of officers proposed to be passed over for promotion to the rank of Inspector.

District or Range.	Name and pay of officers to be passed over.	Brief grounds for Supersession.	Remarks.
1	2	3	4

FORM B.

List of officers fit for promotion to the rank of Inspector.

Serial Number in order of preference.	Name and pay of officers nominated.	District	Remarks. (Here state ground for disagreement with the Superintendent if not recommended by that Officer.)
1	2	3	4