

## **APPENDIX XLVI**

### **(Regulation 744)**

#### **Method of selection of constables for officiating promotion to the rank of Assistant Sub-Inspector**

With a view to obtain uniformity in the method of selecting constables for officiating promotion to the rank of Assistant Sub-Inspector, an annual examination will be held which will consist of –

- (a) A written examination in law and Procedure.
- (b) A drill test.
- (c) An interview.

The following procedure will be adopted

(1) Prior to one of his quarterly conferences the Superintendent shall call for the names of the constables who wish to appear in the examination.

(2) Constables will submit their application through their immediate superiors, and in forwarding them the Inspector concerned will certify whether the constable is fit for the post of Assistant Sub Inspector.

(3) The Superintendent shall order those declared fit to appear for the examination at the conclusion of the quarterly conference, when he and the Additional Superintendent, if any, shall form a Board with the Deputy Superintendent (if there be one) and two or three of his Inspector. This Board will set a question paper in law and procedure and allot marks for the answers and will interview each examinee and accord him marks for his record and length of service, general knowledge and ability to express himself in English and Knowledge of how to write First Information Report.

(4) The Superintendent will examine those who obtain 50 per cent, or over in these two tests in drill and mark them according to their knowledge of this subject.

(5) Marks will be allotted on the following scale:

65 per cent. For interview and record.

25 per cent. For written examination in Law and Procedure.

10 per cent. For Drill.

Note- Interview and record means the general character. Reputation and ability of the candidate which should not based solely on his official record as noted in his service book. Consideration must be given to the reputation the officer bears in the eyes of the officers under whom he has served. Circle Inspectors should be consulted at quarterly conferences regarding the relative merits and fitness for promotion of candidates from their circles.

(6) An approved list of constables fit to officiate as Assistant Sub Inspectors shall them be compiled the names being entered in order of merit in accordance with the result of the examination and test.

(7) In the event of two constables obtaining the same marks, the senior man will be given the higher place.

(8) Officiating promotion to the rank of Assistant Sub Inspector shall be made as far as possible in order of merit shown in the list.

Note: This list will not apply for officiating promotion to the rank of Assistant Sub-Inspector in the District Intelligence Branch.

(9) The Superintendent may debar any constable or constables from appearing at the next for reasons to be recorded in writing.

(10) The Superintendent remove a name from this list at any time for reasons to be recorded in writing.

(i) If a Superintendent of Police has occasion to strike off from his approved list the name of a man whose position has been fixed by the D.I.G. or whose name is in the D.I.G.'s list he shall notify the Range D.I.G. giving brief reasons for this action.

(11) The number of marks obtained shall be furnished to the Deputy Inspector-General whenever nominations for permanent promotion are submitted; ordinarily the name of the topmost men of the approved list shall be sent as the Superintendent's nominees.

Note: Probationary constables are not eligible for permanent promotion. Such officers should not therefore be nominated for permanent promotion.

(12) Additions to this list will be made after each annual examination. When adding names to the list the Superintendent may revise the order of the existing list if he considers it necessary to do so.

(13) The Superintendent shall decide before each examination who, if any, of the current list shall be set for the new examination.

(14) Constables who are absent from the examination for absolutely unavoidable reasons may be put in the list provisionally in the place the Board deems suitable until they appear in the next examination.

(15) The Board may also make alterations in the order of the list as a reward for any especially good work done during the year.

(16) At the time of his annual inspection of a district the Deputy Inspector-General shall interview the topmost men on the list and record his approval or otherwise, of the order of merit.

Note: Should an examination have been recently held and list prepared a fresh examination need not be held until next year.