

**Form of Agreement for Constables**  
(Printed in English, Bengali and Hindi)

[Regulation 749]

I ....., son of ....., of village ..... police-station .....district ..... having had read and explained to me the terms of service on the reverse accept employment as a constable in the West Bengal Police on this day of ..... 19..... Forenoon / afternoon and do undertake and agree in the event of my resigning my office before the expiration of three years‘ service from date to refund to Government, the cost of a durrie which I have received/will receive, together with the sum of Rs ....., which amount Government has expended / will expend for railway and steamer fares to enable me to join my first appointment in the said West Bengal Police.

Signed.....

Dated.....

Thumb impression in the case  
of illiterate person.

Certified that the terms of service noted overleaf and the obligations detailed in the Agreement above were fully explained by me to candidate ..... and that he willingly signed the said Agreement in my presence in token of his accepting appointment as a constable in the West Bengal Police on the aforementioned condition.

Signed .....

Dated .....

Witness .....

Dated .....

**Terms of service of constables.**

1. Constables are enlisted under the Police Act (Act V of 1861) and with effect from the date of enlistment they must conform to the provisions of that Act and to the rules, orders, etc., issued by competent authority.
- (2) Constables are liable to serve anywhere in the State either in the Unarmed or Armed Branch.
- (3) Constables on enlistment will get (a) actual traveling and diet expenses for their journey to join first appointment, (b) a durrie, (c) pay and allowances as detailed below, (d) free quarters, (e) free medical aid and medicine, (f) free railway and steamer passes while going home on leave as admissible under the rules, and (g) free kit.
- (4) After enlistment a constable shall be sent as soon as possible to the Training college for training. He will not be confirmed till he has passed the training course, is declared fit for police duties and completed the term of probation.
- (5) A constable will get the minimum pay of Rs.30 while under training, whether at district headquarters or at the Police Training College. On passing out of the college he will be posted to the Armed or Unarmed Branch. If he is posted to the Armed Branch, he will draw a special pay of Rs. 2 per mensum in addition to his pay.
- (6) All constables will receive biennial increment at the rate of Re 1 till the pay reaches Rs. 35 and thereafter will receive annual increment at the rate of Re 1 till the pay reaches the maximum of Rs. 45, but in all cases they will have to cross the efficiency bar at the 12th stage. Local allowance also is granted in certain localities.
- (7) Promotion to the higher ranks depends on good conduct and fitness. Constables on promotion to the rank of head constable get Rs. 50 rising to Rs. 60 by annual increment of Re 1. A certain number of constables with educational qualification are promoted to the rank of Assistant Sub-Inspector whose pay is Rs. 55 rising to Rs. 58 by annual increment of Re 1 and thereafter rising to Rs. 100 by annual increment of Fs. 2. A certain number of Assistant Sub-Inspectors and head constables are promoted annually to the rank of Sub-Inspectors on a pay of Rs. 100-4-180-5-200. Specially meritorious men have chances of still further promotion.
- (8) Leave is granted to constables according to rules. Casual leave is granted under rules issued for time to time by the State Government. The essential condition for the grant of leave, except leave on medical certificate, is that the applicant can be spared from the service.
- (9) Pension and gratuity is granted at the rates under the pension rules of Government on retirement after superannuation, on being invalided from service or on being permitted or required to retire after completing 25 year’s qualifying service. Death gratuity is also granted to the nominee of the deceased in case of death before retirement.
- (10) Constables are eligible to join General Provident Fund.