

D.F.A.

Jaipur, 9th ~~April~~ ^{May} 1957.

16

STANDING ORDER NO. 6...

Subject: - PROMOTIONS.

It has been noticed that there are different systems of promotions from Constables to Head Constables and ~~Head Constables to Sub-Inspectors~~ in different districts and the following orders are issued in order to introduce a uniform procedure throughout the State. They should be followed without any deviation in all Districts.

2. The main ^{critierion of} ~~principle for~~ promotions in the above ~~two categories~~ should be seniority plus merit. This means that seniority should first be taken into consideration and then merit. ^{Only} those who have both should be put on the approved list. For example, if there are ~~10~~ Constables A, B, C, D, E, F, G, H, I, ⁶ J whose names have already been arranged according to seniority, the first man to be considered should be A. If his record shows that he is fit for Head Constable in all respects, he should be put as No. 1 on the approved list. Next come B, C & D. If their records show that they are not fit, they should not be included in the approved list. If E is fit, he should be below A in the approved list and so on. When vacancies arise in the Head Constable's cadre, A should be promoted first and then E and so on. E should not be given promotion before A.

3. The above insistence on seniority ~~can merit be~~ does not mean that every ^{body} should get ~~his~~ promotion according to ~~his~~ ^{seniority or frequent} seniority only. Merit i.e. continuous good work free from ^{serious or frequent} punishments, any special work, good entries etc. must get recognition just as ~~from~~ average work coupled with bad entries or punishments must make the man unfit for promotion. At the same time it is necessary, in order to keep the morale of the force high, that the inter se ~~seniority~~ should not be disturbed in drawing up the approved list. ^{It} make this point clear, A in the above para must be put ^{even if} E and not below him ~~only~~ because E has a slightly better



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D.S.P. C.D.D.

I have no remarks
to offer please.

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Approved. To issue.
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M.G. (F)

with fair copy for
return
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record than A. Once A is found fit for promotion, he must be given it according to seniority.

4. In certain Districts promotion tests are held. They should be continued provided every man is given a proper chance to appear for it. Those who pass the test should be put on the approved list but they ~~without~~ ^{ing} disturb their seniority provided they have otherwise good records. The ~~same~~ ^{mere} fact that a man has passed the test should not entitle ^{him} to automatic promotion if his record is bad. It should also be noted that once a man has been put on the approved list, he should not be made to appear for another similar test ^{merely because} if he is unlucky enough not to be promoted in the meantime ^{on account} because of absence ~~want~~ of vacancies. This means that once a man comes on the approved list, he should not be made to undergo the same test again. Those who pass promotion tests first should be given promotion first. Those who pass subsequent tests will naturally have to await their turn.

5. One point arises in this connection and that is, when ^{shall} special promotions i.e. superbedding those above in seniority, ~~should~~ be given? Such special promotions should be given only in very special cases ^{and not} as a routine or to favour certain favourite ^{individuals}ordinates. As has been pointed out above, seniority should not be disturbed while giving promotions. Cases may however arise when special promotions will have to be given in recognition of some very good work done. In such cases, ^{the} an officer who ^{is authorized} wants to give the promotion should always take the written permission of the ~~senior~~ ^{superior} officer above him. This means that the S.P. should approach his ~~Range~~ D.I.G.P. and the latter, the I.G.P.

6. The I.G. is at present considering the question of introducing uniform tests throughout the State to qualify Constables (both C.P. and A.P.) for promotion as Head Constables. Once ~~that~~ scheme is finalised, ^{and}

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~~it will be sent for information to all Districts, and D. Is. G. P.~~
no Constable will get promotion as H.C. unless he passes
this test.

7 Other above D. I. G. P. are requested to follow the
above principles in preparing the approved list of H.Cs.

Inspector-General of Police,
Rajasthan, Jaipur.

To
All D. Is. G. P.
All Ss. P. including Railways.
The Principal, P. I. S. Kishengarh.

for S. Is. within their
respective Ranges.

8 These principles will also apply to the
promotions amongst ^{over} the chemical staff.

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