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## HOME DEPARTMENT

### NOTIFICATION

The 5th February, 2021

No.4888— HOME-DA1-RULE-0002/2021/D&A.— In exercise of powers conferred by Section 2 of The Police Act., 1861 (Act. No. 5 of 1861) and pending framing of regular recruitment rules under Article 309 of the Constitution of India, the State Government do here by make the following order to regulate the recruitment to the post of Sub-Inspector of Police in Odisha; namely:—

### PART-A

#### 1. Short title and commencement:

- (1) This Order may be called “Odisha Police Service (Method of Recruitment and Conditions of Service of Sub-Inspectors) Order, 2021”.
- (2) This shall come into force on the date of its publication in the *Odisha Gazette*.

#### 2. Definitions:

In this order, unless the context otherwise requires,-

- (a) “Appointing Authority” means the Range I.G..of Police or D. I.G. of Police as the case may be.
- (b) “Ex-serviceman” means a person as defined in the Odisha Ex-servicemen (Recruitment to State Civil Services and Posts) Rules,1985;
- (c) “Board” means Odisha Police Recruitment Board.
- (d) "Districts" shall include all Revenue Districts including "Police Districts" like Berhampur/ Rourkela/ GRP, Cuttack and GRP, Rourkela/ Urban Police District, Bhubaneswar/ Urban Police District, Cuttack or any other Police District so constituted by Government from time to time;
- (e) “Government” means the Government of Odisha
- (f) “Recruitment year” means the calendar year during which advertisement for recruitment is actually issued;

- (g) "Scheduled Castes and Scheduled Tribes" shall have reference to the Scheduled Castes and Scheduled Tribes specified in the Constitution (Scheduled Castes) Order, 1950 and the Constitution (Scheduled Tribe) Order, 1950, as the case may be, made under Articles 341 and 342 of the Constitution of India, respectively;
- (h) "SEBC" means Socially and Educationally Backward Classes of citizens, other than the Scheduled Castes and Scheduled Tribes, as may be specified by the State Government from time to time in the list under the Odisha State Commission for Backward Classes Act, 1993.
- (i) "Select List" means the list of successful candidates sponsored by Odisha State Police Recruitment Board and accepted by the Director General & Inspector-General of Police under the provisions of this Order; and
- (j) "Sports Person" means a person, who would be issued identity card as sports man by the Director, Sports as per Resolution No. 24808/Gen., dated the 18th November 1985 of General Administration Department, as amended from time to time;

### **3. Cadre:**

The Sub-Inspector of Police shall constitute the State Cadre. The gradation list of the cadre shall be maintained in the State Police Headquarters

### **4. Recruitment:**

Recruitment to the post of Sub-Inspector shall be made by the following methods, namely:—

- (a) Not less than 50% of the vacancies arising in a recruitment year shall be filled up by way of direct recruitment conducted through the Board ; and
- (b) The remaining vacancies shall be filled up by way of promotion from among the Assistant Sub-Inspectors of Police as per provision under Part-C of the Order.

### **5. Reservation of vacancies:**

Notwithstanding anything contained in this Order, vacancies shall be reserved for candidates belonging to the Scheduled Castes and Scheduled Tribes in accordance with the provisions contained in the Odisha Reservation of Vacancies in Posts and Services (For Scheduled Castes and Scheduled Tribes) Act, 1975 and the rules made thereunder and for candidates belonging to SEBC category/ ex-servicemen/ women/ sports person in accordance with the provisions made under such rules orders or instructions issued in this regard by the Government from time to time for direct recruitment only and other relevant Government guideline regarding reservation as prevalent:

Provided that physically disabled persons shall not be eligible for recruitment to the post of Sub-Inspector.

**6. Determination of vacancies:**

- (1) Vacancies in the sanctioned posts, to be filled up from time to time, in the rank of Sub- Inspectors of Police, shall be determined by the D.G. & I.G. of Police. This shall include the anticipated vacancies, not exceeding the actual number of police officers superannuating in the rank of Sub-Inspector of Police by the end of the calendar year.
- (2) The Odisha Police Recruitment Board shall notify the vacancies after approval from the Government for direct recruitment, giving the detailed break up of reservation. They would also verify the breakup of reservation and satisfy itself that it is in accordance with the rules applicable before advertising the vacancies.
- (3) The Odisha Police Recruitment Board shall recruit only for the vacancies to be filled up by direct recruitment. Promotional vacancies shall be filled up by the State Police Headquarters.

**7. Direct Recruitment:**

Direct recruitment shall be done by Odisha Police Recruitment Board by open advertisement of vacancies.

**PART-B**

**8. Eligibility criteria for Direct Recruitment:**

**(1) Age limit**

- (a) The candidates shall not be less than twenty-one years and not more than twenty-five years of age as on the 1st day of January of the year in which open advertisement is published inviting the applications.
- (b) The upper age limit is relax-able by 5 years in respect of the SC/ST/SEBC candidates. For ex-servicemen, the relaxation shall be for the entire period of service rendered in the Armed Forces.

**(2) Educational and Professional Qualifications: A candidate must—**

- (a) Be a Graduate in any discipline from any recognized University,
- (b) Be a citizen of India,
- (c) Be of a good moral and character. He should not have been convicted for any criminal offence.
- (d) Be of sound health and physique. He should be free from any organic defect or body infirmity,

- (e) Not have more than one spouse living,
- (f) Be able to speak, read and write Odia, and
- (g) Have passed M.E. School or higher examinations with Odia language as a subject, or passed H.S.C. or equivalent examinations with Odia as a medium of examination in non-language subject, or passed the written test in Odia in M.E. School standard conducted by the Board of Secondary Education, Odisha.

### 9. Written Examination:

The written examination shall consist of two papers in two sittings as below :

Paper	Subject	Maximum Marks	Time
Paper -I	General English and Odia Language	100	90 Minutes
Paper-II	General Studies	200	180 Minutes
	Total	300	

The written examination shall consist of Objective Type – Multiple Choice questions only. The examination shall be conducted in a transparent manner using OMR (Optical Mark Recognition) or OCR (Optical Character Recognition) sheet or Computer Based Test or any other objective modern method of assessment in vogue at relevant point of time.

There shall be negative marking of 0.25 marks for each wrong answer in written examination.

### 10. Syllabus for the written examination:

#### (1) General English

The aim of the paper is to test the candidate's ability to read and understand serious discursive prose and to express his ideas clearly and correctly in English. The pattern of questions should broadly include the following with graduate standard :—

- (a) Comprehension of a given passage
- (b) Usage and vocabulary
- (c) Questions to test the knowledge of grammar

#### (2) Odia Language

- (a) Comprehension of a given passage
- (b) Usage and vocabulary
- (c) Translation from English to Odia

**(3) General Studies:**

- (a) The nature and standard of questions will be such that a well-educated person should be able to answer them without having specialized study of the concerned subjects. The questions shall test general awareness of the candidate of a variety of subjects covering various fields of knowledge as expected from any graduate. The questions shall be in English and the candidates shall be required to answer in English.
- (b) The paper on General Studies will include questions covering the following fields of knowledge:—
- (1) General science and recent scientific/ technological developments : Questions will test the candidate's awareness in the field of science and technology including matters of every day observations and experience.
  - (2) Current events of national and international importance : Questions shall be to test the knowledge of significant national and international events and of the topics of social relevance in the present day India.
  - (3) History of India from ancient times and Indian National Movement: Emphasis will be on testing the general understanding of social, economic and political aspects of the Indian History. Questions on Indian National Movement will relate to the nature & character of the nineteenth century resurgence, growth of Nationalism, attainment of Independence and role of leading personalities in the freedom movement.
  - (4) Indian and World Geography : Emphasis will more be on geography of India. The questions will relate to physical and economic geography of the Country. It shall cover the main features of Indian agriculture and national resources.
  - (5) Indian polity and economy : Questions on Indian polity and economy shall be on political system, Constitution of India, Panchayati Raj administration, principal features and characteristics of Indian economy, planning and economic development of India.
  - (6) Mental ability and test of reasoning
  - (7) Numerical ability test and arithmetic of H.S.C. standard
  - (8) Basic computer literacy.

11. Only three times the number of candidates as per the vacancies, qualifying in the written test, would be called in order of merit for physical standards and be allowed to appear in the physical efficiency tests.

## 12. The Physical Standards-Qualifying:

The candidates must qualify the physical standards detailed below:

CATEGORY	HEIGHT	WEIGHT	UN- EXPANDED CHEST	EXPANDED CHEST
General & SEBC (Men)	168 Cm.	55 Kg	79 Cm.	84 Cm.
General & SEBC ( Women)	155 Cm.	47.5 Kg	..	..
Scheduled Castes/ Scheduled Tribes (Men).	163 Cm.	50 Kg	76 Cm.	81Cm.
Scheduled Castes/ Scheduled Tribes (Women).	150 Cm.	45 Kg		..

## 13. Physical Efficiency Tests - Qualifying:

The Physical Efficiency Tests shall comprise of the following events.

### (1) For men of all categories:

- (a) Running 1.6 K.Ms. in 8 minutes.
- (b) Long Jump of 3.66 Meters in length in three attempts.

### (2) For Women of all categories:

- (a) Running 1.6 K.Ms. in 10 minutes.
- (b) Long Jump of 2.77 Meters in length in three attempts.

**Note : Failure in completing the Physical Efficiency in the prescribed time or attempts shall lead to disqualification from the selection process.**

## 14. Marks for NCC Certificates

- (1) These marks shall be awarded after due verification of Original Certificates as below.
- (2) For N.C.C. Certificates (Marks allotted :02)
  - (a) N.C.C.'B' Certificate ... 01
  - (b) N.C.C.'C' Certificate ... 02

## 15. Merit List :

- (1) Marks of the written test and NCC Certificates shall be added for preparing the Merit List. The Board may prepare the reservation category wise Merit List based on the aggregate marks obtained by each candidate.
- (2) The ex-servicemen and the sports persons, selected against the vacancies reserved for them shall be entitled for reservation as per relevant rules governing reservation applicable at that point of time.
- (3) The Board shall prepare the Merit Lists as per rule.

**16. Sponsoring of candidates by the Odisha Police Recruitment Board:**

- (1) The Board shall sponsor exactly the same number of candidates as the total number of vacancies notified with it. The names of such candidates shall be arranged in the order of merit. There would be no reserve list / waiting list.
- (2) In the list of sponsored candidates, those claiming the reserved vacancies shall not exceed the number of vacancies reserved for that category and notified in the recruitment advertisement. In the matter of reservation the circular issued by Government from time to time shall be applicable.

**17. Select List:**

- (1) The D.G.& I.G. of Police shall peruse the list of candidates sponsored as above by the Odisha State Police Recruitment Board. He may compare them with the vacancies, which were notified with the Odisha State Police Recruitment Board, and may seek any clarification from them, if he is not satisfied with it.
- (2) After receipt of clarifications, if any, he will accept the list of sponsored candidates. On his acceptance, it will become the Select List for the purpose of appointment of candidates. The names of candidates arranged in the order of merit in Select List will determine the *Inter Se* seniority of all the candidates of all the categories, who shall be appointed out of this.

**18. No candidate shall be appointed from the Select list, without—**

- (1) Verifying his/her character and antecedents
- (2) Submission of his Medical Fitness Certificate issued by an authorised Government Doctor.
- (3) Verification of Original Certificates of his eligibility for the post. This will include certificates of age, caste/ category and educational qualifications, etc.

**PART-C****19. Eligibility Criteria for recruitment by promotion of A.S.I.**

- (1) State Police Headquarters will maintain the State-wise Gradation List of A.S.Is., as they constitute the State Cadre. It shall be published from time to time and be finalized after inviting the objections and disposing them of. This Gradation List shall be followed for the promotion of A.S.Is. to the rank of S.I. of Police.
- (2) The A.S.Is., to be eligible for consideration for promotion to the rank of Sub-Inspectors of Police, should have rendered a minimum period of continuous service of 7 years, after having passed the A.S.Is. course of training. An A.S.I., to be eligible for consideration should also submit a Certificate from C.D.M.O. to the

effect that he is physically fit to undergo training in the designated Police Training Institutions, if he is found suitable and promoted to the rank of Sub-Inspector of Police.

- (3) Promotion to the rank of S.I. of Police shall be by way of selection on the basis of suitability with due regard to seniority. In this respect, all the relevant rules, instructions and circulars issued by General Administration Department, as amended from time to time, shall be followed. Some of them are—
- (a) The Odisha Civil Services (Criteria for Promotion) Rules, 1992 .
  - (b) The Odisha Civil Services (Zone of Consideration for Promotion) Rules, 1988, as clarified from time to time.
  - (c) The Odisha Reservation of Vacancies in Posts and Services (for Scheduled Castes and Scheduled Tribes) Act, 1975 and the rules made thereunder;
  - (d) The Odisha Civil Services (Criteria for Selection for Appointment including Promotion) Rules, 2003 and other relevant rules in that regard.

**20. Composition of D.P.C.:** It shall consist of the following persons:—

- (1) Spl. D.G. of Police/Addl. D.G. of Police/ I.G. of Police - Chairman  
(to be nominated by D.G. & I.G. of Police).
- (2) One D.I.G. of Police - Member  
(to be nominated by the D.G. & I.G. of Police)
- (3) One Superintendent of Police - Member  
(to be nominated by the D.G.& I.G. of Police). Convenor

**21.** The merit list prepared by the Departmental Promotion Committee shall after his scrutiny and satisfaction be approved by the D.G. & I.G. of Police as the “Select List”.

## PART-D

**22. Probation:**

- (1) All the persons appointed as Sub-Inspectors of Police by way of direct recruitment shall be on probation for a period of two years from the dates of their joining or date of passing Final examination of Sub-Inspectors’ course of training whichever is later.
- (2) All the persons appointed as Sub-Inspectors of Police by way of promotion from the rank of Assistant Sub Inspector of Police shall be on probation for a period of one year from the date of passing Final examination of Sub-Inspectors’ course of training:



Provided that the appointing authority may, if it thinks fit, in any case or class of cases for good and sufficient reasons to be recorded in writing, extend the period of probation for another year but not exceeding two years:

Provided further that such period of probation shall not include

- (a) extraordinary leave;
- (b) period of unauthorized absence; or
- (c) any other period held to be not being on actual duty.

- (3) The appointment of a probationer may for good and sufficient reasons to be recorded in writing, be terminated by Government at any time without previous notice during the period of probation including extension of such period, if any, and after such termination, the employee shall be deemed to be reverted to his/ her former cadre/post, if he/she is a promotee.
- (4) A probationer after completing the period of probation to the satisfaction of Government shall be eligible for confirmation subject to the availability of substantive vacancy in the service.

**23. *Inter se seniority:***

- (1) The *inter se* seniority of the Sub-Inspectors appointed by way of direct recruitment during a particular recruitment year shall be determined in accordance with the aggregate marks obtained by each probationer
  - (a) in the recruitment test conducted by the Board; and
  - (b) in the final examination conducted by the Biju Pattanaik State Police Academy; with the weightage of 1:2 of the marks awarded by the Board and the training centers:

Provided that if two or more probationers have secured equal number of marks in the aggregate, their order of merit shall be the order of their dates of birth. Further, if date of birth is same then seniority will be as per prevailing Rule.
- (2) All the persons appointed to the rank of Sub-Inspector of Police by way of promotion shall be assigned relative position as per the approved Select List but they shall en block be senior to all the Sub-Inspectors appointed during the year by way of direct recruitment.

**24. Training of Sub-Inspectors:**

- (1) Those appointed directly shall undergo the Sub-Inspectors' course of training for a period of one year at the designated Police Training Institutions. The Sub-Inspectors appointed by promotion shall undergo the Sub-Inspector's course of training for a period of six months at the designated Police Training Institutions.

- (2) At the end of the training course, there will be an examination. Those declared to have passed shall be posted to different Districts. Those who fail in the examination, shall be given another chance in the next examination to clear it without having to undergo the training again. If they fail again, they shall be discharged from the service or reverted to the rank of A.S.I. as the case may be. The annual increments will not be allowed unless and until the aforesaid examination is passed by the appointed candidates.

**25. Other conditions of Service:**

The conditions of service of the members of the service with regard to matters not covered by these Orders shall be the same as applicable under the relevant rules issued from time to time.

**26. Repeal and savings:**

The provisions of this Order shall supersede the Orissa Police Service (conditions of service and Method of recruitment of Sub-Inspectors) Order,2006 and anything to the contrary contained either in the PMR or other relevant instructions for the time being in force.

**27. Relaxation:**

Where the Government, on a reference made by the D.G.& I.G. of Police or otherwise, are satisfied that it is necessary or expedient to do so, it may by order, for reasons to be recorded in writing, relax any of the provisions of this Order with respect to any class or category of persons.

**28. Interpretation:**

If any question arises relating to the interpretation of these rules, the decision of the State Government shall be final.

By Order of the Governor  
SANJEEV CHOPRA  
Additional Chief Secretary to Government