

Promotion System in Tamil Nadu Police Service

T. Karthikeyan

Ph.D., Research Scholar, Department of Political Science, Presidency College (Autonomous), Chennai, India

Abstract— The efficiency of a department is largely depends upon the intellectual and technical qualifications of its incumbents. No matter how sound the structural organization or managerial mechanics may be, administrative excellence can never be attained unless the organization is staffed by intelligent and energetic persons. If the Police service is manned by qualified, alert, honest and industrious and dedicated persons, its public image and reputation will certainly be of high order. Any attempt of reform or reorganization of the existing Police organization, therefore, necessarily presupposes the introduction of a sound and correct recruitment procedure. There cannot be any place for inadequate persons in any rational scheme of recruitment. Recruitment can be broadly divided in to recruitment from within and recruitment from without. Recruitment form without is called direct recruitment and recruitment from within is called promotion. In most of the countries of the world recruitment in Police Service is made at two or three levels. Only in England, recruitment is confined to the level of Constable, and the position has become so traditional in England now that it is impossible to change it and introduce recruitment at different levels. The Royal Commission of 1960 naturally was bounded by the Government decision that recruitment must be at the lowest level, but it expressed grave concern with the fact that even amongst Chief Constables there were very few University Graduates.

Keywords— *Promotion; Probation; Tamil Nadu Police Service.*

1. Introduction

The Commission made various recommendations designed to improve the educational standard of men after recruitment. For people who had qualified at the Grammar school the Commission recommended that the constable should be eligible for promotion to the next higher rank of Sergeant (Head Constable in India) within three years of joining the cadet course. The Commission also felt that if this prospect of quick promotion to higher ranks were held out, it would be possible to attract university graduates in the lower rank also. In other words, whilst the Commission's hands were bound by the Government decision that there should be no recruitment at any level higher than that of the constable, the Commission was not at all satisfied with the quality of men, the Police force was getting both at the lowest level and (by promotion) at higher levels to lead the force [1]. Therefore, it is desirable

that recruitment should be kept open at three levels. They are Constable, Assistant Sub-Inspector of Sub-Inspector and Assistant Commissioner of Police/Deputy superintendent of Police/Assistant Superintendent of Police and all other positions should be based on promotion. In this paper an attempt has been made to analyze the system of promotion in Tamil Nadu Police Service.

2. Promotion

Promotion means moving up an employee from a given position in the hierarchy to a new and higher position usually involving at least some new duties and responsibilities. Thus promotion involves change of duties, more difficult work, - greater responsibility and change of title and an increase of pay. In any Governmental agency, promotions are made according to certain laws, rules and practices.

Promotion is important for several reasons. A good promotional system and promotional opportunities will attract ambitious and capable people to public services. It helps to retain talented people in the government service. It acts as an incentive to hard work among the employees. An employee who knows that he has got sample promotional opportunities works hard and better. Otherwise, he is disinterested in his work and gets frustrated. Such employees may cause unrest in the organization. Such an atmosphere is also not congenial to the efficient working of the organization.

A London, Police Constable, who qualifies from a Grammar School, is considered eligible for promotion within a year of his appointment as Constable. The Royal Commission of 1962 recommended that he should be promoted after a year's probation as Constable. This was intended to popularize the service and attract more educated people to enter it [2]. An Assistant Superintendent of Police in three or four year's time gets a promotion. Therefore, there is no reason why a Constable could not be able to become a Head Constable after three years service. A quick promotion is justified on the grounds that the minimum educational qualification of a Constable has been fixed at matriculation. Promotion from Head Constable to Sub-Inspector, Sub-Inspectors to Inspector and Inspector to Deputy Superintendent of Police etc. can be considered at short intervals for the well-qualified Police personnel and who get through various examinations and training programmers successfully conducted for various promotions. Such promotion should be on the basis of merit. This merit should be judge by his record of service,

by written test in educational matters and in constitutional law and the law relating to a Policeman's duties and powers and by field-tests in practical Police duties of a Constable and in P.T. drill and other physical tests.

Some Police personnel may not be able to get promotion through merit. For such persons more avenues must be made to promote at least one rank higher in their career on the basis of seniority. Those Constables who have more than 15 years of service with good service record can be considered for promotion to the Head Constable rank on the basis of seniority.

Promotion to Indian Police service Officer who joins as Assistant Superintendent of Police is comparatively quicker to the Superintendent of Police. But promotion from Superintendent of Police to Deputy Inspector General of Police, Deputy Inspector General of Police to Director General of Police is very slow. This is mainly because the promotion avenue is restricted to the Police department. Government should take steps to absorb the senior Police officer to other departments and Government undertakings so, that they can get quick promotion. This is highly essential to attract the best-qualified candidates to the Police department.

3. Promotion in Tamil Nadu State and Subordinate Service

No member of a service or a class of a service shall be entitled for promotion from the group in which he was appointed to the service unless he has completed his probation satisfactorily in the same category provided that a member of a service and completed probation satisfactorily in the group in which he was appointed to the Service. He has been endorsed to the next higher category, in spite of that he has not been confirmed to have satisfactorily completed his probation period in such higher category be suitable for promotion from such higher category provided further that if scales of pay of posts in the feeder categories are different, the persons holding post carrying a higher scale of pay in the feeder category shall be considered first and that, if no suitable persons holding post in that feeder category, the persons holding post in the next higher scale of pay in descending order in any other feeder category shall be considered. It added in G.O.Ms.No.400. P & AR (Per.P), dt.17-4-85, w.e.f.13-10-84 [3].

4. Promotions to Selection Category or Grade

Promotions in a service or class to a selection grade shall be made on the basis of merit, seniority and ability, being considered only where merit and ability are approximately equal. The inter-se-seniority among the persons found suitable for such promotion shall be with

reference to the inter-se-seniority of such persons in the lower post.

5. Promotion according to Seniority

All other promotions shall, be made in accordance with seniority unless the promotion of a Member has been withheld as a penalty, or a Member is given special promotion for conspicuous merit and ability. It substituted in G.O.Ms.No.295, P & AR, dt-12-5-1988, w.e.f. 11-6-87 [4].

6. Appointment of a Member to Higher Category not to be Considered if he had been on Leave for Three or Four Years or more continuously

Notwithstanding anything contained in sub-rules (a) and (b), a member of a service who had been on leave for a period of three years continuously for any cause except higher education or four years period continuously for higher education, shall not be considered for the appointment to a higher class either by promotion, recruitment or transfer, unless he has finished one year service period from the date on which he joins duty after the leave. It inserted in G.O.Ms.No.863, P & AR (Per.P), dt.2-9-86, w.e.f. 28-3-1984 [5]. Deleted (in G. O. Ms. No. 863, P & AR, dt 2-9-1986) [6].

7. Appointment, Recruitment or Transfer

Appointment, recruitment or transfer to a class in a state service from among the holders of the posts in an equal rank is introduced Vide G.O.Ms.No.33, P & AR (S) Dept., dt.30-1-1996 w.e.f.30-1-1996 [7].

8. No Promotion or Recruitment by Transfer during Extension of Service

No member of a service, who is on extension of service after superannuation, shall be considered for appointment either by promotion or by recruitment by transfer to a higher category, during the period of extension of service. Inserted vide G.O.Ms.No.108; P & AR dated 25.06.2008 w.e.f. 27.12.2006 [8].

9. Revision of the List Approved Candidates for Appointment by Promotion or by Recruitment by Transfer

The list of approved candidates for appointment by promotion, recruitment or transfer may be revised by an authority to which an appeal or review petition is there

against an order of dismissal passed on a full member of the service, category or grade, the revision may be made by the appellate or the reviewing authority as the case may be aforementioned after the suggestion of the Commission, where the opinion is necessary in respect of posts which are within the commission's opinion either sue motto at any time, or on a petition gave by an distressed member within two months in state services and within three months in subordinate services, from the date on which the list is exhibited in the notice board of the office of appointing authority. (Vide G.O.Ms.No.37 P&AR(S) Dept. dated 7.4.2006 w.e.f. 25-07-2003.) [9]. If no response is received within the said periods, the communicated list shall be deemed to be final, but above said periods may be extended by the appellate or the reviewing authority, if sufficient causes are shown for the delay in petition submission. It substituted in G.O.Ms.No.999, P & AR (Per.P) dt.22-11-1983[10].

10. Annulment, Modification or Reversion of the List of Approved Candidates for Appointment or Promotion by Government

Notwithstanding anything contained in these rules or in the Special Rules, the State Government shall have power to annul, modify or reverse a list of approved candidates for appointment or promotion to any category, class or service prepared by the head of a department or any other lower authority in exercise of the powers conferred on him by the Special Rules for any Service.

11. Temporary Promotion

It is necessary in the public interest owing to an emergency which has arisen to fill immediately a vacancy in a post borne on the cadre of a higher category in a service or class by promotion from lower category and there would be undue delay in making such promotion in accordance with the rules, the appointing authority may temporarily promote a person, who is eligible with the qualifications prescribed for the post, or else in accordance with the rules. (Substituted Vide G.O.Ms.No.21, P & AR (S) Dept., dt.23-1-96 w.e.f.23-1-1996) [11]. Where it is necessary to fill a short vacancy in a post borne on the cadre of a higher category in service by promotion from lower category and the appointment of the person who is eligible to such promotion under the rules would involve excessive expenditure on travelling allowance or exceptional administrative difficulty, the appointing authority may promote any other person who possesses the criterion if anyone is there for the higher category. A person is promoted for a time period under sub-rule (a) shall be replaced earlier as possible by the member of the service, who is considered to the promotion under the rules. (Substituted Vide G.O.Ms.No.21, P & AR (S) Dept., dt.23-

1-96 w.e.f.23-1-96) [12]. There is a necessary to promote an officer, but an enquiry into allegations of corruption or misconduct is pending against him, the appointing authority may promote him temporarily pending enquiry into the charges against him. The capable authority shall have prudence to make timely promotion in suitable cases. An individual is promoted under sub-rule (a) (b) or (d) shall not be observed as a probationer in the higher class or be permitted by reason only of such promotion to any preferential claim to prospect promotion to such higher category. The services of a person who promoted under sub-rule (a) (b) or (d) shall be liable to be ended by the authority at any time without providing any notice and reason being assigned. A person promoted under sub-rule (a) or (d) shall commence his probation if any, in such category either from the date of his temporary promotion or from such subsequent date as the authority may determine, provided that on the date so planned, the person is having all the qualifications suitable for the promotion to the service, or category, as the case might be (ii) He shall also be eligible to draw increments in the time scale of pay applicable to him from the date of commencement of his probation. The beginning of probation is ordered from a date prior to the date of the order and if this has not been allowed by recreation of any rule, he shall draw increments together with arrears, in the time where the scale of pay is applicable to him from the earlier date. The appointing authority shall comprise a provision to this effect while issuing order in all such cases. It omitted (Vide G.O.Ms.No.21, P & AR (S) Dept., dt.23-1-1996 w.e.f.23-1-1996) [13]. A person, promoted under the rules to hold a post borne on the cadre of a service, class or category, who has rendered continuous temporary service shall be eligible to draw annual increments in the scale of pay for the post, subject to the conditions that the rules do not prescribe any special qualification to be acquired or test to be passed as a condition precedent to the drawal of such increments or increment is not denied as a measure of specific punishments. (Substituted Vide G.O.Ms.No.21, P & AR (S) Dept., dt.23-1-1996 w.e.f.23-1-1996) [14].

12. Postings and Transfers

A member of a service or class of service may be required to serve in any post borne on the cadre of such service or class for which he is qualified. All transfers and postings shall be made by the appointing authority: where the authority is not the State Government, any authority to whom the appointing authority is managerially subordinate will related to any post within the jurisdiction of the appointing authority also be competent to effect transfers and postings to a post within the jurisdiction aforesaid: Provided further that where leave not involving extra cost to Government is granted to an officer by virtue of the delegation under Fundamental Rule 66, the Head of Department or the subordinate authority concerned may

repost the officer on return from leave granted by it to the same place. Even though, anything contained in these rules or in any special or ad-hoc rules, the state government may, transfer any government employee from one revenue district to another revenue district within the State, on administrative grounds. It added in G.O.Ms.No.678, P & AR (Per.S), dt.20-7-1987, w.e.f. 20-7-1987 [15]. Omitted vide G.O.Ms.No.237, P.&A.R.(S) Dept. dated 18.12.2006 w.e.f. 10.9.2006 [16].

13. Promotion in Tamil Nadu State Police Service

Promotion in Tamil Nadu State Police Service is based on Tamil Nadu State and Subordinate Service as detailed above. For promotion to every higher rank, i.e., from constable to Head Constable, from Head Constable to Assistant Sub-Inspector, Assistant Sub-Inspector to Sub-Inspector and Sub-Inspector to Inspector, honesty must be made the most important qualification. A person, whose integrity is doubted, must never be promoted. Whatever other merits may be dishonesty must be a complete bar against promotion, and this must be thoroughly understood by all ranks from time they enter service [17]. Tamil Nadu Police services have been broadly divided into Tamil Nadu Police service and Tamil Nadu Subordinate Service. Tamil Nadu Police Service consists of two category groups and Tamil Nadu Police Subordinate service consists of five category groups. At present Tamil Nadu Police service is called Tamil Nadu Police Executive Service and Tamil Nadu Police Subordinate service is called Tamil Nadu Police Constabulary Service. The principal category of posts included in Tamil Nadu Police Executive service is Additional Superintendent of Police/Deputy commandant. The Principal category of posts Reserve included in the Tamil Nadu Police Constabulary Service is Inspector/Reserve Inspector, Sub-Inspector/Reserve Sub-Inspector, Assistant Sub-Inspector Reserve Assistant Sub-Inspector, Head Constable and Police constable.

Vacancies occurring in each category-group are filled in some cases wholly by direct recruitment, in some cases wholly by promotion and in some cases partly by direct recruitment and partly by promotion. How in each a vacancy should be filled, who should fill it and by whom and on what basis that person is to be chosen are all matters which are regulated by service Rules. These Rules define the constitution of the cadre. The operation of the process of planned manpower management and planned career development is based on this constitution. The manner in which this system works at present is described below.

13.1 Tamil Nadu Police Executive Service - I – Additional Superintendent/Commandant

All vacancies are filled exclusively by promotion within the cadre from the principal category of Deputy

Superintendent. The power to make appointments by promotion rests with Government.

13.2 Tamil Nadu Police Executive Service - II Deputy Superintendent/Assistant Commandant

One third of the vacancies in the principal category are filled by direct recruitment through the public service Commission on the results of a competitive written examination of M.A., standard, as well as an interview test.

Two third of the vacancies in the principal category are filled by what is technically described as a “transfer” from the principal category of inspectors in the subordinate service. In fact this process should be described as a “promotional transfer” in order to distinguish it from transfers from one cadre to another which do not involve a promotion from one category to a higher category; and in order also to distinguish it from promotions from one category to another category within the same cadre. Such “promotional transfers” to the Tamil Nadu Police Executive service-II are, at present subject to a prescribed age ceiling of 52 years.

There are certain subsidiary categories in Tamil Nadu Police Executive Service II, which are normally reserved for promotional transfer of Reserve Inspectors, but they may also be filled by simple non-promotional transfer from the principal category. There are certain other subsidiary categories in the Armed Police Battalions, which are filled partly by direct recruitment and partly by promotional transfer from other categories.

13.3 Tamil Nadu Police Constabulary Service - I Inspector / Reserve Inspector

All vacancies are filled by selective promotion with the cadre from sub-Inspector to Inspector and from Reserve Sub-Inspector to Reserve Inspector. Such promotion is limited by an age ceiling of 52 years. The power to make appointments by such promotion is vested in the Deputy Inspector-General.

13.4 Tamil Nadu Police Constabulary Service - II Sub-Inspector/Reserve Inspector

Vacancies are filled partly by direct recruitment and partly by selective promotion within the cadre from the general Head Constable and Assistant Sub-Inspector to Sub-Inspector and from Reserve Head Constable category and Reserve Assistant Sub-Inspector to Reserve Sub-Inspector Direct recruitment is required to be made up to not less than 70 percent of the cadre for Sub-Inspectors and not less than 85% for Reserve Sub-Inspectors. Selective promotions are limited correspondingly to 30% and 15 percent respectively. Promotion to Sub-Inspector is further limited by a prescribed age ceiling of 45 years. Direct recruitment is carried out by the department itself without

reference to the public service commission. The B.A. degree is a prescribed minimum qualification, which is relaxed for backward classes. Selection is made on the basis of a qualifying written test followed by a “double interviews”. There is one interview in each of the Ranges followed by another for the entire State.

There are Selection Committees, at two different levels at which interviews are conducted. There is one committee at the state level comprising all the Deputy Inspectors-General of Police and the Commissioner of Police of Madras City. The senior most among them is the chairman of the committee. There is a Committee for each Range comprising Superintendents for their equivalents in the city again with the senior-most among them as chairman.

The power to make appointments by direct recruitment only or by promotion vests in the Deputy Inspector General of Police or Commissioner of Police. The machinery and procedure for selection described above are well adopted for reconciling the need for maintenance of uniform standards of selection for all cadres with the required decentralization of responsibility for manpower management.

13.5 Tamil Nadu Police Constabulary Service - III Sub-Inspector /Reserve Assistant Sub-Inspector

This is numerically small category-groups. The general category was created in 1960. The Reserve Category represents the renaming of an old category. Provision is made for filling vacancies both by direct recruitment and try promotion from the appropriate category of Head Constable. Such promotions are required not to exceed 40 percent in the general category and not to fall short of 50 per cent in the Reserve category. There is a prescribed age ceiling of 40 years in both cases. The prescribed education qualification for direct recruitment is the same as for the Junior Assistant in the ministerial service (i.e. a Secondary School Leaving Certificate with the prescribed minimum of marks in specified subjects); selection is made on the basis of the “Written test” and “double interview” already described; and here again the Deputy Inspector-General of Police or Commissioner is vested with the power to make appointments both by direct recruitment and by promotion.

13.6 Tamil Nadu Police Constabulary Service - IV Head Constables

All vacancies are filled exclusively by selective promotion from the category of Constable. The Police district is the unit for such promotion and the power to make appointments by such promotion is vested in the Superintendent.

13.7 Tamil Nadu Police Constabulary Service - V Constable

All vacancies in each district are filled exclusively by direct recruitment. The District Armed Reserve and the Police Stations are taken together as a single unit for such recruitment. The power to make appointment by direct recruitment is vested in the Superintendent. Unlike the direct recruitment in the higher categories there is no Commission or Committee entrusted with the duty of making selections. The Superintendent makes the selection directly with the help of a Reserve Inspector for performing routine duties.

There is a long established procedure, which require one day of every month being set apart for interviewing candidates for recruitment and the placement of selected candidates on a waiting list. A simple dictation test is administered. Physical measurements are taken and Medical checkup is carried out. There is nothing in the nature of inter-se ranking of selected candidates.

14. Conclusions

Promotion system in Tamil Nadu Police Service is mainly based on seniority cum merit basis. Preference in promotion is mainly given to seniority rather than merit. Scholars on police administration consider that promotion should be mainly based on merit rather than seniority. Because highly educated persons apply to the position of the Constables. If the educated Constables are not given opportunity for promotion, their morale well be disturbed. Therefore in order to attract the best candidates to the Police Service and to improve their morale promotion system in Tamil Nadu Police Service should be based on merit rather than seniority.

References

- [1] Report of the Delhi Police Commission, 1968, India , Vol. 1., Pp.411-412.
- [2] Report of the Delhi Police Commission, India, Vol.1, 1968, Pp.418.
- [3] Tamil Nadu State and Subordinate Service Rules 36.
- [4] Tamil Nadu State and Subordinate Service Rules 36(I).
- [5] Tamil Nadu State and Subordinate Service Rules 36 (C).
- [6] Tamil Nadu State and Subordinate Service Rules 36 (D).
- [7] Tamil Nadu State and Subordinate Service Rules 36 (A).
- [8] Tamil Nadu State and Subordinate Service Rules 36 (B)
- [9] Tamil Nadu State and Subordinate Service Rules 37.
- [10] Tamil Nadu State and Subordinate Service Rules 38.
- [11] Tamil Nadu State and Subordinate Service Rules 39(A).
- [12] Tamil Nadu State and Subordinate Service Rules 39(Gg.).
- [13] Tamil Nadu State and Subordinate Service Rules 40.
- [14] Tamil Nadu State and Subordinate Service Rules 40 (A).
- [15] Added In G.O.Ms.No.400. P & Ar (Per.P), Dt.17-4-85, w.e.f. 13-10-84.
- [16] G.O.Ms.No.295, P & Ar, Dt-12-5-1988, w.e.f. 11-6-87.
- [17] Inserted in G.O.Ms.No.863, P & Ar (Per.P), Dt.2-9-86, w.e.f. 28-3-1984. Deleted in G.O.Ms.No.863, P & Ar, Dt 2-9-1986.