

OFFICE OF THE
DIRECTOR GENERAL OF POLICE
PUNJAB, CHANDIGARH.



ਦਫਤਰ,
ਡਾਇਰੈਕਟਰ ਜਨਰਲ ਪੁਲਿਸ , ਪੰਜਾਬ,
ਚੰਡੀਗੜ੍ਹ ।

ਪ੍ਰਸ਼ਾਸਨ ਵਿੰਗ
(ਅਮਲਾ-1 ਸ਼ਾਖਾ)

To

All Heads of Police Offices in Punjab.

Memo No. 5975-6075 /E-1(2),
Dated Chandigarh the: 10-06-2011

Subject: Final seniority list of S.Is.

Please refer to this office memo No. 3768-3867/E-I (2) dated 25.03.11, on the subject cited above.

2 In September, 2009 seniority in the rank of ASI/SI/Inspr. was prepared upto 31.08.2009 as per directions of Hon'ble High Court in CWP No. 2153 of 2008-Inspr. Krishan Kumar & others and uploaded on Punjab Police Website (Punjabpoliceindia.org)

3. Some probationers as well as promotee ASIs and Inspectors in the Hon'ble Punjab and Haryana High Court by filing CWP No. 566 of 2010 – Ranjit Singh and others, CWP No. 15496/2009- S.I Gurbinder Singh No. 365/PR and others, CWP 14155 of 2010 – Inspr. Pritam Singh No. 525/KPT , CWP No. 15486 of 2009, S.I.Manjit Singh No. 612/PAP No, 10554 of 2010- S.I Satwinderpal Singh No. 1418/PAP and CWP No. 689/2010- Inspr. Parshotam Singh No. 346/PR. In CWP No 566 of 2010 the Hon'ble High Court passed the following directions :-

“This Court vide order dated 4.03.10 passed in CWP No. 566 of 2010 (Ranjit Singh and others Vs State of Punjab and others) has constituted an officer committee consisting i) Sh. Parag Jain, IPS, IGP/Hqrs., Punjab. ii) Smt. Gurpreet Deo, IPS, DIG/Admn., Punjab and iii) Sh. M.S Gill, Advocate General, Punjab to consider and redress the grievances of police personnel like the petitioners”.

4. In a subsequent order dated 13.10.10 passed by the Hon'ble High Court in CWP No. 11993/2010 titled as S.I Gurbinder Singh No. 365/PR and another Vs Punjab State the members of the officers Committee were substituted as under :-

“Under the circumstances, a committee consisting of IGP/Headquarters, DIG/Administration, Sh. Amol Rattan Singh, Additional Advocate General, Punjab would be constituted to consider all the disputes, instead of two committees which might come to different findings.”

5. The allegations of the petitioners are that all these persons (and perhaps other too) have been given wrongful promotions at various stages on account of one or more of the following grounds:-

- A) Wrongful assignment of date of confirmation resulting in wrongful confirmation.
- B) Transfer from one range/cadre to another for the purpose of giving accelerated promotions.
- C) Grant of accelerated promotions within the PAP upto the rank of Sub-Inspector and thereafter being brought on list 'F' for promotion as Inspector and being given such promotions resulting in accelerated promotions in the Punjab Armed Police.
- D) Disturbance of inter-se-seniority of directly recruited officials in a common examination.
- E) Grant of promotions either under Sports quota or by exercising powers under rule 13.21 of the Punjab Police Rules, 1934 on account of either having been a sports persons or having done good work on anti terrorist front or for other reasons.
- F) Application of the four years condition envisaged in Rule 13.10 in respect of deputing ASIs for the Upper School Course.

6. In order to implement the directions of the Hon'ble High Court, to re-determine the inter-se-seniority of entire Sub Inspectors. The recommendations of the officers committee were circulated to all Heads of Police offices as well as loaded on www.punjabpoliceindia.org. The recommendations of the officers committee, which are duly approved by the DGP, Punjab are as under :-

i) Effect of instruction No. 11/4/88-1PP1/4960 dated 8.04.91 regarding de-linking the confirmation from the permanent posts.

Whereas, the instruction in question dated 8.04.91 were issued by the Department of Personnel for simplification of the confirmation procedure. These instructions inter alia provided that confirmation would be made once in service in the initial grade only and further that confirmation would be de-linked from availability of a permanent vacancy.

ii) Effect of the Punjab Civil Service (General and Common Conditions of Service), Rules 1994.

Whereas, as per rule 10 of the Punjab Police Services Rules, 1959, Seniority is to be determined by the date of confirmation in the service.

The above position is changed w.e.f 4th May, 1994 when the Punjab Civil services (General and Common condition of Service) Rules, 1994 came into effect. Before 1994 Rules, Seniority is to be determined by date of confirmation against substantive post with in the quota and after these rules coming into force, it is linked to the length of continuous service.

iii) PAP is to be treated as separate cadre

The officers committee recommended that PAP be treated as a separate cadre at least from the year 1988 onwards in view of the nature of duties. The officers committee has also recommended that 5 P/ASIs of 1998/1999 batch who opted to go back to the district, may be absorbed in the district police as per their original merit list prepared by the selection board at the time of their selection as P/ASIs (1998-99).

iv) Review of promotions/seniority of those who were granted C-II/D-II & E-II either in the sports quota within the prescribed quota or beyond on account of exercise of powers under rule 13.21 of PPR.

The officer committee recommended to review the cases of promotions granted under rule 13.21 of PPR, so that non deserving persons do not occupy cadre posts thus blocking regular channel of promotions of genuinely deserving officials.

Keeping in view the recommendations of the Officers Committee a **Tentative Seniority list of Sub Inspectors** was circulated vide dated 25.03.11 ibid and objections were called within 10 days.

7. The objections received from various units in connection with the tentative seniority list of Inspectors were examined and decision have been taken as per the recommendations made in various cases of the officers Committee. Decision have been conveyed to concerned offices

8. As per the recommendations of the officers committee, in view of the directions of the Hon'ble High Court, this seniority list has been re-casted from 1.01.88 onwards and officials have been granted notional deemed date of promotion. As such, they are not entitled for arrears of pay and allowances and recovery if required may also not be made from the officials whose dates of promotion have been changed.

9. As per the recommendations of the Officer Committee cases of those persons who were granted out of turn promotion in exercise of rule 13.21 of PPR and sports persons have been reviewed. In some cases a detailed speaking order have already been passed therefore in other cases W/DGP has passed the orders that *"promotions granted by the then DGPs for cogent reasons as the officers had made extraordinary contribution in the line of their duty, the detail of which could not be spelt out in the order under review for reasons of confidentiality of the nature of the task performed and also for reasons of the security of the concerned officials and their other colleagues involved in the operations. Therefore, I do not find any reason to recall the order vide which they were given the out of turn promotions"*.

10. As regards 295 sports persons who were promoted above 10% quota of C-II, Govt. had created Ex-Cadre posts. Thereafter, Govt. of Punjab, Deptt. of Home Affairs & Justice vide their Notification No. 15/14/2005-5H3/3149 dated

28.12.2006, in order to encourage sports and boost morale of sports persons, 295 temporary posts for outstanding sports persons have been created by relaxing provisions of Rule 12.3 of PPR 1934. Accordingly, their names have been included in this seniority list. However, the Officer committee has recommended that the State Govt. may be requested to create Ex-cadre posts for these persons instead of Cadre posts. As such, as per the decision of the Govt. their seniority can be re-fixed accordingly. However, the Sub Inspectors who are within 207 sports persons, their names have not been included in the seniority list as the clarification is still awaited from the Govt.

11. That, this seniority is subject to the following:-
- a) Any modification/amendment in the inter-se seniority list which may arise out of the review granting deemed dates of promotion.
 - b) Decisions of Hon'ble Courts in any matter pending before the courts.
 - c) Decision regarding implementation of the 85th amendment to the Constitution of India.
 - d) Any mistake/amendment required to be made out clerical/typographical mistakes detected or any entry not as per office record.

12 A copy of the final Seniority list of Sub Inspectors is available on Punjab police Website i.e. www.punjabpoliceindia.org.

Sd/-
(P.S.Gill, IPS)
Director General of Police,
Punjab.

No. /E-1(2), dated
Copy of the above is forwarded to the Incharge Website Punjab Police Hqrs, Chandigarh with the request to upload the above seniority list of Sub-Inspectors on Punjab Police Website today i.e. 10.06.2011 positively.

(Supdt. E-1)
Director General of Police,
Punjab.