

**Urgent/Date Bound**

OFFICE OF THE  
DIRECTOR GENERAL OF POLICE  
PUNJAB, CHANDIGARH.



ਪ੍ਰਸ਼ਾਸਨ ਵਿੰਗ

(ਅਮਲਾ-1 ਸਾਖਾ)

ਦਫਤਰ,

ਡਾਇਰੈਕਟਰ ਜਨਰਲ ਪੁਲਿਸ , ਪੰਜਾਬ, ਚੰਡੀਗੜ੍ਹ  
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To

All Heads of Police offices in Punjab.

No. 1153-1252 /E-1(2) Dated Chd the:- 10-02-2016

**Subject :- Tentative seniority lists of Assistant Sub Inspectors & Sub- Inspectors.**

Please refer to the subject cited above.

2. In compliance with orders issued by the Hon'ble High Court in CWP No. 15496 of 2009 and recommendation of the officers committee, the seniority list of A.S.Is, Sub Inspectors and inspectors of district cadre was re-cast w.e.f 01.01.88 with the following parameters :-

- i) Confirmation is to be de-linked from the availability of permanent posts in terms of Govt. Instructions dated 8.4.91 and thereafter seniority would be determined according to date of confirmation.
- ii) Punjab Civil Services (General & Common condition rules 1994 have been implemented w.e.f 04.05.1994 i.e. the date of issue of notification.
- iii) PAP is to be treated as separate cadre

3. A CWP No. 4829 of 2011 was filed by Inspector Pardeep Singh & others and similar 9 CWPs were filed by other officials in the Hon'ble High Court demanding promotion as Sub Inspectors from the dates their juniors in PAP were promoted in the rank of DSPs. They further demanded that District Police and Armed Police is one service under rule 1.1, 1.3 of the Punjab Police Rules, 1934. The Hon'ble High Court passed judgement on the above issue on 16.12.2014 in CWP No. 4829 of 2011. The operative part of orders dated 16.12.2014 of the Hon'ble High Court is as under :

*“ .....the aforesaid question posed before this Court is thus answered as above and it declared that prior to 2008, the respondents would be obliged to maintain a common seniority for both the categories i.e. PAP and District Police.*

*In one of the petitions, i.e. C.W.P No. 6501 of 2013 , learned counsel for the private respondents has raised the issue of delay to contend that the matter has been agitated belatedly. I would not treat this plea to be worthy of acceptance considering the fact that the seniority stood recast in the year 2011 and the first petition in this regard was filed in 2011 itself. The plea is therefore, rejected.*

*The petitions are thus disposed of with a mandate to the respondents to recast the seniority of the officers by keeping in view the observations of this court. The respondents would do well to give wide publicity to the exercise proposed to be undertaken and invite the claims and objections from all affected so as to obviate the chances of any objection on this score. While dealing with the matter, the respondents would be at liberty to take an appropriate decision in regard to the individual claims and pass speaking orders in this regard.”*

4. Consequently, a committee of the officers was constituted to re-look the whole issue of seniority. Meetings of the committee were held on 03.06.15, 08.06.15, 09.06.15 and 16.06.15 and petitioners alongwith other effected officials i.e. P/ASIs of 1988 batch and DSPs of Armed Cadre were also called in these meetings. In the meetings, it was decided that to bring uniformity and fairness to the direct/promotee officers, the following parameters are to be adopted to prepare the common seniority list of Armed Cadre and District Cadre as per above directions of the Hon'ble High Court :-

- a) There is no issue pending for recasting the seniority, who were appointed as ASI before 01.01.1988 or promoted as Sub Inspectors before 01.04.92 As such, the seniority in the rank of ASI will be recast w.e.f 01.01.1988.
- b) The Govt. of Punjab vide their letter No. 11/4/88-1PP (1) / 4960 dated 08.04.1991 has decided that :-
  - i) Confirmation is delinked from the availability of permanent vacancy in the grade. In otherwords, an officer who has successfully completed the probation may be considered for confirmation.
  - ii) The appointee should satisfactorily complete the probation

The officials who have not been confirmed earlier due to non availability of permanent vacancy were to be considered confirmed w.e.f 08.04.1991, if they were otherwise eligible as per the rule 13.18 of PPR.

Rule 12.2(3) of PPR provide that seniority in the rank of ASIs will be prepared from the date of confirmation. As such the seniority in the rank of ASI will be prepared w.e.f 01.01.1988 to 03.05.1994 as per the date of confirmation .

- c) The Punjab Civil Services (General and Common condition service rules, 1994) came into effect on 04.05.1994. As such, the seniority of ASIs will be recast w.e.f 04.05.1994 keeping in view the length of service.
  - d) Seniority in the rank of ASI (Probationers) will be prepared keeping in view their merit position fixed at the time of appointment selection.
  - e) Central seniority of District and PAP will be combined upto 19.02.2008.
  - f) 295 sports persons of Armed Cadre, who were promoted over and above C-II quota, were re-appointed/re-adjusted against cadre posts by the State Govt. As such, these officials will be included in the seniority.
5. Accordingly, a tentative seniority list of Assistant Sub Inspectors & Sub Inspectors has been prepared and they have been assigned revised

dates of Sub Inspectors. A copy of the tentative seniority lists of Assistant Sub Inspectors & Sub-Inspectors is available on Punjab Police Website i.e. [www.punjabpolice.gov.in](http://www.punjabpolice.gov.in) . The same may please be circulated amongst all the concerned officials serving under your control. These officials may be informed to submit their representations, if any, within a period of 7 days positively from the date of issue of this seniority lists and the same alongwith comments and service particulars. No representation will be entertained after the expiry prescribed period of 7 days. If no objection/representation is received from any officer, it will be presumed that they have no objection about the fixation of this seniority.

Sd/-  
(D.I.G/Admn)  
for Director General of Police,  
Punjab.

No. 1253 /E-I (2) dated, Chandigarh :-10-02-2016

A copy of the above is forwarded to Superintendent , Secret Section-II, CPO, Punjab for information and necessary action.

Sd/-  
(D.I.G/Admn)  
for Director General of Police,  
Punjab.

No. 1254 /E-1(2), dated Chandigarh:- 10-02-2016

Copy of the above is forwarded to the Incharge Website Punjab Police Hqrs, Chandigarh with the request to upload the above seniority list of A.S.Is, Sub-Inspectors on Punjab Police Website today positively.

Sd/-  
(D.I.G/Admn)  
for Director General of Police,  
Punjab.