

POLICE ORDER No. 233

SUBJECT—Procedure for filling up vacancies in the subordinate ranks of the Orissa Police after exhaustion of the C. S. B. approved list.

The policy with regard to the promotion of various subordinate ranks in the Orissa Police has been clearly laid down as merit-*cum*-suitability in all respects with due regard to seniority. The Central Selection Board which advises the Inspector-General of Police adopts this criterion without exception for purposes of promotion to permanent vacancies. Even for long-term temporary vacancies, the same principles apply. In other words, in all cases where an approved list drawn up by the C. S. B. and approved by the Inspector-General of Police exists, all substantive and long term promotions are based on the serial of that list.

2. However, owing to the large temporary component of the Force, often occasions arise when temporary and *ad hoc* promotions have to be given for the performance of duties in different posts. These are regulated by the officers at the levels of D. Is.-G. and Heads of establishment in exercise of the powers specifically delegated to them or laid down in P. M. Rs. 660'00 and 724—729. In view of the fact that several agencies are thus concerned at this stage, certain confusions have arisen. The matter has been under examination in all its aspects for some time past. After careful consideration of all its implications, in recognition of the different stages in the positive process of selection of officers for promotion in the Orissa Police, and with the final objective of encouraging good work and efficiency by giving opportunities to those whose service records are very satisfactory, it is hereby directed that the following principles should be followed in giving temporary promotions at the stage when the relevant C. S. B. approved list has been exhausted.

3. After the Officers mentioned in the approved list have got their promotion, the following categories of officers would be left behind :—

Category 'A'

Officers recommended for promotion by the Range Selection Board (or by the D. Is.-G where no Range Selection Board is held) and not found fit by C. S. B.

Category 'B'

Nominated by the appropriate Heads of Police establishments to the Range Selection Board or to the D. Is.-G.

4. Officers in category 'A' should be promoted in the first instance in temporary vacancies

5. After all officers of category 'A' are exhausted, officers of category 'B' should be promoted

6. The *inter se* seniority of category 'A' and category 'B' will be kept separate. In other words, officers of category 'A' should be deemed eligible and appropriately fixed up before category 'B' are taken up. To clarify this further, it may be stated that a junior officer whose name is found in category 'A' would take precedence over a senior officer who may be in category 'B'.

7. If officers of category 'A' due to get the vacancy are not immediately available in the exigency of public service or on personal grounds or the vacancy is of short duration not exceeding 4 months, recourse may be taken to filling it up by officers of category 'B' in order of seniority in the district where the vacancy has occurred.

8. This order comes into effect immediately and shall be deemed to supersede all existing orders and practices.

Manual reference—P. M. R. 725 (c), 729 (b) and 660 B (a)