

**POLICE ORDER No. 37**

Time scale  
of pay for  
Assistant  
Sub-Inspect-  
ors and  
Havildars.

The Inspector-General has much pleasure in publishing Government Order No. 6540-P., dated the 13th December 1944, 282-P., dated the 17th January 1945 and 1139-P., dated the 1st March 1945 in which the following time scales of pay have been sanctioned for Assistant Sub-Inspectors and Havildars, with effect from 1st March 1945:—

Assistant Sub-Inspectors	Rs. 27—1—35—1/2—37—E. B.—1/2—42.
Havildars	Rs. 25—1—30—1/2—35

2. These scales are appreciably more generous than the existing graded scales and liberal concession have been granted by Government in the matter of counting service in the graded scales of the fixation of initial pay and increments in the time scales.

3. Initial pay statements for all Assistant Sub-Inspectors and Havildars should be prepared carefully in triplicate and verified from the service books and force registers according to the detailed instructions to be issued by the Comptroller, two copies being sent to the Inspector-General's Office for transmission to the Comptroller. Pay at new rates on the time scales may be drawn provisionally subject to adjustments after the initial pay statements have been accepted by the Comptroller.

4. The cases of those Assistant Sub-Inspectors who are eligible to draw more than Rs. 37 should be submitted to the Inspector-General's Office, with their service books and Superintendent's remarks about their fitness to cross the efficiency bar, for the orders of the Deputy Inspector-General. No one should be allowed to draw more than Rs. 37 unless the Deputy Inspector-General permits him to cross the bar. To facilitate decisions in future, annual remarks on the work of Assistant Sub-Inspector shall be entered in their service books.

Manual reference

Appendix 44-A

(Previous Police order Reference No. 3 of 1945)

Memo. No. 6540-P., dated Cuttack the 13th December 1944

From

R. A. E. Williams, Esq., C. I. E., I. C. S., Chief Secretary to Government of Orissa,  
Home Department

To

The Inspector-General of Police, Orissa

**SUBJECT—Time scales of pay for Assistant Sub-Inspector of Police and Havildars of the Subordinate Police Service.**

I am directed to invite a reference to Mr. Perkin's letter No. 1405-A., dated the 7th February 1944 and to say that Government have been pleased to sanction the replacement of graded rates of pay, sanctioned for Assistant Sub-Inspectors of Police and Havildars in Government's Resolution No. 3092-P., dated the 20th/22nd March 1937 by the time scales of pay specified in Paragraph 2 of this letter.

1. Assistant Sub-Inspectors	.. Rs. 27—1—35—1/2—37— E.B.—1/2—42.
2. Havildars	.. Rs. 25—1—30—1/2—35

3. The above scales of pay will take effect on the 1st March 1945 and will be applicable only to permanent posts. Orders for extending these time scales of pay to temporary posts are being issued separately.

4. The Assistant Sub-Inspectors and Havildars who are now on graded pay will, with effect from the 1st March 1945, be transferred to the time scales of pay mentioned above, and as a special case the Provincial Government have decided that their initial pay and increments on the time scales will be determined as follow :

(A) (i) An Assistant Sub-Inspector who draws pay in the grade of Rs. 25 on the 1st March 1945 will draw the minimum of the time scale as his initial pay. An Assistant Sub-Inspector who has served for more than two years in that grade will be allowed to count, for initial pay and increment on the time scale the actual period of his continuous service (including temporary or officiating service, if any, in that, or in a higher grade) in excess of two years but subject to a maximum of three years.

(ii) An Assistant Sub-Inspector of Police who draws pay in the grade of Rs. 30 or Rs. 35 substantively on the 1st March 1945 will be allowed for the calculation of both initial pay and increments in the time scale to count the actual period of continuous service rendered by him in that grade (including temporary or officiating service, if any, in that, or in a higher grade) up to a maximum of five years. An officer who has been in the grade of Rs. 30 for one and a half years will draw Rs. 31 immediately, with effect from the 1st March 1945 and Rs. 32 six months later. An Assistant Sub-Inspector on the grade of Rs. 35 will not be allowed to draw more than Rs. 37 unless he is declared fit to cross the efficiency bar.

An Assistant Sub-Inspector of Police drawing pay in the grade of Rs. 35 substantively who has served for three years in the grade immediately before the 1st March 1945 will draw Rs. 36 from the 1st March 1945 and Rs. 37 from the 1st March 1946 in the time scale of pay.

(B) *Havildars* (i) A Havildar who draws pay on the grade of Rs. 24 will draw the minimum of the time scale as his initial pay. A Havildar who has rendered continuous service (including temporary or officiating service, if any, in that, or in a higher grade) for more than one year in that grade will count, for initial pay and increment on the time scale, the actual period of service in excess of one year but subject to a maximum of two years.

(ii) A Havildar who draws pay on the grade of Rs. 27 or 30 substantively on the 1st March 1945 will be allowed for his initial pay and for increments on the time scale, to count all his continuous service in that grade (including temporary or officiating service, if any, in that, or in a higher grade) up to a maximum of three years. A Havildar who has been in the grade of Rs. 30 for  $2\frac{3}{4}$  years will draw Rs. 31 immediately, with effect from the 1st March 1945 and Rs. 32 in  $1\frac{1}{2}$  years time.

5. The Comptroller, Orissa, is being informed of the orders.

No. 282-P., dated Cuttack, the 17th January 1945

From

R. A. E. Williams Esq., C. I. E., I. C. S., Chief Secretary to the Government of Orissa  
Home Department.

To

The Inspector-General of Police, Orissa.

SUBJECT—Time scales of pay for Assistant Sub-Inspectors of Police—Efficiency Bar

In continuation of Government letter No. 6540-P., dated the 13th December 1944, I am directed to say that Government have decided that an Assistant Sub-Inspector of Police must satisfy the following conditions before he is allowed to cross the efficiency bar and draw Rs. 38 on the scale of Rs. 27—1—35—1/2—37—E. B.—1/2—42.

2. (1) He must be considered fit to hold independent charge of a small police-station.

Old and reliable officers who are not brilliant should not be penalised. Officers of doubtful character and subnormal abilities should not be allowed to cross the efficiency bar. But their cases should be reviewed annually.

(2) The officer will not be eligible to cross the efficiency bar—

(a) if he has been awarded a major punishment within two years of reaching the stage of crossing the efficiency bar; and

(b) if he has been awarded three or more major punishments within a period of five years previous to the date when he is due to cross the efficiency bar.

No. 1139-P., dated Cuttack, the 1st/2nd March 1945

From

R. A. E. Williams, Esq., C. I. E., I. C. S., Chief Secretary to the Government of Orissa  
Home Department.

To

The Inspector-General of Police, Orissa

Time Scales of Pay for temporary Posts of Assistant Sub-Inspectors and Havildars. I am directed to invite a reference to paragraph 3 of Government Order No. 6540-P., dated the 13th December 1944 sanctioning time scales of pay for permanent posts of Assistant Sub-Inspectors of Police and Havildars, with effect from the 1st March 1945 and to say that Government have decided that all temporary posts of Assistant Sub-Inspectors and Havildars created on graded scales of pay for periods extending beyond the 1st March 1945 should also carry the same time scales as have been sanctioned for permanent posts, with effect from the 1st March 1945.

2. The initial pay and increments of the holders of temporary posts will be regulated as follows, with effect from the 1st March 1945 :—

(i) If the incumbent of a temporary post of Havildar or Assistant Sub-Inspector holds substantively permanent post in the same rank, he will draw pay in the time scale of temporary post at the same rate as he would have drawn in his permanent post under the orders issued in letter No. 6540-P., dated the 13th December 1944.

(ii) If the incumbent of a temporary post of Havildar or Assistant Sub-Inspector does not hold substantively a permanent post in the same rank, he will draw the minimum of time scale of pay of the post subject to the following conditions:

(a) If a temporary Havildar has rendered continuous service in that capacity for more than one year, he would count for initial pay and increment in the time scale his actual period of continuous service in excess of one year, subject to a maximum of two years.

(b) If a temporary Assistant Sub-Inspector has rendered a continuous service of more than two years in that capacity, he would count for initial pay and increment in the time scale, the actual period of continuation service in excess of two years, but subject to a maximum of three years.

A constable holding the temporary post of an Assistant Sub-Inspector on Rs. 25 and having three years' continuous temporary service as Assistant Sub-Inspector will start on the time scale at Rs. 28. A constable holding the temporary post of Assistant Sub-Inspector on Rs. 30 and having four years' temporary service as Assistant Sub-Inspector would start on the time scale at Rs. 29. A constable holding the temporary post of Havildar on Rs. 24 having two years of continuous service, would start on Rs. 26 and a Havildar on Rs. 27 with three years' continuous temporary service would start on Rs. 27.

3. The initial pay and increments of those who have been appointed to officiate in permanent post of Havildars or Assistant Sub-Inspectors will also be regulated in accordance with the provisions in Para. 2 (ii) above.

4. The Comptroller, Orissa, is being informed of the orders.