

## **POLICE CIRCULAR ORDER NO. 237/81**

Subject—Recruitment of Constables—Caution against recruitment of graduates in the rank of Constables—Policy of posting Constables possessing educational qualifications above matriculation.

At present, preference is being given to matriculates at the time of recruitment of Constables. Owing to acute unemployment, many young men possessing academic qualification much higher than matriculation and many graduates are also coming forward to be recruited as Constables. Not satisfied with their lot, the over-qualified Constables are appearing in the direct recruitment of Sub-Inspectors in a large number from year to year. Many of them are not able to make the grade in view of their poor preparation and similar performance in the personality test as well as viva voce. Such elements tend to nurture grudge against the authorities when they fail to get selected as Direct Sub-Inspectors. It has also been seen otherwise that over-qualified employees tend to get easily dissatisfied with their conditions of service and prospects of promotions, and it is they who inspire unrest in the Force. Considering all aspects of the issue, it is felt that we should be discreet in the matter of recruitment to the rank of Constable and we should not encourage the entry of graduates into the Force in the lowest rank of Constable. Those who are already in position should be utilised in Police-Stations rather than in the A.P.R. In course of the recent interview of direct recruits, it came to light that graduate Constables have been posted to sedentary jobs in the Range Offices, Reserve Offices, and in the district Headquarters. They are not made to work as regular Constables in the field, and as such, they are of not much use to the department. Graduate constables should be tried in Police Stations in relieving the Investigating Officers of preliminary actions in respect of spot visit, collection of evidence, etc.

3. The District Ss.P. are requested to draw list of the over-qualified constables they have in their districts and plan their transfer to important Police-Stations instead of utilising their services as Clerks in various Offices.

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Inspector-General of Police, Orissa .