

POLICE ORDER No. 3

Orissa
new Scales
of pay.

1. In this issue of the *Police Gazette* appear one letter from and two resolutions of the local Government regulating the pay of the police of new Orissa. *It will be noted that these rates only concern new entrants of all ranks, i.e., men appointed (not promoted) after the formation of the Province on the 1st of April 1936 and old entrant Constables of North Orissa.*

2. Constables recruited in Madras before the 1st April 1936 will continue to draw their present rates of pay and allowances. It is not intended that their prospects should be in any way affected. South Orissa Constables recruited on or after the 1st April 1936 must now refund to Government their clothing allowance of Re.0.14 a month, but on the other hand, will draw the difference of pay between Rs. 12 and Rs. 15 for the period of their training in the Constables' Training School.

3. Constable recruited in Bihar and Orissa before the 1st April 1936 are given the option of foregoing certain specified allowances in future and of coming on to the new higher scale of pay with effect from the 1st August 1937. Each man must decide for himself where his interest lies. The Inspector-General does not presume to advise on this important matter, but would point out that the change means a slight increase in pension for the great majority Constables, that no man can expect to draw the town or orderly allowances indefinitely and that only a small proportion of the Armed reserve men (i.e., the foreigners) recruited under Police Manual Rule 612 have any claim at all to continue to draw the special Armed force allowance of Rs. 3. After the 31st July next, no man, who did not choose the new scale on or before that date, if he is transferred away from a post carrying an allowance to a post not carrying an allowance will then have any right to choose the new scale of increased pay. On the other hand no man is bound to choose the new scale if he does not wish to do so. (It may be noted that the Rs.3 headquarter force allowance for Havildars remain untouched).

4. Constable of North Orissa recruited on or after the 1st April 1936 will be entitled to draw a pay of Re. 1 per month extra from the date of return from the Constable's Training School but will have to refund any of the specified allowances which they might have drawn since.

5. Arrear pay bills for Constables recruited on or after the 1st April 1936 should now be prepared and deductions of refunds arranged. Any individual cases which present difficulty may be referred to the Inspector-General's office for elucidation. A note should be made in the Service Book of each such Constable that his pay is regulated by Government Resolution No. 3092-P. of the 22nd March 1937. The same will have to be done later in the case of all old-entrant Bihar and Orissa Constables who elect to come on to the new scales.

6. As regards higher ranks the pay of officers (i.e., Sub-Inspectors) directly recruited on or after the 1st April 1936, has, it is presumed, already been drawn in accordance with these scales; so no orders are necessary.

(Previous Police Order No. 5 of 1937)

No 3141-A., dated Cuttack, the 22nd March 1937

From

P. T. MANSFIELD, Esq., C. I. E., I. C. S., Chief Secretary to the Government of Orissa, Home (Political) Department.

To

The Inspector-General of Police, Orissa

I am directed to invite a reference to Resolution No. 3092-P., dated the 20th/22nd March 1937 of the Government of Orissa regarding the scales of pay for the various subordinate ranks of the Police in this Province. It will be seen that the scale of pay for constables in this Province has been fixed at a rate higher by Re. 1 than the scale which is in force in Bihar. This has been rendered possible by the fact that certain allowances which are enjoyed by Constables under existing Rules and Orders have been abolished for future entrants. His Excellency has considered your recommendation that an opportunity should be given to each existing Constable transferred from Bihar and Orissa to come over to the new scale, on condition that he foregoes his right to any of the allowance which are specified below. His Excellency agrees that when the new scale comes into force there will be certain anomalies and possibly some discontent among men already in service occupying posts which do not carry special allowances when they compare their position with Orissa recruits and that steps should be taken where possible to bring the conditions of service of Constables in North Orissa as nearly as possible into line with those of Constables serving in the Southern districts of the Province. I am, therefore, to communicate the following orders of Government on your proposal :—

(1) Constables transferred from Bihar and Orissa will be allowed until the 31st July 1937 the option of coming over to the Orissa scale.

(2) If they elect on or before the 31st July 1937 to come over to the new scale of pay the new scale will take effect in their cases from the 1st August 1937 and they will count their previous service in the old scale for purposes of increment in the new scale.

(3) Those that elect to come over to the new scale shall not from the date on which the new scale takes effect in their case be eligible to draw any of the allowances mentioned below whether as special pay or compensatory allowance:—

- (i) Special pay of Rs. 3 when attached to the Headquarters Force at Cuttack, Balasore, Puri and Sambalpur.
- (ii) Special pay of Rs. 3 drawn by Constables in the Angul Armed Police attached to the Government House.
- (iii) Rs. 2 drawn as town duty allowance in the towns of Cuttack and Puri.
- (iv) Rs. 2 drawn as orderly allowance by Orderlies in the districts of Cuttack, Puri Balasore, Sambalpur, Bengal-Nagpur Railway Police, offices of the Superintendent of Police, Criminal Investigation Department and that of the Inspector-General of Police.
- (v) Re. 1 drawn as Angul first class district allowance whether in Angul proper or the Khondmals.
- (vi) Re. 1 drawn as first class district allowance by Constables in the offices of the Superintendent of Police, Criminal Investigation Department and of the Inspector-General of Police.

It must be clearly understood that the option once exercised is final and irrevocable.

No. 3091-P., dated Cuttack, the 22nd March 1937

Resolution by—the Government of Orissa, Home Department, Police Branch

READ—

Resolution No. 5089-A., dated the 16th November 1933 of the Government of Bihar and Orissa Appointment Department.

G. O. No. 311, dated the 13th April 1933 of the Government of Madras, Public (Services) Department.

2. The Government of Orissa have had under consideration for some time past the scale of pay to be fixed for the Orissa Provincial Service. After examining the revised scales of pay for the service in the Province of Bihar and Orissa, and in the Presidency of Madras, and taking into account the very small cadre for this service in this Province. His Excellency the Governor has decided to adopt the revised scale of pay which was in force in Bihar and Orissa as the scale for this service in Orissa. The scale shall be—Rs. 200—20—600—E. B.—340

Probationers shall draw during the period of probation a pay of Rs. 170 a month.

3. Deputy Superintendents appointed direct will be on probation for three years; provided that probationer shall be entitled to draw the initial pay of the time-scale, viz. Rs. 200 after he has—

- (i) completed two years probation from the date on which he joined his first appointment; and
- (ii) passed the departmental examinations prescribed in the rules for the training and departmental examination of officers (which are under revision and will be issued shortly), and has also passed the prescribed tests in drill and riding.

4. A probationer shall be eligible for confirmation on the expiry of the probationary period if in the meanwhile he has passed the examinations and tests mentioned in paragraph 3 above and has shown himself fit to perform the duties of a Deputy Superintendent. On confirmation a probationer appointed direct will be entitled to draw his first increment in the time-scale, i. e., he will draw a pay of Rs. 220 and thereafter qualifying service for all subsequent increments will count from the date of confirmation.

5. If a probationer fails to pass the prescribed examinations within the period of probation or is unfavourably reported on, he shall be liable to be discharged from the service.

6. A Deputy Superintendent promoted from the rank of Sergeant-Major or Inspector will be on probation for one year and will not be confirmed unless he passes the examination in accounts; provided that if he has officiated as a Deputy Superintendent for one year or more he may be confirmed without further probation on his passing the examination in accounts. If he fails to pass the examination in accounts within one year or if he be unfavourably reported on, he will be liable to be reverted to his substantive post.

7. No officer shall draw pay in excess of Rs. 340 in the time-scale unless Government have declared that he has passed the efficiency bar. This declaration will not be made unless Government are satisfied that he is fit to perform all the duties ordinarily expected of a Deputy Superintendent.

8. There will be one post on a selection grade on a pay of Rs. 700. No officer shall be promoted to the selection grade of Deputy Superintendent unless he is of outstanding merit. Promotion to this grade will be by strict selection and mere seniority will give no claim for promotion.

9. The conditions of service of officers of the Provincial Service in respect of probation training, departmental examination and all other matters herein not specified, will for the time being be regulated by rules and orders contained in the Bihar and Orissa Police Manual, except in so far as they have been, or may be, modified under orders of the Government of Orissa.

10. Subject to the rules issued by the Governor-General in Council in exercise of the powers conferred by sub-paragraph 2 of paragraph 23 of the Government of India (Constitution of Orissa) Order, 1936, issued in the Government of India (Reforms Office) notification No. F. 54/35-G (B), dated the 15th September 1936, this scale shall be brought into force with effect from the 1st April 1936, except that orders regarding the manner of bringing those officers transferred from Madras and the Central Provinces who have not elected and do not elect to revert to their parent Province under the said rules, on to this scale, shall be issued separately.

ORDER—Ordered that a copy of this resolution be published in the *Orissa Gazette* and that copies be forwarded to the Inspector-General of Police and to all Superintendents of Police through him.

No. 3092-P., dated Cuttack, the 22nd March 1937.

Resolution by—The Government of Orissa, Home Department, Police Branch

READ—

Resolution No. 5089-A., dated the 16th November 1933, of the Government of Bihar and Orissa, Appointment Department.

G. O. No. 311, dated the 13th April 1933 of the Government of Madras, Public (Services) Department.

In notification No. 634-A. P., dated the 17th June 1936, of the Government of Orissa, it was stated that all appointments made in Orissa in various services whether to new or existing posts would be on a provisional basis only and on provisional rates of pay. The question of scales of pay to be fixed for the officers and men in the subordinate ranks of the Police in this Province has since engaged the attention of Government and the scales of pay which were in force for the various ranks of the Police in the Province of Bihar and Orissa and in the Presidency of Madras have been examined, Bihar and Orissa had time-scales of pay for the ranks of Inspectors, Sergeants-Major, Sergeants and Sub-Inspectors, while Madras have a graded system. While the graded system has certain merits, in that, it enables selection to be made for promotion to the higher grades irrespective of seniority, it has disadvantages where the cadre is small as it is in certain services in Orissa. Government servants on the whole prefer a time-scale to a graded system, as their prospects of promotion are more even and not dependent on the chances of vacancies occurring. Moreover the majority of officers in these ranks in this Province are those transferred from Bihar and Orissa, who are already on time-scales of pay, and the introduction of a graded system

for these ranks will be attended with considerable administrative difficulties without any decided counterbalancing advantage. His Excellency the Governor has therefore decided that it would be simplest to adopt time-scales of pay for these ranks in Orissa. Though the Madras scales of pay for Inspectors and Sub-Inspectors are somewhat lower than the revised scales for these ranks in Bihar and Orissa it appears that they have somewhat better prospects of promotion in Madras than the corresponding ranks had in Bihar. Any scales that may be fixed for these ranks should therefore to be fixed with reference to this consideration. The scales of pay for Sergeants-Major and Sergeants in Madras are also lower than the Bihar and Orissa scales for these ranks. A higher scales of pay in Bihar and Orissa was apparently found necessary as they had to depend mainly on the Army for supply of these classes of officers, for want of suitable recruits locally with the qualifications required. The pay of these ranks had therefore to be fixed with reference to the pay drawn by these cases of officers in the Army, at such rates as would induce them to forego the amenities of life and the various concessions they enjoyed during their service in their regiments. His Excellency the Governor believes that conditions in Orissa with regard to the ranks will more or less closely approximate to those in Bihar. Moreover, the duties of Sergeants-Major and Sergeants would be somewhat more onerous in Orissa than in Madras as besides their primary responsibility to maintain the armed forces in a high state of discipline and efficiency, they have a good deal of office work to do. The pay of the ranks in Orissa will therefore have to be fixed at such rates as will take these considerations into account. His Excellency the Governor considers it unnecessary to emphasize the importance of paying adequately officers of these various ranks whose daily duties bring them into so much intimate contact with the public, and on whose honesty and efficiency the latter are dependent for their security and the maintenance of law and order. In view of all the considerations set forth above His Excellency, the Governor has decided, that the Bihar and Orissa revised scales of pay may be adopted as the scales for the Inspectors, Sergeants-Major, Sergeants and Sub-Inspectors in Orissa.

2. Head Constables in Bihar and Orissa are divided into two classes, viz, literate, who are called Assistant Sub-Inspectors, and illiterate who are called Havildars, the latter being paid at somewhat lower rates than the former. In Madras there is no such distinction among Head Constables and all of them draw pay at rates which correspond more or less to the pay drawn by Assistant Sub-Inspectors in Bihar and Orissa. His Excellency the Governor has, on the recommendation of the Inspector-General of Police decided that it would be better to preserve this distinction in Orissa and that the Bihar and Orissa scales for these ranks may be adopted for Orissa.

3. It is true that Constables in Madras are paid at rates somewhat better than Constables in Bihar and Orissa, but on the other hand the latter enjoy various allowances which are not given to the Constables in Madras. Constables in the headquarters force at Cuttack, Balasore, Puri, Sambalpur and the Angul Armed Police Force attached to the Government House draw a special pay of Rs. 3 a month. A town duty allowance of Rs. 2 a month is drawn by Constables in Cuttack and Puri town, and an orderly allowance of Rs. 2 is drawn by Constables in the four districts of Cuttack, Puri, Balasore and Sambalpur and in the Bengal-Nagpur Railway Police and the office of the Superintendent of Police, Criminal Investigation Department, and that of the Inspector-General of Police. Constables in Angul district, in the Khondmals, in the offices of the Superintendent of Police, Criminal Investigation Department, and in the office of the Inspector-General of Police also draw a first class district allowance of Re. 1. Except the uniform allowance Re. 0-14-0 a month, and certain specialist and unhealthy localities allowances, no allowances are drawn by Constables in the districts transferred from Madras comparable to the allowances enjoyed by those in the northern districts of the province. After reviewing fully the reasons which led to the grant of these various allowances in Bihar and Orissa, His Excellency the Governor has decided to accept the recommendation of the Inspector-General of Police that it would be best in Orissa to abolish all these allowance set forth above, and at the same time fix the pay of Constables on a scale which will approximate more closely to that which obtains in Madras. The financial aspects of this proposal have been examined fully and His Excellency the Governor is satisfied that if the scale of pay which has been proposed for this rank is adopted it will lead to no appreciable increase over the present expenditure in North Orissa while the gradual replacement of Constables on the Madras scale with uniform allowances by Constables on the proposed scale, will lead to savings taken over the force as a whole.

4. His Excellency the Governor accordingly directs that the scales of pay for the various subordinate ranks of the police recruited in this Province on and after the 1st April 1936 shall be a set forth below:—

Inspectors—Inspectors shall draw pay in the scale of Rs. 150—20/3—210. Above the time scale there will be two selection grades, one on Rs. 235 and a second on Rs. 250 for 10 per cent and 5 per cent, respectively of the total permanent strength of the cadre of Inspectors.

Sergeants-Major—Sergeants-Major will draw pay in the scale of Rs. 180—20/3—260—20/2—340

Sergeants—The scale of pay for Sergeants will be Rs. 150—5—200

Sergeants and Sergeants-Major in Orissa who at time of appointment have their domicile in Europe and who hold a permanent post substantively in the Police Department in Orissa, will also be eligible to passage concessions under the Bihar and Orissa (Subordinate Police) Passage Rules, 1936, till these rules are adapted or modified by the Government of Orissa, and thereafter subject to such adaptations and modifications.

Sub-Inspectors—Sub-Inspectors shall draw pay on a time-scale on Rs. 70—5/3—110. During their period of instruction at the Training College, probationary Sub-Inspectors will receive a subsistence allowance of Rs. 40 a month.

Havildar-Major—There are two posts of Havildars-Major in South Orissa for which there are no corresponding post in North Orissa. The pay of a Havildar-Major is fixed at Rs. 45 in Madras. These two posts will continue on their existing pay till they are abolished or absorbed in other posts.

Assistant Sub-Inspectors and Havildars—The distribution of Assistant Sub-Inspectors and Havildars in the various grades and the pay drawn by them in each grades shall be as set forth below:—

		Assistant Sub-Inspectors Havildars Distribution in each grade		
		Rs.	Rs.	
1st grade	..	35	30	20 per cent
2nd grade	..	30	27	35 per cent
3rd grade	..	25	24	45 per cent

Constables—Constables shall draw pay in the following scale:—

During the first 3 years :—

	Rs.
(a) period of training until they pass but the Constables Training School ..	15
(b) remaining period after (a) ..	16
Next four years ..	17
Next three years ..	18
Next five years ..	19
Next five years ..	20
21st year and after ..	21

Constables appointed in Orissa on and after the 1st April 1936 shall not be eligible to draw the allowances mentioned below:—

- (1) Special pay of Rs. 3 a month when attached to the Headquarters Force at Cuttack, Balasore, Puri and Sambalpur.
- (2) Special pay of Rs. 3 a month drawn by the Angul Armed Police attached to the Government House.
- (3) Rs. 2 a month drawn as town duty allowance in the towns of Cuttack and Puri
- (4) Rs. 2 a month drawn as orderly allowance by orderlies in the districts of Cuttack, Puri, Balasore Sambalpur, Bengal-Nagpur Railway Police, Offices of the Superintendent of Police, Criminal Investigation Department and Inspector-General of Police.
- (5) Re. 1 drawn as Angul first class district allowance, whether in Angul proper or the Khondmals
- (6) Rs. 1 drawn as first class district allowance in the offices of the Inspector-General of Police and the Superintendent of Police, Criminal Investigation Department.
- (7) Re. 0-14-0 drawn as uniform allowance by constables in the ex-Madras areas of the province.

5. The conditions of service in respect of probation, training, confirmation, departmental examination, promotion, to selection grades and all other matters of all officers and men appointed to these ranks will, for the time being be regulated by Rules and Orders contained in the Bihar and Orissa Police Manual, except in so far as they have been, or may be, modified under orders of the Government of Orissa.

6. The scales of pay set forth in paragraph 4 of this resolution shall be brought into force with respect to all those recruited since the 1st April 1936, with effect from the 1st April 1936. Separate orders, which will be subject to the rules framed by the Governor-General in Council and issued in Government of India (Reforms Office) notification No. F. 54/35-G (B), dated the 15th September 1936, will be issued regarding officers and men of the Orissa Police who were members of the police force immediately before the 1st April 1936.

ORDER—Ordered that a copy of this resolution be published in the *Orissa Gazette* and that copies be forwarded to the Inspector-General of Police and to all Superintendents of Police through him.