

POLICE ORDER No. 4

Pay of police officers and men transferred to Orissa from Bihar and Orissa and Madras.

Government of Orissa, Home Department Resolution No. 6732-A, dated the 10th June 1937, is published for the information and guidance of all officers in continuation of Police Order No. 5 of 1937.

Particular attention is drawn to Para. 19 of the Resolution which deals with the date from which the new scales of pay will take effect.

No. 6732-A., dated Cuttack, the 10th June 1937

FROM—C. K. RAMAN, Esq., I. C. S., Deputy Secretary to the Government of Orissa, Home Department

TO—The Inspector-General of Police, Orissa, Cuttack

SUBJECT—Orders regulating the pay to be drawn by officers and men in the Police Force in Orissa, who were transferred by the Government of Bihar and Orissa, and of Madras to this province.

I am directed to refer to paragraph 10 of this Department's Resolution No. 3091-P., dated the 22nd March 1937 and paragraph 6 of Resolution No. 3092-P., dated the 22nd March 1937, and to communicate the following orders of Government for regulating the pay of the Officers and men of the Orissa Police who were members of the police force immediately before the 1st April 1936 and who were transferred by the Governments of Bihar and Orissa and Madras to this province.

OFFICERS AND MEN TRANSFERRED FROM BIHAR AND ORISSA

2. Officers and men transferred from Bihar and Orissa, shall while holding posts in any the following ranks, viz., in the ranks of—

- (i) Deputy Superintendents
- (ii) Inspectors
- (iii) Surgeants-Major
- (iv) Surgeants
- (v) Sub-Inspectors
- (vi) Assistant Sub-Inspectors ;

and (vii) Havildars,

draw pay in the Bihar and Orissa old scales of pay, or in the Orissa scales for those ranks announced in Resolutions Nos. 3091-P., 3092-P., dated the 22nd March 1937, of the Government of Orissa, Home Department, according as they would be entitled to the old scales of pay or the new scales of pay that were in force in Bihar and Orissa, under the provisions of rules 3 and 3-A of "the Reduction of Pay (New Entrance) Rules, 1933", published in notification No. 5090-A., dated the 16th November 1933, of the Government of Bihar and Orissa (Appointment) Department as amended by their notification No. 3810-A., dated the 31st March 1936 [republished in notification No. 840-A., of the Government of Orissa, Home (Appointment) Department dated the 26th May 1936.]

3. Constables transferred from Bihar and Orissa, other than those who elect to accept the Orissa scale for constables in accordance with the terms contained in Home Department's letter No. 3141-A., dated the 23rd March 1937, will continue to draw pay on their existing scale.

OFFICERS AND MEN TRANSFERRED FROM MADRAS

Deputy Superintendents

4. Deputy Superintendents of Police transferred from Madras will be brought on to the Orissa scale of pay for Deputy Superintendents, announced in the Government of Orissa, Home Department's Resolution No. 3091-P., dated the 22nd March 1937, their initial pay in the scale being fixed according to rule 78 of the Bihar and Orissa Service Code. Persons in the subordinate ranks of the Police transferred from Madras, who secure promotion in Orissa to the rank of Deputy Superintendents will be entitled to draw pay only in the Orissa scale, their initial pay on promotion being also fixed according to rule 78 of the Bihar and Orissa Service Code.

Inspectors

5. (i) Inspectors of Police transferred from Madras, who draw pay in the old scale of pay in force for Inspectors in Madras, will be brought on to the Bihar and Orissa old scale of pay for Inspectors of police, viz., to the scale of Rs. 175—25/3—250 ; there will be selection grades of Rs. 275 and Rs. 300 for 10 per cent and 5 per cent respectively of the total permanent strength of the cadre of Inspectors in Orissa, for which they will be eligible.

(ii) Inspectors of Police transferred from Madras, who draw pay in the revised scale in force for Inspector in Madras, will be brought on the Orissa scale of pay for Inspectors announced in the Home Department Resolution No. 3092-P., dated the 22nd March 1937.

(iii) Persons in the subordinate ranks of the police transferred from Madras, who secure promotion to the rank of Inspectors in Orissa will be eligible to draw pay in Bihar and Orissa old scale, or in the Orissa scale, according as they would have been entitled to draw the old scales or the new scales of pay in force in Madras under the terms of Madras Government Order No. 311, Public (Services) Department, dated the 13th April 1933.

(iv) In all cases referred to in Sub-paragraph 5 (i) to 5 (iii) above, the initial pay of the officers will be fixed in the Bihar and Orissa old scale or in the Orissa scale in accordance with rule 78 of the Bihar and Orissa Service Code.

Note—In all cases the period of service rendered in the grade (or if such period is more than 3 years, then a period of 3 years only) will count for purposes of increment in the corresponding stage of the time-scale, or if there is no corresponding stage, in the stage next below (vide Audit Instruction No. 4 at page 150 of the Posts and Telegraphs Compilation of the Fundamental Rules, Volume I, Second Edition Revised).

Illustrations—(a) An Inspector of Police draws pay in the grade of Rs. 175 in the old scale of Madras. He has put in 5 years' service in that grade. He will be brought on to the Bihar and Orissa old scale at the stage of Rs. 200.

(b) An Inspector of Police is in the grade of Rs. 200 in the Madras new scale, and has put in 5 years' service in that grade. He will be brought on to the Orissa scale of Rs. 150—20/3—210 at the stage of Rs. 210.

(c) An Inspector of Police is in the grade of Rs. 150 in the Madras new scale and has put in a period of 2 years' service in that grade. He will be brought on to the Orissa scale at the stage of Rs. 150 and will count 2 years' for purposes of increment at that stage, i. e., he will draw Rs. 170 at the end of another year's service.

Sergeants-Major

6. Sergeants-Major transferred from Madras (including those who secure promotion to this rank in Orissa) will be entitled to draw pay in the Orissa scale announced in the Government of Orissa, Home Department Resolution No. 3092-P., dated the 22nd March 1937. Their initial pay will be fixed in accordance with the rule 78 of the Bihar and Orissa Service Code, read with orders issued in Home Department's letter No. 6568-A., dated the 8th November 1936.

Note—The special pay granted to them under Home Department's letter No. 6568-A., dated the 8th November 1936, equal to the difference between their substantive pay of the grade to which they were promoted, cannot be taken into account in fixing the initial pay under rule 78 of the Bihar and Orissa Service Code. In no case will they get any personal pay, as the orders referred to sanctioning their promotion and fixing their pay were only provisional and were subject to revision.

Illustration—A Sergeants-Major transferred from Madras who has been drawing pay in the grade of Rs. 220 for a period of 5 years is promoted to the higher grade and is given the pay of the higher grade in Madras, viz., Rs. 275 under the terms of Government Order No. 6568-A., dated the 8th November 1936, he would have drawn this amount, Rs. 220 as substantive pay plus Rs. 55, special pay. In fixing the initial pay in the Orissa scale of Rs. 180—20/3—260—20/2—340, his substantive pay of Rs. 220 only will be taken into account and his period of service in the stage of Rs. 220 will count for purpose of increment up to a limit of 3 years at the same stage in the time-scale (vide Audit Instruction 4 at page 150 of the Posts and Telegraphs Compilation of the Fundamental Rules Vol. I), i. e. he will come over at the stage of Rs. 240 in the Orissa scale, but will draw no personal pay.

Sergeants

7. Sergeants transferred from Madras will draw pay in the Orissa scale announced in the Government of Orissa, Home Department's Resolutoin No. 3092-P., dated the 22nd March 1937 their intial pay being fixed in accordance with rule 78 of the Bihar and Orissa Service Code.

Illustrations—(a) A Sergeant is in the grade of Rs. 175 in the Madras scale and has put in 2 years' service in that grade. He will be brought on to the Orissa scale of Rs. 150—5—200 at the stage of Rs. 180 (His period of service in the grade of Rs. 175 will count at the corresponding stage of the time-scale for increment subject to a maximum of one year).

(b) A Sergeant is in the grade of Rs. 175 in the Madras scale and has put in eight months service in that grade. He will come on to the Orissa scale at the stage of Rs. 175 and will count eight months for purposes of increment, i.e. he will get his next increment to Rs. 180 at the end of a further period of four months.

Passage Concessions to Sergeants and Sergeants-Major

8. Sergeants and Sergeants-Major transferred from Madras will also be eligible to passage concessions in accordance with the terms laid down in Paragraphs 3 and 4 of the Home Department's letter No. 3103-P., dated the 22nd March 1937.

Sub-Inspectors

9. Sub-Inspectors transferred from Madras come under three classes, viz.—

Class A—Sub-Inspectors on incremental time-scale of Rs. 65—3—100 and Rs. 115—5—125.

Class B—Graded Sub-Inspectors who draw pay in the old scales in force in Madras.

Class C—Graded Sub-Inspectors who draw pay in the revised scales in Madras.

Sub-Inspectors—Class A

10. (i) Sub-Inspectors in class A, who draw pay in the scale of Rs. 65—3—110 will continue to draw pay in their existing scale.

(ii) Sub-Inspectors in class A, draw pay in the higher time scale of Rs. 115—5—125 will also continue to draw pay in their existing scale, provided that, their posts will be counted against the total number of selection grade posts mentioned in Paragraph 12 below.

Sub-Inspectors—Class B and C

11. Sub-Inspectors coming under classes B and C referred to on Paragraph 9 above, will be brought on to the Orissa scale for Sub-Inspectors announced in Home Department's Resolution No. 3092-P., dated the 22nd March 1937, their initial pay in that scale being fixed in accordance with rule 78 of the Bihar and Orissa Service Code.

Note—For the way in which their initial pay in the Orissa scale will be fixed, please see note under Paragraph 5 (iv) above and illustrations thereunder, in the case of Inspectors, where their existing pay is less than the initial pay of the Orissa scale they will get the initial pay. In such cases service for purposes of increment will count from the date of their transfer to the Orissa scale.

12. (i) A fixed number of selection grade posts on Rs. 115—5—125 equal to 10 per cent of the total number of officers in classes A and B referred to in Paragraph 9 above, who elect to stay on in Orissa, will be created within the cadre of Sub-Inspectors in Orissa and appointments to these posts will be open to and confined only to such of those as come under the description in classes A and B above, provided that the Inspector-General may keep all or any of the posts unfilled for such time as he may consider fit, when keeping them unfilled will not cause hardship to any of the transferred officers in classes A and B who have elected to stay on in Orissa. Promotion to these selection grades will be according to merit and mere seniority alone will not give any claim to promotion.

(ii) If for some time to come the total number of officers who elect to stay on in Orissa, who are already drawing pay in the scale of Rs. 115—5—125, and in the old grade of Rs. 125, exceed the number of selection grade posts to be created according to the percentage mentioned in Sub-paragraph 12 (i) above, the temporary excess will be condoned but no promotion will be made to the selection grade till a vacancy occurs after absorption of the entire excess in future vacancies.

13. Persons transferred from Madras in the subordinate rank of the Police who secure promotion to the rank of Sub-Inspectors in Orissa, who would under Government Order No. 311, Public (Services) Department, dated the 13th April 1933, of the Government of Madras have been eligible to draw the old scales of pay for Sub-Inspectors in Madras, will be treated in the same way as Sub-Inspectors falling under class B in paragraph 9 above.

Havildar-Major

14. Havildar-Major transferred from Madras will continue to draw pay at the rate of Rs. 45 per month.

Head Constables

15. The Inspector-General of Police will classify the Head Constables transferred from Madras (including those who have secured promotion to this rank in Orissa before the date of order) into Assistant Sub-Inspectors and Havildars. The Head Constables so classified shall draw pay in the Orissa scales for Assistant Sub-Inspectors and Havildars, together with personal pay in certain cases as shown in the statement below, according as they are entitled to the old scales of pay or the new scales of pay in force in Madras for Head Constables under the terms of Government Order No. 311, Public (Services) Department, dated the 13th April 1933 of the Government of Madras. These scales will apply not only in their existing grades but also when they secure promotion to the higher grades of Assistant Sub-Inspectors and Havildars in Orissa.

—	Pay that will be drawn as Assistant Sub-Inspectors in Orissa	Pay that will be drawn as Havildars in Orissa
Old entrant Head Constables transferred from Madras.	1st Grade Rs. 35	1st Grade Rs.30+5 personal pay
	2nd Grade Rs. 30	2nd Grade Rs. 27+3 "
	3rd Grade Rs. 25+1 personal pay	3rd Grade Rs. 24+2 "
New entrant Head Constables transferred from Madras.	1st Grade Rs. 35	1st Grade Rs. 30+4 personal pay
	2nd Grade Rs. 30	2nd Grade Rs. 27+3 "
	3rd Grade Rs. 25+1 as personal pay	3rd Grade Rs. 24+2 "

16. Constables transferred from Madras who secure in future promotion in Orissa to the rank of Assistant Sub-Inspectors or Havildars, shall only be entitled to the Orissa scales for these ranks, provided that, a promoted person who would have been eligible under the terms of Madras Government Order No. 311, dated the 13th April 1933, to draw pay in the Madras old scale for Head Constables will be permitted to draw pay in Orissa in the same manner as old entrant Madras Head Constables in paragraph 15 above.

Constable

17. Constables transferred from Madras will continue to draw pay in their existing Madras scales and will also be entitled to draw their uniform allowance of Rs.0-14-0 a month. They shall not be eligible under any circumstances to draw any of the allowances for Constables mentioned in items 1 to 6 in paragraph 4 of Home Department's Resolution No. 3092, dated the 22nd March 1937, nor shall they draw, except under special orders of Government which will have to be obtained in each case. Special allowances, if any, attached to any particular post in the rank of Constables in Orissa.

18. In respect of all matters not specified in paragraphs 4 to 17 above (e. g., travelling allowances, special pay for unhealthy localities, etc.), officers and men of all ranks transferred from Madras who elect to stay on in Orissa will be subject to the orders that may from time to time be passed by the Government of Orissa.

19. I am now to request that these orders may be communicated to the members of the provincial and subordinate police services transferred from Madras and Bihar and Orissa. I am also to request that such of the Madras officers as have not already elected to revert may be asked to make their election in accordance with paragraph 1 (i) of the rule made by the Governor-General in Council under sub-paragraph 2 of paragraph 23 of the Government of India (Constitutions of Orissa) Order and published in Government of India Reforms Office notification No. F-54/35 G. (B) (2), dated the 15th September 1936. The scales will take effect in the cases of those who elect to stay in Orissa from the 1st of the month following that in which they make their election, provided that if they make their election on the first day of any month, it will take effect from the date of their election. If there are any person who, prior to the issue of these orders, have already elected to stay on in Orissa the scales will take effect in their cases from the date of these orders.

20. I am also to say that it may be explained to the officers transferred from Madras that while Government have no desire to interfere with their right of free election under the Governor-General's rules, it would be an advantage from the administrative point of view to both the Government of Madras and this Government, if they communicate their decision at as early a date as possible.

21. The Officers may be instructed to communicate their decision to you and I am to request you to take necessary steps to ensure that these instructions are carried out and that the initial pay of all officers and men who elect to stay on in Orissa is correctly fixed and their salary and establishment bills are properly drawn up in accordance with the foregoing rules.