

**POLICE ORDER No. 100**

**Imposition of Black Marks and effect of nine Black Marks.** It has come to notice that the mandatory provisions of Police Manual Rules 834 to 837 regarding the awarding or the counting of Black Marks have not been observed properly with the result that orders of dismissal could not be passed in some cases even though the effect of nine individuals concerned had received nine Black Marks.

In order to make the rules fully effective, it is obligatory that when reduction is ordered, its equivalent value in Black Marks should be *specifically mentioned in the order* as per P. M. Rule 835. Similarly, while awarding Black Marks the total number of Black Marks earned up to that date should be clearly specified in the order and when the imposition of one more Black Mark would warrant reduction or dismissal, a clear warning as per sub-para. of Police Manual Rule 837 should never be lost sight of. This would work out as a preliminary to the "Show Cause" to be served when the next Black Marks will entail reduction or dismissal.

**Manual Reference**

**Rules 834 to 837**

(Previous Police Order Reference No. 10 of 1954)