

POLICE ORDER NO. 302/2010

Sub: Regarding promotion to the rank of Havildar.

A large number of vacancies in the rank of Havildar in the OSAP, OSAP SS and IR Bns have occurred due to the creation of a large number of Battalions in the recent past. Though, Sepoys could be directly recruited, the promotional posts of Havildars could not be filled up due to inadequate strength in the feeder grade posts of Lance Naik. Moreover, with the creation of the Special Operations Group with a large component of Havildars, deputation vacancies in the rank of Havildar have gone up many of which remain unfilled. Havildars play an important role in the functioning of an armed police platoon as they are designated as Section Commanders. Without Havildars the platoon becomes an uncontrolled unit without a proper command structure.

In the present day scenario, when the armed police has to play a crucial role in fighting left wing extremism in the State, young and energetic Havildars as Section Commanders are highly essential to ensure that the Sections function cohesively and under proper command. The present day requirement is more for tactical competence, jungle warfare, good firing skills and excellent physical endurance. This can be achieved by putting them to rigorous training in the Anti Extremist Training courses. The previous practice of having Havildars, who had passed the Drill Instructors Course, with emphasis on drill and parade has lost its relevance.

19 Keeping the above facts in view it has been decided that not more than 50% of the vacancies in the rank of Havildar arising in each recruitment year shall be filled up by the principle outlined under Police Order 288/90 and the remaining vacancies shall be filled up by

conducting a Selection Test by suitable Sepoys/Lance Naiks willing to serve in the ~~naxal~~ affected areas as per the principles set out hereunder.

Eligibility:

In order to be eligible to appear in the Selection test for promotion to the rank of Havildar the Lance Naiks/ Sepoys of OSAP, OSAP(SS) Battalions and Constables of India Reserve Battalions must satisfy the following eligibility criteria.

(a) Service rendered:

The Lance Naiks, Sepoys of OSAP, OSAP (Special Security) Battalions and Constables of India Reserve Battalions must have completed 5 years of service from the date of appointment and must have successfully completed the basic course of training.

(b) Age:

Must not be more than 35 years of age as on 1st January of the year in which the selection is made.

(c) Service Record:

The candidates must not have any adverse report or any major punishment in the preceding five years to his discredit.

Selection:

The OSAP, OSAP (Special Security) Battalions and India Reserve Battalions personnel shall submit their willingness for promotion as Havildar and shall apply in writing for such promotion. The applications should be forwarded by the concerned Commandants to the I.G. of Police, SAP, Orissa, Cuttack.

Selection Board:

There shall be constituted a Selection Board, consisting of the following Officers to be nominated by the D.G. & I.G.P. for conducting the selection:

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Chairman

- | | | | |
|----|---------------------------------|----|----------|
| 1) | One I.G. of Police | -- | Chairman |
| 2) | One D.I.G. of Police | -- | Member |
| 3) | One Supdt. of Police | -- | Member |
| 4) | One Commandant of any Battalion | -- | Member |

Test:

The willing candidates shall have to appear in a Test on out door subjects as follows. The marks in each subject shall be decided by the Selection Board. The tests shall be a qualifying tests but not a merit test. The minimum pass marks will be 50% in individual subjects and 50% in aggregate for all candidates.

- a) Squad & Platoon Drill.
- b) WT on all type of weapons.
- c) PPT (Physical Proficiency Test).
- d) BOAC (Battle Obstacle Assault Course).
- e) Tactics and Field Craft.
- f) Firing (including reflex).
- g) 8 Kms. cross Country in 50 minutes.

Select list:

After conducting the Selection process, the Selection Board, shall prepare the select list for each category of vacancies according to the following principles.

(a) The names of successful candidates of a Battalion shall be arranged according to their relative seniority in their feeder grades.

(b) The names of successful candidates of different Battalions shall be arranged according to their date of appointment in their respective feeder grades.

(c) If the date of appointment of candidates of different Battalions in their equivalent feeder grades happens to be the same then the candidate older in age shall be placed higher.

The Select list so prepared by the Selection Board, shall be sent to the I.G. of Police, SAP, for issue of promotion order.

Probation:

All persons appointed as Havildar(Armed) shall be on probation for a period of two years from the dates of their joining.

An Havildar on probation during or at the end of period of probation, if found unfit for permanent appointment to the service he shall be reverted back to his feeder cadre on obtaining orders of the Addl D.G. of Police, SAP/I.G. of Police, SAP.

Seniority:

Inter-se-seniority of the Havildar shall be in accordance with the position assigned to them by the Selection Board and they shall be placed enblock below the promotee Havildars selected as per Police Order 288/90 during that recruitment year.

Training:

Such promoted Havildars shall be sent for an induction training at any designated training centre as decided by the D.G. & I.G. of Police.

This orders shall partially modify Police Order No.288/90 and shall come to force from the date of its publication in the Police Gazettee.

[Signature]
D.G. & I.G. of Police,
Orissa, Cuttack.

ORISSA POLICE
STATE HEADQUARTERS, CUTTACK.

Memo No. 21309 /Tech.

Dt. 13.4.10.

Copy forwarded to the all Heads of the Police Establishment for information and necessary action.

O.P. 21310
Copy to S.O., Supply Section,
for information and publication
in the Police Gazettee.

[Signature]
D.I.G. of Police (Admin.),
Orissa, Cuttack.