

[Authorized English Translation]

HARYANA GOVERNMENT**HOME DEPARTMENT****Notification**

The 8th May, 2017

S.O. 34/HA.25/2008/S.92/2017.— In exercise of the powers conferred by the proviso to article 309 of the Constitution of India read with sub-section (1) of section 92 of the Haryana Police Act, 2007 (25 of 2008), the Governor of Haryana hereby makes the following rules regulating service conditions of the persons appointed to the Haryana Police (Non Gazetted and Other Ranks) service, namely:-

Part-I-General

1. (1) The rules may be called the Haryana Police (Non Gazetted and Other Ranks) Service Rules, 2017.
- (2) These rules shall come into force from the date of publication in the official gazette.
- (3) These rules shall apply to following personnel,-
 - (a) who get directly recruited after the publication of these rules ; and
 - (b) who pass their Lower School Course after the publication of these rules.
2. (1) In these rules, unless the context otherwise requires,-
 - (a) "Act" means the Haryana Police Act, 2007 (25 of 2008);
 - (b) "direct recruitment" means an appointment made otherwise than by promotion from within the service or by transfer of an official already in the service of the Government of India or any State Government;
 - (c) "Commission" means the Haryana Staff Selection Commission;
 - (d) "Director General of Police" means the Director General of Police, Haryana;
 - (e) "Ex-Serviceman" means a person, who has served in any rank in Army, Navy or Air Force of the Indian Union and who retired from such service;
 - (f) "Government" means the Government of Haryana in the administrative Department;
 - (g) "Inspector General of Police", unless the context otherwise requires, includes Range Inspector General of Police; Commissioner of Police; Inspector General of Police, Administration, Director, Haryana Police Academy and all other Controlling Authorities in the rank of Inspector General of Police or In-charge of Administration in the Government Railway Police, Haryana Armed Police, Police Training Institutions, State Intelligence wing and any other wing of the service;
 - (h) "institution" means,-
 - (I) any institution established by the law in force in the State of Haryana;
 - or
 - (II) any other institution recognized by the Government for the purpose of these rules;
 - (i) "other ranks" means enrolled police officers in the rank of Head Constable and Constable;
 - (j) "Non-Gazetted Police Officer" means an enrolled police officer in the rank of Inspector, Sub- Inspector and Assistant Sub-Inspector;
 - (k) "Outstanding Sports Person Category I" means a sports person eligible to be graded as A-I as per the instructions issued by the State Government on the subject from time to time;
 - (l) "Outstanding Sports Person Category II" means a sports person eligible to be graded as A-II or B-I as per the instructions issued by the State Government on the subject from time to time;
 - (m) "Outstanding Sports Person Category III" means a sports person eligible to be graded as B-II or C-I as per the instructions issued by the State Government on the subject from time to time;

Short title commencement and applicability.

Definitions.

- (n) "personnel ID Number" means a unique Personnel Identification Number allotted to each member of the Service at the time of initial appointment;
- (o) "recognized university" means-
- (i) any university incorporated by the law in India,
or
- (ii) any other university which is declared by the Government to be a recognized university for the purpose of these rules;
- (p) "recognized education board" means--
- (i) any education board incorporated by law in any State of India,
or
- (ii) any other education board which is declared by the State Government to be a recognized education board for the purpose of these rules;
- (q) "Service" means the Haryana Police Non-Gazetted and Other Ranks Service;
- (r) "State" means the State of Haryana;
- (s) "Superintendent of Police", unless the context otherwise requires, includes District Superintendent of Police, Deputy Commissioner of Police, Commandant of a Battalion, Assistant Inspector General of Police, Assistant Deputy Inspector General of Police, Deputy Director, Haryana Police Academy, and Controlling Authorities in the rank of Superintendent of Police In-charge of Administration in Government Railway Police, Police Training Institutions, State Intelligence Branch and any other wing of the service;

(2) Words and expressions not defined in these rules but defined in the Act shall have the same meaning respectively assigned to them in the Act.

Part II-Recruitment to service

Number and
character of
posts

3. The Service shall comprise the posts shown in **Appendix A** to these rules:

Provided that nothing in these rules shall affect the inherent right of the Government to make additions to or reduction in the number of such posts or to create new posts with different designations and scales of pay, either permanently or temporarily.

Nationality,
domicile and
character of
candidates.

4. (1) No person shall be appointed to any post in the Service, unless he is,-

- (a) a citizen of India, or
(b) a subject of Nepal, or
(c) a subject of Bhutan:

Provided that a person belonging to any of the categories (b) and (c) shall be a person in whose favour a certificate of eligibility has been issued by the Government.

(2) A person in whose case a certificate of eligibility is necessary may be admitted to an examination or interview conducted by the Commission or any other recruiting authority, but the offer of appointment may be given only after the necessary eligibility certificate has been issued to him by the Government.

(3) No person shall be appointed to any post in the Service by direct recruitment, unless he produces a certificate of character from the principal academic officer of the university, college, school or institution last attended, if any and similar certificate from two other responsible persons, not being his relatives who are well acquainted with him in his private life and are unconnected with his university, college, school or institution.

Age

5. No person shall be appointed to the post of Sub-Inspector by direct recruitment who is less than 21 years or more than 27 years of age and to the post of Constable who is less than 18 years or more than 25 years of age, on the 1st day of the month in which applications are invited by the Commission or any other recruiting agency.

Appointing
authority.

6. Appointments to the post in the Service shall be made by the authority as specified in column 3 of Appendix C.

Qualifications.

7. No person shall be appointed to any post in the Service, unless he is in possession of qualifications and experience specified in column 3 of **Appendix B** to these rules in the case of direct recruitment and those specified in column 4 of the aforesaid Appendix in the case of appointment other than by direct recruitment.

Disqualifications.

8. No person,

- (a) who has entered into or contracted a marriage with a person having a spouse living;
or
- (b) who having a spouse living, has entered or contracted a marriage with any person, shall be eligible for appointment to any post in the Service:

Provided that the Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and there are other grounds for so doing, exempt any person from the operation of this rule.

9. Recruitment to the service shall be made,-

Method of recruitment.

- (a) in case of Inspector- 100% by promotion from amongst Sub-Inspectors admitted in promotion List-F;
- (b) in case of Sub-Inspectors-
 - (i) 50% by promotion from amongst Assistant Sub-Inspector admitted in promotion List-E;
 - (ii) 50% by direct recruitment, out of which 3% posts shall be filled up from amongst outstanding sportspersons.
- (c) in case of Assistant Sub-Inspector- 100% by promotion from amongst Head Constable admitted in promotion List-D;
- (d) in case of Head Constable- 100% by promotion amongst Constables admitted in promotion List-C; and
- (e) in case of Constable- 100% by direct recruitment out of which 3% posts shall be filled up from amongst outstanding sportspersons.

10. (1) Persons appointed to any post in the Service shall remain on probation for a period of three years, if appointed by direct recruitment and two years, if appointed otherwise:

Probation.

Provided that-

- (a) any period after such appointment spent on deputation on a corresponding or a higher post shall count towards the period of probation;
 - (b) any period of work in equivalent or higher rank, prior to appointment to the Service may, in the case of an appointment by transfer, at the discretion of the appointing authority, be allowed to count towards the period of probation fixed under this rule; and
 - (c) any period of officiating appointment shall be reckoned as period spent on probation, but no person who has so officiated shall, on the completion of the prescribed period of probation, be entitled to be confirmed, unless he is appointed against a permanent vacancy.
- (2) If in the opinion of the appointing authority, the work, conduct of a person during the period of probation is not satisfactory, it may,-
- (a) if such person is appointed by direct recruitment, dispense with his services; and
 - (b) if such person is appointed otherwise than by direct recruitment,-
 - (i) revert him to his former post; or
 - (ii) deal with him in such other manner as the terms and conditions of the previous appointment permit.
- (3) On the completion of the period of probation of a person, the appointing authority may,-
- (a) if his work or conduct has, in its opinion, been satisfactory,-
 - (i) confirm such person from the date of his appointment, if appointed against a permanent vacancy; or
 - (ii) confirm such person from the date, from which a permanent vacancy occurs, if appointed against a temporary vacancy ; or
 - (iii) declare that he has completed his probation satisfactorily, if there is no permanent vacancy; or
 - (b) if the work or conduct has, in its opinion, been not satisfactory,-
 - (i) dispense with his service, if appointed by direct recruitment, if appointed otherwise, revert him to his former post or deal with him in such other manner as the terms and conditions of previous appointment permit; or
 - (ii) extend his period of probation and thereafter pass such order, as it could have passed on the expiry of the first period of the probation:

Provided that the total period of probation, including extension, if any, shall not exceed four years.

11. Seniority inter-se of members of the Service shall be determined by the length of continuous service on any post in the service:

Seniority.

Provided that in the case of members appointed by direct recruitment, the seniority shall be determined in accordance with the merit fixed by the Commission:

Provided further that in the case of two or more members appointed on the same date, their seniority shall be determined as follows:-

- (a) a member appointed by direct recruitment shall be senior to a member appointed by promotion or by transfer;
- (b) a member appointed by promotion shall be senior to a member appointed by transfer;
- (c) in the case of member appointed by promotion or by transfer, seniority shall be determined according to the seniority of such members in the appointments from which they were promoted or transferred:

Provided that there shall be common cadre of man and women police personnel in the State Police and their seniority shall be maintained jointly.

Seniority of
enrolled police
officers.

12. (1) The centralization of seniority for determining the lien, inter-se seniority and promotion of police personnel borne on the following cadres shall be governed as per the provisions contained in this rule.

- (i) General cadre (men and women) of all districts and ranges;
- (ii) General cadre (men and women) of Government Railway Police;
- (iii) Haryana Armed Police ;
- (iv) Commando Police Force

(2) The Centralization of seniority shall apply to matters relating to the lien, seniority and promotion of all Constables borne on the aforementioned cadres who pass the Lower School Course after the commencement of these rules and the Sub-Inspectors who have been appointed through direct recruitment after the commencement of these rules.

(3) The promotion lists B, C, D, E and F shall be maintained for each of the aforementioned cadres centrally at the State Police Headquarters. The lists shall be shared with all units at district and range level and shall also be uploaded on Haryana police official website.

(4) There shall be a Gradation list of inter-se-seniority in each rank in each cadre and shall be published on the 1st January every year by the State Police Headquarters.

(5) The seniority of all Lower School Course pass Constables shall be determined as per merit achieved by them in the Lower school course; which shall then become the foundation for preparing the subsequent gradation lists and further promotions to higher ranks.

(6) The Lower School Course passed Constables shall undergo Intermediate School Course on their turn as per their seniority under sub- rule (5) above and Intermediate School Course passed member of Service shall undergo Upper School Course on their turn.

(7) No promotion shall be given to Head Constables to the higher rank unless he/she passes the prescribed mandatory Intermediate School Course as prescribed for promotion. Seniority in the rank of Assistant Sub-Inspector shall be determined after passing the Intermediate School Course only. Whereas, the Upper School promotion course shall only be qualifying in nature and shall have no bearing on promotion and the inter-se-seniority of police personnel.

(8) No benefit of seniority shall be given for any service rendered by a police personnel either on adhoc basis or in his own pay scale against a senior post.

(9) As and when sufficient number of posts in any rank under promotion quota falls vacant, the Director General of Police may constitute one or more Departmental Promotion Committees as required for filling up vacant posts. Each of the Departmental Promotion Committees shall be headed by an officer not below the rank of a Deputy Inspector General of Police for promotion to the rank of Assistant Sub-Inspector and Sub-Inspector and by a Superintendent of Police for promotion to the rank of Head Constable. The Departmental Promotion Committee shall examine the record of all eligible candidates and make recommendations for promotion as per their seniority and in accordance with the instructions and guidelines prescribed by the State Government from time to time. The Departmental Promotion Committee shall ensure that,-

- (a) any minor or major punishment having a bearing on integrity of the candidate during the last ten years or reliability during the last two years of service shall be a bar on promotion, irrespective of the grading in the annual confidential report;
- (b) during pendency of a regular departmental enquiry under the rules, no promotion shall be granted.

- (c) pendency of an appeal against an order of acquittal by a competent court in a criminal case against a candidate shall not be a bar on promotion;
- (d) during pendency of an appeal against an order of conviction, no promotions shall be granted;
- (e) the period for which a candidate remains out of service due to discharge or dismissal from service or absence from duty etc. shall be deducted from the qualifying service prescribed for promotion to the higher ranks;
- (f) the seniority of reserved category candidates shall be in accordance with the instructions and guidelines prescribed by the State Government from time to time;

(10) In order to remove stagnation in promotion in various ranks and as a welfare measure in respect of those officials who have served the department for considerable time with clean service record but could not get promotion through the regular channel prescribed under the rules, the Director General of Police may, with the approval of Government prescribe any alternative scheme of promotion other than the regular promotion. This alternative scheme of promotion shall not in any way affect the seniority of Lower School Course passed constables.

13. A member of the service shall be liable to serve at any place, whether within or outside the State of Haryana, on being ordered so to do by the appointing authority.

Liability to serve.

14. In respect of pay, leave, pension and all other matters, not expressly provided for in these rules, the members of the Service shall be governed by the Punjab Police Rules, 1934 as amended from time to time and as applicable to the State of Haryana.

Pay, leave, pension and other matters.

15. (1) In matters relating to discipline, penalties and appeals, members of the Service shall be governed by the Punjab Police Rules, 1934 as amended from time to time and applicable to the State of Haryana. Nature of penalties, competent authority, Appellate authorities and Revisional authorities shall be as per 'Appendix C'.

Discipline, penalties and appeal.

(2) The Authority competent to pass an order of reducing or withholding the amount of ordinary/additional pension admissible under the rules shall be as provided in Haryana Civil Services Rules, 2016 and the Appellate Authority shall be such as specified in Appendix D to these rules.

16. Every member of the Service shall get himself vaccinated and revaccinated if and when the Government so directs by a special or general order.

Vaccination.

17. Every member of the Service unless he has already done so, shall be required to take the oath of allegiance to India and to the Constitution of India as by law established/as prescribed under the law.

Oath of allegiance.

18. Where the Government is of the opinion that it is necessary or expedient to do so, it may, by order, for reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category of persons.

Power of relaxation.

19. Notwithstanding anything contained in these rules, the appointing authority may impose special terms and conditions in the order of appointment, if it is deemed expedient to do so.

Special provisions.

20. Nothing contained in these rules shall affect reservation and other concession required to be provided for Scheduled Castes and other Backward Classes in accordance with the orders issued by the State Government in this regard from time to time, under clause (4) of article 16 of the Constitution.

Reservations.

21. The matters not specifically provided for in these rules shall be governed by the Punjab Police Rules, 1934, as applicable to the State of Haryana.

Transitory provisions.

APPENDIX A*(See Rule 3)***Haryana Police (General Cadre)**

Sr No	Designation of post	Number of Posts			Scale of Pay (in Rs.)
		Permanent	Temporary	Total	
1	2	3	4	5	6
1	Inspector	343	220	563	44900-142400
2	Sub- Inspector	662	610	1272	35400-112400
3	Assistant Sub- Inspector	2379	1237	3616	29200-92300
4	Head Constable	3433	2702	6135	25500-81100
5	Constable	18923	12796	31719	21700-69100
	Total	25740	17565	43305	

Haryana Armed Police

Sr No	Designation of post	Number of Posts			Scale of Pay (in Rs.)
		Permanent	Temporary	Total	
1	2	3	4	5	6
1	Inspector	55	24	79	44900-142400
2	Sub- Inspector	156	75	231	35400-112400
3	Assistant Sub- Inspector	232	54	286	29200-92300
4	Head Constable	852	492	1344	25500-81100
5	Constable	4299	2103	6402	21700-69100
	Total	5598	2748	8342	

Government Railway Police

Sr No	Designation of post	Number of Posts			Scale of Pay (in Rs.)
		Permanent	Temporary	Total	
1	2	3	4	5	6
1	Inspector	18	2	20	44900-142400
2	Sub- Inspector	19	11	30	35400-112400
3	Assistant Sub- Inspector	115	118	133	29200-92300
4	Head Constable	150	48	198	25500-81100
5	Constable	1005	309	1314	21700-69100
	Total	1307	488	1695	

Haryana Police Commando

Sr No	Designation of post	Number of Posts			Scale of Pay (in Rs.)
		Permanent	Temporary	Total	
1	2	3	4	5	6
1	Inspector	7	0	7	44900-142400
2	Sub- Inspector	14	0	14	35400-112400
3	Assistant Sub- Inspector	30	0	30	29200-92300
4	Head Constable	40	0	40	25500-81100
5	Constable	394	0	394	21700-69100
	Total	485	0	485	

APPENDIX B

(See rule 7)

Sr. No.	Designation	Academic and other qualifications for direct recruitment	Academic Qualifications and experience, if any, for appointment other than direct recruitment													
1	2	3	4													
1	Inspector	Not applicable	At least five years service as Sub-Inspector as on the first day of April of the year in which the person is being considered for promotion.													
2	Sub-Inspector	(i) Graduation from any recognized university or its equivalent. (ii) Hindi/Sanskrit up to Matric standard or higher educations; (iii) Minimum height and chest measurement Male Height- 5'-8" Chest- 33 inch and with extension of 1.5" Female 5'-2"	At least five years service as Assistant Sub-Inspector as on the first day of April of the year in which the person is being considered for promotion.													
3	Assistant Sub-Inspector	Not applicable	At least five years service as Head Constable as on the first day of April of the year in which the person is being considered for promotion. (ii) Should have passed Intermediate School Course.													
4	Head Constable	Not applicable	At least five years service as constable as on the first day of April of the year in which the person is being considered for promotion; (ii) Should have passed Lower School Course.													
5	Constable	(i) The candidate must have passed 10+2 or its equivalent from a recognized education board/institution for all the categories. (ii) Hindi /Sanskrit up to Matric standard or higher educations; (iii) <table border="1" data-bbox="489 1301 1070 1800"> <thead> <tr> <th></th> <th>Height</th> <th>Chest</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Male</td> <td>170 Centimeter General Category</td> <td>83 Centimeter (un-expanded) to 87 Centimeter (expanded)</td> </tr> <tr> <td>168 Centimeter For eligible reserve categories as per latest existing Government Reservation Policy</td> <td>81 Centimeter (un-expanded) to 85 Centimeter (expanded)</td> </tr> <tr> <td rowspan="2">Female</td> <td>158 Centimeter General Category</td> <td>NIL</td> </tr> <tr> <td>156 Centimeter For eligible reserve categories as per latest existing Government Reservation Policy</td> <td>NIL</td> </tr> </tbody> </table>		Height	Chest	Male	170 Centimeter General Category	83 Centimeter (un-expanded) to 87 Centimeter (expanded)	168 Centimeter For eligible reserve categories as per latest existing Government Reservation Policy	81 Centimeter (un-expanded) to 85 Centimeter (expanded)	Female	158 Centimeter General Category	NIL	156 Centimeter For eligible reserve categories as per latest existing Government Reservation Policy	NIL	Not applicable
	Height	Chest														
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Female	158 Centimeter General Category	NIL														
	156 Centimeter For eligible reserve categories as per latest existing Government Reservation Policy	NIL														
		<p>Note:-I Physical Measurement Test shall be of qualifying nature only. The suitable relaxation in minimum physical standards may be granted by the Director General of Police for recruitment of outstanding sports persons after recording reasons in writing.</p> <p>Note:-II In case of Ex-serviceman, Schedule Caste, Schedule Tribe and backward classes category, relaxation in physical standard to the extent of 1 inch in height and 1 inch in chest measurement shall be given.</p>														

APPENDIX C

[(See rule 16)]

Sr. No.	Designation of Posts	Appointing authority	Nature of penalty	Authority empowered to impose penalty	Appellate authority	Revisional Authority
1	2	3	4	5	6	7
1.	Inspector	Inspector General of Police	Dismissal	Inspector General of Police	Director General of Police	Government
			Reduction in rank	-ditto-	-ditto-	-ditto-
			Stoppage of increments with cumulative effect	-ditto-	-ditto-	-ditto-
			Stoppage of increments without cumulative effect	-ditto-	-ditto-	-ditto-
			Recovery from pay of the whole or part of any pecuniary loss, caused by negligence or breach of orders, to the Government	-ditto-	-ditto-	-ditto-
			Censure	Superintendent of Police/ Deputy Commissioner of Police	Not appealable	Not appealable
2.	Sub Inspector	Superintendent of Police	Dismissal	Superintendent of Police/Deputy Commissioner of Police	Inspector General of Police/ Commissioner of Police	Director General of Police
			Reduction in rank	-ditto-	-ditto-	-ditto-
			Stoppage of increments with cumulative effect	-ditto-	-ditto-	-ditto-
			Stoppage of increments without cumulative effect	-ditto-	-ditto-	-ditto-
			Recovery from pay of the whole or part of any pecuniary loss, caused by negligence or breach of orders, to the Government	-ditto-	-ditto-	-ditto-

Sr. No.	Designation of Posts	Appointing authority	Nature of penalty	Authority empowered to impose penalty	Appellate authority	Revisional Authority
1	2	3	4	5	6	7
			Censure	-ditto-	Not appealable	Not appealable
3.	Assistant Sub Inspector	Superintendent of Police	Dismissal	Superintendent of Police	Inspector General of Police	Director General of Police
			Reduction in rank	-ditto-	-ditto-	-ditto-
			Stoppage of increments with cumulative effect	-ditto-	-ditto-	-ditto-
			Stoppage of increments without cumulative effect	-ditto-	-ditto-	-ditto-
			Recovery from pay of the whole or part of any pecuniary loss, caused by negligence or breach of orders, to the Government	-ditto-	-ditto-	-ditto-
			Censure	Superintendent of Police	Not appealable	Not appealable
4.	Head Constable	Superintendent of Police	Dismissal	Superintendent of Police	Inspector General of Police	Director General of Police
			Reduction in rank	-ditto-	-ditto-	-ditto-
			Stoppage of increments with cumulative effect	-ditto-	-ditto-	-ditto-
			Stoppage of increments without cumulative effect	-ditto-	-ditto-	-ditto-
			Recovery from pay of the whole or part of any pecuniary loss, caused by negligence or breach of orders, to the Government	-ditto-	-ditto-	-ditto-
			Censure	Additional Superintendent of Police/Assistant Commissioner of Police	Not appealable	Not appealable

Sr. No.	Designation of Posts	Appointing authority	Nature of penalty	Authority empowered to impose penalty	Appellate authority	Revisional Authority
1	2	3	4	5	6	7
5.	Constable	Superintendent of Police	Dismissal	Superintendent of Police	Inspector General of Police	Director General of Police
			Reduction in rank	-ditto-	-ditto-	-ditto-
			Stoppage of increments with cumulative effect	-ditto-	-ditto-	-ditto-
			Stoppage of increments without cumulative effect	-ditto-	-ditto-	-ditto-
			Censure	Assistant/ Deputy Superintendent of Police/Assistant Commissioner of Police	Not appealable	Not appealable
			Confinement to quarters for exceeding 15 days	Superintendent of Police/ Deputy Commissioner of Police	Not appealable	Not appealable
			Extra guard, fatigue or other duty	-ditto-	Not appealable	Not appealable
			Punishment drill not exceeding 15 days	-ditto-	Not appealable	Not appealable
			Punishment drill not exceeding 10 days	Assistant/Deputy Superintendent of Police/Assistant Commissioner of Police/Inspectors	Not appealable	Not appealable
			Punishment drill not exceeding 6 days	-ditto-	Not appealable	Not appealable
			Punishment drill not exceeding 3 days	Sub Inspector	Not appealable	Not appealable

APPENDIX D*(see rule-16 (i))*

Sr. No.	Designation of Post	Nature of Penalty	Authority Empowered To imposed Penalty	Appellate Authority	Second and final Appellate Authority if any
1	2	3	4	5	6
1	Inspectors	Reducing or withholding the amount of ordinary/additional pension admissible under the rules governing pension; Terminating the appointment of member of the Service otherwise than on his attaining the age fixed for Superannuation.	Inspector General of Police	Director General of Police	Government
2	Sub-Inspector	Reducing or withholding the amount of ordinary/additional pension admissible under the rules governing pension; Terminating the appointment of member of the Service otherwise than on his attaining the age fixed for Superannuation.	Superintendent of Police,	Inspector General of Police	Director General of Police
3	Assistant Sub-Inspector				
4	Head Constable				
5	Constable				

RAM NIWAS,
Additional Chief Secretary to Government Haryana,
Home Department.