

OFFICE OF THE
DIRECTOR GENERAL OF POLICE,
HIMACHAL PRADESH, POLICE HEADQUARTERS
SHIMLA-171002

No. P-II(7) State PEC/2018-

Dated:

STANDING ORDER (SO) No. 3 OF 2021.

Subject:- Standing Order on streamlining the transfers of NGO-I & II police personnel on promotion after their successful completion of promotion courses at Police Training College, Daroh.

1. Objective:

Lack of a definitive and objective criteria for transfer of NGO-I & II police personnel to various units on promotion has led to irrational man power management within the Department. Many such under transfer NGOs Grade-I Grade-II keep on requesting for their suitable adjustments and some of them do not join at new place of posting on one or the other ground. This has obviously led to lack of discipline among the police personnel and loss of efficiency in the Police Department as too much time and energy is wasted in these transfers and subsequent adjustments/cancellations. Vide this Standing Order an attempt has been made to link merit with the posting of the police personnel by seeking their choices of posting, as is the set norm in most reputed and successful transfer systems in various government departments.

Therefore, in exercise of authority vested upon the undersigned under the sections 44(iii) and 143 of the HP Police Act, 2007 the following orders are hereby issued which will govern transfer/posting on promotion of NGO Grade-I & II in the Police Department (including CID and SV&ACB) from the date of its issue.

2. Methodology:

Following procedure be followed for transfer of NGO police personnel on promotion:

- (a) On commencement of a promotional course at PTC i.e. Lower, Intermediate and Upper Courses, all the trainees shall submit a written willingness for 3 choices for their places of posting on promotion after successfully completing the promotion course.
- (b) On completion of the course, PTC must send a merit list of the passed/eligible personnel along with the three choices of posting on promotion against their name to PHQ. The first, second and third preferences must be clearly mentioned in this list. However records applications and other documents pertaining to willingness may be retained with the concerned Distt/BNs/Units.
- (c) At PHQ, a Committee shall be constituted which will examine the preferences given by the applicant and accordingly Personnel branches will fill the vacancy

S. K. K. K.

based on choices given by the personnel as per merit in the Lower Course results. This will be done in a manner in which the choice given by personnel who secures a higher rank in Lower School Course will be given preference and so on. Illustration is given in Para No. 3 of the Standing Order. The composition of the Committee will be as under:-

- (i) IG-Administration- Presiding Officer
- (ii) AIG (HQ)- Member 1
- (iii) SP – L &O- Member 2

3. Illustration:

- (a) A is a constable who is undergoing Lower School Course. He gives his 3 choices for place of posting as Head Constable. B is a constable who is undergoing Lower School Course. He gives his 3 choices of posting as Head Constable. A scores higher merit than B in Lower School Course. The choices of A will have preference over B.
- (b) C is a Head Constable undergoing Inter School Course. C gives his 3 choices of posting as ASI. D is a Head Constable undergoing Inter School Course. D gives his 3 choices of posting as ASI. The merit of C is higher than D in Lower School Course. The choices of C will have preference over D.
- (c) E is an ASI undergoing Upper School Course. He gives his choice of posting as Sub- Inspector. F is an ASI undergoing Upper School Course. He gives his 3 choices of posting as Sub- Inspector. The merit of E is higher than F in Lower School Course. The choices of E will have preference over F.

4. Guidelines:

- (a) The choices given once by the personnel are not subject to alteration in future.
- (b) PTC must retain the original signed letters containing choices of places of posting preference for at least 01 year after the conclusion of the course. Only the compiled list containing names of NGOs and three choices for posting on promotion must be sent to the PHQ.
- (c) Seniority for this Standing Order must be considered the same as provided in the HP Police Act, 2007, the Punjab Police Rules, 1934, existing notifications and Standing Orders etc, that is:
 - (i) Head Constables: Seniority in Lower School Course merit.
 - (ii) Asstt. Sub-Inspector: Seniority in Lower School Course merit
 - (iii) Sub-Inspector: Seniority in Lower School Course merit
- (d) If any attempt is made by any NGO police personnel to influence his transfer to the place of his choice disregarding the provisions of this Standing Order, then a note in this regard along with the reference, thus received will be attached in his service record/character roll.

S. Kunder

- (e) As this Standing Order is in the spirit of merit & fairness, normally no appeals against transfer orders issued in compliance of it will be entertained by the department. However, if aggrieved NGO police personnel can show that transfer orders were issued in violation of the provisions of this Standing Order the aggrieved police personnel can file a complaint to the undersigned within 15 days of receipt of such transfer orders.
- (f) Principal/ PTC shall remain in regular touch with IG/ Welfare & Administration for the implementation of this Standing Order.
- (g) This Standing Order should be meticulously followed by all concerned and any deviation shall be viewed **seriously** by the undersigned.

5. Exception:-

The only exception to this rule would be couple cases. It has been the intention of the Central and the State Government that couple cases should be facilitated to co-habitate by providing them the same station of posting. The Police Department will also try to facilitate couple cases to co-habitate by giving them the same station of posting to the extent it is administratively and operationally possible.


(Sanjay Kundu) IPS

Director General of Police,
Himachal Pradesh, Shimla-2

Endst. No.: P-II(7)/state PEC/2018-17817-38 Dated: 25-6-2021

Copy is forwarded for information and necessary action to:-

1. The Addl. Director General of Police, Law & Order, HP Shimla
2. The Addl. Director General of Police, CID, HP Shimla.
3. The Inspector General of Police, Southern Range, Shimla.
4. The Inspector General of Police, PTC, Daroh, Distt. Kangra.
5. The Dy. Inspector General of Police, CR, Mandi and NR, Dharamshala.
6. All District Superintendents of Police in Himachal Pradesh.
7. Dy. SP/SCRB, H.P. Shimla for uploading this SO on the H.P. Police Website.


Director General of Police,
Himachal Pradesh, Shimla-2