

**GAD-SC-RULES-0009-2013. 3 2 0 1 0/Gen**  
**GOVERNMENT OF ODISHA**  
**GENERAL ADMINISTRATION DEPARTMENT**

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**NOTIFICATION**

Bhubaneswar dated the 12<sup>th</sup> November 2013

In exercise of the powers conferred by proviso to article 309 of the Constitution of India, and in supersession of the respective recruitment rules, orders and instructions so far as the matter relates to mode of employment of the selected candidates to certain initial appointment to Group-C and Group-D posts of the State, the Governor of Odisha is pleased to make the following rules regulating recruitment and conditions of Service of persons appointed on contractual basis to the Group-C and Group-D posts, namely:-

***PART I***  
***GENERAL***

**1. *Short title and commencement-*** (1) These rules may be called the Odisha Group-C and Group-D posts (contractual appointment) **Rules, 2013.**

(2) They shall come into force on the date of their publication in the Odisha Gazette.

(3) From the date of commencement of these rules, there shall not be any adhoc appointment in Group "C" and Group "D" posts under the State Government.

**2. *Definitions-*** (1) In these rules unless the context otherwise requires-

(a) "Government" means the Government of Odisha;

(b) "Recruitment Rules" means the rules framed under the proviso to Article 309 of the Constitution of India regulating recruitment to different State Civil Services and Posts;

(c) "State" means the State of Odisha; and

(d) "Scheduled Castes and Scheduled Tribes", shall have reference to the Scheduled Castes specified in the Constitution (Scheduled Castes) Order, 1950 and Scheduled Tribes specified in the Constitution (Scheduled Tribes) Order, 1950 made under Articles 341

and 342, respectively of the Constitution of India and as amended from time to time;

- (e) "SEBC" means Socially and Educationally Backward Classes as referred to in clause (e) of Section 2 of the Odisha Reservation of Posts and Services (for Socially and Educationally Backward Classes) Act, 2008 (Odisha Act 8 of 2009);
- (f) "Persons with Disability" means person who has been granted disability certificate by the competent authority as per the provisions under Rule 4 of the Persons with Disabilities (Equal Opportunities, Protection of Right and Full Participation) Odisha Rules, 2003;
- (g) "Year" means the Calendar Year.

(2) All other words and expressions used in these rules but not specifically defined shall, unless the context otherwise requires, have the same meaning as respectively assigned to them in the Odisha Service Code.

**3. Applicability- (1)** These rules shall apply to the Group "C" and Group "D" posts, which are filled up by way of direct recruitment.

Provided that the State Government may by notification exclude any post from the purview of these rules.

(2) They shall also apply to the categories of contractual appointments made under rule 4 from the date of contractual appointment, if any, made under rule 5.

(3) These rules shall not apply to the Group "C" and Group "D" posts for services and functions like Watch & Ward, Sweeping and Cleaning, Gardening etc. Manpower required for such services / functions shall be managed by outsourcing basis.

(4) These rules shall also not apply to contractual appointments made under-

- (a) Temporary Plan Schemes (including those under Centrally Sponsored Plan Scheme, Externally Aided Projects);
- (b) Temporary Establishments; and
- (c) Tenure Based Posts:

Provided that persons appointed on contractual basis under these schemes prior to the commencement of these rules, who are below 45 years shall be allowed to participate in the recruitment process under rule 5 for any Group C or Group D posts, if they satisfy all other eligibility criteria for the such post as laid down in the relevant recruitment rules and shall be allowed relaxation of upper age limit for entry into Government service.

NOTE. Persons appointed under of sub-rule (2) and proviso to sub-rule (4) shall get the benefit of these rules only after they were recruited and appointed to any post under rule 5.

4. **Categorisation of existing Contractual Employees:** For the purpose of these rules all contractual appointments made prior to the commencement of these rules shall be classified into two categories; namely:-

(a) **Category I :** Contractual appointments / engagements made against contractual posts created with the concurrence of Finance Department without following the recruitment procedure including the Odisha Reservation of Vacancies in Posts and Services (for Scheduled Castes and Scheduled Tribes) Act, 1975 and the rules made there under and Rules regulating recruitment for the regular posts.

(b) **Category II:** Contractual engagements made through manpower service provider agencies with concurrence of Finance Department.

## **PART II NEW RECRUITMENT POLICY**

5. **Recruitment Procedure-(1)** Recruitment to the posts shall be made on the basis of the provisions of the relevant recruitment rules or executive instructions , as the case may be in force.

(2) Notwithstanding anything contained in the relevant recruitment rules or executive instructions, as the case may be in force all appointments made pursuant to sub-rule (1) shall, from the date of commencement of these rules, be on contract basis.

6. **Status of Vacant posts :** For the purpose of contractual appointments made under sub-rule (2) of rule 5, all vacancies existing on the date of commencement of these rules as well as the future vacancies shall be deemed to have been converted to contractual posts from the date of commencement of these rules:

**Provided that,** consequent upon regular appointment under sub-rule (1) of rule, 10 the contractual posts shall get re-converted to regular sanctioned posts.

7. **Reservations-** Notwithstanding anything contained in these rules, reservation of vacancies for-

(a) Scheduled Castes and Scheduled Tribes shall be made in accordance with the provisions of the Odisha Reservation of Vacancies in Posts and Services, (for Scheduled Castes and Scheduled Tribes) Act, 1975 and the rules made there under; and

(b) SEBC, Women, Sports persons and Persons with Disabilities shall be made in accordance with the provisions made under such Act, rules, or Orders and Instructions issued in this behalf by the Government from time to time.

8. **Special Provision for different Categories of existing Contractual Employees:-**

(a) The contractual employees belonging to Category-I and the persons provided by the manpower service provider agencies under Category-II, who shall be less than 45 years of age and shall have completed at least one year of continuous service, in case they apply for Recruitment under sub-rule (1) of rule 5 for any Group C and Group D posts, shall be allowed relaxation of upper age limit for entry into Government service; provided they satisfy all other eligibility criteria for the post as laid down in the relevant recruitment rules.

(b) They shall be allowed one per cent extra marks on the total marks of the examination for each completed year of continuous service subject to a maximum of fifteen per cent, which shall be added to the marks secured by them for deciding the merit position.

### ***PART III*** ***CONDITIONS OF SERVICE***

9. **Conditions of Service of Contractual Employees appointed under sub-rule (2) of rule 5:-**

**(1) Tenure of Contractual appointment:** Persons appointed under sub-rule (2) of rule 5 against the contractual posts shall continue on contractual basis for a period of six years. The period of six years shall be counted from the date of their contractual appointment under rule 5.

**(2) Remuneration:-** During the period of contractual appointment they shall draw consolidated monthly remuneration equal to the initial of the corresponding pay plus grade pay.

**(3) Annual Increase of Remuneration :** Subject to satisfactory performance, the consolidated remuneration shall be enhanced by ten per cent on completion of each year of service.

**(4) Allowances:** They shall not be entitled to D.A., HRA, RCM and other allowance during the period of contractual appointment.

**(5) Leave :** They shall be entitled to leave under the provisions of the Odisha Leave Rules, 1966 at par with regular employees of Government of Odisha.

**(6) Conduct and discipline-** They shall abide by the Odisha Civil Services Conduct Rules, 1959 and subject to the Odisha Civil Services (Classification, Control and Appeal) Rules, 1962.

**(7) Pension:** They shall be enrolled under the new pension scheme contained in the Odisha Civil Services (Pension) Rules, 1992 from the date of contractual appointment under sub-rule (1) of rule 9.

#### **10. Conditions of Service on Regular appointment-**

**(1) Regular Appointments:** On the date of satisfactory completion of six years of contractual service under sub-rule (1) of rule 9, they shall be deemed to have been regularly appointed. A formal order of regular appointment shall be issued by the appointing authority.

**(2) Pay and other benefits:** On regular appointment they shall be entitled to draw the time scale of pay plus Grade Pay with DA and other allowances as admissible in the corresponding pay band.

**(3) Other conditions of service:** (a) The other conditions of service shall be such as has been provided in the relevant recruitment rules.

(b) The conditions of service in regard to matters not covered by sub-rule (2) and clause (a) of this sub-rule shall be the same as are or as may from time to time be prescribed by the State Government.

***PART IV***  
***MISCELLANEOUS***

**11. Relaxation -** When it is considered by the Government that it is necessary or expedient so to do in the public interest, it may, by order, for reasons to be recorded in writing, relax any provision of these rules in respect of any class or category of the employees.

**12. Interpretation-** If any question arises relating to the interpretation of these rules, it shall be referred to the State Government whose decision thereon shall be final.

**By order of the Governor**  
**Sd/-**  
**NITEN CHANDRA**  
**Principal Secretary to Government**

Government of Odisha  
Home Department  
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Memo No. 43488 /  
Home-O.E.-I-MISC-0005-2013

Date.25.11.2013.

Copy along with its enclosures forwarded to the D.G. & I.G. of Police, Odisha, Cuttack / Chief Electoral Officer & ex-Officio Commissioner-cum-Secretary to Govt. Home Election Department / Addl. D.G. & I.G. of Police, Fire Service, Commandant General Home Guards and Director, Civil Defence, Odisha, Cuttack / Principal Resident Commissioner, Odisha Bhawan, New Delhi / D.G. & I.G. of Police (Intelligence), Odisha, Bhubaneswar / Addl.D.G. of Police-cum-I.G. of Prisons & DCS, Odisha, Bhubaneswar / C.M.D. Odisha State Police Welfare and Housing Corporation Ltd., Bhubaneswar / Registrar (General) Odisha High Court, Cuttack / Director Odisha Judicial Academy, Odisha, Cuttack /Director, Public Prosecution, Odisha, Bhubaneswar / Secretary Rajya Sainik Board, Odisha, Bhubaneswar /Special Judge, Special Court, Bhubaneswar / All Sections of Home Department for information and necessary action.

Sd/-  
Joint Secretary to Government.

**ODISHA POLICE**  
**STATE HEADQUARTERS,CUTTACK.**  
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Memo No.V.8.12/ 44352 /Min.

Date.03.12.2013.

Copy forwarded to All Heads of Police, Establishments including Vigilance, Home Guards and fire Services for information and necessary action.

Sd/-3.12.2014  
A.I.G. of Police (Personnel),  
Odisha, cuttack.

O.D.

44353/Min.

Date.03.12.2013.

Copy to All Sectional Heads of State Police Hdqrs., Cuttack N.Swain,  
Sr.Asstt. for information and necessary action.

**GOVERNMENT OF ORISSA  
HOME DEPARTMENT**

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**NOTIFICATION**

No.57063/D&A., Dated, Bhubaneswar, 23.12.2010  
PDA-II-195/2010

In exercise of the powers conferred by section 2 of the Police Act, 1861 (Act-V of 1861) the State Government do hereby make the following order to regulate the Method of Recruitment and conditions of Service for appointment to the posts of Constables in Orissa Police, namely:-

**1. Short title and commencement:**

- (1) These order may be called the **Orissa Police Service (Method of Recruitment and Conditions of Service of Constables) Order, 2010.**
- (2) They shall come into force on the date of their publication in the Orissa Gazette.

**2. Definitions:** In these Order, unless the contest otherwise requires;

- (a) "Appointing Authority" means the Superintendent of Police Districts, including the Railway Police Districts and Deputy Commissioner of Police of Urban Police Districts, as the case may be;
- (b) "Ex-servicemen" means a person as defined in the Orissa Ex-Servicemen (Recruitment to the State Civil Services and Posts) Rules, 1985;
- (c) "Board" means the State Selection Board and the District Selection Boards as the case may be constituted under rule-7;
- (d) "Recruitment year" means the calendar year during which advertisement for recruitment is actually issued;
- (e) "Scheduled Castes and Scheduled Tribes" means such Castes and Tribes as notified by the President of India under articles 341 and 342 of the "Constitution of India", respectively;
- (f) "Government"-means the Government of Orissa;

(g) "Select List" means the list of successful candidates, prepared by the Board arranged in order of merit, equal to the total number of vacancies notified for recruitment in a particular District;

(h) "Sports men" means persons, who would have been issued with identity card as Sports men by the Director, Sports as per Resolution No.24808/Gen, dated.18.11.1985 of General Administration Department, as amended from time to time;

(i) "SEBC" means Socially and Educationally Backward Classes of Citizens other than the Scheduled Castes and Scheduled Tribes as may be specified by the State Government from time to time; and

**3. Cadre:** The posts of Constables in civil police in each Police District shall constitute a separate cadre for the purpose of recruitment, seniority and promotions. On transfer from one district to other, the position of the incumbent in the cadre shall not be changed.

**4. Recruitment:** The posts in the District cadres shall be filled up by direct recruitment from the open market:

Provided that the Government may from time to time fill up the posts by re-deployment of regular in-service. Armed Police Sepoys/Constables and by appointment under Orissa Civil Service (Rehabilitation Assistance) Rules 1990, and by way of remusteration of Group 'D' employees of Police Department.

**5. Eligibility: (1)** A candidate to be eligible for consideration, must-

(a) have passed +2 Examination or equivalent examination conducted by the Council of Higher Secondary Education, Orissa or by any other recognized Board/Council;

(b) be able to speak, read and write Oriya and must have passed Oriya as one of the subjects in the High School Certificate Examination or an examination in Oriya language equivalent to M.E. standard recognized or conducted by the School and Mass Education Department of Government of Orissa.

(c) have registered his name, in one of the Employment Exchanges of the district or covering the district for which he applies for recruitment, before the date of publication of advertisement for recruitment.

(d) be not less than 18 years of age and be not more than 23 (twenty-three) years of age on the 1<sup>st</sup> day of January of the year in which the advertisement for recruitment is issued;

Provided that the upper age limit in respect of reserved categories of candidates, referred to in rule-8, shall be relaxed in accordance with the provisions of the Acts, rules, orders or instructions in force, for the respective reserved categories.

- (e) not have more than one spouse living;
  - (f) be of good character and
  - (g) be of sound health and free from organic defects and physical deformity;
- (2)** A Group 'D' employee in order to be eligible for re-musteration in the rank of Constable must-
- (a) have completed 5 years of continuous service in Group 'D' post;
  - (b) have good service record without any major punishment;
  - (c) have passed +2 Examination or equivalent examination conducted by the Council of Higher Secondary Education, Orissa or by any other recognized Board/Council;
  - (d) not be more than 43 years of age on the 1<sup>st</sup> day of January of the year in which the advertisement for recruitment is published;
  - (e) be of sound health and free from organic defects and physical deformity;
- (3)** A Home Guard to be eligible for consideration for the post of Constable :
- (a) must have passed +2 Examination or equivalent examination conducted by the Council of Higher Secondary Education, Orissa or by any other recognized Board/Council;
  - (b) must have completed 3 years of enrolment without any interruption on the date on which the advertisement for recruitment is published;
  - (c) must have undergone the basic course of training for Home Guards and
  - (d) must not be more than 28 years of age on the 1<sup>st</sup> day of January of the year in which the advertisement for recruitment is published.
- (4)** (a) The candidates must have the minimum physical standard of height, weight and chest as follows:

CATEGORY	HEIGHT	WEIGHT	CHEST	
			UNEXPANDED	EXPANDED
(1)	(2)	(3)	(4)	(5)
Un-reserved/SEBC (Men)	168 Cm	55 Kg	79 Cm.	84 Cm.
Un-reserved/SEBC (Women)	158 Cm	47.5 Kg.	...	...
Scheduled Caste / Scheduled Tribe (Men)	163 Cm.	50 Kg.	76 Cm.	81 Cm.
Scheduled Caste / Scheduled Tribe (Women)	153 Cm	45 Kg.	...	...

(b) Relaxation in the physical standards for Group 'D' employees for re-musteration in the rank of Constable will be allowed as follows:

Height	-	3 Cm
Weight	-	5 Kg
Chest	-	2 Cm.

Such relaxation will be availed by the Group 'D' employees in respect of the physical standards prescribed for their respective categories (UR, SEBC, SC, ST).

(5) Persons with disability and deformed candidates are not eligible for consideration.

(6) Eligibility of the candidates may be verified at any stage of the recruitment process.

**6. Recruitment Centres:** Each District will ordinarily have one centre for conduct of Recruitment test.

**7. Selection Board :**

**(A) State Selection Board:**

(1) There shall be a State Selection Board to be constituted by the Government consisting of the following officials, for recruitment of Police Personnel.

(a) One Senior Police Officer in the rank of Additional Director General of Police / Inspector General of Police to be the Chairman of the Board.

(b) One Officer in the rank of Inspector General of Police / Deputy Inspector General of Police will act as a member.

(c) One Officer in the rank of Superintendent of Police will act as Member Convenor.

(d) One Commandant as member.

(e) A representative from the S.T. & S.C. Development, Minorities & Backward Classes Welfare Department as special invitee.

**(2)** The Chairman of the Board may requisition the services of Government Officials or private persons / agencies to assist the Board in the Recruitment process.

**(3)** This Board shall notify, control, supervise and direct the method & process of recruitment of Police Personnel.

**(B) District Level Selection Board-**

There shall be a District Selection Board in each district with the following members who will conduct the recruitment test as per instruction of State Selection Board.

(a) Superintendent of Police of the concerned District - Chairman.

(b) One Deputy Commandant - Member.  
(to be nominated by Chairman, State Recruitment Board)

(c) One Deputy Superintendent of Police - Member.  
(to be nominated by Chairman, State Selection Board)

(d) District Welfare Officer / his representative as special invitee.

(e) Chief District Medical Officer / his representative as special invitee.

**8. Reservations :**

**(1)** Notwithstanding anything contained in these rules, reservation of vacancies for

(a) Scheduled Castes and Scheduled Tribes shall be made in accordance with the provisions of the Orissa Reservation of vacancies in Posts and Services (for Scheduled Castes and Scheduled Tribes) Act, 1975 and the Rules made there under as any other law / rule in force at the relevant time;

(b) SEBCs, Women, Sportspersons and Ex-servicemen shall be made in accordance with the provisions made under such Acts, Rules, Orders or instructions as issued by the Government, from time to time.

**(2)** The reservation rules shall be followed district cadre-wise.

**(3)** There shall be 10% reservation of notified vacancies in the rank of Constable in each district for Home Guards in each recruitment year. The principles of reservation would be followed while filling up the Home Guard reservation. The unfilled reservation quota for the reserved category would not be carried forward to the subsequent years and be filled up by direct recruitment.

**(4)** There shall be 10% reservation of notified vacancies in the rank of Constables in each district for Group 'D' employees of Police Department in each recruitment year. The principles of reservation would be followed while filling up the vacancies meant for the Group 'D' employees. The unfilled reservation quota for the reserved category would not be carried forward to the subsequent years and would be filled up by direct recruitment.

**9. Advertisement of vacancies for recruitment and inviting of applications:**

**(1)** The vacancies for recruitment in each district cadre shall be the existing vacancies in the district plus the anticipated vacancies. The anticipated vacancies shall be limited to number of Constables in the district retiring within the calendar year in which advertisement is issued.

**(2)** The State Police Headquarters will collect the number of vacancies for recruitment and their category wise break up from all the Police Districts and communicate the same to the State Selection Board.

**(3)** Recruitment for filling up the district wise vacancies may be advertised by the Board for inviting applications. The last date for receipt of applications from all over the State may be the same. This advertisement, among others, may declare the following.

(i) A candidate filling the application form can apply for recruitment to one Police District only. This option cannot be changed.

(ii) The application Form shall preferably be on the OMR / OCR / e-application format as prescribed by the State Selection Board.

(iii) Three self attested passport size colour photographs of the candidate to be submitted with the application form.

(iv) Application Form may be purchased on payment of the prescribed Fee from the notified places as advertised.

(v) Every application Form must be accompanied with self attested copies of 10<sup>th</sup> Pass Certificate ( as Proof of Age ) and +2 Pass Certificate ( as proof of required Educational qualification ), Sports Certificate, National Cadet Corps Certificate, Driving License, Home Guards Certificate, Caste Certificates, Unit discharge certificate in case of Ex-Service men and required Certificate for "Group D" employees, as the case may be. Duly filled in application forms shall be submitted at notified places of the concerned district as indicated in the advertisement.

(vi) The amount of application fees payable by the candidates other than Scheduled Caste and Scheduled Tribe and the mode of the payment will be as decided by the State Selection Board.

(vii) No application fees shall be payable by the candidates belonging to Scheduled Caste and Scheduled Tribe.

**(4)** Candidature shall be cancelled, if in the opinion of the Board the candidate is not found eligible for consideration according to the eligibility criteria prescribed in this Order.

**(5)** No application, except in the case of candidates belonging to Scheduled Castes / Scheduled Tribes shall be considered unless it is accompanied by proof of payment of application fees as prescribed.

**(6)** The self-attested Photo copies of the testimonials or certificates submitted by the candidates shall be deemed to be the conclusive proof of the fact of submission of such testimonials or certificates by such candidates for the recruitment.

**(7)** The application of Home Guards and Group "D" employees of Police Department shall be forwarded by the respective Heads of Office. While forwarding the applications of the Home Guards, the Heads of Office shall certify that the Home Guards have completed three years of enrolment without any interruption and undergone Basic course of training. Similarly, in case of Group 'D' employees of Police Department, the Heads of Office shall certify that the Group 'D' employees have completed 5 years of service with good service record.

## **10. Recruitment Process :**

**(1)(i)** An e-recruitment application software may preferably be used for entire process from application to generation of final merit list. The Applications shall be given for Data Extraction. The extracted data may contain all the information of a particular candidate like; Candidate's Name, Father's Name, Date of Birth, Category, Domicile, Educational qualification and any other additional information required by the State Selection Board / District Selection Board. The application form shall also contain proof of payment of application fees.

(ii) Segregation of Eligible / Ineligible Candidates shall preferably be done electronically.

The State Selection Board / District Selection Board will decide time and venue of different tests and publicise the same for the information of Candidates.

(iii) CCTV technology may preferably be used to videograph various stages of recruitment and thereby maintain a back up record and also keep track of activities at various recruitment centres functioning across the state. Till arrangement of CCTV are in place, video recording of Recruitment process may be made.

(iv) Candidate shall be informed of his eligibility / status at different stages and rejection slips indicating reasons for rejection shall be issued after physical measurement or after Physical Efficiency Tests. Candidate may be issued with identity card / admit card as decided by State Selection Board.

(v) The District Selection Board / State Selection Board may start the recruitment process by conducting the Physical Measurement. Candidates only qualifying in the physical measurement shall proceed to the next stage. Board may decide thereafter the sequence of further tests i.e. Written test / Physical efficiency test.

(vi) DG & IG of Police may condone the deficiencies of a candidate, who is deficient in his physical standards of measurements by 3 cm in height, 2 cm in chest and 5kg. in weight for his candidature for appointment to the post of Constable provided he has represented the State in a National level sports and games meet. For such representation in sports and games, only the certification from the Directorate of Sports shall be considered.

(vii) The amount collected from sale of application forms and application fees will be spent towards expenses incurred in the Recruitment process.

**(2) Physical Measurement for all categories:**

Height, weight and chest shall be measured to determine the eligibility. **3(three) bonus marks** will be awarded to all male candidates (irrespective of categories) whose height is 178 cms or above. Similarly all female candidates (irrespective of categories) with height of 165 cms and above will get **3(three) bonus marks**. These bonus marks shall be added in total marks while preparing the select list.

If the Candidate has not qualified in any of the physical standard i.e. height / weight / chest, he will not be allowed to appear in further recruitment process.

**(3) Written Test: Allotted Marks: 35 (Thirty five)**

The candidates shall be required to appear at a written test which will consist of objective type multiple choice questions only. The test will be preferably in OMR / OCR or any other format decided by Board. Till such arrangements are made, alternative format may be used if necessary.

(a) Written test shall consist of multiple choice questions in Oriya language, English Language, Arithmetic, General Knowledge, Aptitude and Logical reasoning etc. The standard of the questions shall be such that a student who has passed +2 Examination will be able to answer. Different sets of question papers may be prepared, each having the same questions which will be differently serial numbered.

(b) Board may take steps to conduct the Written Test on the same day and at the same time in all the venues as far as practicable.

(c) Board shall fix the date, time and venues for holding written test.

(d) The Candidates not appearing for written test shall be disqualified.

(e) Selection Board may decide the minimum qualifying marks in the written test.

The whole process of setting of question papers and evaluation of Answer sheets may be out-sourced, if considered necessary, by the Board.

**(4) Physical Efficiency Test (PET) Allotted Marks-30**

**(i) For Men (all categories)**

The Physical Efficiency Tests shall comprise of the following events with marks indicated against each;

<b>(a) Run – 1.6 kms</b>	If covered within	5 minutes	10 Marks
		5.30 minutes	8 Marks
		6 minutes	6 Marks
		6.30 minutes	4 Marks

Beyond 6.30 minutes Disqualified

**(b) High Jump (3 Chances)** Qualifying height-1.22 Meters

If cleared in	1 <sup>st</sup> Chance	3 Marks
	2 <sup>nd</sup> Chance	2 Marks
	3 <sup>rd</sup> Chance	1 Mark

Not able to clear Disqualified

Note: Only those, who qualify high jump of 1.22 meters in the 1<sup>st</sup> chance, will be allowed to compete in higher jumps. 3 chances shall be allowed to the candidates to clear 1.38 meters. Only those candidates who qualifies 1.38 meters, another 3 changes will be given to compete for 1.50 meters. Higher marks will be awarded as follows:

If cleared	1.38 Meters	6 Marks
If cleared	1.50 Meters	8 Marks

Note: Marks shall be awarded only for the highest jump cleared.

**(c) Broad Jump:** Qualifying length- 3.66 Meters

(Marks shall be given for the best of 3 chances)

If cleared	3.66 Meters	1 Mark
	4.00 Meters	3 Marks
	4.35 Meters	5 Marks
	4.50 Meters	6 Marks
If not cleared	3.66 Meters	Disqualified

**(d) Rope Climbing:** 3 Chances only

Each candidate will be required to climb up to a height of 6(six) meters form ground level using his hands only in maximum three attempts.

	1 <sup>st</sup> Chance	6 Marks
	2 <sup>nd</sup> Chance	4 Marks
	3 <sup>rd</sup> Chance	2 Marks
Not able to climb (in 3 chances)		Disqualified

**(e) Swimming (40 Meters)**

If covered within	8 minutes	Qualified
Beyond	8 minutes	Disqualified

**(ii) For Women: (All Categories)****Allotted Marks-30****(a) Run- 1.6 kms**

If covered within	7.15 minutes	10 Marks
	7.45 minutes	8 Marks
	8.15 minutes	6 Marks
	8.30 minutes	4 Marks
Beyond	8.30 minutes	Disqualified

**(b) Run – 200 meters**

If covered within	28 Seconds	8 Marks
	32 Seconds	5 Marks
	36 Seconds	3 Marks
Beyond	36 Seconds	Disqualified

**(c) Broad Jump:**

Qualifying length - 2.75 Meters

(Marks shall be given for the best of 3 chances)

If cleared	2.75 Meters	1 Mark
	3.00 Meters	3 Marks
	3.25 Meters	5 Marks
	3.50 Meters	6 Marks
If not cleared	2.75 Meters	Disqualified

**(d) Cycling – 1.6 Kms**

If covered within	5 Minutes	6 Marks
	5.30 Minutes	4 Marks
	6 Minutes	2 Marks
Beyond	6 Minutes	Disqualified

**(e) Swimming (40 Meters) Only to Qualify.**

If covered within	10 Minutes	Qualified
Beyond	10 Minutes	Disqualified

**Note: If a candidate fails to qualify in any of the above events, he shall be disqualified and shall not be allowed to participate in the subsequent tests or recruitment process.**

**(5) Driving Test: Allotted Marks: 05**

The test may be conducted only for those candidates, who claim in their applications that they are proficient in driving and possess either Light or Heavy Vehicle Driving license for the last one year (excluding learning period) or more from the date of advertisement of vacancies. The Board will decide the modalities of conducting the driving test and may co-opt expert from Transport Department. Those, who have the Light Vehicle Driving License and pass Light vehicle driving test, shall be awarded 3 marks and those, having Heavy Vehicle Driving License and pass Heavy Vehicle driving test, shall be awarded 05 marks. Those appearing for the test and awarded the marks shall be deemed to have accepted the service condition that if called upon, they shall have to drive the Light or Heavy vehicle, as the case may be, as part of their normal duties and responsibilities. Driving test may not be conducted without verification of validity of the Vehicle Driving License and the date of its issue. Candidate must produce the Original Driving License, which must tally with the details given by him in the Application form.

**(6) Medical Examination**

A Medical Board shall comprise of two Doctors one of whom shall be a lady Doctor. One of the doctors who will head the Board shall be in the rank of SDMO or above. Medical test may be conducted at any stage of recruitment process as scheduled by the Board. Following shall be the specifications for Medical examination.

Candidates must not have knock knee, bow legs, flat foot, varicose veins, squint in eyes, poor vision, colour blindness, inability to flex the fingers properly and any other obvious deformities. He should have no impediment in speech and hearing.

**(7) Educational Achievements: Allotted Marks: 07**

Minimum Educational qualification shall be pass in +2 or other equivalent examination.

	<u>Academic Qualification</u>	<u>Division</u>	<u>Marks</u>
(i)	+2	61% & above	7
(ii)	+2	51% & above	4
(iii)	+2	41% & above	1
(iv)	+2	Compartmental/ Supplementary/ Less than 41%	No Marks

Note : Marks shall be awarded if the examination has been cleared in 1<sup>st</sup> attempt.  
No marks shall be awarded for higher academic qualifications.

**(8) Sports achievement:** Allotted Marks: 15

(a) Sports achievement in the disciplines other than 26 listed below shall not be considered for award of marks.

(i)	Athletics	(xiv)	Kabaddi
(ii)	Archery	(xv)	Karate Do
(iii)	Badminton	(xvi)	Kayaking & Canoeing
(iv)	Basket Ball	(xvii)	Lawn Tennis
(v)	Body Building	(xviii)	Power Lifting
(vi)	Boxing	(xix)	Rowing
(vii)	Cricket	(xx)	Shooting
(viii)	Cycling	(xxi)	Swimming
(ix)	Equestrian	(xxii)	Table Tennis
(x)	Football	(xxiii)	Tae Kwon Do
(xi)	Gymnastics	(xxiv)	Volleyball
(xii)	Hockey	(xxv)	Weight Lifting
(xiii)	Judo	(xxvi)	Wrestling

(b) For each of the 26 sports disciplines above, there are National Sports Federations/Associations, recognized by the Department of Youth Affairs and Sports, Government of India. In case of team games such as Foot-ball, Cricket and Hockey, there are separate recognized National Sports Federations for men and women. The Indian Olympics Association is also a similarly recognized National Sports body for all the Olympic Sports disciplines. The marks shall be awarded for winning medals or positions either in the international competitive sports events or National sports championships organized or in case of international sports events, the participation sponsored either by the recognized National Sports Federations / Associations or Indian Olympic Association, or by the corresponding Orissa State Sports Association affiliated to the recognized National Sports Federations / Associations.

(c) The sports events, not being the open National Championship, even if organized by the aforesaid recognized National Federations / Associations, or the corresponding affiliated Orissa State Sports Associations shall not be eligible for award of marks for sports achievements.

(d) Sports achievements in the open National Championships organized for men, women, junior and sub-junior boys and junior and sub-junior girls only shall be eligible for award of marks.

(e) Sports achievements or participation in the open competitive international sports events organized for men, women, junior and sub-junior boys and junior and sub-junior girls only shall be eligible for award of marks, provided the participation was sponsored either by the recognized National sports Federations / Associations or the Indian Olympic Association.

(f) It shall be the responsibility of candidates, who may produce certificates of their sports achievements, to establish that the sports events in question were organized by the recognized National Sports Federations / Associations or under their aegis, by their corresponding affiliated State Sports. Associations or in case of international sports events, the participation was sponsored as required in this Order; and that the sports certificates produced by them have been issued by the authorized office bearers of such National or the International Sports Organisations. The sports certificates produced must identify the sports meet, the discipline, the event, the venue and the dates on which it was held. It must mention that it was either an open National Championship or an international competitive sports event. The sports achievement certificates issued otherwise than above shall not be eligible for award of marks.

(g) In case of any doubt with regard to the veracity of the sports achievements certificates, the matter shall be referred to the Director of Sports by the Board for seeking necessary reports or confirmation from the concerned recognized National Sports Federations / Associations or the Indian Olympic Association, as the case may be. The names of such candidates shall not appear in the Select lists until final decision is taken by the Board.

(h) A candidate must choose only one of his achievements in the aforesaid sports events for awarding the marks. Marks shall not be awarded for more than one achievement.

(i) The marks shall be awarded for the following sports achievement only.

(i)	Winning a medal in open National Championship	<u>Marks</u>
	For a Gold Medal	10
	For a Silver Medal	7
	For a Bronze Medal	5
(ii)	Representing the Country and participating in a competitive International sports meet / Championship and winning no medal.	10 Marks

(iii)	Winning medals in the competitive International Sports meet / Championship:	<u>Marks</u>
	For a Gold Medal	15
	For a Silver Medal	14
	For a Bronze Medal	13

**Note: 1** The Gold, Silver and Bronze Medals respectively, shall mean the First, Second and Third Rank, when ever the Medals are not awarded.

**Note: 2** Recognised National Federation / Association of various sports discipline shall mean recognized by the Department of Youth Affairs & Sports of Government of India.

**(9) National Cadet Corps Certificate:**

(i)	National Cadet Corps 'A' Certificate	1 Mark
(ii)	National Cadet Corps 'B' Certificate	3 Marks
(iii)	National Cadet Corps 'C' Certificate	5 Marks

Marks for educational achievements, sports achievements and NCC certificates shall be awarded, in accordance with the provisions of this Order only.

**11. Select List:**

**(1)** On completion of the recruitment test, the Board shall draw up a select list of the successful candidates in order of merit, category-wise for each District separately as per the advertisement. The select list shall be prepared in decreasing order of aggregate marks in accordance with the vacancies in which the total persons shall not exceed the number of vacancies advertised.

**(2)** The Select list shall be prepared in the format as decided by the Board.

**(3)** The persons getting the higher aggregate marks shall be placed higher in the Select list.

**(4)** If the aggregate marks obtained by two or more persons are equal, the person older in age shall be placed above the other in the Select List.

**(5)** If the date of birth is also the same, the candidate securing higher marks in Physical Efficiency Test, shall be placed above the other in the Select List.

(6) If the marks in Physical Efficiency Test are also same, the candidate securing higher marks in written test shall be placed above the other in the select list.

(7) There shall be no reserve or Waiting list.

**12. Appointments:**

(1) All the original certificates, like those of High School / +2 or equivalent, Caste / Class, Sports achievements, Home Guard, Driving License, Ex-Servicemen, Group-D etc. in respect of the candidates placed in the Select list, shall be re-verified by the respective appointing authorities before the appointment orders are issued to individual candidates. Character and antecedents of selected candidates may be duly verified. Appointment pending verification of character and antecedents, if made, will be subject to satisfactory verification of character and antecedents.

(2) The appointment letters shall be pasted with the photographs of the candidates concerned. The seal and signature of the appointing authority shall be given across the photograph which will be pasted in the Service Book.

(3) The persons appointed shall be on probation for a period of two years.

(4) Terms & conditions of service and duties & responsibilities of the Constables shall be the same as assigned to them in the Police Act, the rules / orders framed under this Act and in the instructions of the Government issued from time to time.

**13. Inter Se-seniority :** The inter se-seniority of candidates appointed as Constables shall be in which their names appear in the select list.

**14. Repeal and Saving:** The Orissa Police Service (Method of Recruitment and Conditions of Service of Constables) Order, 2006, is here by repealed.

Provided that any order passed, appointment made, action taken or things done under the above order so repealed shall be deemed to have been passed, made taken or done under the corresponding provisions of these rules.

**By order of the Governor**  
**Sd/-**  
**U.N. Behera**  
**Principal Secretary to Government**

Memo No. 57064/D&A.

Dated the 23.12.2010.

Copy forwarded to the Director, Printing, Stationery and Publications for information. He is requested to publish this Notification in the next issue of the Extra-Ordinary issue of Orissa Gazette and supply the Home Department with 100 copies.

Sd/-

Additional Secretary Government

Memo No. 57065/D&A.

Dated the 23.12.2010.

Coy forwarded to the D.G. & I.G. of Police, Orissa, Cuttack / D.G., Fire Service & C.G., H.G., Orissa, Cuttack/Additional D.G.-Cum-I.G., Prisons & Director, Correctional Services, Orissa, Bhubaneswar/all Revenue Divisional Commissioners / all Range D.Is.G. of Police/all District Magistrates/Commissioner of Police, Bhubaneswar-Cuttack/all Superintendents of Police / All Police Section of Home Department / Home (IMU) Department and 10 spare copies to D&A Section for information and necessary action.

Sd/-

Additional Secretary to Government