

2/15/2678/VI-Pu-1-15-53/2015 Dated 03 Dec. 2015 (First Amendment) 21/2016/2739/ 6-Pu-1-16-53/2015 Dated 26 Dec. 2016 (Second Amendment) 6/2017/2458/ 6-Pu-1-17-53/2015 Dated 07 Dec. 2017 (Third Amendment) 6/2018/2169/ 6-Pu-1-18-53/2015 Dated 30 May 2018 (Fourth Amendment) 11/2018/4062/ 6-Pu-1-18-53/2015 Dated 15 Nov. 2018 (Fifth Amendment) 1350/ VI-Pu-1-19-53/2015 Dated 30 July 2019 (Sixth Amendment) 2/2020/1399/ 6-Pu-1-20-53/2015 Dated 13 July 2020 (Seventh Amendment) 4/2021/3969/ VI-Pu-1-21-53/2015 Dated 07 Dec. 2021 (Eight Amendment)

In pursuance of the provisions of clause (3) of Article 348 of the Constitution the Governor is pleased to order the publication of following English translation of notification no. 1835/6-pu-1-15-53-2015 dated, August 19, 2015 for general information:

**No. 1835/6-pu-1-15-53-
2015
Dated Lucknow, August 19,
2015**

In exercise of the powers under clause (c) of sub-section (2) of section 46 read with sub-sections (3) of the said section and section 2 of the Police Act, 1861 (Act no. 5 of 1861) and all other powers enabling him in this behalf and in supersession of all existing rules or orders issued, in this behalf, the Governor is pleased to make the following rules with a view to regulating the selection, promotion, training, appointment, determination of seniority and confirmation etc. of sub-inspectors and inspectors of the Civil Police in Uttar Pradesh Police Force.

**THE UTTAR PRADESH SUB-INSPECTOR AND INSPECTOR (CIVIL POLICE)
SERVICE RULES, 2015**

PART-I-GENERAL

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| Short titles and commencement | 1. (1) These rules may be called the Uttar Pradesh Sub-Inspector and Inspector (Civil Police) Services Rules, 2015. |
| Status of the Police) Service | 2. The Uttar Pradesh Sub-Inspector and Inspector (Civil Police) service comprises group 'C' posts. |
| Definitions
subject or | 3. In these rules unless there is anything repugnant in the context,

(a)'Act' means the Uttar Pradesh Public Services (Reservation for Scheduled Castes, Scheduled Tribes and |

Other Backward Classes) Act, 1994 (U.P. Act no. 4 of 1994) as amended from time to time.

(b)'appointing authority' means the Deputy Inspector General of Police;

(c) Board' means the Uttar Pradesh Police Service Recruitment and Promotion Board, established in accordance with Government orders issued from time to time in this regard;

(d)'Constitution' means the Constitution of India;

(e) 'Citizen of India' means a person who is or is deemed to be a citizen of India under Part II of the Constitution of India;

(f) 'Government' means the State Government of Uttar Pradesh:

(g) Governor' means the Governor of Uttar Pradesh:

(h) Head of the Department' means the Director General of Police, Uttar Pradesh:

(i) 'Member of Services' means a person appointed to a post in service under these rules or any previous rules before the commencement of these rules.

(j) 'Other Backward Classes of citizen' means the backward classes of citizens specified in Schedule I of the Act;

(k) Police Headquarters' means the Headquarters of the Director General of Police, Uttar Pradesh at Lucknow and Uttar Pradesh Police Headquarters at Allahabad.

(l) 'Selection Committee' means the Committee duly constituted in accordance with the provisions of these rules to select candidates for appointment to the posts in the Services;

(m) 'Service' means the Uttar Pradesh Sub-Inspector and Inspector (Civil Police) Service;

(n) 'Substantive appointment' means an appointment, not being an ad-hoc appointment, on a post in the cadre of the service, made after selection in accordance with the rules and, if there, were no rules, in accordance with the procedure prescribed for the time being by executive instructions issued by the Government;

(o) 'Year of recruitment' means a period of twelve months commencing on the first day of July of a calendar year.

PART-II-CADRE

Cadre of service posts
Government from

4. (1) The strength of the service and of each category of therein shall be such as may be determined by the time to time.

(2) The strength of the service and of each category of posts therein shall, until orders varying the same are passed under sub-rule(1), be as given below:

Name of post	Number of Posts		
	Permanent	Temporary	Total
1. Inspector	890	1748	2638
2. Sub- Inspector	7153	11846	18999

Provided that;

(i) the Head of the Department may re-determine the number of posts of various units within the overall sanctioned allocation.

(ii) the appointing authority may leave unfilled or the Governor may hold in abeyance any vacant post, without thereby entitling any person to claim compensation, or

(iii) the Governor may create such additional permanent or temporary posts as he may consider proper.

PART-III-RECRUITMENT

Source of recruitment

5. Recruitment to the various categories of posts in the service shall be made from the following sources:

(1) Sub-Inspector

(i) Fifty percent by direct recruitment through the Board.

NOTE-Dependants of personnel of police department deceased during service who apply for the post of Sub Inspector of Police in the dependant of deceased category shall be recruited by the Board as per the policy decided by the Government. Restriction being that every year such posts shall not be more than 5 percent of the posts to be filled by direct recruitment as against the vacancies arising in the previously sanctioned posts of Sub-Inspector of Police.

1[(ii) Fifty percent of the total number of sanctioned posts of Sub-Inspector Civil Police shall be filled by recruitment through promotion by the Board on the basis of seniority subject to rejection of unfit from amongst those substantively appointed Head Constables Civil Police who have completed three years of service including probation period on the first day of the year of recruitment.]¹

(iii) Head Constables Civil Police promoted on the ex-cadre posts of Sub-Inspectors Civil Police who fulfill the requirement mentioned in clause (ii) shall also be eligible for promotion to the post of Sub-Inspector.

(2) Inspector

2[(a) Cent percent of the total number of sanctioned posts of Inspector civil police shall be filled by recruitment through promotion by the Board on the basis of seniority subject to rejection of unfit, from amongst substantively appointed Sub-Inspectors Civil Police who have passed the Inspector Civil Police promotion training course prepared by the Directorate of Police Training and have completed seven years of satisfactory service as such on the first day of the year of recruitment, including the probation period.]2

(b) Sub-Inspectors Civil Police promoted on ex-cadre posts of Inspector Civil Police who fulfill the requirement mentioned in sub-clause (a) shall also be eligible for promotion to the post of Inspector Civil Police.

Reservation

Scheduled
shall be
Pradesh

Servicemen) Act, 1993 as
Government in

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eligible for

6. Reservation for the candidates belonging to the Castes, Reservation Scheduled Tribes and other categories in accordance with the provisions of the Act and the Uttar Public Services (Reservation for Physically Handicapped, Dependents of Freedom Fighters and Ex-Servicemen) Act, 1993 as amended from time to time and the orders of the Government in force at the time of the recruitment. The reservation of the National/State level sportsmen shall be in accordance with Government Orders in force at the time of recruitment. It is provided that physically handicapped persons will not be eligible for police services.

[1- 6/2017/2458/ 6-Pu-1-17-53/2015 Dated 07 Dec. 2017 \(Third Amendment\)](#)

[2- 11/2018/4062/ 6-Pu-1-18-53/2015 Dated 15 Nov. 2018 \(Fifth Amendment\)](#)

PART-IV-QUALIFICATIONS

Nationality
must

7. A candidate for direct recruitment to a post in the service be;

(a) a citizen of India; or

(b) a Tibetan refugee who came over to India before the 1st January. 1962, with the intention of permanently settling in India; or

(c) a person of Indian origin who has migrated from Pakistan, Burma, Sri Lanka or any of the East African Countries of Kenya, Uganda and the United Republic of Tanzania (formerly Tanganyika and Zanzibar) with the intention of permanently settling in India:

Provided that a candidate belonging to category (b) or (c) above must be a person in whose favour a certificate of eligibility has been issued by the Government:

Provided further that a candidate belonging to the category (b) will also be required to obtain a certificate of eligibility granted by the Deputy Inspector General of Police, Intelligence Branch, Uttar Pradesh:

Provided also that if a candidate belongs to category (c) above, no certificate of eligibility will be issued for a period of more than one year and the retention of such a candidate in service beyond the period of one year shall be subject to his acquiring Indian Citizenship.

NOTE- A candidate in whose case a certificate of eligibility is necessary but the same has neither been issued nor refused, may be admitted to an examination or interview and he may also be provisionally appointed subject to the necessary certificate being obtained by him or issued in his favour.

Academic

Inspector Qualification must possess a Bachelor's degree from a University established by as

8.1[A candidate for direct recruitment to the post of Sub-law in India or a qualification recognized by the Government equivalent thereto.]¹

Preferential recruitment shall

9. Other things being equal a candidate for direct

Qualification

be given preference who has;

(i) obtained "O" Level Certificate in Computer from DOEACC/NIELIT

Society:

1- 2/15/2678/VI-Pu-1-15-53/2015 Dated 03 Dec. 2015 (First Amendment)

(ii) Has served for minimum of two years in Territorial Army; or

(iii) Has obtained a 'B' Level Certificate of National Cadet Corps;

¹**[NOTE-** Above noted preferential qualification shall carry no marks, but in the event of two or more candidates having equal marks, candidates with preferential qualifications shall be given preference in final selection list under Rule 15(e).]¹

Age
the age
the
direct

10.2[A candidate for direct recruitment must have attained of 21 years and must not have attained the age of 28 years on first day of July of a calendar year in which vacancies for recruitment are advertised.

Provided that the upper age limit in the case of candidate belonging to the Scheduled Castes, Scheduled Tribes and such other categories may be greater by such number of years as may be specified in the Act and prevalent Government Orders applicable at the time of the notification of the vacancies by the Board.]²

Character
post in
respect for
authority shall

11. The character of a candidate for direct recruitment to a the service must be such as to render him suitable in all employment in Government Service. The appointing satisfy itself on this point.

NOTE:- Persons dismissed by the Union Government or any State Government or by a Local Authority or by a Corporation or Body owned or controlled by the Union Government or any State Government shall be ineligible for appointment to the service. Persons convicted of an offence involving moral turpitude shall also be ineligible.

Marital Status
not be
than one

12.3[[4:03 pm, 17/11/2025] Aqeel Ahmad: 12. A person will eligible for appointment to a post in service who has more spouse living or a

[4:04 pm, 17/11/2025] Aqeel Ahmad: person will not be eligible who contracts marriage with a person who already has a spouse living.]³

1- 2/15/2678/VI-Pu-1-15-53/2015 Dated 03 Dec. 2015 (First Amendment)

2- 21/2016/2739/ 6-Pu-1-16-53/2015 Dated 26 Dec. 2016 (Second Amendment)

3- 4/2021/3969/ VI-Pu-1-21-53/2015 Dated 07 Dec. 2021 (Eight Amendment)

Physical fitness
unless
physical
duties.
shall be

13. No candidate shall be appointed to a post in the service he is in good mental and bodily health and free from any defect likely to interfere with the efficient performance of his Before a candidate is finally approved for appointment, he required to pass an examination by a Medical Board.

NOTE- The Medical Board shall examine the candidates for any physical standards prescribed for height, chest and weight measurement as the case may be and deficiencies such as Knock Knee, bow-legs, flat feet, varicose veins, distant and near vision, colour blindness (total or partial), hearing test comprising of Rinne' Test, Webber's Test and tests for vertigo, speech defects etc., and such other deficiencies as may be notified by the Government from time to time.

PART-V-PROCEDURE FOR RECRUITMENT

Determination
Head of **of vacancies**

14. The appointing authority shall determine and intimate to the the Department the number of vacancies to be filled during the

course of
for
other
intimate the
separately, to
shall
separately in the

the year of recruitment as also the number of vacancies reserved candidates belonging to Scheduled Castes, Scheduled Tribes and categories under rule 6. The Head of the Department shall number of vacancies for both male and female candidates the Board and also to the Government. Subsequently the Board notify the vacancies for both male and female candidates following manner:-

(i) by issuing advertisement in daily Hindi and English newspapers having wide circulation;

(ii) by pasting the notice on the notice board of the office or by advertising through Radio/Television and other Employment newspapers;

(iii) by notifying vacancies to the Employment Exchange; and

(iv) by other means of mass communication.

Procedure for 15.1[(a) Application Form and Call letter:-

Direct

will **Recruitment to**
who fill **the post of Sub**
of the **Inspector**
application fee
form
will be

A candidate shall fill only one application Form. The Board accept only online applications. The application of candidates, more than one form, may be rejected by the Board. The Head of the Department, in consultation with the Board, shall fix an for any recruitment. Detailed procedure of filling the Application and issuance of call letter shall be determined by the Board and displayed on its own website.

The Government may change the number of vacancies for any recruitment at any time before the first examination and may also cancel any recruitment at any time or stage of recruitment without assigning any reason therefore.]¹

1- 2/15/2678/VI-Pu-1-15-53/2015 Dated 03 Dec. 2015 (First Amendment)

1[(b)Written Examination-

Candidates whose applications are found correct, shall be required to appear for written test of 400 marks. In this written examination, the Board will keep one objective type question paper of the following subjects:-

Subject	Maximum Marks
1. General Hindi	100 Marks (objective type)
2. Basic Law/Constitution/ General knowledge	100 Marks (objective type)
3. Numerical and Mental Ability Test	100 Marks (objective type)
4. Mental Aptitude Test/I.Q. Test/ Reasoning	100 Marks (objective type)

Candidates failing to obtain 35% marks in each subject and 50% marks in aggregate in the written examination shall

not be eligible for recruitment. The detailed syllabus for the examination will be decided by Board and will be displayed on its website. The Board will decide at its own level to conduct written examination on one date in a single shift or in more than one shift or more than one date in different shifts with different question paper through pen and paper based written examination (OMR) system or through computer based examination system.

Note:-

(1) Detailed procedure for written examination shall be determined by the Board and will be displayed on its own website.

(2) If the Board decides to conduct the written examination in more than one shift or on more than one date in different shift with different question paper, then the Board may, if necessary, decide the process of normalization of marks obtained by candidates appearing in such examination at its level and be displayed on its website.

Provided that under above circumstances wherever the word 'marks' appears in this rule, it shall mean 'normalized marks'.

Provided also that the board shall first normalize the raw marks obtained by the candidates separately in each of the four subjects in the question paper and the final total normalized marks will be calculated by summing up normalized marks of all the four subjects.]¹

1-2/2020/1399/ 6-Pu-1-20-53/2015 Dated 13 July 2020 (Seventh Amendment)

1[(c) Scrutiny of Documents and Physical Standard Test-

Candidates found successful in written examination under clause (b) shall be required to appear in Scrutiny of Documents and physical Standard Test. Keeping in view the total number of vacancies, the Board shall decide at its own level, the number of candidates on the basis of merit to be called for this test. Physical Standards for candidates are as follows:-

1. Minimum Physical Standards for male candidates are as follows:-

(a) Height:-

(i) for General/Other Backward classes and Scheduled Castes male candidates minimum height should be 168 centimetres.

(ii) for Scheduled Tribes male candidates minimum height should be 160 centimetres.

(b) Chest:-

For the candidates belonging to General/ Other Backward classes and Scheduled Castes minimum chest measurement should be. 79 centimetres without expansion and at least 84 centimetres with expansion; and for the candidates belonging to the Scheduled Tribes 77 centimetres without expansion and not less than 82 centimetres on expansion.

Note:- Minimum 5 centimetre chest expansion is essential.

2. Minimum Physical Standards for female candidates are as follows:-

(a) Height:-

(i) for General/Other Backward classes and Scheduled Castes female candidates minimum height should be 152 centimetre.

(ii) for Scheduled Tribes female candidates minimum height should be 147 centimetres.

(b) Weight:-

Minimum 40 Kg. for female candidates.

For conducting this examination a committee will be constituted by the Board in which a Deputy collector nominated by the District Magistrate will be the Chairman and the Deputy Superintendent of Police nominated by the District Superintendent of Police will be the member., the other members of the committee shall be nominated by the District Magistrate or the Superintendent of Police if requested by the Board.

Detailed procedure for this examination shall be determined by the Board and will be displayed on its own website.]]

1- 2/15/2678/VI-Pu-1-15-53/2015 Dated 03 Dec. 2015 (First Amendment)

1[If any candidate is not satisfied with his Physical Standard Test, he may file an objection on the same day after the test. For clearing all such objection; the Board shall nominate one Additional Superintendent of Police at every place and Physical Standard Test of all such candidates will be conducted again by the committee in the presence of the said nominated Additional Superintendent of Police. All

those candidates who are again found unsuccessful in the Physical Standard Test, will be declared unfit for recruitment and no further appeal will be entertained in this regard.

(d) Physical Efficiency Test-

Candidates found successful in Scrutiny of Documents and Physical Standard Test as per clause (c) will be required to appear in Physical Efficiency Test, which will be of qualifying nature. For qualifying in this physical efficiency test it shall be necessary for male candidates to complete 4.8 km. run in 28 minutes and for female candidates to complete 2.4 km. run in 16 minutes. Those candidates who do not complete the run within prescribed time shall not be eligible for recruitment. Detailed procedure for Physical Efficiency Test shall be determined by Board and will be displayed on its own website. For conducting this exam a committee will be constituted by Board in which a Deputy Collector nominated by the District Magistrate will be Chairman and of Police Deputy Superintendent nominated by the District Superintendent of Police will be member, the other members of the committee shall be nominated by the District Magistrate or the Superintendent of Police if requested by the Board.

(e) Selection and Final Merit List:-

From amongst the candidates found successful in Physical Efficiency Test under clause (d), on the basis of marks obtained by each candidate in written examination under clause (b), Board shall prepare, as per the vacancies, a select list of each category of candidates, as per order of merit keeping in view the reservation policy and send it with recommendation to the Head of the to Medical Department subject test/character verification. No waiting list shall be prepared by the Board. List of all candidates with marks obtained by each candidate shall be uploaded on its website by the Board. The Head of the Department shall after his approval forward the list sent by the Board to the Appointing Authority for further action.

Note: If two or more than two candidates obtain equal marks then their seniority shall be decided by the - procedure laid in following order:-

(1) If two or more candidates obtain equal marks then such candidate will be given preference who possesses

preferential qualification, if any (in the same order as stated in rule 9). Candidate having more than one preferential qualification shall get the benefit of only one preferential qualification.

(2) Even then if two or more candidates have equal marks then candidate older in age shall be given preference.

(3) If despite the aforementioned more than one candidates are equal, then preference to such candidate shall be determined according to the order in English Alphabets of their names mentioned in High School Certificate.

(f) Medical Test-

The candidates whose names are in the select list as per clause (e), will be required appear for Medical Examination by the Appointing Authority. For conducting the medical examination, the Chief Medical Officer of the concerned district shall constitute a Medical Board, which will have 03 doctors, who will conduct Medical Examination as per "Police Recruitment Medical Examination Forms" as prescribed and codified by the Head of Department in consultation with the Director General of Medical Health. Any candidate not satisfied by his Medical Examination, may file. an appeal on the day of examination itself. Any appeal with regard to Medical Examination will not be considered if the candidate fails to file the appeal on the date of Medical Examination and declaration of its result itself. The Medical Board constituted for appeal shall have expert regarding Medical deficiency of the applicant. The detailed instructions for conducting Medical examination will be issued by the Director General of Police. The candidates found unsuccessful in Medical Examination shall be declared unfit by the Appointing Authority and such vacancies shall be carried forward for next selection.]¹

1- 2/15/2678/VI-Pu-1-15-53/2015 Dated 03 Dec. 2015 (First Amendment)

Character **16.** Character Verification shall be completed under the supervision **verification** of appointing authority before issuing of appointment letter and before sending the candidates for training. Ordinarily character verification shall be completed within a month. On adverse fact coming to light during character verification of any candidate, he shall be declared unfit by the appointing authority and such vacancies shall be carried forward for next selection.

Procedure for recruitment by **17. (1) Promotion on the post of Sub Inspector-**
The appointment to the post of the Sub Inspector shall

be made **promotion** from amongst the eligible personnel substantively appointed as Head Constable Civil Police according to the following policy:-

1[(a) Fifty percent of the total sanctioned posts of the Sub Inspector Civil Police shall be filled by recruitment through promotion by the Board on the basis of seniority subject to rejection of unfit from amongst those substantively appointed Head Constables civil police who have completed three years of service including probation period on the first day of the year of recruitment.]¹

(b) Such Head Constables Civil Police promoted to ex-cadre post of Sub-Inspector Civil Police shall also be eligible for promotion to the posts of Sub inspector Civil Police under clause (a) who fulfill the qualifications.

(2) Promotion on the post of Inspector Civil Police-

The appointment to the post of the Inspector Civil Police shall be made from amongst the eligible personnel substantively appointed as Sub Inspector Civil Police according to the following policy:-

1[(a) Cent percent of the total number of sanctioned posts of Inspector Civil Police shall be filled by recruitment through promotion by the Board on the basis of seniority subject to rejection of unfit from amongst those substantively appointed Sub-Inspector Civil Police who have completed seven years of service including probation period on the first day of the year of recruitment.]¹

(b) Such sub-inspector Civil Police, promoted to ex-cadre post of Inspector Civil Police, shall also be eligible for promotion to the posts of inspector Civil Police under clause (a), who fulfill the qualifications.

1- 6/2017/2458/ 6-Pu-1-17-53/2015 Dated 07 Dec. 2017 (Third Amendment)

(3) Selection Committee for Promotion-

(a) The Selection Committee for promotion shall be constituted by the Board.

(b) The Chairman of the Committee shall be nominated by the Board and shall not be junior in rank than the Appointing Authority for the promotional post for which the selection committee is constituted. One member of appropriate rank shall be nominated by the Head of the Department in the Committee and remaining members of the

Committee shall be nominated by the Board according to Government Orders for the time being in force.

(c) Undisputed seniority list for promotion shall be made available by the Police Head Quarters to the Board.

(d) Selection Committee shall submit the result of successful candidates along with its recommendations to the Board. The Board shall submit the list of selected candidates along with its recommendations to the Head of the Department. The list shall not contain candidates more than the notified vacancies.

(e) The Head of the Department shall after his approval send the List to Appointing Authority who will issue final orders for promotion.

(f) After approval by the Head of Department, final list of candidates selected for promotion shall be displayed by the Board on its website and U.P. Police website.

PART VI- TRAINING, APPOINTMENT, PROBATION, CONFIRMATION AND SENIORITY

Appointment
appointing
candidates
under

they
date of

18.1[(1) Subject to the provisions of rules 15 and 16 the authority shall make appointment by taking the names of in the same order in which they stand in the list prepared clause (e) of rule 15. The appointing authority shall issue the appointment letter to the candidates with the direction that should report for service /training within one month of the issue of the letter or any date specified for this purpose in the appointment letter. If a candidate does not do so his selection/appointment shall be cancelled:

Provided that any person appointed to a post in the service prior to the commencement of these rules and is working on the post, shall be deemed to have been substantively appointed under these rules.]¹

1- 2/15/2678/VI-Pu-1-15-53/2015 Dated 03 Dec. 2015 (First Amendment)

(2) If more than one order of appointments are issued in respect of any one selection under rule-17, then a combined order shall also be issued, mentioning the names of the persons in order of seniority as determined in the selection or, as the case may be, as it stood in the cadre from which they are promoted.

Provided that any person appointed before the commencement of these rules to a post under the service and working on that post shall be deemed to have been substantively appointed under these rules and such

Training
inspectorPolice
during the
training
then his

substantive appointment shall be deemed to have been made under these rules.

19. (1)(a) The candidates finally selected to the post of sub under rules 15 and 16 shall be required to pass the training prescribed by the Head of the Department. Provisions of Training College Manual shall be effective on the cadets basic training. If the candidate finally selected for basic does not report for training within the stipulated time limit selection/candidature shall be cancelled.

(b) Re-examination of the cadets failing in basic training shall be organized by the Head of the Department after their supplementary training. The proceeding for termination of service of candidates failing in examination of training after supplementary training shall be done by the Appointing Authority.

¹[(2) The candidates appointed by promotion under rule 17 shall be required to complete the training prescribed by the Head of the Department.]¹

Probation
service

20. (1) A person on substantive appointment to a post in the shall be placed on probation for a period of two years.

(2) During the probation period a probationer shall be required to undergo such training as may be prescribed by the Head of Department.

(3) The appointing authority may, for reasons to be recorded, extend the period of probation in individual cases specifying the date up to which extension is granted:

Provided that, except in exceptional circumstances, the period of probation shall not be extended beyond one year and in no circumstances, beyond two years.

1- 11/2018/4062/ 6-Pu-1-18-53/2015 Dated 15 Nov. 2018 (Fifth Amendment)

(4) If it appears to appointing authority at any time during or at the end of the period of probation or extended period of probation that a probationer has not made sufficient use of his opportunities or has otherwise failed to give satisfaction, he may be reverted to his substantive post, if any, and if he does not hold a lien on any post, his services may be dispensed with.

(5) A probationer who is reverted or whose services are dispensed with under sub-rule (4) shall not be entitled to any compensation.

(6) The appointing authority may allow continuous service, rendered in officiating or temporary capacity in a post included in the cadre or any other equivalent or higher post to be taken into account for the purpose of computing the period of probation.

Confirmation
shall be
probation

21. (1) Subject to the provisions of rule 20, a probationer confirmed in his appointment at the end of the period of or the extended period of probation if;

- (a) he has successfully undergone the prescribed training;
- (b) his work and conduct is reported to be satisfactory; and
- (c) his integrity is certified.

(2) Where, in accordance with the provisions of the Uttar Pradesh State Government Servants Confirmation Rules, 1991, confirmation is not necessary, the order under sub-rule (3) of rule 5 of those rules declaring that the person concerned has successfully completed the probation shall be deemed to be the order of confirmation.

Seniority
in the

22. Seniority of persons substantively appointed to any posts service Seniority shall be determined as follows :-

(1) Determination of seniority of sub inspectors recruited before 02-12-2008

(a) Seniority of sub inspectors recruited by any means who have undergone training at one time shall be determined on the basis of the percentage of marks obtained by them in training after selection in training institutions.

(b) Sub inspectors trained in one training session shall be junior to all sub inspector trained in previous training session and shall be senior to all sub inspectors trained in subsequent training sessions. Restriction being that if sub inspectors appointed by direct recruitment and by promotion undergo training in one training session then in that case the seniority of promotees vis a vis direct recruits shall be determined in a cyclic order (the first being a promotee) so far as may be, in accordance with the quota prescribed for two sources.

(2) Determination of seniority of sub inspectors recruited after 02-12-2008

(a) seniority of sub inspectors appointed by any type of selection shall be determined from their date of selection. Here date of selection means the date on which the Head of

Department approves the select list sent by the Board or the selection committee after the completion of recruitment process;

1[(b) Selection of sub inspectors by the Board by means of direct recruitment shall be considered a separate selection. Inter-se seniority of sub inspectors recruited in a single selection under direct recruitment shall be according to the order of the final select list issued by the Board. But if direct recruitment, against vacancies in the post of Sub Inspector Civil Police in any year, for Male and Female candidates is carried out simultaneously then the seniority of selected Male and Female candidates shall be decided together on the basis of marks obtained by them in these selection processes, even if both the recruitments have different dates of selection. In this regard after completion of recruitments processes and declaration of their results, the Board shall separately prepare the combined merit list of all Male and Female candidates selected for the post of Sub Inspector Civil Police on the basis of marks obtained by them in the recruitment processes and send it to Police Headquarter. Subsequently the Police Headquarter shall decide the seniority of these selected Male and Female candidates together, for the post of Sub Inspector Civil Police, on the basis of the combined merit list.]¹

(c) sub inspectors recruited under the dependants of deceased category and sub inspectors recruited under the Skilled Sportsmen Rules-2011 shall be considered a separate selection of direct recruitment. The inter-se seniority of sub inspectors so recruited shall be determined according to the percentage of marks obtained by them in training after selection in training institutions. In one training session if percentage of marks obtained in training institutions are same for more than one candidate then date of birth shall be made the basis of determination of inter-se seniority. In case of percentage of marks and date of birth being same the seniority shall be determined according to the alphabetical order of the names in High School Certificates in English.

1- 21/2016/2739/ 6-Pu-1-16-53/2015 Dated 26 Dec. 2016 (Second Amendment)

(d) Sub inspectors appointed through promotion shall be considered a separate selection. If promotion to the post of sub inspector is through an examination then inter-se seniority of sub inspectors appointed after promotion shall be according to the final select list issued by the Board. If

promotion to the post of sub inspector is done on the basis of seniority then the inter se seniority of sub inspectors appointed having same date of selection shall be according to their seniority in the feeder cadre and sub inspector selected in previous year shall be senior to sub inspector selected in subsequent year.

1[(3) Determination of seniority of Inspectors

Seniority of inspectors appointed on the basis of promotion shall be determined from their date of selection. Here date of selection means the date on which the Head of Department approves the select list sent by the Board after the completion of recruitment process. If promotion to the post of Inspector is through an examination then inter-se seniority of Inspectors appointed after promotion shall be according to the final select list issued by the Board. If promotion to the post of Inspector is done on the basis of seniority then the inter-se seniority of Inspectors shall be according to their seniority in the feeder cadre and Inspector selected in previous year shall be senior to Inspector selected in subsequent year.]¹

(4) The seniority in some special case determined according to a previously determined policy shall remain unchanged.

(5) Despite the aforesaid if new facts come to light about seniority determination or in case some dispute arises then it shall be resolved by the Head of Department according to policy of the Government.

PART-VII-PAY ETC.

Scales of Pay
the
may be

23. (1) The scales of pay admissible to persons appointed to various categories of posts in the Service shall be such as determined by the Government from time to time.

(2) The scales to pay at the time of the commencement of these rules are given as follows:

S.No.	Name of post	Scales of pay
1	Sub Inspector	Rs. 9300-34800 Grade Pay - 4200
2	Inspector	Rs. 9300-34800 Grade Pay - 4600

1- 6/2017/2458/ 6-Pu-1-17-53/2015 Dated 07 Dec. 2017 (Third Amendment)

Pay during
Rules to probation
permanent
the time

24. (1) Notwithstanding any provision in the Fundamental the contrary, a person on probation, if he is not already in Government Service shall be allowed his first increment in scale when he has completed one year of satisfactory service,

has passed departmental examination and undergone training
 where prescribed and second increment after two years of service
 when he has completed the probationary period and is also
 confirmed:

Provided that if the period of probation is extended on account of failure to give satisfaction, such extension shall not count for increment unless the appointing authority directs otherwise.

(2) The pay during probation of a person who was already holding a post under the Government shall be regulated by the relevant fundamental rules:

Provided that if period of probation is extended on account of failure to give satisfaction such extension shall not count for increment unless the appointing authority directs otherwise.

(3) The pay during probation of a person already in permanent Government Service shall be regulated by the relevant rules, applicable generally to Government Servants serving in connection with the affairs of the State.

PART-VIII-OTHER PROVISIONS

Canvassing those
 will be
 candidate to

25. No recommendations, either written or oral, other than required under the rules applicable to the post in the service taken into consideration. Any attempt on the part of a enlist support directly or indirectly for his candidature will disqualify him for appointment.

Regulation of rules or
other matters governed by

26. In regard to the matters not specifically covered by these special orders persons appointed to the service shall be the rules, regulations and orders made under the Police Act.

Relaxation for operation of **the conditions of**
 of persons appointed to **service**
 any particular case, it may,
 rules applicable to the
 requirements of that rule to
 it may consider
 manner.

27. Where the State Government is satisfied that the any rule, regulating the conditions of service the service causes undue hardship in notwithstanding anything contained in the case, by order, dispense with or relax the such extent and subject to such conditions as necessary for dealing with the cases in just and equitable manner.

Savings

28. Nothing in these rules shall affect reservations and other concessions required to be provided for the candidates belonging to the Scheduled Castes, Scheduled Tribes and other special categories of persons in accordance with the

orders of the Government issued from time to time in this regard.

Appendix-1

1[****]

Appendix-2

1[****]

Appendix-3

1[****]

Appendix-4

1[****]

Appendix-5

2[****]

1. Appendices 1, 2, 3 and 4 have been omitted by Notification No. 2/15/2678/VI-Pu-1-15-53/2015 Dated 03 Dec. 2015 (First Amendment).

2. Appendices 5 have been omitted by Notification No. 1350/ VI-Pu-1-19-53/2015 Dated 30 July 2019 (Sixth Amendment)

