

## Preface

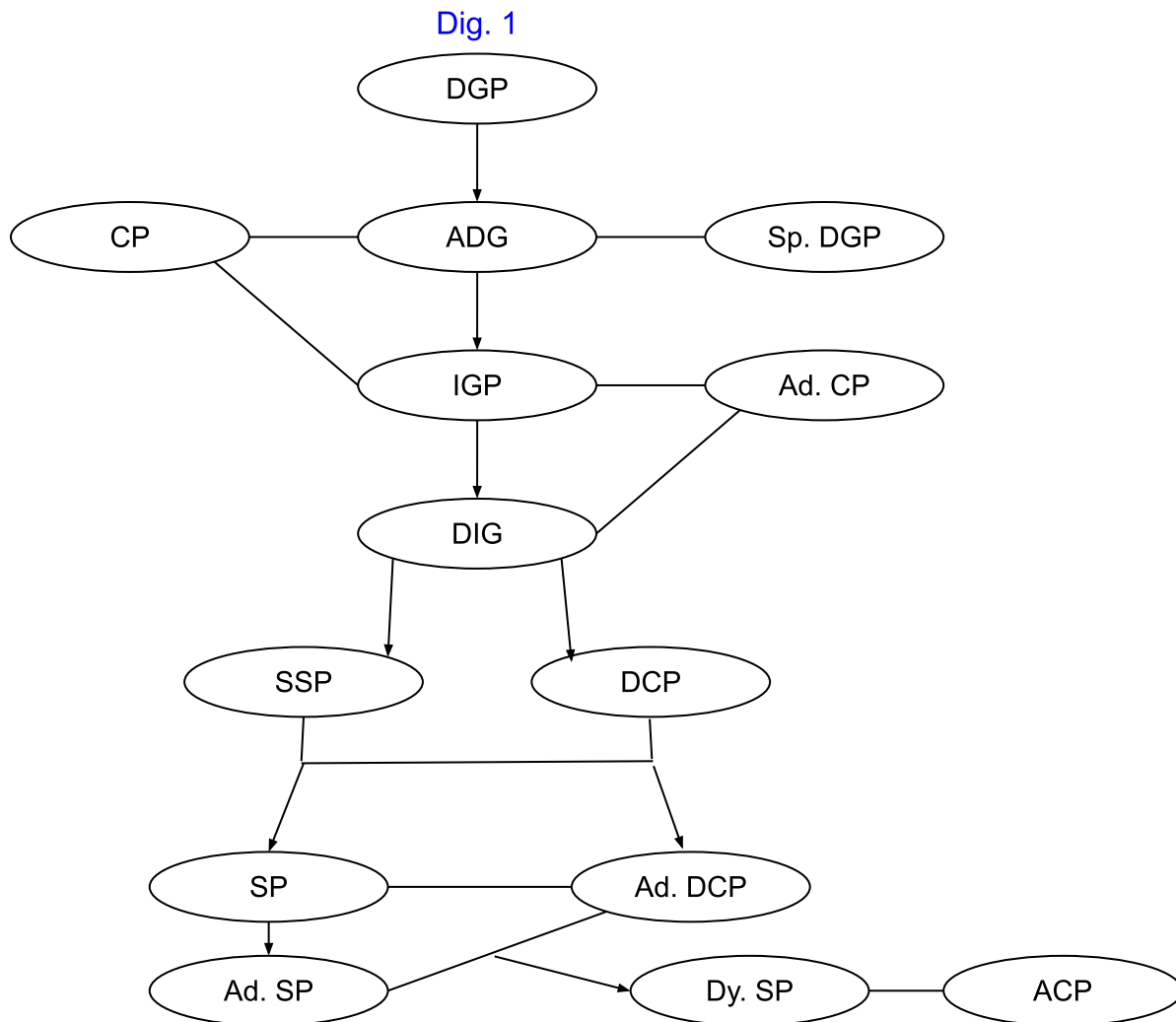
A country is as progressive as stable and strong as its Law and Order condition. In order to have a smooth growth in the country's infrastructure and economy, the ministry of Home Affairs plays a major role; to be mentioned our first Home Minister Sardar Vallabh Bhai Patel is considered the iron man of the nation who guided the newly born independent nation to have a strong POLICE force. To join the POLICE service - is a dream of many citizens. POLICE service is the profession of glory, true dedication towards nation building, providing safety and security to each and every citizen, societies and the nation.

Many times a person seen in Khaki Uniform - provides an utter sense of security to the individual, though the individual might be at any place of the nation. If the services fascinates you, or motivates you to offer your glorious services to the nation - here we are going to see how to build up a career in the POLICE services.

## POLICE Recruitment :

Whenever we talk about the POLICE department recruitment - there are various stages and various levels of entry with particular set of skills and eligibility of the candidates. We shall try to understand the process of recruitment, but before that we shall see the hierarchy and job function of the POLICE department.

The law enforcement is a State's matter and hence the policing structure varies from one state to the other. The general organogram is given in the following diagram (Dig.1) :



All the positions shown in the Dig.1 are gazetted officers and they are recruited through UPSC or the State Service Commission, please refer to our booklet on Civil Services. Please note that the positions are mentioned in abbreviated nomenclature and the same position may have different seniority or rank, depending on the location of posting and nature of duty.

Dy. SP (Deputy Superintendent of Police) is directly appointed by the State Service commission and sometimes gets promoted through internal departmental examination. Once they acquire the position of IPS (Indian Police Service) cadre of the state, they become SP (Superintendent of Police) or equivalent and they can further be promoted in the ladder depending upon their performance and experience as a candidate's suitability of the vacant position.

Let us understand the role of each position in the gazetted officer category.

### **DGP ( Director General of Police )**

The position is the highest level in the State or Union Territory of the Nation and compulsorily a three star IPS officer. There may exist multiple DGPs in the same state with departmental or functional variation with the tag of Additional DGP. For example - DG NIA(Director General, National Investigation Agency), Director General of Prison etc. The position is nominated by the Union Public Service Commission and appointed by the respective cabinet of the state or the union territory. The DG reports to the Chief Secretary of the Home Ministry of the state and sometimes directly to the CM (Chief Minister) of the state. Approximate monthly salary of a DGP is ₹ 2,25,000 and lucrative perks.

## CP (Commissioner of Police)

The Commissioner of Police is equivalent to the position of Additional Director General of Police in the state but their role is defined in a Commissionerate. A commissionerate may be having a group of adjoining districts under control. A Police Commissioner may or may not hold certain powers of the executive magistrate, contrary to the Superintendent of Police (SP) or Senior SP (SSP) in charge of a police district who depends on the district magistrate to issue orders. CP commonly known as Police Commissioner, **is a post that can be held by an IPS officer of the rank Deputy Inspector General of Police (DIG) and above**, depending upon the sanction provided by the respective state government (or in case of Delhi, by the Government of India). The commissioner is assisted by special commissioner, joint commissioner, additional commissioner, deputy commissioner, assistant commissioner of police. Reporting structure and power of a CP may vary from one commissionerate to the other, for example Police Commissioners of Delhi, Mumbai and Kolkata report directly to the state government and not to the DGP and they exercise the power of a District Magistrate (DM) and an Executive Magistrate. Approximate monthly salary of a CP is ₹ 1,75,000 and lucrative perks and that may vary with seniority (rank and duration in service) and location.

## **ADG (Additional Director General) / Sp. DGP (Special DGP)**

The ADGP is responsible for overseeing the administrative functions, law and order, investigation, modernization, intelligence, training and development of the police force. This includes managing personnel, handling transfers and promotions, and ensuring that the police force is adequately staffed and resourced. The ADGP is responsible for overseeing the investigation of major crimes and ensuring that the police force is equipped with the necessary resources and skills to conduct effective investigations. The ADGP oversees the collection and analysis of intelligence related to crime and terrorism. Overall, the ADGP plays a critical role in ensuring that the state police force is functioning effectively and efficiently. Their responsibilities span a wide range of functions, from administrative duties to law enforcement, investigations, intelligence, training, and public relations. ADG is considered to be equivalent to the CP and in spite of being a three star holding officer, one is considered below DG. However the position is equivalent to Additional Director or Joint Director of CBI (Central Bureau of Intelligence). The salary is slightly lower than the DG. Many times, it is considered that the ADG is the probation period of an officer before getting promoted to DG. Similar is the position of Special DGP whose posting is more strategic by nature to help the control span of DGP.

## **IGP ( Inspector General of Police )**

In modern India, an Inspector General of Police (IGP) is an officer from the Indian Police Service. In a state, an IGP holds the third-highest rank in the hierarchy, just below the rank of ADGP and above DIG. Some of the CP are also acting as IGP as per rank. Sometimes, the Ad. CP (Additional Commissioner of Police is) also of the same rank as that of IGP and sometimes at the rank of DIG (Deputy Inspector General). Approximate salary of an IG is ₹ 1,60,000.

## **DIG ( Deputy Inspector General )**

Deputy Inspector General of Police (DIG) is a rank in the Indian police, just below Inspector General of Police. It is a rank held by Indian Police Service officers who had successfully served as SSP (Senior Superintendent of Police) or DCP (Deputy Commissioner of Police) from Selection Grade and got promoted to this rank. There is no limit to the number of DIGs a state can have and most states have several DIGs, depending upon the complexity of socio-geographical condition of the area. In most of the states, DIG covers a district. Approximate salaries of a DIG is around ₹ 1,25,000.

## **SSP (Senior Superintendent of Police) / DCP (Deputy Commissioner of Police)**

SSP (Senior Superintendent of Police) Officer alias DCP (Deputy Commissioner of Police) Officer alias S.S.P. alias DCP is a rank in Indian police forces held by an officer who typically heads a rural police district. Other officers of the same rank may lead specialised wings or units. In cities under a commissionerate system, an SP (Superintendent of Police) and SSP may serve as the DCP under the Commissioner of Police. The SP reports directly to the district magistrate (collector), the administrative head of a revenue district, who has general control and direction over police administration. Additionally, an SSP sends monthly reports to the DGP via the IGP and the DIG.

Other Hierarchical posts which are selected through UPSC CSE are listed below :

**SP - Superintendent of Police**

**Ad. SP - Additional Superintendent of Police**

**Ad. DCP - Additional Deputy Commissioner of Police**

**ASP - Assistant Superintendent of Police**

**ACP - Assistant Commissioner of Police**

**Dy. SP (pronounced as DSP) - Deputy Superintendent of Police.**

Dy. SP is responsible for managing a number of police stations and takes the reports from Police Inspectors and down the line. Dy. SP may directly be recruited through state public service commission or may get promoted through ranks.

In order to understand the rank system in the Police Department, we also need to understand the area of operation and the nature of jobs in the divisions of Police. You might have seen in cities like Surat, people managing traffic on the signal crossroads and helping people to drive smoothly. They are hired by the Traffic Police department and called Traffic Brigade. They are not on the payroll of the Government, but work on the basis of a contract agreed between themselves and the Police Department. Similarly, recruitment in ITBP (Indo-Tibetan Border Police) Force constables, have separate selection processes and standards. The recruitment in the junior positions have two gateways :

1. Recruitment of Constables (Armed / Unarmed Constabulary)
2. Recruitment of ASI/PSI/Writer (Upper Subordinate)

Let us understand the entire hierarchy of Police from Police Inspector and downward.

### **Inspector**

Police is a subject of state. Every state has a different nomenclature to organise its Police force in a hierarchy as mentioned in their police rules. The Police rank and posts are mentioned in the State Police Acts and related Rules and Regulations. Inspector is the highest non-gazetted rank in the Police force. They are not directly recruited (in general) but get promoted through upper constabulary/subordinate ranks. The Inspector has several names, some of the popular ones are - PI (Police Inspector), SO (Station Officer), CO(Circle Officer), Thana In-charge, *Thanedaar*, *Daroga* etc.

### **Police Sub-Inspector**

Commonly known as PSI, this is the post for which Upper Subordinate examinations are conducted or internal departmental examinations are conducted. As the name suggests, they are directly assisting the Inspector / Senior Inspector. Many times they manage a police station in a bigger circle.

## **Assistant Sub-Inspector**

Commonly known as ASI, this is the post for which Upper Subordinate examinations are conducted or internal departmental examinations are conducted. As the name suggests, they are directly assisting the Sub-Inspector / Inspector. Many times they manage a police station in a bigger circle.

## **Head Constable**

This is the highest position acquired by a candidate after clearing the Police Constabulary Examination. The position is somewhere popular as '*Hawaldar Saab*' or '*Lance Nayak*'. Many times they drive the vehicle of senior officers and departmental vehicles.

## **Constable**

This is the entry level position acquired by a candidate after clearing the Police Constabulary Examination. The position is somewhere popular as '*Sipahi*' or '*Sepoy*'. Many times they drive the vehicle of senior officers and departmental vehicles. They also carry the files and documents, to relevant departments and places like Passport Office, Court, Jail, DIG office etc. They can reach the upper subordinate level through internal examinations of the department and get promoted to the PSI level.



The Police Recruitment Board is different for different states, yet the process of recruitment is very much similar. As mentioned above - the recruitment happens through four gateways :

1. UPSC CSE (ASP/SP)
2. State Public Service Commission (Dy. SP)
3. State Police Recruitment Board (Upper Subordinate / PSI)
4. State Police Recruitment Board (Constabulary)

We have already discussed the process of recruitment in CSE (Civil Service Examination) and Gujarat Public Service Commission in our published booklet of UPSC-GPSC.

Here we shall see the process of recruitment in the State Police Recruitment Board (Upper Subordinate / PSI) and the State Police Recruitment Board (Constabulary).

This is to be mentioned that IPS officers also have authority of direct recruitment for certain posts with certain formalities.

### **State Level Police Recruitment Board (SLPRB)**

Every state has a state level police recruitment board that reports to the ministry of home affairs and recruits candidates through online recruitment advertisements, followed by written and physical examinations. The recruitment may be possible for several departments of police, for the Stipendiary Cadet Training (SCT), Constabulary, Upper Subordinate.

Each SLPRB has a set of guidelines and rule book of recruitment. There may exist special category reservations which are either mentioned in the advertisement or notified through amendment in the rule book or both.

## Upper Subordinate Level Examination

The examination is conducted for the position of Sub-Inspector of Police. They may have different functionalities after the recruitment. The recruitment happens in several phases as mentioned below :

1. Online Application and candidature application verification
2. Preliminary Written Test
3. Secondary Test ( Typing Speed / Other relevant skill set test)
4. Physical Measurement test
5. Physical Standard tests and Medical Examination
6. Character Verification
7. Training

A candidate has to pass all the above mentioned phases to attend a permanent recruitment in the Police Force of the state.

## Written Examination

The written examination comprises two papers, each paper having two parts viz. A and B. Each paper has a duration to write within 180 minutes. The structure and syllabus of the Gujarat Police PSI recruitment written test is given below for reference :

- **Paper I (General Studies) , Part A 100 Marks**
  - Reasoning and Data Interpretation, 50 Marks, MCQ 50 questions
  - Quantitative Aptitude, 50 Marks, MCQ 50 questions
  
- **Paper I , Part B 100 Marks**
  - Constitution of India and Public Administration (25 Marks)
  - History, Geography, Cultural Heritage (25 Marks)
  - Current Affairs and General Knowledge (25 Marks)
  - Environment, Science & Technology and Economics (25 Marks)

- **Paper II , Gujarati and English Language Skill (Descriptive Writing)**

- **Part A - Gujarati**

- Essay (30 Marks)
- Summarization / Precis Writing with Title (10 Marks)
- Prose Review (10 Marks)
- Report Writing (10 Marks)
- Letter Writing (10 Marks)

- **Part B - English**

- Precis Writing with Title (10 Marks)
- Comprehension (10 Marks)
- Translation (From Gujarati to English) (10 Marks)

**The descriptive written examination is to be answered on plain white pages, hence it is recommended to the candidates to practise on plain paper.**

Qualifying standards for each part are decided separately and the candidate has to qualify each part of both the papers.

Detailed syllabus may be obtained from the actual advertisement or contact [NJCF](#) .

### **Educational Standard**

Minimum educational qualification is a Graduation degree in any discipline from a recognised University.

### **Age Limit**

Minimum age to be 21 years and Maximum age of the candidate should be less than 35 years.

## **Physical Standard Test (PST)**

The examination is popularly known as the measurement test. The test has different standards for the genders and this is also the screening examination for the Physical Efficiency Test (PET).

Physical standard measurement for male / female candidates are mentioned below :

- **Height**
  - Minimum 162 cm (Scheduled Tribe male candidates)
  - Minimum 165 cm (Non-ST male candidates)
- **Weight**
  - As per the height - weight chart standards for male.
  - Minimum weight - 40 kgs for female candidates.
- **Chest (Only Male candidates)**
  - Unexpanded - Minimum 79 cm
  - Expansion in one deep breath - minimum 5 cm (i.e. - 84 cm and above)
- **Eye Sight (For all)**
  - Distant Vision - 6/6 (both eyes)
  - Near Vision - 0/5 (both eyes)
  - No trace of colour blindness
  - No trace of physical morbidity, squint in either eye or eyelids.

- **Non-Permissible Physical Conditions**

- Knocked Knee
- Flat Feet
- Pigeon Chest
- Hammer Toes
- Varicose Tissue/Veins
- Fractured Limb
- Decayed Teeth
- Communicable Skin Diseases
- Colour Blindness
- Squint Eyes
- Physically Challenged
- Hearing ailment
- Psychological Ailment
- Appendage

### **Physical Efficiency Test (PET)**

The test is common for both Upper Subordinate and Constabulary recruitment levels. Given below are the tests to be qualified for merit list:

- **Running**
  - Male 5000 m - within 25 minutes
  - Female 1600 m - within 9 minutes 30 seconds
  - Ex-Serviceman 2400 m - within 12 minutes 30 seconds
- **High Jump**
  - Male 4 feet (within 3 attempts)
  - Female 3 feet (within 3 attempts)
- **Long Jump**
  - Male 11 feet (within 3 attempts)
  - Female 9 feet (within 3 attempts)

## **Constabulary Level Examination**

The examination is conducted for the position of Constable of Police or Jail Sepoy. They may have different functionalities after the recruitment. The recruitment happens in several phases as mentioned below :

1. Online Application and candidature application verification
2. Physical Measurement test
3. Physical Standard tests and Medical Examination
4. Written Test
5. Character Verification
6. Training

A candidate has to pass all the above mentioned phases to attend a permanent recruitment in the Police Force of the state.

## Written Examination

The written examination comprises two papers, each paper having two parts viz. A and B. Each paper has a duration to write within 180 minutes. The structure and syllabus of the Gujarat Police PSI recruitment written test is given below for reference :

- **Paper I (General Studies) , Part A** **100 Marks**
  - Reasoning and Data Interpretation, 30 Marks, MCQ 30 questions
  - Quantitative Aptitude, 30 Marks, MCQ 30 questions
  - Comprehension in Gujarati Language, 20 Marks
  
- **Paper I , Part B** **120 Marks**
  - Constitution of India and Public Administration (30 Marks)
  - Current Affairs and GK, Science & Technology (40 Marks)
  - History, Cultural Heritage, Geography of Gujarat & India (50 Marks)

Qualifying standards of physical measurement and efficiency are conducted first for Constabulary Recruitment Examination; Detailed syllabus may be obtained from the actual advertisement or contact [NJCF](#) .

### Educational Standard

Minimum educational qualification is a SSC from a recognised Educational Board.

### Age Limit

Minimum age to be 18 years and Maximum age of the candidate should be less than 32 years.

## **Physical Standard Test (PST)**

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  - Male 4 feet (within 3 attempts)
  - Female 3 feet (within 3 attempts)
- Long Jump
  - Male 11 feet (within 3 attempts)
  - Female 9 feet (within 3 attempts)

One may appear for both examinations of Subordinate and Constabulary and in that case if PET is on the same date then,one appearance will be valid for both. Although candidates will have to appear for written examination of both cadres.

There are a few reservations and weightage of marks for certain certificates like National Cadet Corps (NCC) and listed sports at specified levels. For details contact [NJCF](#).