

SCHEME FOR RECRUITMENT OF CONSTABLES IN CENTRAL POLICE FORCES

Constabulary forms the major component of the Central Police Forces (CPFs). The working of the Force mainly depends on the capability and effectiveness of the personnel at this level. It is very important that personnel having the right aptitude, capability and fit in all respects are appointed as constables in Central Police Forces. Recruitment of Constables is an important process and it is necessary to lay down certain policy guidelines enumerated hereunder to deal with eligibility conditions and the system to be followed while conducting recruitment of Constables in CPFs.

✓1. **ELIGIBILITY FOR APPOINTMENT**

For appointment to the posts of Constables in Central Police Forces, candidates must meet the following eligibility conditions:-

- 1) **Age** : Between 18 to 23 years.
(Cut off date for age will be 1st August every year)
- 2) **Educational Qualification**: Matriculation or Xth Class pass.
- 3) **Physical Standards**
 - a) Height : For males : 170 cms.
For Females : 157 cms.
 - b) Chest : For males :
Unexpanded: 80 cms.
Expanded : Minimum
Expansion 5 Cms.
 - c) Weight : For males and females:
Proportionate to height and age as per medical standards.

xv) **General**

- 1) Wide publicity regarding recruitment will be given in the local news papers including vernacular papers and the Employment News / Rozgar Samachar and also through Radio and Television.
- 2) According to the 15 Point Programme of the Government, efforts are to be made to give proportionate representation to the minority communities. Since there are no reservations in service based on religion, this can be achieved through making the minority community candidates aware of the employment opportunities/ recruitment programmes and the incentives/ prospects available in the Force. The Recruitment Boards will accordingly send special information to the minority communities run institutions / organisations with a request to encourage the candidates to apply for the recruitment in Central Police Forces.
- 3) In case other recruitment are made to fill up backlog vacancies, if any, then the procedure enumerated above will be followed.

xvi) **SAFEGUARDS**

- (1) No officer against whom Departmental Proceedings for major penalty is pending should be associated with the recruitment process. Similarly, an officer against whom charges of bungling in previous recruitment have been proved should not be associated with the recruitment process for next five years.
- (2) No officer belonging to the state in which the recruitment is being done should be a member of any recruitment board for that state.

9

4. **Medical Standards**

- a) Eye Sight : The minimum distant vision should be 6/6 & 6/9 of 2 eyes without correction i.e. without wearing of glasses.
- ✓ b) The candidates must not have knock knee, flat foot, varicose vein or squint in eyes and they should possess high colour vision. They must be in good mental and bodily health and free from any physical defect likely to interfere with the efficient performance of the duties.

5. **Relaxation**

There will be relaxation in age for SC/ST/OBC, Ex Servicemen and other categories of persons in accordance with the Government orders on the subject.

Relaxation will be permissible in height and chest to the candidates as follows-

Height Minimum height of candidates falling in the categories of Garhwalis, Kumaonis, Gorkhas, Dogras, Marathas and candidates belonging to the States of Sikkim, Nagaland, Arunachal Pradesh, Manipur, Tripura, Mizoram, Meghalaya, Assam, Himachal Pradesh, Kashmir and Leh & Ladakh regions of J&K will be 165 cms for male and 155 cms for females. The minimum height for all candidates belonging to Scheduled Tribes will be 162.5 cms for males and 150 for females.

Chest The minimum chest of male candidates falling in the categories of Garhwalis, Kumaonis, Gorkhas, Dogras, Marathas and candidates belonging to the States of Sikkim, Nagaland, Arunachal Pradesh, Manipur, Tripura, Mizoram, Meghalaya, Assam, Himachal Pradesh, Kashmir and Leh & Ladakh regions of J&K will be 78 cms (minimum 5 cms expansion). The minimum chest for all

male candidates belonging to Scheduled Tribes will be 76 cms (minimum 5 cms expansion).

Powers of relaxation

The power to relax the eligibility criteria as mentioned in para 5 above will rest with the Directors General of Central Police Forces.

II. CALCULATION OF VACANCIES.

Vacancies in a recruitment year will be calculated annually (calendar year basis). The recruitment will be completed before the end of the year.

✓ III. ALLOTMENT OF VACANCIES

- 1) 60% of vacancies will be allotted amongst States/ UTs on the basis of population ratio.
- 2) 20% of vacancies in the Border Guarding Forces (BGFs) (BSF, ITBP, SSB, Assam Rifles) will be allotted to border districts, which fall within the responsibility of the Force.
- 3) 20% of vacancies in BGFs will be allotted to areas affected by militancy i.e. J&K, North Eastern States and naxal affected areas. The districts / areas affected by militancy shall be notified by the Government from time to time.
- 4) In forces other than Border Guarding forces, 40% vacancies will be allotted to militancy affected areas i.e. J&K, North Eastern States and naxal affected areas. The district/areas affected by militancy shall be notified by the Government from time to time.
- 5) For diversion of annual vacancies from one State to another State, and also for diversion of vacancies of new raisings from one State to another in the same category or from one category to another category, approval of MHA will be required.

IV. RESERVATION

There will be reservations for SC/ST/OBC, Ex-Servicemen and other categories of personnel in accordance with the instructions issued by