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GOVERNMENT OF ODISHA

HOME DEPARTMENT

RESOLUTION

The 26th December 2012

A large number of vacancies in the rank of Havildar in the O.S.A.P., O.S.A.P. (S.S.) Battalions, Special Security Battalion under the Commissionerate of Police, Bhubaneswar-Cuttack and I.R. Battalions have occurred due to the creation of a large number of Battalions in the recent past. Though, Sepoys could be directly recruited, the promotional posts of Havildars could not be filled up due to inadequate strength in the feeder grade posts of Lance Naik. Moreover, with the creation of the Special Operations Group with a large component of Havildars, deputation vacancies in the rank of Havildar have gone up, many of which remain unfilled. Havildars play an important role in the functioning of an armed police platoon as they are designated as Section Commanders. Without Havildars the platoon becomes an uncontrolled unit without a proper command structure.

In the present day scenario, when the armed police has to play a crucial role in fighting left wing extremism in the State, young and energetic Havildars as Section Commanders are highly essential to ensure that the Sections function cohesively and under proper command. The present day requirement is more for tactical competence, jungle warfare, good firing skills and excellent physical endurance. This can be achieved by putting them to rigorous training in the Anti-Extremist Training Courses. The previous practice of having Havildars, who had passed the Drill Instructors Course, with emphasis on drill and parade has lost its relevance.

Pending framing of Cadre Rules, Government, therefore, after careful consideration, have been pleased to decide that not more than 50% of the vacancies in the rank of Havildar arising in each recruitment year shall be filled up by the principle outlined under Police Order, 288/1990 and the remaining vacancies shall be filled up by conducting a Selection Test by suitable Sepoys/Lance Naiks willing to serve in the naxal affected areas as per the principles set out hereunder.

1. Eligibility :

In order to be eligible to appear in the Selection Test for promotion to the rank of Havildar, the Lance Naiks/Sepoys of O.S.A.P., O.S.A.P. (S.S.) Battalions, Special Security Battalion under the

Commissionerate of Police, Bhubaneswar-Cuttack and Constables of I.R. Battalions must satisfy the following eligibility criteria :—

(a) Service rendered :

The Lance Naiks, Sepoys of O.S.A.P., O.S.A.P. (Special Security) Battalions, Special Security Battalion under the Commissionerate of Police, Bhubaneswar-Cuttack and Constables of India Reserve Battalions must have completed at least 5 years of continuous service from the date of appointment and must have successfully completed the basic course of training.

(b) Age :

Must not be more than 35 years of age as on 1st January of the year in which the selection is made.

(c) Service Record :

The candidates must not have any adverse report or any major punishment in the preceding five years to his discredit.

2. Selection :

The O.S.A.P., O.S.A.P. (Special Security) Battalions, Special Security Battalion under the Commissionerate of Police, Bhubaneswar-Cuttack and India Reserve Battalions personnel shall submit their willingness for promotion as Havildar and shall apply in writing for such promotion. The applications should be forwarded by the concerned Commandants to the Additional D.-G. of Police, S.A.P., Odisha, Cuttack/I.-G. of Police, S.A.P., Odisha, Cuttack.

3. Selection Board :

There shall be constituted a Selection Board, consisting of the following officers to be nominated by the D.-G. and I.-G.P. for conducting the selection :—

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| (i) One I.-G. of Police | .. | Chairman |
| (ii) One D.I.-G. of Police | .. | Member |
| (iii) One Superintendent of Police | .. | Member |
| (iv) One Commandant of any Battalion | .. | Member |
| (v) I.-G. of Police/D.I.-G. of Police, S.A.P. | .. | Member-Convener |

4. Test :

The willing candidates shall have to appear in a Test on outdoor subjects as follows. The marks in each subject shall be decided by the Selection Board. The test shall be of qualifying nature. The minimum pass marks shall be 50% in individual subjects and 50% in aggregate for all candidates :—

- (a) Squad and Platoon Drill;
- (b) W.T. on all type of weapons;
- (c) P.P.T. (Physical Proficiency Test);
- (d) B.O.A.C. (Battle Obstacle Assault Course);
- (e) Tactics and Field Craft;
- (f) Firing (including reflex); and
- (g) 8 Kms. Cross Country in 50 minutes.

5. Select List :

After conducting the selection process, the Selection Board, shall prepare the Merit List for each category of vacancies according to the following principle :—

- (a) The names of successful candidates of a Battalion shall be arranged according to their seniority in respective feeder grades.
- (b) The names of successful candidates of different Battalions shall be arranged according to their date of appointment in respective feeder grades.
- (c) The date of appointment of candidates of different Battalions in their equivalent feeder grades happens to be the same then the candidate older in age shall be placed higher.

The Merit List so prepared by the Selection Board after being approved by the competent authority shall form the Select List and shall be sent to the Additional D.-G. of Police, S.A.P., Odisha, Cuttack/I.-G. of Police, S.A.P. for imparting training and issue of promotion order.

6. Probation :

All persons appointed as Havildar (Armed) shall be on probation for a period of two years from the dates of their joining.

A Havildar on probation during or at the end of the period of probation, if found unfit for permanent appointment to the service he shall be reverted back to his feeder cadre on obtaining orders of the Additional D.-G./I.-G., S.A.P.

7. Seniority :

Inter se seniority of the Havildar shall be in accordance with the position assigned to them in the Select List and they shall be placed *en block* below the promotee Havildars selected as per Police Order, 288/1990, during a particular recruitment year.

8. Training :

The select Lance Naiks/Sepoys of O.S.A.P., O.S.A.P. (S.S.) Battalions, Special Security Battalion under the Commissionerate of Police, Bhubaneswar-Cuttack and Constables of India Reserve Battalions shall undergo an Induction Training of duration of not less than one hundred (100) working days at a Training Centre as may be designated by the D.-G.P. and only after successful completion and passing thereof they shall be promoted to the rank of Havildar (Armed). The failed candidates shall have to undergo 15 days further training and pass the course before leaving the training centre.

9. This Resolution shall supersede the Police Order No. 302/2010 and shall come into force from the date of its publication in the *Odisha Gazette*.

By order of the Governor

U. N. BEHERA

Principal Secretary to Government