

Executive Summary of the Study

Recruitment for non-gazetted ranks all over India is being done through Boards constituted by state police forces, central para-military forces and staff selection boards of the Centre and the states. States like Andhra Pradesh, Kerala, Karnataka, Tamilnadu and Union Territory of Delhi have taken various measures to standardize the selection process. Delhi Police has standardised its recruitment process and it was awarded ISO 9001: 2000 certification in 2006. There was a need to study recruitment processes of these three states to evolve a universally acceptable transparent recruitment process which can be useful to all states and central police forces. Recruitment in state police for the post of Cts. & SIs has witnessed scams and irregularities leading to criminal cases, departmental enquiries in states like Orissa, Uttranchal, Tamilnadu, UP and Assam.

The recruitment study of these States and Union Territory has made it absolutely clear that it is possible to have a transparent recruitment process where a mix of technology, outsourcing of some processes and a band of dedicated group of officers can ensure that the process of recruitment can be very reliable and transparent. The top officers responsible for recruitment must be immune from political pressures and they must be of very high integrity to ensure fair recruitment. The use of technology can be of assistance only when there is a will to have a fair recruitment process. The study relied on documents concerning recruitment in these States and Union territory of Delhi since 2005. Much of the study was based on information made available by officers concerned with recruitment and literature available. Information available on internet, in media was also relied to be aware of the deficiencies in recruitment systems and criminal cases registered as regards recruitment.

The objective to study the recruitment processes in states of Delhi, Andhra Pradesh and Kerala apart from Karnataka and Assam was to bring out their best features and suggest a model recruitment process for non-gazetted officers in police forces in the country. By adopting latest technical innovations in terms of videography, latest equipments, standardization of process, transparency of the procedures, transparent recruitment processes can be ensured which can go a long way in ensuring efficient, honest police personnel in times to come. If recruitment process is honest and transparent, the best personnel available can be selected which can be asset for carrying out efficient police functioning in the country.

The study covered the recruitment processes of Delhi, Andhra Pradesh, Karnataka , Tamil Nadu, Kerala and Assam. The study focussed on study of rules available for recruitment process, record of recruitments in last three years, interviews of personnel selected by these state police forces in preceding years and documentation of any ongoing recruitment process in these States.

In Andhra Pradesh, the only improvement the state can do is in terms of upgradation of technology in equipments used in physical efficiency test. Electronic machines for height measurement, use of bio-metric systems to check impersonation in PET and written examination, use of videography for PET to keep record of each candidate during PET can be thought keeping in view the costs. In Assam, the process of recruitment of constables is subjective and not totally reliable. It is suggested that the state government should introduce corrective measures for a transparent, reliable and merit based recruitment process. In Kerala, the recruitment being from Public Service Commission, general fairness in the selection process is assured but

this cannot be a viable alternative for other State police to have the recruitment through Public Service Commission. Delhi Police recruitment process has been very transparent, scientific and objective. The entire process of physical endurance and measurement test is videographed and preserved for 5 years for each candidate. This does not leave any scope for wrongdoing of any field staff but even if there is any complaint, the entire process of PEMT can be reviewed through videography. For many years there has been no complaint of any favour to any candidate in the recruitment carried out in Delhi Police. In Karnataka, entire process of PET is videographed, introduced a carbon less paper for OMR answer sheet and candidates are permitted to carry a carbon copy for transparency. But the state can introduce bio-metric at the state of physical examination which can be compared on the spot by computer at the time of written examination. The recruitment in Tamil Nadu police has been very objective, transparent and fair but their track record in recruitment process has been marred by irregularities in recruitment process in 2005. There were widespread media allegations regarding leakage of questions paper in the written examination that year across the 14 centres of Tamil Nadu and all the question papers of the re-examination held later. The case was handed over to CBI and CBI which filed chargesheet against 31 people including 19 police officials in a case involving leakage of question papers during recruitment of Constables in Tamil Nadu. CBI also recommended departmental action against senior officers of the rank of Addl. DG and IGP for the lapses in the conduct of examination of the Tamil Nadu Uniformed Services Recruitment Board.

It is recommended that there should be widespread publicity about the vacancies for Constables and Sub-Inspectors in print media including Employment News, internet, website of State police forces with copies to all

Resident Commissioner of States and DGP of all States and UTs where there is no restriction on state domicile of the candidates. Processing of application forms should be through computers to create a data base of all candidates. Printing of admit cards for the candidates should be electronically for PE&MT/Written test whichever comes first. There should be Senior Secondary school pass minimum educational qualification for the post of Constables and graduation for the post of Sub-Inspector. Constables with NCC qualification can be given extra marks based on the certificate a candidate has. Also there can be small incentive marks for height beyond say 170 cms. There should be a ceiling of 5% maximum for incentives for qualifications like NCC, height etc. States having very large number of applicants can have a preliminary written examination to weed out non-serious candidates. After preliminary examination, candidates 10 times the number of vacancies can be called for rigorous PEMT/Written examination and Personality Test. For appeals regarding chest/height measurement, a DIG level officer should be made Appellate Authority of the process. Both chest/height measurements must also be video-recorded which should be kept minimum for 5 years of disposal of any court case relating to the recruitment. Setting of written examination papers, printing, packing and delivery at the examination centres should be entrusted to a senior officer of proven integrity or it should be given to a outsource agency which can ensure 100% confidentiality of the process. There must not be any personality test/interview for the post of Constable. For Sub-Inspectors, there can be personality test/interview but this personality test must not have weightage of more than 10% of the total marks. Various states police have different categories for medical examination of selected candidates. There is need for standardisation of medical examination of successful candidates as is done in central para-military forces to detect basic default like colour blindness, etc.

Technology should be extensively used in the process of recruitment particularly in physical efficiency test. It must be ensured that the whole process of physical efficiency test should be video recorded to eliminate any possibility of irregularity. Videography can work as a reference point to resolve any complaint. Extensive videography should also be done of the process of written examination to show that the entire surroundings of examination centre are without any interference from unauthorised people. Advanced technology in the form of electronic devices, chips, good height machines, CCTV coverage of the process should be used to ensure transparency in selection process.

Interviews for selection of candidates should be done by interview boards consisting of officers of proven integrity. It should be ensured that no candidate come to know in which interview board he will be appearing and similarly interview board should not come to know in advance which candidates they are going to interview.
