

WOMEN POLICE RULES, 1998

**(GAZETTE OF SINDH, PART I,
1ST APRIL, 1999]**

No. POL-HD/6-5/96, dated 2-2-1998,--In exercise of the power conferred by section 46 of the Police Act, 1861, read with section 7 thereof, the Government of Sindh are pleased to make the following rules, namely:--

1. Short title and commencement applicant.—(1) These rules may be called the Women Police Rules, 1998.

(2) They shall come into force at once.

(3) They shall apply to all Lady Police Officers of the rank of DSP and below wherever they may be.

2. The appointment of the Lady Police Officials shall be made by the District Superintendent of Police:

Provided that the appointment of lady A.S.I shall be made with the approval of the Inspector-General of Police.

3. Terms and conditions of appointment.—(1) The appointments in the ranks of Lady Constables and 75% Lady A.S.I shall be made by direct recruitment.

(2) The direct recruitment in the rank of Police Constables and Lady A.S.I. shall not exceed five per cent of the total posts in these ranks.

(3) All other appointments shall be made by promotion.

4. Direct recruitment.—(1) The direct recruitment shall be made on the recommendations of the Selection Board constituted in accordance with the orders of the Government.

(2) A candidate shall be eligible for appointment by direct recruitment:--

(a) if she is Matric pass in the case of Lady Constables and at least IInd Class Graduate in the case of Lady A.S.I.

(b) if she is not more than 28 years, or less than 18 years at the time of appointment:

(c) if she has a minimum height of 5'-2" with sound health.

(3) The physical standard shall not be relaxed in any case.

5. **Period of Probation.**—(1) Lady A.S.Is. who are appointed by direct recruitment shall be on probation for three years and shall be liable to be discharged at any time within the period of probation if they fail to pass the prescribed examination, or, are guilty of grave misconduct, or, are deemed for sufficient reasons to be recorded in writing to be unsuitable for service in the Police.

(2) A Lady A.S.I. on probation shall be discharged by the Range D.I.G. and no appeal shall lie against such discharge.

6. **Discharge of inefficient.**—(1) where the lady Police Officers (including lady constable) appointed by direct recruitment are found unlikely to prove efficient police officer may be discharged by the competent authority at any time, within three years of their appointment.

(2) There shall be no appeal against an order of discharge under sub-rule (1).

7. **Power to make promotion.**—The promotion to the rank mentioned in Col. 1 of the Table below shall be made by the Authority mentioned against it in Col.2 thereof on the recommendations of Selection Board constituted by the Government.

| | RANK | AUTHORITY |
|-------|------------------------------|-------------------------------------------|
| (i) | Lady D.S.P | Minister Incharge |
| (ii) | Lady Inspector | Inspector-General of Police |
| (iii) | Lady Sub-Inspector | Deputy Inspector-General of Police |
| (IV) | Lady Assistant Sub-Inspector | -do- |
| (V) | Lady Head Constable. | Superintendent of Police of the District. |

8. **Promotion.**—(1) Promotion from one rank to an other shall be made by selection tempered by seniority.

(2) Efficiency and honesty shall be made by the main factors governing selection.

(3) Specific qualification whether in terms of training course passed, or practical experience, shall be carefully considered in each case.

(4) Where the qualification of two Lady Officers are otherwise equal, the senior shall be promoted.

(5) Lady H.C shall be appointed by promotion from amongst the Lady Constables in accordance with rules 13. 7 and 13.8 of the Police Rules, 1934.

9. (1) For the purpose of regulating promotions amongst the lady Police Officers, six promotion lists viz: 'A', 'B', 'C', 'D', 'E' and 'F' shall be maintained

(2) The lists 'A', 'B' and 'C' maintained in each district, shall regulate promotions to the rank of Lady H.C.

(3) The lists 'D' and 'E' maintained in the office of the D.I.G. shall regulate promotion to the rank of lady A.S.I. and lady S.I

(4) The list 'F' be maintained in the office of the Inspector-General of Police shall regulate promotion to the rank of Inspector.

(5) The list of confirmed Lady Inspectors shall regulate promotion to the rank of D.S.P.

10. Insertion in or removal from the promotion lists the name of an officer shall be recorded in the service books, order book and character rolls of the officer concerned.

11. (a) No lady Constable shall be admitted to list 'A' unless she:--

- (i) is physically up to the required standard (physique and intelligence);
- (ii) can read and write Urdu/Sindhi;
- (iii) has clear record of service without any stigma;
- (iv) has cleared the prescribed test for admission to 'A' list.

(b) List 'A' shall be maintained by District S.P. under his own personal supervision.

(c) The number of names in this list shall not exceed 20 per cent. Of the strength of lady Constables in the District.

12. (a) Selection to list 'B' shall be made from amongst those Constables of 'A' who have completed at least one year on that list and have cleared a prescribed test.

(b) Selection shall be made from this list as vacancies occur for admission to the course concerned at P.T.S.

(c) No lady Constable shall be considered eligible for any such course until the entry of her name in list 'B' has been approved by the D.I.G.

(d) Ordinarily seniority in age shall be given prior consideration in making such selection irrespective of the date of admission to the list; and care must be taken that a lady Constable borne on the list is not allowed to become overage for admission to the P.T.S. before being selected.

(e) No lady Constable shall be admitted to this list who has attained the age of 33 years.

(f) No lady Constable, who has failed to qualify at the P.T.S. shall be readmitted to the list.

(g) The restrictions on admission to the lower school course at the P.T.S. limit the conditions for admission to 'B' list. This list should not contain too many names so that every officer whose name is on the list may be sent for the lower school course before she becomes overage.

13. Promotion list 'C' (Promotion to Head Constable).—(a) All lady Constables who have passed lower school course and are otherwise considered eligible for promotion to the rank of lady H.C. shall be admitted to promotion list 'C' maintained in each district.

(b) A card shall be prepared for each lady Constable admitted to this list, which shall contain notes by the S.P. himself, or furnished by Gazetted Officer under whom the lady Constable has worked, on her qualification, work and conduct.

(c) The list shall be kept confidential by the S.P. and scrutinized and approved by the D.I.G. at his annual inspection.

(d) The date of admission to promotion list 'C' shall not be material, but the order or merit in which examinations have been passed shall be taken into consideration in comparing qualification. In case where other qualifications are equal, the date of entry into service shall be the deciding factor.

14. Disqualification for admission in or retention in list 'A', 'B' and 'C'.—The infliction of any major penalty shall be a bar to admission to or retention in lists 'A', 'B', or 'C': provided that for special reasons to be recorded in writing by the S.P. in each case and subject to confirmation by the D.I.G., this disqualification may be waived.

15. Promotion list 'D' Promotion to A.S.I.—(a) Promotion list shall be maintained in the office of range D.I.G. of those lady H.Cs. who have passed the lower school course and the Intermediate school course at the P.T.S. and such lady Head-Constables shall be eligible for promotion to the rank of lady A.S.I.

(b) No lady H.C shall be admitted to this list, who is not thoroughly efficient, and is of established integrity.

(c) Half yearly reports of all lady H.Cs. borne on this list shall be furnished on the 15th March of each year, to the D.I.G.

16. List 'E' Promotion to Sub-Inspector.—(a) Promotion List 'E' of all lady A.S.I.'s who have been approved by D.I.G. as fit, shall be maintained by range D.I.G. in his office.

(b) Vacancies in the rank of lady S.Is shall be filled in by promotion of eligible lady A.S.Is.

(c) Half yearly reports on all lady Police Officers borne on this list shall be furnished to the D.I.G. in 15th March and 15th October, in addition to the annual confidential reports to be submitted by 31st January.

(d) List 'E' of each range shall be published.

(e) Additions to or removal of names from the list may be made at any time by the D.I.G. but all such additions, or the removal shall be published in Police Gazette, by special notification.

(f) Names shall be entered in the list in order according to the date of admission, length of Police service deciding the relative position of lady A.S.I admitted on the same date.

(g) The conduct and efficiency of lady Police Officers on list 'D' and 'E' shall be, at all times watched with special care.

(h) Any lady officer, who whether in her substantive rank or while officiating as L/ASI or L/ASI, is guilty of misconduct of nature reflecting upon her character, or fitness for responsibilities, or who shows either by specific acts or by her record as a whole, that she is unfit for promotion to higher rank, shall be reported to D.I.G for removal from lists 'D' and 'E' as the case may be.

(i) Lady Police Officer whose names have been removed from lists 'E' and 'F' may be restored by the range D.I.G. in recognition of subsequent work or conduct of outstanding merit. He shall record reason for such order.

17. List 'F' promotion of Inspector.—(a) No lady S.I shall be considered eligible for admission to promotion list 'F' unless:--

- (i). She has at least eight years approved service, of which at least five years service should be of lady S.I.
- (ii). She is thoroughly efficient and competent.
- (iii). No lady S.I shall be eligible for admission to this list, who has been punished by award of major penalty, Exception to this rule may be made only with the sanction of the Inspection-General of Police in recognition of distinguished service and exemplary conduct which shall be cited in support of the order.
- (iv). Recommendations in respect of lady S.Is considered fit for promotion to the rank of Inspector shall be submitted alongwith their A.C.Rs. to the range D.I.G.
- (v). Range D.I.G. shall decide, after seeing the lady officer recommended by S.P and in consideration of their record, and his own knowledge about them, whether to endorse the recommendations of S.P.
- (vi). The range D.I.S. shall finally submit his recommendations to the Inspector-General of Police as soon as he is satisfied as to the fitness of officers recommended.

- (vii). The Range D.I.G., while submitting recommendations for entry of fresh names in list 'F', will, at the same time, submit specific recommendations as to the retention or removal of lady officers already admitted to that list.
- (viii). The Inspector-General of Police, shall, from amongst the officers recommended by range D.I.G. admit the number of the lady S.Is to promotion list as may be considered suitable.
- (ix). Seniority on list 'F' will be in accordance with the date entry in that list. The lady S.Is. admitted to list 'F' on the same date will be placed in that list in order according to their dates of confirmation in the lower ranks.

18. **Seniority.**—There shall be a separate seniority list of Women Police Cadre and the appointing authority shall prepare and circulate annually such seniority list:

19. The seniority of a Police Officer shall be reckoned in the first instance from the date of continuous appointment in the cadre.

20. The lady Police Officers promoted from a lower rank to higher rank be senior to the officer appointed by direct recruitment on the same date in the higher rank.

21. Seniority in a cadre, shall be finally settled to the date of confirmation in that cadre, provided that the seniority inter se of the lady Police Officers confirmed on the same date shall be arranged according to the date of their appointment/promotion.

22. **Recruitment.**—The Recruitment Rules for recruitment/promotion in Sindh Police Department notified by the Government for the posts of D.S.P., Inspector, Sub-Inspector, A.S.I. Head Constable and Police Constable shall apply mutatis mutandis to Women Police.

23. **Cadre strength.**—The cadre strength of the Women Police in each rank shall be determined by the Government through notification.

24. **General.**—In all other service matters, such as conduct, disciplinary action leave, training, pay and allowances, pension etc. they shall be governed by the Sindh Government Conduct Rules, the Police Rules contained in Chapters X, XIV (Discipline and Conduct) and Chapter DID of the Police Rules, 1934; the Sindh Police (Efficiency and Discipline) Rules, 1988, Leave Rules, 1986/79, liberalized pension Rules, 1977, the pay scales in force immediately before the coming into force of these rules and any other rules which are framed by the Government from time to time.