

WEST BENGAL



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KOLKATA, WEDNESDAY, 31ST JULY, 2024.

P A R T - I

Police Order No. 08 of 2024 of 4.07.2024

Whereas, the introduction of virtual mode in addition to physical mode in departmental enquires has been under active consideration to address the delays caused by different reasons such as transfer, promotion or retirement of enquiry officers and the geographical distance of prosecution or defence witnesses.

And

Whereas, audio visual electronic means to conduct virtual proceedings are now available due to advancement of technology. Now, therefore, the following rules to expedite departmental enquiries by allowing proceedings through virtual methods, whenever expedient are framed.

- i) Deposition of Prosecution Witness (PW) or Defense Witness (DW) may be recorded through virtual mode through a reasoned order of Enquiry Officer (E.O.), particularly when they are unable to appear physically.
- ii) The Disciplinary Authority, while framing charges for any departmental enquiry/proceedings, must include a provision that the enquiry may be conducted virtually to ensure expeditious disposal.
- iii) The E.O. shall provide sufficient advance notice to all concerned while scheduling video conferencing for witness examination, detailing the schedule and necessary arrangements to be made.
- iv) Public witnesses may use their personal electronic devices (Mobile Phone, Laptop, PC) for virtual depositions, with device and connection details recorded, Alternatively, they may attend the local SDPO/CI Office or Police Station where requisite arrangements will be made. An officer not below the rank of ASI will coordinate the virtual enquiry in such instances.
- v) Witnesses will ordinarily be examined during office hours.
- vi) Presenting officer (wherever appointed) or R.O. in other cases should provide necessary documents prior to their deposition.

- vii) During virtual depositions, PW/DW must show proof of identity issued by the State/Central Government or any other valid Government issued identity proof (e.g., Aadhaar, Voter ID, PAN Card, etc.).The details of the ID will be recorded in the statement.
- viii) The Charged Officer shall have the opportunity to cross-examine the PW virtually. After reading the statement, it shall be read out to the witness in the presence of the Charged Officer, and a copy will be served to the Charged Officer.
- ix) The E.O. shall take a declaration from C.O. on the recorded statement that he has seen the entire recording and it is not edited or tampered in any manner whatsoever.
- x) The entire proceedings so conducted in virtual manner shall be recorded electronically and kept in a non editable media.
- xi) On completion of video conferencing proceedings the enquiry officer shall mention in his order sheet the time and duration of the proceedings, the software used, the issues which was addressed and the documents if any, that were produced and transmitted online. In case a digital recording is tendered he shall re cords its duration in the order sheet alongwith all others requisite details. He shall also record his satisfaction as to clarity, sound and connectivity for users at both ends.
- xii) If charged officer absents himself without prior information and permission from E.O. multiple times, ex-parte enquiry can also be made in virtual mode.
- xiii) Throughout the process, the E;.O. must ensure that the principles of natural justice are upheld, providing the Charged Officer with a fair and unblased opportunity to defend himself.

This guideline will come into force with immediate effect.

Sd./-

(Sanjoy Mukherjee)
Director General & Inspector General of Police
West Bengal

SPECIMEN STATEMENT OF CHARGE**Proceeding No.****Date****DO/BO/CO/Office Order No.****Date****TITLE :** Departmental Proceedings Charges against [Employee Name/Designation]**Introduction :** Provide a brief overview of the employee's position.**Background :** Detail the context or circumstances leading to the initiation of departmental proceedings against the employee.**Allegations :** Clearly outline each specific charge against the employee. Each allegation should be numbered for clarity and reference purposes.

Charge 1 : [Description of the first charge, specifying the alleged misconduct or violation of rules/regulations.]

Charge 2 : [Description of the second charge, if applicable.]

Charge 3 : [Description of the third charge, if applicable.]

Legal/Policy Violations : Refer to the relevant laws, regulations, policies, or codes of conduct that the employee is violating.**Impact/Consequences :** Explain the potential impact or consequences of the alleged misconduct on the department/public/State.**Conclusion :** You are, therefore, directed to state in writing whether you plead guilty to the charge leveled against you or prefer an open enquiry within 07 (seven) days from the date of receipt of the charge.

If, you prefer an open enquiry; the enquiry may be conducted virtually as and when it is felt necessary by the E.O. for the ends or justice. All notices/informations regarding this Proceeding Enquiry will be conveyed electronically through e-mail ID and Mobile Telephone Number to the submitted by you.

SPECIMEN STATEMENT OF PW/DW RECORDED VIRTUALLY IN A DEPARTMENTAL PROCEEDINGS ENQUIRY.

Statement of (Name of PW/DW and rank, if any), in connection with departmental proceeding No. _____ dated _____ drawn against (Name of the Charged Officer), is being recorded virtually today, (date), at (time), through (particulars of the device).

Declaration of PW/DW :

Today (date) at (time), I, (Name of the Witness), am deposing in connection with (details of proceedings) virtually through (details of the device used and telephone no.), from (location details where the deposition of PW/DW is being given virtually). I am producing my Identity (details of identity Card). I am deposing willingly and in my own volition.

Statement :

(Here the actual statement of the PW/DW should be recorded.)

Cross Examination :

(Here the cross examination details should be recorded if applicable.)

The proceedings are recorded electronically and stored in non-editable platform in my presence.

The statement is recorded virtually, read over To the Charged Officer and the PW/DW and admitted to be recorded correctly.

(Signature of the Charged Officer with date)

(Signature of EO with Date)

NB: Make sure to fill in the specific details like the departmental proceeding number, date, time, particulars of the device used for recording, and any additional relevant information specific to particular enquiry. This template should serve as a structured framework for documenting the virtual recording of statements in departmental proceedings.

**GOVERNMENT OF WEST BENGAL,
Home & Hill Affairs Department
Police Establishment Branch,**

NOTIFICATION

No. 319-PL/PB/14M-47/23 Dated 12.02.2024 – In exercise of the power conferred by section 2A of the Police Act, 1861 (5 of 1861) and in supersession of all previous rules on the subject, the Governor is pleased hereby to make the following rules for regulating the recruitment to the posts of Sub-Inspector (Unarmed Branch) and Sub-Inspector (Armed Branch) in the West Bengal Police under the Home and Hill Affairs Department, Government of West Bengal :-

Rules

1. Short title and commencement – (a) These rules may be called the Sub-Inspector (Unarmed Branch) and Sub-Inspector (Armed Branch) in the West Bengal Police Combined Recruitment Rules, 2024.

(b) These rules shall come into effect on and from the date of their publication in the Official Gazette.

2. Definitions – In these rules, unless the context otherwise requires –

- (a) “Board” means the West Bengal Police Recruitment Board;
- (b) “Directorate” means the West Bengal Police Directorate;
- (c) “Government” means the State Government of West Bengal;
- (d) “Transgender person” means a transgender person as defined in clause (k) of section 2 of the Transgender Persons (Protection of Rights) Act, 2019 (40 of 2019).

3. Recruiting Agency – Direct Recruitment (by selection) to the posts of Sub-Inspector (Unarmed Branch) and Sub-Inspector (Armed Branch) in the West Bengal Police shall be made through the West Bengal Police Recruitment Board. The Board shall always invite applications from eligible candidates through open advertisement.

4. Method of Recruitment – The posts of Sub-Inspector (Unarmed Branch) and Sub-Inspector (Armed Branch) shall be filled up by direct recruitment (by selection) and by promotion from amongst the eligible candidates in the following manner :-

(a) 50% of the posts to be filled up by selection (direct recruitment) on the basis of qualifying the Preliminary Examination followed by the Physical Measurement Test, Physical Efficiency Test, Final Combined Competitive Examination and Personality Test to be conducted by the Board as stated in rule 8.

Provided that a maximum of 10% of total vacancies in the direct recruitment quota (i.e. 10% of 50% referred in this rule) may be filled up through a limited departmental examination to be conducted by the Board, from the serving Constables and Assistant Sub-Inspectors of Police having requisite qualifications and having completed three years of continuous and satisfactory service in West Bengal Police. This method of limited departmental examination shall be used in exceptional and special circumstances only and not as a matter of routine and is subject to the prior approval of the Government.

(b) 50% of the posts to be filled up by promotion following the extant Government rules and orders in this respect.

5. Eligibility Criteria for Direct Recruitment – The eligibility criteria for the posts of Sub-Inspector (Unarmed Branch) and Sub-Inspector (Armed Branch) in the West Bengal Police shall be as follows :-

- (a) The candidate must be a citizen of India;
- (b) The candidate must have a bachelor's degree in any discipline from a recognised university or its equivalent;
- (c) The applicant must be able to speak, read and write Bengali Language. However, this provision will not be applicable to the persons who are permanent residents of hill sub-divisions of Darjeeling and Kalimpong districts :

Provided that for the applicants of hill sub-divisions of Darjeeling and Kalimpong district, the provisions laid down in the West Bengal Official language Act, 1961, will be applicable;

- (d) Age of the candidate must not be less than 20 years and not more than 30 years on the 1st day of January of the year of advertisement :

Provided that the upper age-limit shall be relaxable by five (5) years in case of Scheduled Castes and Scheduled Tribes candidates, and by three (3) years in the case of Other Backward Classes – A and Other Backward Classes – B candidates, and by three (3) years in the case of transgender persons;

- (e) The upper age-limit for the departmental candidates shall be 35 years. The upper age-limit shall be relaxed by five (5) years in case of Scheduled Castes and Scheduled Tribes candidates, and by three (3) years in the case of Other Backward Classes-A, and Other Backward Classes-B candidates, and by three (3) years in the case of transgender persons;
- (f) Male and female candidates and transgender persons are eligible to apply for the posts;
- (g) The candidates must have minimum physical measurements and qualify the physical efficiency test as laid down in rules 6 and 7;
- (h) The departmental candidates having requisite qualifications are eligible to apply for direct recruitment;

Provided that no departmental candidates shall be allowed to appear in the competitive examination for direct recruitment and limited departmental examination, as the case may be, for more than three times taken together.

6. Physical Measurement Test (PMT) – All those candidates who have qualified Preliminary Examination will be called for Physical Measurement Test. The minimum physical measurements for the posts of Sub-Inspector under West Bengal Police shall be as follows :-

- (a) For Male candidates :-

Sl. No.	Name of the Post	Class	Height (in cm)	Chest (in cm)	Weight (in Kg.)
1.	Sub-Inspector of Police (Unarmed Branch)	Candidates of all categories (except Gorkhas, Rajbansis, Garwalis and Scheduled Tribes)	167 cm.	79 cm with a minimum expansion of 05 cm	56 kg.
		Gorkhas, Rajbansis, Garwalis and Scheduled Tribes	160 cm	76 cm with a minimum expansion of 05 cm	52 kg
2.	Sub-Inspector of Police (Armed Branch)	Candidates of all categories (except Gorkhas, Rajbansis, Garwalis and Scheduled Tribes)	173 cm	86 cm with a minimum expansion of 05 cm	60 kg
		Gorkhas, Rajbansis, Garwalis and Scheduled Tribes	163 cm	81 cm with a minimum expansion of 05 cm	54 kg

- (b) For Female candidates :-

Sl. No.	Name of the Post	Class	Height (in cm)	Weight (in Kg.)
1.	Sub-Inspector of Police (Unarmed Branch)	Candidates of all categories (except Gorkhas, Rajbansis, Garwalis and Scheduled Tribes)	160 cm.	48 kg.
		Gorkhas, Rajbansis, Garwalis and Scheduled Tribes	155 cm	45 kg
2.	Sub-Inspector of Police (Armed Branch)	Candidates of all categories (except Gorkhas, Rajbansis, Garwalis and Scheduled Tribes)	164 cm	52 kg
		Gorkhas, Rajbansis, Garwalis and Scheduled Tribes	158 cm	48 kg

(c) For Transgender persons :-

Sl. No.	Name of the Post	Class	Height (in cm)	Weight (in Kg.)
1.	Sub-Inspector of Police (Unarmed Branch)	Candidates of all categories (except Gorkhas, Rajbansis, Garwalis and Scheduled Tribes)	162 cm.	51 kg.
		Gorkhas, Rajbansis, Garwalis and Scheduled Tribes	157 cm	47 kg
2.	Sub-Inspector of Police (Armed Branch)	Candidates of all categories (except Gorkhas, Rajbansis, Garwalis and Scheduled Tribes)	166 cm	54 kg
		Gorkhas, Rajbansis, Garwalis and Scheduled Tribes	160 cm	50 kg

7. Physical Efficiency Test (PET) –

Sl. No.	Class of Candidate	Minimum Efficiency
1.	Male Candidates (Both Unarmed Branch and Armed Branch)	800 metres run within 3 minutes
2.	Female Candidates (Both Unarmed Branch and Armed Branch)	400 metres run within 2 minutes
3.	Transgender Candidates (Both Unarmed Branch and Armed Branch)	400 metres run within 1 minute 40 seconds

8. Plan of Examination – Competitive examination and Tests for the recruitment to the posts of Sub-Inspector (Unarmed Branch) and Sub-Inspector (Armed Branch) in the West Bengal Police shall be held as follows :-

(a) Preliminary Examination :- The preliminary examination will be held on General Studies, Logical and Analytical Reasoning and Arithmetic (Multiple Choice – objective type questions) with full marks of 200 (100 marks in General Studies having 50 questions, 50 marks in Logical and Analytical Reasoning having 25 questions and 50 marks in Arithmetic having 25 questions) and the duration of the preliminary examination shall be of 90 minutes. The preliminary examination will be a screening test for selection of candidates for the Physical Measurement Test and Physical Efficiency Test. The Board will be the competent authority to determine minimum cut-off marks for each category and post taking into account the number of vacancies proposed to be filled up in each category and post.

The marks obtained by the candidate in Preliminary examination will not be counted for the purpose of determining the final merit list.

The syllabus for Preliminary examination shall be as mentioned in the Appendix.

Explanation – For limited departmental examination as referred in the proviso to sub-rule (a) of rule 4, no Preliminary examination will be held.

(b) Physical Measurement Test (PMT) and Physical Efficiency Test (PET) :- The Physical Measurement Tests (PMT), as specified in rule 6, relating to the height, weight and chest of the candidates qualified in the preliminary examination shall be taken followed by the Physical Efficiency Test (PET) of the eligible candidates as specified in rule 7. Only those candidates who have qualified in PMT will be eligible to appear in PET. These tests shall be conducted by the Board at the venues selected by the Board for the purpose. Only the candidates who qualify both PMT and PET shall be eligible to appear in the final combined competitive examination.

(c) Final Combined Competitive Examination :- The Final Combined Competitive Examination will consist of three (3) papers of conventional types of questions, namely :-

(i) **Paper-I** :- General Studies and Arithmetic for 100 marks (50 marks for General Studies, 25 Marks for Logical and Analytical Reasoning and 25 marks for Arithmetic) of two hours' duration.

(ii) **Paper-II** :- English for 50 marks of one hour's duration.

(iii) **Paper-III** :- Bengali/Hindi/Urdu/Nepali for 50 marks of one hour's duration.

The written examination for all these three papers of the Final Combined Competitive Examination shall be held on the same day at selected centres to be decided by the Board. The syllabus for Final Combined Competitive Examination shall be as mentioned in the Appendix to these rules.

(d) **Personality Test** : Full Marks – 30.

The Board shall have the discretion to fix qualifying marks in all or any of the three papers and also in the aggregate of three papers in the Final Combined Competitive Examination. A limited number of the candidates who have fulfilled all the eligibility criteria for the post will be selected merit-wise on the basis of the results of the final combined Competitive Examination and will be called to appear at the Personality Test. The minimum passing mark for the Personality Test will be 08. The candidates who have failed to secure minimum passing mark in the Personality Test will be disqualified.

The Final Merit List of provisionally selected candidates shall be prepared on the basis of the total marks obtained in the three papers of Final Combined Competitive Examination and the marks obtained in the Personality Test. The candidates who have failed to secure minimum passing mark in the Personality Test will not be considered for selection.

9. Choice of posts in order of preference – The candidate shall be required to indicate their choice of posts among the Sub-Inspector (Unarmed Branch) and Sub-Inspector (Armed Branch) in order of preference at the time of submission of application. Such choice of posts shall be deemed to be final and shall be taken into consideration for the purpose of recommendation for appointment after selection by direct recruitment.

10. Reservation of Posts – The reservation of posts for Scheduled Castes, Scheduled Tribes, Other Backward Classes-A, Other Backward Classes-B and Economically Weaker Sections categories shall be as per extant rules/orders issued by the State Government from time to time.

11. Verification of Character Antecedents – All provisionally selected candidates shall be required to fill up a Verification Roll which shall be thoroughly enquired into by the concerned authority.

12. Medical Examination – All provisionally selected candidates shall be required to appear for medical examination at the hospitals designated by the State Government for the purpose. The candidate should qualify the prescribed Medical Test. The candidates must not have knock knee, flat foot, varicose vein and squint eyes. The minimum vision should be 6/6 with or without glasses. They should possess high colour vision and should not be colour blind. The medical test shall also include the chest x-ray and other tests as prescribed by the Department of Health and Family Welfare, Government of West Bengal, from time to time. The selected candidate should be in good mental and physical health and free from any physical deformity and disability likely to interfere with the training and efficient performance with the duties as Police officer. The certificate of fitness shall be issued by the authorised Medical Officer.

13. Appointment and Probation – The appointment, Probation and Confirmation to these posts shall be guided by the West Bengal Services (Appointment, Probation and Confirmation) Rules, 1979. The following provision shall also be applicable :-

(a) The candidates provisionally selected for appointment to the posts of Sub-Inspector (Unarmed Branch) and Sub-Inspector (Armed Branch) shall, after successful completion of Verification of Character Antecedents and Medical Examination, be appointed on temporary basis. After successful completion of Basic Training, they will be placed on probation for two years;

- (b) The candidates who have taken Hindi/Urdu/Nepali as a subject in Paper-III and selected for any of the posts under this combined competitive examination, shall be required to pass a departmental examination in Bengali as specified in the West Bengal Services (Training and Examination) Rules, 1953, read with provisions of the West Bengal Services (Compulsory Requirement of Knowledge in Bengali for recruitment to any post or Service) Rules, 2002, during the period of probation for confirmation in the post.

14. Training and Examination – The candidates selected for appointment to the posts of Sub-Inspector (Unarmed Branch) and Sub-Inspector (Armed Branch) shall undergo a course of training in accordance with the Police Regulations, Bengal and Training Manual and /or such rules and regulations for the time being in force. They shall also be required to pass out of Swami Vivekananda State Police Academy, Subsidiary Training Centre, Police Training School or any other institute designated for the purpose, as the case may be, after having undergone a prescribed course of training.

15. Appointing Authority – Assistant Inspector General of Police or Superintendent of Police or Commandant, as the case may be, shall be the appointing authority in respect of Sub-Inspector (Unarmed Branch) and Sub-Inspector (Armed Branch) in West Bengal Police.

16. Discharge – (a) A Sub-Inspector of Police (Unarmed Branch or Armed Branch) in West Bengal Police while undergoing basic training at Swami Vivekananda State Police Academy, Police Training School or any Subsidiary Training Centre is liable to be discharged if he/she is found unsuitable for the post by the Principal/Vice-Principal of the State Police Academy/Police Training School/Subsidiary Training Centre (not below the rank of Superintendent of Police) as the case may be. Further, while undergoing probation in the district, he or she is liable to be discharged by the concerned Superintendent of Police or Deputy Commissioner of Police, as the case may be.

- (b) The order of discharge shall include the grounds of discharge, but no formal proceeding shall be necessary.
(c) The order of discharge shall not be given effect to until its confirmation by the next higher authority.
(d) No appeal shall lie against the order of discharge.

17. Overriding Provision – The provision of these rules shall have effect notwithstanding anything to the contrary contained elsewhere in any other rules or regulations for the time being in force, regulating the recruitment to the posts mentioned in these rules.

18. Repeal and Saving – Notwithstanding anything contained in these rules, the persons appointed on regular basis or substantively to the posts covered under these rules prior to coming into force of these rules shall be deemed to have been appointed under these rules.

Appendix
(See Rule 8)

Syllabus for the Examination

1. Preliminary Examination and Paper I of the Final Combined Competitive Examination.

General Studies and Arithmetic :-

- (a) General Studies : Questions will be set to test the General Knowledge of candidate in different spheres;
- (b) Logical and Analytical Reasoning : Questions will be sent to test the logical and analytical ability of the candidate;
- (c) Arithmetic : Questions will be set on the basis of syllabus of Madhyamik Examination of the West Bengal Board of Secondary Education.

2. Paper II and Paper III of the Final Combined Competitive Examination :

Paper II – English – Questions may be asked on all or any of the following items :

- (a) Drafting of a report from the points or materials supplied;
- (b) Translation from Bengali/Hindi/Urdu/Nepali, as the case may be, to English;
- (c) Condensing of a prose passage (summary/précis);
- (d) Correct use of words, correction of sentences, use of common phrases, synonyms and antonyms.

Paper III – Bengali/Hindi/Urdu/Nepali : Questions may be asked on all or any of the following items;

- (a) Drafting of a report from the points or materials supplied;
- (b) Translation from English to Bengali and English to Nepali for the candidates who have opted for ‘Bengali’ and ‘Nepali’ respectively and translation from Hindi/Urdu to Bengali for the candidates who have opted for Hindi/Urdu.

By order of the Governor,

Sd/-NANDINI CHAKRAVORTY
Principal Secretary to the Government of West Bengal
Home & Hill Affairs Department

Registered No. WB/SC-247

No. WB(Part-I)/2024/SAR-96

THE

KOLKATA



GAZETTE

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PHALGUNA 11] FRIDAY, MARCH, 1, 2024 [SAKA 1945)

PART-I –Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury etc.

**GOVERNMENT OF WEST BENGAL,
Home & Hill Affairs Department
Police Establishment Branch,**

NOTIFICATION

No. 472-PL/PB/14M-05/16 (Pt. V) dated 01.03.2024 – In exercise of the power conferred by section 2A of the Police Act, 1861 (5 of 1861) and in supersession of all previous rules on the subject, the Governor is pleased hereby to make the following rules regulating the recruitment to the posts of Constable in the West Bengal Police Force under the Home and Hill Affairs Department, Government of West Bengal, namely -

Rules

1. Short title, application and commencement – (1) These rules may be called the West Bengal Police (Recruitment of Constables) Rules, 2024.

(2) They shall come into force on the date of their publication in the *Official Gazette*.

(3) They shall apply for recruitment to the posts of Constable by the Appropriate authority of West Bengal Police Directorate throughout the jurisdiction of West Bengal Police under the Police Act, 1861.

2. Definitions – (I) In these rules, unless the context otherwise requires –

- (i) “the Act” means the Police Act, 1861 (5 of 1861);
- (ii) “Appropriate authority” means the Appropriate authority as may be appointed by the State Government;
- (iii) “Board” means the West Bengal Police Recruitment Board;
- (iv) “Department” means the Department of Home and Hill Affairs, Government of West Bengal;
- (v) “Directorate” means the West Bengal Police Directorate under the Department;
- (vi) “Government” means the State Government of West Bengal;
- (vii) “Third Gender” means a transgender person as defined in clause (k) of section 2 of the Transgender Persons (Protection of Rights) Act, 2019 (40 of 2019).

(2) Words and expressions not defined herein but defined in the Act, shall be deemed to have the same meaning as respectively assigned to them in the Act.

3. Recruitment Authority – (1) The Recruitment to the post of Constables in the West Bengal Police shall be made by the appropriate authority of the Directorate on the basis of recommendations of the Board. The Board shall always invite applications from eligible candidates through advertisement;

Provided that appointment on compassionate ground under Exempted Category shall be excluded from the purview of the Board. Such Appointments shall be done by the appropriate authority of the Directorate as per the scheme of the Labour Department, and with prior approval of the Government.

4. Eligibility– The eligibility criteria of candidates applying for the posts of Constables shall be as follows :-

- (a) the applicant must be a citizen of India;
- (b) Male, female and Third Gender candidates are eligible to apply for the post of Constables;
- (c) Age : The applicant must not be less than 18 (eighteen) years old and must not be more than 30 (thirty) years old on 1st day of January of the year of the advertisement for the recruitment;

Provided that the upper age-limit shall be relaxable by five (5) years in case of Scheduled Castes and Scheduled Tribes candidates, by three (3) years in the case of Other Backward Classes – A and Other Backward Classes – B candidates, by three (3) years in case of Third Gender persons and by 5 (five) years in case of Civic Volunteers/Village Police Volunteers;

Provided further that the upper age-limit for the ex-Serviceman candidates shall be relaxed by the total number of years of completed service as Serviceman subject to maximum age of 40 (forty) years;

- (d) Educational qualification : The applicant must have passed Madhyamik Examination from the West Bengal Board of Secondary Education on its equivalent examination;
- (e) Language : (i) The applicant must be able to speak, read and write Bengali Language;

Provided that this provision will not be applicable to the persons who are permanent residents of hill sub-divisions of Darjeeling and Kalimpong Districts.

- (ii) For the applicants of hill sub-divisions of Darjeeling and Kalimpong Districts, the provisions laid down in the West Bengal Official Language Act, 1961 (24 of 1961) shall be applicable;
- (f) The applicants must have minimum physical measurements and qualify the physical efficiency test as laid down in rule 5;

(g) Additional eligibility criteria for candidates under sports quota :

(i) only the disciplines and the sports events organized by the School Games Federation of India, the Association of Indian Universities, Sports Authority of India and Indian Olympic Association at national level will be considered under this quota,

(ii) in case of individual events, participation and securing up to 8th position,

(iii) in case of team event, participation at least upto semi-final stage.

(iv) players who represented India at International level, irrespective of the position secured by them.

(v) participation as above within 03 years as on 1st January of the year of the advertisement for the recruitment shall be considered.

5. Method of Recruitment – The posts of Constable in the West Bengal Police shall be filled up on the basis of Written Examination followed by Physical Measurement Test (PMT), Physical Efficiency Test (PET) and Interview.

(a) **Written Examination (Maximum Marks : 85):-**

Applicants provisionally considered eligible will be called for the Written Examination. The Written Examination will be OMR based and in MCQ pattern. The duration of the Written Examination will be one (1) hour. The Scheme, Syllabus, Date and Venue of the Written Examination will be decided by the West Bengal Police Recruitment Board. For each incorrect answer, there will be negative marking of $\frac{1}{4}$ of the marks allocated to the question. The marks obtained in the Written Examination will be taken into account while preparing the merit list for selection. The Board will have the discretion to fix qualifying marks in the Written Examination for shortlisting candidates for the next stage of selection, i.e. Physical Measurement Test (PMT).

(b) The recruitment authority, i.e. the West Bengal Police Recruitment Board will preserve the OMR Sheets for not less than 10 (ten) years. In case any Court case arises, the OMR Sheets will be preserved for not less than 10 (ten) years or till disposal of the Court case, whichever is later.

(c) **Physical Measurement Test (PMT)** – A limited number of candidates will be shortlisted on the basis of marks obtained in the Written Examination for Physical Measurement Test (PMT) which will be of qualifying in nature. The candidates must meet the minimum Physical standards as mentioned below :-

(i) **PMT for the Male candidates :-**

Sl. No.	Category	Height (in cm)	Chest (in cm)	Weight (in kg.)
(1)	(2)	(3)	(4)	(5)
(i)	Candidates of all categories (other than Gorkha, Garwali, Rajbansi and Scheduled Tribes)	167	78 cms (without expansion) 83 cms (with expansion)	57
(ii)	Gorkha, Garwali, Rajbansi and Scheduled Tribes	160	76 cms (without expansion) 81 cms (with expansion)	53

(ii) **PMT For the Female candidates :-**

Sl. No.	Category	Height (in cm)	Weight (in kg.)
(1)	(2)	(3)	(4)
(i)	Candidates of all categories (other than Gorkha, Garwali, Rajbansi and Scheduled Tribes)	160	49
(ii)	Gorkha, Garwali, Rajbansi and Scheduled Tribes	152	45

(iii) **PMT For the Third Gender candidate :-**

Sl. No.	Category	Height (in cm)	Weight (in kg.)
(1)	(2)	(3)	(4)
(i)	Candidates of all categories (other than Gorkha, Garwali, Rajbansi and Scheduled Tribes)	163	52
(ii)	Gorkha, Garwali, Rajbansi and Scheduled Tribes	155	48

Provided that the candidates for appointment under exempted category on compassionate ground will have relaxation in the minimum physical standards as follows :-

Sl. No.	Category	Maximum Relaxation
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(1)	(2)	(3)
(i)	Male Candidates of all categories	Up to 5 cm in height; Up to 5 kg in weight Up to 5 cm in chest measurement (without expansion) with minimum expansion of 4 cm
(ii)	Female and Third Gender Candidates of all categories	Up to 5 cm in height Up to 5 kg in weight

(d) Physical Efficiency Test (PET) –

The candidates who have passed the PMT will be called for PET which is also qualifying in nature. The criteria for PET are as follows :-

- (i) The male candidates have to complete 1600 (sixteen hundred) metres run within 06 (six) minutes and 30 (thirty) seconds.
- (ii) The female candidates have to complete 800 (eight hundred) metres run within 04 (four) minutes.
- (iii) The Third Gender candidates have to complete 800 (eight hundred) metres run within 03 (three) minutes and 30 (thirty) seconds.
- (iv) The ex-servicemen above 35 years of age will fulfil the following :-
 - (A) Male candidates have to complete 800 (eight hundred) metres run within 03 (three) minutes and 30 (thirty) seconds; and
 - (B) Female/ Third Gender candidates, if any have to complete 800 (eight hundred) metres run within 04 (four) minutes and 30 (thirty) seconds.
- (v) The candidates considered for appointment under exempted category on compassionate ground with fulfil the following :
 - (A) Male candidates have to complete 1600 (sixteen hundred) metres run within 07 (seven) minutes; and
 - (B) Female or Third Gender candidates have to complete 800 (eight hundred) metres run within 05 (five) minutes.

(e) Interview (Maximum Marks-15) :-

All the candidates qualified in physical Efficiency Test (PET) will be called for Interview. The procedure, date time and venue of Interview will be decided by West Bengal Police Recruitment Board. Candidate's ability to speak, read and write Bengali/Nepali language as mentioned in rule 4 will be tested specifically during the interview.

The relevant testimonials of all the candidates called for Interview will be checked and verified at the time of Interview.

6. Reservation – (a) 22% (twenty two percent) posts will be reserved for Scheduled Castes candidates, 6% (six percent) posts will be reserved for Scheduled Tribes candidates, 10% (ten percent) posts will be reserved for Other Backward Classes Category-A candidates, 7% (seven Percent) posts will be reserved for Other Backward Classes Category – B candidates and 10% (ten Percent) posts will be reserved for Economically Weaker Sections candidates in terms of extant Government orders.

- (b) 30% (thirty percent) posts will be reserved for exempted category candidates in terms of extant Government orders.
- (c) 15% (fifteen percent) posts will be reserved for Home Guards and National Volunteer Force (NVF) personnel who have completed 03 (three) years of service as on 1st day of January of the year of advertisement for recruitment.
- (d) 15% (fifteen percent) posts will be reserved for Civic Volunteers/Village Police Volunteers who have completed 03 (three) years of service as on 1st day of January of the year of advertisement for recruitment.
- (e) 2% (two percent) posts will be reserved for Meritorious Sports Persons.

(f) The reservation of posts in terms of sub-rule (b), (c), (d) and (e) will be of horizontal nature.

7. **Preparation of merit list** – The final merit list of provisionally selected candidates shall be prepared on the basis of the total marks obtained by the candidates in the Written Examination and in the Interview. The Board shall publish the list of provisionally selected candidates in its website.

8. **Verification of Character Antecedents** – All provisionally selected candidates shall be required to fill up a Verification Roll which shall be thoroughly enquired into by the concerned authority.

9. **Medical Examination** –

(a) All provisionally selected candidates will be sent for Medical Examination at the State Government designated hospitals.

(b) The selected candidates should be in good mental and physical health. They should be free from any deformity likely to interfere with their training and efficient performance of their work.

(c) The candidates shall undergo all necessary medical tests as prescribed by the Department of Health and Family Welfare, Government of West Bengal from time to time.

(d) Only the candidates declared medically fit will be considered for appointment as Constable in West Bengal Police Force.

(e) The certificate of medical fitness will be issued by an authorized medical officer.

10. **Appointing Authority** – Assistant Inspector General of Police or Superintendent of Police or Commandant will act as the Appointing Authority for the post of Constable in West Bengal Police.

11. **Appointment, Training and Probation** – (1) The candidates provisionally selected for appointment after successful completion of verification and medical examination, shall be appointed on temporary basis.

(2) The shall be required to undergo a prescribed course of training in accordance with the Police Regulations, Bengal and/or such rules and regulations as prescribed from time to time.

(3) All candidates appointed on temporary basis shall be on probation for two years from the date of appointment, after which they may be confirmed in service by the competent authority.

12. **Discharge** – (a) A Constable may, anytime during the period of probation or while undergoing training, be discharged from service by the competent authority, without proceedings, if found unsuitable for the post.

The order of discharge shall include the grounds of discharge, but no formal proceeding shall be necessary. The order of discharge shall not be given effect to until its confirmation by the next higher authority.

(b) No appeal shall lie against the order of discharge.

13. **Saving** –Notwithstanding anything contained in these rules, any recruitment process continuing on the date of coming into force of these rules, shall be governed by the rules which existed at the time of advertisement for the said recruitment process.

By order of the Governor,

Sd/-NANDINI CHAKRAVORTY
Principal Secretary to the Government of West Bengal
Home & Hill Affairs Department

**WEST BENGAL POLICE DIRECTORATE
BHABANI BHAVAN, ALIPORE, KOLKATA-700027
DATED _____**

ORDER

In terms of power conferred under the Government Order No. 360(2)-H(RTI)1A-48/11(Pt.) dated 30.08.2016 of Home Department, RTI Cell, Government of West Bengal, the Director General & Inspector general of Police, West Bengal has been pleased to designate the Addl. Director General & Inspector General of Police, Cyber Crime Wing, WB as the Appellate Authority and the Deputy Inspector General of Police (HQ), Cyber Crime Wing, WB as the State Public Information Officer in respect of office of the Cyber Crime Wing, WB under the RTI Act, 2005 with immediate effect and until further order.

Sd./-
(Shri Rishikesh Meena)
Inspector General of Police (O), WB
& State Public Information Officer
West Bengal Police Directorate
Under the RTI Act, 2005

**SWAMI VIVEKANANDA STATE POLICE ACADEMY
WEST BENGAL, BARRACKPORE, PIN – 700120**

[TELE-FAX NO. 033-2592-0488]

Website – www/svspawb.gov.in, Email – svspawb@gmail.com

(An ISO 9001:2015 Certified Institution)

Memo. No. SVSPA/PA/BOC-Trg./54/2009-99(5)

Date: 25.07.2024

To : (1) The Addl. Director General of Police, Training, West Bengal
(2) The Inspector General of Police, (Administration), West Bengal
(3) The Deputy Inspector General of Police, Training, PTS, Salua
(4) The Deputy Inspector General of Police, (HQs.), West Bengal
(5) Shri Dipanjan De, Sr. Deputy Secretary, Home & Hill Affairs Dept, Govt. of WB

Sub : Minutes of the meeting of the “Board of Control for Training” held on 15.07.2024.

A copy of the minutes of the meeting of “Board of Control for Training” held on 15.07.2024 is sent herewith for favour of your kind perusal.

Sd/-(**Pranav Kumar**)
Inspector General of Police,
SVSPA, West Bengal, Barrackpore.

Minutes of the meeting of BoC for Training held on 15.07.2024 at 12:30 hrs. at the office chamber of ADGP & IGP, Training, WB, Salt Lake, Kolkata.

Smt. Damayanti Sen, IPS, Additional Director General & Inspector General of Police, Training, West Bengal presided over the meeting.

The following officers of the 'Board of Control for Training' also attended the meeting:-

1. Dr. Pranav Kumar, IPS, IGP, SVSPA, WB, Barrackpore.
2. Shri Rishikesh Meena, IPS, IGP (O), WB holding addl. charge of IGP(A), WB.
3. Shri Ujjwal Kumar Bhowmick, IPS, Dy. Inspr. General of Police, PTS, Salua.
4. Shri Rashid Munir Khan, IPS, DIG, HQ, WB.
5. Shri Dipanjan De, Sr. Deputy Secretary, Home and Hill Affairs Dept., Govt. of WB.

Following points were submitted for the discussion and decision there upon by the Board :

1. Approval of the supplementary result of Cadet SI(UB) of Batch No. 68/2023-2024.

During the meeting, the result sheet of final examination of 04 detained Cadet SI(UB) of Batch No. 68/2023-24 was placed before the members of the Board. 04 detained Cadet SI(UB) appeared in the Supplementary Examination and have completely passed in all indoor subjects. Board unanimously approved the result.

2. Approval of the final result of Recruit Constables of Batch No. 226/2023-24 of TTC SAP 7th Bn., Asansol.

The result sheet of Final Examination of Recruit Constable Batch No. 226/2023-24 who were trained at TTC SAP 7th Bn., Asansol. Total 108 Recruit Constables have been joined in the service, out of 108 Recruit Constables 01 RC has resigned from service. Total 107 RCs appeared in the examination and all of them have qualified in all papers. Result was placed before the BoC. The members of the board unanimously approved the same.

3. Approval of the final result of Junior Recruit Constable of Batch No. 12/2024 of TTC SAP 7th Bn., Asansol.

The result sheet of Final Examination of Junior Recruit Constable of Batch No. 12/2024 who were trained at TTC SAP 7th Bn., Asansol. Total 41 Junior Recruit Constables appeared in the examination and all of them have qualified in all papers. Result was placed before the BoC. The members of the board unanimously approved the same.

4. Revision of syllabus of Dy. SP (Proby), Cadet SIs (UB & AB), RCs and PPT courses of different ranks.

A) Syllabus of Dy. SP (Proby)

As per decision of BoC meeting dated 05.03.2025⁴ And considering the changes in three major laws, the revised draft syllabus of Dy. SP (Probationers) was placed before the Board. The chapters and sections of three major laws have been incorporated replacing the old laws i.e. IPC, Cr.PC & IEA. This apart, some new topics as per new criminal laws have been included in Paper-V (a) Investigation of Crime & its Supervision, (b) Scientific Aids to Investigation, (c) Court Craft and Trial Monitoring & Paper-VI (a) Police Station Management. The Board approved the same, Board further resolved that Police Directorate will be approached for constituting an committee for comprehensive revision of the syllabus as was done in the case of Cadet SIs.

B) Syllabus of Recruit Constables

The revised syllabus of Recruit Constables revised in the light of three new criminal major laws was put up before the Board. Board members deliberated upon the same and also suggested certain other changes for incorporating in the syllabus in view of modern policing challenges. Considering the nature of duties of Constables the basic concept of Bharatiya Sakshya Adhinyam has been included in the syllabus. A new topic i.e. Soft Skills has been included in Paper : I (A) Society & Police. Some new topics have also been incorporated Paper :I Republic of India & Role of Police, Paper: III Police Duties and Paper : IV Communication Skills. In communication skills there was no content on communication skills as such and it included only computer appreciation and telecommunication. Accordingly a section on communication skills (verval and written) has been included. Report Writing has been shifted from Paper III to section on communication skills (written). This apart, some Minor Acts have also been included relevant to the duties of constables. The syllabus on "Health & Hygiene and First Aid" in Outdoor syllabus has been prescribed in detail. Some minor changes/corrections have also been made at other places in outdoor syllabus.

C) Syllabi of different Pre/Post Promotional Training

During revision of the syllabi of Pre/Post Promotional Training of different ranks i.e. Constable to ASI(AB & UB), ASI TO SI (AB & UB) and SI to Inspector (UB), three major laws have been incorporated in their relevant papers/topics replacing the old laws i.e. IPC, Cr.PC & IEA. The Board has unanimously approved the above noted Syllabi.

D) Syllabus of Cadet SIs (UB & AB)

In course of discussion, the Board decided that revision of syllabi of Cadet SIs (UB & AB) in view of new criminal laws will be taken up in the next BoC meeting.

5. Miscellaneous :

The draft syllabus for conducting Pre-promotional training for the promotion to the post of ASI (Motor Transport) Laws also placed before the Board after incorporating a new subject i.e. "Basic Computer Application" as per recommendation of IGP (Administration), WB vide Memo. No. 275/CRO//CRO-84/2023 dtd. 03.06.2024. The members of the Board during discussion and recommended few revisions i.e. inclusion

of introduction to new Criminal Major Acts, functioning of Electric Vehicle, accessories in modern vehicle; GPS, Air Bag, Black Box etc. Board approved the syllabus with revisions accordingly.

The 'Meeting' ended with a vote of thanks to and from the chair:-

Sd./-
(Dipanjan De)
Sr. Deputy Secretary,
Home & Hill Affairs Dept., Govt. of WB

Sd./-
(Rashid Munir Khan)
DIGP, HQ, WB

Sd./-
(Ujjwal Kumar Bhowmik)
DIG (Training), PTS, Salua

Sd./-
(Rishikesh Meena)
IGP(O), WB holding addl. charge of IGP(A),
WB.

Sd./-
(Pranav Kumar)
IGP, SVSPA, WB, Barrackpore

Sd./-
(Damayanti Sen)
ADGP, Training, West Bengal

PART – II

Orders of the Director General & Inspector General of Police, West Bengal

PART – III

Rewards

PART – IV

Miscellaneous Notices

PART – V

Notification regarding the forfeiture and proscription of various publications.

PART – VI

Govt. & Other Departmental Orders

Police Order

By Order

**(Shri Subhash Kumar Roy)
Special Officer (Organisation)
West Bengal Police Directorate**