

SCHEME FOR COMMON RECRUITMENT OF CONSTABLES IN
CENTRAL POLICE FORCES TO BE CONDUCTED BY STAFF
SELECTION COMMISSION

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.

I). 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.

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).

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 States, which fall within the responsibility of the Force. **(this provision shall be operationalised with Cabinet Committee on Security's approval for which initiatives are being taken)**
- 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 the Government from time to time. The reserved vacancies will be calculated and recruitment made with reference to the allocations made to the States/UTs under item III above. Quota for SC/ST for various States/ UTs will be fixed having regard to the number of SC/ST population in such States / UTs. The unfilled reserved vacancies may also be filled through special recruitments.

V). RECRUITMENT PROCEDURE

1) Vacancies will be released to Staff Selection Commission(SSC) by respective Director General of CPMFs through nodal Force/MHA for carrying out recruitment of candidates out of the States earmarked. CPMFs may change the number of vacancies till one month before the conduct of written test for the next year of recruitment. While calculating vacancies, the following factors will be taken into account by CPMFs :-

- a) Vacancies in the existing Bns./Force (including the one which remained unfilled in the past recruitments) ;
- b) Number of personnel required for Raising of new Bns as per the schedule approved by MHA and any New Posts Sanctioned by MHA ;
- c) Resultant vacancies existing or likely to arise during the year because of promotions in other ranks ;
- d) Average of last 3 years wastage/ retirements during the year ;
- e) Add average of last 3 year attritions/ resignations ;
- f) Add last 3 years average % of candidates who have not joined after their selection .
- g) The vacancy will be calculated by each CPMF upto 31st March of next year i.e. 31st March, 2011 .

2) Centralised/Regional Recruitment

- (i) SSC would hold Regional Recruitment Test (RRT) separately for Assam Rifles through its Regional Centre at Guwahati. Similarly for ITBP, SSC would hold separate recruitment tests through its Regional Centres at Allahabad, Chandigarh and Guwahati. These recruitments will be completed by July, 2011 and training will start immediately.
- (ii) For remaining Forces i.e. CISF, CRPF, BSF and SSB, a Common Recruitment Test of Constable(GD) would be conducted by SSC and completed as per (iii) below.

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(iii) The common recruitment process (ii) above would be completed within a period of 9 (nine) months. For this purpose, the recruitment schedule given by SSC would be reworked by SSC and CPMFs limiting the timelines to the minimum required. In any event, recruitment must be completed by 15.10.2011 and training will start

3) Method of Selection

The recruitment will be made in the manner indicated below:-

- i) Selection will be made annually through invitation of applications after giving wide publicity by SSC.
- ii) An amount of Rs.50/- will be charged as application fee from the candidates belonging to general and OBC category. However, no fee will be charged from candidates belonging to SC/ ST community, Ex-servicemen and women.

4) The selection will be made on the basis of the following:-

- i) SSC will give wide publicity to the recruitment through its websites and regional offices. It will also place in position adequate mechanism for attending to complaints through specifically designed officials in its HQ and regional offices.
- ii) Application Form should be designed centrally by SSC. Applications will be invited by following two methods i.e. online applications and applications through plain papers. No testimonials are required to be attached with the Application Form by the candidates at the time of applying for the post.
- iii) Detailed syllabi for the written examination and model question papers, would also be provided on the website of SSC well in time before the written examination
- iv) Applications through plain papers in prescribed format can be submitted by the candidates on forms downloaded from SSC's website or available in the market.

- v) One of the Forces will be declared a Co-ordinating Force on annual rotation basis for conducting PET and Medical Examination in consultation with SSC and coordinating the entire recruitment process.
- vi) On receiving applications from the candidates, SSC will process these and will provide the lists of the same - State-wise & category-wise to the nodal force as per agreed programme for conducting Physical Standard Test (PST) and Physical Efficiency Test (PET).
- vii) At the very beginning of the recruitment process, candidates whose applications are found to be in order will be asked to go through the height bar and thereby, candidates with lesser height will get eliminated.
- viii) Those who qualify the height test, will be subjected to five kilometers race (for male) and 1.6 Kms. race (for female) to be completed within 24 minutes and 8.30 minutes respectively.
- ix) Those who qualify in the race will be subjected to the modern biometric methods to obviate impersonation by the candidates. The biometric methods should be used at all stages of the recruitment (In the absence of computer based biometric equipments, thumb impression digital photograph, and any specific identifying mark in the body may be used).

x) Physical Standard Test (PST)

Candidates who are found eligible on screening of testimonials will be screened first for height, chest and weight measurements by a board before sending them for PET.

xii) Physical Efficiency Test (PET)

The candidates who clear PST, will be required to undergo PET. The PETs consist of the following:-

Male Candidates

- a) 11 feet long jump (3 chances to be given).
- b) 3-1/2 feet high jump (3 chances to be given).

Female Candidates

- a) 9 feet long jump (3 chances to be given).
- b) 3 feet high jump (3 chances to be given).

No physical efficiency test will be held for Ex-servicemen. However, Ex-servicemen will be required to pass the requisite medical examination.

NOTE:- Physical Efficiency Tests will now be only qualifying in nature and it will not carry any marks .

- xiii) PST and PET will be conducted by the CPMFs under the supervision of SSC. The nodal force will consolidate and provide the list of qualified candidates in the PET alongwith biometric data of the candidates to SSC in the prescribed proforma.

xiv) Written Test

- a) The candidates who qualify in the PST and PET will be required to appear in a written test. SSC will conduct the written test of only those candidates who qualify in the PST and PET.
- b) The written test will consist of only OMR based objective type multiple choice questions to be answered using a pen. The question paper should be of 100 marks and it will comprise at least 100 questions.
- c) While all the question papers in an examination may contain the same set of questions, the question papers may be in different series, which will have the questions in different order.
- d) The question paper will be set to assess the general awareness/ general knowledge, knowledge of elementary mathematics, analytical aptitude and ability to observe and distinguish patterns and to test the basic knowledge of the candidates in English/Hindi. The questions will be set both in Hindi and English. The papers can be answered either in Hindi or in English.

- e) The question papers should be set centrally.
- f) Candidates will be required to answer in OMR sheet, which should be signed both by the candidate and invigilator.
- g) The candidates applying under the compassionate appointment scheme of the government will not be required to appear in the written test.
- h) SSC will provide the list of candidates qualifying in the written examination to the nodal Force for the conduct of the medical examination of the qualified candidates.

xv) Medical Examination

The candidates will be medically examined to assess their physical & medical fitness as prescribed in the eligibility conditions. Medical examination will be conducted after the written exam by CPMFs. The nodal Force will provide the list of medically fit candidates to SSC. The number of candidates to be examined will be equal to the number of vacancies, increased by average failure rate during medical examination determined on the basis of past experience.

In case of medical examination, “temporary unfitness” should not be allowed, and the candidates declared unfit may be examined by “Appeal Panel”, on their representations to be filed, within 15 days of rejection by the medical board. The appeal should be decided within a month of the date of rejection. If found medically fit by Appeal panel, the candidate will be recruited against wastage subject to his making merit criteria fixed by SSC for final selection .

Testimonials of the candidates will be checked at the medical examination stage to reduce pressure on PET board.

xvi) Merit Lists

Merit lists in each category namely, Gen, SC, ST, OBC and ex-servicemen will be drawn separately by SSC in respect of each State / UT on the basis of aggregate marks obtained in the written test.

In case of tie in marks, SSC will resolve the tie following its set procedure, which will be clearly stated in the advertisement of recruitment.

xvii) Final Selection

- 1) The final selection of the candidates will be made in order of merit in each category. SSC will declare the results of finally selected candidates (State-wise and community wise i.e. SC, ST, OBC & Gen). Force allocation to the successful candidates will be made by SSC on the basis of merit cum choice.
- 2) No waiting list of successful candidates will be kept by SSC.
- 3) The cut off percentage of marks for appointment will be normally as under:-

General and Ex-servicemen	:	35 %
SC/ST/OBC	:	33 %

5). General

- (i) 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 by SSC. Advertisement for recruitment of Constable (GD) in CPMFs will be issued centrally by the SSC.
- (ii) 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 Forces. The publicity campaign by SSC should take care of this.
- (iii) In case other recruitment are made to fill up backlog vacancies, if any, then the procedure enumerated above will be followed.

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- (iv) RTI Applications relating to PET/medical examination should be handled by the CPO concerned.

6) SAFEGUARDS

- i) The process of PET/medical examination should be preferably video graphed.

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**FAX
IMMEDIATE**

**GOVERNMENT OF INDIA
MINISTRY OF HOME AFFAIRS/PERS-II**

Subject: Modified Scheme for common recruitment of Constables in Central Para-Military Forces to be conducted by Staff Selection Commission(SSC).

17 FEB 2011

D/S
15/11/11

Reference this Ministry's UO of even no. dated 11.1.2011, on the subject noted above forwarding therewith modified scheme for common recruitment of Constables in Central Para-Military Forces to be conducted by Staff Selection Commission (SSC).

2. Following amendments in place of existing provisions in the modified scheme for common recruitment of constables in CPMFs to be conducted by SSC, issued vide this Ministry's UO of even no. dated 11.1.2011, have been made:-

Para No	Amendment
Para-V(1) (g)	"The vacancies will be calculated by each CPMF on financial year basis"
Sub-para 4(x) of Para V	"After biometric identification, candidates will be screened first for height, chest and weight measurements by a board before sending them for PET."
Sub-para 4(xi) of Para V	"Boards of CPMFs for conducting PST/PET and Medical Examination will be headed by an officer of the rank of Commandant/ Second-in command with two officers not below the status of Assistant Commandant and at least one Medical Officer. An SC/ST officer and an officer belonging to the minority may be co-opted, if these Boards do not have representatives from these communities."

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D/S
18.2.11

Atul (K.S.)

(A.K. Singh)
Director (Pers)
T. No. 23092956

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**DsG, : CRPF, BSF, ITBP, CISF, SSB and Assam Rifles
MHA U.O. No. I-45023/6/2008-Pers-II dated 9.2.2011**

Copy to:- The Chairman, Staff Selection Commission (SSC) for information and further necessary action.

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Constable's

Target Date..... 21/2

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GOVERNMENT OF INDIA
MINISTRY OF HOME AFFAIRS/PERS-II

Subject: Modified Scheme for common recruitment of Constables in Central Para-Military Forces to be conducted by Staff Selection Commission (SSC).

Reference this Ministry's UO of even no. dated 11.1.2011 and dated 9.2.2011, on the subject noted above.

2. With reference to Sub-para 4(xi) of Para V of the amendment issued on 9.2.2011 it is clarified that 'medical officer need to be associated with the recruitment board only at the time of final medical examination of the candidates'

3. Following additional clause has been added in Para -V (4) (xv) in the modified scheme for common recruitment of constables (GD) in CAPFs and Assam Rifles:-

"Pregnancy at the time of Physical Efficiency Test (PET) will be disqualification and pregnant female candidate can be rejected at that time only. However if any such women candidate who as a result of tests at the time of medical examination is found to be pregnant of twelve weeks standing or over shall be declared temporarily unfit and her appointment held in abeyance until the confinement is over".

4. Following Parameters have been approved to conduct PET of candidates in Ladakh region for recruitment of Constables (GD) in CAPFs and Assam Rifles:-

Male Candidates

- i) 1 Mile race to be completed in 6.30 minutes
- ii) 11 Feet long jump (3 chances to be given)
- iii) 3 ½ Feet high jump (3 chance to be given)

Female Candidates

- i) 800 Meter race to be completed in 4 minutes
- ii) 9 Feet long jump (3 chances to be given)
- iii) 3 Feet high jump (3 chance to be given)


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DsG, : CRPF, BSF, ITBP, CISF, SSB and Assam Rifles
MHA U.O. No. I-45023/6/2008-Pers-II dated 4.4.2011

Copy to:- The Chairman, Staff Selection Commission (SSC) for information and further necessary action.



