Annexure-VI (9)

MINISTRY OF HOME AFFAIRS

NOTIFICATION

New Delhi, the 17th July, 2018

G.S.R. 655(E).—In exercise of the powers conferred by clause (b) of sub-section (2) of section 156 of the Indo-Tibetan Border Police Force Act, 1992 (35 of 1992), and in supersession of the Indo-Tibetan Border Police Force, General Duty Cadre (Group 'A' Posts) Recruitment Rules, 2010 except as respects things done or omitted to be done before such supersession, the Central Government hereby makes the following rules regulating the method of recruitment to Group 'A' posts in the General Duty Cadre in the Indo-Tibetan Border Police Force under the Ministry of Home Affairs, namely:-

1. **Short title and commencement.**— (1) These rules may be called the Indo-Tibetan Border Police Force, General Duty Cadre (Group 'A' Posts) Recruitment Rules, 2018.

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

2. **Application.**— These rules shall apply to the posts specified in column (1) of the Schedule annexed to these rules.

3. **Number of posts, classification and level in the pay matrix.**— The number of the posts, their classification and level in the pay matrix attached thereto, shall be as specified in columns (2) to (4) of the aforesaid Schedule.

4. **Method of recruitment, age limit, other qualifications, etc.**— The method of recruitment, age limit, qualifications and other matters relating thereto, shall be as specified in columns (5) to (13) of the said Schedule.

5. **Seniority .**— The seniority of direct entrants shall be determined by adding together the marks obtained by them in the recruitment test and the basic professional course in the ratio of 50:50.

6. **Medical fitness.**- Notwithstanding anything contained in these rules, only those officers who are in medical category SHAPE-I, shall be eligible for appointment under the provisions of these rules.

Explanation.— For the purposes of this rule, SHAPE-I means Medical Category defined as under :-

(i) Medical classification done by Medical Officer after assessing fitness of the officer under given factors indicated by the code letters SHAPE, which represent the following function :-

S - Psychological

H - Hearing

A - Appendages

P - Physical capacity

E - Eye sight

(ii) Functional capacity of an officer under each factor will be denoted by numeral 1 to 5 against each code letter, indicating declining functional efficiency. The numerals will be written next to the code letter, except that where an officer is in Grade-I in all factors, his category may be denoted by writing SHAPE-I instead of writing S1H1A1P1E1. General evaluation of these numerals is as under:-

(a) fit for all duties anywhere;

(b) fit for all duties but may have limitations as to type of duties and area of employability depending on whether the duties involve severe stress or demand acuity of hearing/vision of both ears/eyes;

(c) excepting "S" factor, fit for routine or sedentary duties but may have limitations of employability at high altitude (above 2,700 meters) extreme cold areas or hilly terrain and for long assignment;

(d) temporarily unfit for duties on account of hospitalisation or sick leave;

(e) permanently unfit for duties.

7. Disqualification.— No person,—

(a) who entered into or contracted a marriage with a person having a spouse living, or

(b) who, having a spouse living, has entered into or contracted a marriage with any person,

shall be eligible for appointment to the said posts :

Provided that the Central Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

8. **Ineligibility of aliens.**—No person who is not a citizen of India shall, except with the prior permission of Central Government in writing, be appointed under these rules:

Provided that nothing contained in this rule shall debar the appointment or employment of a subject of Nepal or Bhutan in the Force.

9. **Superannuation.**—(1) Officers holding the ranks of Deputy Inspector General (General Duty) and Inspector General (General Duty) shall retire from service in the afternoon of the last day of the month in which they attain the age of sixty years and officers holding the ranks of Assistant Commandant (General Duty), Deputy Commandant (General Duty), Second-in-Command (General Duty) and Commandant (General Duty) shall retire from service in the afternoon of the last day of the month in which they attain the age of fifty seven years:

Provided that the person whose date of birth is the first of a month shall retire from service on the afternoon of the last day of the preceding month on attaining the age of superannuation i.e. sixty years or fifty seven years, as the case may be.

(2) No person shall be granted extension in service beyond the prescribed age of retirement on superannuation.

10. **Power to relax.**—Where the Central Government is of the opinion that it is necessary or expedient so to do, it may, by order, for reasons to be recorded in writing, relax any of the provisions of these rules with respect of any class or category of persons.

11. **Saving.**—Nothing in these rules shall affect reservations, relaxation of age-limit and other concessions required to be provided for the Scheduled Castes, the Scheduled Tribes, Other Backward Classes, Ex-servicemen and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.

12. **Interpretation.**—If any question relating to the interpretation of these rules arises, it shall be referred to the Central Government who shall decide the same.

SCHEDULE

Name of the post.	Number of posts.	Classification of the post.	Level in the pay matrix	Selection or non selection post.
(1)	(2)	(3)	(4)	(5)
1. Inspector General (General Duty)	10*(2018) *Subject to variation dependent on workload.	General Central Service, Group 'A' Gazetted (Non Ministerial).	Level 14 (144200 - 218200)	Selection

Age limit for direct recruits.	Educational and other qualifications required for direct recruits.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees.	Period of probation, if any.	Method of recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the posts to be filled by various methods.

(6)	(7)	(8)	(9)	(10)
Not applicable	Not applicable	Not applicable	Not applicable	(i) 50% by promotion from ITBP cadre officers. (ii) 50% by deputation of Indian Police Service officers.

In case of recruitment by promotion/deputation/absorption, level in the pay matrix from which promotion/ deputation/absorption to be made.
(11)
By Promotion: From amongst Deputy Inspector General (General Duty) of Indo-Tibetan Border Police Force in level 13A of the pay matrix with two years of regular service in the grade with total twenty-four years' regular service in Group A and who having successfully completed the prescribed pre-promotional training course. **Note:** Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility service or two years, whichever is less, and have successfully completed their probation period for promotion to the next higher level in the pay matrix alongwith their juniors who have already completed such qualifying or eligibility service. **By Deputation:** Indian Police Service Officers empanelled to hold the post of Inspector General in Central Government or approved for appointment as such. **Note1:** The maximum age-limit for appointment by deputation shall not be exceeding fifty-eight years as on the closing date of receipt of deputation. **Note 2:** The period of deputation including the period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other organisation or department of the Central Government shall ordinarily not exceed five years. **Note 3:** The departmental officers in the feeder category who are in the direct line of promotion shall not be eligible for consideration for appointment on deputation. Similarly, the deputationist shall not be eligible for consideration for appointment by promotion.

If a Departmental Promotion Committee exists, what is its composition?	Circumstances in which Union Public Commission is to be consulted in making recruitment.
(12)	(13)
Group "A" Departmental Promotion Committee for considering promotion : 1. Secretary, Ministry of Home Affairs. - Chairman 2. Director General, Indo-Tibetan Border Police Force - Member 3. One of the Directors General from other Force (to be nominated by the Chairman) - Member 4. An officer not below the level of Additional Secretary, Ministry of Home Affairs - Member	Not applicable.

(1)	(2)	(3)	(4)	(5)
2. Deputy Inspector General (General Duty).	62* (2018) *Subject to variation dependent on workload.	General Central Service, Group 'A' Gazetted (Non-Ministerial).	Level 13A (131100 - 216600)	Selection.

(6)	(7)	(8)	(9)	(10)
Not applicable.	Not applicable	Not applicable	Two years (For re-employed only)	80% by promotion failing which by deputation. 20 % by deputation/re-employment of Indian Police Service officers and Army officers. **Note:** The total number of serving or retired Army officers on deputation or re-employment shall not be more than 5% of the total sanctioned posts.

(11)
By Promotion: From amongst Commandant (General Duty) of Indo-Tibetan Border Police Force in level 13 of the pay matrix with two years of regular service in the grade with total twenty years regular service in Group A and having successfully completed the prescribed pre-promotional training course. **Note:** Where juniors who have completed their qualifying or eligibility service are being considered for promotion their seniors would also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility service or two years, whichever is less, and have successfully completed their probation period for promotion to the next higher level in the pay matrix alongwith their juniors who have already completed such qualifying or eligibility service.
By Deputation: Indian Police Service officers holding the post of Deputy Inspector General of Police or equivalent or approved for appointment as such or serving Army Officer holding or eligible to hold equivalent or analogous rank. **Note1:** The maximum age-limit for appointment by deputation shall not be exceeding fifty-six years as on the closing date of receipt of deputation. **Note 2:** The period of deputation including the period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other organisation or department of the Central Government shall ordinarily not exceed five years. **Note 3:** The departmental officers in the feeder category who are in the direct line of promotion shall not be eligible for consideration for appointment on deputation. Similarly, the deputationist shall not be eligible for consideration for appointment by promotion. Re-employment of Ex-servicemen : The Armed Forces personnel due to retire or who are to be transferred to reserve within a period of one year and having qualifications and experience prescribed above for deputationists, shall also be considered. Such persons would be given deputation terms upto the date on which they are due for release from Armed Forces; thereafter they may be continued on re-employment.

(12)		(13)
Group 'A' Departmental Promotion Committee for considering promotion :		Not applicable.
1. Secretary, Ministry of Home Affairs.	- Chairman	
2. Director General, Indo-Tibetan Border Police Force	- Member	
3. One of the Directors General from other Force (to be nominated by the Chairman)	- Member	
4. Joint Secretary, Ministry of Home Affairs	- Member	
5. Nominee of Department of Personnel and Training	- Member	

(1)	(2)	(3)	(4)	(5)
3. Commandant (General Duty)	100* (2018) *Subject to variation dependent on workload.	General Central Service, Group 'A' Gazetted. (Non-Ministerial)	Level 13 (118500 - 214100)	Selection.

(6)	(7)	(8)	(9)	(10)
Not applicable	Not applicable	Not applicable	Not applicable	By promotion.

(11)
By Promotion: From amongst Second-in-Command (General Duty) of the Indo-Tibetan Border Police Force in level 12 of the pay matrix with five years of regular service in the grade with total fifteen years of regular service in Group A and having successfully completed the prescribed pre-promotional training course. **Note:** Where juniors who have completed their qualifying or eligibility service are being considered for promotion their seniors would also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility service or two years, whichever is less, and have successfully completed their probation period for promotion to the next higher level in the pay matrix alongwith their juniors who have already completed such qualifying or eligibility service.

(12)	(13)
Group 'A' Departmental Promotion Committee for considering promotion: 1. Director General, Indo Tibetan Border Police Force. - Chairman 2. Joint Secretary, Ministry of Home Affairs. - Member 3. Inspector General, Indo-Tibetan Border Police Force - Member 4. Deputy Inspector General, Indo-Tibetan Border Police Force - Member	Not applicable.

(1)	(2)	(3)	(4)	(5)
4. Second in Command (General Duty)	97* (2018) * Subject to variation dependent on workload.	General Central Service, Group 'A' Gazetted, (Non-Ministerial)	Level 12 (78800 - 209200)	Selection

(6)	(7)	(8)	(9)	(10)
Not applicable	Not applicable	Not applicable	Not applicable	By promotion

(11)
By Promotion: From amongst Deputy Commandants (General Duty) of the Indo-Tibetan Border Police Force in level 11 in the pay matrix with five years regular service in the grade and total ten years of regular service in Group 'A' and having successfully completed the prescribed pre-promotional training course. **Note:** Where juniors who have completed their qualifying or eligibility service are being considered for promotion their seniors would also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility service or two years, whichever is less, and have successfully completed their probation period for promotion to the next higher level in the pay matrix alongwith their juniors who have already completed such qualifying or eligibility service.

(12)	(13)
Group 'A' Departmental Promotion Committee for considering promotion : 1. Additional Director General, Indo Tibetan Border Police Force. - Chairman 2. Joint Secretary, Ministry of Home Affairs. - Member 3. Inspector General, Indo-Tibetan Border Police Force. - Member 4. Deputy Inspector General, Indo-Tibetan Border Police Force. - Member	Not applicable

(1)	(2)	(3)	(4)	(5)
5. Deputy Commandant (General Duty)	305* (2018) * Subject to variation dependent on workload	General Central Service, Group 'A' Gazetted, (Non-Ministerial)	Level 11 (67700 - 208700)	Selection

(6)	(7)	(8)	(9)	(10)
Not applicable	Not applicable	Not applicable	Not applicable	By promotion

(11)
By Promotion: From amongst Assistant Commandants (General Duty) of Indo-Tibetan Border Police Force in level 10 of the pay matrix with five years regular service in the grade out of which two years experience as Company Commander of service company in Service Battalion of the Indo-Tibetan Border Police Force and having successfully completed the prescribed pre-promotional training course. The condition of two years experience as Company Commander of service company in service Battalion of the Indo-Tibetan Border Police Force shall not be applicable in case of the officers who are in central sports team. **Note:** Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility service or two years, whichever is less, and have successfully completed their probation period for promotion to the next higher level in the pay matrix alongwith their juniors who have already completed such qualifying or eligibility service.

(12)	(13)
Group 'A' Departmental Promotion Committee for considering Promotion: 1. Additional Director General, Indo-Tibetan Border Police Force. - Chairman. 2. Inspector General, Indo-Tibetan Border Police Force. - Member 3. Director/Deputy Secretary, Ministry of Home Affairs. - Member 4. Deputy Inspector General, Indo-Tibetan Border Police Force. - Member	Not applicable.

(1)	(2)	(3)	(4)	(5)
6. Assistant Commandant (General Duty)	574* (2018) * Subject to variation dependent on workload.	General Central Service, Group 'A' Gazetted, (Non-Ministerial)	Level 10 (56100 - 177500)	Selection

(6)	(7)
Between 20 and 25 years. **Note1:** The crucial date for determining the age limit shall be such as may be specified by the Central Government from time to time at the time of advertisement of the Assistant Commandant (Central Police Force) Examination. (Relaxable for Government servants upto five years in accordance with the orders issued by the Central Government from time to time.) **Note2:** The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India(and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh	(i) Educational qualification: Bachelor's Degree of a recognised University or equivalent. (ii) Physical and Medical Standards: **Male** — **Female** Height: 165 centimeters — 157 centimeters Chest: 81 centimeters (Unexpanded) — Not Applicable 86 centimeters (Expanded)

Division of Jammu and Kashmir State, Lahaul and Spiti District and Pangi Sub-Division of Chamba District of Himachal Pradesh, Andaman Nicobar Islands or Lakshadweep).	Weight 50kgs Proportionate to height. Eye Sight (with or without glasses) Distant Vision Near Vision Better eye Worse eye Better eye Worse eye (Corrected Vision) (Corrected Vision) 6/6 6/12 Or 6/9 6/9 J.I J.II **Note:** The candidates must not have knock knees, flat foot, varicose vein or squint in eyes and they should possess high colour vision. The candidates will be tested for colour vision by Ishahara's test as well as Edrich-Green Lantern test. 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.

(8)	(9)	(10)
Not applicable	Two years	(i) 33%(Thirty three percent of the vacancies) by promotion; (ii)17%(Seventeen percent of the vacancies) by Limited Departmental Competitive Examination failing which by promotion; (iii)50%(Fifty percent of the vacancies) by direct recruitment on the basis of the All India Competitive Examination to be conducted by the Union Public Service Commission. **Note:** Ten percent of posts to be filled by direct recruitment shall be reserved for ex-servicemen including Short Service Commission Officers (SSCOs).

(11)
By promotion: From amongst Subedar Major(General Duty) of Indo-Tibetan Border Police Force in level 8 in the pay matrix with two years' regular service in the grade and having successfully completed the prescribed pre-promotional training course; failing which: Subedar Major (General Duty) of Indo-Tibetan Border Police Force in level 8 in the pay matrix with three years combined service as Subedar Major or Inspector (General Duty) and having successfully completed the prescribed pre-promotional training course; failing both: from amongst Inspector (General Duty) of Indo-Tibetan Border Police Force in level 7 in the pay matrix with three years' regular service in the grade and having successfully completed the prescribed pre-promotional training course. **Note:** Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors shall also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility service or two years, whichever is less, and have successfully completed their probation period for promotion to the next higher level in the pay matrix alongwith their juniors who have already completed such qualifying or eligibility service. Through Limited Departmental Competitive Examination: Inspectors and Sub-Inspectors of General Duty Cadre of Indo-Tibetan Border Police Force who have completed four years of service including period of training and being in Medical category SHAPE- I shall be eligible to appear in the Limited Departmental Competitive Examination. **Note :** The maximum age limit for appearing in the Limited Departmental Competitive Examination shall be thirty-five years. The relaxation for Schedule Caste or Schedule Tribe or Other Backward Class candidates shall be admissible as per Government Rules. The required educational qualification shall be graduation. The crucial date shall be the 1st day of January of the year in which the Examination is conducted.

2. Physical standards for appearing in the Limited Departmental Competitive Examination shall be same as applicable to directly recruited Assistant Commandant (General Duty) Candidates. 3. Three chances shall be given for appearing in the Limited Departmental Competitive Examination conducted by the Indo-Tibetan Border Police Force. 4. The unfilled vacancies in the Limited Departmental Competitive Examination for the year shall go to the promotion quota and shall not be carried forward. 5. The Limited Departmental Competitive Examination shall be conducted by one of the CPFs by rotation jointly for all CPFs or by the Union Public Service Commission, as the case may be as per the scheme of the examination notified by the Ministry of Home Affairs from time to time. 6. The selected Assistant Commandants through Limited Departmental Competitive Examination shall undergo separate training of Assistant Commandants and shall be on probation for two years.	
(12)	(13)
Group 'A' Departmental Promotion Committee for considering promotion : 1. Additional Director General, Indo-Tibetan Border Police Force - Chairman 2. Inspector General, Indo-Tibetan Border Police Force - Member 3. Director/Deputy Secretary, Ministry of Home Affairs - Member 4. Deputy Inspector General, Indo-Tibetan Border Police Force - Member **Group 'A' Officers Screening Committee for confirmation of direct recruit Assistant Commandants:** 1. Additional Director General, Indo-Tibetan Border Police Force. - Chairman 2. Inspector General, Indo-Tibetan Border Police Force - Member 3. Director/Deputy Secretary, Ministry of Home Affairs - Member 4. Deputy Inspector General, Indo-Tibetan Border Police Force - Member	Exempted from the purview of the Union Public Service Commission but consultation with Union Public Service Commission shall be necessary for direct recruitment and Limited Departmental Competitive Examination.

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