

**പതിനാലാം കേരള നിയമസഭ  
നാലാം സമ്മേളനം**

**പോലീസുകാരുടെ പരിശീലനകാലം സർവ്വീസായി പരിഗണിക്കാൻ നടപടി**

**നക്ഷത്രചിഹ്നമിടാത്ത ചോദ്യം നമ്പർ : 3550      14/03/2017-ൽ മറുപടിക്ക്**

**ചോദ്യം  
ശ്രീ.പി.സി. ജോർജ്ജ്**

**മറുപടി  
പിണറായി വിജയൻ  
(മുഖ്യമന്ത്രി)**

<p>(എ) പോലീസുകാരുടെ പരിശീലനകാലം സർവ്വീസായി പരിഗണിച്ച് ഒരു വാർഷിക ഇൻക്രിമെന്റ് നൽകുന്നതിന് G.O (M.S) No.185/2011/Home നമ്പർ ഉത്തരവ് നിലവിലുണ്ടോ ; പകർപ്പ് ലഭ്യമാക്കുമോ ;</p>	<p>(എ) ഉത്തരവ് നിലവിലുണ്ട്. പകർപ്പ് അനുബന്ധമായി ചേർത്തിരിക്കുന്നു.</p>
<p>(ബി) കേരള പോലീസിൽ പരിശീലനം പൂർത്തിയാക്കുകയും തുടർന്ന് പി.എസ്.സി. മുഖാന്തിരം വിവിധ വകുപ്പുകളിൽ ജോലി നേടുകയും ചെയ്ത ജീവനക്കാർക്ക് കൂടി പ്രസ്തുത ഇൻക്രിമെന്റ് നൽകുന്നതിന് നടപടി സ്വീകരിക്കുമോ ; വിശദാംശങ്ങൾ വെളിപ്പെടുത്തുമോ ?</p>	<p>(ബി) കേരള പോലീസിൽ പരിശീലനം പൂർത്തിയാക്കി തുടർന്ന് പി.എസ്.സി. മുഖാന്തിരം വിവിധ വകുപ്പുകളിൽ ജോലി നേടിയ ജീവനക്കാർക്ക് 23/05/2016-ലെ സ.ഉ.(എം.എസ്) നം. 160/2016/ആഭ്യന്തരം പ്രകാരം 2014-ലെ ശമ്പളപരിഷ്കരണത്തിനു മുമ്പുള്ള ശമ്പള സ്കെയിലിൽ (pre-revised) 200/- രൂപ പേഴ്സണൽ പേ ശമ്പള പരിഷ്കരണത്തിനായി അനുവദിച്ചുകൊണ്ടും ടിയാളുകളുടെ പരിശീലനകാലം പെൻഷനും ശമ്പള പരിഷ്കരണത്തിന് വെയിറ്റേജിന് പരിഗണിച്ചും ഉത്തരവായിട്ടുണ്ട്.</p>



സെക്ഷൻ ഓഫീസർ

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GOVERNMENT OF KERALA

Abstract

Home Department – Police Establishment – Training period of Police Personnel  
- Sanction of increment and service weightage - Orders issued.

HOME (A) DEPARTMENT

GO (Ms) No: 185 /2011/Home.

Dated, Thiruvananthapuram, 22/08/2011

- Read : 1. GO (Rt) No. 3162/08/Home dated. 16.10.2008  
2. Notification 4448/Leg E1 /10/Law dated. 31.01.2010.  
3. G.O (P) No. 85/2011/Fin dated. 20.02.2011.  
4. GO (MS) No. 80/2011/Home dated. 01.03.2011.  
5. Representations dated. 25.03.2011 from the General Secretary, Kerala  
Police Association.

ORDER

One of the long lasting demands of the Police Personnel is to treat their training period as duty and to reckon the training period as qualifying service for increment, grade promotion and pension. Several Writ Petitions were filed in this connection and a number of conflicting orders had been pronounced by the Hon'ble High Court of Kerala . In one of the Writ Appeals (WA No. 671/2008) filed by some police personnel, the Division Bench of the Hon'ble High Court of Kerala , in their Order dated. 11.06.2008, observed that training cannot be termed as pre-appointed training and hence should be counted as service. In compliance to the Judgement of Government as per Order read as 1<sup>st</sup> paper above, had ordered that "the period of in-service training of police constable drivers will be reckoned as qualifying service for increment, grade etc. But the pre-service training period of police constables will not reckon as qualifying service for increment, grade etc". Later, the Kerala Police Officers Association in their representation dated, 11.02.2011 brought to the notice of Government that, consequent to the above Government Order, the benefit of counting the training period of police personnel for calculating pensionary benefit had been ceased since November 2008.

After taking into consideration the above facts, Government, vide Order read as 4th paper above, ordered an *advance increment* to all Police Personnel in service in lieu of the successful basic training they had attended for appointment in the Police force. It was also ordered that the period of basic training which was not

counted as qualifying service for pensionary benefits since November 2008 will also be treated as qualifying service with retrospective effect for all pensionary benefits.

In the representation read as 5th paper above, the Kerala Police Association has requested Government to consider the training period for both higher grade and probation and also requested clarifications regarding the date of effect of the advance increment treating the training period reckoning as qualifying service for service weightage, fixation of pay, time bound higher grade, date of future increment etc.

The request of the Police Personnel for treating the training period as duty and to restore the benefits lost as a result of the above Government Order was discussed with the Association of the Police Personnel and also was examined in detail and found that when an advance increment is given to an officer, only the date of normal increment due is advanced. The next increment will fall due only after one year from the date on which the advance increment was given. If the date of effect of advance increment is not mentioned, it will be given from the date of Government Order. Thus when advance increment is awarded to a large number of persons, the benefit will not be the same for all the persons.

As per the G.O read as 3<sup>rd</sup> paper above for fixation of pay in the revised scale 1/2 % service weightage is given for each completed year. If the in-service training period is also considered for service weightage the police personnel (Police Constables and officers of and above the rank of SI of Police in Armed Battalion/Armed Reserve) who have successfully completed one year will be eligible for an additional 1/2 % service weightage. Similarly the officers who have undergone 2 years training (officers of and above the rank of SI of Police in the Executive Branch) will be eligible for an additional 1 % service weightage. In most cases an increase of 1/2 % to 1% increase in service weightage may not make much difference in the fixation of pay. Hence the in-service training can be reckoned as qualifying service for service weightage for fixation of pay in the revised scale.

Among the police personnel, the benefit of Time Bound Higher Grade Promotion is only for the constabulary. In the case of Police Officers of and above the rank of SI of Police, they normally become eligible for regular promotion/ratio based grade promotion much earlier. Hence the applicability of Time Bound Higher Grade Promotion does not arise. The in-service training for the Police Constables is only for nine months, hence the training period can be considered for calculating Time Bound Higher Grade Promotion.

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In the circumstances, Government are pleased to order that:

- i. Instead of the advance increment sanctioned to police personnel vide Government Order read as 4th paper above, one additional increment will be sanctioned. This benefit is given along with the normal increment received during April 2010 to March 2011. However, Officers in the Executive Branch who joined as SI of Police directly and who have undergone two years of in-service training is given two additional increments.
- ii. The in-service training of Police Personnel is reckoned as qualifying service for service weightage for fixation of pay in the revised scale.
- iii. The training period is also considered for calculating Time Bound Higher Grade Promotion.

The Government Order read as 4th paper is modified to the above extend.

By Order of the Governor,  
K.Jayakumar  
Additional Chief Secretary to Government

To

The State Police Chief, Kerala, Thiruvananthapuram

The Principal Accountant General (Audit),  
Kerala, Thiruvananthapuram.

The Accountant General (A&E),  
Kerala, Thiruvananthapuram.

} This issues with the concurrence  
of the Finance Department.

The information and Public Relations Department

(for Publishing in the Media and uploading the Website)

The Finance Department (vide UO No. 56549 /RA1/2011/Fin dated 11.08.2011)

Stock File/OC.

Copy to

Private Secretary to Chief Minister

PA to Additional Chief Secretary.

CA to Additional Secretary.

Forwarded / By Order

  
Section Officer.

  
Section Officer