

No.11047/4/2017-AIS-II  
Government of India  
Ministry of Personnel, Public Grievances and Pension  
Department of Personnel & Training

New Delhi, dated the 11<sup>th</sup> June, 2018

To  
The Chief Secretaries of all the States/UTs.

Subject: Amendments in IPS (Pay) Rules, 2016-reg.

Sir,

I am directed to refer to this department's letters of even number dated the 21<sup>st</sup> June, 2017 and 17<sup>th</sup> July 2017 on the above mentioned subject (copy enclosed) seeking therein the comments of the State Governments on the proposed amendments, inter-alia, (i) Probation, (ii) Physical Fitness and (iii) Domain Expertise training programme.

2. It is further intimated that the proposed amendments was circulated to the Chief Secretaries of all State Governments not once but thrice despite which, this department has received comments only from three states viz. Telangana, Maharashtra, Gujarat and Kerala.

3. However, it has now been decided with the approval of the competent authority to circulate the same to all Chief Secretaries with a requested to submit their views/comments on the proposed amendments in IPS (Pay) Rules, 2016 latest by 28 June, 2018 otherwise it will be assumed that the concerned State Governments supports the proposal.


Yours faithfully,

  
11.6.18  
(Jyotsna Gupta)


Under Secretary to the Government of India

Copy for information and necessary action to :

1. PS to PS (Police-I), Ministry of Home Affairs, North Block, New Delhi.

  
11.6.18  
(Jyotsna Gupta)

Under Secretary to the Government of India

  
11/6/18 c/l

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|  |  |  | Additional Director General of Police with effect from the date on which he would have been eligible for appointed to the grade of ADGP and after completion of three Domain Expertise Training Programme. |  |
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3. All the State Governments are requested to furnish their comments on the proposed amendments latest by 2<sup>nd</sup> July, 2017. If no comments are received by this time, it would be presumed that the State Government concurs with the said amendments.

4. This issues with the approval of the competent authority.

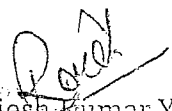
Yours faithfully,

  
(Rajesh Kumar Yadav)

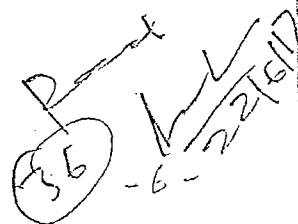
Under Secretary to the Government of India

Copy for information to:

1. PS to JS(Police-I), Ministry of Home Affairs, North Block, New Delhi.
2. NIC (DoPT) for uploading in the Department's **main page** and under sub-head **OM & Orders > Service > Pay**.

  
(Rajesh Kumar Yadav)  
Under Secretary to the Government of India

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हस्ताक्षर/Sig.

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|  |  | <p>appointed to 2<sup>nd</sup> Super Time Scale only after he has completed Phase IV mandatory Mid Career Training Programme with effect from the date on which he would have been eligible for appointment to the 2<sup>nd</sup> Super Time Scale if not for completion of the mandatory Mid Career Training Programme.</p> | <p>appointed to 1<sup>st</sup> Super Time Scale (DIG) with effect from the date on which he would have been eligible for appointment to the 1<sup>st</sup> Super Time Scale (DIG) and after completion of <b>one</b> Domain Expertise Training Programme.</p> <hr/> <p>Provided further that a member of Service shall be appointed to 2<sup>nd</sup> Super Time Scale (IG) only he has completed Phase IV mandatory Mid Career Training Programme with effect from the date on which he would have been eligible for appointment to the 2<sup>nd</sup> Super Time Scale (IG) if not for completion of the mandatory Mid Career Training Programme and after completion of <b>two</b> Domain Expertise Training Programme</p> <hr/> <p>Provided further that a member of Service shall be appointed to the grade of</p> | <p>phrase 'one', 'two' and 'three' may be substituted with 'first', 'second' and 'third' respectively.</p> |
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|  |  |  | Ministry of Home Affairs from time to time. |  |
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(iii) Domain Expertise training programme:

The MHA has felt the need for Domain Expertise training programme for IPS officers. The Ministry has proposed that an IPS officer should complete three Domain Expertise Training programme of duration of at least one week before their promotion to DIG, IG and ADG. In this regard, they have identified 20 Domain assignment which have been included in APAR forms of IPS officers. These are :

- (i) Anti-corruption & Vigilance
- (ii) Criminal Investigation (CBI, CID)
- (iii) Paramilitary Forces
- (iv) Railways
- (v) Economic Offences
- (vi) Traffic
- (vii) Law & Order
- (viii) Police Training
- (ix) Personnel Administration
- (x) Border Management
- (xi) Forest & Wild life related crimes
- (xii) Police Research & Development
- (xiii) Security Related Communication Network/IT
- (xiv) Intelligence
- (xv) Counter-insurgency
- (xvi) Security (VIP & Industrial)
- (xvii) Armed Police Battalion
- (xviii) Metropolitan & Urban Policing
- (xix) Anti Terrorism and
- (xx) Cyber Crimes

A member of Service shall be allowed to choose any one Domain out of the above mentioned and he/she will be required to undergo expertise training programme at three levels. Hence there is an amendment proposed in the 2<sup>nd</sup> proviso of Rule 3(2) (iv) of the IPS (Pay) Rules, 2016 as under:

| S.No | Para where amendment is proposed in IPS (Pay) Rules, 2016 | Existing provisions                                | Proposed amendment                                 | Remarks of this Division |
|------|---|--|--|--------------------------|
| 3    | 2 <sup>nd</sup> proviso of Rule 3(2) (iv)                 | Provided further that a member of Service shall be | Provided further that a member of Service shall be | It is proposed that the  |

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|  |  |  | completion of probation, to the Deputy Inspector General (Super Time Scale) on completion of fourteen years of service counted from the year of allotment and twelve years from the date of completion of probation and to the Inspector General (Super Time Scale) on completion of eighteen years of service counted from the year of allotment and sixteen years from the date of completion of probation. |  |
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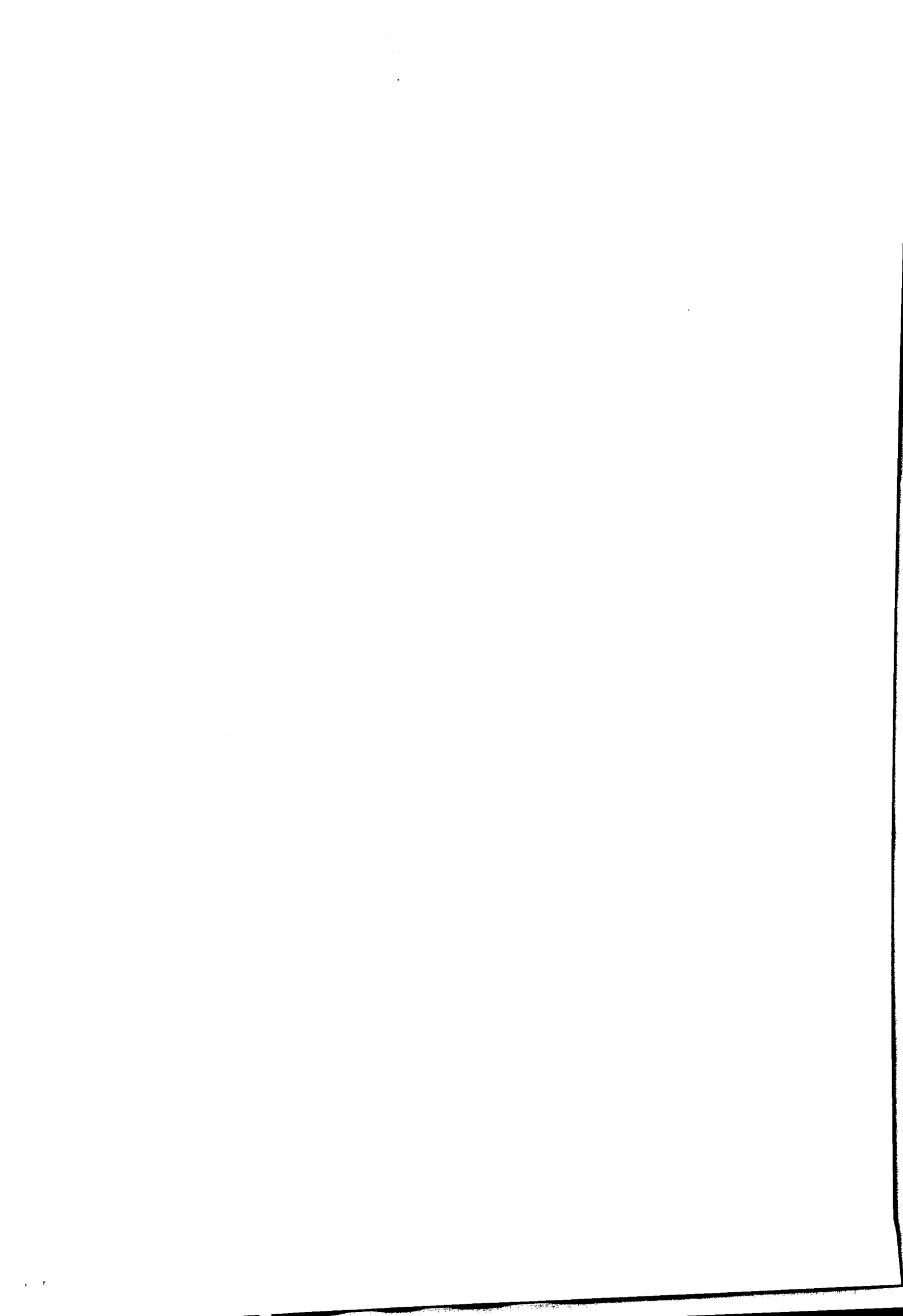
**(ii) Physical Fitness:**

The Ministry of Home Affairs has recommended physical fitness of IPS officers as a mandatory measure for IPS officer before promoting them to various grades in IPS which would be at par with Group 'A' officers of CAPF . Therefore, they have proposed to make amendment in the existing Rule 3 of the IPS (Pay) Rules, 2016 by adding a new Note 4, below Note 3 as under:

| S.No | Para where amendment is proposed in IPS (Pay) Rules, 2016 | Existing provisions | Proposed amendment  | Remarks of this Division.                      |
|------|---|---------------------|---|--|
| 2    | Under Rule 3 of IPS (Pay) Rules, 2016 as Note 4           | No provision        | Promotion of IPS officers to various grades will be subject to the physical fitness as per the instructions as may be issued by | We may seek the comments of State Governments. |

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|  | <p>provisions in the Guidelines regarding promotion to various grades in the Indian Police Service and any member of service shall be eligible for appointment to the Senior Time Scale on his completion of four years of service subject to the provisions of sub-rule 2 of rule 6A of the Indian Police Service (Recruitment) Rules, 1954 to the Junior Administrative Grade on completion of nine years of service, to the Selection Grade on completion of thirteen years of service, to the Deputy Inspector General (Super Time Scale) on completion of fourteen years of service and to the Inspector General (Super Time Scale) on completion of eighteen years of service.</p> | <p>provisions in the Guidelines regarding promotion to various grades in the Indian Police Service and any member of service shall be eligible for appointment to the Senior Time Scale on his completion of four years of service counted from the year of allotment and two years from the date of completion of probation, subject to the provisions of sub-rule 2 of rule 6A of the Indian Police Service (Recruitment) Rules, 1954 to the Junior Administrative Grade on completion of nine years of service, counted from the year of allotment and seven years from the date of completion of probation, to the Selection Grade on completion of thirteen years of service, counted from the year of allotment and eleven years from the date of</p> | <p>candidates to All India Services is made by them.</p> |
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No.11047/4/2017-AIS-II  
Government of India  
Ministry of Personnel, Public Grievances and Pension  
Department of Personnel & Training

New Delhi, dated the 21<sup>st</sup> June, 2017

To  
The Chief Secretaries of all the States/UTs.

Subject: Amendments in IPS (Pay) Rules, 2016-reg.

Sir,

I am directed to convey that the Ministry of Home Affairs has proposed to make amendments in IPS (Pay) Rules, 2016 in the following provisions:

- (i) Probation period for IPS officers
- (ii) Requirement of Physical fitness to decide promotion in various grades of IPS
- (iii) Domain Expertise training programme for one week before consideration of promotion in the rank of DIG, IG and ADGP.

2. The amendments proposed are as under:

(i) Probation :

The Ministry of Home Affairs have opined that many IPS officers do not complete their probation within the stipulated 2 years period, but they are given the benefit of seniority from the batch in which recruited. The aforesaid Ministry has felt a need to curb the tendency of delay in completing the probation period in respect of IPS officers. Therefore, the amendment in Note I below Rule 3 of IPS (Pay) Rules, 2016 has been proposed as under:

| S.No | Para where amendment is proposed in IPS (Pay) Rules, 2016 | Existing provisions   | Proposed amendment  | Remarks of this Division                                |
|------|---|---|---|---|
| 1.   | Note I below Rule 3                                       | Appointment of a member of the Service to the Senior Time Scale and above shall be regulated as per the | Appointment of a member of the Service to the Senior Time Scale and above shall be regulated as per the | We may seek the comments of AIS-I as the recruitment of |



(5)

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By Speed Post

No.11047/4/2017-AIS-II  
Government of India  
Ministry of Personnel, Public Grievances and Pension  
Department of Personnel & Training

New Delhi, dated the 17<sup>th</sup> July, 2017

To  
The Chief Secretaries of all the States/UTs.

Subject: Amendments in IPS (Pay) Rules, 2016-reg.

Sir,

I am directed to refer to this department's letter of even number dated the 21<sup>st</sup> June, 2017 on the above mentioned subject (copy enclosed) seeking therein the comments of the State Governments on the proposed amendments, inter-alia, (i) Probation, (ii) Physical Fitness and (iii) Domain Expertise training programme. The last date for obtaining comments in this department was 2<sup>nd</sup> July, 2017.

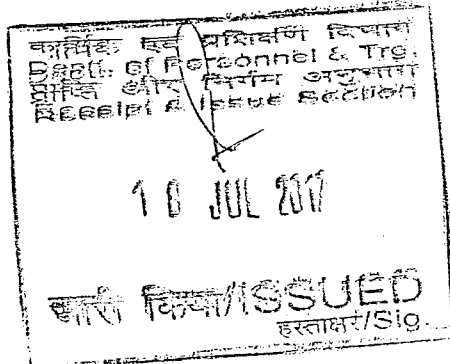
2. However, it has now been decided with the approval of the competent authority to extend the date for receipt of comments from 2<sup>nd</sup> July, 2017 to 24<sup>th</sup> July, 2017. All the State Governments are kindly requested to submit their views/comments on the proposed amendments in IPS (Pay) Rules, 2016.


Yours faithfully,

(Rajesh Kumar Yadav)  
Under Secretary to the Government of India

Copy for information and necessary action to :

1. PS to JS(Police-I), Ministry of Home Affairs, North Block, New Delhi.
2. NIC (DoPT) for uploading in the Department's website under 'What's New' and Link: **Notification > OM & Orders > Service > Pay.**



  
(Rajesh Kumar Yadav)  
Under Secretary to the Government of India