

**THE AZAD JAMMU & KASHMIR POLICE SERVICE
(COMPOSITION AND CADRE) RULES, 1983**

“Muzaffarabad”
Dated: 7th August, 1983

NOTIFICATION:

No. H&P/3149/83. In exercise of the powers conferred by Section 23 of the Civil Servants Act, 1976, the President, Azad Jammu and Kashmir is pleased to make and promulgate the following rules, namely:-

1. **Short Title and Commencement:**- (1) These rules may be called the Azad Jammu and Kashmir Police Service (Composition and Cadre) Rules, 1983.
(2) These Rules shall come into force at once.
2. **Definitions:**- In these rules, unless there is anything repugnant in the subject or context:-
 - (a) **“Cadre Post”** means a post specified in the Schedule;
 - (b) **“Commission”** means the Azad Jammu and Kashmir Public Service Commission;
 - (c) **“Schedule”** means the schedule attached to these rules;
 - (d) **“Service”** means the Azad Jammu and Kashmir Police Service as constituted under rule 3;
 - (e) **“Selection Committee/Board”** means a Committee/Board constituted by Azad Jammu and Kashmir Government for the selection and promotion of Officers in Grade 17 and above.
3. **Composition of Service:**- The Azad Jammu and Kashmir Police Service shall comprise of:
 - (a) The posts of Assistant Superintendent of Police;
 - (b) The posts of Superintendent of Police, Assistant Inspector General of Police, Principal, Police Training School and Deputy Inspector General of Police;

The cadre strength of the service shall be specified in the schedule:

Provided that the Government may from time to time vary the Cadre strength of the Service and amend the Schedule so as to include therein or exclude there from any post.

4. Method of Recruitment and Promotion:- (1) The recruitment to the post of Assistant Superintendent of Police shall be made in the following manner:-

¹[Provided that 10% of the vacancies shall be filled in by the serving/retired Armed Forces Officers ²[up to] 8 years service as Commissioned Officer by induction through the High Powered Selection Board to be constituted by the Government.]

(a) The posts of the Assistant Superintendent of Police shall be filled in by initial recruitment on the basis of competitive examinations to be conducted by the Commission subject to the allocation of Quota system. The syllabus for the competitive examination shall be prescribed by the department in consultation with the Commission.

³[In proportion to the strength of each Cadre, so as to enable all feeding cadres to get their due share in promotion to higher posts.]

(b) The Assistant Superintendents of Police recruited by initial recruitment may be promoted to the next higher grade after completion of five years service in usual grade.

(2) ⁴(a) The Post of SP shall be a selection post;

(b) 50% of the posts in the cadre of Superintendent of Police or equivalent as specified in the schedule ⁵[.....] shall be filled in by selection from the ASPs, appointed through initial recruitment and the rest 50% vacancies shall be filled in by Selection from the cadre of DSPs / executive, Reserve/Rangers, Telecommunication and Prosecuting Deputy Superintendents of Police, in proportion to the strength of each cadre, so as to enable all feeding cadres to get their due share in promotion to higher posts.]

b-1) ⁶[.....]

c) ⁷[The post of DIG Police (BPS-20) may be filled in by promotion on the basis of seniority cum fitness from amongst the SSP/AIG Police BPS-19 having 17 years Service in BPS-17 and above with at least 2 years field experience as District Superintendent of Police.]

¹ Added vide Notification No. S&GAD/R/A-4 (8) /97 Part II dated 15.06.1999.

² Amended vide Notification No. R/A-4 (8) /99 dated 28.10.1999.

³ Added vide Notification No. Home/P/2/43/91 dated 17.10.1992.

⁴ Substituted vide Notification No. S&GAD/R/A-4 (8) /2007Part-V dated 09.08.2011.

⁵ Omitted vide *ibid*.

⁶ Added by Notification No. S&GAD/A-4(8)/2004 dated 30.08.2004 and Omitted vide *ibid*.

⁷ Substituted vide Notification No. S&GAD/A-4(8)/2004 dated 30.08.2004

c-1) ⁸[The post of Additional Inspector General of Police (BS-21) may be filled in by promotion on the basis of seniority-cum-fitness from amongst the Deputy Inspectors General of Police (BS-20) fulfilling following requirements:-

- a. **Length of service:** 22 years service in BS-17 and above with at least, 5 years services/experience as Deputy Inspector General of Police in (BS-20)
- b. **Grading of PERs:** His ACRs/PERs should be good/very good with no adverse entry.
- c. **Experience:** Minimum two years field experience.
- d. **Training:** Successful participation of NMC/NDU]

(d) No person shall be promoted from the post of Assistant Superintendent of Police to the post of Superintendent of Police or equivalent or above unless he successfully qualifies all departmental examinations and training programme as prescribed by the Government of Punjab or Federal Government for the cadre posts shown in the Schedule.

5. **Age:-** No person shall be appointed to the services by initial recruitment who is below 21 years or above 28 years of age:

- (a) Where recruitment is to be made on the basis of written examination, on the 1st of January of the year in which the examination is proposed to be held and in any other case on the last date fixed for submission of applications for appointment;

Provided that in the case of person whose services under Government have been terminated for want of vacancy, the period of service already rendered by him, shall, for the purpose of the upper age limit under this rule, be excluded from his age;

- (b) In the case of persons serving in connection with the affairs of the Government upper age limit shall be thirty years.

6. **Qualifications:-** (1) No person shall be appointed to service by initial recruitment unless he is a graduate from a recognized University.

(2) No person, not already in Government service, shall be appointed to the service unless he produces a certificate of character from the Principal Academic Officer of the Academic Institution last attended, and also

⁸ Inserted vide Notification No. S&GAD/A-4(08)/2013, P-VII Dated 17.03.2015.

certificates of character from two other responsible persons not being his relatives who are well acquired with his character and antecedents.

7. **Probation:-** (1) Persons appointed to the service by initial recruitment against substantive vacancies shall remain on probation for a period of two years.

Explanation: Officiating service and service spent on deputation to a corresponding or higher post may be allowed to count towards the period of probation.

(2) If the work or conduct of a member of the service during the period of probation has not been satisfactory in the opinion of the appointing authority, then notwithstanding that the period of probation has not expired, the authority may dispose with his services, if he has been appointed by initial recruitment, and if he has been appointed otherwise revert him to his former post or if there be no such post dispense with his service.

(3) On completion of the period of probation of a member of the service, the appointing authority may, subject to the provisions of rule 4 (d) confirm him in his appointment or extend the period of probation by a period not exceeding three years in all, and during or on the expiry of such period pass such orders as it could have passed during or on the expiry of the initial probationary period.

Explanation I. If no orders have been made by the day following the completion of the initial probationary period, the period of probation shall be deemed to have been extended.

II. If no orders have been made by the day on which the maximum period of probation expires, the probationer shall, subject to the provisions of rule 4(d) be deemed to have been confirmed in his appointment from the date of his probation was last extended or may be deemed to have been so extended.

8. **Seniority.-** The seniority shall be determined as laid down in the rules made under the Civil Servants Act, 1976.

9. **Liability to Transfer and Serve:-** The member of the service shall be liable:-

- (a) to transfer anywhere in Azad Jammu and Kashmir; and in Pakistan;
- (b) To service in any Department of Government or any local authority or statutory body setup or established by the Government.

10. **General Rules:-** In all matters not expressly provided for in these rules, members of the service shall be governed by such rules as have been or may hereafter be framed by the Government and made applicable to them.

11. **Relaxation:-** Any of these rules, may, for reasons to be recorded in writing, be relaxed in individual cases, if Government is satisfied that a strict application of the rule would cause hardship to the individual concerned:

Provided that wherever such relaxation involves a question on which consultation with the Commission is mandatory, the Commission shall be consulted before the relaxation is made.

12. **Delegation:-** The Government may delegate all or any of its powers under these rules to any officer subordinate to it.

13. **Protection:-** Notwithstanding anything contained in these Rules:

(a) (i) All officers holding the posts of superintendent of Police, Assistant Inspector General of Police, Principal, Police Training School and Deputy Inspector General of Police on the date of enforcement of these rules and all such officers who have held any such post as aforesaid at any time earlier shall be deemed to have been appointed to the service:

Provided such officers have qualified all departmental examinations and training Programme as prescribed by the Government of Punjab or Federal Government for such category of officers and;

Provided further that their conduct and service record found satisfactory by the Appointing Authority.

(ii) The Appointing Authority may pass such order which it deems fit in respect of those officers who do not fulfill the requirements as laid down in (i) above.

(b) The officers of Pakistan Police Group who are posted against the specified posts in the schedule shall be deemed to be posted on 3 years tenure basis. The Government may continue to accept the posting of Police Officers of the Federal Government on reciprocal basis and on such terms and conditions as mutually agreed.

-Sd-

(Ch. Khadim Hussain)
Deputy Secretary (Home)

SCHEDULE
AZAD JAMMU AND KASHMIR POLICE SERVICE
CADRE STRENGTH

1. SENIOR POSTS (PERMANENT)

Deputy Inspector General of Police:	1
Assistant Inspector General of Police:	2
Superintendent of Police, Special Branch:	1
Principal Police Training School (SP):	1
Superintendent of Police Reserve:	1
Distt. Superintendents of Police:	4

2. JUNIOR POSTS (ASSTT. SUPERINTENDENT OF POLICE)

Junior post of ordinary duties:	4
Deputation Posts:	1
Leave Reserve:	1
Training Reserve:	2

