

Indian Police Service



AIS

- Indian Police Service (IPS) is one of the three All India Services constituted under Article 312 of the Constitution of India.

2 types of Recruitment

- Direct RR
- APPOINTMENT BY PROMOTION (SPS to IPS)

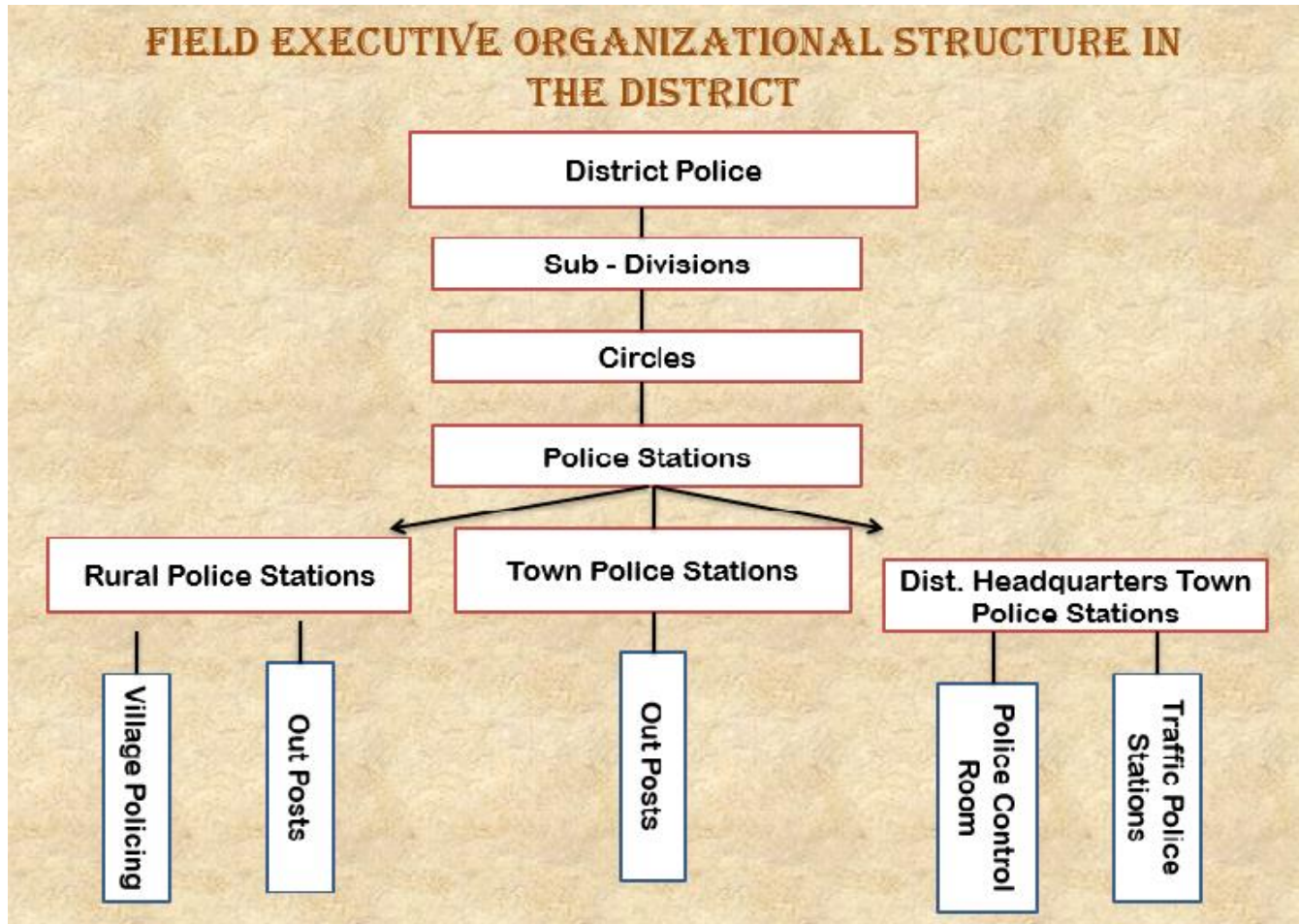
Three stake holders are involved

- State Government concerned,
- Union Public Service Commission and
- Central Government

Career Progression and Rank Equivalence

IPS	ITS Equivalent	IFS	IPoS	IP&T AFS
ASP (U/T)	Assistant Director General of Foreign Trade	Assistant CF 1 yr	Training SSPO	Assistant Chief Account Officer
SDPO/AC P (1 yr)				After 4 yrs-Ast. Director General
Addl. SP (2 years)	Deputy DGFT (4-9)		JTS to STS initial 8-9 yr	9 yr-Director
SP (till 13 years)	Joint DGFT (9-13)	DFO/DCF (till 14yr)	JAG Director Postal Service for 7-8 yrs	Jt. Controller Communication Accounts (CCA)
DIG (14-18 yrs) IG (19-25yrs)	Director Level (13-17)	CF (14-20)	SAG (PMG)/JS to GOI/Secy to State Govt	17yr-Dy. Director General, CCA
ADG (25-30)	17 yr onwards Additional DGFT (J.S Rank) /Devt. Comm.	CCF Chief CF (20-28)	HAG (CPMG)/Addl Secy to GOI	Sr DG, Pr CCA
DG Rank (Above 30)	HAG Rank/ Sr. DC(SEZ)	Additional PCCF (28-32) PCCF (22+)		Advisor (F)

Hierarchy



Rank-wise Insignia

Insignia	Commissioner of Police (State) or Director General of Police ²		Joint Commissioner of Police or Inspector General of Police	Additional Commissioner of Police or Deputy Inspector General of Police	Deputy Commissioner of Police or Senior Superintendent of Police	Deputy Commissioner of Police or Superintendent of Police	Additional Deputy Commissioner of Police or Additional Superintendent of Police	Assistant Commissioner of Police or Deputy Superintendent of Police	Assistant Superintendent of Police (Probationary Rank: 2 years of service)	Assistant Superintendent of Police (Probationary Rank: 1 year of service)
Rank	Director of Intelligence Bureau (GOI) ¹	Commissioner of Police (State) or Director General of Police ²	Joint Commissioner of Police or Inspector General of Police	Additional Commissioner of Police or Deputy Inspector General of Police	Deputy Commissioner of Police or Senior Superintendent of Police	Deputy Commissioner of Police or Superintendent of Police	Additional Deputy Commissioner of Police or Additional Superintendent of Police	Assistant Commissioner of Police or Deputy Superintendent of Police	Assistant Superintendent of Police (Probationary Rank: 2 years of service)	Assistant Superintendent of Police (Probationary Rank: 1 year of service)

MHA-Cadre Controlling Authority

- The Police Division in the Ministry of Home Affairs (MHA) is responsible for Cadre management of IPS and Policy Decisions such as
 - cadre structure,
 - recruitment,
 - training,
 - cadre allocation,
 - confirmation,
 - empanelment,
 - deputation,
 - pay and allowances,
 - disciplinary matters of IPS Officers.

IPS Cadres

- The Service is organized in 25 State cadres
- The Authorized strength of the Indian Police Service Officers stands at 4802.
- **New Cadre Allocation Policy, 2017--** policy to ensure national integration of the bureaucracy as officers and ensure All-India character of the services.
- Existing 25 cadres have been divided into five zones

SDPO/ACP

SUB-DIVISIONAL POLICE OFFICER

- Sub-division administered by DSP.
- ASPs (IPS) posted in the early years.
- DSPs recruited to the State police service(New entrants as well as old promotees).
- ASP gets his promotion as SP in precedence to a DSP.

SDPO Functions

- **Maintenance of law and order in the sub-division.**
- **Crime control and supervision of special cases.**
- **Collection and communication of intelligence.**
- **Submission of periodic reports, returns and statements to SP Office.**
- **Inspection of circles, police stations and police outposts in sub-division.**
- **Initiation of police -public welfare programmes.**

Addl SP

- **Big districts have Additional SPs.**
- **Stationed at district HQ.**
- **Assist the SP and perform such duties as are assigned to them by the SP.**
- **Division of work - either jurisdictional or functional.**

Nature of Work--SP

- Maintenance of public peace and order
- Keep the force in good discipline, their welfare
- Oversee maintenance of police buildings, transport, arms and ammunitions, stores
- Promote good Police-Public Relations
- Gather intelligence report on criminals, politicians, extremists, etc and coordinate along with DM to maintain normalcy of law & order in the district
- Providing security for the transportation of cash

- Supervision of Investigation work of cases
- Presiding over Monthly Dist. Crime Conferences
- Disciplinary authority of the district police upto specific rank
- VIP Security, Crowd Management
- Providing permission for loud-speakers, rallies, political/religious functions
- Accountable to Range DIG/IG and DGP

Role in Conducting Elections

- Deployment, arrangements of police personnel
- Coordination with CAPFs deployed
- Confidence Building Measures – Route March, Flag Marches, Area domination
- Mapping Vulnerable and Critically sensitive booths
- Preventive actions (Arms deposition, others)
- Sr. IPS Officer as Police Observer

Composition of IPS

- Study by CHRI, Commonwealth Human Right Initiative
- Total Women in Police Forces (Civil and Armed) = 22, 83, 646
- Total Female IPS Officers > 928/4000
- Percentage = 6% of overall Police Forces

Other Postings(Within State Cadre)

- SAP Bn.
- Police Commissionerate
- Police District
- CID
- State IB
- STF-Special Task Force
- Cyber Crime
- Police Training College
- Traffic
- Railways
- Coastal Security
- Home Guards

Central Deputation

- CBI
- IB
- RAW
- NSG
- BPRD
- SPG
- NTRO
- NIA
- NSA
- SVPNPA

Leadership to CAPFs

- CRPF
- BSF
- ITBP
- SSB
- CISF
- RAF
- Assam Rifles

Deputation to IO

- INTERPOL
- UN
- UN Peace keeping Mission to different countries
- Example-Deputation to *United Nations Mission to Kosovo* as a part of *war crime investigation*

Challenges & Problems

- Manpower shortage- Per lakh population-137 as against 222 by UN
- With technology, cyber crimes, new MO coming up but no proportionate increase in numbers and capability of police forces
- Political interface
- Increased Media scrutiny
- Public contact at grassroot level
- No Holidays- Police Station open for 24*7

Coordination with IFS

FOREST DEPARTMENT

- **Forest crime investigation**
- **Combing operations in Forest areas**
- **Illicit distillation and Cannabis cultivation**
- **Liaison with tribes living in forest areas**
- **Illicit felling etc.**

Coordination with IPoS

- Criminal proceedings in case of offences under section 52 of Post Office Act, cognizable by police
- During police investigations, there is involvement of Postal article, document or telegraph message
- Recent case of protests after alleged Postal Fraud in Dankaur Post Office in Oct 2019- Protestors kept officials including Assistant Superintendent, Post hostage for hours, rescued after police intervened

Coordination with Indian Trade Service

- Director General of Trade Remedies initiated Anti-dumping Investigations, countervailing duty investigations, safeguard investigations
- Coordination to curb unfair, unlawful trade practices
- So ITS, IPS, IAS, Indian Cost Account Service, others need to cooperate
- Especially border areas policing

Coordination with IP&T AFS

- IP&T AFS has role in 2 major Dept of Post & Dept of Telecommunication
- Role in Assessment & Collection of License fee and spectrum usage charges paid by Telecom Licenses, spectrum auction
- Cases like 2G Scam investigation needs coordination between IPS and IP&T AFS officers

Coordination with MES

- Recent Dehradun case of alleged graft case against Garrison Engineer was handed to CBI

Thank You