



**No. L1 - 42065/2021/PHQ**  
Police Headquarters, Kerala  
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Dated: 15/05/2021

**Circular No. 15 /2021**

**Sub: Police Estt: - Deputation of Police Personnel to SISF - Enhancing Posting Criteria - Guidelines issued of – Reg.**

- Read: 1) G.O (Ms) No. 289/2011/ Home dtd 29/12/2011.  
2) G.O (Ms) No. 244/2012/ Home dtd 20/09/2012.  
3) ADGP- APBn Letter of No. A7-17439/2020/ APB dtd 05/03/2021.  
4) PHQ Circular No. 30/2017 regarding Over stayal.

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Vide G.O cited 1<sup>st</sup> read above, Government have accorded sanction for the formation of a separate force, viz State Industrial Security Force (SISF) for providing sufficient security cover to vital institutions in Kerala. It was also ordered by the Govt that the SISF will be under the control of State Police Chief. The SISF started functioning as a separate establishment at Thiruvananthapuram w.e.f 15/10/2014. Necessary posts were created for the functioning of SISF units vide G.O cited 2<sup>nd</sup>, subject to the condition that all the posts in SISF are to be filled up through deputation basis from the Police Department, as per requirement, subsequent to signing of MOU with institutions requiring security cover.

02. The ADGP - APBn, vide letter read above, have reported that certain Police Personnel who are posted to SISF on the basis of their willingness have later withdrawn their willingness for deputation, warranting frequent changes which are causing administrative glitches/problems.

03. In these circumstances, the following criteria are fixed for deputation to SISF:

- Armed Police Battalion personnel (except IR Bn) shall only be considered for posting on deputation to SISF. No Local Police Personnel is eligible for such deputation.
- Applicants should submit their willingness for deputation at SISF along with Bio-data as stipulated in Rule 144 KSR. Application in the prescribed proforma duly signed by the candidate should be forwarded through proper channel along with NOC of the Unit Head to ADGP - APBn.
- The Unit Head concerned should verify and offer remarks on disciplinary proceedings / crime case / vigilance proceedings pending, disposed or contemplated against the Officer while forwarding the request. Officers

against whom departmental proceedings have been initiated (orders have been issued initiating an enquiry by the competent authority) or a crime case has been registered on offences of moral turpitude or proclivity to violence or vigilance proceedings (PE/QV/VE/VC) have been initiated will not be eligible for deputation to SISF. However, if such Police Personnel is subsequently exonerated in the above proceedings he may be considered afresh subject to report from ADGP - Intl., on his suitability.

- d) If disciplinary/criminal or vigilance proceedings within the meaning of para (c) is initiated against any Police Personnel while serving in SISF, he shall be immediately repatriated to his parent unit. If such Proceedings are initiated against Police Personnel subsequent to inclusion in the waiting list, his name will be deleted from the waiting list for deputation to SISF. Such repatriated/deleted personnel may submit application afresh after exoneration/acquittal which may be considered afresh based on a suitability report from ADGP - Intl.
- e) ADGP - APBn will collect the willingness of Police Personnel submitted through units concerned and prepare a district wise waiting list, separately for each rank for deputation to SISF based on seniority of applications. The seniority of application will be decided by the date on which the application is received at APBn Headquarters through respective Commandants. Any application submitted directly to APBn Headquarters will not be considered. In case of applications received on the same date the seniority in the waiting list of PCs will be decided by their PSC advise seniority and in case of Havildars by the date of regular appointment to the cadre of Havildar. In case the date of advise/appointment of one or more such applicants from different batallions are same, the seniority in waiting list will be determined by the age of the applicant (the older being ahead in waiting list) and if the date of birth is also the same then by the first letter of the name of the applicant (the applicant whose name's first letter is ahead in alphabet will be ahead in waiting list) etc in the same principle laid down by rule 27 KS&SSR for deciding inter-se seniority for those joining on same date. In case of APASI/PSI/API seniority list in waiting list of such applications received on same date in a particular rank for a particular district will be resolved based on state wide seniority of those applicants in that rank/category.
- f) Separate waiting lists shall be prepared for each rank in every district. Those on temporary promotion to Havildar will be considered in the category of PCs. There will be a single waiting list for women and men personnel. However, if women personnel are specifically demanded in an MOU/Govt order, they can be posted in their order of seniority from the


combined waiting list for the respective district and rank superseding male counterparts. An applicant can opt for only one district while applying for inclusion in waiting list for SISF.

- g) District wise waiting list of eligible police officers in each rank to be posted at SISF shall be prepared and published by 15<sup>th</sup> January of every year. Those who are ineligible for deputation under para (c) and para (d) should not be included in waiting list. ADGP - APBn will be competent authority to fill vacancies in SISF as and when required. Required manpower in SISF in any district must be filled from the waiting list of Police Personnel for the respective rank of that district strictly in accordance with the seniority in waiting list. The State Police Chief will have the authority to reconsider objections / complaints in this regard and dispose such matters on merit.
- h) The period of deputation to the subordinate category will be normally for a period of three years or promotion or till the date of KCP transfer, whichever is earlier. After the expiry of the period, the Police Personnel shall be repatriated to their parent unit, unless the deputation is extended by the competent authority prior to the date of expiry. The Officer on deputation in his/ her own interest will ensure that he/she is relieved of his/her duties on the date of expiry of the sanctioned period of deputation. In the event of the Officer overstaying, he/she will be liable to disciplinary action; the period of overstay will not be counted for the purpose of pension and any increment due during the period of overstay will be deferred with cumulative effect, till the date on which the Officer rejoins in his parent cadre.
- i) Any Police Personnel who gets promoted while enrolled in the waiting list will be dropped from the waiting list and will have to apply afresh in the higher category. Any Police Personnel who gets promoted to higher rank while serving in SISF shall be repatriated to his/her parent unit and may apply afresh in the higher category. However, if there are no sufficient Police Personnel in the waiting list of the higher rank for that district in order to fill the existing vacancies, the competent authority may grant extension in the higher rank on merit for serving personnel.
- j) A person who applies for deputation to SISF can withdraw his application prior to the orders of posting. On such withdrawal, his name shall be removed from the waiting list and shall be treated as fresh on subsequent application. If anybody working in SISF submits request for repatriation to his parent unit prior to the expiry of his period as in para (h), his requests for deputation or working arrangement will not be considered for three years from the date of such repatriation.

- k) Repatriation before the normal tenure as in para (h) will be allowed only on the basis of merit of the request of the incumbent or his/her controlling officer and that too in exceptional cases. This is to ensure that only willing & eligible personnel are posted and that security arrangements are not affected due to frequent changes.

04. These directions will come into effect from 15.5.2021. The waiting list currently compiled in Police Headquarters (till 17/05/2021) will be handed over to ADGP APBn. The Police Personnel in the current waiting lists will be deemed senior to the waiting lists prepared by ADGP APBn w.e.f 18/05/2021.

05. ADGP APBn will follow the above guidelines strictly in case of all deputations to SISF. The copy of all posting orders issued and waiting lists published should be marked to the Police Headquarters without delay, which reserves the right to cancel/modify such orders, as deemed fit.

  
**Loknath Behera IPS**  
Director General of Police &  
State Police Chief, Kerala

Distribution:-

- 1) **ADGP – APBn / ADGP - Intl.**
- 2) **CMT SISF / All Commandants, except IRBn / All Battalion Heads**  
– with the existing waiting list for info & n/a.
- 3) All Officers in PHQ

Copy to:-

Circular File / Police Website / D-Space / CA to SPC.

<b>CoB TELE PHQ</b>	
Sir,	
Copy received for CoB transmission except local delivery	
17 MAY 2021	
Time.. 2115	Sign. 