STANDING ORDER NO. 75

SUBJECT: TRANSFER/POSTING POLICY FOR ARUNACHAL PRADESH POLICE.

In order to have a transparent, uniform and an equitable tenure and transfer/posting, the following guidelines of transfer and posting are introduced in Arunachal Pradesh Police ensuring that all hard and soft postings are uniformly undergone by the officers/officials of the rank of Other ranks (ORs) to Inspector of Arunachal Pradesh Police Department.

For administrative convenience and in accordance with constitution of PEB Boards the transfer/posting policy is designed to divide Arunachal Pradesh in 3 (three) Ranges and Units shown as under for the purpose of transfer/postings as per the guidelines laid down hereinafter.

Western Range: Tawang, West Kameng, East Kameng, Papumpare (City) and Papumpare (Rural) districts.

Central Range: Lower Subansiri, Upper Subansiri, Kurung Kamued, West Siang, East Siang and Upper Siang districts.

Eastern Range: Lohit, Anjaw, Lower Dibang Valley, Dibang Valley, Changlang, Tirap and Longding districts.

Other Units: PHO, SP, Security Cell, PTU Banderewala, WT, MT, AAPBN & IRBN.

1. TENURE: The normal tenure of posting in a particular district under a Range or unit, except hard places, will ordinarily be a minimum period of 3 years for Inspectors, 4 years for SI/AS and 5 years for ST/IO Other Ranks (ORs) except the districts which have been categorized as hard postings in the Annexure 'A'.

The following are the tenure of postings at a particular location in the hard posting districts:

- 3 years in the district/unit.
- 4 years out of which 1 year will be at a hard place within the unit/district.
- 5 years out of which 2 years will be at hard place within the unit/district.

2. CLASSIFICATION OF PLACES OF POSTING: The list of hard places/districts has been given in the Annexure 'A'.

No police personnel should ordinarily be posted to a hard place/district for more than two years unless he/ she opts for it and it is felt that such person is doing good job and his further continuation as such is necessary in the public interest. The police personnel who have completed their tenure of hard place posting of two years should not ordinarily be posted to such a station/area again for the next three years. Unless there is sufficient compelling or administrative reasons, no police personnel should be removed before the completion of prescribed tenure as mentioned above.

3. COMPETENT AUTHORITY: Transfers in respect of Officer-in-Charge of Police Station and above including Col. shall be done by the PEB under the chairmanship of DGP. The orders of the composition of the PEB for all units/ranks has been issued vide order No. PIB/FSST/CM/PER/12 dated 14th January 2012 (copy attached) The minimum quorum to be maintained to hold PEB will be 3 (three) i.e., chairman and at least 2 (two) members. Transfers of other ranks (ORs) among station districts/units will be done by AIGP (E).

Intra-district / intra-unit transfers shall be done by the concerned SP/Commandant. They must ensure that personnel are posted to hard places as per the prescribed tenure mentioned above on rotation basis.
TRANSFER ORDERS:

(i) Ordinarily the transfer/posting orders will be issued at the end of the academic session and after completion of School examinations i.e., during the month of March/April.

(ii) The Head of office concerned shall relieve the officers transferred within 15 days from the date of order, without half and copy of release orders will be sent to IGP Range and PHQ respectively.

(iii) Mid-session transfers will be considered during the month of Oct/Nov in rare cases of hardship and merit. Transfers on promotion, for filling up crucial vacancies will be done as and when such vacancies arise and as per the Govt. guidelines.

(iv) As far as possible, transfer/postings affecting budget expenditure should not be made in the last 3 months of financial year.

5. HOME POSTING:

(i) No Police officer of rank of Inspector/SI and equivalent rank of ministerial Staff will ordinarily be posted in his home district.

(ii) The ASI/HC/CT and equivalent rank of ministerial staff may be posted in the home district but ordinarily, not at their native place i.e., under the PS jurisdiction of permanent residential address.

(iii) The other Ranks (ORs) can be posted even in their home towns. U/C/CT employees will be posted in their home district/town respectively on their choice request for one tenure in their career. They should not take it as their privilege /right for continuing at their home district/town for ever or on repeated basis.

6. POSTING OF HUSBAND AND WIFE AT THE SAME STATION:

(i) Where both the spouses belong to the Police department.

As far as it is practicable, the PEB shall try to post both the husband and wife at the same station, if they so desire.

(ii) Where one spouse belongs to the Police department and other belongs to another department.

The spouse with the longer service at a station may apply to the appropriate department authority and the said authority may post the officer/personnel to the station where spouse is posted.

7. POSTING OF AAPBn/IRBN:

- Inter Battalion transfer/posting of the personnel of AAPBn/IRBN will be considered by PEB on the basis of merit and need.

8. REPRESENTATIONS/REQUESTS:

(i) All representations/requests regarding transfer/posting should be made by the concerned police official himself through proper channel. Any other mode of request in this regard shall be viewed adversely and will invite disciplinary action.

(ii) Applications submitted by any relatives of police personnel shall not be entertained unless the police personnel concerned are not physically handicapped or cannot apply in person.

(iii) The police personnel seeking transfer/posting should furnish their choice of two or three places according to preference. However, it is clarified that they will have no right to be posted to choice posting and matter shall be decided by PEB taking into consideration the merit of the case, existence of vacancy, seniority of the individual etc.

(iv) Police personnel who resort to put pressure upon the authorities by different means for their transfer/posting shall be strictly dealt with, departmentally.

9. TRANSFER BEFORE RETIREMENT:

The officers/man would not ordinarily be transferred two years before their retirement. The officials posted in the field work/division should normally be posted to office headquarters or the place of his choice one year before their retirement, if they wish so.

The personnel may also be transferred to other places even within these two years of his retirement in case complaints are received against their conduct and an enquiry, the allegations are substantiated or on specific recommendation of District/Unit in charges.

10. TTA/TA/DA AND JOINING TIME ON REQUEST TRANSFER:

- The Police personnel seeking transfers on request before completion of normal tenure shall not be entitled for TTA/TA/DA and joining time. However, the same will be admissible for the officials who have completed his/her normal tenure. The police personnel not seeking their transfer but if transferred before completion their tenure shall be eligible for TTA/TA & joining time.
4. IMPLEMENTATION OF TRANSFER ORDERS:-

The officers / men transferred shall be released within 15 days of transfer order to facilitate their movement before the onset of monsoons and also before the beginning of academic School / Colleges.

(i) Whenever transfer order is issued in mid-session or other occasions, the concerned transferees would be released on the last day of the month i.e. after getting his / her salary.

(ii) Transfer orders once issued will not be changed unless there is sufficient and cogent ground for cancellation / retention.

(iii) The officers / men with poor track record of financial / moral integrity should be kept away from field postings.

NOTE: - The Police Establishment Board (PEB) reserves the right to transfer / post any police personnel for disciplinary / administrative reasons at any place of posting and the decision of PEB will be final and binding.

For strict compliance by all concerned.

(K.K. Maheswari) IPS
Director General of Police
Arunachal Pradesh
PHQ : Itanagar

Memo No. NO. PHQ/ESTT-C/01/TP-POLICY/2011-12
Dated Itanagar The 14th January 2013

Copy to:
1. The IGP (HQ & Trg) / IGP (Int & Sec) / IGP (W/R, Cr & Tfc) / IGP (C/R, Armed police & Ops) / IGP (E/R) / DIGP (HQ) / AIGP (E) / AIGP (A) / AIGP (OPS), AIGP (Mod & Rec) PHQ Itanagar for information and necessary action.
2. All concerned SSP / Commandants for information and necessary action.

Office copy

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Director General of Police
Arunachal Pradesh
PHQ : Itanagar