

F.No. I.21016/12/2020.IPS-III  
Ministry of Home Affairs  
Police-I Division  
IPS-III Desk

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Room No. 220, North Block, New Delhi-1,  
Dated, the 23<sup>rd</sup> February, 2022

To,

- 1) **The Chief Secretaries of all State Governments (Except Arunachal Pradesh, Goa, Mizoram & UTs).**
- 2) **Directors/Directors General of all CAPFs/CPOs.**

**Subject : Dispensation of empanelment of IPS officers at the level of DIG - corresponding amendments in the IPS Tenure Policy, 2010 - reg.**

Sir,

I am directed to refer to the IPS Tenure Policy issued vide this Ministry's O.M. No.I-21023/29/2007-IPS-III dated 30.03.2010 and to say that, with the approval of the competent authority, the empanelment of IPS officers at the level of DIG is hereby dispensed with. The necessary changes/amendments carried out in the existing IPS Tenure Policy are as under.

<b>Relevant portion/para</b>	<b>Existing provision</b>	<b>Amended provision</b>
Para-3 of IPS Tenure Policy, under the Level "DIG"	"Officers empanelled in the Centre will be eligible for appointment to posts in the Central Government. However, non-empanelled officers can be considered for postings in Public Sector Undertakings except for Security related posts like Adviser (Security), Director (Security), etc."	"Officers with minimum 14 years of service will be eligible for appointment at the level of DIG at the Centre."
Para 4.1 of IPS Tenure Policy	"The selection of suitable IPS officers for appointments to Central deputation, commonly known as empanelment, is made at the levels of DIG and above in accordance with the guidelines approved by the	"The selection of suitable IPS officers for appointments to Central deputation, commonly known as empanelment, is made at the levels of IG and above in accordance with the

<b>Relevant portion/para</b>	<b>Existing provision</b>	<b>Amended provision</b>
	Competent Authority from time to time. There is no empanelment of officers at the level of Superintendent of Police.”	guidelines approved by the Competent Authority from time to time. There is no empanelment of IPS officers upto the level of DIG.”
Para 4.2 of IPS Tenure Policy	“The empanelment of officers at the level of DIG and IG is assessed by a Board known as Central Police Establishment Board headed by the Home Secretary and having as its members Special Secretary (Internal Security); Director, IB; Director, CBI; DG, BSF and DG, CRPF. Joint Secretary concerned in the Ministry of Home Affairs will act as Secretary to the Board. The recommendations of the Board are submitted for approval of the Home Minister in respect of DIG level and of ACC in respect of IG level officers.”	“The empanelment of officers at the level of IG is assessed by a Board known as Central Police Establishment Board headed by the Home Secretary and having as its members Special Secretary (Internal Security); Director, IB; Director, CBI; DG, BSF and DG, CRPF. Joint Secretary concerned in the Ministry of Home Affairs will act as Secretary to the Board. The recommendations of the Board are submitted for approval of ACC.”
Para 4.5 of IPS Tenure Policy	“The cases of officers for DIG and IG level appointments who are considered but not included in the panel in a particular year will be reviewed together after a period of 2 years, i.e. when two more Annual Confidential Reports on the performance have been added to the CR dossier of the officer concerned. Another such review may be conducted after a further period of 2 years. A special review may be made in the case of any officer whose CR undergoes a material change as a result of his representation being	“The cases of officers for IG level appointments who are considered but not included in the panel in a particular year will be reviewed together after a period of 2 years, i.e. when two more Annual Confidential Reports on the performance have been added to the CR dossier of the officer concerned. Another such review may be conducted after a further period of 2 years. A special review may be made in the case of any officer whose CR undergoes a material change

<b>Relevant portion/para</b>	<b>Existing provision</b>	<b>Amended provision</b>
	accepted against recording of adverse comments on his annual confidential report.”	as a result of his representation being accepted against recording of adverse comments on his annual confidential report.”
Para 4.8 of IPS Tenure Policy	“An officer who is or was on a foreign assignment for a period of two years or more will be considered for empanelment at the level of DIG / IG only if, on return from such an assignment, he has served for a period of at least two years in his cadre and has earned two annual confidential reports thereon. Similarly, such an officer will be considered for empanelment at the level of ADG/DG only after he has served for a period of at least one year in his cadre and has earned one annual confidential report. If, however, an officer is appointed to a captive post of the Government of India in any UN /multi lateral / bilateral / international organization, he/she shall be considered for empanelment along with the batch concerned even while being on such assignment.”	“An officer who is or was on a foreign assignment for a period of two years or more will be considered for empanelment at the level of IG only if, on return from such an assignment, he has served for a period of at least two years in his cadre and has earned two annual confidential reports thereon. Similarly, such an officer will be considered for empanelment at the level of ADG/DG only after he has served for a period of at least one year in his cadre and has earned one annual confidential report. If, however, an officer is appointed to a captive post of the Government of India in any UN /multi lateral / bilateral / international organization, he/she shall be considered for empanelment along with the batch concerned even while being on such assignment.”
Para 5.1 of IPS Tenure Policy	“The normal deputation tenure at different levels in the Central Government will be as follows: - Superintendent of Police : 4	“The normal deputation tenure at different levels in the Central Government will be as follows: -

<b>Relevant portion/para</b>	<b>Existing provision</b>	<b>Amended provision</b>
	years Deputy Inspector General : 5 years Inspector General : 5 years Additional Director General: 4 years Director General : No fixed tenure.	Combined tenure as Superintendent of Police + Deputy Inspector General : 5 years Inspector General : 5 years Additional Director General: 4 years Director General : No fixed tenure.
Para 5.1(i) of IPS Tenure Policy	“An officer already on deputation in the rank of SP, on his promotion as DIG, would have a combined tenure of 5 years in the ranks of SP and DIG.”	This provision has been deleted.

2. The aforesaid changes shall come into force from immediate effect. The other part of the Tenure Policy shall remain unchanged.

Yours faithfully,

  
**(Anant Kishore Saran)**  
**Director (Police)**  
**Tel No. 23093256**

Copy forwarded to:-

1. DoP&T (Ms. Nidhi Srivastava, Deputy Secretary (SM-I), North Block) – w.r.t. their OM No. 6/03/2021-EO(SM-I) dated 10.02.2022 on the subject cited above.
2. The Joint Secretary (UTs Division), North Block.
3. PMO (Shri H.A. Modak, Director), South Block, New Delhi.
4. Cabinet Secretariat (Shri Amandeep Garg, Joint Secretary), New Delhi.
5. PS to HM/PS to MOS (N)/PS to MOS (AM)/PS to MOS (NP)/Sr. PPS to HS.
6. Department of Official Language, MHA- for Hindi version.
7. Sr. Technical Director (NIC), MHA for uploading on IPS portal under ‘What’s new’ as well as on IPS Portal – Other Circulars/Orders.