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**புதுச்சேரி மாநில அரசிதழ்**  
**La Gazette de L'État de Poudouchéry**  
**The Gazette of Puducherry**

**PART - II**

| <b>சிறப்பு வெளியீடு</b>    |             | <b>EXTRAORDINAIRE</b>   | <b>EXTRAORDINARY</b>      |
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**GOVERNMENT OF PUDUCHERRY**  
**HOME DEPARTMENT**

(G.O. Ms. No. 40, Puducherry, dated 25th June 2025)

**NOTIFICATION**

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, read with Ministry of Home Affairs' Notification No. 24/78/68-DH(S), dated 24th September, 1968 and in supersession of all other Notifications issued from time to time in this behalf, save as respects things done or omitted to be done before such supersession, the Lieutenant-Governor, Puducherry, hereby makes the following rules, namely:—

1. *Short title and commencement.*— (1) These rules may be called the Puducherry Police Service Rules, 2025.

(2) They shall come into force on and from the date of their publication in the Official Gazette.

2. *Definitions.*— In these rules, unless the context otherwise requires:—

(a) "Administration" means the Government of the Union territory of Puducherry;

(b) "Appointing Authority", in relation to any Grade, means the Authority empowered under the Central Civil Services (Classification, Control and Appeal) Rules, 1965 to make appointments to that Grade;

(c) "Appointed Day" means the date on which these rules initially came into force;

(d) "Approved Service", in relation to any Grade, means the period or periods of regular service rendered in that Grade, including the period or periods during which a Member of the Service shall have held a post on regular basis in that Grade but, for his/her being on leave or otherwise not being available to hold such posts, from the 1st day of July of the year,—

(a) following the year in which the examination was held in respect of an Officer appointed directly to that Grade;

(b) for which the recruitment was made on regular basis in respect of an Officer appointed to that Grade by promotion;

(e) "Cadre" means the group of posts in the Grades as specified in rule 3;

(f) "Cadre Controlling Authority" means the Government of Puducherry;

(g) "Commission" means the Union Public Service Commission;

(h) "Departmental Promotion Committee" means a Committee constituted to consider promotion and confirmation in any Grade, as specified in Schedule-III;

- (i) "Duty Post" means any post included in Schedule-I;
- (j) "Government" means the Administrator appointed by the President of India under Article 239 of the Constitution of India;
- (k) "Grade" means any of the Grades as specified in rule 3;
- (l) "Other Backward Classes" means the Castes and Communities notified as 'Other Backward Classes' by the Government of India from time to time;
- (m) "Schedule" means a Schedule appended to these rules;
- (n) "Scheduled Castes" and "Scheduled Tribes" shall have the same meaning as are assigned to them by clause (24) and clause (25), respectively in Article 366 of the Constitution of India;
- (o) "Service" means the Puducherry Police Service constituted under rule 3.

3. *Constitution of the service and its classification.*— (1) The Service stands constituted in the name of 'Puducherry Police Service' consisting of persons appointed to the Service under rules 6 and 7.

(2) The Service consists of four Grades as specified in Schedule-I.

(3) The posts in the Junior Administrative Grade-I, the Junior Administrative Grade-II and the Selection Grade shall be classified as the Central Civil Services Group "A" posts and those in the Entry Grade shall be classified as the Central Civil Services Group "B" posts.

4. *Grades, strength and their review.*— (1) The Duty Posts included in the various Grades, their number and the Scales of Pay on the date of commencement of these rules, shall be as specified in Schedule-I :

Provided that ten percent and twenty percent of the sanctioned strength of the Posts in the Service shall be non-functional Grades of the Junior Administrative Grade-I and the Selection Grade, respectively, and these shall be operated within the respective number of posts as specified in Parts B and C of Schedule-I.

(2) Notwithstanding anything contained in sub-rule (1), the Government may,—

(a) from time to time, make temporary additions or alterations to the Duty Posts in various Grades;

(b) in consultation with the Commission include in the Service such posts as are deemed to be equivalent to the posts included in the Service in status, Grade, Scale of Pay and professional content or exclude from the Service a Duty Post already included in the Service; and

(c) in consultation with the Commission, appoint the regular incumbent of the post which has been included in the Service as a Duty Post to the appropriate Grade of the Service and fix his/her seniority taking into account the regular service rendered by him/her in the said posts or analogous Grade.

(3) Notwithstanding anything contained in clauses (b) and (c) of sub-rule (2), in case, any regular incumbent of the post which has been encadred in the Service is not found suitable for appointment to the Service under clause (c) of sub-rule (2), he/she will continue to hold the post and for the purpose the post shall be treated to have been excluded from the Service till such time it is held by such incumbent. The suitability of such persons for induction into the Service will be reviewed every year.

5. *Member of the Service.*—(1) The following persons shall be the Members of the Service:—

(a) Persons appointed to Duty Posts under rule 6; and

(b) Persons appointed to Duty Posts under rule 7.

(2) A person appointed under clause (a) of sub-rule (1) shall, on such appointment, be deemed to be the Member of the Service in the appropriate Grade applicable to him/her in Schedule-I.

(3) A person appointed under clause (b) of sub-rule (1) shall be the Member of the Service in the appropriate Grade applicable to him/her in Schedule-I from the date of such appointment.

6. *Initial constitution of service.*— (1) All the existing Officers holding Duty Posts on regular basis in the Junior Administrative Grade-I, the Junior Administrative Grade-II, the Selection Grade and the Entry Grade of Puducherry Police Service shall be the Members of the Service in the respective Grades.

(2) The regular continuous service of the Officers referred to in sub-rule (1) before the commencement of these rules shall count for the purpose of probation, qualifying service for promotion, confirmation and pension in the Service.

(3) To the extent, the Cadre Controlling Authority is not able to fill up the authorized regular strength of various Grades in accordance with the provisions of this rule, the same shall be filled in accordance with the provisions of rule 7.

7. *Future, maintenance of the Service.*— (1) The vacancies in any of the Grades referred to in the Schedule-I after the initial constitution under rule-6, shall be filled in the manner hereinafter provided in this rule.

(2) (a) Fifty percent of the posts in Entry Grade shall be filled by direct recruitment and the remaining fifty percent by promotion.

(b) The vacancies in the direct recruitment quota shall be filled on the basis of the Civil Services Examination conducted by the Commission.

(c) The vacancies in the promotion quota shall be filled by selection from amongst the Inspectors of Police under the Government of Puducherry with three years of regular service in the Grade on the basis of the recommendations of the Departmental Promotion Committee.

(3) All the vacancies in the Grades of the Junior Administrative Grade-I, the Junior Administrative Grade-II and the Selection Grade shall be filled by promotion from amongst the Officers in the immediate respective lower Grade with the minimum qualifying service as specified in the Schedule-II.

(4) (a) The promotion to the Junior Administrative Grade-II shall be made by selection subject to the benchmark Grade as prescribed by the Government of India from time to time for this level of posts under the Government of India.

(b) The induction by promotion to the Entry Grade shall be made by selection subject to the benchmark Grade as prescribed by the Government of India from time to time for this level of posts under the Government of India.

(c) The promotion to the Junior Administrative Grade-I and the Selection Grade shall be made in the order of seniority, subject to rejection of unfit.

(5) The selection in each case under sub-rule (4) shall be made on the recommendations of the Departmental Promotion Committee.

(6) If any, Officer appointed to any Grade in the Service is considered for the purpose of promotion to the higher post, his/her senior shall also be considered, provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility service or two years, whichever is less, and have successfully completed their probation period for promotion to the next higher Grade along with their juniors, who have already completed such qualifying or eligibility service.

**Note :** The eligibility list for promotion shall be prepared with reference to the date of completion of the qualifying service in the respective Grade/Post. If, the crucial date of one or more Officers coming from different sources is one and the same, the Officer senior in age shall be placed higher in the eligibility list.

8. *Seniority.*—(1) The relative seniority of the Members of the Service appointed to any Grade on commencement of these rules, shall be relative seniority in their respective Grade as determined before the date of commencement of these rules:

Provided that if, the seniority of any such Member has not been specifically determined on commencement of these rules, the same shall be as determined by the Competent Authority in accordance with the general instructions on seniority issued by the Government of India.

(2) The seniority of the persons recruited to the Service after the initial constitution shall be determined in accordance with the general instructions issued by the Government of India in the matter from time to time.

9. *Probation.*— Every Officer on appointment to the Entry Grade of the Service either by direct recruitment or by promotion shall be on probation for a period of two years:

Provided that the Cadre Controlling Authority may extend the period of probation in accordance with the instructions issued by the Government of India from time to time in this behalf.

10. *Confirmation.*— (1) On completion of the period of probation or any extension thereof, directly recruited Officers shall, if, considered fit for confirmation in the service, be confirmed in terms of the extant orders of the Government of India.

(2) If, during the period of probation or any extension thereof, as the case may be, the Government is of the opinion that an Officer is not fit for confirmation in the Service, the Government may discharge the Officer or revert him to the post held by him prior to his appointment in the Service, as the case may be.

(3) During the period of probation or any extension thereof, an Officer may be required by the Government to undergo such courses of training or to pass such examination or test (including examination in Hindi) as the Government may deem fit as a pre-condition for satisfactory completion of probation.

(4) As regards other matters relating to probation, the Members of the Service shall be governed by the orders or instructions issued by the Government of India in this regard, from time to time.

11. *Appointment to the Service.*— All appointments to the Service shall be made by the Appointing Authority to the Junior Administrative Grade-I or the Junior Administrative Grade-II or the Selection Grade or the Entry Grade of the Service and not against any specific post included in the Service.

12. *Posting.*— Every Member of the Service shall, unless he/she is appointed to an *ex cadre* post, or is otherwise not available for holding a Duty Post owing to the exigencies of the public service, be posted against a Duty Post under the Administration by the Lieutenant-Governor of Union territory of Puducherry concerned.

13. *Disqualifications.*— No person,—

(a) who has entered into or contracted a marriage with a person having a spouse living, or

(b) who, having a spouse living, has entered into or contracted a marriage with any person, shall be eligible for appointment to the service:

Provided that the Government may, if, satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and there are other grounds for so doing, exempt any person from the operation of this rule.

14. *Other conditions of service.*— The conditions of the service of the Members of the Service in respect of matters for which no specific provision or inadequate provision has been made in these rules, shall be the same as are applicable, from time to time, to the Officers of equivalent rank of the Government.

15. *Power to relax.*— Where the Government is of the opinion that it is necessary or expedient so to do, it may, by order, for reasons to be recorded in writing, and in consultation with the Commission, relax any of the provisions of these rules with respect to any class or category of persons.

16. *Saving.*— Nothing in these rules shall affect the reservations, relaxation in age-limit and other concessions required to be provided for the Scheduled Castes, the Scheduled Tribes and Other Backward Classes, Economically Weaker Section, Persons with Disabilities and other special categories of persons in accordance with the orders issued by the Government from time to time in this regard.

17. *Interpretation.*— If any question arises relating to the interpretation of these rules, it shall be decided by the Government in consultation with the Commission.



## SCHEDULE – I

[See rule 4(1)]

NAME, NUMBER AND SCALE OF PAY OF  
THE DUTY POSTS IN VARIOUS GRADES OF  
THE PUDUCHERRY POLICE SERVICE

**A. Grades and the sanctioned strength of the Service**

|   |  |
|---|--|
| (a) Grades of the Service:                                | Pay Level in Pay Matrix (7th CPC)  |
| (1) Junior Administrative Grade-I (Group-A)               | Level-13 in the Pay Matrix   |
| (2) Junior Administrative Grade-II (Group-A)              | Level-12 in the Pay Matrix   |
| (3) Selection Grade (Group-A)                             | Level-11 in the Pay Matrix   |
| (4) Entry Grade (Group-B)                                 | (i) Level-8 in the Pay Matrix<br>(on initial appointment)<br>(ii) Level-10 in the Pay Matrix<br>(on completion of four years<br>approved service, subject to<br>Vigilance and Integrity<br>Clearance). |
| (b) Sanctioned Strength:                                  |  |
| (1) Specific posts  | 19   |
| (2) Deputation, Leave and Training reserves at 32 % of 19 | 6  |
| TOTAL   | <u>25</u>  |

**B. Posts in the Junior Administrative Grade-I and the Junior Administrative Grade-II**

|   |                |
|---|----------------|
| (i) Superintendent of Police (Special Branch) | 1 post         |
| (ii) Commandant (Puducherry Armed Police)     | 1 post         |
| TOTAL   | <u>2 posts</u> |

**C. Posts in the Selection Grade and the Entry Grade**

|  |                 |
|--|-----------------|
| (i) Superintendent of Police (Head Quarters)                     | 1 post          |
| (ii) Superintendent of Police (North)                            | 1 post          |
| (iii) Superintendent of Police (South)                           | 1 post          |
| (iv) Superintendent of Police (CID)                              | 1 post          |
| (v) Superintendent of Police (Home Guards)                       | 1 post          |
| (vi) Superintendent of Police (Food Cell)                        | 1 post          |
| (vii) Superintendent of Police (Motor Transport)                 | 1 post          |
| (viii) Superintendent of Police (Karaikal)                       | 1 post          |
| (ix) Superintendent of Police (Mahe)                             | 1 post          |
| (x) Superintendent of Police (Traffic)                           | 1 post          |
| (xi) Superintendent of Police (Training and Welfare)             | 1 post          |
| (xii) Superintendent of Police (Protection of Civil Rights Cell) | 1 post          |
| (xiii) ADC to the Lieutenant-Governor                            | 1 post          |
| (xiv) Superintendent of Police, SIGMA (Security)                 | 1 post          |
| (xv) Superintendent of Police, SIGMA (Intelligence)              | 1 post          |
| (xvi) Superintendent of Police (Wireless)                        | 1 post          |
| (xvii) Superintendent of Police (Policing of Police)             | 1 post          |
| <b>TOTAL – C</b>   | <b>17 Posts</b> |
| Total of B and C (2 + 17)  | 19              |
| Deputation, Leave and Training Reserves (@ 32% of 19)            | 6               |
| <b>GRAND TOTAL</b>   | <b>25</b>       |

## SCHEDULE – II

[See rule 7(3)]

| Sl. No. | Grade                          | Method of Promotion   | Eligibility for promotion   |
|---------|--------------------------------|---|---|
| (1)     | (2)                            | (3)   | (4)   |
| 1.      | Junior Administrative Grade-I  | By promotion in the order of seniority, subject to rejection of unfit on the recommendations of the Departmental Promotion Committee. | A regularly appointed Junior Administrative Grade-II Officer with a minimum of eighteen years approved service shall be eligible to be considered for promotion to the Junior Administrative Grade-I. |
| 2.      | Junior Administrative Grade-II | By promotion on selection on the recommendations of the Departmental Promotion Committee.   | A regularly appointed Selection Grade Officer with a minimum of thirteen years approved service shall be eligible to be considered for promotion to the Junior Administrative Grade-II.               |
| 3.      | Selection Grade                | By promotion in the order of seniority, subject to rejection of unfit on the recommendations of the Departmental Promotion Committee. | A regularly appointed Entry Grade Officer with a minimum of eight years approved service shall be eligible to be considered for promotion to the Selection Grade.                                     |

*Note :* The crucial date for determining the eligibility of an Officer for promotion shall be the 1st July of the year in which the vacancy has occurred.

## SCHEDULE – III

[See rule 7(2) and 7(5)]

| Sl.<br>No. | Grade                             | Composition of the<br>Departmental Promotion Committee |  |
|------------|-----------------------------------|--|--|
| (1)        | (2)                               | (3)  |  |
| 1.         | Junior Administrative<br>Grade-I  | (i)  | Chairman or Member of the Union Public Service Commission. .. Chairman                                 |
|            |                                   | (ii)   | Joint Secretary in-charge of the Union Territories Division in the Ministry of Home Affairs. .. Member |
|            |                                   | (iii)  | Chief Secretary, Government of Puducherry. .. Member   |
|            |                                   | (iv)   | Director/Inspector-General of Police, Puducherry. .. Member  |
| 2.         | Junior Administrative<br>Grade-II | (i)  | Chairman or Member of the Union Public Service Commission. .. Chairman                                 |
|            |                                   | (ii)   | Joint Secretary in-charge of the Union Territories Division in the Ministry of Home Affairs. .. Member |
|            |                                   | (iii)  | Chief Secretary, Government of Puducherry. .. Member   |
|            |                                   | (iv)   | Director/Inspector-General of Police, Puducherry. .. Member  |
| 3.         | Selection Grade                   | (i)  | Chairman or Member of the Union Public Service Commission. .. Chairman                                 |
|            |                                   | (ii)   | Chief Secretary, Government of Puducherry. .. Member   |

| (1)  | (2)  | (3) |
|--|--|-----|
|  | (iii) Joint Secretary in-charge .. Member<br>of the Union Territories<br>Division in the Ministry<br>of Home Affairs.                |     |
|  | (iv) Director/Inspector-General .. Member<br>of Police, Puducherry.  |     |
|  | (v) Secretary (Finance), .. Member<br>Government of Puducherry.  |     |
| 4. Entry Grade<br>(on initial appointment<br>by promotion and<br>confirmation of direct<br>recruits) | (i) Chief Secretary, .. Chairman<br>Government of Puducherry.  |     |
|  | (ii) Deputy Secretary/Director .. Member<br>in the Ministry of Home<br>Affairs in-charge of the<br>Union territory of<br>Puducherry. |     |
|  | (iii) Director/Inspector-General .. Member<br>of Police, Puducherry.   |     |
|  | (iv) Secretary (Finance), .. Member<br>Government of Puducherry.   |     |

*Note :* The absence of a Member, other than the Chairman, shall not invalidate the proceedings of the Departmental Promotion Committee if, more than half the Members, including the Chairman of the Committee, had attended the meeting(s).

(By order of the Lieutenant-Governor)

**M.V. HIRAN,**

Under Secretary to Government (Home).