



GOVERNMENT OF KERALA
Abstract

Police Department – Women Police Constables – Separate norms for inter-district transfer of Women Police Constables – Orders issued.

HOME (K) DEPARTMENT

G.O. (P) No. 83/11/Home

Dated, Thiruvananthapuram, 01.03.2011

Read: 1. GO (P) 36/91/P&ARD dated 02.12.1991

2. Letter No E5/27309/2009 dated 17.04.2009 and 14.08.2009 from the Director General of Police.

3. Letter No. AV(2)1453/11/GW dated 28.02.2011 from the Secretary, Kerala Public Service Commission, Pattom, Thiruvananthapuram

ORDER

The State Police Chief has pointed out the fact that the existing norms for inter district transfer issued under Government order read as first paper above, cause wide-spread grievance to Women Police Constables since it is difficult to get them transfer to their district of option. Several Women Police Constables working in district other than their native district adversely affect the smooth and effective functioning of the Police force and their dissatisfaction will be reflected in service. The Women Police Constables, recruited at a younger age, have special circumstances such as marriage, pregnancy, childcare and other gender related problems. The State Police Chief has forwarded a proposal to Government for framing separate norms for the inter-district transfer of Women Police Constables in the state.

2. Considering the factors in detail, it has been tentatively decided to accept the proposal of the State Police Chief and to frame separate norms for the above category, Government have consulted Kerala Public Service Commission for advice and the Commission has agreed to the proposal.

3. In the circumstances, Government are pleased to modify the existing norms for the inter district transfer of Police Constables/Women Police Constables and to frame a separate norms for the Women Police Constables under the conditions as detailed below:-

- i. All Women Police Constables who have completed five years of service from the date of advice of the Public Service Commission and who got married subsequent to their recruitment will be allowed to change their district of option to another district on condition that, their seniority in the transferred district according to the new option will be with effect from the date of marriage.
- ii. In the case of Women Police Constables whose spouses are working in the Police Department will be allowed option to change of district of choice without loss of seniority. The option shall be exercised in such cases by either of the partners to their native districts or to a new district of their choice.
- iii. Unmarried Women Police Constables and Women Police Constables who are married at the time of entry in service and who are not exercising the above option, will be given one time chance for opting a new district, if they have completed five years of service. They will be treated as the junior most on joining duty in the new district.

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- iv. Women Police Constables who do not opt for transfer to District Armed Reserve and local police, who are willing to become the Havildar in Battalions and have completed five years service in the Battalion will be allowed option to change Battalion. They will be taken for duty as junior most Havildars in the new Battalion subject to the condition that the total number shall be limited to 10% of total Havildar posts in the Battalion concerned.
- v. By such transfer no district shall have a strength of Woman Police Constables higher than 16% of the total strength of Head Constables /Police Constables in the district.
- vi. In districts where the total number of Woman Police Constables / Women Police Head Constables are less than 10% of the total strength of Head Constables /Police Constables of local police, steps will be made to maintain 10% strength.

4. The above arrangement will be a one-time measure on humanitarian grounds and will not be claimed as a future-right. Those who have not completed five years of service on the date of this order shall also be allowed to exercise the option within the time limit specified in para 5 of this order which will be considered on completion of five years service.

5. The time limit to exercise option in this regard will be available up to 30.04.2011. Option once accepted will not be reviewed under any circumstances.

(By order of the Governor),
D.SARALA KUMARI
 Additional Secretary to Government

To

The State Police Chief, Thiruvananthapuram.
 The Secretary, Kerala Public Service Commission, Pattom,
 Thiruvananthapuram (with C/L)
 The Accountant General (A&E / Audit), Thiruvananthapuram
 All Commissioners of Police/ Superintendent of Police
 Director Information & Public Relations Department
 Personnel and Administrative Reforms Department
 (vide 15601/A1/09/P&ARD dated 19.08.2010)
 Home (A) Department
 Stock file/O.C

Forwarded/By order


 Section Officer


29167_K2_09_WPC Transfer

Endorsement on file No. A.V(2) 1453/11/GW dtd -4-11

Copy circulated to P.S to Chairman, PA to Secretary,
 all Sect. Sections, all D.O's and all R.O's.


 11/4/11


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 For Secretary