



Government of Jammu and Kashmir  
Home Department

Subject: Criteria for recruitment to the posts of Sub-Inspectors (SIs) under direct quota in the Police Department, through the Transparent Recruitment Process (TRP).

Reference: Letter Nos. PHQ/Estt/M-2/2011/66616 dated 28.11.2015 and PHQ/Estt/M-2/2011/38341 dated 29.04.2016, from Director General of Police, J&K, Srinagar.

Government Order No. **288** -Home of 2016  
Dated: **28** .05.2016.

In anticipation of carrying out amendments in the Police Rules and in terms of BPR&D and TRP guidelines, sanction is hereby accorded to the following criteria for recruitment to the posts of Sub-Inspectors (SIs) (Pay scale 9300-34800 with Grade pay of Rs. 4240/-) in the Police Department (Executive/Armed Cadre): -

- (a) **Qualification** : Graduation.  
(from any recognized University).
- (b) **Age** : Between 18-28 years.
- (c) Should be permanent State-subject of J&K.

The recruitment process shall be carried out in the following four phases:-

(i) **Physical Endurance Tests (PET):**

Long Race : Male = 1600 meters in 06 minutes  
Female = 1000 meters in 06 minutes.

(As per the recommendations of BPR&D contained in its handbook for the year-2014)

Pushups : 20 (one cycle of up and down to be counted as one)  
(Male only)

Shot-put (4 Kgs): 14 ½ feet in three attempts.  
(Female only)

(ii) **Physical Standard Tests (PST).**

**Males:**

Height : 5'-6"  
Chest : 32" (unexpanded)  
33½" (expanded)

**Females :** Height: 5'-2"

For candidates belonging to Ladkha region and Gorkha Community, the physical standards are: -

**Males:**

Height : 5'-4"  
Chest : 32" (unexpanded)  
33½" (expanded)

**Females :** Height: 5'

(iii) **Written Examination:**

The question paper will be of 85 marks (multiple choice/objective type) of two hours duration based on OMR sheets. The questions will be of Graduation standard.

**Note:** Only those candidates who qualify the PST/PET shall be eligible for written examination.

(iv) **Viva voce-cum-Personality Assessment Test:**

The test will be of 15 marks and shall be conducted through a separate Board to be constituted by the DGP.

**Note:** On the basis of merit obtained in the written examination, the candidates will be called for viva voce-cum-Personality Assessment Test which may be restricted to five times the number of posts/vacancies advertised, in terms of SRO 439 dated 11<sup>th</sup> December, 2015 of the General Administration Department.

It is further ordered that out of the four Phases of the recruitment process mentioned above, first three phases (Physical Endurance Test, Physical Measurement Tests and Written Examination) shall be conducted through the Transparent Recruitment Process (TRP) under the strict supervision/monitoring of the Police Recruitment Board to be constituted for the purpose. Further, DGP is authorized to constitute the Board of officers for



