

Compiled by -ANJALI GUPTA  
ASSISTANT PROFESSOR  
FORENSIC SCIENCE  
BTIE, SAGAR

## **Recruitment at Constable Level**

Whatever is the complexion or composition of the Police force in a country, the vast majority of the Policemen will be of the rank of Constable or of officers who have risen by promotion from that rank.

The public's contact with the Police is usually the contact with a Constable and so the impact which the Constable makes on the public mind by his work his attitude, his performance, promptness, Conduct, culture and education. There may be brilliant officers at the top of Police force, highly cultured and efficient, but the man-in-the-street remains unacquainted with them.

He sees the Constable every day, and in his eyes, the Constable is not only the representative of Police organization, but is the visible manifestation of the executive arm of the Government. Therefore, no Police force can be satisfactory from the point of view of the public unless the Constable gives satisfaction.

If he is not educated, intelligent, interested, painstaking, alert and physically vigorous, he will not be able to meet the demands that will be made on him in rapid succession. A single alert Constable intelligent and mindful of his duties with initiative and proper judgement may be able single handed to prevent a small incident on a public thorough fare from developing into a serious communal riot, which may extend to other parts of the country. On the other hand, failure at such a crucial juncture may well prove calamitous. So from whatever angle one sees this pivotal Policeman, it

is essential that he must be a man of stature, educated-intelligent, alert, truly interested in his work, possessing, a good judgement, initiative and courage.

Some people fondly that even without improving the standard of the constabulary. The position can be improved by increasing the percentage of officers. But they do not realize that a certain number of individuals are necessary for the performance of certain types of work.

## **Educational Qualification**

The Punjab Police Commission recommended that the passing of the higher secondary school course should be the minimum qualification for a constable. The Uttar Pradesh Police Commission recommended that only matriculates should be recruited. The Bihar Police commission whilst fixing the compulsory educational level at the 8th standard in the higher secondary school recommended that preference should be given to matriculates. The Maharashtra and Bengal Police Commission whilst raising the educational standard did not insist on matriculation being the minimum qualification.

What influenced the Bengal and Maharashtra Police Commissions was that, at the pay, which was being offered, it was no use insisting on matriculates, for in that case there would not be enough recruits available. This must also have influenced the mind of the Bihar Police Commission when it refrained from making a categorical recommendation in favour of only matriculates being recruited.

The Delhi administration has made matriculation the minimum qualification, and it has not found it difficult to get a sufficient number of recruits.

The National Police Commission recommended that the minimum qualification for recruitment to the post of Constable should be high school. However, it has recommended that the Police force should draw people with even higher qualification at the level of Constable. It has further recommended that at the time of recruitment some weightage in the form of bonus marks may be given to candidates with higher qualifications.

## **Age**

The age recruitment is another important factor for consideration. The minimum age of recruitment for Constable is 18 years in all states except Haryana and West Bengal where it is 17 years and 20 years respectively. The upper age limit varies from State to State ranging from 21 to 30 years. There is relaxation of upper age limit upto five years in case of scheduled Caste/Scheduled Tribes and Backward classes in some of the states. It is desirable that the minimum age is 18 and the maximum age is 21. The maximum age is fixed at 21 so that there is not too wide a gap between his leaving school and entering the Police. By 18, a person has sufficiently matured and will be able to take his training profitably and also improve himself physically and mentally in the service. At this age, the young man is malleable, is still fired by ideals and has not started developing a sense of frustration and cynicism.