

NO.E/PHQ/D/9/11  
GOVERNMENT OF MIZORAM  
POLICE HEADQUARTERS: AIZAWL

**STANDING ORDER**

Dated Aizawl, the 24<sup>th</sup> Sept., 2019

**Subject:- Promotion of Naik to Havildar**

As per the provision of Rule 393(3) of Mizoram Police Manual 2005, Promotion to the rank of Havildar shall be on the basis of selection for 50% of the total posts of Havildar and on the basis of seniority-cum-merit for 50% of the posts. Rule 394 laid down the procedure to be followed for promotion by selection of 50% of the posts. When the notification of Mizoram Police Manual, 2005 was issued on 1.5.2006, this provision should have been in practice right after this notification. However, all posts of Havildars have continued to be filled on promotion by Seniority alone, for which bifurcation of the posts of all Havildars into 50% each has become impractical. As this new provision of the Mizoram Police Manual has been inadvertently kept inoperative, the total vacancies of more than 1120 Havildars have been filled up all by promotion from Seniority, whereas after 1.5.2006, 560 vacancies should have been given for Efficiency Test. However, there is no possibility of retrieving all the quota for the Selection, but for ends of justice, it is decided that the next vacancies shall be filled as under:-

1) The first 9(nine) vacancies be filled up from Seniority from the remaining batch of the 16<sup>th</sup> Senior Under Officer Cadre Course and 2 persons whose promotion have been approved but kept in abeyance till punishment period is over on 2.3.16 and on 17.3.16 respectively.

2) The next 10(ten) vacancies after this 9(nine), vacancies will be reserved for Selection quota and thereafter the vacancies shall be shared 50:50 between the Seniority and Selection.

Further, the provision of the said Rule do not provide details and it is, therefore, felt necessary to have procedures as mentioned below for promotion of Naik to the rank of Havildar.

1. All Naiks with 7(seven) years of service since appointment as Constable who have successfully completed the Senior Under Officer Cadre Course and medically fit shall be eligible for promotion.

2. Promotion on selection for 50% will be made from the merit list of the Efficiency Test on the subjects and marks given below:-

1.	Personal turn-out	10 marks
2.	Drill, Command & Control	15 marks
3.	Weapon Theory & Practical	15 marks
<b>Total :</b>		<b>40 marks</b>

3. The Efficiency Test will be conducted by the Board appointed by the DGP that will make objective assessment of all candidates based on their performances in the Efficiency Test and submit the list before the Police Establishment Board for further consideration.

4. Those who obtained 50% of the aggregate marks and above in the test will be considered for promotion.

5. Those who are awarded a major/minor punishment but willing to appear in the test can also appear if their punishment period will be over within a year from the date of DPC.

6. The Medical fitness test will be conducted by the authorized Medical Officer(s) appointed by the DGP. Those who are fit on medical test will be eligible for the Efficiency Test.

7. As provided in sub-rule (3) of Rule 395, Havildars promoted on the basis of seniority-cum-merit shall rank below Havildar promoted on Selection basis under Rule 394, provided they are promoted on the same year.

8. The Efficiency Test shall be conducted when the minimum vacant posts are not less than 10(ten), with panel validity of the Board recommendation for a year.

This standing order shall be effective with effect from the issue of this order till further amendment or cancellation.

( SBK SINGH ) IPS  
Director General of Police,  
Mizoram : Aizawl.

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Dated Aizawl, the 24<sup>th</sup> Sept., 2019

Copy to:

1. All DIsGP for information.
2. All Commandants
3. SP, Security
4. Principal, PTS
5. Director, FSL
6. All Branches, PHQ
7. i/c, Computer Cell, for uploading in the Police website.
8. Office Order Book.

*They are directed to inform all eligible Naiks to prepare for the test which will be held in due course.*

  
( ZOSANGLIANA ) MPS

Asstt. Inspector General of Police-I,  
Mizoram : Aizawl.