



POLICE HEADQUARTERS J&K JAMMU / SRINAGAR

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Establishment

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Subject: Representation of Head Constable Runners of Police Telecom for further promotions

ORDER NO **4331** OF 2018
DATED: **27** - 08 - 2018

Whereas following two issues pertaining to the Runners obtaining on the strength of Police Telecom are pending disposal for a longer period :-

- I. Career prospects of the 41 HCs (Runners) /3 SGCT(Runners) existing as on date in the Telecom Wing.
- II. Filling up of vacant posts of Constable (Runners).

Whereas there is no separate notification or any administrative order with regard to constitution of Runner's Cadre within the Telecom Wing, however, as per available records the post of Constable (Runner) existed in the department prior to year 1972, which is corroborated by Schedule Z-J attached to Pay Revision sanctioned by the Govt vide SRO 149 of 1973 dated 07.04.1973 indicating therein pay scale applicable for the post of Constable (Runner). There is also a Govt order No. Home-481(Police) of 1975 dated 29.08.1975 where under 19 posts of Constable (Runners) were created.

Whereas as on date, as per the records available with the Telecom vis-a-vis monthly vacancy statement being received at PHQ, a total of 50 posts of Constable Runners are sanctioned in Police Telecom against which 50 Runners are working in the Telecom as per the following break-up:-

HC (Runners)	=	41
SGCT (Runners)	=	03
Constable (Runners)	=	00

Whereas above disposition is indicative of the fact that no constable Runner is presently on the strength against 50 sanctioned posts while as after according promotions from time to time against general Cadre vacancies of Telecom, 41 Runners are presently holding the rank of HC while as 03 as SgCt. These promotions have apparently been accorded in an attempt to open promotion avenues for these personnel. Thus, in all 41+3=44 posts of Constable(Runners) are vacant as on date. The matter for filling up of vacant posts of Runners had also come under discussion earlier many a times but it has been seen that an advertisement notice was issued by the Police Recruitment

Board in the year 1981 for filling various posts in Telecom Wing including Constable (Runners) through open recruitment. Thereafter, there are no records available to show that a major recruitment has taken place for this purpose as the posts have been filled up in piece-meals which is indicative from the following table giving year-wise break up of appointments made for the post of Runners:-

1976	1977	1978	1979	1982	1983	1984	1985	1987	1988	1991	1992	1993	1994	1995	1996	1997	2003	Total
05	02	02	01	01	02	03	01	05	01	03	03	02	03	12	01	01	02	50

It may not be out of context to mention here that some Constables (Runner) were absorbed as Constable (Operators) on the basis of eligibility (on the pattern of conversion from Follower-Constable) in the past which has also lead to creating a vacuum in the overall availability of Runner staff. Although a guideline was issued by PHQ in the year 1975 that the resultant vacancies should be filled up by appointment by candidates eligible to hold post of Constable (Operators) but this policy could not take off due to certain inbuilt flaws especially no scope for career progression and the nature of duties between one and the same type of qualified candidates.

Whereas these Runners would have a greater role when these were introduced in the department (presumably towards 60's-70's) but with the passage of time and introduction of newer means in the communication sector besides improved mobility sector in the Police Department, the role of Runners have now become obsolete. Out of 50 Runners obtaining on the strength of Police Telecom, there are only a few of them who are doing the actual job whileas all others are doing other miscellaneous work within the Organization.

Whereas the dak delivery in the present scenario of availability of men and material is no way a problem and the Units/Wings have been managing this responsibility by earmarking official(s) from the vast pool of already available drivers from the general line Constabulary. Such a practice should be explored by the Telecom as well. Besides, once appointed as a Const(Runner), the department has also to explore an inbuilt mechanism for such people for their promotion at regular intervals as the present system does not provide such a provision as a result of which the department is confronted with administrative difficulties in managing these Sub Cadres like in the issue under discussion. Under these circumstances, there does not seem any much desired relevance of the Runners now in the Telecom and it would be appropriate to re-designate these posts for utilization in a better way vis-à-vis managing the existing lot of Runners.

Whereas to resolve the issue once for all and taking into consideration recommendations of the IGP Technical Services, following suggestions/ aspects are required to be deliberated upon for suitable decision:-

- i) As per the feedback received from Telecom hqrs Among the present lot of 41 Head Constables, some have been promoted to the present rank in August 2003, 05 in May 2004 and 27 in January 2009 and some in 2014. In Telecom Wing (General Cadre), we have elevated HCs of 2008 batch (appointee of year 1997) to the rank of ASI in 2013 as ASIs. In comparison to this, the HCs Runners (August 2003 batch) who are the front runners for ASI.

On the contrary General Cadre Head Constables of Telecom promoted to the rank of Head Constable on 13.08.2009 are prospective candidates for next promotion to the rank of ASI but the seniority of General Cadre HCs is under judicial scrutiny in multiple SWPs.

In view of above, and to take a final call on the issue, a Board comprising of following officers is hereby constituted under the chairmanship of IGP(Personnel), PHQ to look into the matter:-

- | | |
|---------------------|--------|
| 1) AIG(Personnel) | Member |
| 2) AIG(Trg/Policy) | Member |
| 3) DySP (Personnel) | Member |
| 4) Admn. Officer | Member |

The term of reference (ToR) for the board shall be as under:-

- i) To ascertain the mode and manner adopted while making appointment of claimants against the post of Constable runner vis-à-vis if selections/ appointments were made with assured career progression, if so, lien/seniority and other inbuilt mechanism for their promotion at regular intervals, as the existing system does not imbibe such a provision as a result of which the department is confronted with administrative difficulties in managing these Sub Cadres like in the issue under discussion;
- ii) Powers to add officials or withdraw manpower from an office to add another Office /Cadre/Lien lies with the State, therefore, the genuineness of the claim of these runners for promotion to the rank of ASI against the General Cadre vacancies of ASI Telecom be ascertained and specific recommendations made. As regards to the adherence to the rules and the laid down procedure while granting promotions earlier, the issue need not to be reopened at this belated stage ;
- iii) Lower subordinates (Upto the rank of HC), can be put to miscellaneous duties which includes office orderly/Runner etc. but as far as the NGO level is concerned (ASI and above), Police rule warrants precedence for an ASI as such, an ASI cannot be put to the duties alike of HC which otherwise depreciates the command structure of a force . So in that case what duty shall these runners perform , if presumably promoted because they are layman as far as the core duties of operation of communication net work of Police telecommunication is concerned;
- iv) The rule is clear that promotions should not be accorded with the only notion to extend financial benefit to the promotee but major objective of such up-gradation has to be Govt work and after their promotion to the next rank what shall be the charter for their duties and if it doesn't cause prejudice to the lien and seniority of general cadre candidates who might resort to the litigations;



- v) How to fill the vacant posts of Constable Runners in Telecom or to merge the number with that of general cadre vacancies after obtaining necessary approval from the Govt.

The Board shall study the issue in depth and shall come up with specific recommendations covering all the aspects of the case inter-alia the one mentioned above. The recommendations of the board shall reach to PHQ within fortnight.

Figures and facts as enumerated above are subject to further verification from the records of Telecom Hqrs. The board is authorized to associate any officer of Telecom zone as co-opted member

Sd/=


(S. P. VAID) IPS
Director General of Police
J&K Srinagar

No.Estt/W-48 /1997/50614-21 Dated.

27.08.2018.

Copy to the:-

1. IGP Telecom J&K Srinagar
2. AIG(Personnel)
3. AIG(Trg/Policy)
4. DySP(Personnel), PHQ
5. Admn. Officer, PHQ
6. Pvt. Secy to IGP(Pers), Chairman for information of the officer
7. SO (Establishment)/IT Centre PHQ
8. Order Book/Master File.


Sameer Rekhi
AIG (Trg/Policy)

for **Director General of Police**
J&K Srinagar