

APPENDIX-III

RECRUITMENT RULES

1. **Introduction**

Rules are framed by the President of India in exercise of the powers conferred by the provision of Article 309 of the Constitution to regulate the method of recruitment/appointment to different posts in CBI. Various methods of recruitment are direct recruitment, deputation, promotion by seniority or through Limited Departmental Competitive Examination.

Recruitment Rules for most of the posts of CBI have been framed and notified. The rest of the Rules are under the process of revision or pending notification. No relaxation in the provisions of the rules are possible except with the prior approval of the Cabinet Secretariat which is the rule making authority.

2. **Modes of Recruitment**

2.1 **Executive Ranks :**

(i) The Director, Special Directors and Addl. Director are recruited exclusively by deputation of the officers of Indian Police Services, who have been approved for appointment as Director General of Police/and Additional Director General of Police under the Government of India respectively. Recommendations for appointments are made by a CBI Selection Board headed by Central Vigilance Commissioner and Home Secretary, Secretary (Co-ordn & PG), Cabinet Secretariat as Members. The views of the incumbent Director are considered by the Board for making the best choice. Final selection to these posts of CBI is made by the Appointment Committee of the Cabinet from the panel recommended by the aforesaid CBI Selection Board. The Director, CBI shall have a minimum tenure of 2 years regardless of the date of his superannuation.

(ii) Eighty percent posts of the Joint Directors are filled up by deputation from the officers of Indian Police Service who have been approved for appointment as Inspector General of Police under the Government of India. The rest twenty percent posts of Joint Directors are filled up by the departmental cadre officers who have completed 5 years regular service as DIG.

(iii) Seventy five percent posts of DIG are filled up on deputation of the officers of Indian Police Service empaneled for holding DIsG level post at the Centre or officers of Indian Revenue Service (Income Tax Service, Indian Custom and Central Excise), holding analogous posts on regular basis. The rest twenty five percent posts of DIsG are filled up from the departmental cadre officers who have completed 4 years regular service as

Sr.Ss.P., failing which Sr.Ss.P. with combined regular service of 8 years in the grade of Sr.S.P. and SP.

(iii) The posts of Sr.Ss.P. are filled up from the departmental cadre SsP with 4 years of regular service in the grade.

(iv) Sixty percent posts of SsP are filled on deputation of the officers of Indian Police Service/All India Services/IAAS/IRS/IC&CE and Central Police Organizations holding analogous post on regular basis. Ten percent of the deputation posts are exclusively meant for officers belonging to services other than IPS such as AIS, IA&AS/IRS(IT), IC&CES and CPOs (the penal of the deputation posts, out of the deputation quota are to be filled up from the officers other than Indian Police Services). The rest forty percent posts of SsP are filled up from amongst the departmental cadre officers who have completed 6 years regular service in the rank of ASP failing which of the rank of ASP with combined regular service of 12 years in the grades of ASP & DSP.

(v) Eighty percent posts of ASP are filled by promotion of the departmental DSsP having 6 year regular service in the grade, the rest twenty percent posts are filled up on deputation/absorption basis. Absorption will not exceed ten percent of the deputation posts.

(vi) Forty percent posts of Dy.S.P. are filled up by promotion of the departmental Inspectors, who have 8 years regular service in the grade. Fifty percent posts are filled on deputation/absorption basis of the officers of Centre/State Police Organisations holding analogous posts subjected to the condition that absorption will not exceed fifteen percent of the deputation posts. The rest ten percent posts are filled by Direct Recruitment.

(vii) Fifty percent posts of Inspectors are filled up by promotion of the Sub-Inspectors in the CBI with 5 years' regular service in the grade. Remaining fifty percent posts are filled up on deputation/transfer basis of the officers of Centre/State Police Organisations holding analogous posts.

(viii) Fifty percent posts of Sub-Inspectors are filled by direct recruitment through Staff Selection Commission. Twenty five percent posts are filled up by the departmental ASIs with five years' regular service in the grade by promotion on seniority-cum-fitness basis. The remaining twenty five percent posts are filled up through Limited Departmental Competitive Examination.

(ix) Fifty percent posts of ASIs are filled up by promotion of departmental Head Constables of CBI with a minimum of 5 years' regular service in that grade. Twenty five percent posts are filled up through Limited Departmental Competitive Examination and remaining twenty five percent by deputation/absorption.

(x) Forty percent posts of Head Constables are filled up by promotion by seniority-cum-fitness basis of the Constables with at least 5 years' regular service the grade in

CBI. Forty percent posts are filled up through Limited Departmental Competitive Examination. Remaining twenty percent are filled up by deputation/absorption.

(xi) Forty percent posts of Constables are filled up by direct recruitment. Remaining sixty percent posts are filled up by deputation/absorption.

2.2 **Law Officers**

(i) The posts of Additional Legal Advisor/Deputy Legal Advisor are filled up either by promotion from amongst Dy. Legal Advisors/Sr. Public Prosecutors of CBI with 5 years regular service in the grade or by deputation from amongst the officers of Central/State Governments holding analogous post. Failing both of the above methods, ALA/DLA can also be appointed by direct recruitment through UPSC.

(ii) Fifty percent posts of Sr. Public Prosecutors are filled up by promotion from amongst the Public Prosecutors of CBI with five years' regular service in the grade, failing which the posts are filled by deputation. Twenty five percent posts are filled up by direct recruitment through UPSC and remaining twenty five percent posts by deputation or absorption from amongst the officers of Central/State Governments holding analogous post.

(iii) Fifty five percent posts of Public Prosecutors are filled up by direct recruitment through UPSC. Twenty percent posts are filled up by promotion from amongst the Assistant Public Prosecutors of CBI with five years' regular service in the grade, failing which the posts are filled by deputation. The remaining twenty five percent posts by deputation or absorption from amongst the officers of Central/State Governments holding analogous post.

(iv) The post of Assistant Public Prosecutor is filled up by direct recruitment through UPSC.

2.3 **Ministerial Cadre**

(i) The post of Office Superintendent in CBI is filled up either by promotion of the officers of CBI with a cumulative service of 8 years in the posts of Crime Assistant and Head Clerk-cum-Accountant in the organisation (of which at least 3 years of service should be in the post of Crime Assistant) or on deputation of the officers holding analogous posts in Centre/State Police Organisations.

(ii) The posts of Sr. Private Secretary/Private Secretary in CBI are filled up either by promotion from amongst the officers in the rank of Private Secretary/Personal Assistant of CBI with a total period of 2/7 years of service respectively in the organization on deputation of the officers holding analogous posts in Centre/State Police Organizations.

(iii) The post of Personal Assistant in CBI is filled up either by promotion from amongst the officers in the rank of Sr. Clerk Steno of CBI with a total period of 3 years of

service in the organization or on deputation of the officers holding analogous posts in Centre/State Police Organizations.

(iv) Seventy five percent posts of Sr. Clerk Steno are filled up directly through Staff Selection Commission and the remaining twenty five percent posts are filled up by deputation failing which by direct recruitment.

(v) The posts of Crime Assistant in CBI are filled up by promotion of the officers in the rank of Head Clerk-cum-Accountants in the CBI who have put in 3 years regular service in the grade.

(vi) Sixty percent posts of Head Clerk in CBI are filled up by promotion through Limited Departmental Competitive Examination of the officials in the rank of UDCs in the CBI who have put in 3 years regular service in the grade. Remaining forty percent posts are filled up by promotion on the basis of seniority-cum-fitness.

(vii) Seventy five percent posts of UDC are filled up by promotion by seniority-cum-fitness, failing which by deputation and the rest twenty five percent posts are filled up by promotion through Limited Departmental Competitive Examination from amongst the officials who have put in 5 years of regular service in the rank of LDC.

(viii) Ninety percent of the posts of LDC are filled up through by direct recruitment. Out of these, ten percent of the vacancies, are to be filled through Limited Departmental Competitive Examination of the matriculate Class-IV employees of CBI. The remaining ten percent posts are filled by deputation, failing which by direct recruitment.

2.4 **Group ' D' Posts**

(i) The post of Daftry in CBI is filled up by promotion of the Peons with three years minimum service rendered on regular basis after their appointment or by deputation from persons holding analogous posts in Central Government Officers.

(ii) Seventy five percent posts of Peon are filled up directly and twenty five percent posts are filled up by deputation failing which by direct recruitment of other Group 'D' employees who have put in 5 years regular service and possess at least elementary literacy.

(iii) The recruitment in the grade of Safaiwalas in the CBI is made by direct recruitment.

(iv) The post of Sr. Gestetner Operator in CBI is filled up by promotion from amongst Jr. Gestetner Operators with 3 years service in the grade and having proficiency in handling of Gestetner Machines.

(v) The post of Jr. Gestetner Operator is filled up by promotion from amongst Daftaries of CBI who have put in minimum 3 years service as Daftry and who possess proficiency in handling of Gestetner Machines.

2.5 **Support Staff**

(i) The post of Lecturer is filled up by deputation from the officers of the Central/State Government.

(ii) The post of Principal System Analyst is filled up either by promotion from amongst the Senior System Analysts of CBI with five years' regular service in the grade or by deputation from amongst the officers of Central/State Government or Universities or recognised Research Institutes of Public Sector Undertaking or Semi-Government, Statutory or Autonomous Organisations holding analogous posts on regular basis, failing which by direct recruitment through UPSC.

(iii) The post of Sr. System Analyst is filled up either by promotion from amongst the Programmers of CBI with five years' regular service in the grade or by deputation from amongst the officers of Central/State Government or Universities or recognised Research Institutes or Public Sector Undertakings or Semi-Government, Statutory or Autonomous Organisations holding analogous posts on regular basis, failing by promotion/deputation, the post is filled up directly through UPSC.

(iv) The post of Programmer is filled up either by promotion from amongst the Assistant Programmers of CBI with five years' regular service in the grade or by deputation from amongst the officers of Central/State Government or Universities or recognised Research Institutes or Public Sector Undertakings or Semi-Government, Statutory or Autonomous Organisations holding analogous posts on regular basis. Failing by promotion/deputation, the post is filled up directly through UPSC.

(v) The post of Assistant Programmer is filled up by direct recruitment.

(vi) The posts of Assistant Library & Information Officer/Senior Library & Information Assistant are filled up either by promotion from departmental officers with three years' regular service or by deputation from amongst the officers of Central Government holding analogous post.

(vii) The post of Information Officer is filled up by deputation from amongst the officers of Central Government holding analogous post, failing which by direct recruitment through UPSC.

(viii) The post of Care-Taker in CBI is filled up on deputation from Central Government Offices.

(ix) The post of Dresser in CBI is filled up on deputation from Central Government Offices.

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