



Tightening Regulations for Appointing State DGPs

For Prelims: [Union Public Service Commission](#), Committee to Appoint the State DGP, [Prakash Singh Case 2006](#), Police Establishment Board

For Mains: Key Amendments in UPSC Guidelines for DGP Selection, Police Reforms in India.

[Source: TH](#)

Why in News?

Recently, the [Union Public Service Commission \(UPSC\)](#) has issued amended guidelines emphasizing specific criteria for the **appointment of State Directors General of Police (DGPs)**.

What are the Key Amendments in UPSC Guidelines for DGP Selection?

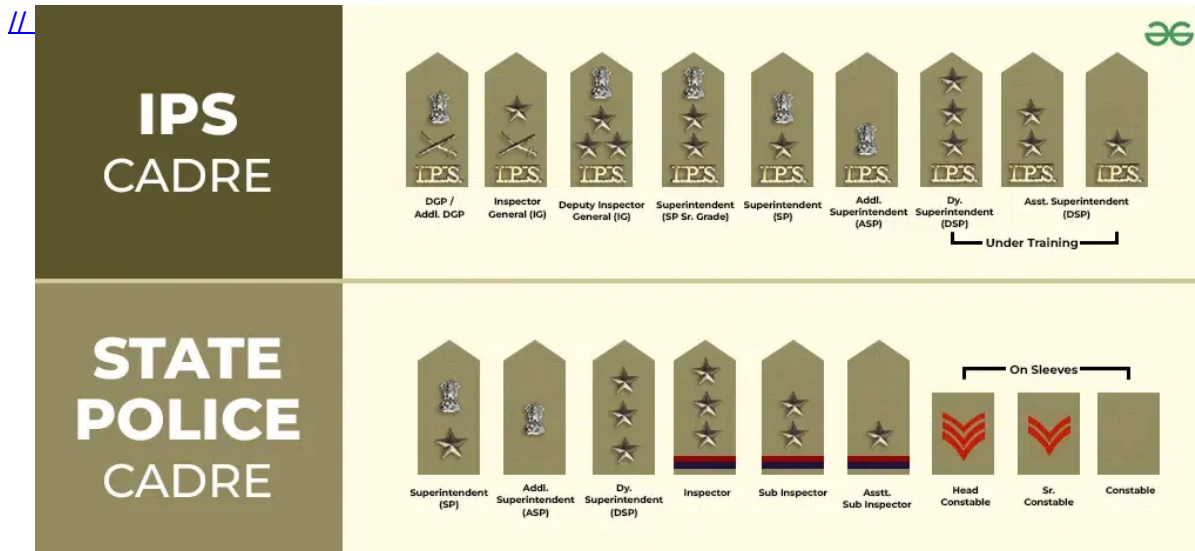
- **Clarity in Selection Norms:**
 - The amendments introduced by the **UPSC aim to bring transparency** to the previously implicit norms governing the selection process for **State Directors General of Police (DGPs)**.
 - The guidelines now explicitly state criteria to **prevent favoritism and unfair appointments**.
- **Service Tenure Requirement:**
 - The guidelines stipulate that **only officers with a minimum of six months of service** left before retirement will be considered for the position of State DGP.
 - This move aims to **discourage the practice of extending tenures by appointing "favorite officers"** on the verge of retirement, thereby promoting a fair and unbiased selection.
 - Previously, several states had appointed DGPs who were about to retire, and **some had resorted to appointing acting DGPs** to avoid the UPSC selection process.
- **Revised Experience Criteria:**
 - Previously set at a minimum of **30 years of service**, the guidelines now allow officers with **25 years** of experience to qualify for the DGP position. This alteration broadens the pool of eligible candidates.
- **Limit on Shortlisted Officers:**
 - The guidelines set a **cap of three shortlisted officers** for the DGP position, allowing exceptions only under specific circumstances.
 - It emphasizes **voluntary participation**, requiring officers to express their willingness to be considered for the position.
- **Specified Areas of Expertise:**
 - The new guidelines **define essential areas of experience necessary for an IPS officer** aspiring to **lead a State Police Department**.
 - These areas include a **minimum of ten years of experience in crucial domains** such as law and order, crime branch, economic offenses wing, or intelligence wing.
 - Alongside specific areas, the guidelines also stress the **need for deputation to central**

bodies such as the Intelligence Bureau, Research and Analysis Wing, or [Central Bureau of Investigation](#).

- The goal is to ensure a comprehensive and varied range of experience among candidates vying for the DGP position.

▪ **Empanelment Committee's Limits on Assessment:**

- Empanelment Committee established by the UPSC for the appointment of State DGP will **refrain from assessing IPS officers on central deputation for the State DGP position** if the Union Ministry of Home Affairs informs the State government that releasing the officers is not feasible.



What are the Supreme Court's Directives on Police Reforms?

- In the [Prakash Singh Case 2006](#), the Supreme Court issued **seven directives** to drive **police reforms in India**, acknowledging widespread issues such as politicization, **lack of accountability, and systemic weaknesses** impacting overall police performance.
- **The directives include:**
 - Establish a **State Security Commission (SSC)** with the objectives of preventing undue government influence on the police, outlining policy guidelines, and assessing state police performance.
 - Ensure the **appointment of the DGP through a transparent, merit-based process**, ensuring a minimum tenure of two years.
 - **Committee to Appoint State DGP:**
 - The committee to appoint the State DGP is headed by the **UPSC Chairman** and includes the Union Home Secretary, the State's Chief Secretary and DGP, and one of the heads of the [Central Armed Police Forces](#) nominated by the **Ministry of Home Affairs who is not from the same State cadre.**
 - **Procedure of Selection:**
 - The State governments concerned have to **send UPSC the names of the probables** three months before the incumbent DGPs are to retire.
 - The UPSC will prepare a panel of three officers fit to be DGP and send it back.
 - The State, in turn, shall appoint one of the persons shortlisted by the UPSC.
 - Ensure a **minimum two-year tenure for other operational police officers**, including District Superintendents and Station House Officers.
 - Implement the **segregation of investigative and law enforcement duties** within the police force.
 - Create a [Police Establishment Board \(PEB\)](#) to handle transfers, postings, promotions, and other service-related matters for officers below the rank of Deputy Superintendent of Police, while also making recommendations for higher-ranking transfers.

- Establish a **State-level Police Complaints Authority (PCA)** to investigate public complaints against senior police officers for serious misconduct, and district-level PCAs to address complaints against lower-ranking officers involved in significant misconduct.
- Form a **National Security Commission (NSC)** at the union level to create a panel for selecting and placing Central Police Organizations' (CPO) Chiefs, ensuring a minimum tenure of two years.

Police Reforms in India

CONSTITUTIONAL STATUS

- **Police and Public Order:** State subjects (7th Schedule)

NEED FOR REFORM

- Colonial Law
- Custodial Death
- Lack of Accountability
- Political Interference
- Poor Gender Sensitivity
- Communal/Caste Bias
- No Anti-Torture Law

RELATED DATA

- **Police-People Ratio:** 153 police/100,000 people (Global benchmark: 222 police /100,000 people)
- **Custodial Deaths:** 175 in 2021-2022 (as per MHA)
- **Women's Share:** 10.5% of entire force (India Justice Report 2021)
- **Infrastructure:** 1 in 3 police stations is equipped with CCTV (India Justice Report 2021)

IMPORTANT COMMITTEES/COMMISSION



RELATED INITIATIVES

- **SMART Policing** (pan-India)
- Automated Multimodal Biometric Identification System (**AMBIS**) (Maharashtra)
- **Real Time Visitor Monitoring System** (uses **AI and blockchain**) (Andhra Pradesh)
- **CyberDome** (Tech R&D Centre) (Kerala)

CHALLENGES WITH POLICING

- Low Police-Population Ratio
- Political Superimposition
- Unsatisfactory Police-Public Relations
- Infra Deficit
- Corruption
- Understaffed/Overburdened

WAY FORWARD

- ↑ Police Budget, Resources
- ↑ Recruitment Process
- Implement Measures to Reduce Corruption
- ↑ Skills of Policemen
- Better Representation (Women, Minorities)



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