

POLICE



DEPARTMENT

No. M4-9088/2023/PHQ

Police Headquarters,
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Dated. 15-03-2023

From

State Police Chief
Kerala

To

All Unit Heads

Sir,

Sub : Police Ministerial Estt: Additional condition for Probation- Clarification -reg.

Ref : GO(P) No. 14/2022/P&ARD, dtd.26/10/2022

Please refer to the above

In addition to the existing provision for declaring probation of government employees, Government have ordered that Computer Knowledge with word processing (both Malayalam and English) with minimum speed of 15 and 20 words per minute respectively is made as an additional condition for successful completion of probation for the posts of Assistants, Clerks and similar entry level posts in State Government Service including Kerala Secretariat Service vide reference cited

Several doubts are being asked from various units on how to implement this order. However, clarification in this regard is already there in Rule 13 A clause (3) & (4) of KS & SSR. The Rule reads as below:

(3) If it is proposed to introduce any new test or tests of a higher standard the passing of which may be a condition precedent for benefits like increments, promotion, **completion of probation**, etc., such test or tests shall be introduced only subject to the following conditions, namely:-

(i) double the ordinary permissible time shall be allowed to an allotted employee for passing the test, in cases where tests of a higher standard are prescribed or where no tests are prescribed in the parent State;

(ii) notwithstanding anything contained in sub-rule (b) of rule 37-B, Part I, K.S.R and Rule 21 of these Rules, penalties for not passing the test, such as denial of benefits like increments, promotion, etc., shall be held in abeyance till the expiry of the time given for passing the prescribed test under clause (i) and the officer shall continue to be on probation till the expiry of the above period, if he has not passed the prescribed test by that time. If a member of the service promoted under this clause does not pass the prescribed test within the time given under clause(i), he shall be reverted to the class, category, grade or post from which he was promoted and shall not again be eligible for promotion under this clause;

(iii) allotted employees of and above the age of 45 years shall not be required to pass the tests



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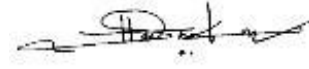
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and they shall be eligible for all benefits as if they had passed the tests.

(4) Notwithstanding anything contained in sub-rule (1), (2) and (3), the period of exemption shall, if necessary, be extended taking into account the number of times the prescribed test was conducted during the period so as to enable the members of the service to get at least two chances to appear for the test for each year of exemption.

All units are directed to implement the orders cited in reference as per the statutory rule position in 13A of KS&SSR.

Yours faithfully



Hari Sankar IPS
Assistant Inspector General
For State Police Chief

