

महानिदेशालय
Directorate General
केन्द्रीय औद्योगिक सुरक्षा बल
Central Industrial Security Force
(गृह मंत्रालय)
(Ministry of Home Affairs)

SUB :- **FRAMING OF REVISED RECRUITMENT RULES FOR THE POST OF CONSTABLE (GENERAL DUTY) : REG.**

Attention is drawn to the DoP&T OM No.AB-14017/612008-Estt.(RR) dated 13.10.2015 which stipulates that the proposal for framing/amendment of Recruitment Rules of any post in Ministries/Departments and their subordinate and attached office, are required to be uploaded on the website of respective Ministries/Departments for 30 days to invite comments from the stakeholders.

02. In accordance with the provisions contained in DoP&T OM dated 31.12.2010, the Recruitment Rules are required to be reviewed once in every 5 years with a view to effecting such change are necessary to bring them in conformity with the changed position, including additions to or reductions in the strength of the lower and higher level posts. Accordingly, the recruitment rule for the post of Constable (General Duty) in CISF, which was initially notified in the Gazette of India vide G.S.R. 946 (E) dated 01.12.2010 and subsequently amended vide G.S.R 195(E) dated 06.03.2023, is required to be reviewed.

03. Accordingly, the Recruitment Rules for the post of Constable (GD) in CISF have been reviewed and it is proposed to revise/amend the same through notification of a fresh Recruitment Rule. The details of amendments/changes proposed in the revised Recruitment Rules of Constable (GD) are as follows:-

A) ADDITION OF NEW RULE IN THE NOTIFICATION :-

A new provision, designated as Rule 4 and concerning the determination of Seniority of Constable (General duty), as furnished below, has been inserted immediately preceding the existing entry on "Disqualification"- currently designated as Rule 5.

"Seniority shall be determined in accordance with merit after adding together the marks obtained by them in the recruitment test conducted by Staff Selection Commission or Nodal Force or Central Industrial Security Force and in the Basic Training conducted by Central Industrial Security Force in the ratio of 50:50."

B) DETAILS OF CHANGES PROPOSED IN THE EXISTING SCHEDULE :-

Col. No. and heading		Provisions in the approved Rules	Revised provision	Reason for the revised provisions.
(1)	(2)	(3)	(4)	(5)
	G.S.R. 946 (E) dated 01.12.2010 & G.S.R. 195 (E) dated 06.03.2023.			
11	Constable (General Duty)			
1.	Name of Post	Constable (General Duty)		
2.	Number of Posts	59655*(2010) *Subject to variation dependent on workload.	92013*(2025) *Subject to variation dependent on workload.	Number of sanctioned posts has been increased since 2010. Strength as per MSR dtd 01.08.2025 is 92013
3.	Classification	General Central Service, Group 'C' (Non-Gazetted) (Non-Ministerial).	General Central Service, Group 'C' (Non-Gazetted) (Non-Ministerial) Combatised.	As per MHA sanction order No.27011/44/88-FP.I dated 19.09.1989 at para (c).
4.	Pay Band and Grade Pay or Pay Scale.	PB-1, Rs.5200-20200 +2000 (GP)	Level in the Pay Matrix Level-3 (Rs.21700-69100)	As per DoP&T OM dated 09.08.2016.
5.	Whether Selection post or non-selection post.	Not applicable	Not applicable	No Change.

6.	Whether benefit of added years of service admissible under rule 30 of the Central Civil Service (Pension) Rules, 1972.	No	Column No. 6 dropped.	Rule 30 of the Central Civil Service (Pension) Rules, 1972 has been omitted vide Deptt. Of P&PW G.S.R 928(E), dated 21 st December, 2012.
7.	Age limit for direct recruits.	<p>Not less than 18 years and not more than 23 years. Cut-off date for age will be the 1st August every year. There will be relaxation in age for the candidates belonging to the Scheduled Castes, Scheduled Tribes, the Other Backward classes, Ex-Serviceman and other categories of persons in accordance with the Government orders on the subject.</p> <p>Note 1: The upper age-limit shall be relaxable upto five years for the candidates of the first batch of Ex-Agniveers.</p> <p>Note 2: The upper age-limit shall be relaxable upto three years for the candidates of Ex-Agniveers</p>	<p>Between 18 and 23 years (Five years age relaxation in case of Scheduled Caste or Schedule Tribes and three years in case of Other backward classes candidates).</p> <p>Note 1: The crucial date for determination of the age-limit shall be as advertised by the Staff Selection Commission or the concerned Nodal Force or Central Industrial Security Force.</p> <p>Note 2: The upper age-limit shall be relaxable upto five years for the candidates of the first batch of Ex-Agniveers.</p> <p>Note 3: The upper age-limit shall be relaxable upto three years for the candidates of Ex-Agniveers.</p> <p>Note 4: For departmental candidates with three years continuous service in Central Government upper age limit shall be 40 years for General and Other Backward Class and 45 years for Scheduled Caste /Scheduled Tribe candidates.</p>	<p>Changes made as per SI No.1,2 & 12 of DoP&T OM No.15012/2/2010- Estt.(D) dated 27.03.2012 & MHA ID No.(573) dated 01.09.2025 & due to insertion of provision for filling 5% vacancies through recruitment of Sports person.</p>
8.	Educational and other qualifications required for direct recruits.	<p>(a) Educational qualification : 12th class pass or equivalent qualification of a recognised Board or University.</p> <p>(b) Physical Standard: (i) Height : For Male -170 Cms. For Female-157 Cms. (ii) Chest : For males: Unexpanded – 80 Cms. Expanded- minimum expansion 5 Cms. For females: Not</p>	<p>(a) Educational qualification : 12th class pass or equivalent qualification of a recognised Board or University.</p> <p>(b) Physical and Medical Standard: "Physical and medical standard for recruitment to the post of Constable (General Duty) in Central Industrial Security Force shall be applicable as per the Scheme prescribed by the Central Government</p>	<p>No change.</p> <p>As per MHA directions issued vide ID No.(598) dated 10.06.2022. & MHA ID No.(573) dated 01.09.2025.</p>

	<p>applicable.</p> <p>(iii) Weight : For males and females : Proportionate to height and age as per medical standards.</p> <p>Note 1: Minimum height may be relaxed for candidates failing in the categories of the Garhwalis, Qumaonis, Gorkhas, Dogras, Marathas, and candidates belonging to the States of Sikkim, Nagaland, Arunachal Pradesh, Manipur, Tripura, Mizoram, Meghalaya, Assam, Himachal Pradesh, Kashmir and Leh and Ladakh regions of J and K will be 165 Cms for males and 155 Cms for females. The minimum height for all candidates belonging to the Scheduled Tribes will be 162.5 cms for males and 150 cms for females.</p> <p>Note 2: The minimum Chest of Male candidates falling in the categories of the Garhwalis, Qumaonis, Gorkhas, Dogras, Marathas and candidates belonging to the States of Sikkim, Nagaland, Arunachal Pradesh, Manipur, Tripura, Mizoram, Meghalaya, Assam, Himachal Pradesh, Kashmir and Leh and Ladakh regions of J and K will be 78 Cms (minimum 5 Cms expansion). The minimum chest for all male candidates belonging to the Scheduled Tribes will be 76 Cms (minimum 5 cms expansion).</p> <p>Note 3: Ex-Agniveers shall be exempted from Physical Efficiency Test.</p> <p>MEDICAL STANDARDS:</p> <p>(a) Eye-sight: Minimum distant vision should be 6/6 and 6/9 or 2 eyes without</p>	<p>from time to time”.</p> <p>(c) Must qualify Physical Efficiency Test and written examination as prescribed for Constable (General Duty) mentioned in the advertisement for recruitment.</p> <p>Note. Ex-Agniveers shall be exempted from Physical Standard Test (PST) and Physical Efficiency Test (PET).</p>	<p>As per MHA ID No. (573) dated 01.09.2025.</p> <p>As per MHA OM No.45023/33/2022-PP(1)/216 dated 09.04.2025 & MHA ID No.(573) dated 01.09.2025.</p>
--	---	---	---

		correction i.e without wearing of glasses. (b) The candidates must not have knock knees, flat foot, varicose vein or squint in eyes and they should possess high colour vision. They must be in good mental and bodily health and free from any physical defect likely to interfere with the efficient performance of the duties		
9.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes.	Not applicable	Not applicable	No change
10.	Period of probation, if any.	Two years.	Two years	No change
11.	Method of recruitment: Whether by direct recruitment or by promotion or by deputation or absorption and percentage of the vacancies to be filled by various methods.	<p>(i) By absorption of persons from Industrial Undertakings failing by deputation, absorption or failing both, by direct recruitment - 05%</p> <p>(ii) By direct recruitment failing which by deputation - 95%.</p> <p>Note: Ten per cent of vacancies shall be reserved for Ex-Agniveers.</p>	<p>(i) Five per cent by direct recruitment from State or National or International level sports persons and athletes failing which by direct recruitment</p> <p>(ii) Ninety-five per cent by direct recruitment failing which by deputation.</p> <p>Note 1:- Fifty percent vacancies shall be reserved for Ex-Agniveers for recruitment to the post Constable (General Duty) in every recruitment year.</p> <p>Note 2:- In the first phase, the recruitment will be conducted by the Nodal Force for 50% vacancies earmarked for Ex-Agniveer.</p> <p>Note 3:- In the second phase, recruitment will be conducted by the Staff Selection Commission as per the existing provisions for candidate other than Ex-Agniveers for the remaining 50% of the vacancies along with the unfilled vacancies of Ex-Agniveers in a specific category in the first phase.</p> <p>Note 4 :- The existing provisions of reservation for various categories will be applicable for both phases.</p>	<p>To enable direct recruitment of meritorious sportsperson in CISF.</p> <p>As per MHA OM No.45023/33/2022-PP(1)/216 dated 09.04.2025 & MHA ID No. (573) dated 01.09.2025.</p> <p>As per MHA ID No. (573) dated 01.09.2025.</p> <p>-do-</p> <p>-do-</p>

12.	In case of recruitment by promotion or deputation or absorption, grades from which promotion or deputation or absorption to be made.	<p>(i) Absorption of Members of Watch and Ward Organisation of the Industrial Undertakings: From amongst the watch and ward personnel holding posts in the Public Sector Undertaking in which the Central Industrial Security Force is inducted under the provisions of the Central Industrial Security Force Act, 1968 (50 of 1968) which are accepted by the Director General, Central Industrial Security Force, as equivalent to the post of Constable in the Central Industrial Security Force and who are considered suitable for absorption. The maximum age limit for appointment by deputation shall not be exceeding fifty six years as on the closing date of receipt of applications.</p> <p>(ii) Deputation: Suitable personnel of the rank of Constable or holders of equivalent ranks in Central or State Police organisations who have completed three years regular service in the grade (period of deputation including the period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other organisation or department of the Central or State Government shall not exceed three years). The maximum age limit for appointment by deputation shall be not exceeding fifty six years as on the closing date of receipt of applications.</p> <p>Note: For the purposes of appointment on deputation/absorption</p>	<p>Deputation: Persons holding analogous posts in the Central Armed Police Forces or Central/State/UT Police Organisations who have completed three years regular service in Level 3 in the pay matrix Rs.21700-69100 (The period of deputation including the period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other organization/department of the Central/State/UT Police organisations shall ordinarily not exceed three years). The maximum age limit for appointment by deputation shall be not exceeding fifty six years as on the closing date of receipt of applications.</p>	As per para 4 of DoP&T O.M dated 18.01.2017 & DoPT OM dated 05.07.2019.
-----	--	---	---	---

		<p>basis, the service rendered on a regular basis by an officer prior to the 1st January, 2006, the date from which the revised pay structure based on the 6th Central Pay Commission recommendations has been extended, shall be deemed to be service rendered in the corresponding grade pay or pay scale extended based on the recommendations of the Commission, except where there has been merger of more than one pre-revised scale of pay into one grade with a common grade pay or pay scale, and where this benefit will extend only for the post(s) for which that grade pay or pay scale is the normal replacement grade without any upgradation.</p>		
13.	If a Departmental Promotion Committee exists, what is its composition	Not applicable	<p>Group 'C' Departmental Confirmation Committee (for considering confirmation) consisting of :-</p> <p>i) An officer of the Central Industrial Security Force not below the rank of Commandant- Chairman</p> <p>ii) Deputy Commandant/ Assistant Commandant/ Medical Officer from other Central Industrial Security Force Office/Unit – Member</p> <p>(iii) Assistant Commandant of the Unit/Office – Member</p>	As per DoP&T O.M dated 10.05.2013.
14.	Circumstances in which Union Public Service Commission is to be consulted in making recruitment.	Not applicable	Not applicable	No change

04. In view of the above, the draft revised Recruitment Rules for the post of Constable (GD) in CISF has been uploaded on the CISF website to invite comments from stakeholders. All stakeholders are hereby requested to send their comments, if any, in writing, within a period of 30 days from the date of issuance of this letter.

(डी एस डेनियल धनराज)

सहायक महानिरीक्षक/स्थापना

दिनांक 30/09/2025.

सं० ई-32012/01/स्थापना. I/2025/854

To

The AIG (Tech),
CISF HQrs New Delhi

: Request to upload the communication in CISF website for a period of 30 days, please.