

MINISTRY OF HOME AFFAIRS

NOTIFICATION

New Delhi, the 11th March, 2025

G.S.R. 172(E).— In exercise of the powers conferred by section 5 read with clause (a) of sub-section (2) of section 22 of the Central Industrial Security Force Act, 1968 (50 of 1968) and in supersession of the Central Industrial Security Force, Security Wing, Constable (Driver) Recruitment Rules, 2013, except as respects things done or omitted to be done before such supersession, the Central Government hereby makes the following rules regulating the method of recruitment to the post of Constable (Driver) in the Central Industrial Security Force, Ministry of Home Affairs, namely:-

1. Short title and commencement. - (1) These rules may be called the Ministry of Home Affairs, Central Industrial Security Force, Security Wing, Constable (Driver), Group 'C' Post, Recruitment Rules, 2025.

(2) They shall come into force on the date of their publication in the Official Gazette.

2. Number of post, classification and level in pay matrix.- The number of the said post, its classification and level in the pay matrix attached thereto shall be as specified in columns (2) to (4) of the Schedule annexed to these rules.

3. Method of recruitment, age-limit, qualifications, etc.- The method of recruitment, age-limit, qualifications and other matters relating to the said post shall be as specified in columns (5) to (13) of the said Schedule.

4. Disqualification.- No person,-

(a) who has entered into or contracted a marriage with a person having a spouse living; or

(b) who, having a spouse living, has entered into or contracted a marriage with any person,

shall be eligible for appointment to the said post :

Provided that the Central Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

5. Medical fitness.- Notwithstanding anything contained in these rules, only those persons who are in medical category SHAPE-1, shall be eligible for appointment under the provisions of these rules.

Explanation.- For the purpose of this rule, 'SHAPE-1' means medical category specified as medical classification done by medical officer after assessing fitness of the person under the given factors indicated by the code letters SHAPE, which represent the following functions, namely:-

S- Psychological;

H- Hearing;

A- Appendages;

P- Physical capacity ;and

E- Eyesight.

6. Ineligibility of aliens.- No person, who is not a citizen of India shall, except with the prior permission of the Central Government in writing, be appointed under these rules:

Provided that nothing contained in this rule shall debar the appointment or employment of a subject of Nepal or Bhutan in the force.

7. Superannuation.- (1) Every person appointed under these rules shall retire from service on the afternoon of the last day of the month in which he or she attains the age of sixty years or as per prescribed by the Central Government from time to time:

Provided that a person whose date of birth is on the first day of a month, shall retire from service in the afternoon of the last day of the preceding month on attaining the age of superannuation.

(2) No person shall be granted extension in service beyond the specified age of retirement on superannuation as specified in sub-rule (1).

8. Power to relax.-Where the Central Government is of the opinion that it is necessary or expedient so to do, it may, by order and for reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category of persons.

9. Saving.- Nothing in this rule shall affect reservation, relaxation of age-limit and other concessions required to be provided for the Scheduled Castes, the Scheduled Tribes, the Other Backward Classes, the Ex-servicemen and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.

SCHEDULE

Name of post.	Number of post.	Classification.	Level in pay matrix.	Whether selection post or non-selection post.
(1)	(2)	(3)	(4)	(5)
Constable (Driver).	3069*(2025) *Subject to variation dependent on workload.	General Central Service, Group 'C', Non-Gazetted, Non-Ministerial.	Level-3 in the pay matrix (Rs.21700-69100).	Not applicable.
Age-limit for direct recruits.		Educational and other qualifications required for direct recruits.		
(6)	(7)			
Between 18 and 27 years of age. (Relaxable for the departmental candidates up to forty years in accordance with the instructions or orders issued by the Central Government from time to time). Note.-The crucial date for determining the age-limit shall be the closing date for receipt of applications from candidates and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Lahaul and Spiti District and Pangi Sub-Division of Chamba District of Himachal Pradesh and the Union territories of Ladakh, Andaman and Nicobar Islands and Lakshadweep.	<p>Educational qualifications:</p> <p>(a) (i) 10th class pass from a recognised Board;</p> <p>(ii) having valid driving license for:</p> <p>A. Heavy Motor Vehicle.</p> <p>B. Light Motor Vehicle.</p> <p>C. Motor cycle with gear.</p> <p>(iii) Three years experience of driving Heavy Motor Vehicle or Light Motor Vehicles and Motorcycle.</p> <p>Note.- Light Motor Vehicle license and Heavy Motor Vehicle license shall be obtained after attaining the age of eighteen years.</p> <p>(b) Physical and medical standards:</p> <p>(i) Physical standard :</p> <p>A. Minimum height for all candidates belonging to the Scheduled Tribes -</p> <p>(A) Height: For males : 160 centimeters; and for females:150 centimeters;</p> <p>(B) Chest : For males : Unexpanded 76 centimeters; Expanded: Minimum expansion five centimetres; and for females: Not applicable;</p> <p>(C) Weight: For males and females: Proportionate to height and age as per medical standards.</p> <p>Note.- The relaxable shall be permissible in height and chest to the candidates as follows:-</p> <p>Height: Minimum height for candidate falling in the categories of Dogras, Gorakhas, Garhwalis, Kumaonis, Marathas, and candidates belonging to the states of Assam, Arunachal Pradesh, Himachal Pradesh, Manipur, Meghalaya, Mizoram, Nagaland, Sikkim, Tripura and the Union territories of Ladakh will be 160 centimeters for males and 155 centimeters for females.</p> <p>Chest: Minimum chest for candidates falling in the categories of Dogras, Gorakhas, Garhwalis, Kumaonis, Marathas, and candidates belonging to the states of Assam, Arunachal Pradesh, Himachal Pradesh, Manipur, Meghalaya, Mizoram, Nagaland, Sikkim, Tripura and the Union territories of Ladakh will be seventy eight centimetres (minimum five centimetres) expansion for males.</p> <p>B. For other States and Union territories-</p> <p>(A) Height:</p>			

	<p>For males: 167 centimeters; and for females: 157 centimeters;</p> <p>(B) Chest: For males : Unexpanded: Eighty centimeters; Expanded: Minimum five centimetres; and for females: Not applicable;</p> <p>(C) Weight: For males and females: Proportionate to height and age as per medical standards.</p> <p>(ii) Medical Standards: A. Eye Sight: The minimum near and distant vision shall be 6/6 of both eyes without correction i.e. without wearing of glasses, and B. The candidates shall not suffer from knock knees, flat foot, varicose vein or squint in the eyes and they shall possess high colour vision and binocular vision. The candidate shall be tested for Colour Perception - II by Ishihara. They shall be in good mental and bodily health and free from any physical defect likely to interfere with the efficient performance of the duties.</p>	
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees.	Period of probation, if any.	Method of recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods.
(8)	(9)	(10)
Not applicable.	<p>Two years for direct recruits.</p> <p>Note.- There shall be a mandatory induction training of at least two weeks duration for successful completion of probation as prescribed by the Central Government.</p>	<p>(i) Ninety per cent. by direct recruitment; and</p> <p>(ii) Ten per cent. by deputation/absorption from Watch and Ward Organisation of the Industrial Undertaking, failing which by deputation/absorption from the Central Police Organisation or State Police Organisation or failing both, by direct recruitment.</p>

In case of recruitment by promotion or by deputation/ absorption, grades from which promotion or deputation/ absorption to be made.	If a Departmental Promotion Committee exists, what is its composition.	Circumstances under which Union Public Service Commission is to be consulted in making recruitment.
(11)	(12)	(13)
<p>Deputation/absorption: Officers of the Central Police Organisation or State Police Organisation or Union territories Police Organisation or Watch and Ward Organisation of the Industrial Undertaking, - (a)(i) holding analogous posts on a regular basis in the parent cadre or Department; (ii) with two years service as Constable (Driver) in Watch and Ward Organisation of the Industrial Undertaking in the grade rendered after appointment on a regular basis in level-3 in the pay matrix (Rs.21700-69100) or equivalent in the parent cadre or department; or (iii) with three years service in the grade rendered after appointment to</p>	<p>Group 'C' Departmental Confirmation Committee (for considering confirmation) consisting of :-</p> <ol style="list-style-type: none"> 1. Senior Commandant or Commandant-Chairman ; 2. Deputy Commandant- Member ; 3. Assistant Commandant – Member. 	Not applicable.

<p>the post of Constable(Driver) in the Central Police Organisation or State Police Organisation or Union territories Police Organisation on a regular basis in level-3 in the pay matrix (Rs.21700-69100) or equivalent in the parent cadre or department; and</p> <p>(b) possessing the educational qualifications and experience prescribed for direct recruits under column (7).</p> <p>Note1.- The period of deputation including the period of deputation in another <i>ex-cadre</i> post held immediately preceding this appointment in the same or some other organisation or Department of the Central Government shall ordinarily not exceed three years.</p> <p>Note 2.- 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 3.- The Central Government or State Governments or Union territory Administrations officers shall only be considered for absorption.</p>		
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P. S. DANGWAL, Dy. Secy.