



SRI LANKA POLICE

Post of Police Constable

APPLICATIONS are invited from the citizens of Sri Lanka for the Post of Probationary Police Constable of Sri Lanka Police,

02. Applications duly prepared according to the specimen application form given below should be forwarded to the address, Director/ Recruitment, Police Recruitment Division, No. 375. First Floor, Sri Sambuddhathva Jayanthi Mawatha, Colombo 06. The post you are applying for should be mentioned on the top-left corner of the envelope in which your application is enclosed and it should be forwarded by registered post to reach the above address on or before **30.04.2024**. Late applications will not be considered and applications will not be issued by Sri Lanka Police.

03. **Salary Scale- Yearly**

Rs. 29,540 – 7 x 300 – 27 x 370 – Rs. 41,630

This salary scale is calculated according to Public Administration Circular No. 03/2016.

Further, these officers are entitled to the allowances granted under the CRTM 260 and RTM 385 dated 15.12.2022 on a monthly basis in addition to the salary scale mentioned above.

(a) Cost of living Allowance	Rs. 12,800.00
(b) 40% Allowance entitled to the post as per Pub. Admin. Circular 03/2016	Rs. 11,816.00
(c) Arduous Duty Allowance	Rs. 2,000. 00
(d) Interim Allowance	Rs. 7,500.00
(e) Uniform Allowance	Rs. 250.00
(f) Meal and residential Allowances	Rs. 28,800.00
(g) Other allowances according to the service	

In addition to these allowances,

- (a) Free transport facility
- (b) Free medical facilities for officers (Financial support can be obtained even for getting medical treatment abroad)
- (c) All the uniforms will be provided free of charge
- (d) Opportunities to continue their higher studies at the Government Universities to obtain Degree or Diploma certificates according to the eligible qualifications of the officers.
- (e) Facilities to enhance one's sports skills and inborn talents
- (f) Travelling expenses for duties and financial rewards for exceptional performance and arduous service

04. **Basic Qualifications Required**

4:1 Age Limit:

The applicant must be aged between 18 – 25 years at the time of the closing date of the application as per the *gazette* notification.

4:2 Educational Qualifications:

- Having passed 06 subjects with 04 credit passes including a credit pass for the medium language at G. C. E. (O/L) examination at one and the same sitting. And the applicant should have passed the subject, Mathematics in not more than two sittings.

Note: 01. *According to the subject classification of the Department of Examinations, two Mathematics Subjects bearing No. 41 and 44 are considered as a single subject and two Science Subjects*

bearing No. 42 and 45 are also considered as a single subject when determining the number of subjects passed at the examination

02. *Despite having passed the practical test of the Technological Studies at G. C. E. (O/L) examination, failing in the written test of the same subject is considered as having failed the said subject.*

03. *Since the subjects, Optional Tamil, English and Sinhala are not included in G. C. E. (O/L) subject stream, having passed those subjects is not considered as one of the subjects passed at G. C. E. (O/L) examination.*

4:3 Physical Requirements

- Height should be 05 feet and 04 inch (162.5 cm) - minimum
- Chest should be 30 inches (76 cm) - minimum/during expiration

4:3:1 All the applicants should be physically and mentally fit to discharge the duties of the post and to work anywhere within Sri Lanka.

4:3:2 Vision Requirements

Minimum vision of one eye, without wearing spectacles or contact lens, should not be less than 6/12. If the vision of one eye is 6/6, the vision of the other eye should be 6/18.

4:3:3 Should not have undergone artificial body modifications which might be deemed unsuitable for the honour of police service or may cause obstruction in the execution of duty.

4:4 Other Qualifications

4:4:1 Should be a citizen of Sri Lanka

4:4:2 The applicant should not possess a tarnished character

4:4:3 The applicant should be a bachelor (divorcees, widows, and single parents are not qualified to apply)

4:4:4 Should be prepared to work anywhere in the country.

4:4:5 Qualifications mentioned in the application from 4:1 to 4:2 which are required for the post are expected to have been fully acquired by the date mentioned in the notice inviting applications and the qualifications in 4:4 are expected to remain the same even on the date of recruitment.

05. Preliminary Interview

Only the applicants who meet the basic qualifications and age requirement out of those who have furnished the applications will be called for the preliminary interview. During the interview, qualifications mentioned in paragraph 4:1,4:2 and 4:3 (except 4:3:1 and 4:3:2) mentioned above will be checked.

The applicants who face the preliminary interview should face the endurance test conducted by a board of officers appointed by the Inspector General of Police. The form forwarded with the call letter to get it verified that the applicant is not unfit to face this endurance test should be furnished then with the recommendation of a doctor registered with Sri Lanka Medical Council.

Activity	Time	Marks
Long Distance Running 1000 meters	Below 03 minutes	30
	Between 03 to 04 minutes	20
	Between 04 to 05 minutes	10
Chin-ups (05 reps)	01 minute	A maximum of 15 marks with 03 marks for each rep
Push-ups (15 reps)	01 minute	A maximum of 15 marks with 01 marks for each rep
Sit-ups (15 reps)	01 minute	A maximum of 15 marks with 01 marks for each rep
Squat Thrusts (15 reps)	01 minute	A maximum of 15 marks with 01 marks for each rep
Kim's Game (Memory Test)	30 seconds to observe items, 30 seconds to memorize, 120 seconds to write	A maximum of 10 marks with 01 marks for each item

Note: Applicants who fail to run a distance of 1000 meters in 05 minutes are considered having failed the fitness test.

06. Written Examination

The applicants who get through the preliminary interview will be called for the written examination. The written examination will be held under the following subjects.

Subjects	Maximum marks	Qualified marks
01. Comprehension and language proficiency	50	40%
02. General knowledge and I.Q. test	50	

07. Structured Interview

Only the applicants who get through the preliminary interview and written examination will be directed to the structured interview. The Structured Interview Board will be appointed by the Inspector General of Police.

Main headings under which marks are given	Maximum Mark	Cut-Off Mark for Selection
01. Additional Educational Qualifications	15	Not applicable
02. Professional Qualifications	15	
03. Language proficiency	10	
04. Sports skills	20	
05. Leadership/community services	20	
06. Evaluation of the interview board	20	
Total	100	

08. Method of Recruitment

The aggregate of the marks obtained by each applicant for the Written Examination and Structured Interview is listed in descending order. Based on the order of marks obtained, a number of applicants, which is 125% of the number of vacancies, will be called for the Background Check and Medical Test and the qualified applicants out of those will be recruited for the post based on the number of available vacancies.

Note :- *Deviating from the above procedural measures, the applicants who possess exceptional sports skills on national or international level or have displayed special talents or proficiency in a different field may be recruited at the discretion of the appointing authority, disregarding the height and chest requirement, if such applicant meets other qualifications.*

09. Background Check

- 9.1 A background check will be conducted to check any adverse reports on the applicants based on the number of available vacancies and the arrangement of the aggregate of the marks obtained by each applicant for the Written Examination and Structured Interview listed in descending order.
- 9.2 With the intention of getting the applicant's character exposed, background checks will also be carried out on the applicant, on his next of kin and on his close companions and applicants with negative background check reports will not be recruited.
- 9.3 Providing false information during recruitment by applicants will result in disqualification. If it is revealed, after the recruitment, that false information had been provided, service will be terminated at any time.

Note :- **Applicant is bound to agree to the decision that he will be dismissed from the service, If it's found that the applicant who had recruited to Police Service by providing the false information in relation to the matters mentioned in section 59 of the code of procedure rule and the section 7:2:4:5:2 of the currently approved scheme of recruitment and the circular No. 2014/2007 of IG Police circular.**

10. Medical Test

Only the selected applicants will be called for the Medical Test and the test is conducted by the Medical Board headed by the Chief Medical Officer of Police Hospital. In addition, a test will be performed on the applicants to check whether they are physically and mentally fit to perform police duties. An applicant can take the medical test only once. The medical test will be conducted under health 169 form. Appeals will not be considered from the applicants who disqualify from the medical test.

11. Training

- 11.1 Based on the vacancies available, only the applicants who have passed the above tests will be called for training on a date specified by the Inspector General of Police. Selected applicants will receive the preliminary training at Sri Lanka Police College. Afterwards, they will receive extensive training in the respective field during the probation period.
- 11.2 Appointing authority will decide whether to extend the training period or nullify the appointment of the officers who do not complete their preliminary training.

12. Nature of Post

Permanent and pensionable
(Subject to the policy decisions made by the governing on the pension scheme)

13. Service Conditions

- 13.1 Selected applicants should serve a probation period/apprenticeship of three years under the Section 13.3
- 13.2 The selected applicants shall act in conformity with any orders or circulars already made or may hereafter be made to implement the Official Language Policy.
- 13.3 Should abide by the Circulars of Public Service Commission, National Police Commission, Public Service Commission, Provisions of Establishment Code, Financial Regulations, Public Administration Circulars, Treasury Circulars, Sri Lanka Police Ordinance, Police Gazette Notification, I.G.P. Circulars, Instruction Codes and provisions thereof and conditions of the appointment letter
- 13.4 The probation period shall prevail for first three years from the date of appointment and the officers are not permitted to consummate the marriage during the period. One should enter into marriage only as per the instructions given in I.G.P. Circulars. If getting married during probation period, a special permission should be obtained from Inspector General of Police. If this regulation is violated, the appointment shall be nullified.
- 13.5 Those who are recruited should serve compulsory service period of 5 years after completion of training. They should sign a bond giving their consent to pay all the stipulated expenses, should there be any that had been spent for his/her training and other expenses including uniforms at the time he is handing over the resignation letter in the event of an officer intends to resign from the service before completion of his compulsory service period. Measures will be taken as per the provisions of Establishment Code and Procedural Rules of National Police Commission and Public Service Commission relation to the resignation.
- 13.6 When each and every officer of direct recruitment is initially appointed to the police service, who should provide particulars of all their assets, which the officer either has absolute ownership to or retains title to or has been transferred to and all the liabilities in General Form No. 261 (revised) to Inspector General of Police, to be included in his personal file.

Officer immediately after the marriage should include the above particulars about his spouse and submit.

If a new asset or possession as described in the above is acquired, a complete description of the said asset or possession should be given in writing to the Inspector General of Police to be included in the personal file.
- 13.7 Probationary Police Constables should subscribe an affirmation/oath to the effect that they comply with the constitution of Democratic Socialist Republic of Sri Lanka, as soon as they start the training at Sri Lanka Police College.

14. Confirmation in Service

After the completion of probation period of 03 years, directly recruited officers will be confirmed in service by the appointing authority. If an officer fails to meet the requirements of the First Efficiency Bar within probation period, the officer will be confirmed in service after deciding the seniority as per Procedural Rules considering the additional time spent after the prescribed period.

However, appointments of officers who could not meet the requirement of the first efficiency bar within a period of additional 03 years will be nullified unless decided by the appointing authority to confirm the service or to extend the probation period.

15. Efficiency Bars:

Efficiency bar examinations should be passed as follows.

The type of Efficiency Bar	Prescribed period for passing the Efficiency Bar	Nature of the Efficiency Bar Written Examination/ Professional Examination/ Certificate Course/ Other
First Efficiency Bar Examination (Examination for Confirmation of Service)	Before completion of 03 years after getting appointed to the post of Police Constable	Written, Practical and Oral
Second Efficiency Bar Examination	Before completion of 03 years after getting appointed to the post of Police Sergeant	Successful completion of the orientation training
Third Efficiency Bar Examination	Before completion of 03 years after getting appointed to the post of Police Sergeant Major	Successful completion of the orientation training

16. Language Proficiency:

Language	Expected Level of Proficiency
Official Language	Officers recruited through a medium that is not an official language should obtain the proficiency for the relevant official language within the probationary period.
Other Official Language	Should obtain the relevant level of proficiency as per the Public Administration Circular No. 18/2020 and consequent circulars

17. (a) General conditions relevant to the appointment to posts of the public service that have been published in the beginning of paragraph (11a) of part 1 of this *Gazette* notification will be applicable.

18. Applicants should send the copies of the following documents attached to their applications. (Original documents should not be submitted)

- (a) Birth Certificate;
- (b) A photocopy of the National Identity Card;
- (c) Certificates to verify educational qualifications;

19. (a) Applicants who are already in the public service should forward their applications through the relevant Heads of Department. Those applications should accompany a certificate indicating that the applicant can be released if selected.

(b) Applications should be completed in applicant's own handwriting on 11" x 8" papers and should be sent along with the relevant copies of the certificates to the address mentioned in the above paragraph 02, and the application should not be handed over personally to any officer under any circumstances.

Note - In addition to the above application the applicant requested to apply online application clicking the "join us" in the www.police.lk website or visit www.public.police.lk to forward the completed application.

20. Applications that do not conform to the requirements of this notification will be rejected. Replies will not be sent to such applicants in that regard.