TRANSPARENT RECRUITMENT PROCESS – KARNATAKA POLICE

RaghavendraAuradkar
ADGP (Rect. &Trg), Karnataka

Introduction:

Karnataka State Police has achieved a landmark in the country by putting in place a fair and transparent mechanism to recruit personnel in the force. The process, while ensuring no foul play, has also helped in instilling confidence and faith in the minds of the aspirants in the fairness of the recruitment system in particular.

Over the years, it has taken several measures – policy, legislative and executive – aimed at fair, transparent and objective recruitment process. This is in pursuance of recommendations of the National Police Commission. The recruitment wing started in 2002 is headed by ADGP, R&T and assisted by DIGP, R&T with supporting staff.

Though appointing authority for Constables is the Superintendent of Police and IGP of the range/unit for Sub-inspector rank, the process of notification of vacancies, coordinating the Physical Tests, written examination etc. are centralized at State level. Major portion of the recruitment is out-sourced but close supervision, confidentiality and accountability is ensured. The entire recruitment process is ISO: 9001-2008 certified. Auditing of the process is carried out periodically by BUREAU VERITAS and all the stringent parameters prescribed by the agency for certification have been fulfilled. This has been possible because of continuum of care, responsibility, dedication, commitment and wide consultations with all stake holders, domain experts and citizen groups in the right paradigm as the way forward in achieving this distinction.

Basic Features:

The main thrust of the technology enabled process is on transparency, fair play, accuracy, self-authentication by the aspirants and financially self-sustaining system. This has resulted in building a foolproof and speedy system with almost negligible litigation. Impersonation has been eliminated by the use of technology such as bio-metric system and scanning of photo identity card at each stage of the recruitment.

Process of receipt and scrutiny of applications and generation of list of eligible candidates is paperless as it is computerized and online. Physical tests and written tests are digitized and video-graphed . Key to fairness in the process is minimum time gap between different stages of recruitment and this has been ensured. Every activity is intimated to the candidate through SMS and published on official website.

Working Aspects:

The Recruitment process commences with the issuance of the notification, which is of paramount importance to avoid any future legal complications. Therefore, the notification is issued after thorough homework.

The DG & IGP appoint a three member sub-committee under the Chairmanship of district SP for Constables and under an officer of the rank of IGP for Sub-inspectors for conducting physical tests. Physical standards of each candidate is digitally captured and every event is video-graphed while conducting all physical tests. Result sheets are electronically generated and a copy is handed over to the candidate instantly and another copy is sent immediately to the office of the appointing authority neutralizing any scope for manipulation.

A three member committee is responsible for preparation, printing, distribution of the question papers, co-ordination with appointing authorities and supervision of the evaluation of answer sheets. However, the domain experts i.e., the academicians are involved in equal measure to ensure neutrality and accuracy.

The distribution of multiple choice question paper is organised in such a manner that adjacent candidates can copy each other at their own peril. Answer keys of objective type questions are published online and candidates are given an opportunity for sending objections. **Evaluation of essay and translation papers and the interview process of PSIs recruitment is recorded through CCTV and preserved**. Interview marks are declared immediately on the same day.

The time interval between every activity like dispatch of question papers, opening, distribution, collection and demustering is kept to the minimum by careful calculation of time required based on past experience. Each and every activity is video-graphed.

Conclusion:

The system is open to refinement by adopting innovations and modifications. Recently a concept of **"My Application"** in which the applicant can view his/her complete information at every stage of the recruitment has been introduced. It is his/her personal folder in the virtual cloud-computing server of the department. Thus each candidate has ownership of some space in the process.

The adoption of technology and customized software has resulted in considerable reduction in the time taken for the recruitment process - about sixty percent compared to the traditional system. Transparency in the system has made the aspirants to own up the process and the extraneous influences have been reduced to almost 0-1% as all the stakeholders are sure that the process is highly objective and free from manipulation.

An analysis of the financial aspects of recruitment process reveals that Rs. 8.33 crores was the net income generated in the year 2014-15 and thus it is a self-sustaining, cost-effective and economically viable process.

The Transparent Recruitment Process has become a litigation free system. In fact, there is shift in litigation, if any, from process-centric to policy-centric. Citizens have reposed tremendous confidence in the system which is a major step towards ethical governance as well as technology enabled governance.