

Bombay Police (Punishment and Appeals) Rules 1956

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SCHEDULE I: Appellate authorities under Rule 5

SCHEDULE II: Appellate authorities under Rule 9

Bombay Police (Punishment and Appeals) Rules 1956

In exercise of the powers conferred by clause (2) of section 25 read with section 5(b) of the Bombay Police Act, 1951(Bom.XXII OF 1951), the Government of Bombay is pleased to make the following rules, regulating punishment of Police Officers and below the rank of Inspectors of police in the state of Bombay and appeals therefrom, namely :-

1. Short title, extents and application

1 (1) These rules may be called the Bombay Police Punishments and Appeals), Rules 1956.

(1-A) They shall extend to the whole of the State of Bombay.

(2) They shall apply to all Police Officers +[including the Railway Police Officers] of and below the rank of Inspectors in the State of

Bombay (hereinafter referred as the Police Officers).

+Inserted by notification No.BPA.1656/73731/V dated 13-10-1960

2. Punishment according to these rules

No Police Officer to whom these rules apply shall be departmentally punished otherwise than in accordance with the provisions of these rules.

3. Punishments

- (1) Without prejudice to the provision of any law for the time being in force, the following punishments may be imposed upon any Police Officer, namely :-

+ [(a-1) -----

(a-2) suspension

- (i) reduction in rank, grade or pay or removal from any office of distinction or withdrawal of any special emoluments;
- (i-a) compulsory retirement ;
- (ii) removal from service which does not disqualify from future employment in any Department other than the Police department;
- (iii) dismissal which disqualifies from future employment in Government service.

- (1-A) (i) The appointing authority or any other authority to which it is subordinate or any other authority

empowered by the State Government in this behalf may place a Police Officer under suspension where

- (a) an inquiry into his conduct is contemplated or is pending, or
- (b) a complaint against him of any criminal offence is under investigation or trial :

Provided that where the order of suspension is made by an authority lower in rank than the appointing authority, such authority shall forthwith report the circumstances in which the order of suspension is made.

Explanation -

The suspension of a Police officer under the sub-rule shall not be deemed to be a punishment specified in clause (a-2) of sub-rule (1).

- (ii) A police officer who is detained in custody whether on a criminal charge or otherwise, for a period longer than forty-eight hours shall be deemed to have been suspended by the appointing authority under this rule.
 - (iii) An order of suspension under sub-rule may be revoked at any time by the authority making the order or by any authority to which it is subordinate.
- (2) The following punishments may also be imposed upon any Police Officer if he is guilty of any breach of discipline or misconduct or of any act rendering him unfit for the discharge of his duty which does not require his suspension or dismissal or removal: -
- (i) Caution.
 - (ii) A reprimand (to be entered in the service book).
 - (iii) Extra drill.
 - (iv) Fine not exceeding one months pay.
 - (v) Stoppage of increments.
 - *[(vi) Recovery from pay of the whole or part of any pecuniary loss caused to Government by

negligence or breach of orders.]

Provided that –

- (a) the punishment specified in clause (iii) shall not be imposed upon any officer above the rank of the Constable;
- (b) the punishment referred to in clause (iv) shall not be imposed upon an inspector.

Explanation: - For the purpose of this rule, -

- (1) a Police Officer officiating in a higher rank at the time of the commission of the default for which he is to be punished, shall be treated as belonging to that higher rank .
- (2) the reversion of a Police Officer from a higher post held by him in an officiating capacity to his substantive post does not amount to reduction;
- # (3) the discharge of a probationer, whether during or at the end of the period of probation, on grounds

arising out of the specific conditions laid down by the appointing authority, e.g. want of vacancy, failure to acquire prescribed qualifications or to pass prescribed tests, does not amount to removal or dismissal;

(4) the discharge of a probationer, whether during or at the end of the period of probation, for some specific fault or on account of his unsuitability for the service, amounts to removal.]

+ Clause (a-1) was deleted and

- clause (vi) was added by Notification No. PAR 1075/1-POL-6 dated 18-11-1981.

Substituted by Notification No. PAR 1066-IX dated 24-04-1967.

3A. Removal of disqualifications.

Notwithstanding anything contained in clauses (ii) and (iii) of sub-rule (1) of rule 3, the State Government may,

for reasons to be recorded in writing, remove the disqualifications incurred under the said clauses by any Police officer removed or dismissed from service.]

+ Inserted by Notification No.FST. 0188/3808(A)/POL-5(A) dated 16-11-1988.

4. No punishment without departmental inquiry.

(1) No punishment specified in clause * [----](a-2), (i), (i-a),(ii). and (iii) of sub-rule 3 shall be imposed on any Police officer unless a departmental inquiry into his conduct is held and a note of the inquiry with the reasons for passing an order imposing the said punishment is made in writing under his signature.

+ # [(2) Without prejudice to the foregoing provisions, no order imposing the penalty specified in clauses (i), (ii), (iv), (v), and (vi) of the sub-rule 3 on any Police Officer shall be passed unless he has been given an adequate opportunity of making any representation that he may

desire to make, and such representation , if any , has been taken into consideration before the order is passed:

Provided that, the requirements of this sub-rule may, for sufficient reasons to be recorded in writing, be waived where there is difficulty in observing them and where they can be waived without injustice to the officer concerned .

Note - The full procedure prescribed for holding departmental inquiry before passing order of removal need not be followed in the case of a probationer discharged in the circumstances described in paragraph (4) of the Explanation to rule 3. In such cases, it will be sufficient, if the probationer is given an opportunity to show cause in writing against the discharge after being appraised of the grounds on which it is proposed to discharge him and his reply (if any) is duly considered before orders are passed.]

+ Rule 4 renumbered as Sub-rule (1) of that rule.

*In Sub-rule (1) so renumbered, the brackets letter and figure “ (a-1)” deleted.

Sub-rule (2) inserted by Notification N. PAR 0175/1-POL- 6 dated 18-11-1981.

5. Authority for punishment

The officers specified in column 1 of the Schedule I to these Rules shall have power to inflict punishments of the kind specified in column 3 thereof on the officers specified in column 2 thereof, subject to the restrictions laid down in column 4 thereof.

6. Right of appeal.

Every Police officer on whom any of the punishments specified in clauses +[---], (a-2), (ii) and (iii) of sub-rule (1) and in * [clauses (iv), (v) and (vi) of sub rule (2) of rule 3 is inflicted shall have a right to appeal to the authority specified under rule 9 against an order of the punishment:

Provided that no second appeal shall appeal lie under this rule.

+ The brackets, letter and figure “(a-1) deleted and

- Substituted for “ clauses (iv) and (v) by notification

No. PAR 0175/1-Pol-6 dated 18-11-1981

7. No appeal against certain orders.

No appeal shall lie against an order inflicting any of the punishments specified in clause (i) to (iii) of sub-rule (2) of rule 3.

8. Procedure for filing appeal.

Every person preferring an appeal shall do so separately and in his own name.

9. Appellate authorities.

(1) The authorities specified in column 2 of Schedule II to these Rules shall be the authorities to which appeals against the

orders made by the officers respectively specified against them in column 1 of the said Schedule lie.

+[(2) -----
-----]

(3) Notwithstanding anything contained in this rule, where an appeal is made to any appellate authority other than the State Government or the Inspector General, the Inspector General may, for promoting the ends of justice or tending to the general convenience of the appellant or witnesses or officers concerned, of his motion or otherwise, transfer such appeal for the disposal to any other appellate authority competent to entertain the same.

+ Sub -rule (2) deleted by Notification No. PAR

1062/30581-IX dated 18-06-1970

10. Contents of appeal memo

Every appeal preferred under these rules shall contain all the material statements and arguments relied on by the appellant and shall contain no disrespectful or improper language and

shall be complete in itself. It shall be accompanied by a copy of the order appealed against and shall be submitted through Head of the office under whom the appellant serves or served.

11. Limitations for appeal.

Every appeal shall be made within two months of the date on which the appellant was informed of the orders appealed against:

Provided that the appellate authority may, at its discretion for good reasons shown extend the period up to six months.

12. Dismissal of appeal for non-compliance.

An appeal may be dismissed if the punishment is a non appeal able one or withheld, where it does not comply with any of the requirements hereinbefore mentioned

13. Information to the appellant for withholding appeal.

In every case in which an appeal is withheld, the appellant shall be informed of the fact and the reasons therefor.

14. No appeal against withholding of appeal.

No appeal shall lie against the withholding of appeal by an appellate authority:

Provided that where an appeal is withheld on account of failure to comply with the provisions of rule 10 it may be resubmitted in a form which complies with that rule within one month of the date on which the order of withholding was communicated to the appellant.

15. Consideration by appellate authority.

The appellate authority shall consider –

- a. whether the facts on which the order was based have been established;

- b. whether the facts established afford sufficient ground for inflicting punishment;
- c. whether the penalty is excessive, adequate or inadequate; and if it thinks necessary may require the authority passing the order to make further inquiry on any point or points specified and then shall pass such orders as it thinks just and proper, including the enhancement of any punishment given, or the awarding of a more severe punishment:

Provided that a punishment shall not be enhanced, or a more severe punishment awarded, in appeal unless notice to show cause against such enhancement, or as the case may be, more severe punishment, has been given, and any cause shown thereon considered.

16. Effect to be given to the decision of appellate authority.

The authority from whose order an appeal is made under these rules shall give effect to any order made by the appellate authority.

16-A. Transfer of departmental proceedings.

The Inspector General of police +[or an authority competent to order departmental proceedings] may, for good and sufficient reasons to be recorded in writing, order the transfer of proceedings pending against a police officer under these rules from one enquiry officer to another. The enquiry officer to whom the enquiry is transferred shall hold the proceedings *de novo*.

17. Revision powers of I.G.

- (1) +[The Inspector general of police may, on his own motion or otherwise, call for and examine the record of any case in which an order (whether an original order or an order in appeal) inflicting any punishment has been made by an authority subordinate to him in the exercise of any power conferred on such authority by these rules and in which an appeal lies to him or an authority subordinate to him, but such appeal is not made in accordance with the provisions of these rules or if such appeal is so made after the appeal is decided by the appellate authority, and may]

- (a) confirm, modify or reverse the order; or
- (b) direct that further inquiry be held in the case, or
- (c) reduce or enhance the punishment inflicted by the order, or
- (d) make such other order in the case as he deem fit:

Provided that where it is proposed to enhance the punishment inflicted by any such order the police officer concerned shall be given a reasonable opportunity of showing cause against such punishment.

- (2) Every application for revision shall be made within two months of the date on which the applicant was informed of the order complained against, the Inspector General may in his discretion, for good cause shown relax that period.

+ Substituted by Notification No. PDE. 4066/62831-IX
dated 8-8-1968.

18. Revisional powers of State Government.

Notwithstanding anything containing in rule 17, the State Government may, of its own motion or otherwise, call for and examine the record of any case in which an order including an order of acquittal (whether an original order, order in appeal or order in revision) has been made by an authority subordinate to it in the exercise of any power conferred on such authority by these rules and may—

- (a) confirm, modify or reverse the order, or
- (b) direct that further inquiry be held in the case, or
- (c) reduce or enhance the punishment inflicted by the order, or
- (d) make such other order as it may deem fit:

Provided that where it is proposed to enhance the punishment inflicted by such order or to impose punishment by setting aside the order of acquittal, the police officer concerned shall be given a reasonable opportunity of showing cause against the proposed enhancement or punishment.

+ [Provided further that the police officer concerned shall have no right to make any application under this rule if both his appeal under rule 6 and revision application under rule 17 have been decided by the authorities subordinate to the Government or he has not availed of himself of such opportunity provide under rule 6 and 17.]

+ Inserted by Notification No. MIS_0989/269(269)-POL-6 dated 15-7-1992

19. Revisional powers of superior officers.

(1) Where no appeal lies against any punishment inflicted by an authority competent to do so, his immediate superior officer may, on his motion or otherwise, call for the record of any case in which an order has been made by such authority and may -

- (a) confirm, modify or revise the order, or
- (b) direct that further inquiry be held in the case, or
- (c) reduce or enhance the punishment imposed by the order, or

- (d) make such other order in the case as he may deem fit:

Provided that where it is proposed to enhance the punishment imposed by any such order, the police officer concerned shall be given an opportunity of showing cause against the proposed enhancement.

- (2) Every application for revision shall be made within two months of the date on which the applicant was informed of the orders complained against. The revising officer may in his discretion, for good cause shown, relax that period.

20. Repeal and saving.

- (1) Any rules corresponding to these rules and in force immediately before the commencement of these rules are hereby repealed:

Provided that any order made or action taken under the rules so repealed shall be deemed to have been made or taken under the corresponding provisions of the rules.

(2) On the commencement of these rules in Hyderabad, Vidarbha, Saurashtra and Kutch areas of the State, the following rules, in so far as they apply to police officers of and below the rank of Inspectors or to the officers of corresponding rank, that is to say, ---

- (1) the Hyderabad Civil Services (Classification, Control and Appeal) Rules 1953, as in force in the Hyderabad area of the State;
- (2) the Central Provinces and Berar Police regulations as in force in the Vidarbha area of the State;
- (3) the rules regarding Departmental punishment of Officers and Members of the Police Force, published in the former Government of

Saurashtra, Home Department, Notification no. H/13-6. dated the 19th august 1954; and

- (4) the Rules made by the Chief Commissioner of the State of Kutch, and published in the Chief Commissioner Of Kutch Notification, No 8-180/52 dated the 5th November 1954 shall stand repealed;

Provided that anything done or any action taken under any of the provisions of the rules so repealed shall, in so far as it is not inconsistent with the provisions of these rules, be deemed to have been done or taken under the corresponding provisions of these rules.

+ [SCHEDULE I]

(SEE RULE 5)

Designation of the officer having authority to punish	Rank of the officer who can be punished	Kind of the punishment which may be imposed	Restrictions (if any) subject to which the officer specified in column 1 is authorized to punish
1	2	3	4
Police Officers in the Districts			
1	Inspector General of Police.	All officers to whom the Bombay Police (Punishment & Appeals) rule 1956 are applicable.	All punishments specified in rules 3 subject to the restriction specified in the column 4.
2	Deputy Inspector General of Police.	(1) All officers to whom the Bombay Police (Punishment & Appeals) rule 1956 are applicable except Inspectors.	(a) Restriction laid down in clause (a) of the proviso to rule 3.

		(2) Inspectors.	Caution and reprimand.	(b) Punishment of compulsory retirement, removal or dismissal shall not be inflicted by any authority lower than that by which police officer was appointed.
3	Superintendent of Police.	Sub-inspectors, Assistant Sub-Inspectors, Head Constables and constables.	All punishments specified in rules 3 subject to the restriction specified in the column 4.	Restriction laid down in clause (i) of sub-rule (1-A) and clause (a) of the proviso to sub-rule (2) of rule 3.
				Punishment of compulsory retirement, removal or dismissal shall not be inflicted by any authority lower than that by which police officer was appointed
4	Assistant Superintendent of Police or Deputy superintendent of Police.	(1) Head Constables	caution, reprimand, fine, stoppage of increments and reduction in rank, grade or pay.	(a) Subject to the condition that the power to impose the punishment is delegated by the Superintendent of Police under sub-section (3) of section 8 of the Act
				(b) Restriction laid down in clause (a) of the proviso to sub-rule (2) of rule 3.

				(c) Punishment of fine, stoppage of increments or reduction in pay shall not result in a monetary loss of more than Rs. 24 in the aggregate.
				(d) The reduction in rank or grade shall not be for a period of more than one year.
				(e) The reduction shall, if the grade held by the Head Constable is the lowest in the rank of Head Constables, be to the rank of Constables; and in other cases the reduction shall be one grade below that which is held by him.
		(2)	Caution, reprimand, extra drill, fine, stoppage of increments and reduction in pay.	(a) Subject to the condition that the powers to impose the punishment are delegated by the Superintendent of Police under sub-section (3) of section 8 of the Act.

				(b) Punishment of fine, stoppage of increments or reduction in pay shall not result in a monetary loss of more than Rs. 24 in the aggregate.
II. Police Officers (including those appointed for Police Motor Transport System or Police Wireless System) in Greater Bombay or in any area which a Commissioner of Police has been appointed under section 7 of the Act.				
1	INSPECTOR GENERAL OF POLICE	All officers to whom the Bombay Police (Punishment and Appeals) Rules, 1956 are applicable.	All punishments specified in rule 3, subject to the restrictions specified in column 4.	Restrictions laid down in clause (a) of the proviso to sub-rule (2) of rule 3.
2	Commissioner of Police Bombay.	All officers to whom the Bombay Police (Punishment and Appeals) Rules, 1956 are applicable.	All punishments specified in rule 3, subject to the restrictions specified in column 4.	(a) Restrictions laid down in clause 9a) of the proviso to sub-rule (2) of rule 3.
				(b) Punishment of compulsory retirement, removal or dismissal shall not be inflicted by any authority lower than in rank than that by which the Police Officer was appointed.

3	Commissioner of Police Poona and Nagpur	(1)All officers to whom the Bombay Police (Punishment and Appeals) Rules, 1956 are applicable.	All punishments specified in rule 3, subject to the restrictions specified in column 4.	Subject to restrictions in proviso (a) below sub-rule (2) Of rule 3, Punishment of compulsory retirement, removal or dismissal shall not be inflicted by any authority lower than in rank than that by which the Police Officer was appointed.
		(2) Inspectors	Caution and reprimand	
4	Deputy Commissioner of Police.	All officers to whom the Bombay Police (Punishment and Appeals) Rules, 1956 are applicable.	All punishments specified in rule 3, subject to the restrictions specified in column 4.	(a)Restrictions laid down in clause (i) of sub-rule (1-A) and clause (a) of the proviso to sub-rule (2), of rule 3.
				(b)Punishment of compulsory retirement, removal or dismissal shall not be inflicted by any authority lower than in rank than that by which the Police Officer was appointed.
				(c) Punishments mentioned in sub-rule (1) and that mentioned in clause (iv) of sub-rule (2), of rule 3 shall be inflicted subject to the control of the Commissioner of Police.

5	Assistant Commissioner of Police	(1) Head Constables	Caution, reprimand, fine, stoppage of increments and reduction in rank, grade or pay.	(a) Subject to the condition that the Power to impose the punishment is assigned by the Commissioner of Police under sub-section (2) of section 11 of the Act.
				(b) Punishment of fine, stoppage of increments or reduction in pay shall not result in a monetary loss of more than Rs. 24 in the aggregate.
				(c) The reduction in rank or grade shall not be for a period of more than one year.
				(d) The reduction shall, if the grade held by the Head Constable is the lowest in the rank of Head Constables, be to the rank of Constables; and in other cases the reduction shall be one grade below that which is held by him.
				(e) Punishment of fine and reduction shall be subject to the Control of the Commissioner of Police.

		(2) Constables	Caution, reprimand, fine, stoppage of increments and reduction in rank, grade or pay.	(a) Subject to the condition that the Power to impose the punishment is assigned by the Commissioner of Police under sub-section (2) of section 11 of the Act.
				(b) Punishment of fine, stoppage of increments or reduction in pay shall not result in a monetary loss of more than Rs. 24 in the aggregate.
				(c) Punishment of fine and reduction shall be subject to the Control of the Commissioner of Police.

**III. Police Officer appointed for Police Motor Transport or Police Wireless System
and posted in the Districts**

1	Inspector General of Police	All officers to whom the Bombay Police (Punishment and Appeals) Rules, 1956 are applicable.	All punishments specified in rule 3, subject to the restrictions specified in column 4.	Restrictions laid down in clause (i) of sub-rule (1-A) and clause (a) of the proviso to sub-rule (2), of rule 3.
2	Deputy Inspector general of Police	All officers to whom the Bombay Police (Punishment and Appeals) Rules, 1956 are applicable except Inspectors.	All punishments specified in rule 3, subject to the restrictions specified in column 4.	Restrictions laid down in clause (i) of sub-rule (1-A) and clause (a) of the proviso to sub-rule (2), of rule 3.

				(b) Punishment of compulsory retirement, removal or dismissal shall not be inflicted by any authority lower than in rank than that by which the Police Officer was appointed.
		(2) Inspectors	Caution and reprimand	
3	Superintendent of Police, Police Motor Transport or Superintendent of Police Wireless system, as the case may be, or any Superintendent of Police in the mofussil.	Sub-inspectors, Assistant Sub-Inspectors, Head Constables and constables.	All punishments specified in rules 3 subject to the restriction specified in the column 4.	Restriction laid down in clause (i) of sub-rule (1-A) and clause (a) of the proviso to sub-rule (2) of rule 3.
				Punishment of compulsory retirement, removal or dismissal shall not be inflicted by any authority lower than that by which police officer was appointed.

4	Assistant Superintendent of Police or Deputy superintendent of Police, Police Motor System or Assistant Superintendent of Police or Deputy superintendent of Police, Police Wireless System, as the case may be, or any Assistant or Deputy superintendent in the mofussil.	(1) Head Constables	caution, reprimand, fine, stoppage of increments and reduction in rank, grade or pay	(a) Subject to the condition that the power to impose the punishment is delegated by the Superintendent of Police under sub-section (2) of section 8-a or, as the case may be under sub-section(3) of section 8 of the Act
				(b)Punishment of fine, stoppage of increments or reduction in pay shall not result in a monetary loss of more than Rs. 24 in the aggregate.
				(c) The reduction in rank or grade shall not be for a period of more than one year.

				(d) The reduction shall, if the grade held by the Head Constable is the lowest in the rank of Head Constables, be to the rank of Constables; and in other cases the reduction shall be one grade below that which is held by him.
		(2) Constables	Caution, reprimand, fine, stoppage of increments and reduction in rank, grade or pay	(a) Subject to the condition that the power to impose the punishment is delegated by the Superintendent of Police under sub-section (2) of section 8-a or, as the case may be under sub-section (3) of section 8 of the Act.
				(b) Punishment of fine, stoppage of increments or reduction in pay shall not result in a monetary loss of more than Rs. 24 in the aggregate.

IV. Police Officers undergoing training at or serving in Police Training Institutions

1	Inspector General of Police	All officers to whom the Bombay Police (Punishment and Appeals) Rules, 1956 are applicable.	All punishments specified in rule 3, subject to the restrictions specified in column 4.	Restrictions laid down in clause (i) of sub-rule (1-A) and clause (a) of the proviso to sub-rule (2), of rule 3.
2	Deputy Inspector general of Police	All officers to whom the Bombay Police (Punishment and Appeals) Rules, 1956 are applicable except Inspectors.	All punishments specified in rule 3, subject to the restrictions specified in column 4.	Restrictions laid down in clause (i) of sub-rule (1-A) and clause (a) of the proviso to sub-rule (2), of rule 3.
				Punishment of compulsory retirement, removal or dismissal shall not be inflicted by any authority lower than that by which police officer was appointed.
		(2) Inspectors	Caution and reprimand	
3	Principal of Police training College	Sub-inspectors, Assistant Sub-Inspectors, Head Constables and constables.	All punishments specified in rules 3 subject to the restriction specified in the column 4.	Restriction laid down in clause (i) of sub-rule (1-A) and clause (a) of the proviso to sub-rule (2) of rule 3.

				Punishment of compulsory retirement, removal or dismissal shall not be inflicted by any authority lower than that by which police officer was appointed.
4	Principal of Police training school	(1) Head Constables	caution, reprimand, fine, stoppage of increments and reduction in rank, grade or pay.	(a) Punishment of fine, stoppage of increments or reduction in pay shall not result in a monetary loss of more than Rs. 24 in the aggregate.
				(b) The reduction in rank or grade shall not be for a period of more than one year.
				(c) The reduction shall, if the grade held by the Head Constable is the lowest in the rank of Head Constables, be to the rank of Constables; and in other cases the reduction shall be one grade below that which is held by him.
		(2) Constables	Caution, reprimand, fine, stoppage of increments and reduction in rank, grade or pay	Punishment of fine, stoppage of increments or reduction in pay shall not result in a monetary loss of more than Rs. 24 in the aggregate.

V. Railway Police Officers

1	Inspector General of Police	All officers to whom the Bombay Police (Punishment and Appeals) Rules, 1956 are applicable.	All punishments specified in rule 3, subject to the restrictions specified in column 4.	Restrictions laid down in clause (i) of sub-rule (1-A) and clause (a) of the proviso to sub-rule (2), of rule 3.
2	Deputy Inspector general of Police	All officers to whom the Bombay Police (Punishment and Appeals) Rules, 1956 are applicable except Inspectors.	All punishments specified in rule 3, subject to the restrictions specified in column 4.	Restrictions laid down in clause (i) of sub-rule (1-A) and clause (a) of the proviso to sub-rule (2), of rule 3.
				Punishment of compulsory retirement, removal or dismissal shall not be inflicted by any authority lower than that by which police officer was appointed.
		(2) Inspectors	Caution and reprimand	
3	Superintendent Of Police, Railways	Sub-inspectors, Assistant Sub-Inspectors, Head Constables and constables.	All punishments specified in rules 3 subject to the restriction specified in the column 4.	(a)Restriction laid down in clause (i) of sub-rule (1-A) and clause (a) of the proviso to sub-rule (2) of rule 3.
				Punishment of compulsory retirement, removal or dismissal shall not be inflicted by any authority lower than that by which

				police officer was appointed.
4	Assistant Superintendent Of Police or Deputy Superintendent of Police, Railways	(1) Head Constables	caution, reprimand, fine, stoppage of increments and reduction in rank, grade or pay	(a) Subject to the condition that the power to impose the punishment is delegated by the Superintendent of Police under sub-section (2) of section 8-a or, as the case may be under sub-section (3) of section 8 of the Act.
				(b) Punishment of fine, stoppage of increments or reduction in pay shall not result in a monetary loss of more than Rs. 24 in the aggregate.
				(c) The reduction in rank or grade shall not be for a period of more than one year.
				(d) The reduction shall, if the grade held by the Head Constable is the lowest in the rank of Head Constables, be to the rank of Constables; and in other cases the reduction shall be one grade below that which is held by him.

		(2) Constables	Caution, reprimand, fine, stoppage of increments and reduction in rank, grade or pay	(a) Subject to the condition that the power to impose the punishment is delegated by the Superintendent of Police under sub-section (5) of section 22-A of the Act.
				(b) Punishment of fine, stoppage of increments or reduction in pay shall not result in a monetary loss of more than Rs. 24 in the aggregate.

SCHEDULE II

(See rule 9)

	Authority inflicting punishment	Appellate Authority
	(1)	(2)
I Police Officers in the Districts		
1	Inspector General Of Police	<i>The State Government</i>
2	Deputy Inspector General Of Police	Inspector General Of Police
3	Superintendent of Police	Deputy Inspector General of Police
4	Assistant Superintendent of Police or Deputy superintendent of Police	Deputy Inspector General of Police
II Police officer (including those appointed for Police Motor Transport System or Police Wireless system) in Greater Bombay or in any other area for which a Commissioner of Police has been appointed under section 7 of the Act.		
1	Inspector General of Police	The State Government
2	Commissioner of Police	The State Government
3	Deputy commissioner of Police	Inspector General of Police
III. Police Officers appointed for Police Motor Transport System or Police Wireless System and posted in the districts		
1	Inspector General of Police	The State Government
2	Deputy Inspector General of Police	Inspector General of Police

3	Superintendent of Police, Police Motor Transport or Police wireless System or Superintendent of Police in the mofusil.	Deputy Inspector General of Police
4	Assistant or Deputy Superintendent of Police, Police Motor Transport System or Police Wireless System in the mofusil .	Deputy Inspector General of Police

IV. Police Officers undergoing training at or serving in Police Training Institutions

1	Inspector General of Police	The State Government
2	Deputy Inspector General of Police	Inspector General of Police
3	Principal, Police Training College or School	Deputy Inspector General of Police

V. Railway Police officers

1	Inspector General of Police	The State Government
2	Deputy Inspector General of Police	Inspector General of Police
3	Superintendent of Police, Railways	Deputy Inspector General of Police
4	Assistant or Deputy Superintendent of Police Railways	Deputy Inspector General of Police

By order and in the name of the Governor of Maharashtra,

Jasjit Singh

Secretary to Government

+ Schedule I and II Substituted by Notification NO. PAR 1062/3058/IX dated 18-06-1970