

SRI LANKA POLICE

Post of Police Constable (Male)

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 **21.07.2025**. Late applications will not be entertained. Applications will not be issued by Sri Lanka Police.

Interviews will be conducted in the order in which applications are received.

This gazette shall cease to be in force once the recruitments are made on priority basis based on the existing vacancies in the post.

03. **Salary Scale - (Monthly)**

Rs. 49,550 – 7 x 540 – 670 x 27 – Rs. 71,420.00

This salary scale is calculated according to Public Administration Circular No. 10/2025.

Further, these officers are entitled to the allowances granted under the Police orders CRTM 260 and RTM 385 dated 15.12.2022. In addition to the salary scale mentioned above they will be entitled to the following allowances on a monthly basis.

(a) Cost of living Allowance	Rs. 17,800.00
(b) Special allowance paid as per G.P.C. 10/2025 (Rs. 1,250.00 with 22% of basic salary)	
(c) Arduous Duty Allowance	Rs. 2,000. 00
(d) Uniform Cleaning Allowance	Rs. 250.00
(e) Food and Lodging Allowance	Rs. 28,800.00
(f) Other allowances according to the service	

In addition to these allowances, the following will also be provided :-

- (a) Transport facility;
- (b) Medical welfare facilities for officers (Financial support can be obtained even for getting medical treatment abroad);
- (c) Uniforms;
- (d) Opportunities for the eligible officers to read for Degrees or follow Diploma Courses offered by the State Universities, National Police Academy & Sri Lanka Higher Education Institutions.;
- (e) Facilities to enhance one's sports skills and inborn talents;
- (f) Fund will be offered as rewards by the police reward fund committee for travelling expense allowances, hardest allowance and conspicuous duties.

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:

The applicant should have 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 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 Science Subjects bearing No. 41 and 44 are considered as a single subject and two Mathematics 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 inches or above (162.5 cm)
- Chest should be at least 30 inches (during expiration) (76 cm)

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 lenses, 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 and 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 4:1 to 4:2, which are necessary for recruitment for the post, are expected to have been fully acquired by the date mentioned in the notice inviting applications and qualifications in 4:4 are expected to remain the same even on the date of recruitment.

05. Preliminary Test

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

The applicants who face the preliminary test 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 fit to face the endurance test should be furnished at the time, along with the recommendation of a doctor registered with Sri Lanka Medical Council.

<i>Activity</i>	<i>Time</i>	<i>Marks</i>
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 within 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.

<i>Subjects</i>	<i>Maximum marks</i>	<i>Qualified marks</i>
01. Comprehension and language proficiency	50	40%
02. General knowledge and Intelligence 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.

<i>Main headings under which marks are given</i>	<i>Maximum Mark</i>	<i>Cut-Off Mark for Selection</i>
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 recruitment with regard height and chest requirement, if such applicants meet 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, the appointment will be cancelled or the service will be terminated at any time.

Note :- As per the particulars mentioned in Section 59 of the Procedural Rules and the Section 7:2:4:5:2 of the currently approved scheme of recruitment and the particulars mentioned in IG Circular No. 2014/2007, the applicant is bound to agree to the decision that his appointment will be cancelled, if it is found that the applicant had joined police Service by providing false information.

10. Medical Test

Only the applicants without negative background reports will be called for the Medical Test. The selected applicants should pass the test conducted by the Medical Board headed by the Chief Medical Officer of Police Hospital. During this test, the applicants will be subjected to a medical test 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. Applicants who get disqualified from the medical test may not submit appeals.

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. The basic training will be provided at Sri Lanka Police College. Afterwards, an extensive training will be provided in the respective fields until the end of probationary period.
- 11.2 Appointing authority will decide whether to cancel the appointment or to extend the basic training period of the officers who do not successfully complete the basic 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 probationary period of three (03) years under the Section 13.3.
- 13.2 The selected applicants shall act in conformity with any orders already made or may hereafter be made to implement the Official Language Policy.
- 13.3 They should also abide by the Circulars of Public Service Commission, National Police Commission, Provisions of Establishment Code, Financial Regulations, Public Administration Circulars, Treasury Circulars, Sri Lanka Police Orders, Police Gazette Notification, I.G Circulars, provisions of police code of instructions and conditions of the appointment letter.
- 13.4 The probation period shall be effective for the first 03 years from the date of appointment and the officers are not permitted to get married during the period. One should enter into marriage only as per the instructions given in I.G. Circulars. If this regulation is violated, the appointment shall stand cancelled.
- 13.5 Those who are recruited should serve a compulsory service period of 5 years after completion of training. In the event of an officer intends to resign from the service before completion of his compulsory service period, they should sign an agreement giving their consent to pay all the stipulated expenses on his training and other expenses including their consent to pay all stipulated expenses on his training and other expenses including uniforms at the time of handing over the resignation letter. Measures will be taken regarding the resignation, as per the provisions of Establishments Code/ Procedural Rules, National Police Commission and Public Service Commission.
- 13.6 When each and every officer of direct recruitment is initially appointed to the police service, they should mention particulars of all their assets, which each officer either has absolute ownership of or retains title to or has been transferred to and all the liabilities in General Form bearing No. 261 (revised) and provide to inspector General of Police, to be included in the personal file of the relevant officer.

Immediately after marriage, the officer should submit having entered the above particulars in relation to his spouse as well.

If a new right or asset as described above is acquired, a complete description of the said right or asset should be given in writing to the Inspector General of Police to be included in the personal file of the relevant officer.
- 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

Officer of direct recruitment shall maintain a monthly progress file for 33 months during the 03-year probationary period. After the completion of a probationary period of 03 years, such officers will be confirmed in service by the appointing authority. If an officer fails to meet the requirements of the First Efficiency Bar within the probationary period, the officer will be confirmed in service after deciding the seniority based on the additional time spent to pass the First Efficiency Bar.

Unless the appointing authority decides to confirm the service or to extend the probationary period, the appointment of officers, who could not meet the requirement of the first Efficiency Bar within a period of additional 03 years, will be terminated.

15. Efficiency Bars:

The implementation of the efficiency bar should be 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
1 st 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
2 nd Efficiency Bar Examination	Before completion of 03 years after getting appointed to the post of Police Sergeant	Successful completion of the orientation training
3 rd 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
Other Official Language	Should obtain the relevant level of proficiency as per the Public Administration Circular No. 18/2020 and consequent circulars.
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.

17. General conditions relevant to the appointment to posts of the public service that have been published in the beginning of Section (IIA) of Part I 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)
- Birth Certificate;
 - A photocopy of the National Identity Card;
 - Certificates to Verify Educational Qualifications;
19. (a) Applicants who are already in the public service should forward their applications through the relevant Heads of Institutions. Those applications should accompany a certification to the fact that the applicant can be released if selected.
- (b) Applications should be completed in applicant's own handwriting on A4 size 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.
20. Applications that do not conform to the requirements of this notification in any way and applications forwarded using formats deviating from the one furnished herewith, will be rejected. Replies will not be sent to such applicants in that regard.

Note:- *Travelling or any other expenses will not be paid by the Sri Lanka Police to the applicants who are called for interviews and examinations.*

PRIYANTHA WEERASOORIYA,
Acting Inspector General of Police.