

एस. वासुदेव राव

भा.पु.से.

विशेष आयुक्त पुलिस

S. Vasudeva Rao

IPS

Special Commissioner of Police



सत्यमेव जयते

कल्याण और संपत्ति निरीक्षण

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Welfare & Estate Oversight

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(Copy of D.O. letter No. 75-122/P.Sec. Spl CP/Welfare & E.O. dated 10.01.2017 sent to all district/unit DCsP, Delhi.)

Dear Shri

As you are aware, the year 2016 has seen Delhi Police take several initiatives for the welfare of its personnel. The most significant of these is revival and rejuvenation of Police Families Welfare Society (PFWS) and its active engagement in organising series of activities involving families of our personnel in social, cultural, health, employment and other creative fields. The unprecedented success of programs like Summer Camps, Yoga, Tarana, Inter-Colony Cultural Contests, Diwali Mela, Wajifa and Mega Job Fair stand testimony to the positive benefits of tapping the diverse talents and energies of our family members. Maitreyi-the group of lady wives of senior officers headed by the President, P.F.W.S. have played an inspiring role in this regard.

The opening of new CPC Canteens and Welfare Centres have contributed to the easier and better availability of various consumer items of quality to residents of police colonies. The enthusiastic participation and unstinted support of districts and units in making these activities successful have won appreciation from all.

During the year, we have also taken steps to strengthen institutional mechanisms of the police organisation for better welfare of personnel. These include large scale promotions in different ranks, quarterly meetings of sub divisional/functional ACsP with personnel on individual basis, introduction of SMS alert system covering a range of welfare related services including communication about promotions through SMS from CP, Delhi, greetings and congratulatory messages about arrangements, re-designation of Estate Officers as Estate-cum-Welfare Officers, interactions with Resident Welfare Associations, closer monitoring of maintenance of police colonies and regular holding of Sampark Sabhas and follow up action thereof.

The process of administration of welfare is essentially one of continuity with change.

Research studies by BPR&D pointedly show the need for not only institution of sound welfare measures but also creation of an awareness of the same among the rank and file. As part of this, we have published a booklet on welfare services available for personnel of Delhi Police and circulated the same among all districts/units. We intend to publish a revised edition of the same in the near future.

A paradigm shift is warranted in our understanding and appreciation of importance of personality development and growth of personnel beyond their jobs. Similarly, reorientation of personnel and reinforcement of professional values in them require our unswerving attention. There is ample room for job enrichment at micro level. Encouragement to personnel for acquisition of additional educational and professional qualifications is a key component of this.

The other significant issues that need proper focus include:-

- (1) Consistent building of organisation-based self esteem among all ranks of personnel.
- (2) Closer attention to gender based needs.
- (3) Experience sharing.
- (4) Increased financial literacy of personnel for long term saving of their hard earned money.

Stress management/counselling at every level is an important need as our police work is arduous and exacting.

As the leaders of the force at different levels, we have a vital interest in ensuring optimal satisfaction of physical, social, intellectual and spiritual needs of our personnel.

While well-being at work place enhances productivity of personnel, harmony at home is equally significant. Instances of lack of peace at home can affect members of the family in negative ways. There is no doubt that this is a matter of privacy of each member. We, as elder members of larger family of Delhi Police, however, can assist in constructive resolution of problems

if any and use moral suasion in weaning the personnel away from undesirable attitudes and behaviours. The core values of ethics, civility and good conduct are an inalienable part of any professional police.

In the light of above, the Commissioner of Police desires that we may remain steadfast and committed to adherence to sound principles of welfare outlined above and carry forward the work of welfare oversight as an integral part of our professional performance.

With regards,

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Yours sincerely,

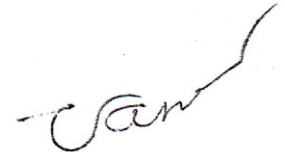
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(S.Vasudeva Rao) IPS

No. 123-162/P.Sec. Spl CP/Welfare & E.O. Dated 10.01.2017

Copy for information to:-

- 1) The Commissioner of Police, Delhi.
- 2) All Spl Commissioners of Police, Delhi.
- 3) All Joint Commissioners of Police, Delhi.
- 4) All Addl Commissioners of Police, Delhi.
- 5) DCP/Welfare



(S.Vasudeva Rao) IPS

Special Commissioner of Police,
Welfare & Estate Oversight,
Delhi