

**OFFICE OF THE SPECIAL COMMISSIONER OF POLICE  
WELFARE & ESTATE OVERSIGHT, OPL COMPLEX,  
5 RAJPUR ROAD, DELHI-110054.**

No. 5023-63 /BPR&D/Spl CP/Welfare & EOS dated 26/10/2016

To

All Distt/Unit DCsP  
Including Principal/PTC  
Delhi/ New Delhi

**Subject Welfare-Growth beyond the Job.**

In a recent BPR&D study on welfare of police conducted by a senior police officer, it was recommended that police personnel need to be encouraged and helped to look beyond the routine job, develop a broader perspective & personality and learn new things. Supervisory officers should realise that it is their responsibility to act as human resource development officers in respect of personnel in their charge. Some of the ways in which this can be done include:-

1. Counselling at the cutting edge level as a continuous process.
2. Positive orientation towards service from right from basic training stage and reinforcement of the same throughout the career.
3. Job enrichment at micro level.
4. Sustained attention to improvement of quality of work at every level.
5. More focus on education-related schemes by provision of facilities and environment for improvement of qualifications of personnel. Upgrading the level of general awareness among all personnel.
6. Strengthening of the institution of social call on at different levels in the organisation.

7. Enhanced interactions through formal means and on social occasions.
8. Self-esteem building measures.

The above is only illustrative of steps that can be taken to foster a better sense of self-actualisation of personnel.

The Commissioner of Police, Delhi has desired that as Unit/District Commanders, you may take necessary initiatives in this regard and foster esprit-de-corps and human resource development.



**(S. Vasudeva Rao) IPS**

Special Commissioner of Police,  
Welfare & Estate Oversight, Delhi.

No. 5064-99/BPR&D/Spl CP/Welfare & EOS dated 26/10/2016

Copy to :-

1. Commissioner of Police, Delhi.
2. All Special Commissioner of Police.
3. All Joint Commissioner of Police.
4. All Additional Commissioners of Police.
5. DCP/Welfare



**(S. Vasudeva Rao) IPS**

Special Commissioner of Police,  
Welfare & Estate Oversight, Delhi.