

C I R C U L A R

No. 22 /RB/2016

Subject:- Regarding differently abled police personnel in Delhi Police.

Seen
It has been noticed that a considerable number of police personnel posted in the different Distts./Units of Delhi Police are not fit for policing duties due to different types of disability. Ordinarily, disability is a physical or mental condition caused by injury or disease, which prevents an employee from performing the essential functions of the job for which the employee is assigned. Partial disability is a disability which prevents an employee from performing the normal duties, but does not prevent them from performing the duties of some other nature in the service. There are detailed guidelines of Govt. of India in regard to providing facilities to differently abled employees for efficient performance of their duties.

In order to support and promote healthy service conditions towards differently abled police personnel, the competent authority may follow the suggestions/guidelines as under:-

1. Each Distt./Unit should pay special attention with regard to these personnel and also take effective measures to accommodate the differently abled police personnel in reasonable manner. The competent authority should identify the types of jobs which could be easily performed by differently abled police personnel. While assigning duty to them, it would be desirable for instance, if such personnel are utilized for the duties such as Police Canteen, Mess, Tea Stall, Store Room, Record Room, L.O. Office, S.O./Reader room, Watch Room, Library, Recreation Room, Study Room, Gym, Computer and Cyber Room, etc. and they may be allowed to continue performing such jobs, as far as possible.
2. Differently abled police personnel may be assigned to other viable duties and such assignment may be consistent with the employee's physical condition. While assigning such duties, the authority may also determine the employee's qualifications etc.
3. The grievances/matters related to differently abled police personnel must be heard patiently and looked into with due care. It is further desirable that such personnel should not be subject to any kind of discrimination.

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4. The differently abled police personnel may be placed with an experienced employee for at least a month on resuming responsibility of a post. This would help him to pick up skills required to perform the job and also the adaptations that may be required in individual cases.
5. The competent authority should provide easy accessibility and barrier free environment to differently abled police personnel. All concerned should take necessary steps to provide easy access from main building entrance to their work stations and to common utility areas such as Toilets, canteens etc. All such areas should be made easily accessible through Lifts or ramps etc.

This supersedes earlier Circular No.06/RB/2015, issued vide this Hdqrs. No.541-668/Record Branch/PHQ dated 10.04.2015.


(R.A. SANJEEV) DCP/Estt.
FOR COMMISSIONER OF POLICE:
DELHI.

No. 3192-3319 /Record Branch/PHQ dated Delhi, the 12/08/2016.

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