

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

No. 1834-1873 /P.Sec. Spl CP/Welfare & EOS Delhi 12/05/2017

To

The Dy. Commissioners of Police,  
All District & Units, Delhi.

**Subject: Welfare- Meetings of individual personnel by Sub Divisional/  
Functional ACsP and Sampark Sabhas.**

Please refer to the directions of Commissioner of Police Delhi regarding conduct of individual meetings with personnel by sub-divisional/functional ACsP, on one-to-one basis every quarter. (Refer our Circular No. 3521-3560/P.Spl. Sec. Welfare & EOS dated 23.03.2016 as well as 945-1024/P.Sec. Spl CP/Welfare & EO dated 23.03.2016). This is not being fully implemented. In addition to the monthly Sampark Sabhas to be held by DCsP (S.O. No. 49/2010), the individual meetings with staff by ACsP strengthen bonding and team-spirit at all levels. Proper implementation of these two mechanisms give an excellent opportunity to the senior officers for appropriate employee engagement and for a deeper understanding the issues faced by the members who may not be able to formally articulate them for one reason or the other. The administrative aspects of a sound grievance redressal system require continuous, close and sensitive attention to the legitimate problems of personnel. This assumes significance given the fact that each member has his own family/personal life with the attendant problems. They may need guidance and assistance from seniors in some of these matters.

It is also observed that Sampark Sabhas are not being held regularly without proper justification. In case a Sampark Sabha could not be held in a given month for unavoidable reasons, if any, the DCP concerned should hold it on the first day of succeeding month or it may be held well before any major Law and Order/Security arrangement takes place. The Sampark Sabhas can be held in a businesslike fashion by proper preparation. Consistent monitoring of grievances mentioned in Sampark Sabhas is necessary for their resolutions at the earliest.

In the light of above, you are directed to pay due attention to both the matters mentioned above and ensure compliance in letter and spirit.

  
**(S. Vasudeva Rao) IPS**

Spl Commissioner of Police,  
Welfare & EOS, Delhi.

1874-1913  
No. /P.Sec. Spl CP/Welfare & EO Dated Delhi 12/05/2017

Copy 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.