Welfare

Given the arduous nature of police duties, a number of welfare measures have been taken for the welfare of police personnel of Delhi Police. Senior officers interact with personnel of various ranks, both formally and informally. Sampark Sabhas are being regularly held with all personnel at district/unit and other levels. Weekly Orderly Rooms are also held by unit/district DCsP and other officers for hearing the grievances of personnel. A proactive approach is adopted by officers in dealing with problems of personnel and proper and sound resolution ensured. Unit/district DCsP have been directed to know their personnel more intimately. The talent and creative energies of members are channelized into constructive channels for the development of the individual and organisation. District and unit Estate Officers are specially visit the police colonies on day to day basis and solve problems of residents. Resident Associations also have been set up on self help basis for improvement of upkeep and maintenance of police colonies. Unit/District DCsP provide leadership to their officers in this.

Brief details of welfare presently extended to police personnel of Delhi police are mentioned below:-

**DELI POLICE WELFARE SOCIETY**
(S.O.NO.A7(OLD S.O.NO.19))

Delhi Police Welfare Society is governed according to Standing Order No. A-7 issued by Delhi Police on 25.10.2010. All police personnel are insured with
insurance company. A sum of Rs. 150/- per month is being deducted from the pay of all ranks of the police personnel including class-IV employees as subscription. Out of this Rs. 150/- P.M. Rs. 75/- P.M. will be refundable and Rs. 75/- P.M. will be non refundable. In case of natural death/accidental death Rs. 5,00,000/- are being paid from the Society. Financial assistance to the police personnel who become permanently disabled leading to removal from service is Rs. 2 lacs. A marriage loan for female is granted upto Rs. 2 lacs. Education loan for higher study to the wards of the police personnel is also granted upto Rs. One lac. Besides Rs. 6,000/- are being paid as cremation charges to the legal heir of the deceased.

(Circular No.1 6637-6764/Record Br/PHQ dated 30.10.2014.

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POLICE FAMILIES WELFARE SOCIETY

The Police Welfare Centre is registered under the Societies Registration Act in the year 1972 under the name “The Police Families Welfare Society (Regd) Delhi” vide Registration No. 5367 on 11.04.1972. The main object of the society is to work for the welfare of the families and dependents of members of Delhi Police by training them for utilizing their spare time in a rewarding manner so that they could learn certain crafts for self help etc. There are four welfare centres situated at New Police Lines, Vikaspuri, PTS/Malviya Nagar and Pitampura, Delhi and one sale counter at Traffic Gate of OPL Complex. The other activities are Yoga classes, calligraphy classes, self
defence classes, drawing competition, sport activities such as Foot Ball match, Cricket match, Basket ball match, Health awareness camps such as Free Dental check-up, free eye check-up, free cancer awareness camp and celebration of festivals, etc.

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**DELHI POLICE AMENITIES FUND- S.O. NO. A-48 (OLD S.O.NO.234).**

For the welfare of police personnel Delhi Police Amenities Fund has been formed which is built up by donations and such other sources as may be approved by the President, DPAM from time to time. Grant of assistance from the fund will be routed through proper channel wherein charges for spectacles twice in the service career of an individual with at least a gap of 10 years is granted. Rs. 5000/- will be paid once in the service career as denture charges for the fitting/purchase of a complete set of denture.

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**DELHI POLICE EDUCATION FUND (S.O. No. A-5 (Old S.O.NO.12)**

The object of the fund is to encourage the wards of Delhi Police personnel by giving them scholarships to pursue higher education. Monthly subscription of an amount of Rs. 90/- p.m., from the salary of ACP, Rs. 80/- p.m. from Inspector, Rs. 70/- p.m. from SI, Rs. 60/- from ASI, Rs. 50/- p.m. from HC, Rs. 40/- p.m. from Const and Rs. 30/- from class-IV employee is being deducted. At present there are 03 public schools being run in the name of Delhi Police Public School at following places :-

- Delhi Police Public School, Safdarjung Enclave, New Delhi.
Delhi Police Public School, NPL, Delhi.

Delhi Police Public School, PTS/Wazirabad, Delhi

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ALLOTMENT OF COMMUNITY HALL (S.O.NO. A-8 (OLD S.O.NO.24) & RUNNING OF STAFF MESS (S.O. NO. A-18(OLD S.O.NO.107)

In order to provide temporary allotment of the space for the purpose of holding cultural and social functions, marriages and socially healthy activities organised by the police personnel, community halls have been opened in various districts which can be booked on payment of rate prescribed by the committee from time to time. For first twelve hours an amount of Rs.2000/- is charged, for next 12 hours an amount of Rs.2500/- is charged and for next 12 hours 3000 is charged for marriage purpose. For performing any social and sports function charges for first 12 hours are Rs.1000/-, for next 12 hours Rs.1250/- and for next 12 hours it is Rs. 1500/-.

In order to provide nutritious, hygienic and wholesome meals to police personnel cheaper than the market rate and at affordable cost in every district/units messes have been opened which runs on cooperative basis as per the provisions of PPR 17.7.

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DELHI POLICE BAND S.O. No. A-24

As per S.O No. A-24 issued on 16.07.09 a team for Delhi Police Brass Band has been formed under the supervision of DCP/4th
Bn DAP. A team for Delhi Police Pipe Band has also been formed under the supervision of Principle/PTC. Police personnel posted in band teams are issued special uniform for performing functions. They are also available for private functions organised by police personnel when not required for official duties on payment of following charges.

<table>
<thead>
<tr>
<th>Duration</th>
<th>Brass Band</th>
<th>Pipe Band</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st hour</td>
<td>Rs. 2000/-</td>
<td>Rs. 1800/-</td>
</tr>
<tr>
<td>Subsequent hours</td>
<td>Rs. 1000/-</td>
<td>Rs. 800/-</td>
</tr>
<tr>
<td>Conveyance charge</td>
<td>Rs. 700/-</td>
<td>Rs. 700/-</td>
</tr>
</tbody>
</table>

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SAMPARK SABHA (S.O.NO. A-11(OLD S.O.NO.49)

In order to interact with the different ranks to gather information on field oriented issues being faced by the lower functionary, holding of Sampark Sabhas periodically is a successful mechanism for the gazetted officers. By holding Sampark Sabha the grievances of police personnel can be addressed and further action can be initiated. Needless to say, to make Sampark Sabhas meaning full the men should be allowed to speak freely within the framework of discipline and decorum. Once one or two people begin to speak, the ice is broken and more and more people begin to speak out.
ORDERLY ROOM S.O. NO. A-47

According to S.O. No. A-47 issued on 12.10.2010 as per the provisions of PPR 14.10 all DCsP districts/units are holding Orderly Room weekly basis in their offices on specific day. Patient hearing is given to the police personnel. Grievances can be relating to service, disciplinary matters, leave, living conditions, etc. Every effort is made to dispose of the disciplinary matters directly in the presence of the personnel concerned.

DELHI POLICE MARTYRS FUND –SO NO. 421.

Object of the Fund is to provide financial assistance to the family of Delhi Police personnel, who contribute to the fund and are its members and lay down their lives while performing government duty. This fund has been formed with the initial contribution of one day gross salary by all GOs including DANIPS, IPS posted in Delhi as well as all other police personnel. Thereafter repeat one day salary or less contribution could be sought from members, if required after a period of 12 months. Benefit of the fund is that in the event of death while performing govt duty, the widow or any other family member so nominated by the deceased member under the pension rules or legal successor, shall be paid a sum of Rs. 10,00,000/- in lump-
sum and in the event of a death involving gallantary in the line of duty caused this amount will be Rs. 20 lacs.

**SMS ALERT SYSTEM**

SMS alert system has been started by Delhi Police to facilitate the police personnel to know about the sanction of their Spectacle and denture charges, discretionary grant fund, marriage loan, higher education loan, scholarship, stitching charges, HBA, HRA, GPF withdrawal, increments, LTC, leave encashment, pension, income tax calculation, recovery from salary in lieu of leave period, etc.

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**SWACHH BHARAT MISSION**

In the process of “Swachh Bharat Mission” weekly shramdaan/cleanliness programme is being carried out by all the district/units and the entire office premises, toilets, parks, barracks, etc as well as residential complexes are being well maintained under the close supervision of district/unit heads. About 10,000 saplings were also received from Axis Bank voluntarily and the same were distributed amongst all the district/units. In order to strengthen and enhance these activities in innovative ways police personnel are personally motivated by the district/unit heads.

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**SUBSIDIARY POLICE CANTEENS**

As a measure of welfare for the Central Para Military Forces (CPMFs) personnel, the Ministry of Home Affairs have set up a Central Police Canteen System to provide essential items to CPMF families which has also been extended to all State Police personnel of all States. In these canteens products of the registered companies with CPC are kept for sale on subsidised rates.

Subsidiary Police Canteens have been opened presently at :-

- New Police Lines,
- Malviya Nagar,
- PTC Jharoda Kalan, Vikaspuri,
- Old Police Lines Complex

Proposed to be opened at following places:-

- South West District
- South District
- Outer District
- North District
RETIREMENT

All financial benefits like GPF, gratuity, CGEIS, pensions, leave encashment are paid on date of retirement. Retirement functions are held for all the retiring gazetted police officers by CP Delhi at PHQ to honour the retiree by presenting him a momento/issued certificate. At the time of retirement party/function at PHQ all the retirement benefits are handed over to the retiree on the same day. Regular interaction is being made with retired senior officers of Delhi Police by inviting them in functions organised by Delhi Police.