

Circular No.33/2011

Sub: Working arrangement – Diversion of Police Personnel from Local Police Stations – Avoidance –Regarding.

Police stations are provided with manpower for discharging various duties so that people get efficient police services from the police station. In most of the police stations the authorized strength is far lesser than the actual requirement. Any diversion of man power from police stations on working arrangement will severely affect the services provided by the police station and will adversely affect crime investigation, service of beats/patrols etc.

02. It is noticed that diversion of police personnel from police stations under cover of working arrangement has increased despite directions to the contrary issued from PHQ.

03. Section 7 of Police Act 2011 envisages that 'all citizens shall have the right to efficient police services from any police station'. Providing timely and efficient police services to the people is a legal obligation of the police station. Under these circumstances any diversion of police personnel posted in the police station for any work other than police station work will be irregular.

04. Out of the total strength of about 42,000 police personnel in Kerala Police, the strength of police personnel sanctioned in police stations is below 18,000 only. This being so, attachment of police personnel of police stations on working arrangement to Police Offices and other Offices cannot be justified at all. It is also to be noted that regular Head Constables/Assistant Sub Inspectors/Sub Inspectors working in Police Station are investigating officers who have to investigate and dispose off criminal cases. Police Stations are facing very serious shortage of investigating officers. Under these circumstances working arrangement of such senior staff cannot be allowed.

05. Under no circumstances will police personnel posted to police stations be attached to any office as office staff, or to any officer as personal security /office security on working- arrangement. However, the following duties allowed to police personnel of police stations shall not be deemed to be working arrangement for the purpose of this Circular:-

- Sub-divisional office – not more than 4 police personnel in total from the police stations coming under the sub-division.
- Circle office – not more than 4 police personnel in total from the police stations coming under the Circle.
- For investigation/complaint response/crime prevention related duties, police personnel from one police station can be taken to another police station for the purpose of doing some field duty in that police station. The work of the District Police Control Room shall be deemed to be that of the police station for this purpose.

06. In exceptional cases if Police personnel of the rank of Grade Head Constable or Police Constable are to be posted on working arrangement, then the person should be transferred and posted to the District Civil Police Headquarter Reserve before relieving him on working arrangement. The resultant vacancy in the police station shall be filled up as per norms so that the work of the police station shall not suffer.

07. Police station staff of the rank of regular Head Constable and above shall not be taken on any working arrangement.

08. These instructions shall be applicable to those who are posted on working arrangement as per DGOs also. Under no circumstances will a post in a police station be kept vacant due to posting out of any person on working arrangement.

09. Posting of any person in the District Civil Police Headquarter Reserve will not in any manner adversely affect the seniority, pay and allowances of the person so posted.

10. If any person does not desire to be so posted in the Headquarter Reserve of Civil Police, then he shall be recalled from the working arrangement and posted in the police station itself.

Sd/-

State Police Chief

To

All officers in List 'B'.

Copy to: CAs to all Officers in PHQ
Manager, SS/JS A, E, L Sections
Circular Book, Records