



CRIMINAL INVESTIGATION DEPARTMENT

REVIEW

STATE CRIME RECORDS BUREAU
TAMIL NADU

Vol.V

A MONTHLY JOURNAL

Issue: 2

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From the Editor



This issue focuses on police welfare and health management in police.

Police welfare has for long meant taking care of 'roti' 'kapda' aur 'makaan' needs of the personnel, i.e. food, clothing and shelter needs of the personnel.

Supply of subsidized rations, free uniforms, rent-free accommodation, "own your house" schemes etc dominated the police welfare schemes. Later scholarships, health fund and benevolent funds etc made their appearance.

Do such welfare schemes sufficiently meet all the needs of the police personnel? what are the requirements of the police personnel and their families today? what are the State interventions that are needed to meet their needs? An accurate assessment and correct projections are yet to be made.

Once King Akbar was overjoyed with the skills of a certain poet and appreciating him, quickly ordered that he should be given two bhigas of land at once.

Birbal intervened and requested the king to find out what the poet wanted most.

The poet humbly replied that he had to celebrate an important ceremony in his family immediately and needed fifty gold coins to meet his expenditure. He did not want land, as he would not be able to take care of it.

The King was thus made to understand that attending to immediate needs alone is important to the individual. He also realized the importance of assessing needs before indulging in charity.

The police being a non-plan expenditure department, which does not earn any substantial cash returns to the exchequer, every government thinks twice before investing on the department.

However, human needs and aspirations being similar everywhere, the persons who join the police force also aspire for a comfortable life, good health, quality education and job satisfaction. As years pass by for many life is every thing but comfortable, health deteriorates due to job stress, genetic and environmental factors and medical expenses mount. Long hours of duty make them neglect their family welfare and children may not do well in life. Thus the picture of a good life, happy family and sense of achievement remains a mirage for many.

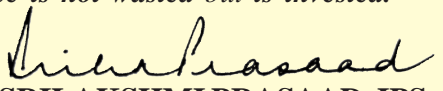
*The difference between aspirations, expectations and reality is the extent of frustration and stress which when not managed properly, **interferes in job performance.***

*Feeling of failure and frustration in life also drives them to take refuge in **alcoholism, drugs** and in some cases makes them commit even **criminal offences** like thefts, robberies, dacoities and cheating. Killing himself, colleagues and bosses is a new phenomenon which is spreading.*

While the results of stress and frustrations are clear to the discerning eye what has not been studied in depth is the requirements of the personnel both at their physical level i.e need to give time for exercise, leisure, holiday etc and mental level i.e counselling for coping with job stress, family stress, financial stress etc This exercise needs to be done urgently so that assessment of physical, mental and psychological needs is made accurately and solutions found.

A holistic approach to the overall well being of the police personnel and their families after sincere and frank assessment of their needs by an impartial body of well meaning, concerned people who are technically qualified to take up this sensitive and humane assignment, is the need of the hour.

*It would be beneficial if we understand that money spent on **Police is not wasted but is invested.***


SRILAKSHMI PRASAAD, IPS,

Instructions for Authors

1. Articles submitted to the Review should be original and should be in English.
2. The length of the article should not usually exceed 5000 words.
3. Articles should preferably be sent in MS-word format in double space with wide margins. If possible, a soft copy on a floppy may also be supplied. For articles sent by email, a hard copy will be requested after the article has been accepted for publication.

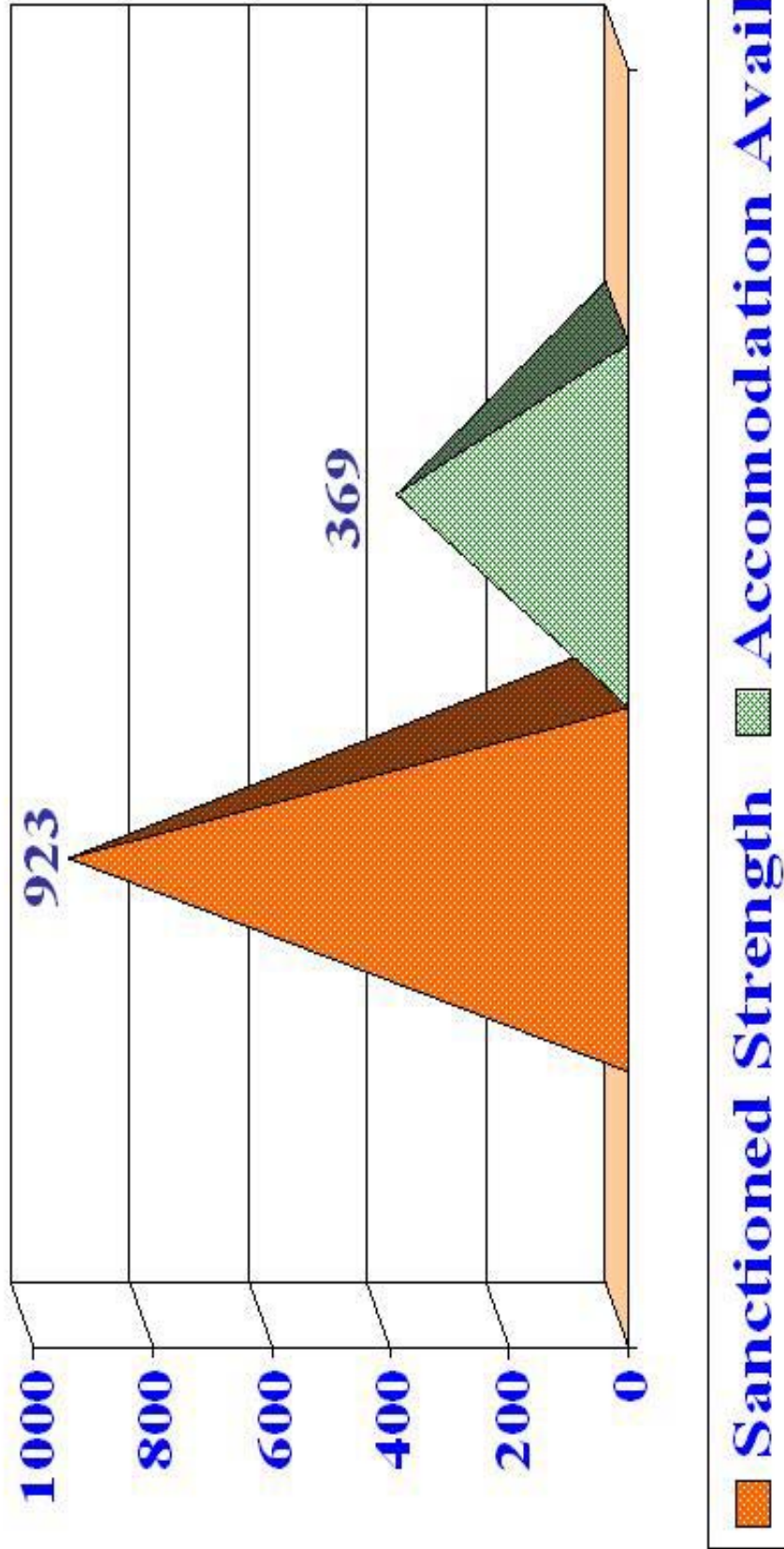
SANCTIONED STRENGTH OF TAMIL NADU POLICE

Sl.No	Name of the Posts	Sanctioned	Actual	Vacancy
1	Director General of Police	5	4	1
2	Addl. Director Genl. of Police	23	23	0
3	Inspr. Genl.of Police	31	31	0
4	Dy.Inspr.Genl.of Police	35	34	1
5	Supdt.of Police	101	98	3
6	Deputy Commissioner of Police (Armed Reserve, S.P. Cat - II)	5	4	1
7	Commandant - I	10	9	1
	Commandant - II	5	5	0
8	Addl.Supdt. of Police (Cate.I)	96	94	2
9	Addl.Supdt. of Police (Cate.II)	10	9	1
10	Dy. Commandant	15	9	6
11	Dy.Supdt. of Police (Cate-I)	618	519	99
12	Dy.Supdt. of Police (Cate-II)(AR)	67	42	25
13	Asst. Commandant(TSP)	52	45	7
14	Inspector of Police(Taluk)	1995	1938	57
15	Inspector of Police (TSP)	139	136	3
16	Inspector of Police (A.R.)	194	192	2
17	Sub-Inspector of Police (Taluk)	5064	4358	706
18	Sub-Inspector of Police (A.R.)	887	592	295
19	Sub-Inspector of Police (T.S.P.)	438	361	77
20	H.C. (Taluk / A.R.)	8885	32458	10213
22	Gr.I PC / Gr.II PC (A.R./Taluk P.S.)	56093	22307	
21	Havildar (T.S.P.)	1468	1468	0
23	Naik (T.S.P.)	1581	1581	0
24	Gr.II P.Cs (T.S.P.)	10789	10714	75
25	Women Inspector of Police	197	158	39
26	Women Sub-Inspector of Police	1412	1331	81
27	Women Head Constable	588	526	62
28	Women Gr.I PC	0	35	-35
29	Women Gr.II P.C.	7943	7943	0
TOTAL		98746	87024	11722

**Net Vacancy in ORS

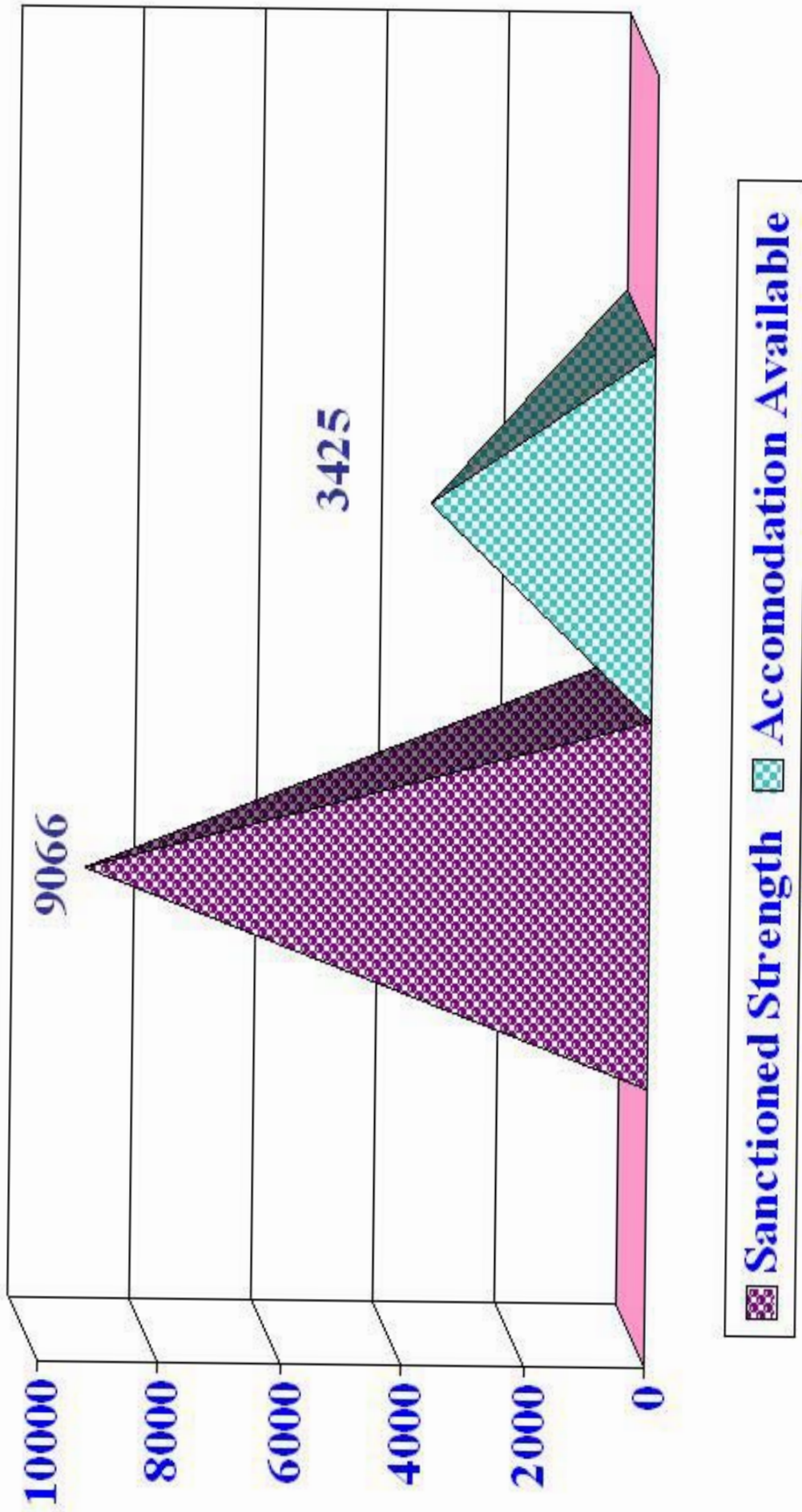
Source: Statistics Cell

DSP'S AND OTHER OFFICERS



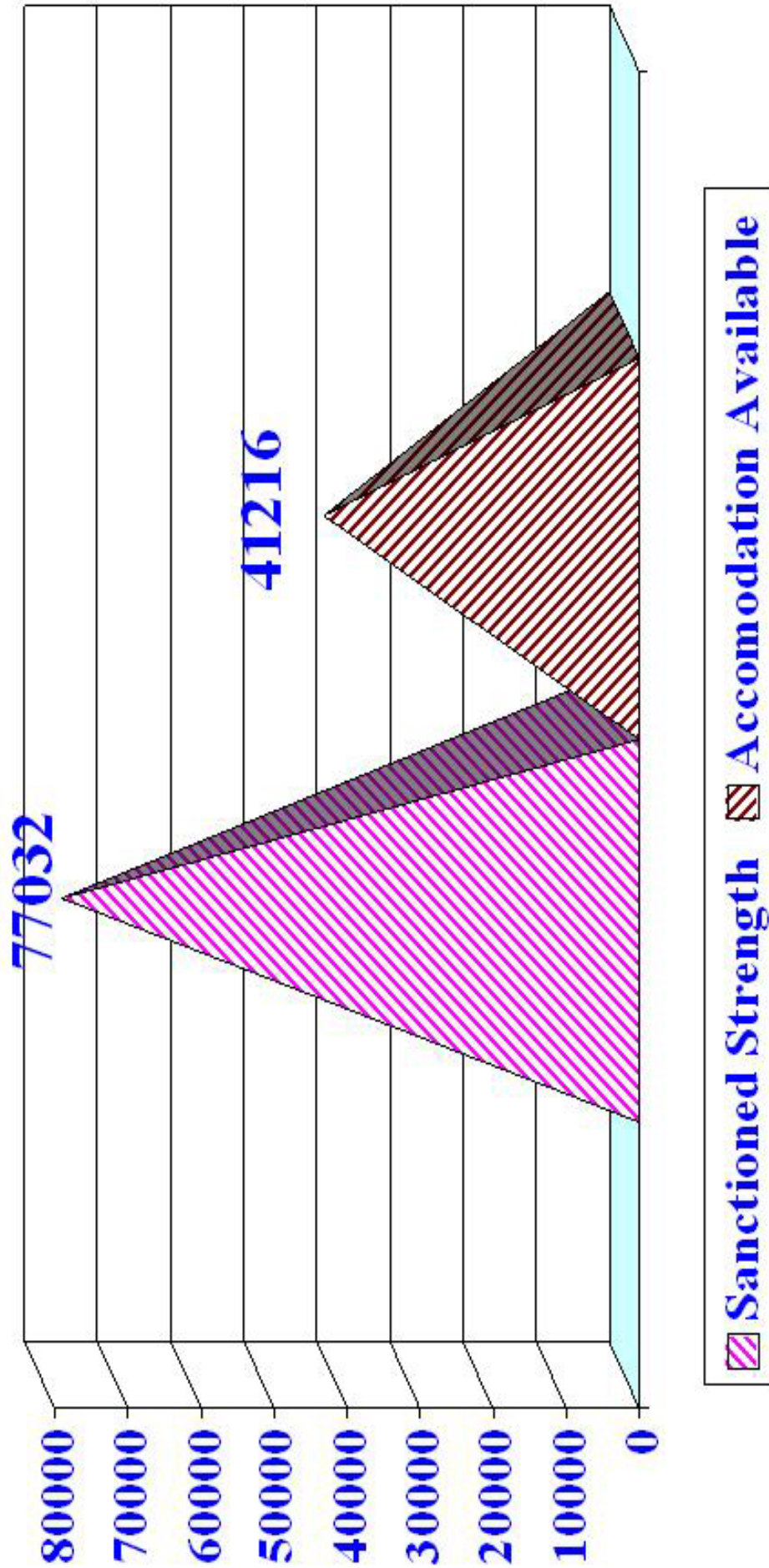
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INSPECTORS AND SUB-INSPECTORS



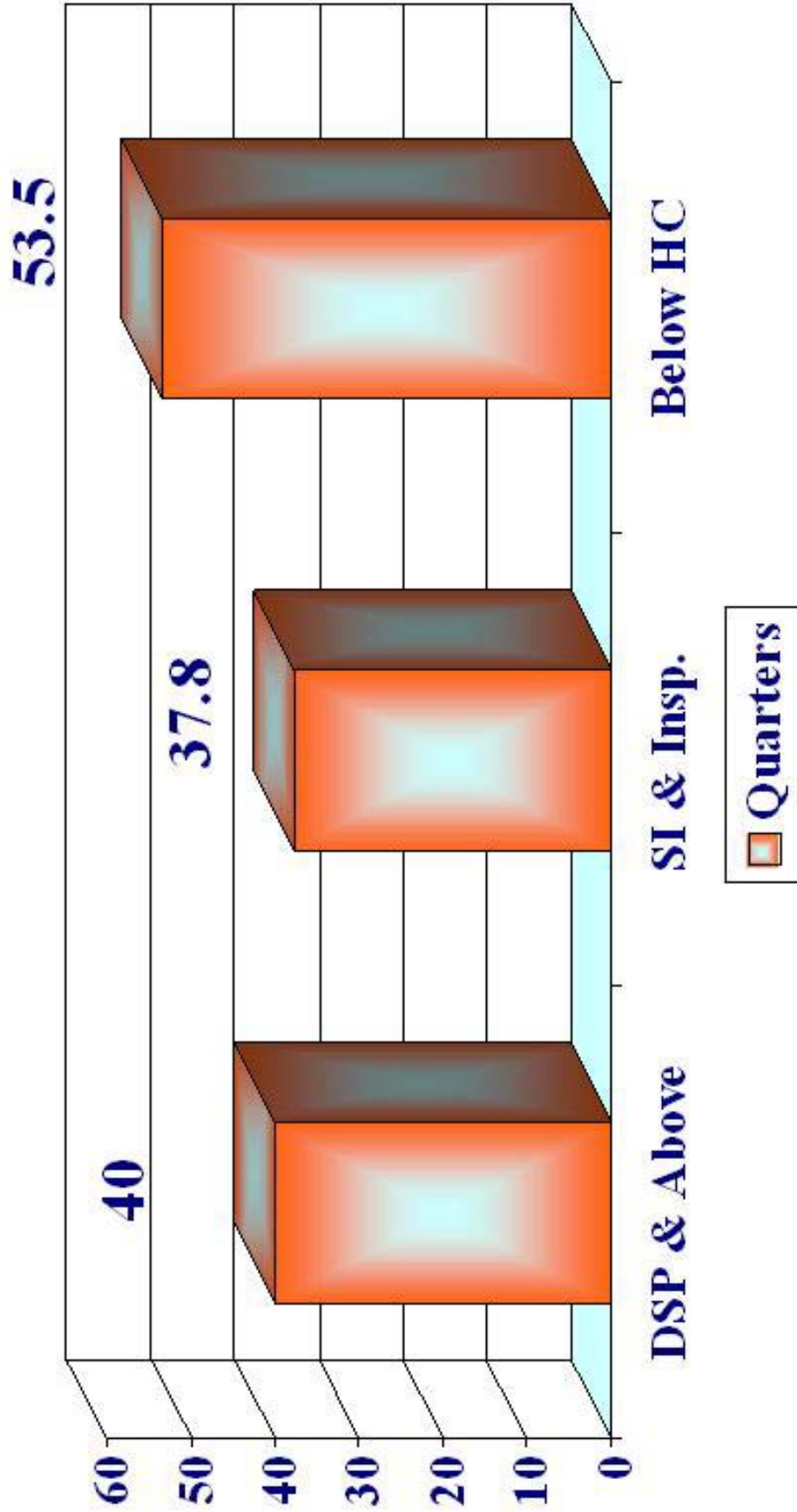
Source: Statistics Cell

HEAD CONSTABLES AND CONSTABULARY



SOURCE: STAUSSUS CELL

HOUSING SATISFACTION (PERCENTAGE)



Source: Statistics Cell

*A WOMAN
SUB-INSPECTOR
WITH HER FAMILY*



*“Where there is righteousness in the heart,
There is beauty in the character.
When there is beauty in the character,
There is harmony in the home.
When there is harmony in the home,
There is order in the nation.
When there is order in the nation,
There is peace in the world”.*

From the speech of Dr. A. P.J. Abdul Kalam.,



*A TRAFFIC CONSTABLE WITH
HIS FAMILY*

*Tamil Nadu Centenary Scholarship
Merit Scholars 2000 - 2001*



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HC 442 – VILLUPURAM



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HC 971 – ERODE



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**Tr. S. RAMANI, IPS.,
Director General of Police,
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Introduction:

The functions and the duties of the Police are arduous. Police personnel face a lot of threat from various persons in the discharge of their duties. They may have to work for long hours on end without any break and may not get a weekly off even. Some times, even the ultimate sacrifice may have to be made. They may have to be separated from their families for long periods and may not find time to attend to or pay attention to their family and personal needs. They are extremely stressed and have to face a hostile public and a critical media. Very little sympathy is available to them and they have to observe a lot of restraint in the face of grave provocation.

2. A policeman has responsibilities and obligations that are peculiar to him alone and it makes him different from other public servants. His

POLICE WELFARE

responsibility is more onerous than that delegated to any member of a comparable profession or occupation. The risk of assault and injury, while performing his duties, has been steadily increasing. It is important in man management that an employee should have a feeling of belonging to the organization. They should feel secure that the organization will take care of their needs and look after their interests.

3. The problem is compounded by the fact that policemen cannot form associations or unions and their rights are curbed statutorily. In order that in spite of all these odds, the morale of the officers and men remain high and they perform their duties well, it is very important that the State and the senior officers in the Police Department step in and attend to their welfare. Thus the subject of welfare is vital for the well being of the force and for its efficient functioning.

4. The subject being so important has naturally attracted the attention of several Police Commissions set up in the past. Let us briefly see what they had to say in this regard and finally examine what has been done so far.

5. **National Police Commission (NPC)** : The National Police Commission in its second report discussed this matter in great detail. It took note of the fact that in May/June 1979 there was unrest and agitation by the Police in some States “in regard to their living and working conditions”. Every one was taken aback by this development. All round efforts were made to redress the grievances. Welfare took the center stage. The National Police Commission observed that “ the manner in which the police personnel live and serve and their hardships make welfare specially important. Governments had tended to give low priority to funding police welfare measures”.

6. The National Police Commission constituted a sub-committee under Thiru. Ashwini Kumar, former DGP, BSF to examine the organization and funding of police welfare measures and also entrusted some work to the National Council of Applied Economic Research (NCAER), Delhi and Tata Institute of Social Sciences to examine in depth the “ economic profile” of a constable’s family. The Ashwini Kumar Committee recommended that “ the police in

India be put in a special category for extending to them, facilities like housing, education, medicare, recreational facilities, vocational training, rehabilitation after retirement and financial aid in distress arising out of destitution or physical disability caused by service conditions". The Committee listed out some welfare measures for adoption and implementation as follows :

- a) providing adequate living accommodation for the personnel and their families;
- b) provision of schools and residential schools for children;
- c) sponsoring and running of correspondence courses for the personnel both in the academic and technical field;
- d) provision of libraries, both static and mobile
- e) establishment of hospitals and dispensaries;
- f) establishment of family welfare centers, crèches and maternity centers;
- g) providing spare time employment for the members of their families to augment income;
- h) financial assistance to the families and dependents and to those who are disabled due to rigours of service;
- i) rehabilitation of those who retire or are medically

- boarded out being no longer fit for active service;
 - j) provision of vocational training for the handicapped;
 - k) encouraging group insurance and savings schemes;
 - l) provision of canteens and departmentally run grocery and allied stores;
 - m) arranging subsidized technical and vocational training for the wards of the personnel and providing employment opportunities for them;
 - n) provision of recreational facilities like indoor and outdoor games and equipping recreation rooms with radio and television;
- and
- o) to alleviate distress

Ashwini Kumar Committee agreed that these activities will need funding. "Though self help would be the main stay of all welfare funds, generous grants-in-aid, both recurring and non-recurring by the Central and State Governments will be absolutely essential", it said.

8. The National Police Commission broadly agreed with the Ashwini Kumar Committee. It broadly categorized the welfare measures into two. The first category covered items such as "pension, family pension, gratuity, medical facilities, housing

etc. which should be deemed as a part of conditions of service of the police personnel and, therefore should be funded fully and adequately by Government".

9. The second category would cover measures such as "welfare centres to provide work for police families and help in augmenting their income; financial aid and encouragement for pursuing higher studies by police children who show merit; financial relief in distress situations, not provided for under the regular rules; recreation and entertainment facilities to make life more bearable to the police families in the midst of stress and strain of their daily life etc".

10. The National Police Commission noted that "for organizing welfare measures of the 2nd category we would need an adequate welfare fund which should be built up by contributions from the police personnel themselves, supplemented by adhoc grant from the Government and sustained by recurring contribution and grants".

11. The Commission recommended that the commitment of an officer towards welfare of his subordinates should be commented upon in the Annual ACR (It is in fact being done these days). The Commission wanted the wives of the officers "in

bringing together the families of police personnel and encouraging their collective involvement in welfare work of different kinds". It listed out the "most advantageous and beneficial arrangements" being followed in some States and recommended that the other States also do the same thing. The items listed are under the following heads:

- a. Pensionary benefits, including extraordinary pension, gratuity and compensation in special situations.
- b. Medical facilities
- c. Educational facilities
- d. Special entitlement for leave
- e. Group Insurance Scheme
- f. Family-welfare-cum-work-centres
- g. Canteens and Co-operative Stores
- h. Welfare fund
- i. Welfare officers

12. **Ex-gratia:** The Commission (NPC) noted that the "Government should take special care of the family of a policeman who happens to die or get disabled in circumstances arising from the risk of his office". In the case of personnel who die in harness, it recommended :

- a. Gratuity equivalent to eight months pay last drawn by the deceased
- b. Monthly pension to the family equal to the last pay drawn till the

date on which the deceased would have normally reached superannuation and thereafter a monthly pension equal to the amount of pension to which the deceased would have been entitled, if he had continued in service till the dates of his superannuation".

- c. An ex-gratia payment of Rs. 10,000/- as immediate financial assistance.

13. **Medical Facilities :** The Commission endorsed the Ashwini Kumar Committee recommendations for Police Hospitals and special wards in Government hospitals and further added that special arrangements are needed for getting a medical officer to visit the police lines at short notice to deal with emergencies in which the patient cannot be moved quickly to the hospital. Arrangements for line-visits by Government doctors was recommended. Police hospitals should also be allowed to treat retired police personnel and their families, it noted. It cast a responsibility on the part of the officer-in-charge of police welfare in the State to monitor the position regarding delay in reimbursement of medical claims, so that it is avoided.

14. **Educational Facilities:** Regarding educational facilities, the

National Police Commission recommended that

- a) there should be free education upto high school standard,
- b) children of policemen should get a grant of Rs. 50/- per annum per child in lumpsum for purchase of books,
- c) there should be no fees charged in Government or Government aided schools,
- d) scholarships should be provided for vocational education,
- e) there should be a hostel accommodation for children of policemen at every divisional HQ and
- f) special scholarships should be given on grounds of exceptional merit for University education.

The National Police Commission lamented that 'police children are particular handicapped in' the lack of adequate parental care and that children in most police families suffer from bad neglect on this account. Studies by Tata Institute of Social Sciences showed that children amongst 66% constables dropped out of schools between 6th & 10th standards.

15. **Police Education Fund:** The National Police Commission recommended the creation of a separate police education fund in each

State made up of contribution from the constable themselves and supplemented by grant from the Government. The aim was to establish “at least one police school in each district HQ which could take in police children upto 12th standard. The National Police Commission wanted the management of such schools to be supervised by the Head of the training wing of the Police Department and overseen by a Police School Board whose Chairman could be the Head of the Department of Education in the State and the member-secretary could be the Head of the training wing in the police. Police children who do exceptionally well in these schools was to be encouraged with scholarships from the Police Welfare Fund to pursue higher collegiate studies.

16. Retirement dues & terminal benefits : The National Police Commission observed that early settlement of retirement dues is a specific point of grievance. In the study undertaken by the Tata Institute of Social Sciences, it was found that 36% made a mention of this. They will feel assured if the department assures them that all such dues will be settled in good time. A policeman should receive his full pension order along with the gratuity amount and other dues on the very day of retirement itself. The

Commission was very pleased with the arrangement of a COP in one stall to organize farewell parades for “all policemen who retired every month” and “seeing them off in a solemn ceremony with the full payment of their dues and pension order”. It commended this initiative to all police personnel.

17. Leave: Inadequate provision of leave reserve is one of the main reason behind the organization’s inability to sanction and rotate leave promptly among operating personnel, the National Police Commission said. The study by Tata Institute of Social Sciences showed that nearly 54% of the constables remained without availing their entitled leave.

18. Insurance: The National Police Commission observed that Group Insurance schemes are available for all categories of staff. It listed out a few schemes and made a mention of two specially attractive schemes and recommended their adoption in other States.

19. Welfare Fund : A good welfare Fund is needed to take care of a host of welfare activities. Every large Force should have such a fund and it cannot do without one. The importance of such a Fund cannot be over emphasized. BSF has a specially large Fund made up with

subscriptions raised from within the Force. Government also give grants. The National Police Commission observed that the BSF “is able to take up welfare activities worth over a crore of Rupees each year”. The Tata Institute of Social Sciences study commissioned by the National Police Commission showed that “the concept of welfare fund has not yet sufficiently spread among the police personnel”. The Commission exhorted the leadership to step in and “build up police welfare to cover all police personnel”. National Police Commission felt that 60% of the requirements of the Fund should come from the contribution of the police personnel themselves, 20% from government grants and 20% from interest generated by the initial lump sum grants. It said that the contribution from the personnel should be made compulsory on a graded scale from the constable to the IGP.

20. Welfare Centres : The National Police Commission also said that welfare centres should be established near the police lines so that the women folk, could engage themselves in productive employment to “augment their families income”. Since a policeman is “precluded from engaging himself in other trade and employment” by virtue of his profession, and as the scope for

employment by his family members is also limited, special assistance is needed in this regard. National Police Commission observed that the existing work centres need considerable improvement so as to cover more families.

21. Canteens : The Ashwini Kumar Committee set up by the National Police Commission had recommended opening of “Canteens and grocery shops in places where there is a large concentration of police personnel “ and it should be” exempted from sales tax, as in the case of the Army, to enable them to get consumer goods at, reasonable rates”. While agreeing with this, the National Police Commission further added that “ educated girls in police families and retired police personnel may be given first preference for employment, to manage and run these canteens and stores”.

22. Recurring Deposit Schemes: The National Police Commission also recommended the Recurring Deposit Scheme which has been organized by the BSF that “ helps in augmenting the pension and gratuity assistance for the personnel at the time of their retirement”. The salient features of this scheme are as under :

- a) The minimum rate of contribution is Rs. 10/- per

month. Those desirous of contributing more, could do so in multiples of Rs. 10/-.

- b) Individual recurring deposit accounts are being opened with the Syndicate Bank at Delhi.
- c) The Bank will issue a pass book to each contributor.
- d) The contribution will be deducted from each person at source by the HQ of the BSF and remitted to the Bank.
- e) The amount will be payable to the depositor at the time of his retirement or resignation or boarding out, or in the event of his death, to his nominee.
- f) The contributor can continue his RD account even after leaving the force by dealing directly with the Bank.
- g) The rate of interest will be 10%.

23. Sports : The National Police Commission wanted sports to be organized for police families, specially the children, to be deemed an integral part of welfare measures.

24. Welfare Officers : Every State Police must have a whole time Police Welfare Officer at State HQ. He should by his “ initiative and interest” organize welfare activities in every district / battalion. The National Police Commission left it to the State Government to decide about the

rank about the officer to be posted. Great stress was laid to policemen who retire and the assistance needed by them. They have to be told as to how to settle down in comfort. They could be given assistance in matters like securing land for cultivation or facilities for self employment. The National Police Commission felt that the State Police Welfare Officer should help in this regard.

25. From the previous paras it may be seen that a very comprehensive review of police welfare measures was made by the National Police Commission which also gave a lot of recommendations. Almost everything that is to be said regarding welfare has already been said by them.

26. Sabanayagam Police Commission : The IInd Tamil Nadu Police Commission chaired by Thiru P. Sabanayagam, IAS, in its report submitted in 1990, also discussed the subject of Welfare.

27. It recommended uniformity and special pay commensurate with job requirement. Instead of payment of risk allowance it favoured payment of substantial compensation to the legal heirs of those who lose their lives or suffer various degrees of disability. The Commission recommended payment of premium by Government to the Group Insurance proposals submitted by the Oriental Insurance

Company. It recommended payment of conveyance allowance to those who have no staff cars and are obliged to attend to official duties. The Commission also recommended a ceiling of 40% of basic pay towards TA/DA applicable for DSsP & all subordinate officers to all journeys performed within their jurisdiction. Journeys outside their jurisdiction should not be subjected to any ceiling, it said. It wanted enhancement in payment of feeding charges and also recommended an increase in the payment of uniform and maintenance allowance. The Commission recommended housing facilities to be improved. It wanted government to consider having an engineering/medical college to be partly financed by them and partly by government.

28. **Ex-gratia Payment:**

The 2nd Tamil Nadu Police Commission examined the need for properly compensating dependents in the event police officers being killed in action. It felt that when a police official dies in the hands of extremists or enemy action, his family should be fully protected. On the lines of Punjab, Haryana, Madhya Pradesh etc. the deceased's nominee should be paid last pay drawn till the notional date of retirement of the

official killed, the Commission observed. Thereafter family pension, as per rules should be paid.

29. **Tamil Nadu Police**

Benevolent Fund: Regarding Tamil Nadu Police Benevolent Fund, the Commission recommended that the government grant could be raised from Rs. 5 lakhs to Rs. 8 lakhs per annum. Officers from DGP downward should also subscribe to the fund.

30. **Extra Time Remuneration:**

Regarding extra time remuneration (ETR), the Sabanayagam Commission said that "compensation by way of ETR is no substitute for a day off and that with increased staff it should be possible to give a weekly off to all for one day". In case the men had to work for the 7th day also, it was recommended that the State Government may compensate all police personnel making them eligible to a day's earned leave for every 8 days instead of one day for every 11 days.

31. **Food Subsidy Scheme:**

Regarding ration subsidy the IInd Tamil Nadu Police Commission recommended that it be maintained at 50% of the prevailing rates irrespective of cost escalation. It also wanted a simplified procedure

to be followed, to reduce scriptory work. It wanted "the eligible personnel to be given colour cards with coupons with which he could draw the rations, but only pay the amount less the subsidy. The coupons collected could be sent from the retail civil supply outlets to their regional office for reimbursement of subsidy element from the Unit officers periodically.

32. **Welfare Centres:**

The Commission expressed concern at the way welfare activities were being run on the campuses. It recommended that senior officers of the rank of DIG and above should ensure that the office bearers of such welfare activities take interest and ensure that such ventures are run successfully. Professionally qualified voluntary organizations should be requested to guide and assist them in the proper functioning of the production units.

33. **Police Club:**

The Commission also recommended that in every district HQ, a police club of say 200 sq. meters with a couple of dormitories should be put for visiting policemen & officers and run on "no profit no loss basis".

34. 'Strangely, the Padmanabiah

Committee on Police Reforms did not devote any chapter to the subject of Welfare, as such.

35 . Having just seen what the earlier Commissions have said about Police Reforms, let us see what is in place in actual practice now, in the Tamil Nadu Police.

36. Our State Government has always accorded the highest priority to the well being of the Police Department and has instituted a number of welfare measures. They include the following

a) Tamil Nadu Police

Benevolent Fund : This fund was started in the year 1957 to grant monetary and other types of relief to non-gazetted staff and their dependents. Subscription is collected from the members, besides donations from within the Department. The annual grant to the fund from the Government now is Rs. 50 lakhs. During 2005, a sum of Rs. 1,45,86,500/- was spent to help 4,064 beneficiaries.

b) Tamil Nadu Police Centenary Scholarship:

The Tamil Nadu Police Centenary scholarship Fund was started in the year 1959 for granting scholarships to deserving children of non-gazetted police personnel. The fund is made up of lump sum contributions and annual donations received from time to time. During 2005, a total amount of Rs.

1,34,36,500/- was distributed among 3809 children of police personnel for the academic year 2004-2005.

c) The Tamil Nadu Government Special Scholarship Fund:

This fund was created for awarding monetary relief to talented children of non-gazetted police personnel to pursue higher education. Under this scheme a sum of Rs. 2,00,000/- is distributed every year as grant of scholarship to outstanding children of non-gazetted police personnel at the rate of Rs. 40,000/- to the first rank holder and Rs. 20,000/- each to the 2nd to the 9th rank holders who have obtained admission to professional courses through entrance examinations in Tamil Nadu.

d) Educational Prizes :

Rs. 7,000/-, Rs. 5,000/- and Rs. 3,000/- respectively are awarded to the first, second and third rank holders, among the children of police personnel. The prizes are given at the district level in the Higher Secondary Examinations. So also prizes of Rs. 6,000/-, Rs. 4,000/- & Rs. 2,000/- are awarded to rank holders in the 10th standard Government examinations. Funds needed

are allotted by the State Government.

e) Police Hospitals: There are 12 Police Hospitals in the State which take care of the medical needs of the police personnel and their families.

f) Tamil Nadu Police Health Fund :

This was established for providing financial assistance to the police personnel and their families, who are suffering from major ailments or who need special surgery. Each employee contributes Rs. 15/- per month as subscription to the Fund. Government grants Rs. One Crore to this scheme each year.

g) Ex-Gratia Payments :

Under this scheme ex-gratia payment is made in the case of death or injuries during performance of their duties under heroic circumstances. Rs. 5 lakhs is paid in the case of death and Rs. 1 lakh in the case of permanent incapacitation. Rs. 20,000/- is paid in the event of serious injuries and Rs. 10,000/- in the case of simple injuries. In the case of Core Cell CID, Commando Force & Commando School, a higher amount of ex-gratia is paid. For death, an amount of Rs. 10 lakhs is paid to a DSP and Rs. 6 lakhs for a Constable to Inspector. In the case of

permanent impairment Rs. 4 lakhs is paid and in the case of disfigurement Rs. 2 lakhs is given to all ranks. In the case of STF personnel an ex-gratia amount of Rs. 10,00,000/- is paid for all ranks who are killed or incapacitated under heroic circumstances. Also the last pay drawn is paid as family pension upto the date of superannuation of the deceased who dies under heroic circumstances.

h) Tamil Nadu Police Insurance

Scheme : As per Tamil Nadu Police Insurance Rules, which came into effect from 1.4.97, compensation is awarded in case of death/permanent disablement during performance of duties. A budgetary provision of Rs. 10 lakhs per year for this purpose is made by Government.

i) Food Subsidy Scheme :

Under this scheme, essential commodities such as rice, sugar, wheat etc. are supplied to police personnel upto the rank of Inspector at half the rates applicable to the general public through the Public Distribution System.

j) Appointment on Compassionate Grounds:

The ban which was there has since been removed. Now heirs of deceased police personnel will be able to get appointment.

k) Extra-Time Remuneration:

This is being paid at the rate of Rs. 150/- per day for Police Constables and Head Constables who are drafted for duties during their weekly off.

l) Housing :

The Tamil Nadu Police Housing Corporation Ltd. has been set up to undertake all construction, renovation and maintenance and special works of the Police Department. Taking into account the hardship faced by the Police personnel, who suffer from lack of proper housing facilities, the Government sanctioned construction of 1000 quarters every year. Subsequently it was raised to 2500 quarters and then to 3000 per year. So far 20,230 quarters were constructed. Out of a sanctioned strength of 98,897, quarters have been provided for 42,016, which is about 42%. Many more are under construction and the figure will touch 47.91% very soon. These days more spacious quarters are being built for all ranks and the standard of construction is also excellent. So this important welfare need is being taken care of very well.

m) Creches : Creches were constructed at six Commissionerates so that the children of the women police

personnel may be attended to. Each Creche has one Aaya who is paid Rs. 1,500/- p.m. Rs.15/- per child is also paid for diet charges.

n) Grievance Day : Grievance days are held regularly when officers from the rank of SP to DGP directly meet the men and hear the grievances. Time bound action is taken on the petitions. SsP have been instructed to hold orderly rooms regularly during parade attendance and take action on complaints.

37. Thus it may be seen that most of the recommendations of the earlier Commissions have been implemented plus a lot more has already been done. This is not to say that there is nothing else to do. For instance the question of payment of Extra Time Remuneration has to be looked into and the working of the crèches examined. Some more improvements may be needed. Newer schemes can be implemented. The 3rd Tamil Nadu Police Commission set up under the Chairmanship of Thiru R. Poornalingam, IAS, will also, I am sure, address the question of welfare even more deeply. There is no doubt that it will come out with useful recommendations in this regard. Welfare, is an extremely important matter and it deserves to be looked into very seriously by the Police leadership.

POSITIVE THINKING

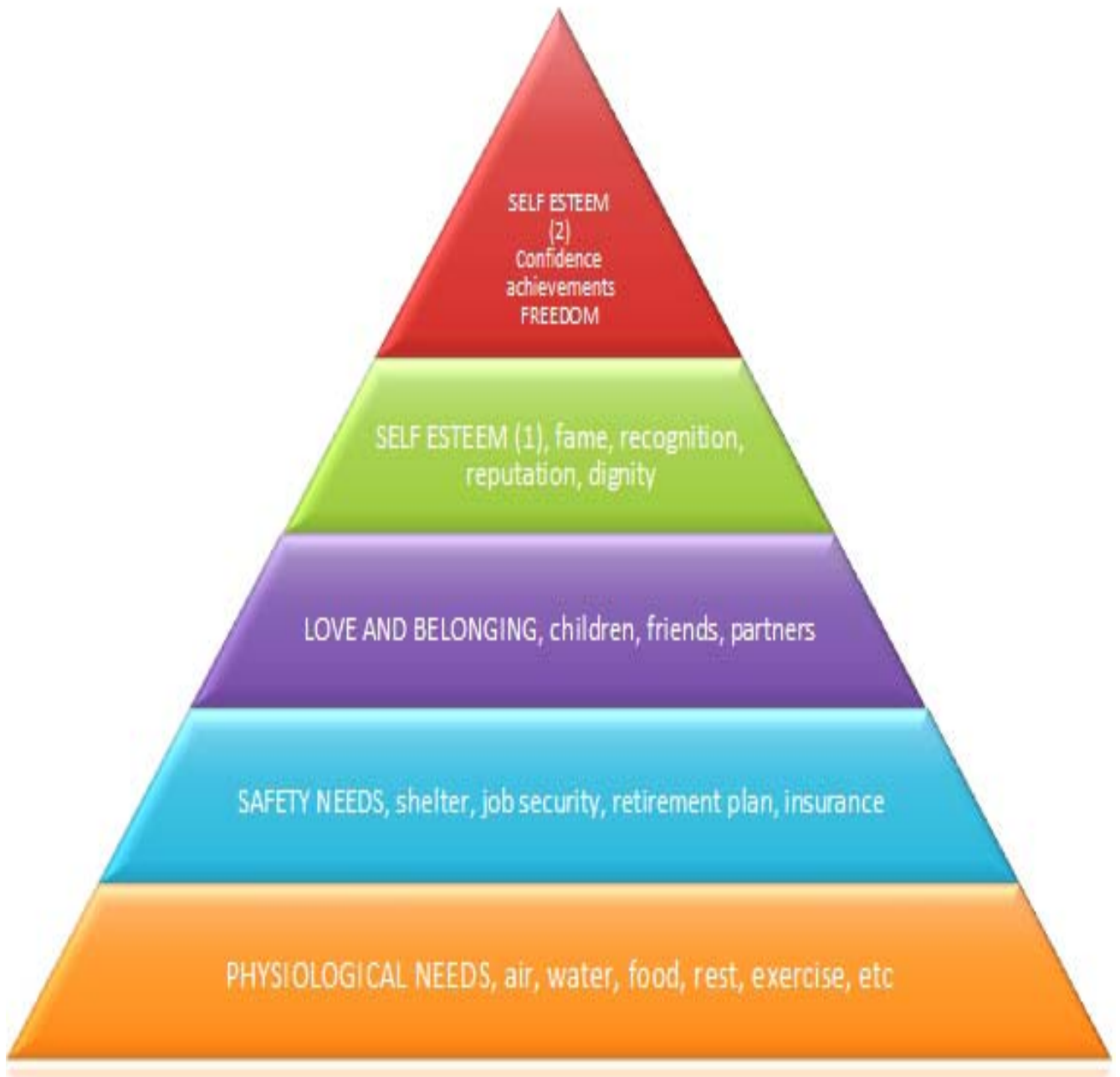
***IF YOU THINK YOU ARE BEATEN; YOU ARE,
IF YOU THINK YOU DARE NOT, YOU DON'T
IF YOU LIKE TO WIN, BUT YOU THINK YOU CAN'T
IT IS ALMOST CERTAIN YOU WON'T.***

***IF YOU THINK YOU WILL LOSE, YOU ARE LOST,
FOR OUT IN THE WORLD WE FIND,
SUCCESS BEGINS WITH A FELLOW'S WILL
IT IS ALL IN THE STATE OF MIND.***

***IF YOU THINK YOU ARE OUTCLASSED, YOU ARE,
YOU HAVE GOT TO THINK HIGH TO RISE,
YOU HAVE GOT TO BE SURE OF YOURSELF
BEFORE, YOU CAN EVEN WIN A PRIZE.***

***LIFE'S BATTLES DON'T ALWAYS GO,
TO THE STRONGER OR FASTER MAN,
BUT SOONER OR LATER THE MAN WHO WINS,
IS THE MAN WHO THINKS HE CAN!***

MASLOW'S HIERARCHY OF NEEDS





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Human needs could be very broadly classified into biological/physiological, mental and intellectual/spiritual. **Abraham Maslow** who was a leading exponent of humanistic psychology developed a **theory of motivation** describing the process by which an individual progresses from fulfilling basic needs such as food, shelter and clothing to the highest needs of what he called self actualization-the fulfillment of one's greatest human potential.

Since the behaviour of an individual at a particular moment is usually determined by his or her strongest need, whenever dealing with human resources, an understanding of human needs and their effect on performance and attitude would be useful to managers.

Maslow's hierarchy of needs:

The hierarchy theory of Maslow is often represented as a pyramid, with the base representing basic needs and the apex representing self actualization.

To each according to his needs...

The Physiological needs for survival like food, shelter, warmth etc are at the base. These needs have the highest strength till they are somewhat satisfied. Since these are basic needs for sustaining life itself, at this stage the majority of the persons activity will revolve around these needs and he will not be motivated by other factors.

Once these become gratified, the **safety and security** needs become predominant.

These will motivate and dominate the activity of the individual and hence these are placed next. At this level the individual feels the need to be free from fear of physical danger and deprivation of basic physiological needs. A need for self-preservation develops and so does the concern for future. When safety and security of his person and property are in danger every thing else becomes less important.

After satiating these security and safety needs, man moves towards fulfilling his **social or affiliation needs** like the need of being a part of a group, acceptance from colleagues, leading a family life etc. When these needs dominate, the individual would be seen striving for meaningful relations with others.

Fulfillment of these needs makes him search for the next level of needs of **Self esteem** in the form of recognition of contribution, self-respect, sense of achievement etc. Satisfaction of the esteem needs produces feelings of self-confidence, prestige, power and control. People begin to feel that they are not only important but that they have some useful effect on the environment.

It is interesting to note that when people are unable to satisfy their esteem needs through constructive behaviour, they may resort to disruptive or immature behaviour, employees may engage in work restriction or arguments with co-workers or boss, a child may throw a tantrum etc "Recognition is not always obtained through mature, reasonable or positive adaptive behaviour. Sometimes disruptive and irresponsible behaviour is exhibited". Most of the problems of the management that are created by the employees perhaps could be from the frustration that sets in the minds of the employees due to non-fulfillment of their esteem needs. After quenching one's thirst of esteem needs one moves to developing a need to make a worthwhile contribution by developing one's full potential and this is called by Maslow as '**self**

actualization'. "What a man can be, he must be" said Maslow, describing this need. "Self actualization is the desire to become what one is capable of becoming. Individuals satisfy this need in different ways. "In one person it may be expressed in the desire to be an ideal mother; in another it may be expressed in managing an organization; in another it may be expressed athletically; in still others by playing the piano. . . ." "in a combat, a soldier may put his life on the line and rush into a machine – gun nest in order to destroy it knowing fully well that his chances for survival are low. He is not doing it for affiliation or recognition, but rather for what he thinks is important. In this case you may consider the soldier to have **self actualized**; to be maximizing the potential of what is important to him at that time."

This hierarchy of needs though not rigid or universal is typical enough for broad generalization and is seen to be operating most of the time. The scope for specific exceptions is not ruled out.

It is not essential or even necessary for the employer to provide for the employees needs but it is essential for them, in their own interest to **understand the motivation** of their employees to motivate them on those lines and obtain optimum productivity besides maintaining a enviable employee-employer relation. It is a

good argument that since the needs only change and do not cease, there is little use in trying to fulfill various needs of the employees but it needs to be realized that once the basic needs are fulfilled the employee starts working for perfection in his work, seeking recognition, which is a **higher level need in itself** he would become an asset to the organization. Hence it is in the interest of an organization that employees are assisted to **move up the hierarchy of needs** to the point where they are interested in achieving recognition for their achievements.

In this context, it would be worth while to study the extent of utility of police welfare schemes after duly assessing motivational levels prevailing in different lower ranks in the force.

Police welfare as a concept has been in the past limited to enabling the family members (mostly wife and daughters) of the police personnel earn a little income by taking up jobs like tailoring and stitching uniforms, knitting socks etc for police personnel but these have not taken strong ground due to changing socio-economic realities. As more and more policemen started marrying workingwomen, the need to take up such activities for earning an extra income lost its charm though the schemes are still in existence.

However, the Government, on realizing that the under the changing socio-economic circumstances, the uppermost concerns of the police personnel started to revolve around safety, health, education and housing the focus of State welfare measures shifted towards introducing schemes satisfying these needs. In TamilNadu the **TN Benevolent Fund** for providing monetary help to members subscribing to it in special circumstances like prolonged illness, death of a member, **scholarships** for higher education of children, the **risk allowance scheme**, the **family benefit scheme**, the **compassionate ground appointment scheme**, The police **Housing scheme**, **food subsidy scheme**, **Health fund scheme** are a result of this thinking.

The higher need to recognize merit has also received due attention in the schemes of medals and rewards like the Chief Minister's Police Medal Scheme for recognizing the outstanding devotion to duty, Gallantry, and Chief Minister's constabulary Medal for exemplary performance of duty.

The third police commission of 2006 is expected to **assess** the changing needs and suggest suitable measures to satisfy them in order to make the force more performance oriented.

Though the present schemes have indeed fulfilled certain important and

pressing needs of a state dependant force quite satisfactorily, there is much more that requires special attention. The **inner needs** of the individuals need to be addressed scientifically through effective intervention mechanisms which demand only one's time and not much money. The more important welfare measure would be creation of a sense of belonging and generating a feeling of oneness in the police force, cutting across caste and class factors. A touch of spirituality and a stroke of philosophical attitude if encouraged could bring about a healthy mental revolution and move us from being self-centered to becoming others oriented. The more open hearted and less selfish we become the more are we at peace with ourselves and with the world within and outside us and this gets reflected in our dealings with public.

More often than not our own distress results in irresponsible behaviour with public. This underscores the need for **better stress management** in the police. In fact teaching stress control and assisting police personnel to manage their stress which results from a combination of professional and personal reasons would be the most valuable welfare measure we can ever imagine.

My experiments in the field of stress management as the range DIG for two years in Vellore range, following the method of **group therapy** for stress management using instrumental music meant for meditation and healing * had a tremendous effect on the personnel who attended the sessions regularly. We had received incredible feedback from those who attended the sessions as well as from public who could perceive a change in treatment meted out to them by these refreshed personnel.....the results need to be experienced personally to be believed. Similarly my experiments in acquainting police personnel with "Kriya Yoga" as a group activity gave encouraging results

Unfortunately every individual initiative however useful ends with the person's tenure when it is not formalized as a state policy and monitored periodically by the Government. So did mine but I have no doubt in my mind about the positive effect of soft soothing melodies on maladies afflicting the human mind and I am equally confident that such music therapy and Kriya Yoga for stress management if taken up seriously as alternate medicine will reduce incidence of alcoholism, smoking and graver bad habits which have

enslaved a part of our police force. Group therapy is found to be more conducive for improvement than individual practice.

An analysis of suicides in police over the last five years shows that 104 personnel committed suicide from 2001 to 2006, out of which 14.56% are attributed to alcohol addiction, 23.92% to various physical ailments and resultant agony, 12.48% to bankruptcy, 11.44% to illicit intimacy, 13.52% to family quarrels among others.

A periodic true and accurate assessment of physical and mental health and required follow-up action is almost essential in these times for,

Can we afford to stay away from addressing the needs of the psyche and the mind of the people we are recruiting and who would remain with the department and grow with it for nearly 35 years after recruitment?

After investing so much on recruitment and training of personnel would it be pardonable if we are unable to address their inner needs?

Are we not duty bound to work out programmes and also encourage individual initiatives of such of those activities, which keep them mentally agile and physically fit?

"Instead of giving a man a fish, teach him fishing" says a Chinese proverb.

Let us work for lasting solutions.

* *The yogic / healing music of Sri Sri Sri Ganapathy Sachchidananda swamiji of Mysore was used .*



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Introduction

Our Police force are truly performing the most arduous and unenviable task 24 hours a day x 365, to perform the multifaceted roles of protectors, rescuers, regulators, counselors, guardian angels and what not! Indeed, to be able to optionally perform these physically tough and mentally challenging tasks, it is important that our uniformed guardians enjoy good health (Physically and mentally as defined by the WHO) and fitness status, all through their working career. It is said that there are two types of people—those who eat to live, and those who live to eat; the latter are the gluttons who may indulge unwisely, thus endangering their health! Again, when a person is engaged in achieving a task within increasingly shorter time—frames and deadlines due to pressure from above (read political bosses) and below (read Public) it is obvious that a great degree of real

Keeping our Guardians Fit & Healthy:

and significant health – affecting stress becomes a part and parcel of the Police person's life – this has again far-reaching adverse medical / health consequences !

In this article we have attempted to outline simple but effective tips and guidelines on healthy dietary habits for all, particularly the police personnel. As physical exercise is part of their training, we are not mentioning that important aspect of lifestyle in this article. But we have included a most important aspect of stress management viz. Yogic Practice, in its most authentic practical form and relevance along with methods for mind control, in coping with stress and optimizing mental performance under the most trying and difficult conditions. This task has been made easier by the important inputs from a friend and renowned Yoga Consultant-

Mrs.Sujaya Isaac. Practicing Yoga Specialist , 'Yogakalaa' Chennai. The practical tips for good and healthy eating and stress control given below are in simple assimilable bullet form (Not real lead ones but the printed bullet lines!) Goahead, read it, put it into practice and hopefully get benefitted!!

II Good Dietary Habits

vA well balanced diet is a diet includes

ØCarbohydrates

ØProteins

ØEssential Vitamins

ØMinerals and important nutrients

ØAntioxidants

v Include Plenty of fresh vegetables / greens / Fruits / Pulses / Cereals in your diet

ØRegularity, Flexibility and Moderation are important in food intake.

ØSpace your meals throughout the day, avoiding heavy meals at nights as it may be difficult to digest the food, during sleep.

ØAvoid deep fried foods as this kills most of the nutrients from vegetables. You could compromise and have fresh and steamed vegetables twice or thrice a week.

ØDrink atleast 8 glasses of water per day as this detoxifies the body (Increase the amount in summer months).

ØAvoid drinking more the 2 cups of coffee or 2 cups of Tea per day. If you do feel like drinking something hot in between, you

could try some herbal / Fruit tea / Green tea etc.

Ø Try hard to reduce Alcohol intake **stop smoking!**

III Stress Busters

1. Physical / Physiological

Exercise – of which walking is the best as it can also be relaxing at the same time – 40 to 45 minute of brisk morning walk with deep breathing and mental humming of your favourite music or bhajans, is the best tonic to sustain you for the whole day!

2. Yoga and Meditation –

Research shows that 10 minutes of mediation per day can help you focus and unwind. (more of this given further down)

3. Finding a hobby, listening to music or doing something that you like everyday will release the good hormones

(endorphins) which will help your mood and de-stress you.

4. Doing something nice for someone else/charity will give your mind equanimity in dealing with conflicts.

5. Pamper yourself from time to time (For eg – healthy message) will help mental relaxation and physical well being.

6. Finally going out with your colleagues and their families can really help in bonding and can be loads of fun.

7. Stay positive; If all these measures do not help your anxiety it is important to seek expert help.

IV Do you know.....

1. Mood uplifting foods —

- Ø Bananas
- Ø Oats
- Ø Yogurt
- Ø Avocados
- Ø Cardamom
- Ø Potatoes
- Ø Brown Rice

These foods have certain properties (Clinical) which have been scientifically proven to uplift mood and helps beat depression and anxiety.

But kindly note that people with diabetes or other medical problems should consult the doctor before including these in their diet.

2. Organic foods are better for you, because chemicals and preservatives are known to cause mood swings.

3. Eating Healthy can do the following

- 1 Fight against Cancers
- 2 Fight Inflammatory conditions
- 3 Fight obesity, Heart diseases and Diabetes
- 4 Fight stress and depression.
- 5 Although many diet books advocate to completely avoid saturated fats (Butter

and Ghee); this is not practically possible-have them in moderation and never in excess.

6 Avoid Trans Fats (Hydrogenated oils like Vanaspathi and Margarine)

7 Good to know that – Monounsaturated fats (Olive oil, Mustard oil, Groundnut oil) and ‘polyunsaturated’ fats (Corn oil, Sunflower oil) should be had in a ratio of 1:1.

8 What is BMI (Body mass Index)?

Ø BMI is a measure of your weight in relation to your height below 25 normal

$$\left\{ \frac{\text{weight (kg)}}{\text{Height (m}^2\text{)}} \right.$$

Ø BMI of 25 to 30 = Over weight

Ø BMI of > (above) 30 = Obese

Both excess weight and obesity are risk factors for heart disease, Diabetics etc.

V. Yoga in Stress management

The mere mention of the words, “yoga” and “stress” a flash of thoughts across our minds. We are all quite familiar with “stress”, as we experience it in varying degrees, everyday. “Yoga”, the age-old practice and philosophy of India, has gained so much acceptance today, as an alternate method of healing. What follows is a brief on:

IYoga as a concept

The relevance of yoga practice.

The rudiments of yoga practice.

This is more on effort to share the teachings in the scriptures and perhaps affirm what some of you already know.

Yoga – The Concept:

The Sanskrit word “Yoga” has many connotations. Some of them are:

Yoga is a very special state of mind. It is to be free from distractions of disturbances. It is to be focussed.

Yoga is to be completely involved with or immersed in the chosen direction.

Yoga is to be free from pain or suffering at the physical or emotional level.

Yoga is to be one’s very best in everything, with grace.

Yoga is a cleansing process. It is to remove the impurities in the mind and body.

A common thread, which flows through all these expressions of yoga, is the well being of the mind and body. Yoga as a practice and a philosophy is universal. It transcends religion, casts, creed and colour. Each one of us is seeking one or the other of these lofty ideals of yoga, at different points of time. While there are many ways to achieve our goals, the practice of yoga has something special to offer. What is so special about the practice of yoga?

The relevance of yoga practice:

The practice of yoga entails three distinct entities. They are our mind, our body and our breath. These three entities are indeed linked and influence each other. In fact, our breath is the link between our mind and body. We know this from our day to day lives, but do not give much heed to it. Look at the breath after climbing a flight of stairs. It is quite short. Our breath is so clam and quiet after a good sleep. We almost unconsciously hold our breath when we are tense or anxious. The point is, whatever happens in the mind or body, is revealed in the breath. The yoga scriptures state. “As the mind, so the breath and vice versa” and “Any feeling of pain or negativism leads to exaggerated breathing pattern. Conscious breath regulation is the secret of success in yoga practice. It is this, which facilitates cleansing and de-stressing. It dose not lie only in different poses or techniques. The practice has to be learnt from a competent teacher, tailor made to suit the individual. It has to be pursued for a length of time, to bring about the desired changes within.

The Rudiments of Yoga practice:

The practice involves the body and mind with conscious breath regulation as the leader.

The practice of Asana or postures is meant to release the “Knots” in the body and aid physical fitness.

The practice of Pranayama or breath regulation, Dhyana or meditation is meant to cleanse, energies and de-stress and mind.

(The progression in practice should be from Asana to Pranayama to Dhyana. Always more from gross to subtle.)

There are several rules that govern the practice of postures and techniques. An inappropriate sequence in practice can do more harm than good.

The practice must respect the following aspects of an individual: age, physical constitution, the mindset, the inherent strengths and weaknesses and cultural background.

Each and everyone can benefit from yoga practice. Nobody is disqualified on account of any ailment or condition.

One only needs to invest a minimum of twenty minutes a day with a little space. The practice need not be a long drawn complex affair.

Yoga should be practiced on a light stomach, either in the mornings or early evenings. There is no rigidity on early morning practice.

1 A proper yoga practice is injury free, inexpensive (no machines or props needed), promotes good health for a lifetime.

In conclusion, the practice of yoga gives the following benefits; Lightness of body, pleasant personality, healthy digestive system, clear voice, calmness and clarity of mind, promotes a healthy long life.

REDUCING DIET GENERAL

INSTRUCTIONS:

Avoid:

1. Sugar, Sweets, Jaggery, Honey, Chocolates, Pastries, Jams, Jellies, Ice – creams, Custards and other associated foods.
2. **Commercial drinks:** Horlicks, Viva, Complan etc.
3. **Soft drinks :** Coco – Cola, Pepsi, Limca, etc., and associated drinks like squashes, Rasna, Tang, etc., also tinned fruits and juices.
4. **Fried foods:** Mixture, Murukku, Bonda, Vadai, etc.
5. **Dried fruits** like dates, figs, raisins etc., & nuts like groundnut, Walnut, Pista, Badam, etc.,
6. Avoid Coconut.
7. Fruits like Mangoes, Sapota, Papaya, Grapes, Jackfruit, Bananas, Custard apple and fruit juices.
8. Use Root vegetable like Potato, Carrot, Beetroot etc., once in 10-15 days.

9. Avoid Ghee, Dalda, Butter, Coconut oil, Groundnut Oil and other Saturated fats, whole milk.

10. Use oil very moderately. (Sanola, Saffola, Gingely oil) 3/4 tsp./day

- a. Follow your diet pattern and timings very strictly
- b. Record your weight once in 10 days on the same weighing Machine.
- c. Avoid Snacks.
- d. Exercise everyday (or walking 40 mts.)

REDUCING DIET 1500 KCALS.

6.30 a.m.: Coffee / Milk / Tea – 1 cup (without sugar).

8.30 a.m.: Bread / Idlis – 2 (small) / Idiappam – 3 with Onion / Tomota chutney / Sambar.

11.00 a.m.: Butter Milk / Lime Juice / Tomato juice one tumbler (without sugar)

12.30 a.m.: Rice 1 ½, cups (or) chapathis – 3 (small), dal – ½ cup, vegetables, greens, curry & curd.

2.30 p.m.: S a l a d either cucumber / Tomato (or) other green vegetables tossed salad.

4.30 p.m.: Coffee 1 cup and Marie biscut 2.

5.30 p.m.: Fruit – 1

Either Sathukudi 1/Orange 1 Apple ½ Water melon / Musk Melon 1 slice, Plums, 3 –4, Seedless Grapes and handful, Guava 1 (or) Tomatoes (Any one)

7.30 – 8.00 p.m.: Rice 1 cup (or) Chapathis 2 with Vegetables Buttermilk.

Bedtime 10.00 p.m.:

Milk – 100 ml. (without sugar)

Exercise

Ø 40 minutes of walking (brisk or relaxed) everyday necessary.

Ø **Note:** If you are a high BP Patient or having a heart problem consult your doctor and do the exercise according to his advise.

Ø Aerobic Exercise help you in better control of Diabetes and reducing cholesterol and drugs.

It helps you to relax from stress.

Ø Estimation of Calorie Expenditure

Ø The estimation of calorie expenditure is given according to activities. But what should be borne in mind is, that the calorie expenditure of an individual can vary from person to person and this is only an average estimate so that one can have an idea what it is all about

CALORIE EXPENDITURE

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Books Published

Co-Editor of “Proceedings of the First National Congress on Diabetes, Madras”. – 1968 (Published in 1969),
Author of a Tamil Book on “How to live a full life with Diabetes”, Contributor in the book. “International Consensus
on the Diabetic Food”, 1999, Amsterdam, The Netherlands, Chapter “Diabetes, Pregnancy & Birth”, In the book
of “OBSTETRIC MEDICINE” Eds., S. Raman & Patrick Chia, Orient Longman, December 2002,
Chapter, “Changes in Chronic wound management: Perspective from Tamil Nadu, India”, in the Book “Chronic
Wound Management – the Evidence for change”, Ed. Rajmani, Parthenon Publishing, London, January 2003.

New Initiatives

Founder – Chairman of the Tele Health Portal, www.diabetopaedia.com, A comprehensive Interactive Portal on
Clinical Diabetes. This portal which was launched in Chennai in October 2001, has the distinction of International
recognition and acceptance within one year. Two papers from this portal were presented at the unique meeting
“Health Care Meets Medical Informatics and Innovation” held at Edinburgh, Scotland (U.K.), during 20-22, October,
2002. This meeting was organized by the British Medical Journal Publishing Group and the Seven Royal Colleges of
Edinburgh.



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The most infallible law which governs the functioning of the Police Organisations, all over the world, according to me is the Law of Welfare. The efficiency, effectiveness and competence of any Police Force in the world, according to this law is directly proportional to the extent of morale maintained in the force. Higher the morale, greater would be its invincibility and ability to face any challenge or threat, Traditionally, Tamil Nadu has always had a Government as well as Police leadership at the helm, which has always been concerned about the wellbeing of the members of its force. Its this concern for the welfare of the Policeman, which has helped our Police to evolve into one of the best Police Organizations in the Country. Among the several welfare measures initiated by the Government, “The Tamil Nadu Police Health Fund Scheme” is singularly important for the role it has played in being able to

POLICE HEALTH FUND SCHEME

facilitate, the members of the force afford expensive and advanced surgery / treatment in the best hospitals of the State.

Tamil Nadu Police Health Fund Scheme which is exclusive for the members of the Tamil Nadu Police was introduced in the year 1995. Prior to the establishment of this exclusive fund for the Police, “The Tamil Nadu Government Employee Health Fund” provided the necessary financial grants for advanced surgery/treatment to the members of the Tamil Nadu Police. The new scheme which was introduced envisaged financial assistance to all categories of full time regular (time scale) employees of Police which includes the Executive Staff, Ministerial Staff, Technical Staff of Police Radio Branch (now known as Police Telecommunication Branch) the Staff of Short Hand Bureau, Finger Print Bureau and the Staff of Police Transport Workshop cum Training School recruited by the Police Department etc., who are diagnosed with ailments which require specialized / advanced surgery / treatment in hospitals where such facilities are available to treat them.

Initially, the regular employees of the Police Department, alone were the members of this scheme. During the year 1996, this scheme was extended to the family members of the regular employees of the Police Department. Family for the purpose of this scheme was defined as “Wife and Children” of the male married employee of Police Department, “Husband and Children” in respect of female married employees, the “dependent parents” in respect of unmarried employees.

As the scheme caters only to secondary and tertiary care, Police Hospitals to facilitate primary care have been established at 12 locations viz Chennai, Madurai, Coimbatore, Trichy, Salem, Cuddalore, Virudhunagar, Vellore, St. Thomas Mount, Avadi, Manimuthar and Tirunelveli. No Surgeries are performed here and simple diseases alone are treated in these hospitals

Subscribers to this scheme were initially eligible to obtain treatment for only eight ailments viz Open Heart Surgery, Renal Transplant,

Merits and drawbacks

Lithotripsy, Invitro Fertilization, All Ortho cases, Neuro Surgery including Brain / Spinal Cord Cancer/ Blood Cancer/ Chemotherapy and Reconstructive Surgery necessitated consequent to an accident. The treatment for the above mentioned ailments could be obtained from any of the accredited hospitals across the length and breadth of Tamil Nadu.

In the year 1998, Hysterectomy (Uterus Removal Surgery), Burn Injuries, Eye Surgery using Laser, Brain Fever and connected ailments were added to the list of ailments and three more hospitals located in other states namely the “Chitra Tirunaal Medical College Hospital”, Trivandrum, NIMHANS Hospital, Bangalore and J.I.P.M.E.R, Pondicherry were brought under the Scheme. This year the list of ailments coming under this scheme was further expanded to include all the ailments covered under Tamil Nadu Government Employees Fund as well.

The rate of subscription, at the time of introduction of this scheme was fixed at Rs.10/- per annum. The rate of subscription was further enhanced to Rs.15/- per month in the year 2002.

Year	Amount received from the Govt.	Details of deposit of the amount
1995-1996	Rs.50,00,000/-	Deposited in State Power Finance Corpn. Chennai. (the date of maturity of this deposit – 23.04.07)
1996-1998	Nil	Nil
1998-1999	Rs. 30,00,000/- Rs. 10,00,000/- Rs. 30,00,000/- Rs. 20,00,000/-	Deposited into savings Bank Account kept in SBI, Triplicane Branch, Chennai
1999-2000	Rs. 1,00,00,000/-	-do-
2000-2001	Rs. 50,00,000/-	-do-
2001-2002	Rs. 1,00,00,000/-	-do-
2002-2007	Nil	Nil

The maximum financial assistance grantable under this scheme at the time of introduction of this Scheme was Rupees one lakh only. The ceiling was enhanced to Rs.1.50 lakhs with effect from 01.07.2002. The

State Government which launched this scheme with its contribution of Rs.50 lakhs per year has progressively over the years increased it to Rupees one crore.

The details of the contribution so far made by the Government to this scheme is given below.

The Government grant to this scheme from the year 1998 to 2002 was credited into the Savings Bank

Year	Number of beneficiaries	Amount spent
1995-1996	26	21,56,637.00
1996-1997	50	41,58,487.00
1997-1998	97	51,26,199.00
1998-1999	121	69,13,386.00
1999-2000	105	64,63,611.00
2000-2001	148	61,02,796.00
2001-2002	124	66,90,366.00
2002-2003	297	1,71,61,520.00
2003-2004	178	1,11,44,542.00
2004-2005	244	1,43,83,286.00
2005-2006	435	2,46,36,000.00
April 06 – Dec 06	211	1,25,12,989.00

Account and the interest earned on this deposit is also being utilized for sanctioning financial assistance from this Fund.

The details showing the amount of financial assistance disbursed from this fund and the total number of beneficiaries (from the year 1995 to December 2006) is given below:-

The aforesaid table presents a picture, where on one hand the contribution of the Government to the Scheme has been increasing steadily, while on the other hand the fate of the fund seems to hang in balance, as the outflow from the fund by way of disbursements to the beneficiaries is threatening to outstrip the amount available in the fund. Expenditure from the fund exceeded the Rupees one crore mark in the year 2002-2003 and peaked to an all time high of Rs.2.46 crores last year. The outflow from the fund declined to Rs.1.25 crores between April 2006 to December 2006 as the proposals sent by the Police Department to the Director of Medical and Rural Health Services and Director of Medical Education continued to stagnate. The magnitude of pendency is mind boggling. Director of Medical and Rural Health Services, Chennai has 428 proposals on hand which is worth Rs.4,53,35,730/- in claims, while the Director of Medical

Education has 54 claims worth Rs.44,50,000/- pending with him. Both of them, on an average take a minimum of three months just to certify whether the treatment / surgery underwent by the claimant is eligible for reimbursement under the Tamil Nadu Police Health Fund Scheme or not. If all the claims which are pending with Director of Medical Health Services and Director of Medical Education were to be processed immediately then the total outflow would be Rs.4.98 crores which would far exceed the amount of Rs.3.66 crores available in Tamil Nadu Police Health Fund today.

In order to ensure the sustainability of the scheme, there is pressing need to double the subscription rate from Rs.15/- to Rs.30/- . If this is undertaken, the fund along with the Government contribution of Rupees one crore would swell to a respectable Rs.4,56,02,920/-, which would just suffice to take care of the existing proposals.

Even with the enhanced rate of subscription, the Tamil Nadu Police Health Fund would be grossly inadequate if new proposals from the expanded list of treatable ailments starts trickling in. To meet this eventuality, Police leadership

would have to act swiftly, to get the Government chip in with Rupees two crores grant instead of the Rupees one crore contribution which the fund is now receiving.

The Health Fund as it exists today, is considered by most of the beneficiaries, to be more of a bane than a boon for several reasons. First of all, not all the ailments are covered under the scheme, whereas the Arogya Bhagya Yojane Scheme which is in vogue in Karnataka covers all ailments except suicide attempts, dental and cosmetic surgeries. **Most of the beneficiaries under this scheme are unaware of the ailments which are treatable and hospitals which are accredited under this scheme.** As a result, most of the Policemen both during normal circumstances and emergencies, end up obtaining treatment by paying through their nose, either in a hospital which is not accredited or for an ailment which is not eligible under the scheme. Three or four months after the claim has been submitted, he is made to come to term with inadmissibility of his claim under the scheme which comes as a shocking and gruesome experience to him. The others who are lucky, as a result of being able to fulfill both the conditions of eligibility have to run pillar to post, as well as go through a harrowing wait of more than three months, while

paying interest on the money borrowed for treatment. The fact that some of the proposals relating to 2002 and 2003 are still awaiting clearance should give one an idea, on how painful the wait could turn out to be. Such a sad plight of Policeman, defeats the very purpose of extending immediate financial assistance to the Police personnel and their family members in distress. Simplification of procedures to reduce delays by authorizing the Joint Director, (Family and Welfare) in Districts and Dean of the respective Medical Colleges in Cities to clear the proposal and expeditious reimbursement is extremely imperative, if welfare of Policeman is uppermost in the minds of the Government and the Police leadership.

Some of the drawbacks of the scheme may be overcome by simplifying the procedure, enhancing the subscription rate and the Government's contribution but the Policemen definitely deserves a more comprehensive scheme for the following reasons:-

(1) A Policeman has no regular hours of work and is even expected to

work round the clock. Whereas a Public or Private sector employee has regular hours of work.

(2) There are no holidays to a Policeman neither does he have any Saturdays or Sundays.

(3) Casual leave is sanctioned with great difficulty.

(4) Policemen cannot avail earned leave because of exigencies of service.

(5) He is always under tremendous stress and strain.

(6) He may stand in sun and rain on bandobust and expected 6 hours may go upto 10 hours. It is only an odd V.I.P. who will thank him for it.

(7) Most police officers and men if they are asked to raise their trousers or lower their socks, varicose veins will stand out as a testimony of long hours of standing.

(8) Traffic policemen often suffer lung and chest problems as result of continuous exposure to obnoxious vehicle fumes. Large volumes of black smoke is practically pressure pumped into the traffic constable's respiratory system.

It is therefore quite obvious that the work pattern of policeman when compared to a normal Government servant or Private / Public sector employee is arduous in nature. His

job also exposes him and makes him susceptible to terrorist violence, explosives, communal clashes, law and order situations and several other occupational hazards from which other employees are shielded or protected from. Chennai City and Tamil Nadu in general is today considered the most favoured Information Technology destination, as well as a manufacturing hub, because of the good security environment created by the Police. Policemen who are risking their lives to create a favourable industrial climate definitely need a better deal. Considering these facts time has now come to put in place a Health Scheme which is essentially cashless and more comprehensive in coverage than the Arogya Bhagya Yojane and Arogya Bhadratha Scheme which is in existence in Karnataka and Andhra Pradesh respectively. Policemen and women of Tamil Nadu have always fared well and deserve a medical scheme which is equivalent to or better than the schemes being offered in Karnataka and Andhra Pradesh. Tamil Nadu Police being one of the best Police Forces in the Country, deserves a Medical Scheme which is nothing less than the best.

So many people spend their health gaining wealth and then have to spend their wealth to regain health.

- A.J. Reb Materi.



**Smt. Sudha Ramalingam
Advocate, High Court
Chennai.**

WELFARE FOR FARING WELL

The topic itself speaks volumes. We are in an era when 'spare the rod and spoil the child' has lost its relevance. National and International laws are now stressing on the rights administered through positive means, wrongs corrected with reformatory strategy and show of concern and welfare as a means to make people conform to the norm and work towards better goals. When even the worst of criminals are to be dealt with compassion and concern, those dealing with them and with adverse law and order conditions – the cops – have to be administered the same medicine to ensure that the society gets the same back.

It is common knowledge that police are twenty four hours duty officers. There seem to be no means for them to plan their own lives due not merely the long hours of duties but the very nature of the strenuous work both physical and mental. The

psychological strains are too many for the police. As an outsider dealing with the police quite frequently, I am of the view that the police in our country are definitely over worked, under paid, not respected or appreciated because of the causes from outside and from inside the department.

The outside reasons are the pressures from the politicians, the bureaucratic bosses, courts and the public at large all of whom become masters of the police. Even an ordinary complaint brings in unimaginable pressures from various quarters.

The reason for police succumbing to pressures from outside and inside are only because there is no welfare measures to protect honest officers from acting as per law and the dictates of their conscience. The immediate stick wielded is that of transfer to remote areas. The entire family will be affected by such transfers. More honest and outspoken one is he or she are made to suffer even a score transfers with in record time. It is because of this that the Supreme Court has given guidelines to secure permanence in postings. One of the

most important welfare measure for police administration would be to have a transparent policy of transfers. A semblance of permanency in postings would make the police men do their duties without fear or favour. Their families can also feel secure and settle down at the place of their posting or in any accessible area from there.

Performance evaluations of police personnel must be done by independent means with common criteria and must be transparent. Such evaluations too must be subject to the scrutiny and the subject of such evaluations be given an opportunity to explain his stand. Only then can we really find out why and how the officer excelled or otherwise; it will also be precedents for others to follow or not.

Shortage of police personnel is a common bane. The ratio of police to population are abysmally poor in our country more so in the rural areas than even the urban centers.

This makes them over work, without leave or rest. It is essential that every police man gets at least one month paid holiday when he ought to be encouraged to go out with his family or some sort of methodology

must be drawn out to ensure that he/she relaxes by being truly away from the policing duties or even thoughts. I know of officers who while on holiday too answering the calls from their stations or higher officers about the cases they have been handling or giving directions about the new complaints / situations too.!

The general rule of gaining weight in the middle is prevalent among the police too. This should be a cause of concern for the police. The very nature of the job needs an

agile body which in turn means that they ought to be within manageable weight. Mobility and swift action will not be possible for persons who get obese. For the welfare of the force it is essential that this problem is addressed with a war footing.

Welfare for faring well has to be the mantra to effect positive reforms in the police. Welfare does not mean only better salaries, a fat pay pocket though very essential, is not the only factor in welfare. A holistic approach including the physical, mental,

psychological welfare of the personnel with that of their entire family is a must. It is recognizing this that recently there are positive steps taken even for recruitment drivers for the wards of the police. Constant and regular medical check ups, grievance redressal mechanisms, facilities for yoga, meditation, recreation etc. have to be made for the improvement of the general health of the entire police department.

Cops are the ones who really need welfare schemes for faring well.

QUALITIES OF A POLICE OFFICER

The citizen expects Police Officer to have the wisdom of soloman, the courage of David, the Strength of Samson, the patience of job, the Leadership of Moses, the Kindness of the Good Samaritan, the Strategic training of Alexander, the Faith of Daniel, the Diplomacy of Lincoln, the Tolerance of the Carpenter of Nazereth and finally, an Intimate Knowledge of every branch of the Natural, Biological and social Sciences. If he had all these he might be a Good Policeman.

-I.C.P.R. November 1972



Smt. B. Shamoondeswari,
SP, PEW, Madurai

WELFARE OF WOMEN-POLICE

Women were brought into the criminal Justice system as a response to social needs. The changes in social situation due to increased juvenile delinquency, breakdown in the concept of joint family, endemic poverty and an increase in crimes against women generated organized women's movement. The employment of women in police department was a parallel and compatible development. Today the image of police is affected even by the acts and behaviour of women police. Therefore it is very essential and need of the hour to uplift the welfare of women police. A woman in police force is to play a dual role like any other working woman. She contributes to the family income raising the standard of living and at the same time she has to engage in the unpaid labour of household work and childcare. After a full day's outdoor work, she has to do a second shift at home. To do a balancing act between the two is not

always possible and this is bound to create conflicts either in the home front or in the career and both.

Sex- role stereotypes might suggest that men are more likely than women to bring home the job-induced emotions (positive or negative) whereas women are more likely to carry their family satisfactions or frustrations to the work place. As work experiences affects family life, so too can family experiences influence the work place. Support from a spouse or other family member can promote involvement, success and satisfaction in work domain for men and women. Yet can also constrain opportunities and involvement at work.

Even within the police department, Women tend to choose occupations that are compatible to the family needs. They also limit their aspirations for career advancement reduce their behavioural and psychological involvement in work, adjust their work schedules for family reasons and turn down opportunities for career development and growth that would

interfere with their family responsibilities.

The working woman faces an obvious dilemma. As a woman, she is expected to conform to the traditional ideal of a hard working yet self sacrificing person, ready to subjugate her own interests her family's happiness. On the other hand, in her occupational role, she must be result oriented, independent, persistent and innovative. It is indeed a contradiction and for all this welfare measures for them are inevitable.

Welfare of women can be improved in the following aspects:-

The National Police Commission (1978) made some recommendations on women police , such as

- i) Constitution of complaints committee & preventive actions.
- ii) Effective grievance redressal mechanism
- iii) Facilities to be provided.
- iv) Mobility of Women Police.
- v) Sensitisation.

Constitution of complaints committee& preventive actions and redressal mechanism:

Already a complaints committee exists for the sexual harassment at work place. But how many report? In an hierarchy, what would be the consequences of reporting misdemeanor of a male boss? Therefore a proper grievance mechanism needs to be conceived and evolved to address to the day to day problems faced by the women police.

Facilities to be provided:-

Infrastructure of women police stations should be improved further. Requirements should be fulfilled, which includes toilet facilities, rest rooms in police stations, assignment of lighter duties during advanced stage of pregnancy, crèche facilities etc.,

Mobility of Women Police:

Increased mobility for women police would make the performance of their daily tasks more efficient. Self-confidence gained from learning a skill would provide women a sense of freedom and also motivate them. Hence it should be ensured that every woman police has a two-wheeler.

Arrangements can be made to tie-up with a local bank and enable them to own a two-wheeler of their choice.

Today a stress is made to attend mobile counseling and child and women helplines. The public expect the police officer to reach the spot soon. In some districts the vehicle allotted to the Women Police Stations are diverted. How do we cope when there is a call from the helpline. Therefore the aggrieved party is requested to arrange a vehicle which very badly affects the image of police and leads to corruption. Therefore it is very essential for providing a good vehicle to them.

Sensitisation:-

Imparting of sensitization training to all levels of the force is a sine qua non for ending discrimination and achieving gender equity. Women police are viewed as a burden by the counterparts. This attitude should change and women should be treated as complementary to male officers.

General:-

1) The women police should be allowed to work in shift basis.

Because of the shortage of manpower this system is not followed in the districts.

2) Quarters should be available for the women police. As discussed earlier they are playing a dual role hence it should be improved.

3) Incentives and rewards should be presented to an investigation officer for her "lapses free investigation" and for her efforts to ensure conviction.

4) More interactive programmes should be organized with women's organization, law enforcing agencies to bridge the gap between them which usually tarnishes the image and which is the immediate requirement as false cases are registered against the women police as they are handling very sensitive issues.

No society can be regarded as free, fair and just when its women who constitute more than half the population remain depressed and exploited and do not get ample opportunity for realizing their potential. The improvement in their welfare should and would produce better results.

Happiness is nothing more than good health and a bad memory.

- Albert Schweitzer.

A Policewomen's Prayer

**Oh lord, I am a woman, not a man,
I am a Mother not a Dad,
I am a wife with responsibilities that men have never had,
I need understanding from all my peers,
that I am not here to take away a man's job,
I am doing it because I care.**

**I took the job to enforce the law,
to do my part in the fight to have justice FOR ALL.
To be professional, to make a career, Great Lord,
help me when they say I should not be here.**

**I work the long hours, face all the dangers and do the same
things that they do in law enforcement matters.
Grant me the respect like the others, for I am one.**

**Set aside for every other one, Lord
being a policewoman is the most challenging job I have ever done,
be with me on my daily run, as you are with us all,
I thank you for the ability to enforce the law.**

-Author Unknown



R. Shanmugam,
Dy. SP, PCW, SCRB,
Chennai -28.

Man evolved from single cellular animal in to Human race and consolidated himself in to an organized society and thereupon the concern for each other perhaps has lead to the thought of individual welfare. Welfare as an internecine factor bonds the men together and hold the society intact. The nuclear family system guarded the welfare of an individual in the society. When society developed in to State, it became the utmost concern of every legally established State to look after the welfare of the people. Thus the welfare of an Individual remains the single largest concern of any Government. It is not for nothing the founding Fathers of the Constitution of India Introduced the Directive Principals of the State policy in Chapter IV of the Constitution of India, though not Justicebale. Therefore, any administrative planning includes Welfare measure as an incentive to promote the well-being and efficiency of the

THE WELFARE THAT MATTERS MOST.....

administration. To quote the U.N. Proceedings of the Inter-regional seminar: “In the process of administrative planning, development programs and welfare measures should be constantly assessed in relation to their administrative needs and capabilities for implementation, thereby disciplining the planning activity with in the real world”. Therefore every state in India has formulated and introduced certain welfare measures for their Police personnel.



Tamil Nadu Government has instituted a number of welfare measures such as the following,

- 1.Tamil Nadu Police Benevolent Fund
- 2.Tamil Nadu Police Centenary Scholarship
- 3.Tamil Nadu Government Special Scholarship Fund
- 4.Educational Prizes

- 5.Police Hospitals
- 6.Tamil Nadu Police Health Fund
- 7.Ex-Gratia Payments
- 8.Tamil Nadu Police Insurance Scheme
- 9.Food Subsidy Scheme
- 10.Appointment on Compassionate Grounds
- 11.Housing
- 12.Crèches
- 13.Grievance Day

In addition to the above welfare schemes which mainly addresses to the awards on certain achievements or relief on need, welfare measures relevant to “Work Environment” such as vehicles, modern weaponry, protective gear, modern communication etc. are copiously conceded to the Police personnel to increase the work efficiency. Though there are many well-conceived welfare measures extended to the Police personnel that includes both on-duty and off-duty welfares, they have not mitigated the stress and strain from the chores of their routine. One may tend to analyze the causative factors of the malady?

Stress

Gregory Moorhead and Ricky W.Griffin define stress as “a person’s

adaptive response to a stimulus that places excessive psychological and physical demands on him or her". A person may feel stressed out due to an illness, excessive work pressure, tight deadlines or bad working conditions.

The causes of stress

There are many causes of stress that includes high-stress jobs, job role, poor working condition, poor work relationship, social and technological changes, family problems, relocation to a new place, economical and financial conditions, class, residential and community conditions etc.

In the light of the above mentioned stress factors, if one compares the fundamental duty of a Policeman as law-enforcement officer to serve the society he belongs; safeguard their lives and property; to protect the innocent against deception, the weak against oppressions or intimidation; and the peaceful against violence or disorder; and respect the constitutional rights of all men to liberty, equality and justice...right under the watchful eyes of judicial activism and human rights activist, it seems the "the job role" is the major factor of stress for a police man.

These are no doubt onerous and taxing, nevertheless to accomplish these and many other unforeseen tasks throughout the chequered

career, a policeman has to keep his private life unsullied as an example to all, maintain courageous calm in the face of danger, scorn, or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honesty in deed, thought and action are the much sought after virtue of a policeman. He must be exemplary by obeying the laws of the land.

To maintain equipoise between the demands of the statue book and



the drudgery of work in the field, a policeman finds himself fish out of water and succumbs to the vagaries of life out of sheer frustration. When a policeman goes astray the home front is neglected leading to failure both on the professional and family side. This process of drifting away of personnel due to behaviour modification weakens the fabric of the institution building negative image to the force. How to regenerate these men in depression and make them contribute to the strengthening of the police force is a million dollar question? No doubt the welfare measures involving better living condition, working atmosphere and

monetary incentives would boost the morale of the individual policeman but what may add to the confidence of the individual which would build strength of mind and conviction of purpose is the feeling of oneness in the hierarchy fostered with fearlessness while carrying out the legitimate duty. Welfare that does not address to promote the collective conscience of the force will not be useful in shouldering the responsibilities of individual task. Unless, the individual tasks are accomplished efficiently the general image of the police force would not bloom. Therefore an integrated approach to promote the well being of the Police personnel must be on the card such as to protect the behaviour of the normal personnel and rebuilding the behaviour of those personnel who have turned deviant. Human Behaviour by Dr. Sunil K. Pandya prescribes the following techniques of treatment for maladjustments and change patterns of behaviour.

Behaviour therapy

Following are the methods to treat maladjustments and change pattern of behaviour,

1. Systematic desensitization.
2. Aversion therapy
3. Biofeedback and

4. Applied behaviour analysis.

1. Systematic desensitization:

This technique is used to treat disturbances having identifiable sources, such as paralyzing fear. The individual is trained to relax in the presence of fear-producing stimuli. The therapist assumes that the anxiety reaction will be replaced gradually with the new relaxation response—a phenomenon termed reciprocal inhibition.

2. Aversion therapy:

This technique is used to break disabling bad habits. An aversive stimulus, such as an electric shock, is given together with the 'bad habit' such as an alcoholic drink. Another oft-used method is the administration of Antabuse^(R) a chemical that produces extremely unpleasant bodily experiences when followed by ingestion of alcohol. When repeated, such paired stimuli make what was once a desirable experience into something that is repulsive.

3. Biofeedback Technique:

This technique is most often used in treating disturbed behaviour that has a physical basis. High blood pressure is an example. During such therapy, the patient is provided continuous information about the ongoing physiological process—in this instance blood pressure—on an oscilloscope, moment-to-moment

variations being observed and monitored by the individual. The patient is then taught voluntary methods of bringing down the blood pressure and keeping it down. As these techniques are mastered, the patient sees the blood pressure drop and stay down. After a while, he can bring down his blood pressure under stressful circumstances without the oscilloscope.

4. Applied behaviour analysis:

This technique is used to develop educational and treatment techniques that can be tailored to each individual's requirements while still following a general format even when the patients are retarded or disturbed in a psychiatric hospital or rehabilitation center. Five essential steps characterize this approach, 1. Deciding what the individual can do to ameliorate the problem, 2. Devising a programme to weaken undesirable behaviour and strengthen desirable behaviour that can substitute it, 3. Carrying out the treatment programme according to behavioral principle, 4. Keeping careful and objective records and 5. Altering the program if progress can be improved.

These are some of the techniques that can be applied to the personnel, especially at gross root level ranks to set right the deviant behaviour so

that they are rehabilitated and made to contribute to the force and at large to the society.

No civilized society on earth can ignore the welfare of its police force but then, Singapore police force has developed an integral approach to its personnel that looks at education programmes, supportive environment and organizational policies that aims to promote healthy lifestyle for Police personnel, and to maintain a safe work environment. It also addresses the work-life challenges that the police personnel are facing in this time famine society.

The well being of the Singapore Police Force personnel has been maintained through the years, via a myriad of welfare benefits and amenities. These include provision of chalets, minibuses, insurance, study awards, career placement, bereavement grant, education grant and social recreational activities. The newborn gift and wedding gift are also introduced as family-friendly practice.

Thanks to the pioneering effort of the Government of Tamil Nadu and the Police Chiefs, many of the above said schemes are already in place and practice, but can be improved further to fine tune the wellness of the police personnel at work.

Though the colonial practice of weekly parades, occasional health

camps and programmes are in vogue, they are mostly confined to the City Police and are rarity in the rural areas of Police work. In order to make these programmes reach out to every



Policeman across the State of Tamil Nadu, a uniform code has to be enforced under the guidance of experts, participation of NGOs and with the support of the Government.

Workplace Health Programme (WHP)

WHP promotes a healthy workforce and mainly working environment. Several programmes are organized to help Police personnel to achieve a healthy lifestyle. These includes regular screening, health related workshops, weight managing workshops, exercise sessions among others.

The Police Training Colleges and the Police Recruit Training Centers should be provided with required facilities and the health programmes should be counted as

training days. All officers and men should take part in these programmes. Atleast one activity should be



organized each month and even the spouses or family members of the officers and men may be invited to join the programmes. Most important of all, centers should be created to impress upon the police personnel to keep their mind and body healthy. I suppose, is the noblest of all welfares.

*“The angel is free because of his knowledge,
The beast because of his ignorance”*

*Courtesy,
Jalaluddin Rumi.*



Mrs. Ratna Mukherjee,
President,
IPSOWA, Tamil Nadu

Dear Friends,

We at the IPS Officers Wives Association extend our warm greetings to all the members of the families of police personnel. The Police are the guardian angels of the people. Unfortunately, however, the men in uniform do not always receive the appreciation they deserve for rendering the selfless service to the community. Few people realize that



VISIT TO LINE HUTS

in their call of duty, they often put duty first, even before meeting their obligations to their families. It is time we all appreciate that these people

LET'S JOIN HANDS

also have a humane existence, have a family to nurture and support. They should have access to adequate shelter and medical facilities just like any other person.

“Service to humanity is service to God”, is the message Swami Vivekananda received from his Guru Shri Ramakrishna Paramhans. He put these words into practice through various missions and institutions set up all across our country.

Any organization is set up for achieving specific objectives. The IPSOWA was originally established as a forum where the members could socialize with each other. In course of time, it expanded its activities to include visits to police lines, contribution to tsunami relief, arranging amenities to benefit the patients of the police hospital and other welfare schemes. It has also been arranged for needy children to access scholarships for their education.

IPSOWA has kick started its welfare activities with the proposal to register itself and seek Income

Tax Relief for philanthropists who would



IPSOWA MEETING

be willing to share our burden and sponsor some of our projects aimed to help the poor police families. Let us not get disheartened if initial response is not very encouraging. We should take heart from this song by Rabindranath Tagore, ‘If nobody responds to your call, let us go ahead alone’. The police families living in the police lines may be less fortunate than us but we are all one family. So if response is not adequate, let us pool our resources to make our mission a success and take care of the families of all our policemen. After all, a policeman would be at his efficient best when he knows that his family is happy and comfortable at home.

A man’s health is his most valuable asset. The harsh working

conditions along with long hours of duty often take a heavy toll on the health of our policemen. Proper and adequate healthcare for them should be the top most priority. We at IPSOWA have made a humble beginning by having arranged for things like TV, VCD, water purifier, refrigerator, bed sheets, pillows with covers, hot plates, thermometers, surgical table, steel buckets and mugs, clocks and uniforms among others for patients. However, this is only the beginning and we would need a lot more.

The helping hand that IPSOWA is extending to ensure the welfare of the police families would also benefit

the poor of the society as well. We have plans to help the Old Age Homes, Orphanages and poor students by supplying them with books and computers. Plans are also afoot to organize health camps and awareness campaign about AIDS, alcoholism and smoking etc. The need of the hour is teamwork and we are going to work shoulder to shoulder to make the entire police force one big happy family.

It is said that charity begins at home. So it would be best for IPSOWA to put the message propagated by



HANDING OVER OF HOME MADE PILLOWS

Swami Vivekananda into practice by making the welfare of our needy policemen as our primary objective. The famous Chinese philosopher had said 'a journey of a thousand miles starts with one small step'.



EQUIPMENT DONATED

From the Internet

Maslow's Test

Quick self-test based on the 'Hierarchy of Needs'.

Read the following eight statements and tick below those that apply to you. There are no right or wrong answers.

Interpretation guide below.

? A I am successful in life and/or work, and I'm recognized by my peers for being so. I'm satisfied with the responsibility and role that I have in life and/or work, my status and reputation, and my level of self-esteem.

? B I am part of, and loved by, my family. I have good relationships with my friends and colleagues - they accept me for who I am.

? C Above mostly everything else, I actively seek beauty, form and balance in things around me. My interest in beautiful culture and the arts is central to me.

? D My aim is self-knowledge and enlightenment. The most important thing to me is realizing my ultimate personal potential. I seek and welcome 'peak' experiences.

? E I generally feel safe and secure - job, home, etc - and protected from harm. My life generally has routine and structure - long periods of uncontrollable chaos are rare or non-existent.

my own expense.

? G Aside from dieting and personal choice, I never starve through lack of food, nor lack of money to buy food. Aside from the usual trauma of moving house, I have no worry at all about having somewhere to live - I have 'a roof over my head'.

? H Improving my self-awareness is one of my top priorities. The pursuit of knowledge and meaning of things, other than is necessary for my work, is extremely important to me.

Interpretation	Circle	Maslow says that needs 1-4 are deficiency motivators and are generally satisfied in order when the previous need is fully or partially satisfied. If ticked above they are probably satisfied.
1 Biological Needs	G	If a need ceases to be satisfied there is less or no motivation to strive to maintain or satisfy higher level needs. Needs 5-8 are growth motivators. If ticked above they are likely to be a focus of personal growth motivation.
2 Safety Needs	E	
3 Belongingness and Love Needs	B	
4 Esteem Needs	A	
-----	-----	This test is based on Maslow's Hierarchy of Needs.
5 Cognitive Needs	H	
6 Aesthetic Needs	C	
7 Self-Actualization Needs	D	
8 Transcendence Needs	F	

? F The most important thing to
me is helping others to reach

OUR THANKS

their ultimate potential,
whatever that may be, even at

Our grateful salute to all the officers (serving as well as retired) who have not only taken interest to study this magazine but also were kind enough to mail us their observations and appreciation. We at the Editorial board feel highly encouraged by this gesture and feel motivated to do better.

FEED BACK



Dear Tmt. Lakshmi Prasad,

I am indeed impressed when I read the November Issue of C.I.D. Review. Thematic presentation particularly the issue of Crime against Women, which has now received legislative focus with the passing of Protection of Women from Domestic Violence Act – 2006, is indeed timely containing wealth of relevant information.

My best wishes to you and all those of the Editorial Board. Keep up the good work.

Tr. R. Nataraj, IPS,
ADGP / Director,
Investigation Division,
State Human Rights Commission,
Tamil Nadu.

Tulir, Chennai from the Internet has plenty of useful information. Generally, one of the best issues I have seen in recent years.

In future, we may separate Women's and Children's issues, as they are distinct groups, with different problems. An issue on "Missing Children" would bring information from all over the world, and indeed, from all over India.

We may, after obtaining permission, reprint outstanding articles from other police journals, especially on investigation.

There is a built in error in all our articles and analyses, viz the lack of free registration and lack of transparency. Thus, writers' should factor in this error and not confine themselves to official statistics which must include a corrigenda that all stated figures are only as recorded and not as actually obtaining in the field.

**Tr. N. Balachandran, IPS.,
ADGP, CS CID, Chennai – 35.**

Dear Tmt. Sri Lakshmi Prasad,

I am grateful to you for sending a copy of the CID Review which you have prepared with great care and devotion.

Your opening article fulfils a much needed requirement of the Department. All of us had been hearing about the Protection of Women from Domestic Violence Act and were curious as well as keen to know about its contents and provisions. Your comprehensive and lucid article comes handy to understand the Act.

The article by Mr. Anoop Jaiswal is a testimony to his experience. The article says much more than one might gather on a first reading. There is an implicit comment that our society has not reached to control the "highly demeaning" trade in flesh which is a "social aberration" of the magnitude of slavery and untouchability. The result is that today the problem has broken out of its mere moral boundaries and has taken the violent form of AIDS epidemic that stares the country "with chilling consequences". The author has rightly called it a national security issue.

The article by Deputy Superintendent of Police, Tr. Shanmugam and Inspector General of Police, Tr. Radhakrishnan are laudable endeavour to draw attention to issue of the future. Both articles have not only highlighted the problems but also given solutions.

I am sure you will keep up the standard of the journal in the days to come. The journal is the ambassador of Tamil Nadu Police to the rest of India.

**S. K. Dogra, IPS.,
IGP / Director of Prosecution.**

FEED BACK



Madam,

Thank you very much for sending me Volume – IV, issue - 3 CID Review for December 2006. I find the contents very interesting.

ACB work is shrouded with mystery for many police officers. Your journal has helped in dispelling this. There are many eminent officers of Tamil Nadu cadre who have distinguished themselves in Anti – Corruption work like S/Shri. C. V. Narasimhan, V. R. Lakshminarayanan, Dr. R. Rajagopalan and S. Ramani. Perhaps, you could request them to contribute articles on this subject and come out with another Issue.

With warm personal regards,

**Padmashri.
Dr. S. Subramanian, IPS.,(Retd.)
Hyderabad.**

FEED BACK



Dear Srilakshmi,

After reading your journal for January, I'm sending a few comments reflecting. "A View from the Sidelines".

The January review is an outstanding production and to add to its intrinsic value, it has been pleasingly packaged. The fare inside is full and of superior quality and should be read not only by all ranks but those sitting on the saddle and holding the reins. Various problems have been raised beginning from the cradle so to say and solutions covering the entire gamut of policing, but avoiding the meaningless verbiage of an official report. Some of the ills afflicting the Police "aching the hearts and a drowsy numbness paining the whole body" arise from control over the police being located outside the Police force and the law. We haven't dared to touch it at all. I am reminded and I repeat ad nauseum the observation of Lord Denning "The Police Chief is answerable to law and law alone". You have said it equally bluntly. You put your finger on the pulse of the Force when you exhort the senior officers to know their men while maintaining a respectable distance. Many more commandments follows none of which requires any special law. There must be a short seminar to discuss this January Review, may be under the auspices of Police Academy. An invitation should go the Chief Secretary and Home Secretary. Let it be a closed door affair but a frank discussion and the minutes can go to the Tamil Nadu Police Commission. It will be a wonderful cathartic exercise and that itself will provide not "the end of our troubles, not even the beginning of the end, but surely the end of the beginning.

Recalling the days when we were trained in free India and not under a colonial yoke as my friend Rajendran laments, I must confess both police leadership and some of the senior ICS Officers and Chief

Secretaries and Home Secretaries set the tone of leadership which we have lost on the way and are now vainly seeking. I remember Oscar Burrel, DIG, first inspecting the bathrooms, kitchens and food prepared for the men called up in hundreds for a Kumbh Mela bandobust in Kumbakonam. Finding them flawless he declined to look into the bandobust the scheme and told the SP late Adige (I was ASP) “now get off the backs of the men and they will do their job, call me if things are beyond your control”. We didn’t have to call him! I discovered he knew all the names of the men and officers of the Range. That was the personal relationship of an Englishman with ‘Indian’ Police Officers. The secret of success was “keep the men contented and there will be little to worry”. Young Rajendran will have to be told, we have many things to emulate, from some of our old colonial masters. Oscar was not an exception. We should institute an Oscar Medal for those officers who fill the bill prescribed in your article. I am willing to institute one. I did not serve under this DIG (except a brief day in Kumbakonam) but I can tell stories about him – instructive and most delightful.

**Tr. V. R. Lakshminarayanan, IPS.,
(Retd) Director General of Police.**

YOUR FEED BACK

Which article(s) in this issue impressed you most and why?

What issues/topics do you suggest to be included in the Review?

General Suggestions (If Any)

Send your feed back to : SRILAKSHMI PRASAAD, IPS,
Inspector General of Police/
Director, SCRB, Chennai-28.
E-mail : cidreview_tn@yahoo.co.in

Name :

Designation :

Place :