

**WORK STUDY REPORT**  
*On*  
*The* **POLICE DEPARTMENT**



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# Chapter I Introduction

Each state and union territory of India has a State Police Force, headed by the Director General of Police (DGP), and all the activities of the State Police are controlled either by the Chief Minister or the Home Minister. The State Police is responsible for maintaining law and order in townships of the state and the rural areas. The Police, as a service functioning category among the people as part of the administrative system shall, subject to the Constitution of India and the laws enacted thereunder, strive in accordance with the law to ensure that all persons enjoy the freedom and rights available under the law by ensuring peace and order, integrity of the nation, security of the State and protection of human rights. The Kerala Police, like other state police forces in India, is headed by an officer of the rank of Director General of Police (DGP) otherwise known as State Police Chief. Most of the senior officers of the force belong to the Indian Police Service (IPS). The IPS is a direct descendant of the Imperial Police of the colonial days.

The Kerala Police has a General Executive branch police wing consisting of general officers and constables related to law & order, attached to each local police station in various towns and cities. General Executive Branch officers i.e. Sub Inspectors posted to various police stations. The lowest police unit is a Police Outpost generally under the command of a Head Constable, or Assistant Sub Inspector. The Government according to the provisions of section 2 of the Code of Criminal Procedure, 1973 (Central Act

2 of 1974) established Police Stations for every local area. A Police officer in the rank of the Sub Inspector posted by the Government and designated as the Station House Officer shall supervise the functions of each police station and that officer shall be the officer in charge of the Police Station. Two or more police stations form a Police Circle, under an Inspector (generally called CI or Circle Inspector). The Work Study started from the office of the Station House Officer and the Offices which deal with activities relating to the Law and Order, Crime investigations and matters connected with it are taken for the Study.

### **Genesis of study**

Personnel and Administrative Reforms (AR-7) Department received a U.O. Note No.16500/E1/2010/Home Dated 19.05.2014 from Home Department, Government of Kerala where it was mentioned that a large number of proposals from various individuals/organizations/State Police Chief are being come by in Government appertaining to opening of new Police Stations, bifurcation of the existing ones and the related matters. But these proposals were set aside by the Finance Department due to huge financial commitment and also due to the lack of adequate data. Under these circumstances, the Home Department requested this Department to conduct a Work Study on the matter.

Close on this heel, the then Additional Chief Secretary, (Home & Personnel & Administrative Reforms Department) convened a meeting in her Chamber on 06/06/2014 to discuss the moot proposal for conducting Work Study in the Police Stations in the State of Kerala. Secretary, Personnel & Administrative Reforms Department, the IGP, Police Head Quarters, Additional Secretary, Home Department and other higher officials of the Personnel & Administrative Reforms (AR-7) Department attended the meeting.

It was explained by the Additional Chief Secretary that a veritable good number of Police personnel are attending to other duties like Escort duty of the VIPs, escorting under-trial prisoners from Jails to Courts, serving of Summons and getting deputed in the Ceremonial Parades and in the religious places. Deputing Police personnel to other duties quite obviously entails delay in stalling the investigation of the cases. The re-deployment of Police personnel to other wings were taken into consideration of the Work Study since such redeployment causes sufferings to the ongoing investigations and lacks a better output. The possibility of Video Conferencing especially in the Jails is also taken as an important factor of the Study. Even though most of the District Police Offices are equipped with video conferencing facility, its service may be extended to all the areas in the Police Department. The Additional Chief Secretary has also instructed the Personnel and Administrative Reforms Department to complete the work study within a short period of 2 months and a brief report with a time schedule ought to be submitted.

To begin with the Study and to evolve with the terms and reference and the areas which are to be taken under the purview of the Study, a D.O. Letter of the Additional Secretary, P&ARD was sent to the then State Police Chief for fixing a preliminary discussion regarding the Study. But a reply was received from the Additional Director General of Police (HQ) which said that, a meaningful discussion may be held only after the Legislative Assembly Session. On 16.07.2014 a 2<sup>nd</sup> D.O. Letter of the Secretary was sent to the State Police Chief informing the visit of the Officers of the P&ARD Team with the Officials of the State Police Head Quarters and this did not materialize either. Since no discussion regarding the Work Study took place, the Hon'ble Minister (Home & Vigilance) had directed the then Chief Secretary to conduct a meeting of the Additional Chief Secretary, (Home &

Vigilance and P&ARD), and Secretary P&ARD with the State Police Chief to get the Work Study commenced by the Work Study Team of Personnel and Administrative Reforms Department. Hence, it was decided to conduct the meeting at 11 A.M. on 18.08.2014 in the chamber of the Chief Secretary. But it was postponed to 4 P.M. on 21.08.2014. But it was later postponed to 05.30 P.M. on the same day itself and later did not take place. After getting Orders from the Office of the Chief Secretary, the meeting was again scheduled to be conducted at 11 A.M. on 22. 09. 2014. But at the time of the scheduled meeting it was informed from the office of the Chief Secretary that, since Additional Chief Secretary and State Police Chief were engaged with Minister (Home and Vigilance) the meeting did not occur yet. Later, a meeting was scheduled to be conducted on 10..10..2014 ,11 A.M at the Office of the Chief Secretary and by the turn of events the same was not taken place. Due to the direction of the Chief Secretary, a letter of the Additional Chief Secretary was sent to the State Police Chief on 14...10..2014 to make necessary arrangements to facilitate with the Work Study Team for the Study. But the then Additional Director General of Police requested the Secretary, P&ARD to hold up the Study for the time being.

Under these circumstances, the Personnel and Administrative Reforms (AR -7) Department had submitted the file to the Hon'ble Minister (Home) on 24.10.2014 for getting orders whether the Study may be kept in abeyance. The Hon'ble Min (Home & Vigilance) on 25.02.2015 ordered the Additional Chief Secretary (Home) to conduct a meeting with the D.G.P and other officials concerned. Subsequently, the Additional Chief Secretary on 12.06.2015 conducted a meeting with the State Police Chief regarding the matter and returned the File to Personnel and Administrative Reforms (AR - 7) Department on 08..07..2015 with a copy of the minutes of the meeting. On 16.07.2015, the Additional Chief Secretary, (Home& Vigilance) convened a meeting with the State Police Chief and with the Principal Secretary,

Personnel and Administrative Reforms Department and it was decided to conduct a work study in the Police Department by Personnel & Administrative Reforms Department for the scope for opening of new Police Stations in the State which should be completed within a short period of two months.

Subsequently, Work Study Team of the Personnel & Administrative Reforms (AR-7) Department the then Additional Secretary to Government and Deputy Secretary to Government conducted preliminary discussion with the State Police Chief and other higher Officials in the Police Department with the State Police Head Quarters on 03.08.2015 for the successful commencement of the work study.

In the preliminary discussion at State Police Head Quarters, the State Police Chief instructed the District Police Chief, Thiruvananthapuram Rural, Sri. Shefeen Ahamed to act as the Nodal Officer with the Team. In the light of the discussion with the State Police Chief, the study team selected sample offices (Station House Offices) of the police Department. The sample Offices were selected on the basis of the difference in the nature viz Janamaithri Police Stations, Heavy Police Station, Medium Police Station, Light Police Station, Special Police Station (Women Cell) and Traffic Police Stations. Apart from these samples, Police Stations in the State boundaries, Police Stations in a Maoist threat area in Wayanad District, politically and communally sensitive Police Stations in some places like Nadapuram in Kozhikkode, Koothuparamba in Kannur were also taken as samples as per the instructions received from the Nodal Officer. Accordingly, the Work Study Team started data collection on 17<sup>th</sup> August 2015 (Chingam 1 of Malayalam year) from the Station House Office, Parassala. The sample Offices selected for data collection were only 26 and the data collection was completed on 21<sup>st</sup>

of November 2015. This being a quick Study, the Work Study Team strived hard to complete the data collection and compile the report without any delay.

As Shri. Shefeen Ahamed, the Nodal Officer of the Team was entrusted with other duties in the Police Department, Sri. Sabu. K.P.S., Superintendent of Police, NRI Cell, State Police Head Quarters was posted as the Nodal Officer to the Team. Later, Sri. Rajendran. K.P.S., Superintendent of Police, State Women Cell, State Police Head Quarters was posted as the Nodal Officer to the Team. He liaised with the Team towards the completion of study.

### **Terms and References of the study**

1. Identification of Police Stations which need bifurcation for effective maintenance of law and Order,
2. Fixing the minimum staff strength required for effective functioning of a Police Station,
3. Whether engaging of Home Guards in Police Station is possible.
4. Whether monitoring of maintenance of law and order through automation can effectively be carried out,
5. Identifying the non-essential posts in Police Department &
6. Redeployment wherever possible.





Terms of reference  
limited contours



The terms of references have been rather hemmed in by the limited time frame that has been given for the study. Though this work study possesses a great bearing, this being the lone study on executive staff since the emergence of Kerala State in 1956, the study team could not focus on the whole gamut of areas of study owing to the paucity of time. The possibilities of redeployment, areas of better service delivery, streamlining of staff pattern and identifying non essential posts could not be orientated towards by the study team since focusing on these wide aspects entails a longer time span than is enabled for the current study. Hence the study team could not conduct a comprehensive study spreading across the different terms as detailed above. *Owing the limited time frame, the team could only construe this work study as a “QUICK STUDY” and the proposals and recommendations are confined to staff pattern of police stations.* The study team quite unequivocally puts it across that **a comprehensive work study may be initiated in future amalgamating major areas** so that a department absolutely pivotal to the state is better harnessed in terms of staff streamlining, increased number of flagship projects and augmented service delivery.

With the help of the data collected from the sample Offices and other related matters received from the State Police Head Quarters, the Work Study Team compiled the report.

## CHAPTER II

# METHODOLOGY

On the basis of the discussion held by the work study team with the State Police Chief, it was decided to conduct a quick study on the functioning of all categories of staff in the Board. For this, the team applied all the three tools of work study viz. *Organisational Analysis*, *Method Study* and *Work Measurement*.

The duties and activities performed by each employee were identified and analyzed systematically. The team dug deep on the objectives, duties, responsibilities and actual performances of all functionaries of the station houses selected at random though on certain criteria. Observational analysis and statistical data base have been the bedrock of the study.

The task performed by each functionary related to each activity has been identified and subjected to detailed analysis. Case study of files with specific emphasis on the time factor was also employed.

The base year (Period of study) selected by the team for collecting data was the calendar year 2014. The team studied the procedures followed in performing the various functions and subjected them to critical examination to find whether any change is required in the procedures.

In the conduct of the study, the team made use of the conventional work study techniques such as time study, analytical estimation etc, and the work study tools such as duty list, activity list, organisation chart, flow chart, Self-logging, brainstorming, case study, discussions, interview, analysis of synthetic data etc. The team also made use of the synthetic data wherever

possible, especially with regard to the establishment related work. Standard Timings for carrying out various items of work done by all the functionaries have been arrived at by computing the time taken through Case Studies of field assignments and Analytical Estimation of the various types of activities performed. Personal and Fatigue allowance @ 15% has also been added to the total time for original items of work and routine items of work (except field work). The basic time for different activities taken by various functionaries have been projected on their annual frequency, Personal & Fatigue Allowances (P&F Allowances) added, annual workload arrived, and thereby the manpower requirement has been assessed on the principle that a State Government employee has to work 1700 man hrs/year.

## **Chapter III**

### **ORGANISATIONAL SET UP OF POLICE DEPARTMENT IN KERALA**

All the functions of the Police Department in the State have been controlled and co-ordinated by the State Police Headquarters. It has the overall administrative control of the Home Department in Government. It is situated at Vazhuthacaud, near Vellayambalam in Thiruvananthapuram City. It is headed by the State Police Chief. The State Police Chief is appointed by the Government from among the IPS officers of the State cadre, who are in the rank of DGP, taking into their ability to lead the Police Force in the State, the overall history of Service, professional knowledge and experience. He has the duty to uphold and enforce the law impartially, and to protect life, liberty, property, human rights and dignity of the people of the State. The State Police Chief is assisted by a number of Staff Officers to help him in the discharge of his duties. The Staff Officers are basically in the rank of ADGP/IGP/DIG/ SP/DySP/AC and various other Subordinate staff. In addition to the Staff Officers, some Special Cells are also functioning in the Police Headquarters (PHQ). Ministerial staff, at various levels, are working as support functionaries to the Staff officers in the discharge of their duties. Proposals for policy decisions are being forwarded to Government from the PHQ.

This Department has strength of 42,149 executives, serves a population of over 31.8 million residing in five cities, 53 municipal towns, and 1452 villages spread over an area of 38,863 square kilometres with an average population density of 819 per square kilometre. The department keeps the investigation of about 175,000 cases every year. The office of the State Police Chief i.e. Police Head Quarters keep an eye on every part of the State

and is liable to answer any problems relating to the security of each and every individual in the State.

For better administration, control of the Police Force and for its effective functioning the jurisdiction of State Police Chief has been divided into Two Zones. They are the South Zone and North Zone. The Additional Director General of Police is the Head of each Zone.

For effective administration, Range offices are functioning under each Zonal Office. Inspector General of Police is the Head of each Range Office. In each Zone, there are two Ranges.

In the South Zone, Range offices are functioning at Thiruvananthapuram and Ernakulam whereas in the North Zone, they are located at Thrissur and Kannur. District offices function under the Range offices. In the five districts, where the district headquarter is a Corporation, there are two District offices, one for the city and the other for rural. Thus, there are 19 District Police Offices. The Head of the District Police Offices is the District Police Chief. District Police Chief is the Superintendent of Police. In the Districts where there are two offices, District Police Chief for the rural areas is the Superintendent of Police, whereas the District Police Chief for the urban areas is the Commissioner of Police.

The classification of the Department into Zonal offices, Range offices, and District offices is shown in the following table:

<b>Zone</b>	<b>Range</b>	<b>District</b>
<b>South</b>	<b>Thiruvananthapuram</b>	Thiruvananthapuram City
		Thiruvananthapuram Rural
		Kollam City
		Kollam Rural
		Pathanamthitta
	<b>Ernakulam</b>	Alappuzha
		Idukki
		Kottayam
		Kochi City
		Ernakulam Rural
<b>North</b>	<b>Thrissur</b>	Thrissur City
		Thrissur Rural
		Palakkad
		Malappuram
	<b>Kozhikode</b>	Kozhikode City
		Kozhikode Rural
		Wayanad
		Kannur
		Kasaragod

Every District Police Chief, delegates his powers to the Divisional Offices which were controlled by an Officer in the rank of Dy.S.P. in the Rural limits and Office of the Deputy Commissioner and Dy.S.P known as Assistant Commissioner in the City Limits.

The subordinate office next to this is the Office of Circle Inspector. The Circle Inspector known as Inspector of Police is assigned with duties

such as supervision and investigation of all cases under his circle which may comprise of one or more police Stations which includes the duties like prevention/ detection of crime within his circle, maintenance of the general efficiency of all Police work within the Circle and giving necessary instructions to all the Investigating Officers.

A Police Station is the next subordinate Office which deals with crime cases in the Police Department. It is supposed to be a fundamental office which registers crime cases and investigation proceeds. A police station known as "station house" is an Office which is meant to accommodate police officers and other staff of the Police Department. These buildings often contain offices and accommodation for personnel and vehicles, along with locker rooms, temporary holding cells and interview/interrogation rooms and Thondy Rooms. The Station House Office is also supplied with equipment to be used by the police force, such as vehicles and weapons. As per Kerala Police Act, 2011 a Police Station can be defined as "The Government may, by notification, and subject to the provisions of section 2 of the Code of Criminal Procedure, 1973 (Central Act 2 of 1974) establish police stations for every local area for the purposes of this Act.

(2) The area of jurisdiction of every Police Station and the premises in which it shall function shall be as specified in the notification issued under subsection (1).

(3) A Police officer of such rank as may be fixed by the Government and designated as the Station House Officer shall supervise the functions of each police station and that officer shall be the officer in charge of the Police Station."

In addition to the above, some Special Units and Armed Police Battalions function under the administrative control of the State Police Chief,

such as Special Branch CID office, Office of the S.P. (Railways), Crime Branch, Police Training College, Kerala Police Academy etc.

The Additional Director General of Police (APBn) is the head of the Armed Police Battalions. He is being assisted by Inspector General of Police (APBn), and Deputy Inspector General of Police (APBn). The Additional Director General of Police (APBn) has the control over the entire Battalions viz, Kerala Armed Police I to V, Malabar Special Police, Special Armed Police, Rapid Response and Rescue Force and India Reserve Battalions.

Another important Special Unit is Training Unit. It functions under the control of the Additional Director General of Police (Trg.&TP). He controls all the activities in Police Training College, Kerala Police Academy I to V. He is assisted by one Inspector General of Police and one Deputy Inspector General of Police.

Since the Study has the terms of reference such as Identification of Police Stations which need bifurcation for effective maintenance of law and Order, the minimum staff strength required for effective functioning of a Police Station, the Work Study Team emphasized on studying the Station House Offices. But some requests from other sources were received to the Work Study Team, the Office of the Circle Inspector of Police, Sub Division Offices were to be considered at the time of data collection. These matters were elucidated in detail in the coming chapters.

#### Duties and Functions of the Police:

The Police Officers shall subject to the provisions of Kerala Police Act 1961 and 2011, perform the following functions.

- (a) to enforce the law impartially;
- (b) to protect the life, liberty, property, human rights and dignity of all persons in accordance with the law;



- (c) to protect the internal security of the nation and act vigilantly against extremist activities, communal violence, insurgency, etc;
- (d) to promote and protect arrangements ensuring public security and maintain public peace;
- (e) to protect the public from danger and nuisance;
- (f) to protect all public properties including roads, railways, bridges, vital installations and establishments;
- (g) to prevent and reduce crimes exercising lawful powers to the maximum extent;
- (h) to take action to bring the offenders to the due process of law by lawfully investigating crimes;
- (i) to control and regulate traffic at all public places where there is movement of people and goods;
- (j) to strive to prevent and resolve disputes and conflicts which may result in crimes;
- (k) to provide all reasonable help to persons affected by natural or manmade disaster, calamity or accident;
- (l) to collect, examine and, if necessary, to disseminate information in support of all activities of the police and in the maintenance of security of the State;
- (m) to ensure the protection and security of all persons in custody in accordance with law;
- (n) to obey and execute lawfully all lawful commands of competent authorities and official superiors;
- (o) to uphold and maintain the standards of internal discipline;
- (p) to instill a sense of security among people in general;
- (q) to take charge of and ensure the security of persons, especially women and children found helpless and without support in any public place or street;

(r) to discharge any duties imposed by any law for the time being in force;

### **Overview of a Police Station.**

According to the latest statistics available, Kerala has an area of 38,863 sq kms with a population of more than 3.5 Crores comprising of 941 Panchayaths, 86 Municipalities and 6 Corporations. All the problems were dealt with a total strength of 50,000 Police men in different categories spread among 545 Police Stations across the State. Each and every single police personnel in the State serves a population of 615 as per the data available.

### **Police Stations in Kerala.**

In the State of Kerala there exists 455 Police Stations which have a total strength of 50,000 Police personnel working in different categories. The details of the Police Stations are shown below in the table.

### **List of Police Stations in 19 Police Districts.**

Sl. No	Name of the Police District	Total no. of Police Stations
1	Thiruvananthapuram City	20
2	Thiruvananthapuram Rural	38
3	Kollam City	15

4	Kollam Rural	17
5	Pathanamthitta	20
6	Alappuzha	31
7	Kottayam	32
8	Idukki	26
9	Ernakulam City	22
10	Ernakulam Rural	33
11	Trissur City	10
12	Trissur Rural	25
13	Palakkad	31
14	Malappuram	34
15	Kozhikkode City	15
16	Kozhikkode Rural	21
17	Wayanad	15
18	Kannur	34
19	Kasargod	16
	Total	455

### **List of other Police Stations in Kerala**

Sl. No.	Name of the Police Stations	Total No of Police Stations
1	Traffic Police Stations	9
2	Railway Police Stations	13
3	Vanitha Police Stations	4
4	Coastal Police Stations	8
5	Cyber Police Station	1
6	CBCID Police Station	1
	Total	36

### **Primary Duties of a Police Station**

A lot of complaints are received in a rural police station due to personal rivalry, land disputes, inter-caste problems and violence. Such type of complaints are required to be attended promptly, effectively and judiciously by a responsible officer of the rank of S.I./A.S.I and H.C to prevent escalation of the situation in areas of jurisdiction of police station, since these types of petitions are likely to be converted in FIR at later stage after investigation. Besides these, the replies are also forwarded to the civilians/civil authorities

under RTI Act, Human Rights Commission and the Judicial Courts, etc. Besides above, the under mentioned duties are regularly performed by the Police Personnel in a Police Station

- ☐ Registration and Investigation of crime.
- ☐ Attending to calls and complaints from the public and maintaining the Daily/Station Diary.
- ☐ Maintaining a reporting room round the clock.
- ☐ Custody and escort of arrested persons.
- ☐ Maintaining more than 25 records of the Police Station.
- ☐ Security of the police station premises.
- ☐ Serving of summons and warrants to various departments.
- ☐ Inquiry into complaints.
- ☐ Carry out verifications of persons and premises.
- ☐ Ensure presence of witnesses for evidence.
- ☐ Producing before court all case properties seized during investigation of a case.
- ☐ Keeping surveillance and check on 'Bad characters', History sheeters, proclaimed offenders, and Anti-social elements.
- ☐ Gather, co-relate and process information from public about crime and public order.
- ☐ Control crime and maintain public order by deploying pickets strategically, mounting patrolling in beats, conducting anti sabotage checks at public places, ensuring access control at various important and vulnerable targets.

- ☐ Securing the places of public functions/visits by VIPs.
- ☐ Making arrangement for safe passage/travel of VIPs in the PS jurisdiction.
- ☐ Involving community through programmes like peace/communal harmony committees, liaising with associations, etc.
- ☐ Community Policing and other proactive measures.
- ☐ Maintain Wireless Communication.
- ☐ Maintain computer and the server.
- ☐ Proper deployment of vehicles provided to the rural police station.
- ☐ Maintaining amenities at the police station such as mess, canteen etc.
- ☐ Maintain Duty Roster and ensure supervision.
- ☐ Evacuate the injured persons from the remote areas/victims from accident place to the Hospital.
- ☐ Develop intelligence network for crime control.
- ☐ Attending to law and order situations such as Preventing crimes against Govt. property including damaging roads, cutting of trees, encroachment of Govt. land, etc. Personal Rivalry, caste violence, land disputes, thefts, crime against women, domestic violence, etc.
- ☐ Arrangements of police personnel when people gather in large numbers in mosques, temples, church etc. on specific days or during festivals.
- ☐ Coordinate with Grama Panchayat/Grama Sabha for maintaining law & order in the area of jurisdiction.

- ☐ Prompt action to clear the road accident site and shifting the injured persons to hospital.

### **Unaccounted Duties in a Police Station**

Besides providing manpower for the above primary duties, a number of tasks that never get mentioned have to be performed on regular basis by a Police Station. For instance:

- ☐ Police intervention is sought in family feuds arising out of property disputes. The parties do not want to register case but still want police help to sort out the disputes.
- ☐ Removal of encroachment from roads, government lands, in local village market, etc.
- ☐ Providing Police for demolition work.
- ☐ Removal of unclaimed dead bodies of unidentified human beings and animals from the place of occurrence.
- ☐ Complaints against use of high volume loudspeakers during night are required to be attended immediately.
- ☐ Missing children, women, boys and girls who have run away from homes have to be escorted by police to safe homes or even to their native villages.
- ☐ Disputes between neighbours regarding construction/repair/extension of house often require police intervention without registering the case.
- ☐ Provide security for various haats, cultural events, sports activities, etc.
- ☐ Provide security for local 'melas' in the villages and to keep proper surveillance of unwanted activities of the visitors and villagers.

- ☐ Reply to RTI matters which require adequate efforts and proper attention with adequate manpower to respond.
- ☐ Provide guards for vehicles involved in accidents, not removed by owners/insurance companies.
- ☐ Provide staff to take care of victims in accident cases till the family members arrive.
- ☐ Protection to archaeological monuments and other sites of importance.
- ☐ Checking of servants, verification of their antecedents, etc. requires a lot of manpower.
- ☐ Verification work relating to birth certificates, and other aspects related to security of the villagers and Nation
- ☐ Contract labourers, servants, farm labourers are often not paid their wages as per law or their wages are held back so that they return to their 'master'. Instead of approaching the Labour Department for their wages, etc. they come to the Police Station for help. For the police, this is an extra job.
- ☐ If power transformer gets burnt or drain gets choked and overflows in an area, the affected villagers, come to the police station requesting for intervention.
- ☐ Enquiry into complaints of non-payment or short payment to labourers in developmental schemes is often referred to Police Station for verification by the superior authorities.
- ☐ There may be cases of vehicle break-down at night/day of VIPS or senior officers who want immediate help from the police. They want their vehicles repaired at the earliest since villages do not have proper place for their stay.



This shows that the Police personnel working in a Police station have to engage in large number of unaccounted duties which may not be in accordance with the law or laid down procedure and practices but the public and others expect these functions to be carried out by the Local Police.

### **Types of Police Stations in Kerala.**

The types of Police Stations may be classified in to 3, viz. Heavy, Medium and Light. The classification is a simple one and may not depend entirely upon the location of the Station. The classification must be based on the workload and the nature of problems in the jurisdiction. The following norms may be adopted for sanction of strength:

The Police Stations in Kerala has a major classification as follows:

Local Police Station, Traffic Police Station, Vanitha Police Station, Coastal Police Station, Tribal Police Station, Railway Police Station, Border Police Station, Tourism Police Station, Police Station in a communally sensitive area, Police Station in a Politically sensitive area and Police Station in a Maoist area.

Out of the 453 Police Stations in the State, the Team visited only 26 which covers all categories and it is elucidated in the coming chapters.

## **CHAPTER IV**

### **FACTS AND ANALYSIS**

#### **1. Station House Office, Parassala**

The Work Study Team started the data collection from the Station House Office, Parassala on Chingan 1 of the Malayalam year. The Station House Office, Parassala was formed in the year 1974. It is one among the Police Station in the Northern side sharing one boundary with Tamil Nadu. The Station House Office has a jurisdiction over 10 Km of radius. It has a population of 1,98,646 and a sex ratio of 1000:1062. The greatest river named Neyyar having more importance in the epic, flows through Amaravila comes under the limit of the Parassala Police Station. This Police Station has become a sample of Study as it lies on the border of Kerala and Tamil Nadu.

This Station has boundaries with other Station Houses viz, Neyyattinkara, Marayamuttam, Vellarada, Pozhiyoor and two Police Stations viz, Palukal and Kaliyakkavila in the Tamil Nadu State. This Station House Office has a control of 21 Kms of National Highway (NH 47) from Padanthalumoodu to Amaravila Toll gate.

Under the jurisdiction of this Station House Office, there exists, 47 temples, 32 Churches, 6 Mosques and 7 other places of worships. There are 43 Education Institutions, 48 Government Offices under this Station limit. The places like Idichakkaplamoodu, Vlathankara and Inchivila were the most communally sensitive areas prevailing here.

The item wise breakup of the existing and present strength of staff in this Station House Office is shown in the table below.

<b>Name of Post</b>	<b>Sanctioned</b>	<b>Existing</b>	<b>Vacant</b>
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<b>Sub Inspector ( S I )</b>	<b>5</b>	<b>4</b>	<b>1</b>
<b>Assistant Sub Inspector ( A S I )</b>	<b>3</b>	<b>3</b>	<b>0</b>
<b>Senior Civil Police Officer ( S C P O )</b>	<b>10</b>	<b>1</b>	<b>9</b>
<b>Civil Police Officer ( C P O )</b>	<b>25</b>	<b>18</b>	<b>7</b>
<b>Woman Civil Police Officer ( W C P O )</b>	<b>9</b>	<b>5</b>	<b>4</b>
<b>TOTAL</b>	<b>52</b>	<b>31</b>	<b>21</b>

This Office has a sanctioned strength of 52 police personnel including the Station House Officer. But at the time of data collection there exists only 31 police personnel.

It was informed to the Team by the Station House Officer that, a new Station House Office was opened recently in the place named Marayamuttam and no separate staff strength was created in the newly opened Station House Office. They maintained the Staff strength by absorbing 21 categories of executives from the Station House Office, Parassala. This made the Principal SI difficult to detail duties in all situations and it made a huge lag in attending some duties.

In the jurisdiction of Parassala Police, the Station House Officer has to detail 3 Police personnel as Station Security Guard, 2 Police personnel in the Sub Treasury, 3 for serving of Process, 3 for College Duty, 1 Police Personnel for Petition enquiry, 2 for Prosecution Duty, 2 for General Dairy Charge 2 Police personnel for Station Writer and Assistant Station Writer, 4 for Traffic Control Duty, 1 Police personnel for Computer Duty and 1 for Tappal Duty.

A severe pressure over Police at Parassala is a place named Dhanuvachapuram which is a grave politically sensitive area under this Station limits. Dhanuvachapuram which is 8 Kms away from Parassla is an excellent centre for education where in two colleges viz, V T M N S S College and I H R D, a technical education institution (ITI), 3 Higher Secondary Schools and some primary school institutions working with in a circuit of 100 mts. Since, the College and Technical education centre were led by two different political parties; student political clashes were occurred occasionally. In the year 2013, a murder case was reported here and 35 criminal cases were registered with in a period of 3 years. Under these circumstances, the Station House Officer Parassala has to deploy Police Personnel daily for attending the picket duties. This made the Station House Office, Parassala heavier than before.

At the formation of Parassala Police in the year 1974, there were registered only 61 cases. But in the year 2014, there was a number of 1631 cases registered. There is a hike of 27 multiples of cases in the present years.

Communally sensitive areas like, Idichakkaplamoodu, Inchivila, Vlathankara were under the close surveillance of the Parassala Police so as to avoid a clash at any time from the natives belonging there.

It is very important to say that, 8 janamaithri beats were prevailing here. 2 Police men were deployed for Student Police Cadet in the

Government Vocational Higher Secondary School at Parassala. Apart from these activities, there exists, School Protection Group, Anti Ragging Cell and Clean Campus Safe Campus were going on here. Since, there is a deficiency of staff in the Station House Office, the Station House Officer feels difficult to handle these programmes.

Another major difficulty faced by the Police at Parassala is that *manaloottu* in the famous river Neyyar. Daily raids have to be conducted by the Police at Neyyar. Since, the manaloottu at the banks of the river were not accessible to the Police, the Police Personnel feels difficulty to reach the situation and to trace to culprits.

As stated above, the Station House Office has a jurisdiction over 18 Kms of National High way, road accidents are common. With the present strength of Police Personnel it is difficult to tackle a complicated situation there. Since, so many VIPs were passing through the National Highway, Pilot escort have to be given properly. No CCTV cameras were found in the National Highways to keep an eye over the traffic problems and other situations.

It is very important that, since Station House Office Parassala, shares a major boundary with Tamil Nadu, no check posts for Kerala Police exists in the boundary under this Station Limits. In the meantime, Check posts of Sales Tax Department and Excise Department exist here. A lot of smuggling was reported and smugglers were haunted by the Parassala Police. In this situation, it is very very necessary to have a Check post of Police in the boundary.

### **Recommendations.**

1) The Work Study Team suggests maintaining the sanctioned strength in this Office either by taking their strength from Marayamattom Police Station or by creating here a separate sanctioned strength.

- 2) The Work Study Team strongly suggests establishing a Check Post in the Kerala - Tamil Nadu border at Kaliyakkavilai for Kerala Police, and a Police Officer in the rank of Sub Inspector and two Senior Civil Police Officers were posted into it.
- 3) The Team suggest to adopt modern gadgetries like CCTV Cameras at Check Post, in the heavy traffic areas in the NH limits and to establish wi fi cameras in the Sub Treasury which is near to the Station House Office.
- 4) The Work Study Team also suggests to utilize the service of Home Guards for Process duties and Tapal Duties so that, 4 Police men were spared for crime and Law & Order duties.
- 5) The Work Study Team also suggest to have a complete utilization of Home Guards in the traffic points in the Station Limit and also request to utilize the Police Personnel for the Crime and Law & Order duties.

## **2. Station House Office, Fort**

The Station House Office, Fort is administered by a Circle Inspector of Police. The Station House Office, Fort is a major Police Station in the Thiruvananthapuram City Police District. It has a total jurisdiction of 8 Sq. Km. But has a population of 1,67,832. This Station House Office follows a strength which was sanctioned in 1993. But out of the sanctioned strength of 101, there exists only 91 staff in this Station House Office. The boundaries of the jurisdiction are Killly river in the East which shares with Station House Office Karamana, Eanchakkal Bye Pass in the West which shares with Station House Office Valiyathura, Melepazhavangadi in the North which shares with Station House Office Thampanoor and Thiruvallam in the South which has a boundary with Station House Office, Thiruvallam. In the jurisdiction there exists 8 major temples, 27 other temples, 2 major mosques and 8 other

mosques . Attakulangara and Muttathara are the communally sensitive areas in the Station Limit.

Since the Station House Office, Fort is situated in East Fort, which is a densely populated nerve centre of the Thiruvananthapuram City, it faces so many processions conducted by the temple devotees, protests conducted by the politicians, VIP Duties and Festival duties. Since, so many Film Theatres are working in this area, there is no calm even during the late night hours. Hence, the night patrolling also have to be conducted here promptly and sharply. Since, the Station House Office is located near the Secretariat, VIP Escort duty is so common. The City often faces with the problems like the vagabonds wandering there, problems with the drunkards and also with the mentally retarded men wandering there. Similarly, the Station House Office have to attend with the unidentified dead bodies.

Crime and Law & Order is separated in this Station House Office. But unfortunately this separation is only seen in the Office Records. All the Police Personnel were detailed to all kinds of duties in the Station House Office with no discrimination of Crime or Law & Order.

The Station House Office deals with so many cases related with Information Technology Act. An Officer in the rank of Circle Inspector of Police has to attend the IT Act cases. But unfortunately, these cases can be investigated by the help of Cyber Cell. This causes delay in getting a fruitful result of the Investigation. Under this circumstances, the Station House Office requests to transfer these cases directly to the Cyber Police Station and hence, the Police Personnel can attend other Law & Order and Crime duties existing there.

Gandhi Park, Nayanar Park, Putharikandam Maidanam are some of the thickly populated and busiest places at East Fort. The most famous

Attukal Temple and the most richest temple in the World, Sree Padmanabha Temple were coming under this Station Limit.

At the time of data collection in this Station House Office, it was found that, so many police personnel were being posted here either by punishment transfer or after suspension. This lacks in interest of attending the duties. In most cases, they were undergoing medical leave or trying to find a reason to leave the head quarters.

The item wise breakup of the existing and present strength of staff in this Station House Office is shown in the table below.

<b>Name of Post</b>	<b>Sanctioned</b>	<b>Existing</b>	<b>Vacant</b>
Circle Inspector	1	1	0
Sub Inspector	6	13	0
Assistant Sub Inspector	6	2	4
Senior Civil Police Officer	26	11	15
Civil Police Officer	56	53	3
Woman Senior Civil Police Officer	1	0	1
Woman Civil Police Officer	7	9	0
Driver	3	2	1
<b>TOTAL</b>	<b>106</b>	<b>91</b>	<b>24</b>

### **Infrastructure of the Station House Office**

The major disparity observed in the Station House is that, the building is constructed in such a way that, a Police Personnel attending the GD Charge (General Diary Charge) or the man in the Sentry cannot get a view over the gate of the compound wall of the Station House Office. Also, it is seen that, near the Station House Office, so many buildings and small scale sales outlets were situated. The Station House Officer reported that, during night time, a proper surveillance over the area cannot be undertaken. The Work Study



Team felt that, either the Sentry Post should be constructed near to the Gate of the Compound Wall or to keep CCTV surveillance over the entire building.

In the Station House Office, there is no 'Thondi Room' for keeping the valuable evidence which is to be produced in the court.

### **Recommendations.**

The Work Study Team strongly recommends partitioning Crime and Law & Order Duties in the Station House Office.

The Work Study Team suggests to maintain the sanctioned strength in this Office

The new entries in the Police Department which are the young blood are wasting their valuable time and energy in attending the guard duties in some light Station House Offices. They have to be traced out very soon and posted in Crime and Law & Order Duties which implies a great enthusiasm to deliver their duties promptly.

The Police Personnel with long years of service in the Department should be engaged in guard duties in light Station House Offices.

The Work Study Team suggest to follow the custom which is followed in Army that, after a war zone, there is a peace zone, it should be adopted in the Police Department also in a peculiar way. This may be explained as, the Police Personnel who were working in Heavy Station House Offices for a continuous period of 10 or 15 years, may be compulsory posted in Special Units, so that, they get a relief of mind.

The Work Study Team suggests conducting a simple efficiency test in the Police Department to all Police Personnel. The Police Personnel who were not getting through the efficiency test should undergo Medical verification

and also undergone a training which imparts the subjects Psychology and Physical exercise.

The Work Study Team suggests that, all the Police Personnel should undergo annual or periodic medical verification and should get a remedy over the problems observed in the verification.

The Work Study Team also suggests taking a ‘weekly off’ to every personnel in the Department.

### **3. Station House Office, Attingal**

The Station House Office Attingal was formed in the year 1859 is one among of the important Station House Offices in the Trivandrum Rural Police District. The place Attingal which owes to a great historical and geographical importance in Kerala. The Station House Office, Attingal is selected as one of the sample Offices from the direction of the Nodal Officer to the Team since, the Station House Office being a Heavy Police Station in Trivandrum Rural District.

The Station House Office, Attingal has a total area of 72 Cents of jurisdiction and have the boundaries with Chathanpara, Korani, Mudakkad, Cheruvallinkunnu, Kollampuzha, Chemparathumukku and Kalamachal. The place named Alamkode is a communally sensitive area coming under the Station Limit of Attingal Police. It comprises 56 temples, 9 Churches, 27 Mosques and 6 other places of worship. In the Station Limit, there exists 48 Education Institutions and 40 Government Offices. 15 types of festivals were conducted every year in the jurisdiction.

The Station House Office, Attingal acts as a Taluk Head Quarters Police Station. Attingal is a town lying near the National Highway; the Station House Office faces too much traffic problems. It is very remarkable

to say that, within a close circumference of 2 Kms radius in the town, there exists 15 Traffic Points and that too are very sensitive ones. The Station House Officer avails the duty of the Home Guards for attending the Traffic Points. For the 15 Traffic Points, 30 Traffic Police Personnel are found to be necessary. In this case, the Station House Office makes it up a total of 10 or 12 personnel which includes the Home Guards too. In such a case, it delivers heavier work load to the Police Personnel.

In the Station House Office, there exists a Traffic Unit. The members of the Traffic Unit reported to the Work Study Team that, even though they have Traffic Unit, the Police itself feel severe difficulties in handling the traffic duties and also with the Law and Order duties.

The item wise breakup of the existing and present strength of staff in this Station House Office is shown in the table below

<b>Name of Post</b>	<b>Sanctioned</b>	<b>Existing</b>	<b>Vacant</b>
<b>SI</b>	<b>3</b>	<b>3</b>	<b>0</b>
<b>WSI</b>	<b>1</b>	<b>1</b>	<b>0</b>
<b>ASI</b>	<b>3</b>	<b>2</b>	<b>1</b>
<b>SCPO</b>	<b>17</b>	<b>14</b>	<b>3</b>
<b>WSCPO</b>	<b>1</b>	<b>1</b>	<b>0</b>
<b>CPO</b>	<b>39</b>	<b>38</b>	<b>1</b>
<b>WCPO</b>	<b>10</b>	<b>8</b>	<b>2</b>
<b>TOTAL</b>	<b>74</b>	<b>67</b>	<b>7</b>

The item wise breakup of the existing strength of the Traffic Unit under the Station House Office is shown in the table below

Name of Post	Sanctioned	Existing	Vacant
SI	1	1	0
WSI	0	0	0
ASI	0	2	0
SCPO	2	0	2
WSCPO	0	0	0
CPO	0	8	0
WCPO	0	1	0
TOTAL	3	12	2

From the table above itself it is seen that, the sanctioned strength is not at all maintained here. Since the duty of the Police Personnel is increasing day by day, it is very necessary to maintain a sanctioned strength every time.

In the Station House Office, the Police Personnel have to serve Summons and Warrants. Three Police Personnel were entrusted with these kinds of duties. They reported to the Work Study Team that, since they were engaged with such duties, the Law & Order Duty will be suffered in most of the times.

In the base year of Study, 2014, 1516 petitions have been received here. Two Police Personnel were entrusted with Petition duties in the Station House Office.

There are 10 Beats in the Station House Office. In the 10 Beats, 21 Officers which includes 1 Chief Beat Officer have to be posted to attend the Beat Duties. 10 WCPOs also have to be posted as Assistant Beat Officers. Since, there is deficiency of WCPOs, the Station House Officer has to manage with the existing WCPOs.

In Attingal, there are two Schools with Students Police Cadet programme. The Station House Officer reported to the Study Team that,

since it was being maintained with the existing strength, the Law and Order duties might get suffered occasionally.

Other programs like Senior Citizen Help Desk, Women Help Desk and School Protection Group were going on under this Station House Office. The Station House Officer has to detail the Police Personnel to all these duties with the existing staff strength.

#### **Recommendations.**

- 1) The Work Study Team recommends keeping the sanctioned strength in the Station House Office.
- 2) Suggests to maintain the sanctioned strength in this Office
- 3) Suggests to utilize the service of Home Guards for Process duties and Tapal Duties so that, 4 Police men were spared for crime and L & O duties.
- 4) Suggests to have a complete utilization of Home Guards in the traffic points in the Station Limit and also request to utilize the Police Personnel for the Crime and Law & Order duties.

#### **4. Station House Office, Kallambalam.**

Kallambalam is an important town in Thiruvananthapuram district. Kallambalam joints Varkala with National Highway 47. It is only 41 kms towards the north direction of Thiruvananthapuram, 30 kms towards south direction of Kollam city and 13 kms towards West direction of Kilimanoor and 10 kms towards East direction of Varkala.

Varkala Sree Janardhanaswamy Temple is a very famous traditional temple nearby Kallambalam. The blessed land of estuary and backwaters, Paravur is also near Kallambalam.

The Station House Office, Kallambalam has started functioning from 20.03.1986. The beginning was from the rented building in Karavaram Grama Panchayath and later it was shifted to Government owned building at Kallambalam on 24.09.2013. This Station House Office has an area of 69.25 Sq. Kms with jurisdiction over the villages like Ottur, Manambur, Navaikkulam, Chemmaruthi, Karavaram and Kudavur.

Since, this Station House Office situated in National Highway 47, most of the time, the Personnels in this Station House Office has to attend VIP Duty and Escort-Pilot Duty. Apart from the above, other routine duties such as Law & Order and Crime duties were also increasing day by day. The places like KTCT School, Navaikulam School Junction, Njekkadu School Junction, Mavinmoodu School Junction, Manamboor School Junction and Kallambalam Junction are traffic sensitive areas. Deputing staff everyday from this Station House Office is of utmost importance. The Station House Office has to attend the cases like Rash Death, Suicide, and Unnatural Death without any delay. Other urgent duties such as Inquest/Body Bundo bust were to be attended by the staff here.

At the formation of this Station House Office in the year 1987 there registered only 20 cases. But, at present it is seen that, in the year 2013 there registered 1415 cases, in the year 2014 there were 1748 cases. The number of cases are increasing day by day. The sanctioned and existing strength at the time of formation of this Station House Office is given below.

Name of Post	Sanctioned	Existing
SI	1	1
ASI	1	1

HC	5	5
CPO	21	21
TOTAL	28	28

The Strength details at the time of data collection in this Station House Office is follows:

Name of Post	Sanctioned	Existing	Vacant
SI	3	4	
ASI	2	2	
SCPO	8	5	3
CPO	22	15	7
WCPO	0	2	
TOTAL	35	28	10

From the above strength of this Station House Office, only two members were deployed to Station Office duties. They are, Station Writer and Assistant Station Writer. The Staff attending the Office duty has to attend with petitions received from higher offices, Sutharya Keralam, Lok Ayuktha, SC/ST Commission etc.

At the time of data collection here it is observed that, the Station House Office, which is said to be located in the National Highway actually rests in a

place not at all easily accessible to the public. The approach road to this Station House Office is so damaged that, with out proper caution no one can reach this Office. This Office looks like a cellular office. More over, the building is in a dilapidated condition and other facilities in this Station House Office is very poor in comparison with other Station House Offices. This is a building which is constructed by the Kerala Police Housing Construction Corporation (KPHCC) recently. Thondy room and no sufficient rooms for Arms and Ammunition were found here. All the thondies received by them is dumped in the upper storey of this building. No hygienic bathrooms are found here. There are no separate rest rooms for the Woman Civil Police Officers.

### **Recommendations.**

The Work Study Team recommends to separate Law & Order and Crime in this Office.

The Team recommends to maintain the sanctioned strength in this Office.

8 Hours duty time should be followed here.

Proper maintenance should be done in this Station House Office.

The approach road to the Station House Office should be maintained well.

The Team recommends to deploy Home Guards in Traffic duties and Tappal Duties.

### **5. Thenmala Station House Office**

Thenmala is a tourist place near Punalur town, Kollam district in Kerala. Thenmala is the first planned eco-tourism destination in India. The Thenmala dam was built across Kallada River.



Themala is 72 kms away from Thiruvananthapuram. The Station House Office, Thenmala comes under the jurisdiction of Kollam Rural Police District. This Station House Office is being selected as a sample office of study being as a Police Station located in a hilly region and also in a tourist location. Also, a proposal for opening of new Station House Office, at Achankovil is being pending in the Government.

The Achankovil is a river in Kerala, located on the southern tip of the peninsula. The Achankovil enriches the Pathanamthitta district of Kerala state. It joins with the Pamba River at Veeyapuram, in the Alappuzha district of Kerala. Achankovil is also the name of the forest area, which is the catchment area for this river, and of a small town situated in the Achankovil forest area. The Achankovil village is not easily accessible; however, it can be reached through forest routes. The river also passes through the village Vazhuvadi in Achankovil village. Due to these reasons, the Work Study Team selected this Office and the feasibility of opening a new Station House Office at Achankovil is also explored at the time of data collection.

The Station House Office, Thenmala was opened on 25.10.1972. The main peculiarity of this Station House Office, is that, of this being a typical geographical nature and due to the area of jurisdiction of this Station House Office, this stands distinct from other Station House Offices, in Kollam District. The National Highway 744 runs over 30 Km connecting Placheri in the West, which shares the boundary of Station House Office, Punalur and Kottavasal which is a Kerala Tamil Nadu border in the east comes under the jurisdiction of this Station House Office. The Western Ghats is situated in Thenmala. Another Inter State Highway was going through Thenmala which connects the place named Alimukku in Punalur and Shengotta in Tamil Nadu. Also, this Highway runs through Achankovil.

In Achankovil an average of 1500 inhabitants survive where 90% of them were tribals. The Achankovil village lies in the North East of Station House Office, Thenmala. The Achankovil village is not easily accessible; however, it can be reached through forest routes. An Out Post is functioning at Achankovil but does not have a permanent staff strength. The Officers from Station House Office, Thenmala is working in the Out Post at Achankovil. The places Achankovil, Aryankaavu and Thenmala are dense forests which lie on the Western Ghats. The major spots like Mampazhathara, Nagamala, Chaliyakkara, Ambanadu, Priya Estate, Rajakooppu which are coming under the Thenmala Station Limits were not accessed by the Police easily. In case of emergency, the Police takes more time to reach the situation. The major duty bound to the Station House Office, Thenmala is to provide security to Thenmala Dam which is an eco-tourism point and an irrigation project.

The item wise breakup of the sanctioned and present strength of staff in this Station House Office is shown in the table below.

<b>Name of Post</b>	<b>Sanctioned</b>	<b>Existing</b>	<b>Vacant</b>
<b>SI</b>	<b>3</b>	<b>7</b>	<b>0</b>
<b>ASI</b>	<b>2</b>	<b>1</b>	<b>1</b>
<b>SCPO</b>	<b>8</b>	<b>7</b>	<b>1</b>
<b>CPO</b>	<b>21</b>	<b>14</b>	<b>7</b>
<b>WSCPO</b>	<b>1</b>	<b>0</b>	<b>1</b>
<b>WCPO</b>	<b>4</b>	<b>3</b>	<b>1</b>
<b>TOTAL</b>	<b>39</b>	<b>32</b>	<b>11</b>

It is very important to say that, from the existing staff strength of 32, 2 Police Personnel were deployed to Out Post duties, 1 to Control Room Vehicle, 2 to Kollam Rural Office, 1 to Office of Circle Inspector, Kulathupuzha, 1 to the Office of the Dy.S.P., Punalur. Under these circumstances, the Station House Office, gets only a minimum strength of 27 Police Personnel to detail all kinds of duties. Out of the available strength of

27 Police Personnel, the Station House Officer has to detail the staff as follows:

Station Watch Duty : 6 (duty & rest)

G.D. Charge : 2 (duty & rest)

Night Patrol : 4 (duty & rest)

Driver change : 1

Aid Prosecution :2 (Judicial Magistrate First Class Punalur -1, Abkari Court, Kottarakkara – 1)

Writer :1 and

Assistant Station Writer : 1.

Here, when 17 Police Personnel were assigned with routine Station duties, only 10 were spared for Crime and Law & Order duties such as Petition enquiry, Process Service, Janamaithri Beat, Crime Investigation, Traffic Point Duty, Scriptory Work, Passport Enquiry, FIR Preparation etc. Apart from these duties, other duties such as Prison Escort, VVIP/VIP Escort/Pilot, Pickets, bando bust arrangement to festival scenes, Special Drives, Arrests, Dead Body Budno busts etc are other duties which are to be attended by the staff with the existing strength.

Accidents are daily scenes which are to be attended by the Police Personnels in this Station House Office. There is a Sales Tax Check Post in Aryankaavu and an average of 1000 vehicles per day with heavy load will be checked here. This makes great traffic issues and it will be solved by the Police Personnel of this Station House Office.

The Station House Office building is functioning in a rented building owned by the 'Riya Estate and Private Properties Limited'. The building constructed in 1955 seems in a dilapidated condition. It is so pathetic to say

that, the Work Study Team never find such a Station House Office in any part of the State.

### **Recommendations.**

The Work Study Team strongly recommends to keep the sanctioned strength in the Station House Office.

The Officers who were attached with other Offices may be taken back to this Office, and separate staff should be posted there.

The Out Post functioning at Achankovil may be upgraded to a Station House Office, and separate strength should be enabled there.

Functioning of the Police Station in the present building should be avoided at the earliest and a new building with all facilities should be provided.

### **6. Station House Office, Mattancherry**

Mattancherry is a locality in the city of Kochi. It is said that the cheri (street) full of mutton butchers gradually became muttoncheri which is spelled now as mattancherry. Also it is said that the name Mattancherry comes from "Ancherry Mattom", a *Namboodiri illam* which the foreign traders then pronounced it as Matt-Ancherry, gradually became Mattancherry. It is about 9 km away from Ernakulam town.

Mattancherry is a place of tourist destination. It is surrounded by the backwaters of Arabian Sea. Mattancherry was the first trade hub of the present district. Mattancherry is populated by people from various walks of life and various parts of India & Abroad. There are people who have come and settled at Mattancherry from Goa, Tamil Nadu and so on.

The tourist police station, located at Mattancherry (9 km from Ernakulam), is the first of its kind in the country which makes the God's own country more tourist friendly. The station offer various services and facilities

to the foreign travelers like clarifying their doubts on passport and visa; registering complaints and grievances on lost passports and expired visa; hiring taxis; booking for boating, etc. From here, tourists can obtain route maps and brochures of different tourist destinations in the State. Within the tourist police station premises, there is a Police museum that exhibits police uniforms, combat weapons and armory, arranged in chronological order right from the colonial period to the present day.

At the time of data collection, it was reported to the Team that, Mattancheri is a communally hyper sensitive area. This place has witnessed the outbreak of communal riots during the year 1990 and 1992. The main peculiarity of this place is that, people hailing from same community are concentrated in certain areas and they themselves created a communal belt at the locality.

Two Aid posts were functioning at Mattancheri Bazar and Jain Temple from 1992 to 2012. These were opened as a preventive measure to control the communal riots in the year 1990 and 1992. The Station House Officer reported that, the said two Aid Posts were very necessary in the present scenario as there exists a communal tension in the locality.

The sanctioned and existing staff under this Station House Office is given in the table below.

<b>Name of Post</b>	<b>Sanctioned</b>	<b>Existing</b>	<b>Vacant</b>
<b>SI</b>	<b>2</b>	<b>1</b>	<b>1</b>
<b>ASI</b>	<b>3</b>	<b>1</b>	<b>2</b>
<b>SCPO</b>	<b>12</b>	<b>13</b>	<b>0</b>
<b>CPO</b>	<b>47</b>	<b>45</b>	<b>2</b>

<b>WSCPO</b>	<b>1</b>	<b>0</b>	<b>1</b>
<b>WCPO</b>	<b>7</b>	<b>7</b>	<b>0</b>
<b>TOTAL</b>	<b>72</b>	<b>67</b>	<b>6</b>

The Station House Office, Mattancheri has a total area of jurisdiction of 13.824 Sq. Km. The boundaries of this jurisdiction are Thoppumpadi in the South, Vembanad Lake in the North East and Fort Kochi in the North East. There is a total population of 50,927 which comprises a sex ratio 1000: 1052. Under this jurisdiction, there exists 15 Educational Institutions and 30 Government Offices. A total of 80 festivals were celebrated in this Station Limit.

There are most communally sensitive areas such as Puthiarode, Panayapalli, Kochangadi, Lobo Junction and Ammayimukku. The areas such as Cheralaikada, Earaveli, Karippalam, Lobo etc are Muslim dominated areas and on the other side, Amaravathy, Cheralai, Gujarathi Road are Hindu dominated areas. The dispute between these groups are so common.

### **Recommendations**

The Work Study Team recommends maintaining of a permanent staff strength in this Station House Office.

As said in respect of other Station House Offices, the Team recommends following a pattern of 8 hours duty time here also.

The separation of Crime and Law & Order should be effected urgently.

The Work Study Team recommends to restablish the two Aid Posts in Mattanchery Bazar and Jain Temple.

## **7. Station House Office, Alappuzha North.**

Alappuzha (or Alleppey) is a city on the Laccadive Sea in the state of Kerala. It is best known for houseboat cruises along the rustic Kerala backwaters, a network of tranquil canals and lagoons. Alappuzha Beach and Lighthouse are tourist attractions. The city's Mullakkal Temple features a traditional design. Punnamada Lake's snake boat races are a well-known annual event.

The Station House Office, Alappuzha North is situated near the town of Alappuzha. The jurisdiction of this Station House Office comprises 5 Villages with a population 2.25 Lacs of population. There are 13 Courts situated in this Station Limits. Total strength of this Station House Office is 85. They reported to the Team that, this is a crime prone area in the Alappuzha district. On 28.11.1947, Alappuzha Police Station was bifurcated into North and South Police Stations. In 1985, North Police Station was again bifurcated as North Police Station and Mararikkulam Police Station. It was reported to the Team that, based on the Crime Statistics available, Alappuzha North is the largest Station House Office in the District.

No Thondy Room and no Record Room are functioning in this Office.

### **Recommendations**

The Work Study Team suggests to maintain 8 hours of duty time here.

The Study Team recommends that, the Station House Office should be maintained with Thondy Room and Record Room.

## **8. Coastal police station, Vizhinjam**

Coastal police stations have been started in the coastal states of India by the Ministry of Home Affairs in view of the terrorist attack happened at Mumbai, in 2008. The basic objective of establishing Coastal Police Stations, in various Coastal States and Union Territories is to overcome the limitations

of the state Police in terms of needed infrastructure and skilled manpower to exercise their policing jurisdiction effectively in the Territorial Waters, especially in security matters.

In the first phase of coastal security schemes Ministry of Home Affairs has sanctioned 8 coastal police stations in Kerala and all of them started its function from 2010 onwards. At present these 8 coastal police stations have the power to law enforce up to the 12 NM of territorial waters in the entire coast of Kerala. In the second phase of coastal security schemes, 10 coastal police stations have been sanctioned. The construction of the buildings for these stations are in different stages.

The coastal police station at Vizhinjam was established on 01-06-2010 under the 1<sup>st</sup> phase of coastal security schemes. Inspector of police (CI) is the SHO of all coastal police stations. All these coastal police stations are provided with two 12 Ton boats and one 5 Ton boat each for coastal boat patrolling. All the coastal police stations are being functioned as per the norms of SOP (Standard Operating Procedure) and the orders of the higher ups from time to time.

### **DUTIES OF THE COASTAL POLICE**

Coastal police station will be engaged in policing in the territorial waters with a view to enforce the criminal laws of the country protecting national interests in such waters and providing a sense of security to the inhabitants and other stakeholders in the coastal areas.

The following duties are entrusted to coastal police stations as per the Standard Operating Procedure.

- i) Search and seizure in respect of trawlers, vessels, fishing boats and to apprehend persons involved/suspected to be involved in drug trafficking, explosives, contraband goods, arms and ammunition, dangerous materials



smuggling of and trafficking in human beings etc in contravention of Law in order to prevent these unlawful activities.

- ii) Investigating criminal cases registered either by the concerned Coastal Police Stations, or being handed over by such agencies like the Coast Guard, Navy, Customs, Department of Fisheries etc. In such situations, the investigation will be conducted as per the Police Standing Orders of the concerned State and the Laws relating to investigation as applicable.
- iii) To develop and collect intelligence in order to prevent landing of arms & ammunitions, explosives and other contraband and unauthorized entry of vessels and persons etc (especially of foreign origin).
- iv) To keep surveillance over the villages, roads, Highways, dwelling units along creeks, landing points, ports under their jurisdictions, Govt/private Jetties, Coastal check posts of other Departments, Coastal watch towers, Resorts on coasts, vehicles, various commercial and residential units, hotels, lodges, restaurants etc against their misuse for unlawful acts.
- v) To co-ordinate with neighboring Police Stations, Navy, Customs, Coast Guard, BSF authorities and Intelligence agencies (both of the State and of Government of India through District SP/CP) to prevent and detect unlawful activities in the coastal areas and Territorial Waters of India. Rendering need based assistance to the Indian Coast Guard, the Customs department, the agencies/departments looking after security of the Ports under the jurisdiction of the Coastal Police Station and to the departments of Fisheries, Ports, tourism etc.
- vi) Organizing search, salvage and rescue operations whenever the need arises. It will, however, be advisable to associate with the Indian Coast Guard/Customs/Fisheries and other departments, wherever possible according to the perception of threat and magnitude thereof.

- vii) To take such steps/measures, it is necessary to preserve and protect the maritime environment and to prevent and control marine pollution.
- viii) Assisting the Customs and other authorities in anti-smuggling operations. Enforcing the provisions of such legislations or enactments as are for the time being in force in the Territorial Waters and the coastal areas.
- ix) Ensuring safety and security of artificial islands, offshore terminals and services in the Territorial Waters in collaboration with the Indian Coast Guard and other security agencies.
- x) Assisting fishermen and others in distress in the Territorial Waters.

Frequent contact with the fishermen and other concerned persons/agencies engaged in the sea related trade & business activities to ensure smooth conduct thereof.
- xi) To note and keep record of VHF/UHF wireless equipments wherever allotted to the fishermen and others, to check and exercise control over the unauthorized use of such wireless equipments.
- xii) To assist District/State Authorities in Disaster Management especially when such disaster relates to Sea.
- xiii) Preventing as well as dealing with oil-spills and spills of toxic substances on Territorial Waters in collaboration with other agencies.
- xiv) Any other duty as entrusted by the Government.

#### **Area and Jurisdiction of Coastal PS Vizhinjam**

Vizhinjam Coastal Police Station has the area of jurisdiction extending from South Kollamcode to North Kaappil, 78 KM of coastal line and up to 12 Nautical Miles in the sea (Territorial waters) in the off coast of Revenue district of Thiruvananthapuram. There are 19 coastal villages and 13 coastal

area police stations within the jurisdiction. More over there are 50 notified and 17 un-notified landing points existing within the area. With the man power allotted, the Station has to perform duty within the entire 78 KM area of jurisdiction which is very vast and is difficult to arrange the duties as suggested in the Standard Operating Procedure.

### **1. Strength allotted to Coastal police station, Vizhinjam.**

P a r t i c u l a r s	C I	S I	S C P O	C P O	DRIVER
Sanctioned strength	1	3	9	3 0	2
Existing Strength	1	2	8	2 9	2
V a c a n c y	0	1	1	1	0

### **Boat Patrolling Duty**

The main duty of coastal police station is boat patrolling in the sea. Under the coastal security scheme, this Coastal Police Station was provided with three interceptor boats, two 12 Ton boats which are run by LSHSD ( Low sulphur High Speed Diesel) and one 5 Ton boat in which petrol is used as fuel. The interceptor boats are used for sea patrolling from South Kollancode to North Kaappil, 78 KM coastal belt up to the 12 Nautical mile area of the station jurisdiction.

There are many vital installations along the coastal side of Thiruvananthapuram Disrict. Among them the VSSC Thumba, Airport, BPCL and Vizhinjam sea port are of prominent concern in view of

security aspect. Hence daily boat patrolling has to be conducted covering these institutions and landing points effectively.

The patrolling party checks the suspected fishing vessels and the identity of the crews thoroughly and information are collecting from the fishermen regarding coastal security and suspected vessels and also about any illegal activities through the sea especially in the matter of coastal security issues. Apart from the routine patrolling, the staff of Vizhinjam Coastal Police Station are also doing search and rescue operations in the sea effectively. As Vizhinjam is a fishing harbor, thousands of fishing boats are being operated daily from here for fishing. During unexpected rough sea and high waves, the fishing boats will get damaged or capsized and fishermen will be in danger at sea. On getting such information, even if it is rough sea, the boats are ready at any time for such rescue operations to curb the distress of fishermen at sea.

Apart from the above, there are continuous reported problems at Anchuthengu, Maryanadu, Kadinamkulam etc area of Thiruvananthapuram Rural, which are about 30-40 KM away from Vizhinjam. The boat patrolling party will take 2 to 3 hours to reach these areas which will ultimately turn futile to meet the law and order issues there between the fishermen.

More over many people including foreigners visit the beaches at Kovalam, Poovar and Varkala under this jurisdiction. Due to inexperience many of the tourists are being taken by the waves while they go for bathing in the sea and rescue operations are being done for those people also. As per Standard Operating Procedure, one SI/ASI, one SCPO and three CPOs are to be deployed for duty in one boat in one shift. Hence a total number of 15 police personnel are required for boat patrolling in three boats alone in one shift. For two shifts a total number of 30 police personnel are required. But due to the shortage of manpower the SHO is

not in a position to provide such strength always for this duty, which causes work load for the onboard duty personnel. Sometimes the SHO had to depute the police personnel who are back after the beat duties for boat patrolling also in order to manage enough strength in emergency situations.

Apart from the above, a Srank, an engine driver, a Deck hand (Lascar) and a boat master are needed in a patrolling boat. But only 2 boat sranks in place of 6, only one boat driver in place of 6, only 2 lascars in place of 6 are appointed in this station. Hence the shortage of technical boat crews seriously affects the patrolling and they are given much more additional duties apart from their routine duties. Moreover all the above technical crews are only daily wages staff.

The State police Chief in many situations issued many directions that the man power of Coastal police stations should not be taken for any other duty outside the station without the prior permission of ADGP Coastal Police. Even if, the police personnel including the SHO of this station are being taken for other duties regularly. This also affects the number of police personnel to be deployed for boat patrolling duty.

### **Beat Duty**

78 KM of the station jurisdiction area is divided in to three beats. One beat is from Kappil to Thumba, second beat is from Thumba to Vizhinjam and the third beat is from Vizhinjam to Kollancode. Regular beats are being sent to these coastal areas for intelligence collection regarding coastal security and to collect information from the institutions such as Hotels, Industries, Voluntary organizations, Schools and other police stations etc for documentation. The beat party visits the fish landing areas to collect intelligence from fisherman community and also from the members of “Kadalora Jagratha Samithi”. The variations in weather warning reports are timely informed to the coastal areas through the beat parties. As far as the

Beat party is concerned all the beat areas are far away places from the station. Hence it consumes so much time to cover these 50-60 KMs to conduct bike/beat patrolling.

### **Intelligence Wing**

Apart from the coastal area beats mentioned above, two police personnel of this station are solely deputed for intelligence gathering. They are given direction to liaise with the fishermen community and Kadalora Jageatha Samithi Members to collect intelligence. All the vital installations and landing points are being keenly watched and covered by them.

### **Jeep patrolling**

Two jeeps of this station are arranged for jeep patrolling covering the landing points within the jurisdiction. Minimum one officer and two CPOs are inevitable for jeep patrolling at a time.

### **Other Duties under the station**

Apart from the above said duties, police personnel of this station are also deployed for the routine duties such as Station security duty, GD charge duty, Boat Guard duty, crime work and court duties etc.

### **Difficulties facing on Boat patrolling and Disadvantages of boats**

The boat patrolling team faces many difficulties while they go for patrolling duty with the boats provided. The structure of the boat is not suitable for a sea like Vizhinjam, where most of the year the sea seems to be rough and the waves are very high. The manufacturing company, Goa ship yard Ltd has also advised that these boats should not be used in rough season. Even though they have to go in the sea during rough season for urgent rescue operations and other security matters because most of the distress happens during the rough season. Police personnel and technical boat crews venture

in to the sea without caring their lives as it is emergency situation. While locating a dead body in the sea, the onboard personnel have much difficulty to lift the body in to the boat from the sea. Moreover, during boat checking, boarding operation seems difficult in trawling type and other big boats, as the boats are too small/short. As they have to perform their duty, police personnel climb on other boats without any security measures.

The boat patrolling party has to travel three to four hours to reach the end of their jurisdiction. The fuel tank capacity of the boat is only 550 ltrs which is not sufficient to attend any urgent rescue or other operation in the sea at the border of their jurisdiction such as Paravoor, Varkala and Kappil area, as it consumes more fuel if they go in full speed. It takes 8 to 10 hours for a patrolling party to go up to their jurisdiction and to comeback. But neither sufficient toilet facility nor enough space for taking rest is available in these boats. In short the boats allotted are not suitable for Vizhinjam, considering the rough sea, high waves and vast area to be covered. Hence large type boats are needed for the safety of the on board personnel and also for their effective duty especially in rough season.

### **Vehicles allotted and its Condition**

Two spacio jeeps and three Hero Honda Splendor motorcycles are allotted to Coastal Police Station, Vizhinjam.

(1) Spacio jeeps: KL01-AZ 4377 and KL01-AZ 4278

(2) Hero Honda motor cycles: KL01-AZ 4886, KL01-AZ 4887, KL01-AZ 4922

Even though, all the above vehicles are in running condition, both the jeeps are in a pathetic condition and they are expected to collapse down at any time due to rust. As the station is close to the sea, due to the presence of humidity and salty wind, the iron parts of the jeeps are badly rusted. Hence the jeeps allotted to coastal police stations may be replaced within three years.

Motorcycles provided to this station are Hero Honda splendor model bikes. These bikes are given for the beat duty personnel. But these bikes are not suitable to travel around 100KM to and fro for each beat duty personnel, as it is not comfortable. Hence Bullets may be allotted to coastal police stations considering the vast area and health of the duty personnel.

### **Recommendations**

- 1) The Work Study Team suggests that, the man power of Coastal police stations should not be taken for any other duty outside the station without the prior permission of ADGP, Coastal Police..
- 2) The Work Study Team suggest to bifurcate the Coastal Police Station Vizhinjam in to three as the other two coastal police stations at Anchuthengu and Thumba and separate strength should be allotted to those stations also.
- 3) Since a round the clock patrolling in the sea is to be conducted by the Station House Office, sufficient strength of boat crews are very necessary. Hence the Work Study Team suggests to fill the vacancy of boat crews as per the list given below.  
Srank – 4, , Boat driver – 5, Lascar – 4 and marine guard – 1, so that, an effective sea patrolling can be implemented as prescribed in the SOP.
- 4) Since, the life saving equipments such as life jackets, Life buoys and life rafts kept in the boats of Coastal Police station, Vizhinjam are expired and no more usable, the Work Study Team recommends to replace these with new ones so that it can be used at any stage of emergency. Also, the Life rafts which are the important life saving equipments used in 12 Ton boats, to escape the on board personnel when any accident happens to the patrolling boat while they venture in to the sea, the Team recommends recondition of these rafts every year\_



5) Since no permanent fund was allotted in this Coastal Police Station, the police personnel are facing difficulties. So, the Work Study Team recommends that an amount of Rs. 5000/- may be allotted to each coastal police station as permanent advance by simplifying its regulations to recoup the amount without delay.

### **9. Station House Office, Anthikkad**

Anthikad is a village in Thrissur district in the state of Kerala. It is in Thrissur Taluk, Nattika constituency and Anthikad Block. Manalur and Thanyam are the nearest panchayaths. Anthikad is famous for toddy production and paddy fields. Anthikad won 'Nelkathir' award for best paddy cultivation in Kerala in 2008. Anthikad is the headquarter for the Major Financial enterprise, Peringottukara Namboothiri Yogashkema Sabha Credit & Investment Company Ltd. (PNY Sabha) which is formed in the year 1907.

The people in Anthikad area are mainly engaged in foreign employment in Middle East, farming, trading and service sector. The number of toddy tappers, a traditional employment, got drastically reduced due to the collapse of the traditional industry. The farming, especially green house cultivation has become a passion for many including those returned from abroad. The average per capital income of the affluent society members are more than 1000 USD. The land value is very high and real estate business is a very lucrative business in the whole area of Thrissur Parliamentary constituency. Even though large area is under rice cultivation and coconut (the area is declared as Ramsar site), rice or coconut based agro-industry is far away in neighboring Ernakulam, Malappuram and Palakkad districts. But dairy industry is developed like rural banking in cooperative sector since 1960s. In short the major source of income and cash flow is from foreign remittance, farming, dairy and service sector. The people belong to Hindu, Muslim and Christian religions and co-exist very peacefully. Due to the

influence of materialism and rational thinking since the Indian Independent Movement, people are advanced with 100% literacy and computer literacy.

The Anthikkad Police Station was originally an Out Post, attached to Trissur Kasaba Police Station. The Police Station was opened on 13.01.1944 as per CR -2-18550/25 in a Government building and shifted to the present building on 14.01.2007.

Total extend of land available to Anthikkad Station House Office is 138  $\frac{3}{4}$  Cents. The Station House Office, Anthikkad has a total area of jurisdiction over *46.28 Square miles*. It comprises 16 villages viz, Anthikkad, Vadakkumuri, Kizhakkumuri, Chazhoor, Pullu, Alappadu, Manakkodu, Velathur, Parakkad, Eravu, Manalur, Thannayam, Kizhpulikkara, Karamukku and a part of Kurumbilavu Village. Total number of panchayaths coming under this Station House Office are 5 and they are, Anthikkad, Manalur, Arimpur, Thannayam, Chazhoor. Total Population under this jurisdiction is 1,42,375 consisting of 72,612 females and 69,673 males. It is seen that, Station House Office, Anthikkad has a large area due to its geographical layout. Hence, the Officers of the Station House Office, Anthikkad has to travel a lot to reach the peripheries.

In the jurisdiction of Station House Office, Anthikkad, there exists an Out Post at Peringottukara. It was informed to the Work Study Team that, they had no authenticated records of the opening and closing of the Out Post. The Team visited the building which was meant for the Out Post.

The item wise breakup of the existing and present strength of staff in this Station House Office is shown in the table below.

<b>Name of Post</b>	<b>Sanctioned</b>	<b>Existing</b>	<b>Vacant</b>
<b>SI</b>	<b>3</b>	<b>7</b>	<b>0</b>
<b>ASI</b>	<b>2</b>	<b>1</b>	<b>1</b>
<b>SCPO</b>	<b>8</b>	<b>7</b>	<b>1</b>
<b>CPO</b>	<b>21</b>	<b>14</b>	<b>7</b>
<b>WSCPO</b>	<b>1</b>	<b>0</b>	<b>1</b>
<b>WCPO</b>	<b>4</b>	<b>3</b>	<b>1</b>
<b>TOTAL</b>	<b>39</b>	<b>32</b>	<b>11</b>

Out of the present strength stated above, 4 CPO/GSCPO is being detailed for Station Watch and Rest, 2 SCPO/GSCPOs for G.D. and Rest, 4 CPOs for ST Guard Duty, 2 CPOs for driver duty, 1 GSCPO for Aid Prosecution Duty at concerned Court, 2 CPO for Process Duty, 2 CPOs as Station Writer and Assistant Station Writer, 1 CPO for Petition Enquiry. More over, One SCPO and 1 CPO are attached to Circle Office Cherppu, 1 Additional Sub Inspector of Police is attached for District Crime Branch, Thrissur City. Remaining staff are used for performing all other law and order duties, investigation of crimes, dead body bundu bust, traffic, VIP escort/Pilot, Prisoner Escort, Tappal, CCTNS and iAPS. Apart from the duties mentioned above, other court duties, Trissur Pooram, Naalambalam, Koodalmanikyam, Sabarimala Special Duty, Pulikali, Boat Race etc are also to be attended by the Officers of this Station House Office.

Janamaithri Beat, Senior Citizen Help Desk, Students Police Cadet, Students Protection Group, School Protection Committee, Jagratha Samithi, Traffic Regulatory Committee, Clean and Safe Campus, Operation Suraksha etc are also performed here.

Vulnerability to political issues is high in this Police Station limit. Examples are political clashes between BJP and SJD in Thanayam Panchayath, CPI and CPM at Chazhoor, BJP and CPM in Arimpoor Panchayath limits.

At the time of data collection, the Team verified the feasibility of opening a new Police Station at Peringottukara. It was informed to the Team that, a new Station House Office is formed at Peringottukara by bifurcating the present Station House Office at Anthikkad. It was found that out of the 16 villages under the jurisdiction of Anthikkad Station House Office and if a Station House Office is opened at Peringottukara by bifurcating the Station House Office, Anthikkad consisting nine villages namely, Inchamudi, Kurumbilavu, Thannyam, Kizhupillikara, Chazhoor, Pullu, Alappad, Vadakkumuri and Kizhakkumuri. Total number of Panchayaths coming under Peringottukara, if a new Station House Office, is opened, will be 5. They are, Arimbur, Manalur, Anthikkad, Chazhur and Thanayam. So it makes a total population as 1,37,306. It comprises an area of 43.070 Sq. Km. At the time of data collection it was observed that, a building for an Out Post is existing in Perungottukara. The major justification delivered to the Team for the opening of new Police Station at Peringottukara is related with Roopesh, the notorious Maoist. The birth place of Roopesh is Peringottukara. The topography of Peringottukara is very different from Anthikkad, plenty of rivers and lot of farmlands prevails there. Since, political clashes and attacks are more in comparison with Anthikkad, due to the peculiar geographical nature, the Police could not access the spot at the occurings. The out post which was mentioned earlier, lies in the centre of Peringottukara. Under these circumstances, the Work Study Team finds it necessary to have a separate Police Station at Peringottukara, with a sanctioned strength as same as existing in the Anthikkad, Station House Office. Since, a building which was meant for an Out Post exist in Peringottukara, it can be furnished well and to be used as a Station House Office. The Government have to meet only with an additional financial commitment for the strength of the staff which are to be provided. Since, life of the citizen is very important than anything and Policing is a necessity and become a part and parcel of the day to day life,

the Work Study Team request the Government not to stick on with the financial matters.

**Request for the opening of new StationHouse Office at Kaipamangalam.**

At the time of data collection at Station House Office, Peringottukara, the Team called for the file relating with the opening of new StationHouse Office at Kaipamangalam by bifurcating Station House Office, Mathilakam.

It was informed that the Station House Office, Mathilakam was opened in the year 1972 as per G.O. (Rt) No. 1143/72/Home Dated, 02.08.1972. This Station House Office has a total strength of 43 Police Personnel and has a total area of jurisdiction of the Station House Office, Mathilakam is 70.71 Sq. Km. Also, it was informed that, it had a population of 1,59,264 as per 2011 census. The amazing fact reported there is that, this population is now exceeded to 17 Lacs.

The total of 6 Villages coming under the Station House Office Mathilakam at present which are, S.N.Puram Village, Pappinivattom, Koolimootam, Perinjanam, Kaipamangalam and Edathuruthy. If a Station House Office, at Kaipamangalam is formed, 3 Panchayaths and 3 Villages are carved from the existing Station House Office, Mathilakam. The Villages and Panchayaths as same as Perinjanam, Kaipamangalam and Edathuruthy which had a total population of 90, 838 may be taken for new Station House Office.

Station House Office, Mathilakam is considered to a Station House under Trissur Rural with greater density in population and greater in the number of cases reported per year. Politically and communally sensitive areas were more under this Station limit. Also, about 28 Kms of coastal line prevails in the StationHouse Office, Mathilakam. This coastal belt is very politically and communally

sensitive. For attending an occurrence at the Coastal belt, the Police personnel in this Station House Office can not handle any urgency if exists in other parts of the Station limits. Under this Station limit, there crosses a Highway, NH 47 with 28 Kms of length. Road accidents are very common here. Considering these aspects, the Work Study Team desired to propose, a new Police Station at Kaipamangalam by bifurcating, the existing Station House Office at Mathilakam.

### **Recommendations.**

The Work Study Team recommends to maintain the sanctioned strength in the Station House Office, Anthikkad.

After the analysis of data received from Station House Office, Mathilakam, it is recommended to bifurcate Station House Office Mathilakam and one Station House Office to be opened at Kaipamangalam with a sanctioned strength as equivalent to Station House Office, Mathilakam.

The Team also recommends to create new Police Station in Peringottukara, where the building for an out post is situated.

### **10. Station House Office, Nadapuram.**

Station House Office, Nadapuram, being a politically and communally sensitive area as suggested by the State Police Chief was selected as one of the samples for the work study. Violence were broke out in Nadapuram even with a simple reason among the Political parties.

The item wise breakup of the existing and present strength of staff in this Station House Office is shown in the table below.

Name of Post	Sanctioned	Existing	Vacant
SI	3	4	0
ASI	2	0	1
SCPO	13	8	5
CPO	38	38	0
WCPO	4	3	1
TOTAL	60	53	7

### **Infrastructure on the Station House & premises.**

In the Station House Office, there are no sufficient tables and chairs. Very poor infrastructure was observed in the Station House Office, Nadapuram.

At the time of work study it was observed that, all the quarters which are situated in the premises of the Station House Office were almost in a dilapidated condition.

The major observation found here was a Control Room is functioning in this building. The staff of the Control Room were in a congested situation. This room should be utilized for the purpose of the Station House Office, and they should be moved to another building.

### **Training in Police Department**

Proper training should be imparted to all executives in Police Department. Training should be based on encouraging the morale of the Police Personnel. Training should be given in such a type that, the social

commitment of the Police Personnel should be improved. It is very important to impart training for CCTNS for all police personnel.

### **Other observations**

At the time of data collection in the Station House Office, Nadapuram the Team explored the feasibility of bifurcating Police Station, Vatakara.

The Station House Office, Vatakara started functioning from 1870 as per the SCH part IV maintained in the Police Station. The Station House Office comprises 9 Villages viz, 1. Thiruvallur, 2. Kottapalli, 3. Ayancheri, 4. Nadakku Thazha, 5. Chorode, 6. Part of Maniyur, 7. Valiapalli, 8. Palayad & 9 Vatakara.

This Station has a population of 2,02,786 as per 2011 census and has an area of 105.72 Sq. Km with an inhabitation of Muslim and Hindu community with almost equal strength.

The areas of eastern side of the Vadakara Station House Office comprises Villages viz Chaniyamkadavu and Vellookara where illicit distilling of liquor and other anti social activities are reported frequently to the Station House Office, Vadakara. The geographical landscape makes such activities highly suitable.

Thiruvallur and Ayanchery Panchayaths have majority Muslim population with good economic living conditions and other communities were mostly daily earning people. There causes violence between these two types of men living in the localities. The population of these villages consists a total of 64,000. At least 1 hour is needed for the Police to reach the location when there occur an emergency. The place Ayancheri is situated in the central area of these two places. Hence, the chance of bifurcating Vadakara Station House Office is found to be necessary in this instance. Since a request is pending with the Government for the opening of a



Police Station at Ayanchery, the Work Study Team observes that, it is necessary to have a Station House Office at Ayanchery, in Ayanchery Panchayath.

### **RECOMMENDATIONS**

- (1) A term of 8 hours duty per day should be adopted at the earliest.
- (2) The Work Study Team suggests to maintain the sanctioned strength in this Office, and also suggests to call back the Officers who were working in the Office of the Circle Inspector of Police and in the Sub Division.
- (3) The Work Study Team recommends the bifurcation of Vatakara Station House Office as detailed in the concerned chapter.
- (4) The Team suggest to make a hike in the Permanent Advance in every Station House Office from Rs. 1000 to 15,000/- and the Office of the Superintendent of Police should take steps to recoup the amount without delay.
- (5) The duties of Crime and Law & Order should be separated and strength should be supplied accordingly, so that, the Officers attending Crime Works should not be spared for Law & Order in any circumstances with an exception that, in the period of Elections.
- (6) A separate Training Centre should be started in every Police District and proper training should be imparted with an excellent faculty of Law Officers and Advocates.
- (7) A Police Photographer should be posted in the Kozhikkode Rural so that, the Station House Office can avail his assistance when needed without any delay.

- (8) The Station Jeep should have a Camera fitted so that, it can record the situation live and tracing of the criminals behind the violence easily.

### **11. Station House Office, Walayar.**

The Station House Office, Walayar started functioning in the premises of Malabar Cements Limited at Walayar on 09.10.1983, as per the Notification G.O.(Rt) No. 3152/1983/Home Dated. 07.10.1983. The Station House Office, Walayar has a total area of 77.5 Sq. Km with a population of 13,878. The major industries like BEML, Malabar Cements, major cement and steel industries at Kanjikode are coming under the jurisdiction of Station House Office, Walayar.

The item wise breakup of the existing and present strength of staffs in the Traffic Unit in the Station House Office is shown in the table below.

Name of Post	Sanctioned	Existing	Vacant
SI	1	8	0
ASI	1	0	1
GASI	0	4	0
WSCPO	0	0	0
SCPO	9	2	7
GSCPO	0	8	0
CPO	35	14	21
WCPO	4	6	0
TOTAL	50	42	29

From the table above itself it is seen that, the sanctioned strength is not at all maintained here. Since the duty of the Police Personnel is increasing day by day, it is very necessary to maintain a sanctioned strength every time.

### **Recommendations.**

(1) The Work Study Team on considering to get a quality based investigation of Crimes, recommends to detach Crime and Law & Order separately.

(2) The Team strongly recommends to make a fixed time schedule of work for all Civil Police Officer ie. 8 hrs.

(3) The Work Study Team suggest to create a Check Post exclusively for the Police Department in the Kerala Tamil Nadu border in Walayar.

(4) CUG SIM should be issued to all staff in the Police Department.

(5) The Work Study Team recommends to make a sufficient hike in the salary of Station Writer (Administrative Officer)

The Work Study Team recommends that, either new building should be provided for Station House Office, Walayar with necessary and inevitable facilities which are required for a Station House Office or the building now working should be maintained in such a way that, it must meet all needs of a Station House Office, especially, a separate room for keeping the CD Files.

### **Wayanad District**

Wayanad District came into existence on 1st November, 1980 as the 12th District of Kerala consisting of Mananthavady, Sulthanbathery and Vythiri Taluks. Wayanad District is a district in the north-east of Kerala with headquarters at the town of Kalpetta. The name Wayanad is derived from Vayal Nadu which means the land of paddy fields. It is a plateau situated at a height between 700 meters and 2100 meters above the sea level nested among

the mountains of the Western Ghats on the Eastern portion of North Kerala and on the sides of Tamil Nadu and Karnataka States. The District was carved out from the then Kozhikode and Kannur Districts. About 885.92.sq.km of area is under forest.

The district is only 3.79% urbanized, with only one municipal town at Kalpetta. Wayanad district is in the southern tip of the Deccan Plateau. Part of the Western Ghats is in the district. In the centre of the district hills are lower in height while the northern area has high hills. The eastern area is flat and open.

There are many indigenous tribals in this area. It is set high on the Western Ghats with altitudes ranging from 700 to 2100 m.

It is the least populous district in Kerala. Unlike all other 13 districts of Kerala, in Wayanad district, there is no town or village named same as the district (i.e., there is no "Wayanad town").

Wayanad is the only district in Kerala that borders both the neighboring states Karnataka and Tamil Nadu. Wayanad borders Kozhikode, Kannur, and Malappuram districts in Kerala; Nilgiris district in Tamil Nadu; and Chamarajanagar, Mysore, and Kodagu (Coorg) districts in Karnataka.

### **Tribals in Wayanad District**

The major tribals found in the Wayand District are Paniyans, Adiyas and Kurichyas and Uraali Kurumas.

The Paniyas: A vast majority of tribes in Kerala State hail from the Paniya tribal sect. About 71.95 percent of the tribal population is found in Wayanad alone. The Paniyan means 'worker' as they were supposed to have been the workers of non-tribes.

The Adiyas: The Adiyas like the Paniya , is one of the slave tribal sects in Kerala. In the nuclear Adiya family the husband is the head of the household. Bride price is given to the parents of the bride from the groom. Divorce, widow marriage, etc., are permitted Polygamy is also practised

The Kurichyas: The Kurichyas of Wayanad have a great martial tradition. They constituted the army of Kerala Varma Pazhassi Raja who engaged in the fights with the British forces in several battles. The descendants of those warriors are still expert archers

The Uraali Kurumas: Uralikuruma, the most versatile and colourful tribal people, is one of the rarest artisan tribes in Kerala. They are mostly found in the Wayanad region.

### **Maoists in Wayand District.**

The Maoists have concentrated in the forest region which is a tri-junction of Kerala, Tamil Nadu, and Karnataka. Maoists were utilizing the tribals to cash in on the poverty and underdevelopment in the colony.

The Maoist have a modus operandi as four or five men would troop into a tribal hamlet and lecture against government machinery and also distribute pamphlets which contains the glorification of Maoist activities. They would collect rice and some other basic provisions from the tribals.

When the Police receives report they rush to the tribal areas, where the Maoists had visited, and start a combing operation. But after search for a day or two, they would return to the camp empty handed.

Recently, the hotel owned by a Kerala Tourism Development Corporation at Thirunelli was attacked allegedly by Maoists in the wee hours of Sunday. The reception counter and restaurant of Tamarind Easy Hotel, was vandalized by a six-member gang. They left posters protesting against India visit of US President. Quoting the hotel staff, police said the assailants

threatened them not to venture out and inform anyone until they left the scene. The gang did not attack any of the inmates of the hotel. Before leaving the hotel, they pasted pro-Maoist posters in the hotel vicinity. The State Police have starting combing operation in the region, which had reported suspected Maoist presence in the past.

After the arrest of Rupesh, no major Maoist activity has been reported in Kerala so far. With Maoists being sighted again in Wayanad, the police and the district administration may face a big headache in the days to come. This itself shows the importance of Policing in Wayand District especially in the Maoist prone areas.

Considering these aspects, as per the direction of the State Police Chief, the Work Study Team selected 2 sample Offices viz, Station House Office, Vellamunda and Thirunelli for the study. The Team analysed the data collected from these Station House Offices, and followed a typical method entirely different from the methods as followed for the assessment of work load of a Station House in the Rural Limits. These factors were elucidated in detail in the coming chapters.

## **12. Station House Office, Vellamunda**

The Station House Office situated in Mananthavady Taluk has a jurisdiction over two Panchayaths viz, Vellamunda and Thondarnad and also having 4 villages such as Porunnanoor, Vellamunda, Kanjirangadu and Thondarnadu Villages. As per census 2001, in the Vellamunda Grama Panchayath, there had a population of only 39,247 and in the Thondarnad Grama Panchayath there had a population of 30,762. But from the above, a total of 6677 natives were tribals and a greater density of population of tribals was at Thondarnad Grama Panchayath.

Under the Vellamunda Station House Office, in the base year of the Study, there registered a case of only 446 nos. Also, the Station House Office handled a number of 667 cases as non cognizable offence. From the above, a total of 294 cases and 398 petitions were registered from the Vellamunda Grama Panchayath and 152 cases and 264 petitions were registered from the Thondarnad Grama Panchayath. From the above it is seen that, a very few cases were reported from the Thondarnad Grama Panchayath.

It was reported from the Station House Office, Vellamunda that, there had a sanctioned strength of 32 Police Personnel. Out of the above, 1 Sub Inspector of Police was working at the Station House Office, Thirunelly on working arrangement basis, 1 Civil Police Officer each working in the Sub Division Office, Office of Circle Inspector of Police and in the Anti Naxal Squad. The Station House Office has to detail duties with the remaining 29 Police Personnel.

The item wise breakup of the existing and present strength of staff in this Station House Office is shown in the table below.

<b>Name of post</b>	<b>Sanctioned</b>	<b>Existing</b>	<b>vacant</b>
SI	2	3	0
ASI	2	1	1
SCPO	6	3	3
Gr. SCPO	0	2	0
CPO	22	19	2
WCPO	2	3	0
<b>Total</b>	<b>34</b>	<b>31</b>	<b>6</b>

At the time of data collection, it was reported to the Team that, from the Thondarnad Grama Panchayath a lot of complaints and grievances were received from the Grama Panchayath members, Tribal promoters and other complaints over phone to the Station House Office, Vellamunda and the Station House Officer has to deal the matter without registering the

complaint. Since, Thondarnad Panchayath lies so far from the Vellamunda Station House Office and the natives who were belonging there were tribals shows their hesitation to deal with the Police. Since, the complaints were received from other sources, the Police reach the spot and handles the situtaion. The Station House Officer, Vellamunda, being a law enforcing officer, tried to act as a liaison Officer with the tribals living around. Without peaceful approach from the part of Police officers, a harmony among the tribals can not be achieved in any way.

The Station House Office, Vellamunda situated in the Vellamunda Grama Panchayath has a jurisdiction from the place named 5 th mile which lies from Pakrathalam to Panamaram Grama Panchayath over the Kuttiadi churam with a circumference of 33 Kms. The Vellamunda Grama Panchayath is a politically sensitive area where, there reported 9 political cases in the base year 2014. Since Thondarnad Grama Panchayath is far from Vellamunda Police Station and the tribals belonging there hesitates the service of Police at the proper time, the Police had to face difficulties to solve the issues in the Thondarnad Grama Panchayath. The interference of Police at the right time was not possible always.

As we know about Maoist, which is most popular and vividly invisible in the Wayand District, the sighting of Maoist presence is reported maximum in the Thondarnad Grama Panchayath, especially among the tribals in the Thondarnad Grama Panchayath. The Station House Officer, Vellamunda keep in touch with the tribal living there, and have to communicate the message of the State and the Police to the tribals. In such a case, the Police Officer has to act as a tribal Officer or a Liaison Officer. The colonies where tribal live were so close to the forests that, the Maoist access was not be denied in any sense. Since the topography of the place is in such a condition that the Maoist can reach the tribal colonies through the forest and they can



easily escape from the situation without having a small interference from the Police. The major peculiarity is that, most of the tribal colonies which were near to the forest were having close boundries with the Kozhikkode District and through the dense forest, there have an easy access to the Kannur District. Since, the tribal colonies were so far from the Vellamunda Station House Office, the Maoist which is threat not being evaded at any sense, the Police cannot get an easily access or approach to the colonies. Since the above-stated forest belt is situated close to forest regions in Kozhikode and Kannur districts, police forces from those districts too are engaged in the combing operations in their respective areas. From the Thondarnad Grama Panchayath there registered a total number of 8 cases in the Station House Office, Vellamunda under the UAPA Section against the Maoist Guerillas. The Maoist have once fired directly to the policemen in the place named “Chappa”. This itself shows the grave influence of Maoist in the area.

The Maoist have an modus operandi as and when they reach the colonies, they keep a cordial relation with the tribals and disburse pamphlets on Maoists ideals to the family members. Later on they request rice and other groceries for them. The pamphlets issued from them convey the message as, public to support the Maoists who had been struggling for a new India and be ready to support their revolt. In most of the cases, Maoist would lecture against government machinery and would leave after taking rice and some other basic provisions. They would also distribute some leaflets containing Maoist stuff. With Maoists being sighted again in Wayanad, the police and the district administration may face a big headache in the days to come. Since, the sighting of Maoist is apparently low in the present situation, it may not be evaded in any sense. The State Police have to keep a close touch with the tribal colonies, so that they should not show any positive sign to the Maoist ideas.

Since, the Station House Office is far away from these colonies, the Police Officers from the Station House Office have to take more time and risk to keep a good harmony with the tribals. This ultimately creates crime activities and law & order activities of the Station House Office. The Maoism and its activities which were apparently not visible at present, the Police Officers could not leave their attention from the tribals. They have to keep an eye and close liaison with the tribals so that, future accidents can be avoided. If the Station House Office loose a liaison with the Tribals, and if there any Maoist being sighted again in Wayanad, the police and the district administration may face a big headache in the days to come. It may be presumed at any time that, there may be proverbial lull before the storm.

Since, Maoist threat is a slow poison lying rest at present, it is necessary to have a Station House Office in the Thondarnad Grama Panchayath. An Out Post was set up in the place named “koram” which is the heart of the Thondarnad Grama Panchayth. This Office has all the facilities of a Station House Office and has a base camp of Anti Naxal Squads. Since the period of construction it was not at all working. Considering the importance of the situation and to keep the peace of the public it is very necessary to have a Station House Office at Thondarnad. As a proposal for the upgradation of the Out Post at Thondarnad is lying pending with the Government, the Work Study Team presumes to recommend in favour of the Home Department. On considering the integrity and aikyadhartyam of the nation and peace of the people, without considering the fiscal condition of the state, the Team strongly suggest to upgrade the Out Post at Thondarnad to a Station House Office by bifurcating the Station House Office, Vellamunda.

### **Observations**

It was observed at the time of data collection, that, the Station House Office was not secured at all. No compound walls exist there and no security can be

assured to the Police Personnel working in this Station House Office. The premises of the Station House Office are an easy access to any one from the dark. The Team observed that, the civilians residing near the Station House Office has a threat about the Maoist attacks.

The Team observed that, the construction of work and plan of the Kerala Police Housing Construction Corporation does not meet the needs of a Station House Office which has a threat of Maoist. KPHCC should follow the plan as found in a Maoist threat Station House Office in the state of Karnataka and Andhra Pradesh.

In the Station House Office, Vellamunda, there is a terrain vehicle named Polaris U.S. made which has a cost of 25 Lacs rests off road there. The Polaris was issued there to keep an adherence over the Maoist in the forests. But considering the topography of Wayanad, the vehicle cannot be taken to the forest and it became motionless due to the lack of proper maintenance. The Team found it as a mere wastage of huge amount of money.

### **Recommendations.**

- 1) The Work Study Team recommends to keep the sanctioned strength in the Station House Office.
- 2) As considering the integrity and security of the Nation, the Work Study Team suggests to bifurcate the Station House Office, Vellamunda and to upgrade the Out Post at Thondarnad to a Station House Office.
- 3) The Team suggest constructing a compound wall to the premises of the Station House Office and also to the quarters near there.
- 4) The Team also suggests keeping a close CCTV surveillance of the location every time to deliver maximum security to the society.

### **13. Station House Office, Thirunelli**

Station House Office, Thirunelli is situated in the Northern end of Wayanad which shares Eastern and Western boundaries with Karnataka. This Station House Office was opened in the year 1971 as per G.O.(Rt) No. 1246/71/Home Dated, 14.08.1971. In the year 1958, there established an Out Post in the place named Kattikkulam under the Station Limit of Mananthavadi Station House Office.

This Station House Office has an area of 201.6 Sq. Km comprising 2 villages namely Thirunelli and Trissileri. Total population of this region is 30,000 where around 600 people belong to Scheduled Castes. Almost half of the population belong to tribals who were Kurichias, Uruli, Adiya, Paniya and Kaattunaikka. More than 166 colonies were coming under this jurisdiction which were scattered in the entire area. More over these colonies are located in the forest area and in an isolated condition.

The boundaries of this Station House Office are :

North – Kutta Police Station of Karnataka.

South - Pulpally and Mananthavady Police Station.

East - Beechanahalli Police Station of Karnataka.

West – Thalappuzha and Kelkam Police Station

In this jurisdiction, an Inter State Highway runs 35 Kms from the East West side of the Station House Office. Also, one more interstate highway runs 40 Kms in this Station Limit which is in the North South region of this Station House Office.

This Station House shares two sides of Karnataka borders. They are, one at Kattikkulam which is situated in the Mananthavadi Mysore Inter State

Highway. The next one is called Tholpetti situated at Mananthavady – Veerattupetta Road. Since it is the border and drugs and spirit are easily available here, drug peddlers are the course of the day. In the border places, there exists Check Posts for Excise, Forest and Commercial Taxes Departments of the State. But unfortunately, no Check Post of the Police Department exists here. To have a control over spirit mafia and to keep the boundary calm and peaceful, the Work Study Team feels that, there should be two Check Posts for Police Department in the borders with proper sanctioned strength. It should be headed by an Additional Sub Inspector of Police.

The jurisdiction of this Station House Office is covered by dense forests, mountain ranges etc. All kinds of wild animals are living peacefully here. After dark, it is not possible to travel here by car or motor bikes. Roads were blocked by wild Ox and wild elephants during night. Only heavy vehicles runs here late night. Even though the existence of the wild animals are very much essential for the harmony of the nature, it causes hurdles for maintaining Law and Order duties to the Police Personnel here.

Another highlight of this StationHouse Office, is Thirunelli Vishnu Temple. It is located only 3 Kms North from the Station House Office in the Brahmagiri hills. Around 500 to 1000 number of pilgrims visiting the temple every day. Being Thirunelli a Maoist prone area, Police have to keep an eye over every tourists and pilgrims visiting here. A tribal physician who lives here is attending so many tourists, piligrims and villagers. So a proper surveillance should be done by the Police round the clock. The Station House Office reported the Study Team to create an Aid Post here. The Study Team on verification on the spot found it clear that, their request is genuine.

The Place named Kattaikkulam is an important town situated 21 kms from the Station House Office, Thirunelli. Illiterate and socially and economically backward people live here. At Kattaikkulam, there existed a

Police Out Post from 1958 and this was shifted to a Government building on 21.03.2008. Most of the tribals and clans who live here, denies the service of the Police since, the Station House Office, Thirunelli lies so far from Kattaikkulam. But for the Police it is very necessary to keep an eye over the villagers. Under these circumstances, the Station House Officer, Thirunelli requested the Work Study Team to propose a separate strength to this Aid Post.

The cases which are registered in the Station House Office, Thirunelli, were dealt in 8 (Executive/Sub) Courts which are situated around 105 Kms from the Station House Office.

Being this Station House Office, a Border Police Station, a lot of Abkari Cases and NDPS Act cases were registered. Cases relating with SC/ST Atrocities were also high. The presence of Naxalist activities in this area cannot be forgotten at any extent.

The strength statement of the Police Personnels in this Office at the time of data collection is shown below.

Name of Post	Sanctioned	Existing	Vacant
SI	1	2	0
ASI	1	0	1
SCPO	5	5	0
CPO	19	19	0
WCPO	2	3	0
TOTAL	28	29	1

From the strength, in the year 2004, 6 Police personnels were shifted to the newly opened Traffic Unit at Manathavadi. This was not yet reverted.

Like other Station House Offices, apart from the routine duties, Students Police Cadet were functioning at High School Thirunelli Asramam and Government High School, Kattikkulam. School Protection Group is also functioning in 4 schools at Thirunelli. There are 5 beats under this Station House Office. The Police personnels in this Station House Office have to attend these duties without any delay.

### **Observations**

The Station House Office functions in a dilapidated building. No proper camera surveillance is found here. Due to the power supply failure in most of the times, the Office duties may be delayed. Either Invertor or a Generator is found necessary here.

The places named Tholpetti and Bavali which were state borders lack Check Posts of Kerala Police.

As far as the vehicles considered, there should have a 4 wheel drive vehicle here.

### **Recommendations.**

1. The Work Study Team suggests to maintain a permanent sanctioned strength in this Office.
2. The Team suggests creating 2 Border Check Posts at Tholpetti and Bavali with permanent strength.

3. The Team suggests that, proper camera surveillance should be implemented in the Station House Office.
4. The Aid Post at Kattaikkulam should be equipped with permanent staff strength.
5. The Work Study Team recommends installing of High Speed Internet facility and installation of Invertors and Generators in this Station House Office.
6. The Team also suggests to sanction a Four Wheel Drive vehicle here.

#### **14. Station House Office, Pookottupadam,**

The Station House Office, Pookottupadam is a recently opened Station House Office in Malappuram District by bifurcating Nilambur Police Station. The Work Study Team selected this Station House Office, being in the Maoist area.

Like other Station House Offices in Wayanad district, here too has tribal colonies. The Station House Officer should himself act as a good liaison officer to the tribals. He should always acquaint himself with the tribals so that, any information about the sight of Maoist should be passed to the Station House Officer. The Station House Officer should act more brilliantly than a Tribal Extension Officer.

The Station House Office, Pookottupadam is a child friendly Police Station. Special Juvenile Police Unit is functioning here. But the Station House Office runs in a rented building.



There are two villages coming under the jurisdiction of this Station House Office. The vehicle named Polaris found here is in good condition. But this is meant for bushes, it is not using here evenly.

As far as the infrastructure is considered, the Station House Office has no compound wall. Since, it is a Maoist threat area, proper camera surveillance should be implemented. The Station House Office should be equipped with proper security round the clock in 360 degrees.

### **Recommendations.**

1. The Work Study Team recommends 8 hrs duty system here.
2. The Work Study Team recommends to shift this Station House Office to a Government building with proper camera surveillance.
3. The Team suggests that the Station House Office should be equipped with proper security round the clock in 360 degrees.

### **15. Station House Office, Alwaye East.**

**Aluva** (formerly **Alwaye**), is the second biggest town of Greater Cochin City in Ernakulam district. It is also considered as the Industrial and Commercial City of Kochi. Aluva is the industrial epicenter of the state. A major transportation hub, with easy access to all major forms of transportation, Aluva acts as a corridor which links the highland districts to the rest of the state.

The Station House Office, Alwaye East has an area of 52.97 Sq. Km with a population of 1,67,322. The boundaries of this Station House Office are in the North there is the place named Desam, in the South the place is called Ruttam, in the East the place is known as Thadiyitta parambu and in the West, there lies a place called Settiment. The major geographical importance of Alwaye East are [Cochin International Airport Limited](#) at

Nedumbassery which is 11.7 KMS away from Aluva. Aluva is more famous for its accessibility through Rail (Aluva Railway Station), Air (CIAL Airport) and Metro (Kochi Metro Rail Limited).

As far as this Station House office is considered, there follows 8 hours of duty time to the Police Personnels since 1998. Since Always a buzy town in Ernakulam district, the police personnels have to attend accident cases and traffic related issues. The Station House Office has an incumbency as allotted in the year 1987. No enhancement in the strength is made yet.

It was reported to the Team that, an average of 5000 cases were reported in an year under this Station House Office. While processing suo moto cases, a lot of expenses were to be met by the police personnel. They reported to the Team that, the Permanent Advance allotted to this Office is only Rs. 1305. Hence, they request to enhance the amount to Rs. 15000, and the amount should be recouped at the earliest.

As far as beat patrol is considered, under this Station House Office, Janamaithri beat is going on from 1998. Beat patrolling system and Beat adalath are also carried out here.

Another major duty which is to be attended by the Police personnel here are VIP Escort/Minister Escort. A large number of escort duties were to be attended here.

In case of petition enquiry, the police personnel have to spend more time in the office. More over, being a politically influential area, most of the petitioners reach the station House office with politicians. So, the Police personnel who were attending the duties have to tackle every situation with utmost care and understanding.

It was reported to the Team that, all the Police personnel should be imparted with training in Stress Management. They also opined that Police

personnel above the age of 50 years should be spared from heavy and important duties and should be allowed to attend light duties in the Station House Office.

### **Recommendations**

1. The Work Study Team recommends to maintain the existing staff strength in this Office.
2. Proper training should be imparted to all in Stress Management.
3. The Work Study Team also recommends that, Police personnels above the age of 50 years should be utilized for light duties and office works.
4. Enhancement of Permanent Advance is also proposed.

### **16. Traffic Police Station, Kochi City.**

Kochi also known as Cochin, is a major port city on the south-west coast of India by the Arabian Sea. It is the second largest city corporation in Kerala.

The Traffic Police Station Kochi City comprises, Traffic Police Station Cochin West and Traffic Police Station Cochin East. The Work Study being a quick study, the Study Team visited these two offices in one day and collected the data on the same day itself. Since both the Station House Office are having equivalent nature of work, the observations received from both the Station House Office are clubbed and summarized below.

The Traffic Police Station Kochi is administered and controlled by the Assistant Commissioner of Police. Circle Inspector is the Station House Officer here. They reported to the Team that, the office follows a strength fixed in the year 1984. They have the complaint that, the staff strength is in a

minimum. But they are compelled to manage these by deploying Home Guards for traffic duties.

The Quarters allotted here was constructed in the year 1976. No renovations were yet done. A total of 150 police personnel residing in these quarters. The Public Works Department was not taking actions to vacate the quarters which were occupied by the Police personnel not belonging to the Traffic duty.

It was reported to the Team that, lack of sufficient vehicles making hindrance in attending traffic problems promptly. A lot of drunken drive cases are reported here. But unfortunately, the breath analyzer is not working. Above all due to the lack of vehicles, the police can't reach the spot on time. This Office follows a 8 hours of duty time.

It was also reported that, in connection with the introduction of Kochi Metro Limited, additional strength was issued here and they are reverted back. They suggest to the Team that, all the Signal Points in the City should be functioned by the Solar Panel system.

Another suggestion received from this Office is that, the permanent advance allotted was only Rs. 1626/-. They request to enhance it to Rs. 15,000. Proper camera surveillance should be implemented in all traffic points and major junctions in the City.

### **Recommendations**

The Work Study Team recommends to maintain permanent staff strength in these two Station House Offices.

The Team suggests supplying of modern electronic equipments for seizing of drunken drive vehicles and the pillions.

All the Traffic Points and Junctions in the City should be under the coverage of surveillance camera.

Deploying Home Guards for Traffic duties is quite appreciable. So the Team suggests adopting this method in other Station House Offices too.

The Team suggests enhancing the Permanent Advance to Rs. 15000/- in all Station House Offices.

### **17. Station House Office, Chavakkad**

The Station House Office, Chavakkad came into existence on 25.11.1917 in Ponnanni Taluk erstwhile in Malabar State. The activities of the Station House Office was shifted to the present building on 25.06.1989. It was reported to the team that this Police Station stands as an important Police Station in the State. Even though this is a Muslim dominated area, people belonging to other religions also were occupied here.

Under the jurisdiction of this Station House Office, there exists 3 villages and partial portions of 3 villages. Local Self Government Institutions like 3 Panchayaths and 1 Municipality comes under this jurisdiction. The Station Limit has an area of 33.73 Sq. Km with a population of 1.60 Lacs. With the existing strength of Police personnel in this Station House Office, the citizen police ratio is 3000:1. The standard ratio is 500:1. This itself shows the importance of every Police Personnel in this Station House Office.

There is 15 Km of sea shore which comes under this Station Limits. Under this jurisdiction there exists Sub Jail, Sub Treasury, High Way Police, Sub Court where the Police Personnel from this Station House Office, have to be detailed. Total cases reported in this Station House Office in the year 2015 (till 10.10.2015) was 1473.

The Station House Office has boundaries as : Guruvayoor Police Station in the North, Vadekkekad Police Station in the East and Northern side, Paravatty Police Station in the Eastern side and Arabian Sea on the West. In this Station Limit there exist 45 Temples, 2 Churches and 54 Mosques. 65 types of festivals were celebrated here. It was reported to the Team that, whenever and wherever a festival was conducted, the presence of Police is a very essential. The places such as Kottapuram, Kadappuram, Puthankadappuram, Edakkazhiyoor, Anjangadi were the most communally sensitive areas.

It was observed during the study that an Akshaya Complex is running along with the Station House Office. For the functioning of this office, the electricity is consumed from this Station House Office. The Station House Officer, requested the Study Team to vacate the Office from this building so that, it may be utilised for the Station House Office, itself.

**Recommendations.**

1. The Work Study Team recommends to maintain the existing staff strength in this Office.
2. The Officers who were attached with the Office of the Circle Inspector of Police and to the Divisional Office should be taken back to this Office and separate strength should be maintained here.
3. Crime and Law & Order should be separated.
4. The Work Study Team recommends to detach the Akshaya Complex from this Station buildings and it should be utilized for the Police Station.
5. The Work Study Team recommends to install modern machines such as Digital Finger Print for easily availing the Finger Print Reports.

6. It is recommended to impart training to all Police Personnel in the Sub Division level to get awareness of modern technologies in the electronic and cyber fields.

#### **18. Station House Office, Koothuparamba.**

Kuthuparamba has an average elevation of 76 m (249 ft). The name Kuthuparamba derives from "kuthu" (a folk dance) and "paramba" (ground); this is the place where performance took place during the time of the Pazhassi raja. Kuthuparamba is a small piece of land behind Gokul Street owned by the Government, now some Government offices are located there. This name was given to the complete area by the British military, there was a cantonment and it was known as Kuthuparamba cantonment. Now also there is some land owned by Military in Kuthuparamba.

Koothuparamba in Kannur is one of the major politically and sensitive areas in the State. This Office is being selected as per the strict directions from the State Police Head Quarters and also instructed to verify aspects in respect of opening new Police Stations in the nearby places in Koothuparamba and also to find out the feasibility of opening new Police Stations in the Kannur District.

Koothuparamba Police Station has an area of 72.68 Km<sup>2</sup> with boundaries as Kidirror, Dharmadam, Chakkarackal, Mattannur, Maloor, Kannavam Police Station Limits. There has a population of 1,05,017 in the Station Limits. The major communally sensitive areas coming under this Station Limits are Neerveli, Meruvambayi, Parambayi, and Mooryad.

This Office has a strength of staff as detailed below.

<b>Name of Post</b>	<b>Sanctioned</b>	<b>Existing</b>	<b>Vacant</b>
<b>CI</b>	<b>1</b>	<b>1</b>	<b>0</b>
<b>SI</b>	<b>1</b>	<b>1</b>	<b>0</b>
<b>SCPO/CP O</b>	<b>25</b>	<b>8</b>	<b>17</b>
<b>TOTAL</b>	<b>27</b>	<b>10</b>	<b>17</b>

### **Recommendations.**

The Work Study Team recommends to adopt 8 hrs of duty time in the Station House Offices.

The citizen Police ratio should be fixed as 500:1

The Crime Investigation and Law & Order should be separated.

### **19. Station House Office, Ramankary**

Ramankary is a village in the Kuttanad region of Kerala. It is 9 kms away from Changanacherry town and 17 km from Alappuzha city. It is one of the villages in Alapuzha on the bank of the Pamba River with picturesque vast paddy fields.

The villages bordering Ramankary Station House Office include Veliyanadu on the north, Mampuzhakkary on the east, Manalady on west and Vezhapra on south.

The Station House Office, Ramankary is situated in the place which is almost surrounded by water. This Office has a boundary as Kainady Police Station in the North, Edathara Police Station in the South, Changanassery



Police Station in the East and Pulinkunnu Police Station in the West. It has a total area of 48.5 Sq. Km comprising a population of 42,000.

The existing and sanctioned strength of staff in this Office is shown below:

<b>Name of Post</b>	<b>Sanctioned</b>	<b>Existing</b>	<b>Vacant</b>
SI	1	2	0
ASI	2	1	1
SCPO	7	7	0
CPO	25	20	5
WCPO	0	2	0
<b>TOTAL</b>	<b>35</b>	<b>32</b>	<b>6</b>

At the time of data collection, the personnel from this Office reported to the Team that, during rainy season it is so difficult for the staff and public to reach the Office. It was observed here that, the building is in a damaged condition. Since this Office is surrounded  $\frac{3}{4}$  th by water, there is severe chance of electric shock during rainy season.

It was observed here that, only one Toilet was maintained here. This is meant only for the Woman Police Officers. All the public who ever reach here for complaints and other duty staff use this toilet.

The vehicle allotted for this Station House Office is an outdated one. More over this Office is in need of speed boat as the land is full of water bodies. The Police Officer who attending for the petition enquiry must avail speed boat to reach the public.

### **Recommendations**

(1) The Work Study Team recommends maintaining permanent staff strength in this Office.

(2) The Work Study Team recommends that either the approach road to this Station House Office should be in a transportable condition or to shift the Station House Office to a place which may be easily accessible to the public.

(3) The Team recommends the proper maintenance of this building either by the KPHCC or by the PWD.

(4) The Work Study Team recommends to create sufficient number of comfort facilities here.

(5) The Team also suggests allotting sufficient number of Boats/Speed Boats and other vehicles.

## **20. Station House Office, Neeleswaram.**

Nileshwaram or Nileshwar is a municipality and a major town in Kasaragod District. Nileshwar is the third largest town in the Kasargod district, and is also referred to as the cultural capital of North Malabar. It is one of the three municipalities of Kasaragod district; the others are Kasaragod and Kanhangad. Nileshwar is the one of the major cities in Kasaragod district.

The total area of this Station House Office is 116 Sq. Km. Comprising 6 Villages, 2 Panchayaths and 1 Municipality. The boundaries of this Station House Office are Ambalathara Station House Office in the West, Chirakkal and Vellarikundu Station House Offices in the East, Chandra Station House Office in the South and Hosdurg Station House Office in the North. This Station House Office have to deal with 18162 population.

The strength of staff at the time of data collection is shown in the table below.

Name of Post	Sanctioned	Existing
SI	2	4
ASI	3	5
SCPO	6	17
CPO	25	11
WCPO	6	7
TOTAL	42	44

### **Observations**

The main observation received by the Work Study Team at the time of data collection are

The Police personnel from this Station House Office were deployed to the Office of the Circle Inspectors and Office of Dy.S.P.

The pieces of equipments like Body Protector, Roting Shield used to protect themselves from a massacre or from a revolt were outdated and rusted. This faces difficulties to the Police Personnel to tackle the situations.

Most of the Police Personnel were not received CUG SIM.

It was reported to the Team that, while a construction is going on by the KPHCC, they should consult the concerned Station House Officer about the infrastructure, the geographical importance etc.

They informed to the Team that, 10 % of amount received through TR 5 which is deposited in the Bank should be utilized for the Station Maintenance.

A committee should be formed under the leadership of District Police Chief to monitor the activities.

### **Recommendations**

- (1) The Station House Office should maintain the sanctioned strength and enhancement of the strength is not proposed.
- (2) Law and Order and Crime should be separated at the earliest.
- (3) 8 hours duty is to be maintained.
- (4) Effective Body Protector and Rotting Shield should be issued to the staffs in the Station House Office.
- (5) All the Police Personnels should be distributed CUG Sims.
- (6) The Team recommends that, while a construction is going on by the KPHCC, they should consult the concerned Station House Officer about the infrastructure, the geographical importance etc.
- (7) The Work Study Team also suggests that 10 % of amount received through TR 5 which is deposited in the Bank should be utilized for the Station Maintenance. A committee should be formed under the leadership of District Police Chief to monitor the activities.

### **21. Town Police Station, Kozhikkode City**

Kozhikkode , also known as Calicut, is a city in the state of Kerala in southern India on the Malabar Coast. Kozhikkode is the third largest city in Kerala and is part of the second largest urban agglomeration in Kerala with a metropolitan population of 2,030,519 as per 2011 census. The city lies about 380 kilometres north of the state capital Thiruvananthapuram.

During classical antiquity and the Middle Ages, Kozhikkode was dubbed as the "City of Spices" for its role in the major trading point of eastern

spices. It was the capital of an independent kingdom ruled by the Samoothiris (Zamorins) in the Middle Ages and later of the erstwhile Malabar District under British rule. Arab merchants traded with the region as early as 7th century, and Portuguese explorer Vasco da Gama landed at Kozhikode on 20<sup>th</sup> May 1498, thus opening a trade route between Europe and Malabar. A Portuguese factory and fort was intact in Kozhikode for short period (1511–1525, until the Fall of Calicut), the English landed in 1615 (constructing a trading post in 1665), followed by the French (1698) and the Dutch (1752).

Town Police Station, Kozhikkode City was opened in the year 1910. This Station House Office, compared with other Station House Offices in the State, stands as alone since, it deals with Maoist threats, activities related with Coastal areas as we seen in Coastal Police Station, buzy Police Station in the City Limits are coming under the jurisdiction of Kozhikkode Rural. In most of the cases, Maoists conducts secret meetings in the Kozhikkode City. The Station House Officer reported to the Team that, an average of 2 Lakh people travels through Kozhikkode either by bus or by train or by any conveyance, are coming under this Station Limits. This itself shows the importance of the Town Police Station.

The Town Police Station is situated in the heart of the Kozhikkode City. It has a jurisdiction of only 8 Kms with boundaries running from Arabian Sea in the West, NH – 17 in the East, Francis Road in the North and Red Cross Road in the South. It is so amazing to say that, from 01.08.2006, this Office follows 8 hrs of duty time. The category of work of the Police Personnel is bifurcated as Crime and Law & Order.

The item wise breakup of the existing and present strength of staffs in this Station House Office is shown in the table below.

<b>Name of post</b>	<b>Sanctioned</b>	<b>Existing</b>	<b>vacant</b>
SI	3	14	0
ASI	7	6	1
SCPO	14	19	0
CPO	59	35	24
WCPO	5	11	0
Total	88	85	25

In the year 2006, there registered 262 number of cases and it is increasing to become 1309 in 2015. It shows a 500% hike in the number of cases.

As far as the infrastructure of this Station House Office is considered, this building lacks all the facilities of a Police Station. Here, the present building was functioning from 05..08..2000. The roof of the building was constructed by the Asbestos sheet which was abandoned by the World Health Organization.

### **Recommendations**

The Team recommends maintaining a sanctioned strength in this Office.

The Work Study Team recommends that, the Station House Office should be in a well equipped building with Printers, Scanners etc.

### **22. Station House Office, Pattambi.**

Pattambi is an important town and Municipality at the western end of the Palakkad district. It is also the headquarters of the Taluk which has the same name. Situated on the banks of the Bharathappuzha river (also called the Nila or Perar), it has a rich cultural heritage and has played host to many historic events.

The Station House Office, Pattambi came in to existence in 1912. It is one among the heaviest Police Stations in Palakkad district. The Station House Office, Pattambi has an area of 183.93 Sq. Km comprising a population of 2,14,595. It has boundaries as Shornur Station House Office in the East, Valanchery in the West, Thrithala in the South and Perinthalmanna in the North. A total of 8 Villages coming under the jurisdiction of Station House Office, Pattambi. This Station House Office deals with 8 Panchayaths namely, Pattambi, Muthuthala, Ongallur, Vilayur, Thiruvegappura, Vilayoor, Koppam and Vallapuzha. The Station House Office, Pattambi is located amidst the rivers Bharathapuzha and Thootapuzha.

The sanctioned and present strength of staff in this Station House Office is detailed below.

Name of Post	Sanctioned	Existing	Vacant
SI	2	3	
ASI	3	0	
SCPO	9	3	
CPO	29	22	3
WCPO	5	4	1
TOTAL	48	32	4

There also exists a Traffic Unit under the Station House Office, Pattambi. This has strength as follows:

Name of Post	Sanctioned	Existing	Vacant
SI	1	3	
ASI	7	6	1
SCPO	8	2	6
CPO	20	19	1
WCPO	0	7	
TOTAL	36	37	8

The major issue related with this Station House Office is illegal sand mining. Other social issues are also prevailing in this Station House Limits. The places like Thiruvegappura, Vilayoor and Ariyannoor are almost 25 to 30 Kms away from the Station House Office. It makes the Police personnels delay in attending the crime scene and petition enquiry. The places namely Vilayoor, Kavekkad, Ongallur, Vallapuzha and Perumudiyar are communally sensitive areas in the Station limits. There are 98 Temples, 3 Churches and 48 Mosques in the Pattambi Station limits. 45 Educational Institutions and 45 Government Offices are here. A total of 29 festivals were celebrated here in a year. Most of the staff in this Station were to be deputed here at the festive seasons. This itself shows the work load of the Station House Office.

**The other duties in general and special are:**

Treasury Guard Duty : The Sub Treasury working in this Station Limits are guarded by the Personnels from this Station House Office. No service of the Armed Reserved Camps was delivered here.

Escort and Pilot duties: Since Station House Office, Pattambi is situated near the borders of Malappuram and Thrissur districts, many Ministers are



conducting their journey to other districts through Pattambi Police Station Limits. Almost all days it became the duty of the Police Personnels in this Station House Office to perform Escor/Pilot duties.

Prison Escort duties : More than 130 cases were registered here. So, prison escort duties are becoming unavoidable in the Pattambi Station House Office.

More over Janamaithri Suraksha Project, Senior Citizen Help desk, Women Help Desk, Clean Campus Safe Campus and School Protection Group are also carried out here.

At the time of data collection, the Team also verified the feasibility of opening up of new Station House Office at Koppam, 3 Villages from Koppam namely, Vilayoor, Thiruvegappura and Kalukkaloor and 3 sites namely Kalukaloor Amsam, Mulayankavu. As per the records received by the Work Study Team on data collection it is known that, for the proposed Station House Office at Koppam, there ought to get a population of 1,02,571. The Work Study Team convinced that the work load of the Police Personnels in this Station House Office is comparatively high from the other Station House Offices here. Enhancing the strength is very necessary in this Station House Office. But, the Work Study Team felt that, it is quite viable to open a new Station House Office at Koppam than to enhance the strength of the existing Station House Office. From the statement received from this Station House Office proved itself that, opening a new Station House Office at Koppam reduces half of the work load of the existing staff in this Station House Office. Since a proposal for the opening of new Station House Office at Koppam is pending with the Government, sanctioning a new Station House Office here is very necessary.

**Under these circumstances, the Work Study Team recommends the following.**

- (1) The Station House Office should maintain the sanctioned strength and enhancement of the strength is not proposed.
- (2) The Station House Office at Koppam should be sanctioned by including the villages referred above.
- (3) Law and Order and Crime should be separated at the earliest.
- (4) 8 hours duty is to be maintained.
- (5) The strength of Traffic Unit should be strictly maintained.

### **23. Station House Office, Pandalam**

Pandalam is a municipal town which is one among the fastest growing towns in Kerala and is well known for its mythological connection with Lord Ayyappa and Sabarimala. Pandalam is considered as a holy town. It is also a renowned educational and health care centre in central Travancore. Rightly recognised as the educational and cultural headquarters of Central Travancore, Pandalam hosts a lot of educational institutions ranging from reputed schools to post graduate, training, ayurveda and engineering colleges.

The Station House Office, Pandalam comprises 6 villages viz Pandalam, Kulanada, Mezhuveli, Thumbaman, Thekkekkara and Kurambala. It was reported to the Study Team that, this is a politically and sensitive area.

Under the jurisdiction of this Station House Office, 12 Kms of MC Road included. The personnels from this Office have to attend a lot of Escort and Pilot Duties most of the day. During the Sabarimala season, an average of 1200 men per day visit the Pandalam Temple. Another important sites like Maramon Convention, Manjalikkara Perunal and Ponkala at Chakkulathukavu.

It was reported to the Team that, this is an Office running under 8 hours of duty time. But unfortunately, it is made available only to the Sentry Duty

staff only. Other Police personnel have to attend the duty without a proper time schedule.

The Team visited the premises of this Station House Office. It was found that so many quarters were situated there without functioning. All the quarters are in a damaged condition. It was informed that, all the 35 quarters near the Station House Office were abolished in the year 2005. The Department have not taken any action to revive the quarters here. All the quarters were become the dumb land of seized vehicles. The seized vehicles found here are covered with wild grass. Acres of Government land were found here as barren and waste land. It is so sorrowful to say that, in the course of the data collection the Study Team did not observe any Station House Office like this.

At the time of data collection, the Work Study Team visited the premises of Pandalam Palace which is situated in the Pandalam Station Limits. Pandalam palace is the permanent home for the royal family of Pandalam. It is situated on the banks of river Achankovil. Although most of the original buildings have vanished by flood and fires, a few still remain which could be witnessed in the area among the newly constructed buildings. The Pandalam palace is enriched with treasure like gold and other precious ornaments.. It was observed here that, this Palace have no proper security. Only one Police personnel is attending here. The backyard of the palace is on the banks of the river itself shows insecurity to the site. The Work Study Team feels that, proper camera surveillance and proper security with sufficient number of Police personnels is very necessary here.

### **Recommendations**

(1) The Work Study Team recommends to follow 8 hours of duty system for all staff in this Office.

- (2) The Study Team strongly recommends to arrange proper security measures in the Pandalam Palace.
- (3) The Team recommends the separation of Crime and Law & Order.
- (4) The Work Study Team strongly recommends that, the quarters near the Station House Office should be renovated and utilized for office purposes.
- (5) A Clean, healthy and hygienic atmosphere is to be maintained at the Station premises.

#### **24. Station House Office, Kumarakom.**

Kumarakom is a popular tourism destination located near the city of Kottayam in Kerala and famous for its backwater tourism. It is set in the backdrop of the Vembanad Lake, the largest freshwater lake in the state of Kerala.

The Station House Office Kumarakom consists of 3 villages viz, Kumarakom, Thiruvappu and Chengalam. The boundaries of this Station House Office are, Kumarakom in the East, Chengalam in the North, Chingavanam Station House Office in the West.

A Tourism Wing is also functioning in this Station House Office. A strength of 30 Police Personnel are working in this Station House Office. It was reported to the Work Study Team that, till 12.11.2015, 1007 cases were registered in this Station House Office. Three beats were being carried out by the staff in this Office.

It was observed here that, in this Station House Office, there exists no Thondy room. All the materials which are to be produced before the Court were dumped carelessly in the Office premises.

The Station House Officer reported to the Study Team that, some of the Police personnel from this Office were attached to the Office of the District Police Chief, Kottayam with proper proceedings. But it suffers the duty of

other staff working here. More over, 15 Police personnel from this Office were deputed to Town Police Station for Law and Order duties. They also reported that, no sufficient number of vehicles for night patrolling and no speed boats were available here. In case of emergency, speed boats were hired by the Station House Office.

### **Recommendations**

- (1) The Work Study Team recommends maintaining permanent strength here by abolishing the practice of attaching police personnels from this Office to other office and other duties.
- (2) The Team recommends to furnish the infrastructure with proper file maintenance and thondy room for the safe custody of seized articles.
- (3) The Work Study Team recommends issuing of sufficient number of Speed Boats and Drivers in this Station House Office and search lights in sufficient number.

### **25. Station House Office, North Paravur.**

North Paravur, formerly known as Paravur is a municipality formed in 1912 under Ernakulam district. It is an old and growing municipality. Paravur is the capital of Paravur Taluk in Ernakulam district. Though considered as a part of Kochi for all practical purposes, the town is 17 km away from Edappally, a prominent place in the city of Kochi. It is a northern suburb of Kochi City.

The Station House Office, North Paravur comes under the jurisdiction of District Police Chief, Ernakulam Rural. The Work Study Team had selected this Office as a sample Office as per the request received from the State Police Chief through Home (A) Department. Home (A) Department in their U.O. File No. 1534/A3/09/Home requested the Personnel and Administrative Reforms (AR -7) Department to enhance the strength of the

security staff at Court Complex, North Paravur provided by the North Paravoor Police Station in Ernakulam District. The Registrar (Subordinate Judiciary), High Court of Kerala had requested the Police Department to post personnel with arms for the watch and ward duty for the safety of courts, lawyers, staff in the Court Complex in Paravur.

The Team analyzed all the activities carried out in this Office. Like other Station House Office, here too arises the request of following the separation of Crime and Law & Order.

It was found that the Court Complex is situated only 200 metres from the Station House Office. Since this complex lies near to the Station House Office, the Team found it not feasible to allow separate strength here. But in a practical view, the Work Study Team suggest installing a wi fi camera in the surveillance of the Court Complex and also to deploy Police Personnel to watch the camera.

### **Recommendations**

- (1) The Study Team recommends maintaining a permanent staff strength here.
- (2) In the case of Court Complex at Paravur, the Team suggests installing wi fi camera for surveillance.

### **26. Station House Office, Munnar**

Munnar is situated at the confluence of three mountain streams - Mudrapuzha, Nallathanni and Kundala. 1,600 m above sea level, this hill station was once the summer resort of the erstwhile British Government in South India. Sprawling tea plantations, picture-book towns, winding lanes and holiday facilities make this a popular resort town. Among the exotic flora found in the forests and grasslands here is the Neelakurinji. Munnar also has the highest peak in South India. The major tourist spots in Munnar which are coming under the Station House Office, Munnar are Eravikulam National

Park, Chinnakanal & Anayirangal, Top Station, Tea Museum. These are the most busiest tourist spots in South India. The Station House Office, Munnar have to keep a vigilant eye on every tourist approached there. This increases the work load of the Station House Office.

The Station House Office, Munnar is the last sample Office that was selected for data collection. The Station House Office, Munnar has boundaries as Marayoor Police Station, Devikulam Police station, Adimaly and Vellathooval. It comprises a population of about 61,000.

The present and existing strength of staff in the Station House Office, Munnar is detailed below.

<b>Name of post</b>	<b>Sanctioned</b>	<b>Existing</b>	<b>vacant</b>
SI	3	3	0
ASI	3	0	3
SCPO	7	6	1
CPO	26	26	0
WSCPO	1	0	1
WCPO	6	4	2
<b>TOTAL</b>	<b>46</b>	<b>39</b>	<b>7</b>

Apart from these strength there exists separate strength for Tourism Police here. The details are noted below

<b>Name of Post</b>	<b>Sanctioned</b>	<b>Existing</b>	<b>Vacant</b>
<b>SI</b>	1	1	0
<b>SCPO</b>	1	1	0
<b>CPO</b>	4	2	2
<b>TOTAL</b>	<b>6</b>	<b>4</b>	<b>2</b>

Munnar being a famous tourist location in South India, the Police Personnel working here must be vigilant always. More over at the time of data collection it was found that in Munnar, Tamil intervention is so visible.

**The main recommendations regarding this Station House Office are**

1. A term of 8 hours duty per day should be adopted at the earliest.
2. The Work Study Team suggests to maintain the sanctioned strength in this Office, and also suggests to call back the Officers who were working in the Office of the Circle Inspector of Police and in the Sub Division.
3. The duties of Crime and Law & Order should be separated and strength should be supplied accordingly.
4. The Work Study Team recommends allotting of Recovery Vehicles to this Station House Office.



## **CHAPTER V**

### **GENERAL OBSERVATIONS ON THE POLICE DEPARTMENT**

#### **1. Compounding in Drunken Drive cases**

It was reported to the study Team that Drunken Drive cases are getting rampant involving attention by the personnel. The number of such cases shows a surge on Government holidays. The case is Suo Moto in nature. In all these cases, the rider and the motor bike or the vehicle involved is being seized by the Police Officials. The Police team carrying out Vehicle checking usually verify whether the motorists involved are drunk. Then the rider is taken for medical examination for certifying the content of the alcoholic level. Blood Alcohol Content/Concentration (BAC) of 30 milligrams of alcohol per 100 ml of blood is the legal limit of alcohol in the blood for driving. This is equivalent to 0.03 gm per 100 ml, which is generally represented as 0.03 per cent. Section 185 of Motor Vehicle Act deals with these cases instructs that he is under the influence of a drug to such an extent as to be incapable of exercising proper control over the vehicle, shall be punishable for the first offence with imprisonment for a term which may extend to six months, or with fine which may extend to two thousand rupees, or with both; and for a second or subsequent offence, if committed within three years of the commission of the previous similar offence, with imprisonment for a term which may extend to two years, or with fine which may extend to three thousand rupees, or with both.

When a rider is being arrested by the Police, the Station House Office has to prepare Arrest memo. A report gets prepared by the Police. Then Arrest memo, Report and FIR are to be registered. Later on, at the trial in the Court he may be punished with the amount as said above. After

compounding the sum at the court, he is let to take back the vehicle. It was reported to the Study Team that, all the cases attended to by the Police personnel as often as not involve the compounding at the Court. At the time of data collection, some Officers at the Dy. S.P level requested the Government to permit them to compound penalty at the SHO level so that there is considerable time and process saving for the work force at the Station Houses. On top of it, given the heavier workload and mushrooming cases, there could be much lesser workload for the Judiciary if the compounding occurs at the level of Station Houses. The Work Study Team feels that the fact could be explored whether compounding penalty on Drunken Cases could be done at the level of Station Houses in lieu of up to the level of judicial trial.

**Courtesy:**

The motor vehicle Act, 1939, amended up to 1989 contains a clause 117.

**2. Time Management in Police Department**

At the time of data collection, a major observation done by the Work Study Team that, all the executives in the Department were not allowed to attend the duty in a fixed time schedule. At the time of preliminary discussion with the State Police Chief, it was reported that in the Police Department proper time management is not getting possible. Issues and problems are increasing day by day.

Despite it is said that, most of the Station House Office follows 8 hrs duty time which not seemed to follow. Like other Government Officials in the State, the Police Personnel should be allowed to follow a fixed time schedule of work.

**3. Formalities followed in remanding an accused - medical verification - problems faced**

The National Human Rights Commission in a circular it is instructed that, when accused is remanded to the Prison must be taken to a Medical Officer in a Government Hospital for a complete examination and he should be accompanied by a Police Personnel. Also, at the time of examination, a Performa should be filled in by the Medical Officer who were present there. In most of the times in the Government Hospital, there may be a long queue of public to consult with the doctors.

The Police Officer at the time of data collection reported to the Study Team that, most of the Medical Officers show irritation and negligence in attending the remanded prisoners. They suggested that to overcome such a situation, it is necessary to have a Police Hospital in every sub division. Since, it makes huge financial commitment to the Government; the Government should take necessary direction to the Medical Department to keep a good liaison with the Police Department.

#### **4. Physical fitness of Police Personnel**

At the time of data collection it was observed that, most of the Police Personnel were found to be stressed with heavy and tight duties. It is found that, either due to the lack of time for exercise or of due to the lack of interest to the job, 90% of the Police personnel from the Civil Police Officer to the higher level are physically unfit. Most of them bears large bellys, have a drowsy face and shows laziness in their action. Like a military personnel, smartness were seen only less that 10 % of Police Personnels. Under these circumstances, the Team likes to recommend compulsory day off to all staff in the department. Training should be imparted to all in subjects like Stress Management, Attitude of work etc. The Department should take all steps to make the machinery so effective and useful to the society.

#### **5. General Attitude of a Police Personnel**

More over at the time of data collection an irony observed that in the Traffic Police Station Kochi City, at the time of interaction of the Team with the Officials of the Police Station, most of the staff were showing their negative attitude towards the Higher Officials of the Police Department. In most of their speeches they were blaming the mass media, entire medium of transportation in the State and the whole society. They opined in some instance that the society (entire public) is not even allowing them to discharge their duties smoothly. They sometimes forget that, they are also public servants.

#### **6.Relation of Police Department with Other Departments**

Another important thing observed at the time of data collection that, the Police Department lacks consensus with other Departments like Public Works Department, Health Department, Panchayath Department, Election Department and even with the Judiciary Department. The Work Study Team feel that, there should be proper training to all the executives in the Department which covers subjects like Job Satisfaction, Service Delivery Policy etc.

## **CHAPTER VI**

### **STRENGTH ASSESSMENT IN THE STATION HOUSE OFFICES**

As per G. O. (Rt) No. 617/82/Home Dated, 05..03..1982 the strength of a normal police station is derived as

**SI - 1**

**ASI - 1**

**HC - 5**

**PC - 20**

**WPC - 3**

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**Total - 30**

But in the said Government Order it is stated that, the enhancement of strength is done only for the existing Police Stations in the Idukki and Wayanad Districts. On enquiry in the State Police Head Quarters and in the Home Department, it is known that, no Government Orders were issued stating about the fixation of the strength of Police Personnels in all categories of Station House Offices in the State. This itself shows the relevance of this work study.

From the data collected from the various sample Station House Offices, the Work Study Team found that, the above strength is not at all sufficient in the present scenario.

The Work Study Team classified the Station House Offices based on the number of crime cases registered during a year. Three types of

categorizations were made possible based on the crimes registered. They may be elucidated as,

- 1. 'A' Grade Station House Office – crime cases registered over 3000.**
- 2. 'B' Grade Station House Office – crime cases registered in between 2000 – 3000.**
- 3. 'C' Grade Station House Office – crime cases registered up to 2000.**

Hence, the following recommendations are proposed for both city and rural police stations based on the categories mentioned above are as follows:

For an 'A' grade Station House Office, there should be

Principal Sub Inspector	-	1
Supernumerary/Grade-SIs	-	3
ASIs	-	3
Senior Civil Officers	-	15
Civil Police Officers	-	35
WHC/WPC	-	5
		----
Total	-	<u>62</u>

For a 'B' grade Station House Office, the man power should be

Principal Sub Inspector	-	1
Super numerary SI/Grade SI	-	2

ASI	-	2
Senior Civil Police officers	-	10
Civil Police Officers	-	25
WHC/WPC	-	4

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Total	-	<u>44</u>
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Station House Offices in 'C' grade should have the following strength.

Principal Sub Inspector	-	1
Supernumerary/Grade-SIs	-	2
ASI	-	2
Senior Civil Police officers	-	7
Civil Police Officers	-	20
WHC/WPC	-	3

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Total	-	<u>35</u>
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More over the above, the Work Study Team recommends the following in the graded Station House Offices.

An 'A' grade police station shall be provided with 5 two wheelers and 3 four wheelers with 6 Riders and 4 Drivers from ARMT - concerned - (Armed Reserve Rooter Transport).

'B' grade police station should be provided with 4 two wheelers and 2 four wheelers with 5 Riders and 3 Drivers from ARMT concerned.

'C' grade police station should be provided with 3 two wheelers and 2 four wheelers with 4 Riders and 3 Drivers from ARMT concerned.

### **Recommendations**

1. The Work Study Team recommends reverting the officers above the rank of Civil Police Officers working in the Office of the Circle Inspector of Police and the Division Offices to the concerned Station House Office.

2. The Work Study Team suggests creating permanent staff strength in the Office of the Circle Inspector of Police as **5** (excluding the Circle Inspector)

**Assistant Investigation Officer (in the rank of Grade SI) : 1**

**Writer (in the rank of ASI/Grade SI) : 1**

**Petition enquiry (in the rank of Civil Police Officer) : 1**

**Tapal duty & iAPS duty & CD copy (in the rank of WCPO/CPO) : 2  
(interchangeable)**

**Total staff strength: 5**

3. The Work Study Team suggests creating permanent staff strength in the Division Office both in City and Rural as **10** (excluding the Sub Divisional Officer)

**Registering CD Files :1 (in the rank of CPO)**

**Tapal duty & iAPA duty & CD copy (in the rank of WCPO/CPO)  
: 2 (intechangable)**

**Crime Ledger : 1 (in the rank of WCPO/CPO)**

**Petition Enquiry: 1 (in the rank of CPO)**

**PR Duty : 2 (in the rank of Head Constables)**

**Crime Investigation Duty: 3 (in the rank of Grade ASI/Grade SI)**

**Total staff strength: 10**



In the case of the Station House Offices selected as samples, the recommendations are as follows:

## **Recommendations on station houses visited**

### **(1) Station House Office, Parassala, Thiruvananthapuram.**

(i) The Work Study Team suggests maintaining the sanctioned strength in this Office either by taking their strength from Marayamattom Police Station or by creating here a separate sanctioned strength.

(ii) The Work Study Team strongly suggests establishing a Check Post in the Kerala - Tamil Nadu border at Kaliyakkavilai for Kerala Police, and a Police Officer in the rank of Sub Inspector and two Senior Civil Police Officers were posted into it.

(iii) The Team suggest to adopt modern gadgetries like CCTV Cameras at Check Post, in the heavy traffic areas in the NH limits and to establish wi fi cameras in the Sub Treasury which is near to the Station House Office.

### **(2) Station House Office, Fort, Thiruvananthapuram.**

(i) The Work Study Team suggests to maintain the sanctioned strength in this Office.

(ii) Since, the Police Personnel attending the GD Charge (General Diary Charge) or in the Sentry cannot get a view over the gate (main entrance) of the compound wall of the Station House Office, the Work Study recommends that, either the Sentry Post should be constructed so as to get a clear view over the Gate of the Compound Wall or to keep CCTV surveillance over the entire building.

### **(3) Station House Office, Attingal, Thiruvananthapuram**

- (i) The Work Study Team suggests to maintain the sanctioned strength in this Office.
- (ii) Like, other Station House Offices, the Team recommends following a pattern of 8 hours duty time here.
- (iii) The separation of Crime and Law & Order should be implemented with immediate effect.

### **(4) Station House Office, Kallambalam, Thiruvananthapuram**

- (1) The Work Study Team recommends to separate Law & Order and Crime in this Office.
- (2) The Team recommends to maintain the sanctioned strength in this Office.
- (3) 8 Hours duty time should be followed here.
- (4) Proper maintenance should be done in this Station House Office.
- (5) The approach road should be maintained well.
- (6) The Team recommends to deploy Home Guards in Traffic duties and Tappal Duties.

### **(5) Station House Office, Thenmala, Thiruvananthapuram**

- (i) The Work Study Team suggests to maintain the sanctioned strength in this Office.
- (ii) The Out Post functioning at Achankovil may be upgraded to a Station House Office, and separate strength should be enabled there.
- (iii) The Office building should be quit at the earliest and a new building with all facilities should be provided.

#### **(6) Station House Office, Mattancheri.**

- (1) The Work Study Team recommends maintaining the permanent staff strength in this Station House Office.
- (2) As said in other Station House Office, the Team recommends following a pattern of 8 hours duty time here.
- (3) The separation of Crime and Law & Order should be done with immediate effect.
- (4) The Work Study Team recommends to reinstate the two Aid Posts in Mattanchery Bazar and Jain Temple.

#### **(7) Station House Office, Alappuzha North.**

- (1) The Work Study Team suggests to maintain 8 hours of duty time here.
- (2) The Study Team recommends that, the Station House Office should be maintained with Thondy Room and Record Room.

#### **(8) Coastal Police Station, Vizhinjam, Thiruvananthapuram.**

- (i) The Work Study Team suggests that, the man power of Coastal police stations should not be taken for any other duty outside the station without the prior permission of ADGP Coastal Police..
- (ii) The Work Study Team suggest to bifurcate the Coastal Police Station Vizhinjam in to three as the other two coastal police stations at Anchuthengu and Thumba and separate strength should be allotted to those stations also.
- (iii) The Work Study Team suggests to fill the vacancy of boat crews as per the list given below.  
Syranck – 4, , Boat driver – 5, Lascar – 4 and marine guard – 1, so that, an effective sea patrolling can be effected as prescribed in the SOP.

(iv) The Work Study Team recommends to replace the old life jackets, Life buoys and life rafts which are kept in the boats of Coastal Police station with new ones.

**(9) Station House Office, Anthikkad, Thrissur.**

(i) The Work Study Team recommends to create new Police Station in Peringottukara, where the building for an out post is situated.

(ii) The Work Study Team also recommends to bifurcate Station House Office Mathilakam and one Station House Office to be opened at Kaipamangalam with a sanctioned strength as equivalent to Station House Office, Mathilakam.

**(10) Station House Office, Nadapuram, Kozhikkode.**

(i) A term of 8 hours duty per day should be adopted at the earliest.

(ii) The Work Study Team suggests to maintain the sanctioned strength in this Office, and also suggests to call back the Officers who were working in the Office of the Circle Inspector of Police and in the Sub Division.

(iii) The Team suggest to make a hike in the Permanent Advance in every Station House Office from Rs. 1000 to 15000/- and the Office of the Superintendent of Police should take steps to recoup the amount without delay.

(iv) The duties of Crime and Law & Order should be separated and strength should be supplied accordingly, so that, the Officers attending Crime Works should not be spared for Law & Order in any circumstances with an exception that, in the period of Elections.

- (v) A separate Training Centre should be started in every Police Districts and proper training should be imparted with an excellent faculty of Law Officers and Advocates.
- (vi) A Police Photographer should be posted in the Kozhikkode Rural so that, the Station House Office can avail his assistance when needed without any delay.
- (vii) The Station Jeep should have a Camera fitted so that, it can record the situation live and tracing of the criminals behind the violence done easily.
- (viii) The Work Study Team recommends to bifurcate Vadakara Station House Office and a new Police Station is to be opened at Ayanchery Panchayath.

**(11) Station House Office, Walayar, Palakkad.**

- (i) The Work Study Team suggest to create a Check Post exclusively for the Police Department in the Kerala Tamil Nadu border in Walayar.

**(12) Station House Office, vellamunda, Wayanad.**

- (i) The Work Study Team suggests to bifurcate the Station House Office, Vellamunda and to upgrade the Out Post at Thondarnad to a Station House Office immediately.
- (ii) The Team suggest constructing a compound wall to the premises of the Station House Office and also to the quarters near there.
- (iii) The Team also suggests keeping a close CCTV surveillance of the location every time to deliver maximum security to the society.
- (iv) The US made vehicle named Polaris, which is lying unfit to station duties should be removed and its possibility should be found in somewhere else in the department.

**(13) Station House Office, Alwaye East.**

1. The Work Study Team recommends to maintain the existing staff strength in this Office.
2. Proper training should be imparted to all in Stress Management.
3. The Work Study Team also recommends that, Police personnel above the age of 50 years should be utilized for light duties and office works.
4. Enhancement of Permanent Advance to Rs 15000/- is also proposed.

**(14) Traffic Police Station East & West, Cochin City.**

- (1) The Work Study Team recommends to maintain permanent staff strength in these two Station House Offices.
- (2) The Team suggest supplying of modern electronic equipments for the seizing of drunken drive vehicles and the pillions.
- (3) All the Traffic Points and Junctions in the City were under the coverage of surveillance camera.
- (4) Deploying the Home Guards in the Traffic duties is quite appreciable. So the Team suggest adopting this method in other Station House Offices too.
- (5) The Team suggests enhancing the Permanent Advance to Rs. 15000/- in all Station House Offices.

**(15) Station House Office, Pookottupadam, Malappuram.**

1. The Work Study Team recommends 8 hrs duty system here.
2. The Work Study Team recommends to shift this Station House Office to a Government building with proper camera surveillance.

3. The Team suggests that the Station House Office should be equipped with proper security round the clock in 360 degrees

**(16). Station House Office, Alwaye East.**

1. The Work Study Team recommends to maintain the existing staff strength in this Office.
2. Proper training should be imparted to all in Stress Management.
3. The Work Study Team also recommends that, Police personnels above the age of 50 years should be utilized for light duties and office works.
4. Enhancement of Permanent Advance is also proposed.

**(17) Station House Office, Thirunelli, Wayanad.**

1. The Work Study Team suggests to maintain a permanent sanctioned strength in this Office.
2. The Team suggests creating 2 Border Check Posts at Tholpetti and Bavali with a permanent strength.
3. The Team suggests that, proper camera surveillance should be done in the Station House Office.
4. The Aid Post at Kattaikkulam should be equipped with permanent staff strength.
5. The Work Study Team recommends installing of High Speed Internet facility and installation of Invertors and Generators in this Station House Office.
6. The Team also suggests to sanction Four Wheel Drive vehicles here.

**(18) Station House Office, Chavakkad, Thrissur.**

(i) The Work Study Team recommends to maintain the existing staff strength in this Office.

(ii) The Work Study Team recommends to detach the Akshaya Complex from this Station buildings and it should be utilized for the Police Station.

**(19). Station House Office, Koothuparamba.**

(1) The Work Study Team recommends to adopt 8 hrs of duty time in the Station House Offices.

(2) The citizen Police ratio should be fixed as 500:1

(3) The Crime Investigation and Law & Order should be separated.

**(20) Station House Office, Ramankary, Alappuzha.**

(1) The Work Study Team recommends maintaining permanent staff strength in this Office.

(2) The Work Study Team recommends that either the approach road to this Station House Office should be in a transportable condition or to shift the Station House Office to a place which may be easily accessible to the public.

(3) The Team recommends the proper maintenance of this building either by the KPHCC or by the PWD.

(4) The Work Study Team recommends to create sufficient number of comfort facilities here.

(5) The Team also suggests allotting sufficient number of Boats/Speed Boats and other vehicles.



**(21) Station House Office, Neeleswaram, Kasargod.**

- (1) The Station House Office should maintain the sanctioned strength and enhancement of the strength is not proposed.
- (2) Law and Order and Crime should be separated at the earliest.
- (3) 8 hours duty is to be maintained.
- (4) Effective Body Protector and Rotting Shield should be issued to the staffs in the Station House Office.
- (5) All the Police Personnels should be distributed CUG Sims.
- (6) The Team recommends that, while a construction is going on by the KPHCC, they should consult the concerned Station House Officer about the infrastructure, the geographical importance etc.
- (7) The Work Study Team also suggests that 10 % of amount received through TR 5 which is deposited in the Bank should be utilized for the Station Maintenance. A committee should be formed under the leadership of District Police Chief to monitor the activities.

**(22) Station House Office, Kozhikkode North.**

- (1) The Team recommends maintaining a sanctioned strength in this Office.
- (2) The Work Study Team recommends that, the Station House Office should be in a well equipped building with Printers, Scanners etc.

**(23) Station House Office, Pandalam, Pathanamthitta.**

- (1) The Work Study Team recommends to follow 8 hours of duty system in all staff in this Office.

(2) The Study Team strongly recommends to arrange proper security measures in the Pandalam Palace.

(3) The Team recommends following the separation of Crime and Law & Order.

(4) The Work Study Team strongly recommends that, the quarters near the Station House Office should be renovated and utilized for office purposes.

(5) A Clean, healthy and hygienic atmosphere is to be maintained at the Station premises.

**(24) Station House Office, Kumarakom, Kottayam.**

(1) The Work Study Team recommends maintaining permanent strength here by abolishing the practice of attaching police personnels from this Office to other office and other duties.

(2) The Team recommends to furnish the infrastructure with proper file maintenance and thondy room for the safe custody of seized articles.

(3) The Work Study Team recommends issuing of sufficient number of Speed Boats and Drivers in this Station House Office and search lights in sufficient number.

**(25) Station House Office, North Paravur.**

(1) The Study Team recommends maintaining a permanent staff strength here.

(2) In the case of Court Complex at Paravur, the Team suggests installing wi fi camera for surveillance.

**(26) Station House Office, Munnar, Idukki.**

1. A term of 8 hours duty per day should be adopted at the earliest.

2. The Work Study Team suggests to maintain the sanctioned strength in this Office, and also suggests to call back the Officers who were working in the Office of the Circle Inspector of Police and in the Sub Division.
3. The duties of Crime and Law & Order should be separated and strength should be supplied accordingly.
4. The Work Study Team recommends allotting of Recovery Vehicles in this Station House Office.

## Cost Analysis

The proposed pattern at the twin levels of CI and DYSP involves compelling demands on post creation without which the unhindered fluid work at the local stations would not occur. As the fact is underpinned, the study team puts forward two independent patterns on CI and DYSP office. As it is obvious, the proposed strength at 200 odd CI offices and 55 rural DYSP offices presupposes financial incurrence which is set forth below. Redeployment according to proposed patterns on three tier classifications on local stations should be done by the department since staff orientation in many offices is heavily lopsided.

No	Name of Post	Basic pay	DA @92%	Total	No. of posts to be created	Expense per month	Total expense per year x 12 (Pre- revised scale)
<b>CI Office (226 local CI offices)</b>							
1	Civil police Officer	10480	9641	20,121	226x3= 678	13,6420 38	<b>16,3704456</b>
2	Grade SI	16180	14,885	31,065	226x2= 452	14,0418 32	<b>16,8501984</b>
<b>DYSP Office ( 55 Nos)</b>							
9	Civil police Officer	10480	9641	20121	55x5= 275	55,3327 5	<b>6,63,99300</b>

10	Snr. Civil police Officer(HC)	13900	12788	26688	55X2= 110	2935680	<b>35,228160</b>
11	Grade SI	16180	14,885	31,065	55X3= 165	5125725	<b>6,1508700</b>
						<b>Total</b>	<b>49,5342600</b>

## **CHAPTER IX**

### **SUMMARY OF RECOMMENDATIONS**

- 1) The Work Study Team strongly recommends partitioning Crime and Law & Duties in the Station House Office.( Page 33)
- 2) The Team strongly recommends to make a fixed time schedule of work for all Civil Police Officers, ie, 8 hrs. (Page 40)
- 3) The Work Study team recommends the grading of Station House Offices based on the number of crime cases registered as A, B, and C. The strength proposed in respect of these classifications may be adopted. The Work Study Team suggests implementing Video Conferencing especially in the Jails. (Page 109-112)
- 4) The Work Study Team suggests to implementing Video Conferencing in the Police Department and suggests the Government to take necessary steps to implement this facility in the Judiciary and Jail Department. These three Departments should work in a harmony so that the work load of the Police Personnel may be reduced to a wider extent and the Police Personnel escorting under-trial prisoners from Jails to Court may be spared from attending other duties in the Police Department. The Team suggests adoption of modern gadgetry like CCTV Cameras at Check Posts, in the heavy traffic areas in the Traffic Points and to establish wi-fi cameras in the Government Institutions like Sub Treasury which are adjacent to the Station House Offices. (Page 30)

- 5) The Work Study Team also suggests utilizing the service of Home Guards for Process duties and Tapal Duties. (Page 37)
- 6) The Work Study Team also suggests having a complete utilization of Home Guards in the traffic points in the Station Limit. (Page 30)
- 7) The Work Study Team suggests that all the Police Personnel should undergo annual or periodic medical verification and follow the remedial measures. (Page 34)
- 8) The Work Study Team also suggests utilizing the ‘weekly off’ by the personnel in the Department. (Page 34)
- 9) The Work Study Team suggests creating a Check Post exclusively for the Police Department in the Kerala Tamil Nadu borders and Kerala Karnataka borders in the State. (Page 30, 79)
- 10) The Work Study Team recommends supplying CUG SIM to all Police Personnel in the Department. (Page 67)
- 11) The Work Study Team strongly recommends reviewing all the constructions done by Kerala Police Housing Construction Corporation since most of the works done by this Corporation are not satisfying the basic requirements of a Police Station. The Team also recommends taking necessary steps to fix the responsibility in conducting periodic maintenance of buildings to the Kerala Police Housing Construction Cooperation. (Page 40)
- 12) The Work Study Team recommends installing modern machines such as Digital Finger Print for Finger Print Reports. (Page 86)
- 13) It is recommended imparting training to all Police Personnel in the Sub Division level to get awareness of modern technology in the electronic and cyber fields. (Page 86)

- 14) The citizen Police ratio should be fixed as 500:1 (Page 88)
- 15) The Team suggest making a hike in the Permanent Advance in every Station House Office from Rs. 1000 to 15,000/- and the Office of the District Police Chief should take steps to recoup the amount without delay. (Page 65)
- 16) A separate Training Centre should be started in every District and proper training should be imparted with an excellent faculty of Law Officers and Advocates. (Page 65)
- 17) A Police Photographer should be posted in all the Districts so that the Station House Office can avail his assistance when needed without any delay. (Page 65)
- 18) The four wheelers used in the Station House Offices should be fitted with Video Cameras so that, it will help the work of Police and reduce the complaints against Police Personnel. (Page 65)
- 19) The Work Study Team recommends following yardsticks as general guidelines for creation of a Police Station in the rural limits except in Maoist threat areas as IPC Crimes: 500 to 1000, Population normally not to exceed 75000, Area Up to 35 to 45 Sq. Kms. All these criteria are not required to be satisfied together or in the same order. The Group recommended bifurcation where the population exceeded one Lakh or the number of crimes in a year crossed 3000.
- 20) In urban areas, density of population to be the main criteria. The Work Study Team recommends maintaining a Station House Office for a population in range from 75,000 to 1 Lacks.
- 21) In the case of Maoist threat areas especially in Wayanad and borders of Malappuram, the Work Study Team recommends sanctioning Station



House Offices as per the requests pending in the Government not bearing the criteria of Crime Statistics, Population, Area and number of the Panchayaths as Maoist threat is a latent one at present.

### *Acknowledgements*

The Personnel and Administrative Reforms Department (AR VII) places on record its deep gratitude towards officers and staff of the Police Department for their co-operation and assistance for the successful conduct of the work study.

**Sd/-**

Thiruvananthapuram

20-02-2016

**SATYAJEET RAJAN**

Principal Secretary

P&AR Department