



ISSN Print: 2394-7500
ISSN Online: 2394-5869
Impact Factor: 8.4
IJAR 2021; 7(5): 368-369
www.allresearchjournal.com
Received: 16-02-2021
Accepted: 03-04-2021

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An economy driven police constabulary section welfare

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Abstract

From Texas Rangers, to Sir Robert peel to Alice S.Wells, police has transformed itself through ages, adding technology tools to its work style. Police organizations across the globe are subject to intense public scrutiny because of corruption and malpractice. Radical change in police brings in successful transformations. Police trainings make police aware of risk and liability in its job nature. The paper suggests a novel methodology for the welfare of Indian constabulary. The welfare helps find police more dedicated to the society and their families, thus leading a happy life.

Keywords: Constabulary, counseling, liability, police

1. Introduction

About 200 years ago, a group of men, known as Texas Rangers, worked to keep the people of Texas safe ^[1]. Sir Robert peel started the first police department in 1829, in London, England ^[1]. Police officers are the people trained to protect and serve ^[1]. In Japan, Police get along with the people and advice children too ^[1]. Drug Abuse Resistance Education- DARE program police interacts with fifth and sixth grade USA students to teach them NO to Drugs ^[1]. Another fifty eight countries have the dare program ^[1]. Women police officers were earlier allowed only to work inside the police station. In 1910, Alice S. Wells changed it and became the first women police who arrested people ^[1]. With time, technology has become the tools of police trade *viz.* radios, computers ^[1].

2. Literature survey: In recent years, the conduct and performance of police organizations is intensely scrutinized by public, for its corruption and malpractices ^[2]. Though politically risky and unpopular, radical change successfully transforms organizational directions than incremental change, to produce effects ^[2]. Minorities often complain racist stereotyping, unfair targeting and at times harassment and violent treatment by police officers ^[2]. Many minorities are afraid and don't trust police ^[2]. Police have poor relations with young people, with homeless or unemployed youth from visible minority groups, the most vulnerable targets of police harassment ^[2]. The documentary COP IT SWEET, filmed in Redfern, Sydney, place with a high concentration of aboriginal people, drew huge public condemnation of police racism ^[2]. Police is exposed to everyday liability risks, making them subjects of civil litigation and thus needs proactive measures ^[3]. Thus, to increase police accountability, some suggested practices include: increased officers' supervision, citizen and community feedbacks, civilian participation in evaluation of police services and programs, implementing information management systems ^[3]. Common liability incident is false arrest-the unlawful seizure and detention of a person ^[3]. The Liability Assessment and Awareness International. Inc assert that roughly ten percent of law enforcement litigation is because of jurisdictional issues ^[3]. G. Patrick Gallagher's six layered liability protection system include: policies and procedures, officer training, supervision, performance management or discipline, continued review and monitoring of identified risks, and revising actions used to counter risks when necessary ^[3]. Police work is a skills-based profession; the difference between understanding use of force and employing use of force can be a life-or-death distinction ^[4]. Police trainers could utilize Bloom's Taxonomy- knowledge, comprehension, application, analysis, synthesis; to train police ^[4]. Police training should bring out an affective internal skills change- receive, respond, value, organize, characterize ^[4].

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Daily duty of police officers need psychomotor competencies—perception, readiness, instructor-guided responses, smooth mechanics, independent response [4]. Every 10,000 Indian population has 14.6 police personnel [5]. Out of the total Indian police strength of 15, 79, 697, 87.61 percent are police constabulary stationed in 12702 police stations across India [5].

3. Methodology

- a) Pregnant police wives to get regular medical counseling for a healthy baby and mother's health post pregnancy. The advice to include necessary nutrition and regular exercise for easy delivery. The women need to be admitted to government hospitals well in time before the delivery date.
- b) Apparels and school uniforms of police kids to be adjusted in the seasonal sales accounting for tax exemption to the concerned corporate company, every quarter. However, the police family benefits only once a year.
- c) Government school fee of upto two children, is borne by the concerned government that the police constabulary pocket is relieved of it. The cost of school books is borne into police welfare fund.
- d) Medical allowance is only in the group insurance in government hospitals but not a part of taxable salary. However, surgeries to the elderly in the police family should be covered in the group insurance. The elderly include the immediate parents of either of the spouse. These surgeries should be done only in the nearby government hospital.
- e) Movie tickets to his/her family bi-annually, only on weekdays. The movie tickets would only be for the evening show after school time. This increases the occupancy of movie theaters depending upon movie reviews of film certification censor board.
- f) Daily use consumables like soaps and toothpastes are given by company coupons
- g) Police constabulary to use BSNL simcards only. This generates a fixed revenue to Bharat Sanchar nigam limited. Police wives shall be excluded from the fixed monthly recharge of such mobile numbers.
- h) Head Constables to be awarded with a TFT screen desktop. It helps their children in computer literacy. The desktop would be a recognition to the decade long service in police.
- i) Constables should be trained to counsel people that police mingles well with people and lives happy.
- j) Constables should be made aware of the education opportunities in a police university.

4. Discussion

A pregnant police wife to be given the awareness and medical care needed for a healthy baby. This would be done in a nearby government hospital that conveyance would be easy in a metro like Delhi NCR. Once a year, the apparels to be delivered to the concerned police station that the postal system gets additional business. Family planning is to be taught by the doctor medicating the pregnancy. A minimum gap between kids and a maximum of two kids ensures a happy family. The kindergarten admission of kids must be prior intimated to the concerned government school for a hassle free admission. The immediate parents of either of the spouse should habituate to regular health checkups. Any

medication needed would be in the group insurance of constabulary. Surgeries like cataract, glaucoma, knee joint replacement are very common in the age old. Such surgeries to perform by a recognized government medical practitioner. Once a while, family entertainment is an indication of healthy lifestyle amidst hectic duty hours. Thus, constabulary to be given movie tickets of for a family of four. This is also a business tactic to increase the theater occupancy. The entire constabulary of a police station to get coupons for monthly groceries and daily consumables. This ensures a definite sales pattern in off-peak season and also a sustainable supply chain. Every constable to get a BSNL simcard on the first day of duty. This mobile connection would be recharged annually from the government. This would generate a definite business to government company BSNL within the government. Also, random checks in technology would be easy for vigilance department. The head constable in a police station to be awarded a desktop computer that he and his family becomes computer literate and tech savvy. This puts pupil in the competing age of global competition and also exposes pupil to the world of technology. After duty hours, the head constable to be trained online on counselling fellow citizens. The head constable inturn trains his constabulary. This reduces the growing need of Psychology counsellors in the urban day society. Also, the constabulary would have a satisfaction at job. This would also reduce the number of police complaints in a given time. It is human nature to wish for progress and prosperity. Thus, a constable should be made aware of the education opportunities in the Sardar patel police university. The university offers education programs upto doctorate level but police is hardly aware of it. Thus, constabulary must be advised to make optimum use of afterhours of duty.

5. Conclusion

The paper suggests more of a corporate kind of work culture among police constabulary. The paper suggests to ease police constabulary jobs by giving them the minimal government facilities and recognition at work. The paper suggests a more society oriented police dedicated to the society and their families. The paper confirms to a definite purchase probability during the off-peak season. Lastly, the paper expects that the constabulary finds peace and solace amidst of their hectic lifestyle in their jobkind. The paper suggests that constabulary adopt the Buddhist saying, Sangham Sharanam Gacchami.

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