



Dated the 09 June, 2014

**MINUTES OF MEETING OF THE SECOND MEETING OF THE
STEERING COMMITTEE AND THE LEAD CO-ORDINATORS
DATED 30.05.2014**

The **second meeting** of the Steering Committee and the Lead Co-ordinators was held on **30 May, 2014** at NIA HQ to finalise the representation of CIPSA before the 7th Pay Commission. The meeting was presided over by Shri N R Wasan, ADG, NIA.

2. The list of officers who attended the meeting is enclosed at **Appendix-'A'**.
3. The meeting reviewed the progress under taken in the working of various groups, the details of which are as below:-

1. Principles of Wage determination in various countries of Police:

- i. Shri M A Ganapathy, JS (NM), MHA
- ii. Shri Promod Asthana, IG, BPR&D

It was informed that the work is in progress and that report would be submitted at the earliest.

2. Occupational and situational risks specific to Police:

- Shri Pankaj Singh, IG (Prov), CRPF

Informed the House that the report was at an advanced stage and that the report would be submitted very soon.

3. Health Hazards, psychological and emotional stress associated with Police job and their manifestations:

- Smt. Renuka Mishra, IG (Pers), SSB

Detailed work has been undertaken on the topic. Additionally, it was necessary to collate and obtain details of defence casualties on duty. Shri Ashwini Chand promised to provide the details.

4. Stress due to alienation from family, particularly in CAPF:

- Shri Aditya Mishra, IG (Pers), BSF

Information awaited as the officer could not attend the meeting as he was out of station.

बपार पुलिस महानिदेशक (कापि)

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13/6/2014

Sec-I
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5. Stress due to inability of the Civil Police to spend time with families during festivals and important family functions:

- Shri Karnal Singh, Spl. Director, ED

Information awaited as the officer could not attend the meeting.

6. Stress caused due to job uncertainties, unpredictable nature of job, frequent transfers and hostile clientele:

- Shri P V Ramasastry, IG (Policy), NIA

Informed that work was in progress and that the report would be resubmitted soon.

7. Study of long working hours of Police in the absence of shift system and the need for additional compensation:

- Shri Piyush Anand, IG, UP

Communicated in advance that the work was at an advanced stage, and that the report would be submitted at the earliest.

8. Multitasking nature of the civil police job which requires higher order skills and specialization:

- i. Shri R.S. Bhatti, JD, CBI
- ii. Shri Ashwini Chand, SP, CBI

Shri Ashwini Chand - suggested reorientation of the topic to highlight significant role played by Police in the country. It was opined that instead of the parity argument, what needs to be pitched would be the necessity of a well-trained security bureaucracy in the country. He went on to explain at length the transformation in the attitude towards the Police from the first Pay Commission to the present Pay Commission as well as the various committee reports. The absence of the common recruitment and common examination with the ICS and subsequently the IAS till 1979 account for the differential treatment towards the Police since the first Pay Commission.

It was decided that it was necessary to evolve a vision for the service which espouses the critical role of the IPS in ensuring the security of the country. The intellectual character of the job which very often has not been significantly highlighted require specific mention in the presentation.

It was also put forth that the Pay Commission must be encouraged to visit Police Officers serving in terrorist /insurgency/ naxal affected areas, offices involving complex role function in Police Headquarters, as well as offices where complex investigation of economic offences are being undertaken. Specific arguments to attract the best talent to the service must also be put forth.

9. Ever increasing responsibilities and perennial shortage of staff which contribute to shouldering of additional burden by available hands:

- Shri DM Mitra, JD, NCRB

On account of certain exigencies, it was suggested that the work of this group must be transferred to another set of officers.

10. Stagnation of allowances which do not keep pace inflation:

- (i) Shri Shatrujeet Kapoor, IG, Haryana
- (ii) Shri GP Singh, IG (I&O), NIA

It was communicated that the study was at an advanced stage and that the report is being prepared.

11. Setting right the historical imbalances (the most recent being erroneous fitment tables prepared for the implementation of sixth pay commission), future Challenges & Roadmap:

- (i) Shri Aditya Mishra, IG (Pers), BSF

Information awaited as the officer was out of station.

12. Comparison between Defence force and CAPF: How CAPF is working in equally challenging conditions but do not receive commensurate benefits:

- Smt. Shikha Goel, DIG (Pers), CISF

Detailed report on the subject has already been submitted by lead coordinator.

13. Inequities in the Central Staffing Scheme and opportunities for training:

- Shri Parvez Hayat, CVO, PGCIL
- Shri P V Ramasastry, IG, NIA

It was informed that the work is in progress.

14. Best Policing Practices:

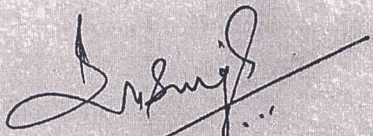
- Shri T K Vinod Kumar, JD, SVPNPA

Information awaited as the officer was not available.

- It was also resolved that a ten point wish list in respect of the IPS and 5 additional points which are common to the Police in general would be prepared by Shri P V Rama Sastry, IG, NIA to be part of the memorandum proposed to be submitted to the new H.M.

- An account for the purpose of meeting expenditure associated with expenses in connection with the Pay Commission would be opened at the earliest.
- Despite seeking a one page note which was to be mailed to 7pccipsa@gmail.com none of the officers have sent details. It was suggested that all officers would be personally approached to obtain details.
- It was also resulted to engage the media as well as obtain letters of support from various chambers and industry to highlight the significant role of the Police in progress of the country.
- It was also resolved to get a study conducted separately among IAS/IPS Officers in respect of various condition of service by any of the reputed management institutions.
- The house was also informed that two meetings to finalize a common front with the other service organizations was held. The meeting wanted serving officers/ Service associations to join in the petition filed by the retired officers in the Delhi High Court challenging the Constitution of the 7th Pay Commission on account of conflict to interest. This is on account of the fact that certain Service associations expressed their fear over the benefits of the petition not accruing to the serving officers.

The next meeting of the group would be convened at the earliest.


(Binod Kumar Singh, IPS)
Joint Secretary, CIPSA
DIG, NSG, New Delhi.

Distribution:-

- i) Secretary, IPS (Central) Association
- ii) Secretary, IPS Association (all States /UTs)
- iii) Secretary, IPS (Retd) Association
- iv) All DGsP- For circulation to all IPS officers of their cadre
- v) All Officers who attended the meeting on 03.04.2014, 22.04.2014 and 30.05.2014.

LIST OF ATTENDEES

1. Shri NR Wasan, ADG, NIA
2. Shri Pankaj Singh, IG, CRPF (**Secy, CIPSA**)
3. Shri PV Ramasastry, IG, NIA
4. Smt Renuka Mishra, IG, SSB
5. Shri Binod Kumar Singh, DIG, NSG (**Jt Secy, CIPSA**)
6. Shri Ashwini Chand, SP, CBI
7. Shri Atul Goel, SSP, Jammu
8. Shri Vikramjit Singh, SP
9. Shri Anup Kuruvilla John, SP, NIA