

**Proceedings of Meeting by Shri Maurice Kujur, Hon'ble Vice
Chairperson to Review Delhi Police on 20.08.2010**

A list of officers present in the Meeting is at Annexure.

ISSUE

Review of Implementation of service safeguards and development pogrammes / schemes for Scheduled Tribes in Delhi Police.

BACKGROUND

National Commission for Scheduled Tribes is a body constituted in 2004 under Article 338A of the Constitution to monitor and safeguard the socio – economic development and interests of the Scheduled Tribes in India.

To discharge its function, the Commission suo-moto reviews the implementation of service safeguards and development pogrammes / schemes for Scheduled Tribes in randomly selected some Ministries, State Governments, PSUs and Govt. organizations. It is the duty of the Commission to present to the President of India, its noticeable findings and observations concerning the Scheduled Tribes, in the form of an Annual Report.

The Commission had sent a questionnaire to few Govt. Organizations including Delhi Police in July, 2009 for the purpose of collection of relevant information about the Scheduled Tribes for conducting review.

Shri Maurice Kujur, Hon'ble Vice Chairperson decided to hold the review meeting with Delhi Police on 20.08.2010 at 1130 Hrs. in the Commission. The filled up questionnaire and additional information as required were received from Delhi Police.

DISCUSSION

The meeting commenced with a power point presentation on structure and working of Delhi Police and the implementation of service safeguards and development programmes for Scheduled Tribes in the Delhi Police. Replies to the points included in the Questionnaire were discussed along with the information furnished in the presentation. The following action points emerged during the discussion:

- i) It was explained by the Delhi Police that they were able to recruit ST candidates against the reserved posts for STs.

Further, 7.5 % of posts were reserved for ST candidates among the 10% posts reserved for ex-servicemen in direct recruitment. DP is finding it difficult to induct candidates from ST community for these posts. The Commission suggested that ST vacancies should be more widely publicized in the ST dominated States/areas.

- ii) The Commission noted that three vacancies of Inspector (min.) reserved for STs were inter-changed with SCs in 2007-08 as eligible ST candidates were not available in the feeder cadre in the extended zone of consideration and the vacancies had been carried over for more than 03 consequent vacancies year. It was done in spite of the fact that the exchange of vacancies among ST & SC had been banned after 2003. As a corrective measure, the Delhi Police assured to divert 3 SC vacancies to ST candidates of Inspector (min.) to nullify the effect of earlier exchange.
- iii) The Commission noted that a large number of ST vacancies were existing in Group 'C' and 'D'. Further the calculation of shortfall and backlog vacancies needed to be reviewed with proper verification of rosters. In this connection, the Commission advised that the rosters may be uploaded on the web site of DP so that affected persons could also have access to it for verification of their position and seniority. The Commission also advised that the rosters may be computerized and backlog vacancies be filled up on priority. Delhi Police assured to put rosters on their web-site and examine the feasibility to computerize the rosters. The Commission was also assured that DP would complete the exercise to fill up the backlog vacancies within 6-7 months.
- iv) The Delhi Police informed that about 2000 posts in group 'D' were going to be outsourced shortly. The Commission expressed its concern that by adopting the process of outsourcing 2000 group 'D' posts, the right of weaker sections of the society would be jeopardized. The Commission, therefore, recommended that Delhi Police may consider inclusion of a provision in the contract of outsourcing with regards to adherence to the reservation policy of the GOI.
- v) The Delhi Police mentioned that a number of ST vacancies were lying vacant due to non-availability of eligible candidates in the feeder grade for a considerable period. The Commission advised that in such cases, direct recruitment of the ST candidates should be resorted to against the vacancy, or one step lower, or one step further lower as per the provision of RRs as being followed by some

- Ministries/Departments. Delhi Police assured to examine the suggestion of the Commission at the earliest.
- vi) The Commission mentioned that youngsters from ST dominated States like Jharkhand, Orissa, West Bengal etc. were coming to Delhi for their livelihood. They are mostly placed as domestic help by various placement agencies. A number of complaints are also being received in the Commission regarding their financial, physical and sexual exploitation by the employer. In many police reports, it is expressed that they are being exploited by the placement agencies and not by the employer. It has also been noted that a number of placement agencies were un-registered. The Commission, therefore, recommends that a regulatory body/ Act to regulate working and monitoring performance of such placement agencies should be set up. The Delhi Police assured to look into the matter.
- vii) The Commission further enquired about the Action Taken Report (ATR) on the decision taken in the 2nd meeting of State Level Vigilance and Monitoring Committee (set up under the provision of Rule 16 of SCs & STs (POA) Rules, 1995) held in Jan'08 to provide Notice Board outside every Police Station regarding provision of SCs & STs (POA) Act, 1989 and POA Rules, 1995 and spread awareness of provision through print and electronic media. The Delhi Police assured to provide the status report.
- viii) The Commission also suggested that pre-promotion training should be provided to ST candidates so that they can compete with the unreserved candidates.
- ix) The Commission noticed that representation of ST in house allotment is less than the prescribed percentage of 7.5%. The Commission, therefore, recommended that ST employees should be given preference in house allotment till their representation, as prescribed, was achieved.
- x) The Commission pointed out that it had noted abnormal delay in furnishing of requisite comments from the Police authorities on the representations received in the Commission. The Delhi Police assured that the response would be given in the stipulated time and in case of any problem nodal office or DCP/Estt. can be contacted. The Vice Chairperson observed that the time-frame of 30 days for response is required to be adhered to.

Maurice Kujur

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RECOMMENDATIONS

In view of the discussion, the Commission recommended that

- i) ST vacancies should be more widely publicized in the ST dominated States/areas.
- ii) 3 SC vacancies of Inspector (min.) should be diverted to ST candidates to nullify the effect of earlier exchange. Further, in future exchange of vacancies should not be resorted to.
- iii) Rosters may be uploaded on the web site of DP so that affected persons could also have access to it for verification of their position and seniority, rosters may be computerized and backlog vacancies should also be filled up on priority.
- iv) Delhi Police may consider inclusion of a provision in the contract of outsourcing to follow up the reservation policy of the GOI.
- v) Feasibility of direct recruitment of the ST candidates should be examined against the reserved promotional vacancy (in case of non-availability of eligible candidate in the feeder cadre), or one step lower, or one step further lower as per the provision of RRs as being followed by some Ministries/Departments.
- vi) A regulatory body/ Act to regulate working and monitoring performance of placement agencies should be set up.
- vii) The status report on the decision taken in the State Level Vigilance and Monitoring Committee meeting held in Jan'08 to provide Notice Board outside every Police Station regarding provision of SCs & STs (POA) Act, 1989 and POA Rules, 1995 and spread awareness of provision through print and electronic media will be forwarded to the Commission.
- viii) Pre-promotion training should also be provided to ST candidates so that they can compete with the unreserved candidates.
- ix) ST employees should be given preference in house allotment till their representation, as prescribed, is achieved.
- x) The comments by the Delhi Police on the representations received in the Commission to be furnished within the stipulated period of 30 days.

The Commission also desired that an Action Taken Report on the recommendations of the Commission, as mentioned above, should be forwarded within a period of 3 months.

The meeting ended with a vote of thanks to the Chair.

Maurice Kujur
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उपनिर्देशक/Vice-Chairperson
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ANNEXURE

The following were present in the meeting on 20.08.2010:

NCST

1. Shri Maurice Kujur, Hon'ble Vice Chairperson.....In Chair
2. Shri Aditya Mishra, Jt. Secretary
3. Shri Vinod Aggarwal, Director
4. Shri K. C. Behera, PS to VC
5. Shri N. K. Kaushik, Asstt. Director

Delhi Police

1. Shri Neeraj Kumar, Spl. Commissioner of Police/Admn.
2. Shri Mansoor Ali Syed, Jt.CP/Hdqrs.
3. Shri Ishwar Singh, DCP/Estt.
4. Shri P. D. Purohit, Inspr/Estt.