

March 30, 2016

To  
Shri Devendra Fadnavis  
Chief Minister  
Govt. of Maharashtra  
Mantralaya  
MUMBAI – 400 032

Dear Shri Fadnavis,

The Mumbai Mirror of March 22, 2016, page 4, mentions that the wives of policemen have sat on a Dharna at Azad Maidan demanding inter alia, eight hours duty for policemen. The Trustees of the Public Concern for Governance Trust (PCGT) at their weekly meeting today felt that this was a very legitimate demand which needs to be considered in the interest of discipline, morale and the emotional, mental and physical health of policemen who work overtime every day and spend long hours commuting from work place to home.

We admit that police duties may not be conducive to a fixed hours schedule but it is possible to evolve a strategy that minimizes the burden on the men.

Some of the suggestions that come to our mind are as follows :

1. Withdrawing trained personnel from security duties, particularly the men on telephone duty at bungalows of ministers and protection of private individuals like actors and builders.
2. Withdrawing all personal orderlies from police officials and replacing them with unemployed sons of policemen at half the cost in terms of wages.
3. Installing CCTV cameras at all traffic junctions to detect traffic violations and consequently reducing the number of traffic policemen deployed on enforcement of traffic rules.

4. Reducing scriptory work and record keeping at police stations by computerizing and digitalizing many of these functions, thus relieving policemen of work load beyond eight hours shift.
5. This may be considered to start with older policemen and those with health issues.

Even after such measures are adopted you will still need to increase the strength of the force in order to implement the eight hour schedule.

With regards,

Yours sincerely,

Julio Ribeiro

cc: 1. Pravin Dixit, DGP Maharashtra State, Mumbai  
2. Datta Padsalgikar, Commissioner of Police, Mumbai City