Chapter – 4
Police Organisation: An Organisational Perspective

Central, State & District Police Organization,
Constitution and Organization of the Karnataka
State Police Force, Bangalore City Police
Commissionerate System, Recruitment &
Training, Pay and Promotion,
&Duties and Role of Police
CHAPTER-4
Organisational Structure of Police

Organizations: Introduction

Organizations are the part and parcel of the life of individuals in society. In other words organizations today are an accepted fact of life. Right from the day an individual is born to the day he dies, he surrounded by organizations. The term organization covers institutions such as hospitals, schools, factories, offices, agencies of social control (armed forces, police etc). In modern society it is not possible for individuals to escape from the influence of organizations of one type or another. Hence, organizations seem to constitute a major part of any urban society and as such have an influence upon that society. Since organizations are extensive in nature, most individuals become its members at some time or the other.

Modern organizations are bureaucratic in nature because of three factors, they are – 1) formalization, 2) decentralization and 3) rationalization. Formalization refers to the growth of administrative work of the organization as the size of the organization increases. What is required here is large administrative machinery to which bureaucracy is well suited. The term decentralization refers to the need for decision making in modern organizations. It specifically refers to the authority given by the organization to the individuals to take decisions which will have an effect upon the organization. This delegation of the authority for decision making helps the development of the strict hierarchy of control in the organization and also emphasizes the division of labour on the basis of specialization. The term rationalization refers to a process where by organizations or units of the same institutions merge. Rationalization provides ideal conditions for the development of a bureaucratic organization.

In the light of the above aspects of an organization i.e., formalization, decentralization and rationalization we find that the police organization exhibits these characteristics. To begin with decentralization we find the decentralization of police organization at three different levels. They are Central Police Organization, State Police Organization and District Police Organization.
Central Police Organization

Generally speaking, police forces in India are organized State wise. State governments control and finance their respective police departments. Yet, it is the Government of India, which plays an important role in assisting and shaping the police in the state. The Ministry of Home Affairs links the Centre and the States by laying down policies on different police matters. Many important police policy matters are decided at the Conference of State Chief Ministers and Home Minister presided over by the Prime Minister or the Home Minister. Conferences of Inspector Generals of Police and the Senior Officers of the State Police are held at regular intervals. These are organized by the Central Government where many important decisions regarding the functioning of the State Police Forces are taken.

According to Entry 65 of the Union list of VII Schedule in the Indian Constitution, Police training and scientific or technical assistance in the investigation and detection of crime come under the purview of the Centre. Consequently many Central Training Institutions and the National Police Academy have been established by the Central Government for the benefit of the police in different States. A number of Forensic Science Laboratories, Central Finger Print Bureau and Government Examiners of Questioned Documents, both for technical assistance and training of the State police personnel have been established by the Centre.

In matters of control of crime and internal security, the Central Bureau of Investigation and Intelligence Bureau perform important coordinating roles according to Entry No. 8 mentioned in the Union list. In matters of civil disturbances and other emergencies the Central Government provides an armed police coverage through paramilitary forces like Central Reserve Police Force and Border Security Force and Indo-Tibet Border Police as provided in Entry No. 2 of the Union list. All Indian Police Meets such as All India Sports Meet, All India Police Duty Meet, and the Police Science Congress are organized by the Central Government. Such meets are considered to increase the efficiency of State Police Forces and also create a spirit of camaraderie among them. On the whole the Central Police Organization mainly deals with the police policy matters and acts as a mother institution to provide and fulfill the requirements of the state police organization.
State Police Organization

It is a well-known fact that the Police Act of 1861 laid the foundation for the present police set-up in India today. According to Sec.4 of this Act, the Police Administration in a State is entrusted in the hands of the Inspector General of Police. He is assisted by the number of Deputy Inspector General and Assistant Inspector General as the State Government may deem fit. Again Sec.4 of the Police Act of 1861, provides for a District Superintendent who is assisted by the necessary number of Assistant superintendents. They are responsible for police administration in an area subject to the general control and direction of the District Magistrate. The Police Commission of 1902-03, later introduced a new post of Deputy Superintendent of Police with the same powers and functions as an Assistant Superintendent of Police.

Each State has an Inspector General of Police as the head for the direction and supervision of the police force. He has one or two staff officers of the rank of Superintendents of Police called Assistant Inspectors General to assist him in his administrative routine. With the help of a few Deputy Inspectors General working on a territorial and functional basis, the Inspector General carries out his supervisory functions. Territorially the State is divided into Ranges, each Range being under the charge of a Deputy Inspect General. There are functional Deputy Inspector Generals to look after special and auxiliary organizations such as Criminal Investigation Department, Armed Police Battalions, Police Head Quarters, Training etc. The Subdivisions of the State i.e., the districts have one Superintendent of Police in charge of each district. In case of larger and heavier districts one or more Additional Superintendents assist the Superintendent of Police. The subdivisions of the district are in the charge of Assistant Superintendents of Police or Deputy Superintendent of Police. The district is further divided into Police Stations, each having its own territorial jurisdiction. An Inspector or Sub-Inspector is in charge of the Police Station, assisted by a team of Assistant Sub-Inspector, Head Constables and Constables under him. Generally a Circle Inspector is a Senior Sub-Inspector promoted to that rank by virtue of his efficiency and seniority. Under the police station there are urban and rural police outposts, mainly for watch and ward work and law and order functions.
Note: This Chart gives a bird's eye-view of the organisation of the State Police. (Source: A handbook on police organization & administration, “Sharad Chandra Misra” BPRD.)
District Police Organization

The district police is headed by the Superintendent of Police. But in large districts due to heavy work there are one or two Assistant Superintendent of Police to assist the Superintendent of Police who is designated as Senior Superintendent of Police. The work is divided and carried by police officers of different Cadre in different offices they are as follows:

Sub Divisional Police Officers (SDPO)

At the district level there are Sub-Divisional Police Officers of the rank of Assistant or Deputy Superintendents of Police who assist the District Superintendent & the Additional Superintendent. Normally a SDPO has about half a dozen or more Police Stations under him. But in some states all or some of the SDPOs are located at the District Head Quarters but in others they have their head quarters at a convenient place in the area of their jurisdiction.

General control of crime, detection and investigation of reported cases, law and order, discipline of the personnel and all other aspects of administration is taken care of by the SDPOs. The SDPO fulfills his duties by visiting Police Stations under his charge, through casual and periodic inspections of work done by subordinate staff, scrutiny of Station Dairies and Case Diaries and other important records. Some of these records pass through the SDPO which are required by law and regulation to be submitted by the officers in charge of a Police Station to the Superintendent of Police within a prescribed time.

Other duties of SDPO include extensive tour in his jurisdiction and visiting villages in rural areas to get first hand information about crimes, law and order from the residents directly and get to know about the conduct and behaviour of subordinate staffs towards the general public. The number of touring days in a year for him is prescribed by a departmental order in most states.

A Sub-Inspector promoted as Inspector is put in charge of 3-4 Police stations to supervise their day to day working and assist in the investigation of important cases. Thus an SDPO may have one or two Circle Inspector under him. The Circle Inspector carries out detailed inspections of the Police Station Office at
least twice a year and he stays at the scene of the occurrence of important crimes to guide and supervise the investigation. At the district level there are different offices and officers who carry on a variety of tasks entrusted to them. They are as follows-

**Reserve Police**

The Reserve of the district police is under the direct charge of the Superintendent of Police. A reserve is provided to meet contingencies such as leave, sickness, vacancies caused by resignation, suspension, dismissals. Some force is also sanctioned to meet emergency situations.

Many states provide Mounted Police contingents of varying strength to the districts where movements in mechanized vehicles is not possible. There is a Mounted Police Sub-Inspector separately for the mounted police if present.

A Reserve Inspector is in direct charge of Reserve Lines. A junior gazetted officer, an Assistant Superintendent or a Deputy Superintendent, links the Reserve Inspector and the Superintendent of Police. He deals with routine matters of insignificance on behalf of the Superintendent such as supervision of drill and sports, training of men, functions of the messes and grant of causal leave to Constables and Head Constables. The Reserve Inspector is assisted by one or two Reserve Sub-Inspectors or Armed Police Sub-Inspector called Subedars. They are assigned various duties and each is made responsible for some functions individually, such as allotment of duties, training, clothing, stores, lines messes, buildings and so on. In larger districts, there is a Motor Transport Sub-Inspector incharge of the Motor Vehicles Section including drivers and mechanics. The Reserve Inspector is supposed to look after his office personally with the help of a few police writers.

**Special Investigation Agency**

Most States have set up a small unit of experienced investigating officers at district headquarters to take up cases of an intricate nature which may be time-consuming. The unit works directly under the Superintendent of Police of the district and consists of a couple of experienced Inspectors and a few Sub-Inspectors, Assistant Sub-Inspectors and other staff. They are employed on investigations of
cases of embezzlement, fraud, forgery and misappropriation. The unit also collects Criminal Intelligence in general and keeps the Superintendent of Police informed of the activities of confirmed criminals in the district. This unit is known by different names in the various States viz., Central Investigating Agency, Special Investigating Agency, Special Investigating Staff and so on.

**District Special Branch**

This branch is an extension of the special Branch under the state Intelligence Department but works under the district Superintendent of Police. Its main function is to collect political intelligence and attend to other secret work connected with foreigners, V.I.Ps. and national security. It is also responsible for keeping a watch on local subversive and communal organizations and reporting to the district authorities public reactions to government policies. It also keeps abreast of student and labour agitations and plans of other disgruntled sections of the community.

This branch is usually under the charge of an Inspector of Police, though in the smaller districts, the branch may be headed only by a Sub-Inspector of police. In a few of the bigger districts, the branch is even put under the charge of Deputy Superintendent or Additional Superintendent of Police. In this branch there are Sub-Inspectors, Head Constables and Constables and a few clerical hands specially trained to handle political and sensitive matters. This unit is generally located in a building of its own to preserve secrecy. The staff employed in the branch works in plain clothes. Most of their work requires them to work incognito.

**Traffic Police**

In the bigger districts where there is a sizeable contingent of Traffic Police, a separate traffic section is created. Sometimes, these men have even their separate Traffic Police lines and buildings. They are specially selected men and are put through suitable training programmes so that they develop the qualities such as smartness, politeness, firmness and an equitable temper. They have to be specialised in the special laws and rules concerning the motor vehicles and certain Municipal bye-laws applicable to traffic regulation. The Traffic branch may be
placed under an Additional Superintendent, Deputy Superintendent or an Inspector depending on the number of men in the branch and intricacies of the work.

Special Squads
In times of emergencies special enforcement squads are created to implement anti-smuggling laws and regulations, anti-blackmarketing and hoarding order, and other rules regulating movement of essential commodities within and outside the district. Recently squads have been created to deal with the problem of weaker sections of society and would depend on the nature of the requirements. Arrangements for the supervision of their work at the officer's level are made according to convenience and considerations of effectiveness.

Prosecuting Branch
Prosecution of police cases is done at two levels in a district viz. the magisterial courts and the Sessions courts. The prosecuting staff works through an officer attached to the officer of the Superintendent of Police where papers concerning Court work are received and dispatched, and case diaries and briefs of cases are maintained in this branch. This office also attends to the work of maintaining finger Print Records, Police Registered Prisoner's files and records of acquittals and convictions. There is usually a separate section for fingerprint work for taking the finger prints of certain category of convicts and suspects. This section is generally under the charge of a Head Constable who maintains files of finger prints of convicts and suspects. The Superintendent of Police maintains a close liaison with the public prosecutors in respect of cases being heard in the Sessions Courts through this branch.

District Police Office
A District Police Office is under the charge of an Office Superintendent, or a Head Clerk. A Superintendent of Police works through this office. It has clerical staff to deal with correspondence and accounts work, personnel records, motor work and maintenance and scrutiny of crime records. This office is compartmentalized into various sections with sufficient staff in each of them. Generally police-men who have had field experience are employed for dealing with
crime records. The over-all supervision is entrusted either to one or more junior Gazetted Officers of the police of the rank of Assistant and Deputy Superintendents.

The police Office is usually located in the same building as the officer of the District Magistrate or in a separate building but close to the District Magistrate's office. This facilitates frequent consultations between the officials of the two departments and makes exchange of records easy, as well as safe. Because of a very close connection of the District Magistrate with police functions, such exchange of views and frequent movement of record is inevitable.

Confidential Office

The Superintendent of Police has a Confidential cell, which in some States is located at the residence of the Superintendent because there is a lot of work of confidential nature which the Superintendent of Police transacts and which cannot safely be left to the general office to deal with for fear of leakage and misuse. This work is transacted in this confidential cell and consists of correspondence regarding political or communal activity and security (V.I.P. or National) or correspondence of a delicate nature between the Superintendent and the District Magistrate, Deputy Inspector General and Inspector General of Police. The staff of Confidential Office of the Superintendent is handpicked and consists of a Personal Assistant or Confidential Assistant as he is called in some States. He is generally also the Stenographer of the Superintendent. He may be assisted by one or two trusted clerks depending on the volume and nature of work.
Note: This chart gives a bird's eye-view of the organization of the District Police
(Source: "A handbook on police organization & administration," Sharad Chandra Misra, BPRD.)
The organisation and working of Police Stations and Out - Posts

The Police station is the basic unit of police administration in a district. The present system of police station is a legacy of the Muslim Rulers. They first introduced the Daroga system in the cities only. But when the British took over, they extended the Daroga system to the rural areas also. Hence the organisation and working of police station can be said to be an extension of the Daroga system.

The main functions of a police station, whether in cities or rural areas, are the preservation of the peace and control of crime in their respective areas.

As per Criminal Procedure Code, all crime has to be recorded at the police station and all preventive, detective and law and order work is carried on from there. The police station directs other functions of police such as patrolling, surveillance, collection of intelligence etc. Usually a sub-Inspector is the officer in charge of a police station. He is known as the Station Officer or Station House Officer. In some States / Union Territories and Metropolitan Cities, Inspectors are incharge of bigger police station. Depending upon the size of the police station, the officer in-charge has a number of Sub-Inspectors, Assistant Sub-Inspectors, Head Constables and Constables under him. Cities having six to eight police stations have a Deputy Superintendent of Police as the over all incharge and still bigger cities are under an Additional Superintendent of Police to may have more than one city Deputy Superintendent of Police under him. The staff serving in a city police station is much larger than a police station in a rural area.

The main tasks carried out by the staff of police station area as follows:
1) Maintenance of peace and enforcement of laws. Some states like U.P., Karnataka, Kerala, Tamil Nadu, Orissa and Manipur have separated the investigating and the law and orders staff on the recommendations of Police Commissions.
2) Investigation of crimes reported at Police Stations.
3) Carrying out searches and seizures of property in that connection.
4) Arrest of criminals wanted in cases under investigations or trials.
5) Service of court orders, warrants, and summons.
6) Attending to duties on special occasions such as a visit of a VIP, or the observance of the public festival.
7) Preventive action like patrolling, surveillance of known criminals and vagrants is mostly done by the watch and ward staff at the Outposts, which is directed and supervised by the senior staff of the Police Station.

City Police Station
The entire municipal area in the city is divided into a number of police circles, each under a Police Station. The number of Police Station in a city depends on its size and population.

The area under each Police Station includes one or two wards of the municipality for convenience of demarcation. This also applies to cities which have Commissioner Police System.

City Out - Posts
A number of factors such as large jurisdiction areas under the purview of a Police Station, major law and order problems in the congested areas of a city, inadequate communication system resulting in the delay of information to be passed on to the Police Station for quick and effective action etc are responsible for the establishment of Police Outposts. They are located at suitable places working under the Police Station of that area to have better control over crime and law and order. The location of Out Posts also depends on several factors such as the kind and class of population, the likelihood of the occurrence of crime very often related to political and communal aspects, frequency of law and order disturbances etc. On the whole the objective of having out- posts are:
1) to provide close police coverage to sensitive areas which could be the centers of trouble,
2) to bring the police closer to the people in general and to trouble spots in particular,
3) to perform the main function of watch and ward in the areas allotted to them both during the day and night and
4) to assist and ease the burden of the main Police Stations.

A City Out-Post is generally under the charge of a Sub-Inspector or an assistant Sub-Inspector of Police. A Head Constable is placed incharge of an Outpost in smaller towns. A number of constables are attached to the Outpost. The number of beats is generally manned in cycles of eight hourly duties and the constables work in pairs at a time. Accordingly a minimum of six constables are needed per beat for normal duty. Some extra constables are also allotted for miscellaneous duties and as reserve. There is also an allocation for sentry duties, maintenance of records and so on. Thus an Outpost having four beats would have roughly about thirty constables and proportionate number of Head Constables to supervise their work. The important records maintained at the Outpost are, the daily dairy, list of surveillees, list of Goondas, list of respectable people and important personalities with their addresses and telephone numbers.

**Police Station Office**

Each Police Station, whether in the city or in a rural area, has an officer, almost identical in character and organization. The registers and records maintained at Police Station officer vary slightly from State to State.

The efficient functioning of the Police Station office is the direct responsibility of the Officer in-charge, yet the scriptory work is divided among Station writers, mostly of the rank of Head Constables and some times Constables. The office is supposed to function all the twenty-four hours and one of the Writers has to be on duty at all hours of the day and night. All First Information Reports are required by law to be recorded as soon as they are made at the Police Station. Entries have to be made simultaneously in all connected registers as well.

A police sentry is mounted day and night at the Police Station. In some disturbed areas he carries a rifle but in other safer areas, he remains unarmed atleast during the day hours. He is required to guard the lockups if there are prisoners and the strong room and armory in particular, besides keeping in general watch over the entire premises. The main records maintained at the police station are – daily dairy,

With the description of organizational structure of State Police in general, the next topic deals, with the organization of Karnataka State Police Force in particular.

Constitution and Organization of the Karnataka State Police Force

The Karnataka Police force was constituted under the Karnataka police Act 1963 (Act 4 of 1964). The direction and administration of the police force throughout the State is vested in the Director General and Inspector General of Police. He is assisted by Staff Officers in the Head Quarters and Officers in charge of Special and Field Units. An Officer of the Rank of Director General of Police heads the Corps of Detectives as Director General of Police, Corps of Detectives, Training, Special Units and Economic Offences.

The Director General and Inspector General of Police is assisted by the following Officers of the rank of Additional Directors General of Police and Inspectors General of Police in the head quarters:

1) Additional Director General of Police, Administration.
2) Additional Director General of Police, Law and Order.
3) Additional Director General of Police, Crime and Technical Services.
4) Additional Director General of Police, Transport, Telecommunication and Modernization.
5) Additional Director General of Police, Karnataka State Reserve Police.
6) Commissioner for Traffic and Road Safety.
7) Inspector General of Police, Grievances Cell.
Chart – 3

Karnataka State Police Organization Of the Superior Police Officers
Bangalore City Police - Commissionerate System

The Bangalore City Police is under the direct charge of a Commissioner of Police. He is of the rank of Additional Director General of Police. He is assisted by one Joint Commissioner of the rank of Inspector General of Police, three Additional Commissioners of the rank of Deputy Inspector General of Police and several Deputy Commissioners of the rank of Superintendence of Police. There are jurisdictional Deputy Commissioner’s incharge of specific areas and the functional Deputy Commissioners.

Jurisdictional Deputy Commissioners of Police

1. Deputy Commissioner of Police, East,
2. Deputy Commissioner of Police, West,
3. Deputy Commissioner of Police, North,
4. Deputy Commissioner of Police, South and
5. Deputy Commissioner of Police, Central.

Functional Deputy Commissioners of Police.

1. Deputy Commissioner of Police, Headquarters,
2. Deputy Commissioner of Police, Traffic
3. Deputy Commissioner of Police, Crime,
4. Deputy Commissioner of Police, Intelligence,
5. Deputy Commissioner of Police, VIP Security,
6. Deputy Commissioner of Police of CAR Units,
7. Deputy Commissioner of Police, Public Relation and
Deputy Commissioners are assisted in their work by Assistant Commissioners of Police. The next set of Police Personnel consists of the subordinate Police Officers of the following ranks:

1. Police Inspector
2. Sub Inspector
3. Assistant Sub Inspector
4. Head Constable
5. Police Constable

**Chart - 4**

Bangalore City Police - Commissionerate System
The hierarchy of the Police Force in city can be represented in a tabular form (See chart-5)

**Hierarchy**

*Chart – 5*

- Commissioner of Police
- Deputy Commissioner of Police
- Asst. Commissioner of Police
- Police Inspector
- Sub - Inspector
- Asst. Sub - Inspector
- Head Constable
- Police Constable

Summarizing the organization of Bangalore City Police it is observed that the jurisdiction of the City Police has been divided into 5 zones - North, East, West, South and Central. Each zone is headed by an Officer of the rank of Deputy Commissioner of Police. Each zone is sub-divided into sub-divisions headed by Assistant Commissioners of Police which are further divided into Police Stations under the charge of an Officer of the rank of Police Inspector. Assistant Commissioners of Police are the first line supervisory officers who supervise the
In addition to the above units and offices, the City Police have the following units:

**Administration:** This unit is responsible for matters related to general administration which consists of managing 13,000 personnel (recruitment to retirement), Finance (budget and expenditure), Magisterial (arms and ammunition, explosives, amusement, petrochemicals, verifications etc.) Judicial (writs), welfare of the force, redressal of public grievances and modernisation of the force.

**Traffic Police:** This unit is responsible for the enforcement of traffic rules and regulations, investigation of traffic accidents and other offences pertaining to traffic. This unit has a fleet of traffic patrol vehicles to attend to the problems of traffic congestion and violation of traffic rules.

**City Armed Reserve (CAR):** This is the Armed Reserve Force of the Bangalore City Police to assist the Civil Police in the maintenance of law and order, to guard vital installations, to provide escorts to under-trials, prisoners and cash.

**Airport Security:** This unit is responsible for the overall security of Bangalore City Airport.

**City Special Branch (CSB):** This unit provides intelligence inputs to the City Police.

**City Crime Branch (CCB):** This unit conducts investigations of special cases.

**City Crime Records Bureau (CCRB):** This unit keeps the records of crime and criminals.

**Mobile Patrol – HOYSALA:** 57 mobile patrol vehicles named HOYSALA work round the clock covering every nook and corner of the city. They are linked to the
city control room through wireless communication and respond to calls as directed by the Police control room.

**City Control Room:** The Control Room is networked with Wireless Communication and is a Call Receiving Centre for Emergency Telephone numbers 100 and 103. Since, the control room is the nerve centre of the functioning of city police, important information such as hospitals, doctors, ambulance facilities, blood banks, important offices is consolidated and available for ready reference.

In order to carry out the tasks expected of the police and to deal with the problems of the city, the City Police have evolved an elaborate system. The next question is whether these arrangements have aided the police in functioning effectively. Hence, the proceeding chapter attempts to analyze the performance of police taking into consideration the number of cases reported and detected in the context of social control. (www.bcp.gov.in:)

**Recruitment and Training, Pay and Promotion**

The Constabulary i.e. the Head Constable and the Police Constables constitute the largest group in the police organization. The subordinate police, also referred to as operational police are the subject of the study. A glance at the recruitment, training, promotion and pay of the subordinate police is necessary to analyze the levels of role satisfaction of this group of police. Such analysis is done in the proceeding chapter.

The recruitment and promotion to the different ranks of the Karnataka State Police service are governed by the provisions of the Karnataka police service including ministerial services (Recruitment), Rules 1994. The method of appointment to the following categories of posts is as shown in the table entitled 'Recruitment and Promotion': (Karnataka Police Manual- Vol-I)
## Recruitment and Promotion

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<td><strong>1. Sub Inspector of Police (Civil and Armed)</strong></td>
<td>a. Sixty percent by direct recruitment.</td>
<td>b. Thirty percent by promotion on the basis of seniority and merit from the cadres of ASIs/HCs.</td>
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<td><strong>2. Police Constable</strong></td>
<td>a. Eighty-five percent by direct recruitment.</td>
<td>b. Fifteen percent by posting eligible Police Constables who have completed ten years of regular service in CAR/DAR.</td>
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<td><strong>3. Women Police Sub Inspector</strong></td>
<td>a. Sixty percent by direct recruitment.</td>
<td>b. Forty percent by promotion from the cadres of ASIs/HCs on the basis of seniority and merit.</td>
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<td><strong>5. Armed Reserved Sub Inspector of Police</strong></td>
<td>a. Sixty percent by direct recruitment.</td>
<td>b. Thirty percent by promotion on the basis of seniority and merit from the cadres of ASIs/HCs.</td>
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<td>c. Ten percent by selection of in-service candidates from the cadres of ARSIs / AHCs / APCs.</td>
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<td>6.</td>
<td>Armed Police Constable</td>
<td>By direct recruitment or by posting of eligible PCs who have completed five years of regular service in KSRP. The posting is made by the DG and IGP. The seniority of such PCs is maintained in the cadre of APCs on the basis of their service for the purpose of promotion from the date entry into service.</td>
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<td>7.</td>
<td>Reserve Police Constable</td>
<td>By direct recruitment.</td>
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<td>9.</td>
<td>Sub Inspector of Police (Wireless)</td>
<td>Fifty percent by direct recruitment and fifty percent by promotion from the cadre of Senior Radio Mechanic, ASI (Wireless), ASI (Electronics) and ASI (Radio mechanics).</td>
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<td>10.</td>
<td>Police Constables (Wireless)</td>
<td>By direct recruitment</td>
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**Promotion**

In G.O. No. DPAR 22 SBC 79 dated: 30.8.1979 the government has ordered reservation for persons belonging to Scheduled Caste and Scheduled Tribes in specified categories for promotional vacancies. This facility is continued and the vacancy is classified in accordance with the prescribed roster applicable. Thereafter promotion to the ranks of HCs, ASIs and SIs is made by the Superintendent of Police in accordance with the provisions of KSPS (Recruitment) Rules 1994.
Similarly promotion to the rank of Police Inspector is made by the DGP as per the conditions stipulated in the above mentioned rules.

Training

The basic as well as in-service training courses are conducted for the Police Officers as follows:

1. Immediately after recruitment the SI cadets are trained for one year in the Karnataka Police Academy at Mysore.
2. The basic training for civil police constables immediately after recruitment is imparted in the police training schools at Chennapatna and other places.
3. The Reserve Police Constables recruited to CAR/DAR are trained in the Armed Police Training School.
4. The Karnataka State Reserve Police Constables are trained in the KSRP Training School.
5. Refresher or special courses by way of in-service training are conducted for the various ranks in the Karnataka Police Academy, Mysore and other specialized Units and Institutions functioning under the State or Central Government as ordered by the State Government or by the DGP from time to time.

Pay

The scales of pay admissible to the members of the Karnataka State Subordinate Police Service are as laid down in the Karnataka Civil Services (Revised Pay) Rules 1994.

After a brief description of the pay, promotion, recruitment and training the next thing is to highlight the duties assigned to the policemen by the department because these constitute the elements of role satisfaction in the study. Before making an analysis of the role of police it is necessary to clarify the difference between the terms role and function. (Karnataka Police Manual- Vol-I)
Duties and Role of police

Sociologically speaking the term 'role' is used to denote the sum total of cultural patterns associated with a particular status. Hence it includes the attitudes, values and behaviour ascribed by the society to any or all persons occupying this status. According to Ajay Mehra, (S.K. Chaturvedi – 1988) though the dictionary meaning of the two words is approximately same, but it is possible to use them as concepts having difference in scope. He is of the opinion that the term function is used to indicate the well defined duties clearly laid down under law. Role on the other hand according to Mehra is assigned a wider connotation as a concept. It is not determined merely by a legal – formal framework. Hence the determining factors of role, according to him are the role perception of the Government, of the policemen themselves and of the members of the public.

Mehra further explains that for the sake of understanding if we take the view that the role and functions of the police are same and there is no need to make any kind of distinction between the two, even in such a case, there are two aspects to be noted. One is the formal aspect, which is referred to as function and the other is informal aspect which is referred to as the role.

Since the study is done with reference to Bangalore city police, a list of the duties and responsibilities of police in Karnataka is taken into consideration. The essential features of the Police Act of 1861 which has laid the foundation for an organized police force in India have remained unchanged. Besides this a few States have Police Acts of their own.

The Principles and code of conduct of the Karnataka State Police Force refer to:
1 (a) the duties and responsibilities of the police which are as follows:-
(i) promote and preserve public order ;
(ii) investigate crimes and apprehend the offenders and participate in subsequent legal proceedings connected therewith;

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(iii) identify problems and situations that are likely to result in the commission of crimes through preventive patrol and other appropriate police measures;

(iv) reduce the opportunities for the commission of crimes through preventive patrol and other appropriate police measures;

(v) aid and co-operate with other concerned agencies in implementing other appropriate measures for prevention of crimes;

(vi) aid individuals who are in danger of physical harm;

(vii) create and maintain a feeling of security in the community;

(viii) facilitate orderly movement of people and vehicles;

(ix) counsel and resolve conflicts and promote amity;

(x) provide other appropriate services and afford relief to people in distress situations;

(xi) collect intelligence relating to matters affecting public peace and crimes in general including social and economical offences, national integration and security; and

(xii) Perform other duties such as may be enjoined on them by law.

(b) The Police Officers have been given powers under the Code of Criminal Procedure, 1973 (Act No.II of 1974), the Karnataka Police Act, 1963 (Karnataka Act No 4 of 1964), and several special acts notified by the government of India and the Government of Karnataka regarding these duties which are as follows:

1) The police must bear faithful allegiance to the Constitution of India and respect and uphold the rights of the citizens as guaranteed by it.

2) The police are essentially a law enforcing agency. They should not question the propriety or necessity of any duly enacted law. They should enforce the law firmly and impartially, without fear or favour, malice or vindictiveness.

3) The police should recognize and respect the limitations of their powers and functions:
4) They should not usurp or even seem to usurp the functions of the judiciary and sit in judgment of cases, nor should they avenge individuals and punish the guilty.

5) In securing the observance of law or in maintaining order, the police should use the methods of persuasion, advice and warning. Should these fail, and the application of force becomes inevitable, only the absolute minimum required in the circumstances should be used.

6) The primary duty of the police is to prevent crime and disorder and the police must recognize the test of their efficiency is the absence of both and not the visible evidence of police action in dealing with them.

7) The police must recognize that they are members of the public, with the only difference that in the interest of the community and on its behalf they are employed to give full-time tension to duties which are normally incumbent in every citizen to perform.

8) The police should realize that the efficient performance of the duties will be dependant on the extent of ready co-operation they receive from the public. This in turn will depend on the ability to secure public approval of their conduct and actions and to earn and retain public respect and confidence. The extent to which they succeed in obtaining public co-operation will diminish proportionately the necessity of the use of physical force or compulsion in the discharge of their functions.

9) The police should be sympathetic and considerate to all people and should be constantly mindful of their welfare. They should always be ready to offer individual service and friendship and render necessary assistance to all without regard to their wealth or social standing.

10) The police shall always place duty before self, should remain calm and good humored whatever be the danger or provocation and should be ready to sacrifice their lives in protecting those of others.

11) The police should always be courteous and well mannered. They should be dependable an unattached; they should possess dignity and courage; and should cultivate character and the trust of the people.
12) Integrity of the highest order is the fundamental basis of the prestige of the police. Recognizing this, the police must keep their private lives scrupulously clean, develop self-restraint and be truthful and honest in thought and deed, in both personal and official life, so that the public may regard them as exemplary citizens.

13) The police should recognize that they can enhance their utility to the administration and the country only by maintaining a high standard of discipline, unstinted obedience to the superiors and loyalty to the Force and by keeping themselves in a state of constant training and preparedness.

14) Every Police Officer shall be considered to be always on duty and shall be liable for service anywhere in India and shall have the powers, duties, privileges and liabilities of a Police Officer wherever employed as such.

15) Observance of human rights is of paramount importance for the Police. The Police as an institution are accountable to the people and the Police role and function are comprehensive of not only law enforcement but also several other functions which include social services and emergency services. The Police should see that they do not violate the human right norms and they should respect human dignity in all its dimensions. It should be remembered that the observance can best be sustained by following the principles of rule of law.

Summarizing the above the following, can be said to be the normal duties and responsibilities of the police (functions):

a) prevention and detection of crime
b) maintenance of law and order
c) maintenance of public peace

d) collect intelligence
e) proper investigation of crimes
f) impartial enforcement of law

g) counsel people in distress and resolve conflicts

h) win the trust of people and maintain good relations with the public

i) maintain highest order of integrity

j) always be polite, courteous and well mannered

k) always place duty before self

l) always be prepared for any social and emergency services

m) Keeping in mind the concept of human rights, minimum force to be used in cases where it is necessary.

In the next chapter the role performance of police is analyzed keeping in view the main duties and responsibilities of police.