Anil Goswami
Home Secretary,
MHA,Government of India.
Telephone: 23092989

D.O. No. 21011/78/2014-PM. I   09   September, 2014

Dear Director General of Police,

The need for increasing the number of personnel in the police forces in the States has been engaging the attention of the Ministry of Home Affairs for quite some time. This has been deliberated upon in several Conferences of the Chief Secretaries & DGPs of States / UTs.

2. As per data compiled by the Bureau of Police Research & Development **(BPR&D)** as on 1.1.2013, against a total sanctioned strength of xxxxxx posts of Police personnel in your State/UT in different grades, only xxxxxx personnel were in position leading to a shortfall of xxxxxx personnel. This shortage has the potential to adversely affect the efficiency and effectiveness of the Law & Order machinery and the confidence of the citizen in the capacity of the police to protect the property and lives of people. The Policeman is one of the most visible representatives of the Government and in times of crisis and danger, he is also the first responder. Moreover, Police today plays a complex and multifarious role in especially in view of the sophisticated crimes and an increasing number of legislations under which cognizance of crimes can be taken by Police.

3. In recent times, it has been observed that the number of cognizable IPC crimes in India has gone up to 26,47,722 in 2013 from 21,21,345 in 2009. Provision of adequate manpower in State Police Organizations is one of the prerequisites to arrest such a trend. Further, as complex internal security challenges such as left wing extremism (LWE), terrorism and technology & women related crimes require focused and undivided attention, it is critical that not only the existing vacancies are filled up but a comprehensive review of sanctioned strength of Police personnel in the State is carried out and a time bound State specific recruitment and training Plan is finalized.

4.1 While reassessing the strength of Police personnel, it is also imperative to take into account the emerging mobile and IT applications such as enterprise resource

planning, GIS based computer aided dispatch, online complaints system, electronic record keeping, modern equipment, weapons, vehicles, CCTV surveillance, data centers, command & control centers, CCTNS etc., which can help the State Governments to rationalize the manpower requirement for routine and record keeping duties and deploy the forces for core 'Policing' functions.

4.2 Welfare measures such as provision of housing and medical facilities and restroom facilities for women Police personnel in Police Stations also need to be strengthened to attract talented manpower in Police organizations. Central funds for several of these aforesaid measures are provided under Modernisation of Police Forces (MPF) Scheme and your State Government may seek additional funds during 2014-15 towards modernizing its Police force by expeditious utilization of the funds already provided under the Scheme.

5. In view of the aforesaid, may I request you to initiate a time bound action plan to fill up the existing vacancies in the State Police preferably within a period of one year, review the existing sanctioned strength of Police personnel at all levels in the light of crime rate, available technology and national & international benchmarks for Police Population ratio so as to strengthen and maintain a feeling of safety & security in the country by preventing crimes and upholding the law & order in the country.

With Regards,

Yours sincerely

Sd/-

(Anil Goswami)

To

Directors General of Police of all State and Union Territories.
(except Assam and Nagaland)

Sanctioned & Actual Strength and Vacancy of total (Civil + Armed) Police Force (as on 1.1.2013 as per data compiled by BPR&D)

S. No.	State/UTs	Sanctioned	Actual	Vacancy
1.	Andhra Pradesh	129225	96978	32247
2.	Arunachal Pradesh	12763	11066	1697
3.	Assam	62340	55390	695
4.	Bihar	87913	68662	19251
5.	Chhattisgarh	66630	45714	20916
6.	Goa	7118	5322	1796
7.	Gujarat	113380	68189	45191
8.	Haryana	61681	39241	22440
9.	Himachal Pradesh	17185	12341	2844
10.	Jammu & Kashmir	78242	72474	5768
11.	Jharkhand	73664	57361	16303
12.	Karnataka	91169	70895	20274
13.	Kerala	52712	49754	2958
14.	Madhya Pradesh	90445	77664	12781
15.	Maharashtra	209441	195651	13790
16.	Manipur	31914	24499	7415
17.	Meghalaya	13141	11316	1825
18.	Mizoram	11246	10221	1025
19.	Nagaland	24282	24228	54
20.	Odisha	56840	45368	11472
21.	Punjab	79478	62126	17352
22.	Rajasthan	93469	86666	6803
23.	Sikkim	6076	3960	2116
24.	Tamil Nadu	115080	94410	20670
25.	Tripura	27339	23757	3582
26.	Uttar Pradesh	368230	167130	101100
27.	Uttarakhand	10193	17828	2365
28.	West Bengal	109330	70605	38725
29.	Andaman & Nicobar Islands	4432	3771	661
30.	Chandigarh	7873	7119	754
31.	Dadar & Nagar Haveli	328	271	57
32.	Daman & Diu	410	246	164
33.	Delhi	81158	75530	5628
34.	Lakshadweep	349	276	73
35.	Puducherry	3951	2637	1314
	All India	**2209027**	**1660666**	**548361**