

No. T2 /46955/2011

Police Headquarters,
Kerala, Thiruvananthapuram,
Dated: 08/ 06/ 2011

Circular No. 15/2011

Sub: Personal Conduct of Police Officers – Accountability and supervision –
Instructions issued - Reg.

As part of police duties, we enquire into a large number of complaints against the conduct of citizens and take action as per law against those whom we find to be guilty of any crime. We are thus generally seen by the people as a group which sits in judgment over the conduct of others. Therefore, for discharging policing functions efficiently, impartially, effectively and with credibility, it is important that our conduct, both official as well as personal, is generally seen by the public as one which inspires confidence in the Rule of Law. Officers must not, by their misconduct, lose the respect and good opinion of the public.

02. It is true that police officers, in order to be effective and efficient, have to necessarily interact with a large number of persons from different sections of society, obtaining information from different sources and keeping channels of communication open to different types of complaints from different sections of society. They must be able to receive and respond to requests for legitimate help from every individual or group. No police officer can shut himself off from general public interaction and remain effective.

03. However, the manner in which we lead our private lives should not cause prejudice to the proper and due discharge of our duties. Every police officer must be conscious of this need. While maintaining a personal friendship is a private matter, the effect of such friendship on official duty cannot be deemed to be within an exclusive private sphere beyond official scrutiny by superiors. It is, therefore, clarified that the private life of officers will be subject to accountability to the department as a whole for the limited purpose of ensuring that personal conduct does not prejudice either official duties or the good name of the Department. It is also hereby stipulated that the immediate supervisory officer has the responsibility, duty and authority to verify and ascertain, by reasonable means and with due prudence, whether his immediate subordinates are habitually indulging in any private activity prejudicial to their official duties or the police department. He also has the responsibility to check the availability, capability and disposition of subordinate officers at all times of the day and night, particularly because of our liability under law to respond 24 hours a day, for all 7 days of the week.

04. Regularly consorting with persons whose business or interests can reasonably be believed to be connected with mafia type activities or with those who have been directly involved as accused in serious cases under investigation or trial; regular alcoholic consumption in bars or public places; visiting houses of ill repute; proclivity for alcoholism, domestic violence, etc. are all activities which will prejudice the department. Therefore, supervisory officers must constantly be on the look out whether their subordinates are indulging in such or similar behaviour. They must suitably and regularly advise their subordinates against maintaining such prejudicial habits or connections. If there is no improvement in spite of oral warnings, recorded instructions may also be given with regard to the need for improvement of personal conduct. In appropriate cases formal reports may be sent to the appropriate authority for formal administrative or disciplinary action.

05. All supervisory officers will immediately convey these instructions personally and individually to their immediate subordinates. They will particularly mention and comment on these aspects while writing the Confidential Reports of subordinates. All officers are also informed that if any subordinate of theirs is found to have been involved in personal misconduct which was generally known to the public but not known or acted upon by the supervisory officer at the relevant time, it will be deemed that the supervision on the part of the superior officer was deficient and ineffective.

**State Police Chief,
Kerala**

To : All Officers in list 'B'.
Copy to : CAs to all Officers in PHQ/Manager, PHQ/
Ops Cell / PIC, PHQ / Stock File / Circular Book