

IN THE HON'BLE SUPREME COURT OF INDIA  
ORIGINAL CIVIL JURISDICTION

WRIT PETITION (CIVIL) NO. \_\_\_\_\_ OF 2020  
[UNDER ARTICLE 32 OF THE CONSTITUTION OF INDIA]  
(IN THE MATTER OF PUBLIC INTEREST LITIGATION)

IN THE MATTER OF:

Mr. BHANUPRATAP BARGE .....PETITIONER (S)

-VERSUS-

UNION OF INDIA & ORS. ....RESPONDENTS

WITH

I.A. No. \_\_\_\_\_ of 2020:

Application seeking ad-interim directions

(KINDLY SEE INDEX)  
PAPER BOOK

ADVOCATE FOR THE PETITIONER: MR. PAI AMIT

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PROFORMA FOR FIRST LISTING

SECTION - PIL (W)

The case pertains to (Please tick/check the correct box)

- ☐ Central Act: (Title): **Constitution of India**
  - ☐ Article: **32**
  - ☐ Central Rule: (Title): **NA**
  - ☐ Rule No (s): **NA**
  - ☐ State Act: (Title): **NA**
  - ☐ Section: **NA**
  - ☐ State Rule: (Title): **NA**
  - ☐ Rule No (s): **NA**
  - ☐ Impugned Interim Order: (Date): **NA**
  - ☐ Impugned Final Order/Decree: (Date): **NA**
  - ☐ High Court: (Name): **NA**
  - ☐ Name of Judges: **NA**
  - ☐ Tribunal/Authority: (Name): **NA**
- 

1. Nature of matter: **CIVIL**
2. (a) Petitioner/Appellant: **Mr. BHANUPRATAP BARGE**  
(b) Email ID:  
(c) Mobile Phone No.:
3. (a) Respondent: **Union of India**  
(b) Email ID: **NA**  
(c) Mobile Phone No.: **NA**
4. (a) Main Category Classification: 32  
(b) Sub Classification:
5. Not to be Listed Before: **NA**
6. (a) Similar disposed off matter with citation, if any, & case  
Details:- **No similar disposed off matter.**  
(b) Similar pending matter with case details:- **No similar pending matter.**
7. Criminal Matters: **NO**

- (a) Whether accused/convict has surrendered: **NA**
- (b) FIR No. and Date: **NA**
- (c) Police Station: **NA**
- (d) Sentence Awarded: **NA**
- (e) Period of Sentence Undergone (Including period of detention/ custody undergone): **NA**

8. Land Acquisition Matters: **NA**

- (a) Date of Section 4 Notification: **NA**
- (b) Date of Section 6 Notification: **NA**
- (c) Date of Section 1 Notification: **NA**

9. Tax Matters: State the tax effect: **NA**

10. Special Category (First Petitioner/Appellant Only):

Senior Citizen/ 65 Years/ SC/ ST/ Woman/ Child/ Disabled/ Legal Aid Case/ In Custody: **NA**

11. Vehicle Number (In case of Motor Accident Claim matters): **NA**



**PAI AMIT**

Advocate for the Petitioner  
223, M.C. Setalvad Chambers,  
New Lawyers Chambers, Supreme  
Court of India,  
New Delhi 110001  
AOR Code: 2649

**Date: 23.04.2020**

**Place: New Delhi**

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FILED BY



**(PAI AMIT)**

PLACE: NEW DELHI  
DATED: 23.04.2020

ADVOCATE FOR PETITIONER

**SYNOPSIS AND LIST OF DATES**

The Petitioner is a retired Assistant Commissioner of Police, and is constrained to approach this Hon'ble Court invoking its extra ordinary jurisdiction under Article 32 of Constitution of India inter alia in Public interest seeking Writ of Mandamus or any other appropriate Writ, order or direction to the Respondents to make provisions for the payment 'risk and hardship' allowance, incentives in form of bonus, additional salary to the police officers who are presently serving on the frontline in view of the present lock down situation due to the COVID 19 situation in the country.

The death of police personnel's due to COVID-19 in Madhya Pradesh, Ludhiana and several cases of COVID-19 positive cases of Police across the country is a clear indication that '*even a protector needs protection and safety*' and its time that Government must take effective measures and steps ensure good health and safety of the Police personnel's across the country and boost/encourage their morals by at least extend some financial support to all such officers and their families who are instrumental in containing the spread of COVID-19

The Petitioner is retired Assistant Commissioner of Police, Crime Branch and has been the first Indian police officer to have received 430 awards including the Presidents Police Medal for Meritorious Service by President of India and an International award for action against terrorists called the 'Survivors Club Membership' is filing the present



Petition in larger public interest and for the welfare of the police personnel across the Country. The Petitioner has been actively involved in various social activities and has closely accessing the work of police officers not only of State of Maharashtra but police personnel's across the nation during this pandemic.

Currently, the country is faced with an unprecedented situation due to the global breakout of the COVID 19 virus, commonly known as the Corona virus. Under these circumstances, the entire country has been kept in lockdown, and the citizenry have been forced to keep indoors. It is submitted that the police officials who have been thus deployed are not only responsible for maintaining law and order situation, but also to ensure that the lock down is followed strictly. This is putting the police personnel, along with health officials, directly in the front line, and making them vulnerable to contracting COVID 19. In other words, they (and through them their family members) are directly in harm's way and face grave risk at contracting COVID 19.

**OFFICER WITH MEDICAL CONDITIONS BE EXEMPTED FROM COVID-19 RELATED DUTIES.**

As per WHO guidelines older adults and people of any age who have serious underlying medical conditions might be at higher risk for severe illness from COVID-19 hence such officer above 48 years with above medical conditions be not deployed in any stressful working

environment which comes in direct contact with COVID-19 patients. It is submitted that as per the reports published in various news paper the officials who have died are above 50 years of age. The Petitioner in this regard seeks urgent interim directions to State to identify such police officials and exempt them from COVID-19 related duties and be put on any administrative work which has no or limited exertion.

**POLICE OFFICIAL DEPLOYED IN RED ZONE/HOT SPOT/CONTAINMENT AREAS MORE SUSCEPTIBLE TO COVID 19.**

The present petition is being filed to ensure that the various Government of the State incentivize them for taking the risk and facing the hardship. This more so, when some of the zones in the country, especially in Delhi, Pune, Mumbai, etc. have been declared containment areas, and over 170 districts of 19 States in Country have been designated red zones/Hotspot therefore increasing the need and responsibility of the police personnel to ensure that these areas continuously remain under lockdown, strictly. This is going to lead to a further work force by the police personnel to ensure that the COVID 19 is not spread, thereby subjecting their own person to risk.

**DEDUCTION OF SALARIES ACTS AS PENALTY.**

It is submitted, although some State *viz* State of Haryana and State of Telangana have sought to encourage and appreciate the efforts of the Police personnel's by paying them double salary, at the same time other States have, infact, in a way penalised the officers by deducting

their salaries upto 25% to 35% which is detriment to the interest and moral of several officers who are on field trying to contain this deadly virus which has taken several lives across the Globe.

**SUPPLY BASIC PROTECTIVE GEARS TO POLICE OFFICERS**

It is respectfully submitted that the police force across the country is working over-time, and is working in hazardous conditions. It is submitted that the police personnel are being subject to immediate risk of the disease being on the frontline, next only to doctors and medical staff. It is submitted that the police personnel are charged not only with the duty of the ensuring the conditions of the lock down are maintained, but also to ensure that the law and order is maintained, thus putting not only their persons at high risk, but their families. While the medical staff and doctors are being provided with all the protective gear, etc. Whereas, the police personnel are often found only wearing mask and patrolling, while baring the onset of the summer heat, to ensure that things are smooth.

It is submitted that the Respondents are under an obligation to protect the rights of the police personnel under Articles 14, 19, and 21 of the Constitution. Further, it is submitted, the Respondents have also a duty to, not only provide incentives to the police personnel, but also to ensure that they are incentivised for the additional duty of ensuring the proper implementation of the lockdown.

**HARDSHIP AND RISK ALLOWANCE OUGHT TO BE PROVIDED TO ALL POLICE PERSONNEL ON THE FRONTLINE ENGAGED IN FIGHTING COVID 19.**

It is submitted that benefits of Hazard or Risk pay, are not novel and are already extended to the officers working in high-active field areas such as the country's borders/naxalite areas or where there is an epidemic or ongoing counter-insurgency operation. It is submitted that risk and hardship allowance is a form of extra compensation given to employees for performing dangerous duties.

Presently, there is no such scheme that would secure hazard pay or any additional compensation for the police personnel, who are risking their lives, as well as the lives of those who come into contact with them (like family members), to fight the said disease and to ensure that the people at large, across the country are safe. It is submitted that those persons who are serving on the frontline, are at the highest risk to be exposed to COVID 19.

**POLICE PERSONNEL'S ATTACKED/INFECTED COVID-19 IN THE LINE OF DUTY.**

Unfortunately, it is submitted that it has come to light that several police officials are contracting COVID 19. Not only this, the police officials in some parts of the country have come under attack and suffered bodily harm while imposing the stringency of the lock down.

There have been several reports of the police being attacked by persons for attempting to enforce the lock down. Further, there are several reports of the police personnel who are contracting COVID 19. It is submitted that by the very nature of their work, not only are police

personnel but also their respective families are at risk of contracting COVID 19. The police personnel are also coming under tremendous stress and no steps are taken for their mental well being. The present petition is being filed to ensure that the morale of the police personnel is boosted with incentives, especially due to the current COVID 19 situation.

- i. Police are providing security to doctors who are termed to be the first responders, and officers are deployed in the designated isolation units for treatment of COVID-19 hence police officers are also susceptible to COVID-19.
- ii. That as many as 30 Delhi Police officers have opted for self-quarantine after it was found that they came in contact with a policeman who tested positive for novel coronavirus. It is submitted that the policeman in question was deployed at the All India Institute of Medical Sciences (AIIMS) in Delhi.<sup>1</sup> In fact, as per news paper reports, the Delhi Police has directed one third of its staff to go into quarantine for a period of ten days.
- iii. In Maharashtra<sup>2</sup> 35 police officers are quarantined and one police officer has been tested positive for Covid-19,
- iv. An assistant commissioner of police tested positive for virus in Ludiana<sup>3</sup>.

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<sup>1</sup> <https://www.indiatoday.in/india/story/dcp-south-west-30-cops-self-quarantine-after-asi-posted-at-aiims-tests-positive-for-covid-19-1666631-2020-04-13>

<sup>2</sup> <https://economictimes.indiatimes.com/news/politics-and-nation/maharashtra-fights-covid-19-thane-police-officer-tests-positive-35-cops-quarantined/video/75103878.cms>

- v. If reports are to be believed there are cases reported in various social media platforms and news portals that there are incidents in which Police officers have been spat on, coughed on or otherwise assaulted by individuals claiming to have been diagnosed with the coronavirus or otherwise.

There are numerous such incidents. It is also submitted that the police officials are coming under tremendous stress and are being over-worked under conditions of hardship. As per a news report dated 13<sup>th</sup> July 2018, India's ratio of police personnel per one lakh citizens is 138:1 lakh – which was the 5<sup>th</sup> lowest in the world. Pandemics do not spare those who have a duty to keep the law and order situation and therefore are on the frontline and come in contact with infected persons. The police personnel are also over-worked, and some of them have more than 14 hour shifts in various parts of the country and are coming under tremendous stress. In fact, being unable to deal with the pressures of the pandemic, as per a news report dated 14.04.2020, a 36 year old constable shot himself owing to work stress due to the break out of the pandemic. Further, on 19<sup>th</sup> April, a 45 year old police officer, who was active on the frontline, succumbed to Covid 19.

While the police personnel across the country are doing a very good job at keeping the coronavirus at bay, and also put their own lives (and as a consequence the lives of their families) at risk, there is an urgent

need to boost their morale by giving them hardship allowances. This would only be in furtherance of their fundamental rights under Articles 14, 19 and 21 of the Constitution.

### **SHORTAGE OF POLICE PERSONNEL'S**

Further, owing to the serious shortage of police personnel, and the fact that police personnel are also contracting COVID 19, it is quintessential for the Respondents to, on ad hoc basis, recruit persons to man the law and order situation. The present petition is being filed seeking further direction to all the State Governments to, on ad hoc basis recruit persons who are physically fit, to ensure that the police officials are not burdened. This will help ease some of the pressure and stress that is being thrust upon the police personnel currently, and in furtherance of their rights under Articles 14, 19 and 21.

It is submitted that this Hon'ble Court in the case of ***Prakash Singh v. Union of India, (2006) 8 SCC 1*** gave several directions to ensure the efficient functioning of the police machinery in various states. This was done in a public interest litigation, primarily to maintain the rule of law and due to legislative/executive inaction. While the police personnel, being instrumentalities of the State, must only owe their allegiance to the rule of law, the State had a responsibility to those persons who are police personnel, to ensure that their fundamental rights under Articles 14, 19 and 21 are protected, and that their morale, especially in difficult times such as the present, to ensure that they are financial compensated for putting their lives are risk and in

harm's way. This is the minimum duty that the State owes to its police officials, especially those that are in the frontline. It is submitted that a direction to all the Respondent States to grant risk and hardship allowance to police personnel on the frontline is a necessary step to ensure that the police personnel are adequately compensated for their efforts.

Moreover, apart from heightened risk of infection, anxiety and being separated from their families, they are also increasingly dealing with social ostracism, harassment and even assault. Further, many police personnel on the frontline are the sole earning members of their families and/or their family members have no income due to COVID-19, therefore, the State is duty bound to ensure that they are well taken care of.

In view of the aforesaid circumstances and moreover considering the ongoing situation, it becomes imperative that these aforesaid police personnel's are duly compensated for the period of pandemic by way of " risk and hardship Allowance" or any other remuneration in form of bonus, incentive, additional salary and moreover protected from any illegal deductions.

**RISK AND HARDSHIP ALLOWANCE A STANDARD ALLOWANCE IN OTHER JURISDICTIONS AS WELL TO PERSONS ENGAGED IN SERVICE WHICH ARE POTENTIALLY LIFE THREATENING**



It would not be out of place to highlight that the concept of “Risk and Hardship Allowance” is not a novel one and has been in practice for a while now. Attention of this Hon’ble Court is drawn to the following

- (i) As per the United Nations (Salaries, Allowances, Benefits & Job Classification) reports, Hazard pay is a form of compensation granted to staff members who have been requested to remain and report for work in duty stations where very hazardous conditions including epidemic.
- (ii) Several countries are already considering paying Hazard pay to first responders of COVID 19 and considering the magnitude of COVID-19 have also passed legislation to this effect as per the report available in public domain which is as below: <sup>4</sup>

A. Birmingham — The Birmingham City Council approved a 5% hazard pay raise for about 2,000 city employees, including those in the fire and rescue and police and corrections departments.

B. Baldwin County — The Baldwin County Commission approved a request from the Baldwin County Sheriff's Office to provide hazard pay for deputies, corrections officers and communications officers. Across the department, 279 employees will

<sup>4</sup> <https://www.ems1.com/coronavirus-covid-19/articles/local-governments-providing-hazard-pay-stipends-for-first-responders-Oe7UtlA42phouiP4/> <https://www.ems1.com/coronavirus-covid-19/articles/local-governments-providing-hazard-pay-stipends-for-first-responders-Oe7UtlA42phouiP4/>

receive an additional \$240,000 total per pay period; the precise amount to be received by each employee was not reported.

C. Atlanta — Atlanta Mayor Keisha Lance Bottoms issued an executive order providing \$500 a month in hazard pay for public safety, sanitation and other front-line workers during the pandemic.

(iii) According to the 7<sup>th</sup> Pay Commission recommendations hazard or risk pay is a form of extra compensation given to employees for performing dangerous duties. The relevant portion of the report of 7<sup>th</sup> Pay Commission is extracted hereunder for convenience:

*"8.10.42 Risk Allowance is presently given to employees engaged in hazardous duties or whose work will have deleterious effect on health over a period of time. Risk Allowance is also paid to Sweepers and Safaiwalas engaged in cleaning of underground drains, sewer lines as well as to the employees working in trenching grounds and infectious diseases hospitals."*

It is submitted that there is news reported from some parts of the Country regarding police personnel's and their family members tested positive of novel virus. In such circumstances there is always anxiety and phobia amongst the officials performing on field duty of being infected of the virus and hence regular check up of the officials deployed on field be carried out and an arrangement for such officials who come direct in contact with the Covid Patients be made in special

facilities/accommodation so as to avoid further transmission to the family members.

It is submitted that arrangements of protective gears such as masks, gloves and sanitizers for police personnel's must also be made on priority. It will not be out of place to mention that amid the pandemic, the police personnel's are trying to strike a balancing act between protecting civilians, public safety, and public health and protecting themselves.

Hence the present petition in public interest is being filed under Article 32 of the Constitution of India.

### **LIST OF DATES**

April 2017 In the Report of the Committee on Allowances, i.e. the 7th Central Pay Commission, submitted to the Central Government a provision for the payment of Risk and Hardship allowance was made, and the same is to be governed by the Risk and Hardship Matrix explained in the Report.

13.07.2018 As per a news report dated 13.07.2018 in [economictimes.indiatimes.com](http://economictimes.indiatimes.com), India's ratio of police personnel per one lakh citizens is 138:1 lakh – which was

the 5<sup>th</sup> lowest in the world.

2020 The World was hit by the pandemic by the wide spread of the novel coronavirus, leading to the spread of COVID-19 in the entire world.

March 2020 The Union of India and the other Respondent States began taking steps to prevent the spread of the coronavirus in India by a compulsory screening of persons, and by advocating and popularising the concept of social distancing.

22.03.2020 The Prime Minister of India announced that on 22.03.2020 the country would observe "Janta Curfew" by which the whole country was closed down from 7 am to 9 pm on 22.03.2020. It was successfully implemented.

24.03.2020 The Prime Minister announced a nationwide lock down for 21 days beginning 25.03.2020.

25.03.2020 As per a news report in the Hindu [www.thehindu.com](http://www.thehindu.com) dated 25.03.2020, the Delhi Police asked 33% of its staff to go into isolation for a period of 10 days.



April 2020 Containment Plan for Large Outbreaks as published by the Ministry of Health in April 2020 and family welfare the extent of role of Police to contain the outbreak/spread of COVID-19.

07.04.2020 As per a news report in [www.indiatoday.in](http://www.indiatoday.in) dated 07.04.2020, a 56 year old head constable in Hyderabad was detected with Covid 19, and had been admitted to a local hospital for treatment.

08.04.2020 As per a news report dated 08.04.2020 in [www.livemint.com](http://www.livemint.com), a traffic policeman in Delhi was tested positive for Covid 19.

10.04.2020 As per a news report dated 10.04.2020 in [timesofindia.indiatimes.com](http://timesofindia.indiatimes.com), a 57 year old constable in Virar, Mumbai, was tested positive for Covid 19.

As per a news report dated 10.04.2020 in [www.hindustantimes.com](http://www.hindustantimes.com), a 52 year old inspector in Thane was tested positive for Covid 19.

12.04.2020 As per a news report dated 12.04.2020 in

timesofindia.indiatimes.com, after two police officers tested positive for Covid 19, that the police officials on duty were made to stay at hotels.

13.04.2020 As per a news report dated 13.04.2020 in www.indiatoday.in, it was noted that an ASI of the Delhi Police who was posted at AIIMS tested positive for Covid 19, and thereafter over 30 police personnel had to be placed in quarantine.

As per a news report dated 13.04.2020 in www.deccanherald.com, an assistant commissioner of police in Ludhiana was tested positive for Covid 19.

14.04.2020 As per a news report dated 14.04.2020 in www.indiatoday.in, a police constable aged 36 shot himself being unable to deal with stress due to the out break of the pandemic.

19.04.2020 As per a news report dated 19.04.2020 in indiatvnews.com, a police officer in Indore died due to Covid 19.

21.04.2020 As per a news report dated 21.04.2020 in



economictimes.indiatimes.com, a police inspector in Indore died due to the Covid 19 after having served in Ujjain, a declared containment area.

23.04.2020 Hence the present writ petition in public interest is being filed under Article 32 of the Constitution.

**IN THE SUPREME COURT OF INDIA**

**[EXTRA ORDINARY WRIT JURISDICTION]**

**WRIT PETITION (CIVIL) No. \_\_\_\_\_ OF 2020**

(UNDER ARTICLE 32 OF THE CONSTITUTION OF INDIA R/W ORDER  
XXXVII, RULE 12(1) (D) AND (2) OF SUPREME COURT OF INDIA  
RULES, 2013)

**[PUBLIC INTEREST LITIGATION]**

**IN THE MATTER OF**

1. MR. BHANUPRATAP BARGE

PETITIONER

VERSUS

1. UNION OF INDIA

RESPONDENT NO. 1

Through Home Secretary,  
Ministry of Home Affairs,  
North Block, New Delhi 110001

2. STATE OF ARUNACHAL PRADESH

RESPONDENT NO. 2

Through the Chief Secretary,  
Civil Secretariat, Itanagar 791111

3. STATE OF ASSAM

RESPONDENT NO. 3



Through the Chief Secretary,  
Block C, Third Floor, Assam  
Sachivalaya, Dispur 7800016,  
Assam.

- |    |   |                  |
|----|---|------------------|
| 4. | STATE OF BIHAR,<br><br>Through the Chief Secretary,<br><br>Main Secretariat, Patna.   | RESPONDENT NO. 4 |
| 5. | STATE OF CHHATTISGARH,<br><br>Through the Chief Secretary,<br><br>Mahanadi Bhavan, Mantralaya,<br><br>Naya Raipur, 492002                                   | RESPONDENT NO. 5 |
| 6. | STATE OF GOA<br><br>Through the Chief Secretary,<br><br>Secretariat, Porviroim, Bardez, Goa.  | RESPONDENT NO. 6 |
| 7. | STATE OF GUJARAT<br><br>Through the Chief Secretary,<br><br>Sachivalaya, Gandhinagar – 382010   | RESPONDENT NO. 7 |
| 8. | STATE OF HARYANA<br><br>Through the Chief Secretary,<br><br>Room No. 4, 4 <sup>th</sup> Floor, Haryana Civil<br>Secretariat, Sector I, Chandigarh<br>160019 | RESPONDENT NO. 8 |
| 9. | STATE OF HIMACHAL PRADESH<br><br>Through the Chief Secretary,   | RESPONDENT NO. 9 |

H.P. Secretariat, Shimla 171002.

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|------|--|-------------------|
| 10.  | U.T. OF JAMMU AND KASHMIR<br><br>Through the Chief Secretary,<br><br>R.No. 307, 3 <sup>rd</sup> Floor, Civil Secretariat,<br>Srinagar 190001.            | RESPONDENT NO. 10 |
| <br> |  |                   |
| 11.  | STATE OF JHARKHAND<br><br>Through the Chief Secretary,<br><br>1 <sup>st</sup> Floor, Project Building, Dhurwa,<br>Ranchi 834004                          | RESPONDENT NO. 11 |
| <br> |  |                   |
| 12.  | STATE OF KARNATAKA<br><br>Through the Chief Secretary,<br><br>R. No. 320, 3 <sup>rd</sup> Floor, Vidhan Soudha,<br>Bengaluru 560001.                     | RESPONDENT NO. 12 |
| <br> |  |                   |
| 13.  | STATE OF KERALA<br><br>Through the Chief Secretary,<br><br>Secretariat, Thiruvananthapuram<br>695001.  | RESPONDENT NO. 13 |
| <br> |  |                   |
| 14.  | STATE OF MADHYA PRADESH<br><br>Through the Chief Secretary,<br><br>MP Mantralaya, Vallabh Bhavan,<br>Bhopal 462004                                       | RESPONDENT NO. 14 |
| <br> |  |                   |
| 15.  | STATE OF MAHARASHTRA<br><br>Through the Chief Secretary,<br><br>CS Office, Main Building, Mantralaya,<br>6 <sup>th</sup> Floor, Madame Cama Road, Mumbai | RESPONDENT NO. 15 |

400032

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|-----|---|-------------------|
| 16. | STATE OF MANIPUR  | RESPONDENT NO. 16 |
|     | Through the Chief Secretary,<br><br>South Block, Old Secretariat, Imphal<br>795001.   |                   |
| 17. | STATE OF MEGHALAYA  | RESPONDENT NO. 17 |
|     | Through the Chief Secretary,<br><br>Main Secretariat Building, Rilang<br>Building, Room No. 321, Meghalaya<br>Secretariat, Shillong 793001. |                   |
| 18. | STATE OF MIZORAM  | RESPONDENT NO. 18 |
|     | Through the Chief Secretary,<br><br>New Secretariat Complex, Aizwal<br>796001.  |                   |
| 19. | STATE OF NAGALAND   | RESPONDENT NO. 19 |
|     | Through the Chief Secretary,<br><br>Civil Secretariat, Kohima 797004  |                   |
| 20. | STATE OF ODISHA   | RESPONDENT NO. 20 |
|     | Through the Chief Secretary,<br><br>General Administrative Department,<br>Odisha Secretariat, Bhubaneswar<br>751001                         |                   |
| 21. | STATE OF PUNJAB   | RESPONDENT NO. 21 |
|     | Through the Chief Secretary,<br><br>Punjab Administration,  |                   |

Chandigarh, 160001.

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| 22. | STATE OF RAJASTHAN<br><br>Through the Chief Secretary,<br><br>Secretariat, Jaipur 302005   | RESPONDENT NO. 22 |
| 23. | STATE OF SIKKIM<br><br>Through the Chief Secretary,<br><br>New Secretariat, Gangtok 737101   | RESPONDENT NO. 23 |
| 24. | STATE OF TAMIL NADU<br><br>Through the Chief Secretary,<br><br>Secretariat, Chennai 600009   | RESPONDENT NO. 24 |
| 25. | STATE OF TELANGANA<br><br>Through the Chief Secretary,<br><br>Burgula Ramakrishna Rao Bhavan,<br><br>9 <sup>th</sup> Floor, Adarsh Nagar, Hyderabad<br>500063                      | RESPONDENT NO. 25 |
| 26. | STATE OF TRIPURA<br><br>Through the Chief Secretary,<br><br>New Secretariat Complex, Secretariat,<br>Agartala 799010, West Tripura   | RESPONDENT NO. 26 |
| 27. | STATE OF UTTAR PRADESH<br><br>Through the Chief Secretary,<br><br>1 <sup>st</sup> Floor, Roon No. 110,<br><br>Lal Bahadur Sastri Bhavan,<br><br>Uttar Pradesh Secretariat, Lucknow | RESPONDENT NO. 27 |

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| 28. | STATE OF UTTARAKHAND  | RESPONDENT NO. 28 |
|     | Through the Chief Secretary,<br>Uttarakhand Secretariat,<br>4 Subhash Road, Dehradun 248001   |                   |
| 29. | STATE OF WEST BENGAL  | RESPONDENT NO. 29 |
|     | Through the Chief Secretary,<br>Nabanna, 13 <sup>th</sup> Floor, 325,<br>Sarat Chatterjee Road, Mandirtala,<br>Shibpur, Howrah 711102 |                   |
| 30. | UNION TERRITORY OF DELHI  | RESPONDENT NO. 30 |
|     | Through the Chief Secretary,<br>Delhi Secretariat, IP Extention,<br>New Delhi 110002.   |                   |
| 31. | UNION TERRITORY OF PUDUCHERRY   | RESPONDENT NO. 31 |
|     | Through the Chief Secretary,<br>Main Building, Chief Secretariat,<br>Puducherry 605001.   |                   |
| 32. | ANDAMAN AND NICOBAR<br>ADMINISTRATION   | RESPONDENT NO. 32 |
|     | Through Chief Secretary,<br>Secretariat, Port Blair 744101  |                   |
| 33. | UT OF DAMAN AND DIU AND DADRA<br>AND NAGAR HAVELI,  | RESPONDENT NO. 33 |
|     | Through Administrator,  |                   |

Secretariat, Moti, Daman 396220

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| 34.  | UT OF LASKADWEEP<br><br>Through Administrator,<br><br>Kavaratti, 682555  | RESPONDENT NO. 34 |
| <br> |  |                   |
| 35.  | STATE OF ANDHRA PRADESH<br><br>Through the Chief Secretary,<br><br>Interim Government Complex,<br><br>A.P. Secretariat, Velagapudi, Guntur,<br>Andhra Pradesh. | RESPONDENT NO. 35 |

To,

HON'BLE THE CHIEF JUSTICE OF INDIA  
AND HIS COMPANION JUSTICES OF  
THE SUPREME COURT OF INDIA;

THE HUMBLE PETITION OF THE  
PETITIONERS ABOVE-NAMED

**MOST RESPECTFULLY SHOWETH: -**

1. The Petitioner is a retired Assistant Commissioner of Police, and is constrained to approach this Hon'ble Court invoking its extraordinary jurisdiction under Article 32 of Constitution of India interalia in Public interest seeking Writ of Mandamus or any other appropriate Writ, order or direction to the Respondents to make provisions for the payment 'risk and hardship' allowance,

incentives in form of bonus, additional salary to the police officers who are presently serving on the frontline in view of the present lock down situation due to the COVID 19 situation in the country.

2. That Petitioner No. 1 joined the force in 1985 as a Sub-Inspector. The Petitioner is retired Assistant Commissioner of Police, Crime Branch and has been the first Indian police officer to have received 430 awards including the Presidents Police Medal for Meritorious Service by President of India and an International award for action against terrorists called the 'Survivors Club Membership. He served in Mumbai till 2006. During his service in Mumbai, he was involved in actions against 19 gangsters and criminals. He was also part of the anti-terrorist operations, in which four operatives of a Khalistani terrorist group were killed by police in Mumbai in 1995. His actions in Mumbai also included seizure of huge amount of RDX and 220 kg of brown sugar, which was valued at Rs 220 crore. It is submitted that the Petitioner has received more than 430 rewards in his entire career in the Department. The detailed career graph/ profile and achievements of the Petitioner is annexed as **APPENDIX** for reference and perusal of this Hon'ble Court. The details of Petitioner,

**vakalatnama.**

3. The Respondent No. 1 is union of India and Respondent No. 2 to 35 are the State Governments of the various States in the country, and the police personnel come under their control. Further, it is submitted that police personnel functioning in the country fall under the control and responsibility of the Respondent. It is submitted that the present petition is being filed in public interest seeking a direction to the Respondents for the release of hardship and risk allowance to the various police personnel in the country, and to ensure that their salaries are not, under any circumstances, subject to reductions.
4. It is submitted that there is no civil, criminal, or revenue litigation involving the Petitioner which has or could have a legal nexus with the issues involved herein. It is further stated that the Petitioner is preferring the present Petition are larger public interest for the benefit of all the frontline police officers working across the nation dealing with the pandemic and Petitioner since retired has no personal interest.
5. Currently, the country is faced with an unprecedented situation due to the global breakout of the COVID 19 virus, commonly



known as the Corona virus. Under these circumstances, the entire country has been kept in lockdown, and the citizenry have been forced to keep indoors. It is submitted that the police officials who have been thus deployed are not only responsible for maintaining law and order situation, but also to ensure that the lock down is followed strictly. This is putting the police personnel, along with health officials, directly in the front line, and making them vulnerable to contracting Covid 19. In other words, they (and through them their family members) are directly in harm's way and face grave risk at contracting COVID 19. The present petition is being filed to ensure that the various Government of the State incentivize them for taking the risk. This more so, when some of the zones in the country, especially in Pune, Mumbai, Delhi, etc. have been declared containment areas, therefore increasing the need and responsibility of the police personnel to ensure that these areas continuously remain under lockdown, strictly. This is going to lead to a further work force by the police personnel to ensure that the Covid 19 is not spread, thereby subjecting their own person to risk.

6. BRIEF FACTS LEADING TO FILING OF THE PRESENT PETITION IS AS UNDER:
  - i. In April 2017, the Report of the Committee on Allowances, i.e. the 7<sup>th</sup> Central Pay Commission, was submitted to the

Respondent No. 1. As per the Commission, a provision was made for the payment of Risk and Hardship allowance, which were to be governed by the Risk and Hardship Matrix explained in the Report.

- ii. As per a news report dated 13.07.2018 in [economictimes.indiatimes.com](http://economictimes.indiatimes.com), India's ratio of police personnel per one lakh citizens is 138:1 lakh – which was the 5<sup>th</sup> lowest in the world.<sup>1</sup> A true copy of the news report dated 13.07.2018 in [economictimes.indiatimes.com](http://economictimes.indiatimes.com) is annexed herewith and marked as **Annexure P/1 [Pages 40]**.
- iii. The World was hit by the pandemic by the wide spread of the novel coronavirus, leading to the spread of COVID-19 in the entire world. As on date, more than 25 lakh people have been affected, and about 1.85 lakh people have succumbed to the disease.
- iv. The Union of India and the other Respondent States began taking steps to prevent the spread of the coronavirus in India by a compulsory screening of persons, and by advocating and popularising the concept of social distancing.

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<sup>1</sup> <https://economictimes.indiatimes.com/news/defence/indias-ratio-of-138-police-personnel-per-lakh-of-population-fifth-lowest-among-71-countries/printarticle/48264737.cms>

- v. On 22.03.2020 The Prime Minister of India announced that on 22.03.2020 the country would observe "Janta Curfew" by which the whole country was closed down from 7 am to 9 pm on 22.03.2020. It was successfully implemented.
- vi. The Prime Minister announced a nationwide lock down for 21 days beginning 25.03.2020.
- vii. As per a news report in the Hindu [www.thehindu.com](http://www.thehindu.com) dated 25.03.2020, the Delhi Police asked 33% of its staff to go into isolation for a period of 10 days. A true copy of the news report in the Hindu [www.thehindu.com](http://www.thehindu.com) dated 25.03.2020 is annexed herewith and marked as **Annexure P/2 [Pages 40A- 41]**.
- viii. As per a news report in [www.indiatoday.in](http://www.indiatoday.in) dated 07.04.2020, a 56 year old head constable in Hyderabad was detected with COVID 19, and had been admitted to a local hospital for treatment. A true copy of the news report in [www.indiatoday.in](http://www.indiatoday.in) dated 07.04.2020 is annexed herewith and marked as **Annexure P/3 [Pages 42 to 43]**

- ix. As per a news report dated 08.04.2020 in [www.livemint.com](http://www.livemint.com), a traffic policeman in Delhi was tested positive for COVID 19.<sup>2</sup>
- x. As per a news report dated 10.04.2020 in [timesofindia.indiatimes.com](http://timesofindia.indiatimes.com), a 57 year old constable in Virar, Mumbai, was tested positive for Covid 19<sup>3</sup>. A true copy of news report dated 10.04.2020 in [timesofindia.indiatimes.com](http://timesofindia.indiatimes.com) is annexed herewith and marked as **Annexure P/4 [Pages 44]**.
- xi. As per a news report dated 10.04.2020 in [www.hindustantimes.com](http://www.hindustantimes.com), a 52 year old inspector in Thane was tested positive for COVID 19. A true copy of the news report dated 10.04.2020 in [www.hindustantimes.com](http://www.hindustantimes.com) is annexed herewith and marked as **Annexure P/5 [Pages 45]**.
- xii. As per a news report dated 12.04.2020 in [timesofindia.indiatimes.com](http://timesofindia.indiatimes.com), after two police officers tested positive for COVID 19, that the police officials on duty were made to stay at hotels<sup>4</sup>. A true copy of the

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<sup>2</sup> <https://www.livemint.com/news/india/delhi-traffic-police-cop-tests-positive-for-coronavirus-shifted-to-aiims-11586322113355.html>

<sup>3</sup> <https://timesofindia.indiatimes.com/city/mumbai/police-constable-tests-positive-for-covid-19-in-virar/articleshowprint/75080433.cms>

<sup>4</sup> <https://timesofindia.indiatimes.com/city/jaipur/coronavirus-in-jaipur-after-two-cops-test-positive-officers-shifted-to-hotels/articleshow/75103117.cms>

news report dated 12.04.2020 in timesofindia.indiatimes.com is annexed herewith and marked as **Annexure P/6 [Pages 46 to 47]**.

xiii. As per a news report dated 13.04.2020 in www.indiatoday.in, it was noted that an ASI of the Delhi Police who was posted at AIIMS tested positive for COVID 19, and thereafter over 30 police personnel had to be placed in quarantine.<sup>5</sup> A true copy of the news report dated 13.04.2020 in www.indiatoday.in is annexed herewith and marked as **Annexure P/7 [Pages 48 to 49]**.

xiv. As per a news report dated 19.04.2020 in Times of India, an Assistant Commissioner of Police in Ludhiana was tested positive for Covid 19 and died.<sup>6</sup> A true copy of the news report dated 19.04.2020 in Times of India is annexed herewith and marked as **Annexure P/8 [Pages 50 to 52 ]**.

xv. As per a news report dated 14.04.2020 in www.indiatoday.in, a police constable aged 36 shot

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<sup>5</sup> <https://www.indiatoday.in/india/story/dcp-south-west-30-cops-self-quarantine-after-asi-posted-at-aiims-tests-positive-for-covid-19-1666631-2020-04-13>

<sup>6</sup> <https://timesofindia.indiatimes.com/city/chandigarh/punjab-ludhiana-acp-in-icu-since-april-7-dies-of-covid-19/articleshow/75228435.cms>

himself being unable to deal with stress due to the out break of the pandemic.<sup>7</sup>

xvi. As per a news report dated 19.04.2020 in Times of India, a police officer in Indore died due to Covid 19. A true copy of news report dated 19.04.2020 in Times of India is annexed herewith and marked as **Annexure P/9 [Pages 53 to 54]**.

xvii. As per a news report dated 21.04.2020 in [economictimes.indiatimes.com](http://economictimes.indiatimes.com), a police inspector in Indore died due to the Covid 19 after having served in Ujjain, a declared containment area. A true copy of the news report dated 21.04.2020 in [economictimes.indiatimes.com](http://economictimes.indiatimes.com) is annexed herewith and marked as **Annexure P/10 [Pages 55 to 57]**

xviii. Other countries have already announced the allowance towards Risk and Hardship and some have also enacted legislation to this effect<sup>8</sup>. True copy of article published on EMSI titled Local governments providing hazard pay,

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<sup>7</sup> <https://www.indiatoday.in/india/story/cop-shoots-self-in-bhopal-was-stressed-over-duty-amid-coronavirus-pandemic-1666935-2020-04-14>

<sup>8</sup> <https://www.ems1.com/coronavirus-covid-19/articles/local-governments-providing-hazard-pay-stipends-for-first-responders-Oe7UtIA42phouiP4/>  
<https://www.ems1.com/coronavirus-covid-19/articles/local-governments-providing-hazard-pay-stipends-for-first-responders-Oe7UtIA42phouiP4/>

stipends for first responders is annexed hereto and marked as **ANNEXURE P/11 [page 58 to 63]**

xix. In 21 April 2020 the Ministry of Health and family welfare published Containment Plan for Large Outbreaks and the extent of role of Police to contain the outbreak/spread of COVID-19 and list of hotspot areas. True copy of article published in Economic Times in April on 21.04.2020 is annexed hereto and marked as **ANNEXURE P/12 [page 64 to 65]**

xx. As per WHO guidelines older adults and people of any age who have serious underlying medical conditions might be at higher risk for severe illness from COVID-19 hence such officer above 48 years with above medical conditions be not deployed in any stressful working environment which comes in direct contact with COVID-19 patients. It is submitted that as per the reports published in various news paper the officials who have died are above 50 years of age. The Petitioner in this regard seeks urgent interim directions to State to identify such police officials and exempt them from COVID-19 related duties and be put on any administrative work which has no or limited exertion.

xxi. Hence this Petition

**GROUND**

- a. Because the police officials who have been thus deployed are not only responsible for maintaining law and order situation, but also to ensure that the lock down is followed strictly. In other words, they (and through them their family members) are directly in harm's way and face grave risk at contracting COVID 19. The present petition is being filed to ensure that the various Government of the State incentivize them for taking the risk.
- b. BECAUSE, the country is faced with an unprecedented situation due to the global breakout of the Covid 19 virus, commonly known as the Corona virus. Under these circumstances, the entire country has been kept in lockdown, and the citizenry have been forced to keep indoors. It is submitted that the police officials who have been thus deployed are not only responsible for maintaining law and order situation, but also to ensure that the lock down is followed strictly. This is putting the police personnel, along with health officials, directly in the front line, and making them vulnerable to contracting COVID 19. In other words, they (and through them their family members) are directly in harm's way and face grave



risk at contracting COVID 19. The present petition is being filed to ensure that the various Government of the State incentivize them for taking the risk. This more so, when some of the zones in the country, especially in Pune, Mumbai, Delhi, etc. have been declared containment areas, therefore increasing the need and responsibility of the police personnel to ensure that these areas continuously remain under lockdown, strictly. This is going to lead to a further work force by the police personnel to ensure that the Covid 19 is not spread, thereby subjecting their own person to risk.

- c. BECAUSE although some State *viz* State of Haryana and State of Telangana have sought to encourage and appreciate the efforts of the Police personnel's by paying them double salary, at the same time few States have infact in a way penalised the officers by deducting their salaries upto 25% to 35% which is detriment to the interest and moral of several officers who are on field trying to contain this deadly virus which has taken several lives across the Globe.
- d. BECAUSE the police force across the country is working over-time, and is working in hazardous conditions. It is submitted that the police personnel are being subject to

immediate risk of the disease being on the frontline, next only to doctors and medical staff. It is submitted that the police personnel are charged not only with the duty of the ensuring the conditions of the lock down are maintained, but also to ensure that the law and order is maintained, thus putting not only their persons at high risk, but their families.

- e. Because the medical staff and doctors are being provided with all the protective gear, etc. Whereas, the police personnel are often found only wearing mask and patrolling, while baring the onset of the summer heat, to ensure that things are smooth.
- f. BECAUSE the benefits of Hazard or Risk pay however, are not novel and are already extended to the officers working in high-active field areas such as the country's borders/naxalite areas or where there is an epidemic or ongoing counter-insurgency operation. It is submitted that risk and hardship allowance is a form of extra compensation given to employees for performing dangerous duties.
- g. BECAUSE there is no such scheme that would secure hazard pay or any additional compensation for the police

personnel, who are rising their lives, as well as the lives of those who come into contact with them (like family members), to fight the said disease and to ensure that the people at large, across the country are safe.

- h. BECAUSE those persons who are serving on the frontline, are at the highest risk to be exposed to COVID 19.
- i. BECAUSE it has come to light that several police officials are contracting COVID 19. Not only this, the police officials in some parts of the country have come under attack and suffered bodily harm while imposing the stringency of the lock down.
- j. BECAUSE there have been several reports of the police being attacked by persons for attempting to enforce the lock down. Further, there are several reports of the police personnel who are contracting COVID 19. It is submitted that by the very nature of their work, not only are police personnel but also their respective families are at risk of contracting COVID 19. The police personnel are also coming under tremendous stress and no steps are taken for their mental well being. The present petition is being filed to ensure that the morale of the police personnel is

boosted with incentives, especially due to the current COVID 19 situation.

- k. Because Police are providing security to doctors who are termed to be the first responders, and officers are deployed in the designated isolation units for treatment of COVID-19 hence police officers are also susceptible to COVID-19.
  - i. In New Delhi, three police officers have tested positive for COVID 19, which has led to more than 30 other officers being in quarantine so as to not expose others further. In fact, as per news paper reports, the Delhi Police has directed one third of its staff to go into quarantine for a period of ten days.
  - ii. In Maharashtra<sup>9</sup> 35 police officers are quarantined and one police officer has been tested positive for Covid-19,
  - iii. An assistant commissioner of police tested positive for virus in Ludhiana<sup>10</sup> .

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<sup>9</sup> <https://economictimes.indiatimes.com/news/politics-and-nation/maharashtra-fights-covid-19-thane-police-officer-tests-positive-35-cops-quarantined/videoshow/75103878.cms>

<sup>10</sup> [https://www.businessinsider.in/india/news/police-officer-tests-positive-for-covid-19-in-ludhiana/articleshow/75119059.cms?utm\\_source=contentofinterest&utm\\_medium=text&utm\\_campaign=cppst](https://www.businessinsider.in/india/news/police-officer-tests-positive-for-covid-19-in-ludhiana/articleshow/75119059.cms?utm_source=contentofinterest&utm_medium=text&utm_campaign=cppst)

- iv. That as many as 30 Delhi Police officers have opted for self-quarantine after it was found that they came in contact with a policeman who tested positive for novel coronavirus. It is submitted that the policeman in question was deployed at the All India Institute of Medical Sciences (AIIMS) in Delhi.<sup>11</sup>
- v. if reports are to be believed there are cases reported in various social media platforms and news portals that there are incidents in which Police officers have been spat \_\_\_\_\_ on, coughed \_\_\_\_\_ on or otherwise assaulted by individuals claiming to have been diagnosed with the coronavirus or otherwise
- l. BECAUSE the police officials are coming under tremendous stress and are being over-worked under conditions of hardship.
- m. BECAUSE as per a news report dated 13<sup>th</sup> July 2018, India's ratio of police personnel per one lakh citizens is 138:1 lakh – which was the 5<sup>th</sup> lowest in the world. Pandemics do not spare those who have a duty to keep

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<sup>11</sup> <https://www.indiatoday.in/india/story/dcp-south-west-30-cops-self-quarantine-after-asi-posted-at-aiims-tests-positive-for-covid-19-1666631-2020-04-13>

- the law and order situation and therefore are on the frontline and come in contact with infected persons.
- n. Because the police personnel are also over-worked, and some of them have more than 14 hour shifts in various parts of the country and are coming under tremendous stress.
  - o. Because in fact, being unable to deal with the pressures of the pandemic, as per a news report dated 14.04.2020, a 36 year old constable shot himself owing to work stress due to the break out of the pandemic.
  - p. Because the police personnel across the country are doing a very good job at keeping the coronavirus at bay, and also put their own lives (and as a consequence the lives of their families) at risk, there is an urgent need to boost their morale by giving them hardship allowances.
  - q. Because owing to the serious shortage of police personnel, and the fact that police personnel are also contracting COVID 19, it is quintessential for the Respondents to, on ad hoc basis, recruit persons to man the law and order situation. The present petition is being filed seeking further direction to all the State Governments to, on ad hoc basis recruit persons who are physically fit, to ensure

that the police officials are not burdened. This will help ease some of the pressure and stress that is being thrust upon the police personnel currently, and in furtherance of their rights under Articles 14, 19 and 21.

- r. BECAUSE this Hon'ble Court in the case of *Prakash Singh v. Union of India, (2006) 8 SCC 1* gave several directions to ensure the efficient functioning of the police machinery in various states. This was done in a public interest litigation, primarily to maintain the rule of law and due to legislative/executive inaction.
- s. BECAUSE the police personnel, being instrumentalities of the State, must only owe their allegiance to the rule of law, the State had a responsibility to those persons who are police personnel, to ensure that their fundamental rights under Articles 14/19/21 are protected, and that their morale, especially in difficult times such as the present, to ensure that they are financial compensated for putting their lives are risk and in harms way.
- t. BECAUSE this is the minimum duty that the State owes to its police officials, especially those that are in the frontline. It is submitted that a direction to all the Respondent States to grant risk and hardship allowance to police

personnel on the frontline is a necessary step to ensure that the police personnel are adequately compensated for their efforts.

- u. BECAUSE apart from heightened risk of infection, anxiety and being separated from their families, they are also increasingly dealing with social ostracism, harassment and even assault.
- v. BECAUSE many police personnel on the frontline are the sole earning members of their families and/or their family members have no income due to COVID-19, therefore, the State is duty bound to ensure that they are well taken care of.
- w. BECAUSE it becomes imperative that these aforesaid police personnel's are duly compensated for the period of pandemic by way of " risk and hardship Allowance" or any other remuneration in form of bonus, incentive, additional salary and moreover protected from any illegal deductions.
- x. BECAUSE that there is news reported from some parts of the Country regarding police personnel's and their family members tested positive of novel virus. In such circumstances there is always anxiety and phobia amongst the officials performing on field duty of being infected of



the virus and hence regular check up of the officials deployed on field be carried out and an arrangement for such officials who come direct in contact with the Covid patients be made in special facilities/accommodation so as to avoid further transmission to the family members.

- y. BECAUSE that arrangements of protective gears such as masks, gloves and sanitizers for police personnel's must also be made on priority. It will not be out of place to mention that amid the pandemic, the police personnel's are trying to strike a balancing act between protecting civilians, public safety, and public health and protecting themselves.
- z. Because further, to the misery and desolation, the Government of Maharashtra vide resolutions have proposed salary cuts of the Police personnel's. It is reported in an article published in "Times of India" dated 09.04.2020 that Salaries of Class I and II employees will be cut by 50%. For the Class III employees, bills with 25% salary deduction have been sent to the treasury department. Similarly, there is dismay in other States as well against the compulsory deduction of salary without there being '*financial emergency*' declared.

- aa. Because deduction of salaries will only act as punitive and onerous as the officers are working tirelessly to contain the spread of the disease. It is submitted that such deduction of salaries is bound to have a negative impact on the morale of thousands of officers and staff working in these tough times.<sup>12</sup>
- bb. Because it is imperative that the police officers who have been always subject to criticism be aptly honoured and appreciated and encouraged by extending the benefits of Hardship allowance or incentives in form of bonus and additional salary.
- cc. Because there is an urgent requirement to protect the rights and interest of the frontline medical healthcare medical professionals who form the backbone of medical healthcare system of any Country.
- dd. BECAUSE risk and hardship allowance a standard allowance in other jurisdictions as well to persons engaged in service which is potentially life threatening.

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<sup>12</sup> <https://theprint.in/india/ias-ips-officers-say-50-70-pay-cuts-are-mere-optics-unnecessary-and-will-hit-morale/393213/>

ee. Because allowances relating to Risk and Hardship (R & H) are to be governed by a Risk and Hardship Matrix proposed by the 7th CPC.

Risk and Hardship Matrix

Risk and Hardship Matrix				
RH-Max Level >=9: ₹31500 pm Level <=8: ₹21000 pm		HARDSHIP		
		High	Medium	Low
RISK	High	<b>R1H1</b> Level >=9: ₹25000 pm Level <=8: ₹17300 pm	<b>R1H2</b> Level >=9: ₹16900 pm Level <=8: ₹9700 pm	<b>R1H3</b> Level >=9: ₹5300 pm Level <=8: ₹4100 pm
	Medium	<b>R2H1</b> Level >=9: ₹16900 pm Level <=8: ₹9700 pm	<b>R2H2</b> Level >=9: ₹10500 pm Level <=8: ₹6000 pm	<b>R2H3</b> Level >=9: ₹3400 pm Level <=8: ₹2700 pm
	Low	<b>R3H1</b> Level >=9: ₹5300 pm Level <=8: ₹4100 pm	<b>R3H2</b> Level >=9: ₹3400 pm Level <=8: ₹2700 pm	<b>R3H3</b> Level >=9: ₹1200 pm Level <=8: ₹1000 pm

ff. BECAUSE the concept of “Risk and Hardship Allowance” is not a novel one and has been in practice for a while now. Attention of this Hon’ble Court is drawn to the following:

- (i) As per the United Nations (Salaries, Allowances, Benefits & Job Classification) reports, Hazard pay is a form of compensation granted to staff members who have been requested to remain and report for work in duty stations where very hazardous conditions including epidemic.

(ii) Several countries are already considering paying Hazard pay to first responders of COVID 19 and considering the magnitude of COVID-19 have also passed legislation to this effect as per the report available in public domain which is as below: <sup>13</sup>

- A. Birmingham — The Birmingham City Council approved a 5% hazard pay raise for about 2,000 city employees, including those in the fire and rescue and police and corrections departments.
- B. Baldwin County — The Baldwin County Commission approved a request from the Baldwin County Sheriff's Office to provide hazard pay for deputies, corrections officers and communications officers. Across the department, 279 employees will receive an additional \$240,000 total per pay period; the precise amount to be received by each employee was not reported.
- C. Atlanta — Atlanta Mayor Keisha Lance Bottoms issued an executive order providing

<sup>13</sup> <https://www.ems1.com/coronavirus-covid-19/articles/local-governments-providing-hazard-pay-stipends-for-first-responders-Oe7UtIA42phouiP4/>  
<https://www.ems1.com/coronavirus-covid-19/articles/local-governments-providing-hazard-pay-stipends-for-first-responders-Oe7UtIA42phouiP4/>

\$500 a month in hazard pay for public safety, sanitation and other front-line workers during the pandemic.

- (iii) According to the 7<sup>th</sup> Pay Commission recommendations hazard or risk pay is a form of extra compensation given to employees for performing dangerous duties. The relevant portion of the report of 7<sup>th</sup> Pay Commission is extracted hereunder for convenience:

*"8.10.42 Risk Allowance is presently given to employees engaged in hazardous duties or whose work will have deleterious effect on health over a period of time. Risk Allowance is also paid to Sweepers and Safaiwalas engaged in cleaning of underground drains, sewer lines as well as to the employees working in trenching grounds and infectious diseases hospitals"*

- gg. Because as per WHO guidelines older adults and people of any age who have serious underlying medical conditions might be at higher risk for severe illness from COVID-19 hence such officer above 48 years with above medical conditions be not deployed in any stressful working environment which comes in direct contact with COVID-19 patients. Because the officials who have died are above 50 years of age.

- hh. Because although doctors and medical workers are being rewarded by different States, however Police personnel have not being considered for such rewards.
  - ii. BECAUSE this Hon'ble Court has observed that the workers fighting the COVID-19 pandemic are "warriors" who have to be protected. It will not be out of place to submit that these "warriors" will also need to be encouraged by extending some incentives in form of "Risk and Hardship" allowance or any other remuneration as token of appreciation for the risk they are facing continuously during this epidemic.
- 7. The petitioner is filing the present petitioner for common cause and benefits of the society at large more particularly the police personnel's. That the petition, if allowed, would benefit the police personnel associated with fight against COVID and will relieve them from insurmountable hardships.
  - 8. The petitioner has not filed any similar petition/case previously before this Hon'ble Court or before any other High Court.
  - 9. This Hon'ble Court has the jurisdiction to entertain the present Writ Petition. This writ petition is made bona fide and in the

interest of justice and the Petitioner has no other efficacious remedy left other than approaching this Hon'ble Court.

10. THAT the Petitioner crave leave of this Hon'ble Court to amend or alter the grounds at the appropriate stage, as and when required.

### **PRAYERS**

In the facts and circumstances above mentioned the Applicant most respectfully prays that this Hon'ble Court may graciously be pleased;-

- a) Issue a Writ of Mandamus or any other appropriate Writ, order or direction to the Respondents to make provisions for the payment 'risk and hardship' allowance, incentives in form of bonus, additional salary to the police officers who are presently serving on the frontline in view of the present lock down situation due to the COVID 19 situation in the country; and
- b) Issue a Writ of Mandamus or any other appropriate Writ, order or direction to the Respondents to identify such officers who are above the age of 48 years with health conditions such as diabetic etc and direct not to deploy them in any duty which comes in direct or indirect contacts with COVID-19 patients; and

- c) Issue a Writ of Mandamus or any other appropriate Writ, order or direction to the Respondents to withdraw such notifications/circulars/orders seeking compulsory deduction of the salary of the police personnel's; and
- d) Issue a Writ of Mandamus or any other appropriate Writ, order or direction to the Respondents to not to deduct the salaries of the police personnel's and in case of any such deductions full salaries be paid; and
- e) Issue a Writ of Mandamus or any other appropriate Writ, order or direction to the Respondents to recruit on *ad hoc* basis persons who are physically fit, to ensure that the police officials are not burdened; and
- f) Issue a Writ of Mandamus or any other appropriate Writ, order or direction to the Respondents to supply basis personal protection gears/equipments to all police personnel's and their families; and
- g) pass such other and further order/orders as deemed fit and proper in the facts and circumstances of the present case and in the interest of justice.

**AND FOR THIS ACT OF KINDNESS THE PETITIONER AS IN DUTY BOUND SHALL EVER PRAY**



**DRAWN BY:**

MR. RAJESH INAMDAR

MR. PAI AMIT

MR. SAILESH MHASKE

ADVOCATES

**FILED BY**



**PAI AMIT  
ADVOCATE FOR THE  
PETITIONER**

**SETTLED BY**

DEVADATT KAMAT

SR ADVOCATE

**PLACE:** NEW DELHI

**DRAWN ON:** 19.04.2020

**FILED ON:** 23.04.2020

**IN THE SUPREME COURT OF INDIA**  
**EXTRA ORDINARY JURISDICTION**  
**WRIT PETITION (CIVIL) NO. \_\_\_\_\_2020**

**IN THE MATTER OF:**

Mr. BHANUPRATAP BARGE

....PETITIONER (S)

-VERSUS-

UNION OF INDIA & ORS.

....RESPONDENTS

**AFFIDAVIT**

I, Mr. Bhanupratap Barge

solemnly declare as under: -

1. That I am the Petitioner in the instant petition and I am fully competent and authorized to swear and depose this affidavit and fully aware of the facts and circumstances of the present case.
2. I say that I have read and understood the contents of the Synopsis & List of Dates at pages **B to Q** and contents of Writ Petition as contained in paras **1 to 10**. I state that the averments of facts made therein are true to my knowledge, based on records, information from the news papers and those of submission of law made in grounds, prayer, and interlocutory applications are true and correct to the best of my knowledge and belief.

3. That the Annexures filed along with the Writ Petition are true copies of their respective originals.
4. That the Petitioner (s) are/is preferring the present Petition in larger public interest for the benefit of all the police officers working across the nation tireless during this pandemic and trying their best to contain the spread of the virus and there is no personal interest of the Petitioner.
5. That the Petitioner(s) are/is seeking exemption from attestation of the instant affidavit, since the country is under a lockdown due to COVID-19 since 24<sup>th</sup> March 2020 and undertakes to furnish an attested affidavit at a later stage.

**DEPONENT**

**VERIFICATION:**

Verified at Pune on this 20<sup>th</sup> day of April 2020 that the contents of this affidavit are based on the information derived from the records and also on the basis of the information received and believed to be correct. No part of it is false and nothing material has been concealed or suppressed there from.

**DEPONENT**

**APPENDIX**

**BHANUPRATAP BARGE,  
ASST. COMMISSIONER OF POLICE (RTD),  
CRIME BRANCH, PUNE CITY.**

The Petitioner is retired Assistant Commissioner of Police, Crime Branch and has been the first Indian police officer to have received 430 awards including the Presidents Police Medal for Meritorious Service by President of India and an International award for action against terrorists called the 'Survivors Club Membership' is filing the present Petition in larger public interest and for the welfare of the police personnel across the Country. The Petitioner has been actively involved in various social activities and has closely accessing the work of police officers not only of State of Maharashtra but police personnel's across the nation during this pandemic.

- Born in Koregaon Dist. Satara in a family of Army and Police Background
- Studied in Fergusson Collage, Pune and joined Maharashtra Police in 1985.
- Posted in Mumbai City from 1986 to 2005 and then, since 2005 in Pune.
- Associated with many Social organizations, Students for better Police relations and Anti Terrorist/Anti National Activities.

**SPECIAL REWARDS AND ACHIEVEMENTS**

- 1) President Police Medal for Meritorious Service on 15.08.2009.
- 2) First Indian Police officer who received survivors club Membership, an International Award for action Against Terrorist.
- 3) D.G.s Insignia award by D.G.P Maharashtra. Dt. 24.1.2003.
- 4) Till date received more than 430 rewards.
- 5) Encounter of Seven gangsters, including Maya Doals were killed at shootout at Lokhandwala Complex Dt. 16/11/91. (Movie Shootout at Lokhandwala).
- 6) Seizure of 220 k.gm. Brown Sugar valued at Rs. 220cror in International Market.
- 7) Seizure of 1500 Kg RDX at Mumbai, Thane on 26.03.1993.
- 8) Arrest of four Khalisthan Liberation Front Terrorist on Dt. 17.03.93 ( These terrorist planned to Kidnap Late Mr. Dhirubhai Ambani and Grand Daughter of the Prime Minister of P.V Narsimha Rao)
- 9) Five Sikh Terrorist Killed in encounter on Dt. 1/6/95 at Bhandup Khindipada, Mumbai. This operation was completed after 16 hour in which first time Light Machine Gun was seized from terrorist.
- 10) Arrested, Gangsters Pakistani I.S.I Agents, Terrorist, White colour Criminals, Human Trafficking Agents and top Ranking wanted Naxalites.
- 11) Refused Security Cover offered by C.P, Pune after ISIS threats.

- 12) Rescued More than 150 major and minor girls from sex racket and detected more than 100 cases of high profile Sex racket.
- 13) First time since Peshwa Era, arranged Deepavali Festival for Sex workers in Budhvar Peth Red light area in 2013.
- 14) Performed Body Guard duty to Mr. Balasaheb Thakre, Mr. Amitabh Bacchan.
- 15) Delivered talks on TEDex Platform and lectures on Anti Terrorism & Naxalsim, Woman Security and Motivational Speech for youth empowerment.

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# Annexure P-140

THE ECONOMIC TIMES

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Market Watch

## India's ratio of 138 police personnel per lakh of population fifth lowest among 71 countries

BY TNN | UPDATED: JUL 13, 2018, 03.58 PM IST

Post a Comment

Data from the [United Nations Office on Drugs and Crime](#) (UNODC) shows that in 2013, India's ratio of 138 police personnel per lakh of population was the fifth lowest among the 71 countries for which the agency collated these figures.

Experts argue that the [Indian police](#) system designed in 1861 was best suited for colonial rule and doesn't meet the requirements of a modern welfare state.

The already understaffed system is also hit by many vacancies. The answer to a recent question in the Parliament reveals that as on January 2014, there was shortfall of 5.6 lakh police personnel against the sanctioned strength of 22.8 lakh or about 25 per cent vacancy.

Experts argue that the Indian police system designed in 1861 was best suited for colonial rule and doesn't meet the requirements of a modern welfare state.

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High alert across India after Gurdaspur terror attack

of 30

https://economictimes.indiatimes.com/news/defence/indias-ratio-of-138-police-personnel-per-lakh-of-population-fifth-lowest-among-71-countries/printa... 1/2

ANNEXURE P2

40A

THE  HINDU

DELHI

Coronavirus | Delhi Police orders 33% of its staff to go into isolation for 10 days



STAFF REPORTER

NEW DELHI, MARCH 25, 2020 23:49 IST  
UPDATED: MARCH 26, 2020 07:50 IST

Other officers to remain in quarantine in rotation: police chief

In a bid to keep police personnel safe from COVID-19 infection, the Delhi police on Wednesday ordered 25-33% staff from each police unit or station to remain in isolation or quarantine for at least 10 days.

In a meeting held at the Police Headquarters on Wednesday, Delhi Police Commissioner S.N. Shrivastava ordered that in the view of the necessity for the lockdown, a part of the Delhi Police personnel should also remain in isolation or quarantine for a period of ten days, on a rotation basis. All police stations and other police units have been advised to send 25 to 33% of staff posted in their office to isolation.



## THE HINDU

...out an exercise of utilising remaining police force for deployment in their respective jurisdiction in the form of pickets and patrolling to keep the city safe and carry on other essential aspect of police work without affecting it in any substantial manner.

Preference should be given to the age group of 50 and ones having other medical problems, the order stated.

A senior police officer said that police personnel above the age of 50, who have been suffering from diabetes, respiratory and renal diseases were allowed to take commuted leave.

“We have distributed masks, gloves and sanitisers to police personnel deployed at various intersections,” the officer added.

Mr. Shrivastava has also urged its personnel to use precautions during their duty and maintain a free flow of essential goods vehicles as there has been a restriction of non-essential services in the country to contain the spread of COVID-19.

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ANNEXURE P-3  
42


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TODAY NEWS LIVE TV  
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HOME E-CONCLAVE VIDEOS NEWSMO CORONA OUTBREAK INDIA MOVIES TRENDING  
TECH Sports News/India/

Coronavirus in India: Constable tests positive for Covid-29, 17 cops in self-quarantine







A 56-year-old constable attached to Saifabad police station is undergoing treatment at a state-run hospital in Hyderabad, officials said.

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Press Trust of India

Hyderabad April 7, 2020 UPDATED: April 7, 2020 20:01 IST





The policeman's family members were also under quarantine at the hospital. (Image for representation: PTI)

A head constable of the Hyderabad police has tested positive of novel coronavirus, officials said on Tuesday.

The 56-year-old constable attached to Saifabad police station is undergoing treatment at a state-run hospital in Hyderabad, officials said.



43

"The constable was admitted to the hospital on late Saturday evening and on Monday evening his test report confirmed he was infected with Covid-19," officials said.

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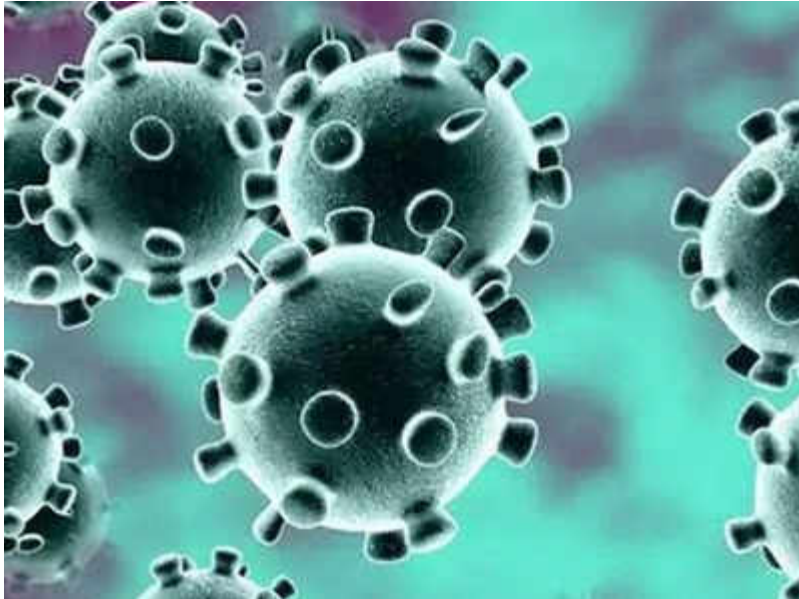
## ANNEXURE P-4 44

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**THE TIMES OF INDIA**

# Police constable tests positive for Covid-19 in Virar

TNN | Apr 10, 2020, 02.50 PM IST



MUMBAI: A 57-year-old police constable residing in Virar has tested positive for Covid-19. He had earlier tested negative. He has been admitted to a private hospital in Nalasopara. His family has been moved to isolation and his flat has been sealed.

The constable who works at the Marol police station in Andheri was admitted to the Nagpada police hospital on March 26 after he showed symptoms of the virus. He had tested negative but was in home quarantine.

On April 6 he got admitted to the Nalasopara hospital after he experienced symptoms of the virus. His test report has come positive.

The number of positive cases in the Vasai-Virar region is now 28. Three persons have died of Covid-19 in the region. The Palghar district death stands at four and positive cases are 29.

The swab results of 115 persons are awaited as on Friday morning.

ANNEXURE P5

45

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Home / Cities / Thane senior cop tests positive for coronavirus

Thane senior cop tests positive for coronavirus

CITIES Updated: Apr 11, 2020 22:03 IST

ht HT Correspondent



A senior police inspector from Thane commissionerate has tested positive for Covid-19. “The 52-year-old inspector was on a round-the-clock deployment in Thane but went on sick leave to his Nashik home. In a few days he developed fever. His first report of Covid-19 was negative; however, the second report was positive,” said the police.

Thane Municipal Corporation (TMC) said he had come in contact with some members of Tablighi Jamaat, who had attended the event in Delhi. TMC deputy commissioner Sandip Malvi said, “We are yet to find the number of people he had come in contact with. He used to go to different areas, asking people to not step out and also speaking to the media about the situation of the area.”

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Thane senior cop tests positive for coronavirus

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## ANNEXURE P-6

46

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THE TIMES OF INDIA

## Coronavirus in Jaipur: After two cops test positive, officers shifted to hotels

TNN | Apr 12, 2020, 07.28 AM IST



JAIPUR: After two police personnel tested positive for coronavirus in Ramganj and Manak Chowk police station areas, the police administration has decided that the cops on duty will stay in hotels which have been booked for them. Officials have taken the decision to prevent further spread of the virus among the cops.

A constable at Manak Chowk police station was found Covid-19 positive while a head constable of Ramganj police station was found infected on Saturday.

Ajal Pal Lamba, additional commissioner of police, said, “the hotels or guesthouses which are suitable for the stay of police personnel have been booked. Facilities close to the police stations have been chosen.” According to the officials, the move will ensure that physical and social distancing is maintained among the cops. “The personnel who are staying in barracks have been asked to shift to the hotels. We realized that staying in the barracks was not feasible as it did not adhere to the parameters of social distancing. Now, we have very few personnel staying in the barracks,” added the official.

## 47

This facility has been provided to all the police stations while it was started for Manak Chowk police station staff on Friday. Moreover, several personnel from Ramganj police station were also shifted to hotels on Saturday.

Jaipur police has deployed 4,500 personnel in the Walled City which is under strict curfew. The medical teams are carrying out door-to-door screening after more than 90 positive cases of coronavirus emerged from the area. Additionally, two police personnel are escorting every medical team which is engaged in screening. The cops are ensuring that residents get home delivery of essential goods.



ANNEXURE P7

48

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News / India / Delhi Police DCP, 30 cops self-quarantine after ASI posted at AIIMS tests positive for Covid-19

Delhi Police DCP, 30 cops self-quarantine after ASI posted at AIIMS tests positive for Covid-19

Delhi Police revealed that the ASI attached to Safdarjung Enclave police station attended duty last on April 9.

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Arvind Ojha Chirag Gothi

New Delhi April 13, 2020 UPDATED: April 14, 2020 00:31 IST

f



File photo of a Delhi Police personnel deployed to enforce lockdown (Photo Credits: PTI)

HIGHLIGHTS

- Delhi has more than 1,500 confirmed cases of Covid-19 to date
- Three Delhi Police officers have tested positive for the infection



## 49

DCP (South West) Devender Arya also came in contact with the ASI who tested positive

**A**s many as 30 Delhi Police officers along with Deputy Commissioner of Police (South-West) Devender Arya have opted for self-quarantine after it was found that they came in contact with a policeman who tested positive for novel coronavirus on Sunday. The policeman in question is an assistant sub-inspector deployed at the All India Institute of Medical Sciences (AIIMS) in Delhi.

Attached to the Safdarjung Enclave police station, the ASI is a resident of Shyam Nagar in Okhla Phase-1. He was tested after officials noticed that he was showing symptoms of the infection. His samples were sent for testing and came back positive for Covid-19 on April 12.

Delhi Police revealed that the ASI attended duty last on April 9. His family members, neighbours and all policemen who came in contact with him will be screened for the novel coronavirus. The ASI is the third policeman in Delhi to have tested positive for Covid-19.

Most recent inputs suggest that barracks of Delhi Police personnel are being evacuated to avoid further spread of the infection among them. Hotels and guest houses are being arranged for them. This is also being done to accommodate personnel who reside in various parts of Uttar Pradesh, Haryana and Rajasthan and commute to Delhi for work.

Barracks are also being evacuated because it is not possible for the inhabitants to observe or practice social distancing norms owing to the compact nature of these structures.

**READ |** [Delhi Police ASI tests positive for coronavirus](#)

**ALSO READ |** [Maharashtra Police gives corona twist to nursery rhyme Johnny Johnny Yes Papa to spread awareness](#)

**WATCH |** [Uruguayan diplomat flouts lockdown rules in Delhi, fights with cops](#)

Story in  
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## ANNEXURE P8

50

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# Punjab: Ludhiana ACP in ICU since April 7 dies of Covid-19

TNN | Apr 19, 2020, 07.28 AM IST



LUDHIANA/CHANDIGARH: Ludhiana assistant commissioner of police Anil Kohli (52), who had contracted Covid-19, died of multiple organ failure on Saturday afternoon. He is survived by his wife, who too was confirmed to have contracted the virus on Friday, and two sons.

“Anil joins the hallowed ranks of over 1,800 Punjab policemen who gave their lives for their motherland,” DGP Dinkar Gupta tweeted on Saturday afternoon.

The chief minister Captain Amarinder Singh too condoled his demise along with that of kanungo (revenue officer) Gurmel Singh, who died of Covid-19 on Friday. Amarinder announced Rs 50 lakh ex gratia to the next

of kin of both the officers and said similar amount will be paid to kin of any officer who dies in the line of duty due to novel coronavirus.

“Deeply saddened to lose two of my officials to #Covid19. Have decided to pay Rs 50 lakh ex-gratia to their next to kin. While I pray such an incident shouldn’t happen, but if it does, state govt will pay Rs 50 lakh to NoK of officials who die in line of duty

# 51

due to #Covid19,” he tweeted.

Kohli was directly involved in contact tracing and area containment in Ludhiana and also helped ensure social distancing was implemented at Ludhiana sabzi mandi after imposition of lockdown across the country.

The police officer had visited the outpatient department of SPS Hospital at 2pm on April 7, complaining of fever and breathlessness. He was admitted to its Covid-19 ICU the same day but his first test came negative. His second test confirmed that he had contracted Covid-19 on April 12. He was on ventilator since April 11. His security guard and a station house officer also tested positive for coronavirus on Friday.

## OFFICER SUFFERED MULTI-ORGAN FAILURE

ACP died before plasma therapy

The Punjab government had on Friday given its permission for clinical use of convalescent plasma therapy for the police officer. The Mohali district had on Saturday morning sent a fully-recovered coronavirus patient to Ludhiana for donating plasma to treat the police officer. However, his condition deteriorated and the plan was dropped.

Giving details, senior consultant Dr Gautam Agarwal at the hospital where he was being treated said the police officer's health deteriorated on Saturday afternoon and he died due to multi-organ failure. He was on dialysis on Friday night and his BP dropped further. We gave whatever medications needed but his condition did not improve.”

Dr Gurpreet Singh of the same hospital said the officer had developed kidney dysfunction two days back. The survival of Covid-19 patients with multi-organ dysfunction and on ventilator is not that hopeful and good, he said.

## 52

“As Covid-19 is a new disease with no clear-cut treatment or an effective anti-viral drug, treatment for critically sick Covid-19 patients at present is best of supportive intensive care and trial medication.”

According to the ACP’s family, the police officer was cremated by his son with full state honours at the gas crematorium in Ludhiana. His cremation was attended by Ludhiana police commissioner Rakesh Agarwal and local MP Ravneet Singh Bittu.

SAD president Sukhbir Singh Badal too condoled his death. “Saddened to hear Ludhiana ACP Anil Kumar Kohli lost his battle to #Covid-19 just few minutes back. He served the state police for about 30 years. May Gurusahib grant peace to the departed soul. My thoughts and prayers are with the bereaved family & friends,” he tweeted.

Born in Jalandhar, Anil Kohli had joined the Punjab police as assistant sub-inspector on February 19, 1990 in Patiala district when terrorism was at its peak. In his career of over 30 years, Kohli earned many commendation certificates and was promoted as deputy superintendent of police on April 29, 2016. He served as DSP in district Khanna, Ferozepur, Patiala, Fatehgarh Sahib, SBS Nagar, Hoshiarpur and Ludhiana City.

## ANNEXURE P9

53

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THE TIMES OF INDIA

# Police officer infected with Covid-19 dies in Indore

TNN | Apr 19, 2020, 01.49 PM IST



INDORE: A police inspector, who had tested positive for Covid-19 a fortnight ago and was undergoing treatment at Indore's Aurobindo Hospital, died on Sunday. The 43-year-old became the second policeman in the country, after an ACP in Ludhiana, to lose his life to coronavirus. Chief minister Shivraj Singh Chouhan offered his condolences to the bereaved family and announced that the inspector's wife will be given Rs 50 lakh compensation and compassionate appointment as a sub-inspector of police.

The inspector was the first police officer to be detected with Covid-19 in Madhya Pradesh. He is believed to have contracted the disease while performing his duties. He was admitted to hospital after complaining of breathing problems on March 31.

IG Vivek Sharma said that the officer was away from duty owing to bad health since March 19 and had been living in the family quarters in his police station area.

The inspector's lungs were badly damaged due to the deadly viral infection and he was also stricken with acute pneumonia, despite having recently tested negative for the virus after prolonged medical treatment.

# 54

Dr Vinod Bhandari, who was treating him, said that he died of pulmonary embolism. “He was admitted on March 31 but his condition did not improve till April 10, following which we took opinion of other doctors and gave him an injection. His condition improved eventually. He tested negative on April 16 and 17 and we were going to discharge him soon, but on Saturday night, his condition again started deteriorating. We suspect that he died of pulmonary embolism,” said Dr Bhandari.



# ANNEXURE P10 55

OTHER STATES

## Coronavirus: Ujjain Police inspector dies in Indore



**Sidharth Yadav**

**BHOPAL:**, APRIL 21, 2020 11:39 IST

**UPDATED:** APRIL 21, 2020 15:06 IST

### He contracted the illness while on duty, says official

A 59-year-old incharge of a police station in Ujjain died of **COVID-19** on Tuesday morning while undergoing treatment at a hospital in Indore.

“He had contracted the illness during the course of his duty,” said A.G. Sinha, Ujjain Chief Medical and Health Officer. She added that the inspector was posted at the Neelganga station, which fell under one of the containment areas, where infected cases had been reported.

The official, who died at 5.10 a.m. on Tuesday, was admitted to a private hospital in Indore 10 days ago in a serious condition. “He had bilateral pneumonia and difficulty in breathing. Despite continuous treatment,

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he didn’t show improvement,” said Vinod Bhandari, a doctor who oversaw his treatment.

Towards the end, he was put on a ventilator. “But he had acute respiratory distress syndrome of a severe variety. So, despite all efforts we couldn’t save him,” said Dr. Bhandari.



Condoling his death, Vivek Johri, Director General of Police, said the official sacrificed his life while fighting the courageous battle against the disease. “By making the sacrifice, he upheld the sentiment that for the State police public service comes first,” he said.

On Sunday, the incharge of a police station in Indore died while undergoing treatment for the illness. He too was suspected to have



been infected while on duty.

Ujjain has reported 27 cases, of which seven have succumbed so far, while five have recovered. The district administration has drawn up 14 containment areas where the cases have been detected. The toll owing to the disease stands at 77 in Madhya Pradesh now.

As of April 21, as many as 1,503 cases have been reported in the State and Indore, with 915, registering more than half of them. Bhopal has recorded 254 cases.

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Printable version | Apr 23, 2020 1:50:25 PM |

<https://www.thehindu.com/news/national/other-states/coronavirus-police-inspector-dies-in-ujjain/article31394087.ece>

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Special Report: ×

COVID-19: Breaking news; action items for EMS

Topics > Coronavirus (COVID-19)

# Local governments providing hazard pay, stipends for first responders

Several local governments have implemented hazard pay and stipends for first responders and other front-line workers during the COVID-19 pandemic

Yesterday at 3:27 AM

By Laura French

In March, U.S. Treasury Secretary Steve Mnuchin said hazard pay for first responders [could be considered for future legislation](#) to address the COVID-19 national emergency.

As federal officials continue working to implement [the third COVID-19 stimulus package](#), several local governments have already passed their own legislation to provide hazard pay and stipends for first responders and other front-line workers.

Mayor Randall Woodfin and the Birmingham City Council approved \$500,000 to provide hazard pay for nearly 2,000 city employees on Tuesday, April 7. (Photo/Mayor Randall Woodfin Facebook)

Below is a list of municipalities, counties and other local governments that have implemented hazard pay, stipends or other benefits for front-line workers during the COVID-19 crisis. This list will be continually updated as new information becomes available.

## ALABAMA

Attalla — Attalla firefighters, police officers and dispatchers [will receive](#) an additional \$2 per hour in hazard pay for a four-week period, and public works employees will receive an additional \$1 per hour for the same time period.

## 59

Birmingham — The Birmingham City Council [approved a 5% hazard pay raise](#) for about 2,000 city employees, including those in the fire and rescue and police and corrections departments.

Baldwin County — The Baldwin County Commission [approved a request from the Baldwin County Sheriff's Office](#) to provide hazard pay for deputies, corrections officers and communications officers. Across the department, 279 employees will receive an additional \$240,000 total per pay period; the precise amount to be received by each employee was not reported.

Boaz — The Boaz City Council [approved hazard pay](#) of \$200 per month for police and fire department employees.

Daphne — The Daphne City Council [approved \\$3 per hour in hazard pay](#) for first responders for a four-week period, as well as a \$250 one-time payment for all public safety personnel.

Rainbow City — The Rainbow City Council [approved hazard pay](#) of \$2 per hour for police officers, investigators and firefighters for a three-week period.

Summerdale — The Summerdale council [approved \\$1.50 per hour](#) in hazard pay for city police officers, excluding overtime hours.

Vestavia Hills — Vestavia Hills city employees who are considered essential, including first responders, building and engineering inspectors and administrative employees who work with the public, [will receive a 5% pay increase](#) for 30 days due to the COVID-19 pandemic.

### GEORGIA

Atlanta — Atlanta Mayor Keisha Lance Bottoms [issued an executive order](#) providing \$500 a month in hazard pay for public safety, sanitation and other front-line workers during the pandemic.

Augusta — The city of Augusta [implemented an additional \\$5 per hour](#) in hazard pay for about 1,400 essential critical infrastructure employees, including firefighters, law enforcement, EMS, dispatchers and sanitation workers. On April 21, the city commission [voted to terminate the hazard pay policy](#) on May 1 in response to the planned re-opening of Georgia's economy.

Barrow County — The Barrow County Board of Commissioners [approved hazard pay](#) for 182 emergency services employees and sheriff's deputies. The eligible employees will receive an additional \$250 per month for the duration of the statewide emergency.

Carrollton — The city of Carrollton [approved up to 10 weeks of hazard pay](#) for critical employees who are not working from home, including firefighters, police officers, public works employees, sanitation workers, City Hall cashiers, treatment plant workers and

# 60

sewer infrastructure employees. Full-time employees will receive \$200 every two weeks while those working on reduced hours will receive a proportional amount.

Cherokee County — The Cherokee County Board of Commissioners [has authorized three months of hazard pay](#) for front-line workers. Employees with an "elevated risk" of exposure to COVID-19 will receive an additional \$250 per month and those with a "significantly elevated risk" will receive an additional \$500 monthly.

Henry County — The Henry County Board of Commissioners [approved an additional \\$2.50 per hour](#) in hazard pay for employees who have the potential of direct contact with the public on a daily basis and an additional \$1.50 per hour for employees working in county offices rather than teleworking.

Savannah — Savannah Mayor Van Johnson [announced](#) that most city employees will receive hazard pay in the form of an extra \$2.50 per hour, or about \$100 per week.

Smyrna — The Smyrna City Council [voted to implement hazard pay](#) for city employees who "have the potential to come into contact with the public," including first responders, community development employees and public works employees. The eligible employees will receive an additional \$2 per hour.

Walton County — Walton County commissioners [voted unanimously for a \\$100-per-week stipend](#) for firefighters, EMTs, paramedics, deputies, jail employees, public works employees and animal control officers.

Woodstock — The Woodstock City Council [unanimously approved](#) two months of retroactive hazard pay for firefighters and police officers going back to March 16 and ending on May 15. Firefighters and police officers assigned to primary assigned duties will receive \$500 for each month, or \$1,000 total, and officers assigned to secondary assigned duties will receive \$250 per month. Officials may vote to extend the plan in the future.

## GUAM

The U.S. territory of Guam [implemented hazard pay](#) for essential government employees, including first responders. The bill passed by the Guam Legislature creates three categories of differential pay; details about the categories and amounts of additional pay were not reported.

## KANSAS

Sedgwick County — Sedgwick County commissioners [have approved hazard pay of \\$200 per month](#) for county employees, including first responders. The provision will last for at least two pay periods and can be extended by a later vote.

## MAINE

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Statewide — Maine Gov. Janet Mills' administration [agreed to implement between \\$3 to \\$5 per hour in hazard pay](#) for 800 employees represented by the American Federation of State, County and Municipal Employees Council 93, which includes corrections officers and mental health workers.

## MARYLAND

Baltimore — The city of Baltimore [will be providing firefighters, EMS providers and police officers with a \\$200 biweekly stipend](#) during the pandemic, as well as a \$100 biweekly stipend for other "mission critical" employees.

Montgomery County — The International Association of Fire Fighters (IAFF) Local 1664, Fraternal Order of Police (FOP) Lodge 35 and United Food and Commercial Workers (MCGEO) Local 1994 have [reached an agreement](#) with Montgomery County that will provide an additional \$10 per hour for county employees represented by the IAFF and FOP and either \$10 or \$3 more per hour for MCGEO-represented employees depending on whether or not they regularly interact with the public.

## MASSACHUSETTS

Statewide — [More than 6,000 state healthcare workers](#) represented by the American Federation of State, County and Municipal Employees (AFSCME) Council 93 in Massachusetts will receive hazard pay of up to \$10 per hour after an agreement between union and state officials.

## MICHIGAN

Statewide — [About 6,000 corrections officers](#) represented by the Michigan Corrections Organization will receive an additional \$750 per pay period in hazard pay after about 360 of the state's 38,000 prisoners and 151 of its 12,000 corrections department employees have tested positive for COVID-19.

Detroit — Detroit Mayor Mike Duggan [announced](#) that the city's first responders and other employees that work with the public will receive about \$800 per month for the duration of the state emergency.

Macomb County — Macomb County Executive Mark Hackel [announced](#) that all county employees who are deemed essential will receive hazard pay of \$1 or \$2 more per hour depending on whether they regularly interact with the public.

## MISSISSIPPI

Clarksdale — [Clarksdale's mayor announced](#) that 147 city employees, including first responders and public works employees, will receive hazard pay in the form of a 5% raise for at least two pay periods.

## NORTH CAROLINA

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Charlotte — Charlotte employees who have frequent, direct contact with the public, including first responders, [will receive hazard pay](#) of 5% over their base pay until the Mecklenburg County stay-at-home order is lifted.

**SOUTH CAROLINA**

Charleston County — Charleston County [has activated its Emergency Conditions Pay Program](#) for the first time in at least 30 years, providing an additional \$100 per week for salaried workers and an additional \$250 per week for hourly workers. The program applies to all county employees considered essential, including first responders and public works employees.

**TEXAS**

Collin County — The Collin County Commissioners Court [approved emergency compensation](#) for county workers for the duration of the county's emergency period. Workers considered "mandatory" will receive a stipend of \$6 per hour and those considered "not mandatory" will receive a \$3 per hour stipend.

Dallas County — The Dallas County Commissioners Court [will temporarily increase pay](#) for first responders and healthcare workers. The amount and duration of the pay increase was not published.

Denton County — The Denton County Commissioners Court [approved hazard pay](#) of up to \$80 per week for its critical employees, mostly detention officers, sheriff's deputies and constables. The pay increase will remain until the county's disaster declaration is lifted.

Donna — The Donna City Council [unanimously approved an additional \\$700 per month](#) in hazard pay for 29 patrol officers and three firefighters in the city. The provision is currently set to last for six weeks but could be extended, officials said.

Glen Heights — The Glenn Heights City Council [unanimously approved hazard pay](#) for frontline workers, including first responders and public works employees. Eligible employees will receive a pay increase of \$2 per hour until the city's disaster declaration is lifted.

**WASHINGTON, D.C.**

Mayor Muriel Bowser [announced April 14](#) that all employees required to physically report to work during the pandemic will receive \$14 per day per diem as long as the city can afford to pay it.

**ADDITIONAL RESOURCES**

- [Treasury secretary says first responders could receive COVID-19 hazard pay](#)

- Roundtable: Should EMS providers be given hazard pay during the COVID-19 pandemic?
- Beyond the scope or part of the job? EMS providers weigh in on COVID-19 hazard pay
- FFs react: Should first responders receive hazard pay during a pandemic?

Tags > [Benefits](#) • [Coronavirus \(COVID-19\)](#) • [Firefighters](#) • [Government](#) • [Labor & Union Issues](#) • [Legislation & Funding](#) • [Police](#) • [Safety](#) • [Salary](#)

RECOMMENDED FOR YOU

<

[IAFC launches survey to measure financial effects of pandemic on fire, EMS agencies](#)


[COVID-19: How public safety companies are assisting the frontline pandemic response](#)

MedStar: 'concernir

>

JOIN THE DISCUSSION

Please [sign in](#) or [register](#) to write your own comments below.  
Before commenting, please read [EMS1 's Commenting Policy](#)




Posted by **medic0930**

Apr 10, 2020 at 5:18 AM

Nor Indiana. My partner just passed her national registry for paramedic and the state is holding up her shit because she had a DUI 19 years ago which has already been reported to the state. Way to have our backs state of Indiana! We have too deal with the everyday stress of this job and the state of Indiana adds additional stress on its responders for no reason.

♥

1




Posted by **Wone**

Apr 9, 2020 at 4:05 AM

Oh look...Florida is NOT on that list, not surprised though I guess

♥

0



Posted by **mikebuzz**

Apr 9, 2020 at 2:45 AM

Stipends and Hazard pay for this pandemic is great! But what about providing such all year around regardless of whether or not we're in a pandemic or not? EMS puts their lives on the line every single day, pandemic or not. They respond to violent calls, mass casualty, shootings, stabbings, etc, etc. This is great for the current pandemic, but why not



Benchmarks >

Nifty LIVE

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NSE Gainer-Large Cap >

Muthoot Finance

820.40

60.50

FEATURED FUNDS

Mirae Asset Tax Saver Fund

Direct-Growth

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Market Watch

# Govt identifies 170 Covid-19 hotspots: Here's the full list

BY ET ONLINE | UPDATED: APR 21, 2020, 09.13 AM IST

Post a Comment

Detailing the govt's plan to contain local outbreak of [coronavirus](#), [Lav Agarwal](#), Joint Secretary, MoHFW, underlined that the affected areas have been divided into two zones- [Containment zone](#) and [Buffer Zone](#). The containment zone has been divided into sectors with 50 houses each (30 houses in difficult areas) emphasised Agarwal. The cluster-containment strategy has yielded positive results, said the official.

Containment zones are created to map the local transmission of the disease and prevent the contagion from spreading. The rapid response team (RRT) identifies containment zones based on the extent of cases/contacts listed and mapped by them, added Agarwal. He also said that if required, based on the mapping of contacts and cases, the containment zone is refined.

In order strengthen government's efforts to contain the novel coronavirus, country's districts will now be classified into three categories—hotspot districts which report a large number of positive cases, non-hotspot districts which record a few coronavirus cases and green zones which have not reported fresh cases for some time. The ministry has identified 170 districts as hotspots, and 207 districts as non-hotspots.

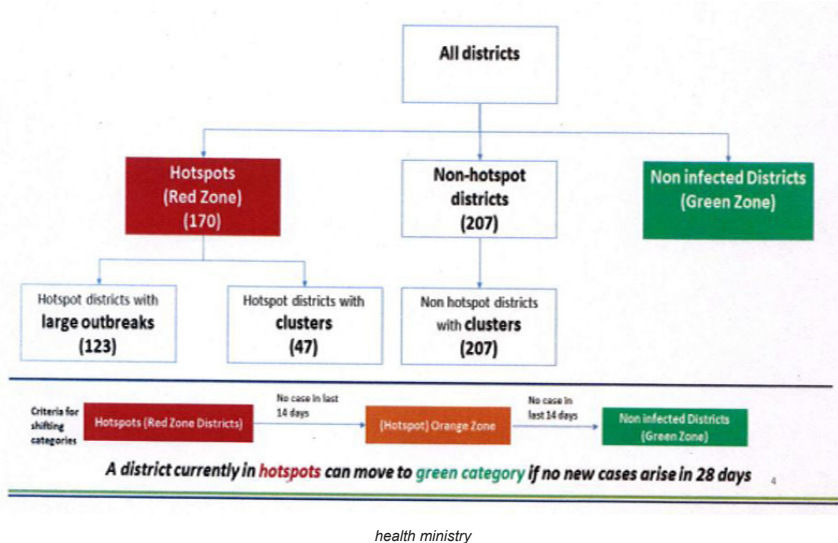
A buffer zone of an additional 5-kilometre radius (7 Kms in rural areas)/administrative boundary of including neighbouring districts/per-urban zone shall also be identified. The efforts are in consonance with government's micro plan to contain local coronavirus transmission.

## CLASSIFICATION OF HOTSPOTS

'Hotspot (Red zone) classification'- to focus attention on districts/cities reporting large number of cases/high growth rate.

### Inclusion Criteria -

- \*Highest case load districts contributing to more than 80% of cases in India or
  - \*Highest case load districts contributing to more than 80% of cases for each state in India or
  - \*Districts with doubling rate less than 4 days (calculated every Monday for last 7 days, to be determined by the state government)
- Subject to the following exclusion criteria
- \* No new confirmed cases for last 28 days (Green zone)



Rajkot, Vadodara.

## RELATED VIDEO



COVID-19: Government identifies 170 hotspot districts

**Big Change:**  
The end of Five-Year Plans: All you need to know

Courtesy: [Health Ministry](#)

## List of hotspot districts with large outbreaks

- \*DELHI: South, South East, Shahdara, West, North, Central, New Delhi, East and South West
- \*ANDHRA PRADESH: Kurnool, Guntur, Sprr Nellore, Prakasam, Krishna, Y.S.R, West Godavari, Chittoor, Vishakhapatnam, East Godavari and Anantapur
- \*MAHARASHTRA: Mumbai, Pune, Thane, Nagpur, Sangli, Ahmednagar, Yavatmal, Aurangabad, Buldhana, Mumbai Suburban, Nashik.
- \*Chandigarh
- \*Gujarat: Ahmadabad, Surat, Bhavnagar,



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- \*Karnataka- Belagavi, Mysuru, Bengaluru Urban
- \*Kerala- Kasaragod, Ernakulam, Pathanamthitta, Thiruvananthapuram
- \*Madhya Pradesh- Indore, Bhopal, Ujjain
- \*Punjab- Jalandhar, Pathankot
- \*West Bengal- Kolkata, Howrah, 24 Paraganas North, Medinipur East
- \*Rajasthan: Jaipur, Tonk, Jodhpur, Banswara, Kota, Jhunjhunu, Jaisalmer, Bhilwara, Bikaner, Jhalawar, Bharatpur
- \*Tamil Nadu: Chennai, Tiruchirappalli, Coimbatore, Tirunelveli, Erode, Vellore, Dindigul, Villupuram, Tiruppur, Theni, Namakkal, Chengalpattu, Madurai, Tuticorin, Karur, Virudhunagar, Kanniyakumari, Cuddalore, Thiruvallur, Thiruvarur, Salem, Nagapattinam
- \*Uttar Pradesh: Agra, Gautam Buddha Nagar, Meerut, Lucknow, Ghaziabad, Saharanpur, Shamli, Firozabad, Moradabad.

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**IN THE SUPREME COURT OF INDIA****[EXTRA ORDINARY WRIT JURISDICTION]****WRIT PETITION (CIVIL) No. \_\_\_\_\_ OF 2020**

(UNDER ARTICLE 32 OF THE CONSTITUTION OF INDIA R/W ORDER  
XXXVII, RULE 12(1) (D) AND (2) OF SUPREME COURT OF INDIA  
RULES, 2013)

**[PUBLIC INTEREST LITIGATION]****IN THE MATTER OF:**

Mr. BHANUPRATAP BARGE

....PETITIONER (S)

-VERSUS-

UNION OF INDIA &amp; ORS.

....RESPONDENTS

**APPLICATION FOR AD-INTERIM DIRECTIONS**

To,  
Hon'ble the Chief Justice of India  
and his Hon'ble Companion Justices  
of the Hon'ble Supreme Court of India;

The Humble Petition of the  
Petitioner above-named

**MOST RESPECTFULLY SHOWETH: -**

1. The Petitioner is preferring present Application seeking urgent ad-interim directions to the Respondents to take necessary steps so far as it relates to the directions to Respondents to exempt police officer above 48 years with above medical conditions be not deployed in any stressful working environment which comes in direct contact with COVID-19 patients.

2. The present Application is being preferred This more so, when some of the zones in the country, especially in Delhi, Pune, Mumbai, etc. have been declared containment areas, and over 170 districts of 19 States in Country have been designated red zones/Hotspot therefore increasing the need and responsibility of the police personnel to ensure that these areas continuously remain under lockdown, strictly. This is going to lead to a further work force by the police personnel to ensure that the COVID 19 is not spread, thereby subjecting their own person to risk.
3. It is in this regard imperative that urgent interim directions be issued to Respondents to interalia take immediate.
4. The present Application is made bonafide and interest of justice.

### **PRAYERS**

In the facts and circumstances above mentioned the Applicant most respectfully prays that this Hon'ble Court may graciously be pleased;-

- a) Issue ad-interim directions to the Respondents direction to the Respondents to identify such officers who are above the age of 48 years with health conditions such as diabetic etc and direct not to deploy them in any duty which comes in direct or indirect contacts with COVID-19 patients;

- b) Issue ad-interim directions to the Respondents to recruit on *ad hoc* basis persons who are physically fit, to ensure that the police officials are not burdened; and
- c) pass such other and further order/orders as deemed fit and proper in the facts and circumstances of the present case and in the interest of justice.

**AND FOR THIS ACT OF KINDNESS THE PETITIONER SHALL AS IN DUTY BOUND EVER PRAY.**

DRAWN ON: 19.04.2020  
FILED ON: 23.04.2020

Filed by:

New Delhi



**Pai Amit**  
Advocate on Record

**IN THE SUPREME COURT OF INDIA, NEW DELHI**  
CIVIL/CRIMINAL/ORIGINAL/APPELLATE JURISDICTION

**WRIT PETITION (CIVIL) NO. \_\_\_\_\_ 2020**

**IN THE MATTER OF:**

**Mr. BHANUPRATAP BARGE**

**....PETITIONER (S)**

**-VERSUS-**

**UNION OF INDIA & ANR.**

**....RESPONDENTS**

**VAKALATNAMA**

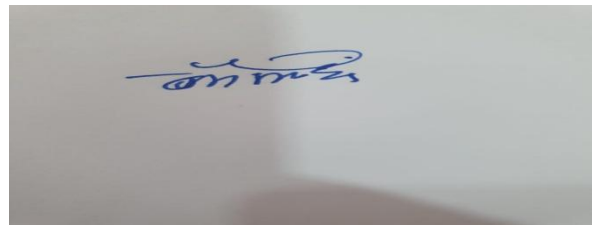
I BELOW MENTIONED in the above W.P./Appeal/Petition Reference do hereby appoint and return **Mr. AMIT PAI**, Advocate, Supreme Court of India, to act and appear for me/us in the above W.P./Appeal/Petition/Reference and on my/our behalf to conduct and prosecute (or defend) the same and all proceedings that may be taken in respect of any application connected with the same or any decree or Order passed therein, including proceedings, taxation and application for review, to file and obtain return of documents and to deposit and receive money on my/our behalf in the W.P./Appeal/ Reference and in application for review to represent me/us and to take all necessary steps on my/our behalf in the above matter. I/we agree to ratify all acts done by the aforesaid Advocate in pursuance of the authority.

Dated this the        day of April, 2020

Accepted, Identified, verified, Certified and satisfied.



**PAI AMIT**  
**ADVOCATE**



**Mr. Bhanupratap Barge**  
Petitioner(s)

---

**MEMO OF APPEARANCE**

To  
The Registrar  
Supreme Court of India  
New Delhi

Sir,

Please enter my appearance on behalf of the Petitioner(s)/  
Appellant(s)/Intervenors/Respondent(s) in the above matter.

Dated : 2020



The address for service of the said Advocate is:

**PAI AMIT**  
**ADVOCATE ON RECORD,**  
223, M.C. Setalvad  
Chambers, New Lawyers  
Chambers, Bhagwan Das Road,  
The Supreme Court of India,  
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Mobile – 09953557798  
[amitpaioffice@gmail.com](mailto:amitpaioffice@gmail.com)  
Tele : Off:

आयकर विभाग

INCOME TAX DEPARTMENT



भारत सरकार

GOVT. OF INDIA

BHANUPRATAP BARGE

SHANKARRAO YADHAVRAO BARGE

12/07/1961

Permanent Account Number

AENPB8007K

Signature



18032010



भारत सरकार  
GOVERNMENT OF INDIA



भानुप्रताप शंकरराव बर्गे  
Bhanupratap Shankarrao Barge

जन्म वर्ष / Year of Birth : 1961

पुरुष / Male



3096 8510 2662

आधार — सामान्य माणसाचा अधिकार



**BHANUPRATAP SHANKARRAO BARGE (E20448)**

Joint Holder :-

403,TULIP PUSHPAK PARK,

ITI ROAD AUNDH

PUNE

MAHARASHTRA

411007

Customer No :060016874  
Scheme :BURGUNDY - SALARY  
ACCOUNT

Currency :INR

**Statement of Account No :315010100014058 for the period (From : 01-04-2019 To : 31-03-2020)**

Tran Date	Chq No	Particulars	Debit	Credit	Balance	Init. Br
		<b>OPENING BALANCE</b>			<b>5243971.49</b>	
12-04-2019		NEFT/SBIC700048934124/DIST TR OFF PUNE 2201//URGEN		158684.00	5402655.49	248
02-05-2019		NEFT/SBIC700049905820/DIST TR OFF PUNE 2201//URGEN		107630.00	5510285.49	248
20-05-2019	680459	NEFT/SK/AXSK191400012508/315/GST/SAKN 30009719	154378.00		5355907.49	315
30-05-2019		NEFT/SBIC700050631489/DIST TR OFF PUNE 2201//URGEN		123050.00	5478957.49	248
30-06-2019		315010100014058:Int.Pd:01-04-2019 to 30-06-2019		54116.00	5533073.49	315
17-07-2019		NEFT/SBIC700052987628/DIST TR OFF PUNE 2201//URGEN		123050.00	5656123.49	002
30-07-2019		NEFT/SBIC700053191186/DIST TR OFF PUNE 2201//URGEN		129639.00	5785762.49	002
14-08-2019	790101	TRF/315/REKHA BARGE/	5000000.00		785762.49	315
11-09-2019		NEFT/SBIC700055757002/DIST TR OFF PUNE 2201//URGEN		3254484.00	4040246.49	248
18-09-2019		NEFT/SBIC700055818603/DIST TR OFF PUNE 2201//URGEN		298628.00	4338874.49	248
30-09-2019		315010100014058:Int.Pd:01-07-2019 to 30-09-2019		34487.00	4373361.49	315
11-11-2019		BRN-SALARY PAYMENT-By salary		1000.00	4374361.49	101
19-11-2019	790102	BRN-CLG-CHQ PAID TO BHANUPRATAP SHA/YES BANK LTD	1000000.00		3374361.49	2567
31-12-2019		315010100014058:Int.Pd:01-10-2019 to 31-12-2019		34463.00	3408824.49	315
14-01-2020	790103	TRF/315/REKHA BARGE/REKHA BARGE	2000000.00		1408824.49	315
31-03-2020		315010100014058:Int.Pd:01-01-2020 to 31-03-2020		14787.00	1423611.49	315
		<b>TRANSACTION TOTAL</b>	<b>8154378.00</b>	<b>4334018.00</b>		
		<b>CLOSING BALANCE</b>			<b>1423611.49</b>	

Unless the constituent notifies the bank immediately of any discrepancy found by him/her in this statement of Account, it will be taken that he/she has found the account correct.

The closing balance as shown/displayed includes not only the credit balance and / or overdraft limit, but also funds which are under clearing. It excludes the amount marked as lien, if any. Hence the closing balance displayed may not be the effective available balance. For any further clarifications, please contact the Branch.

We would like to reiterate that, as a policy, Axis Bank does not ask you to part with/disclose/revalidate of your iConnect passord,login id and debit card number through emails OR phone call Further,we would like to reiterate that Axis Bank shall not be liable for any losses arising from you sharing/disclosing of your login id, password and debit card number to anyone. Please co-operate by forwarding all such suspicious/spam emails, if received by you, to customer.service@axisbank.com

REGISTERED OFFICE - AXIS BANK LTD,TRISHUL,Opp. Samartheswar Temple, Near Law Garden, Ellisbridge, Ahmedabad . 380006.This is a system generated output and requires no signature.

**Legends :**

ICONN - Transaction trough Internet Banking

VMT-ICON - Visa Money Transfer through Internet Banking

AUTOSWEEP - Transfer to linked fixed deposit  
REV SWEEP - Interest on Linked fixed Deposit  
SWEEP TRF - Transfer from Linked Fixed Deposit / Account  
VMT - Visa Money Transfer through ATM  
CWDR - Cash Withdrawal through ATM  
PUR - POS purchase  
TIP/ SCG - Surcharge on usage of debit card at pumps/railway ticket purchase or hotel tips  
RATE.DIFF - Difference in rates on usage of card internationally  
CLG - Cheque Clearing Transaction  
EDC - Credit transaction through EDC Machine  
SETU - Seamless electronic fund transfer through AXIS Bank  
Int.pd - Interest paid to customer  
Int.Coll - Interest collected from the customer

++++ **End of Statement** +++++