

# **The Police (Non-Gazetted Employees) Welfare Fund Ordinance, 1986**

( Ordinance NO. XXXIII OF 1986 )

## **An Ordinance to provide for the establishment of a Welfare Fund for the non-gazetted employees of the Police Department.**

WHEREAS it is expedient to provide for the establishment of a Welfare Fund for the non-gazetted employees of the Police Department and for matters ancillary thereto;

NOW, THEREFORE, in pursuance of the Proclamation of the 24th March, 1982, and in exercise of all powers enabling him in that behalf, the President is pleased to make and promulgate the following Ordinance: -

### **Short title and application**

1. (1) This Ordinance may be called the Police (Non-Gazetted Employees) Welfare Fund Ordinance, 1986.
- (2) It applies to every non-gazetted employee of the Police Department.

### **Definitions**

2. In this Ordinance, unless there is anything repugnant in the subject or context,-
  - (a) "Board" means the Board of Management of the Police (Non-Gazetted Employees) Welfare Fund established under section 4;
  - (b) "employee" means-
    - (i) a police officer below the rank of Inspector; and
    - (ii) a person who is not a police officer but who holds a non-gazetted post in the Police Department;
  - (c) "family" means-
    - (i) in the case of a male employee, the wife or wives, and in the case of female employee, the husband of the employee;

(ii) legitimate children and step children below eighteen years of age;

(iii) legitimate children and step children above eighteen years of age, if residing with, and wholly dependent upon, the employee; and

(iv) parents, sisters, brothers, grand parents and grand children, if residing with, and wholly dependent upon, the employee;

(d) "Fund" means the Police (Non-Gazetted Employees) Welfare Fund established under section 7.

**Ordinance to override other laws but not to affect retirement benefits, etc.**

3. The provisions of this Ordinance and the regulations made thereunder shall have effect notwithstanding anything contained in any other law, rule, order, notification, contract, document or instrument; but nothing herein contained shall affect the right to receive any pension, provident fund, gratuity or other benefits accruing to the employee on his retirement or invalidation or to his family upon his death, otherwise than under this Ordinance.

**Board of Management**

4. (1) As soon as may be after the commencement of this Ordinance, the Government shall, by notification in the official Gazette, establish a Board to be called the Board of Management of the police (Non-Gazetted Employees) Welfare Fund for carrying out the purposes of this Ordinance.

(2) The Board shall consist of the following members, namely:-

(a) the Inspector-General of Police, ex-officio, who shall also be its Chairman;

(b) one Additional Inspector-General of Police to be nominated by the Inspector-General of Police, who shall also be its Vice-Chairman;

(c) the Deputy Inspector-General of Police (Headquarters), ex-officio;

(d) the Assistant Inspector-General of Police (Welfare), ex-officio, who shall also be its Secretary;

(e) five persons to be nominated by the Inspector-General of Police of whom at least two shall be from amongst the employees.

## **Meetings of the Board**

5. (1) The meetings of the Board shall be held at such times and places and in such manner as may be prescribed by regulations:

Provided that until regulations are made in this behalf, such meetings shall be held at such times and places and in such manner as may be determined by the Chairman of the Board.

(2) All meetings of the Board shall be presided by the Chairman of the Board and, in his absence, by the Vice-Chairman of the Board.

(3) All questions at a meeting of the Board shall be decided by a majority of the members present and voting, and in case of equality of votes, the person presiding over the meeting shall have a second or casting vote.

(4) No act or proceeding of the Board shall be invalid merely on the ground of existence of a vacancy in, or any defect in the constitution of, the Board.

## **Powers of the Board**

6. The Board shall have power-

(a) to sanction welfare grants from the Fund to the employees and their families in accordance with the provisions of this Ordinance or the regulations made thereunder;

(b) to settle all claims for welfare grants under this Ordinance;

(c) to sanction expenditure connected with the administration and management of the Fund;

(d) to invest moneys held in the Fund in Government securities or, with the prior approval of the Government, in any other profitable ventures;

(e) to set up committees of management in the different branches, units or establishments under the Police Department and to invest them with the administrative and financial powers to deal with such matters as may be assigned to them by the Board;

(f) to do or cause to be done all acts and things necessary for the administration and management of the moneys or properties of the Fund, or ancillary or incidental to any of the aforesaid powers, or for the purposes of the Fund.