

**INDIAN MEDICAL ASSOCIATION
(HEADQUARTERS)
NEW DELHI**



**“HEALTH & SAFETY
RECOMMENDATIONS
FOR POLICE PERSONNEL”**

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“HEALTH & SAFETY RECOMMENDATIONS FOR POLICE PERSONNEL”

Non-communicable diseases (NCDs) are on the rise among vulnerable occupations like: Law enforcement. These NCDs share common behavioural risk factors, namely, tobacco use, harmful use of alcohol, unhealthy diet and physical inactivity etc.

Heavy burden of Hypertension and risk factors among the law enforcement personnel coupled with poor awareness and lifestyle and treatment seeking behaviour. Study participants had poor knowledge and health behaviour in respect to NCDs and risk factors. Poor awareness and practices hamper primary and secondary prevention strategies for averting NCDs.

Although police personnel are considered to be at high risk for DM and HT (CHD), they are not given adequate attention compared to other organized sectors, e.g. Employment State Insurance scheme for factory workers. After recruitment into the police department, it was observed that annual or biannual health checkups were not given emphasis. NCDs are expensive to treat. Strategies have to focus on prevention and health promotion as key to reduce disease burden among police personnel. Health education programs that promote exercise, weight reduction, early diagnosis, and screening are some of the key interventions that need to be promoted. The National Program for Prevention and Control of Cancer, Diabetes, CVD and Stroke, which is in the implementation phase in selected districts of India, will benefit this high-burden group.

POLICE & WORK ENVIRONMENT

Police officers, law enforcement officers, security officers and people in related positions may be called to any number of work environments, and perform a variety of tasks.

The main duties of a police officer, among others, are to:

- Respond to emergency calls such as crimes, accidents, violent situations, and natural disasters.

- Patrol assigned areas to maintain public safety.
- Enforce laws and regulations.
- Control traffic during emergencies, road work, etc.
- Investigate crimes and accidents.
- Perform first aid.
- Educate the public on crime prevention and safety.

Health and safety issues for police

Police work is among the most dangerous and requires special training. The hazards of police work include:

- Violent attacks.
- Standing or sitting for long hours.
- Exposure to contagious and infectious diseases from people, animals, needles, and other sources.
- Exposure to various chemical or biological hazards.
- Pain from physical overexertion, and prolonged or awkward body postures.
- Exposure to extreme temperatures and UV radiation.
- Noise.
- Slips, trips and falls.
- Fatigue from shift work.
- Psychological stress or trauma.
- Working alone.
- Risk of injury from the various locations where police may be called to: fire, explosion, unstable structures and surfaces, falling objects, or working at heights or near traffic, water, confined spaces, large crowds, violent situations, etc.
- Danger of driving at high speeds, often in difficult traffic or weather conditions.

Preventive measures

- Have extensive safety and skills training.
- Exercise regularly to keep fit and reduce the risk of injury.

- Wash your hands frequently, to reduce the chance of infection.
- Use personal protective equipment or others barriers for the task.
- Learn safe lifting techniques.
- Always be aware of your surroundings, and on the alert for dangerous people or situations.
- Take breaks, as appropriate, from awkward positions or repetitive physical tasks.
- Follow a recommended shift work pattern and protect yourself from the hazards associated with shift work.
- Follow or establish safety procedures for working alone, or for avoiding working alone wherever possible.
- Learn about stress and post-traumatic stress, and consider a debriefing session or counselling after a critical or traumatic event.
- Have first aid training.

General safe work practices

Ensure that you are trained and informed on how to avoid the various health and safety hazards of your job. Read about these:

- Chemical hazards.
- Blood borne diseases.
- The importance of hand washing.
- Needle stick injuries.
- Proper selection, use, maintenance and storage of personal protective equipment.
- Safe lifting techniques.
- Preventing slips, trips and falls.
- Shift work.
- Working alone.
- Fire safety.
- Fall protection.
- Safe driving.

HEALTH INTERVENTIONS FOR POLICE PERSONNEL

1. Pre-employment

The force expects all Police Officers at the point of recruitment to be fit to perform the core competencies. All Police officers and Special Constables are required to undertake pre employment medical screening.

Medical officers specifically designated to attend to police personnel are required to undertake pre employment screening.

Police staff are required to complete an Employment Functional Health Questionnaire, to identify any health issues that maybe affected by the proposed job role.

The outcome will be communicated in writing to the Human Resources Department (Recruitment).

2. Occupational Health Appointments and Support

Police force should have a designated occupational health team

2.1 Health Promotion

One of the most important strategic aims of the Occupational Health unit is to promote the improvement of general well-being. Blood pressure checks, cholesterol tests and psychological screening is offered as part of the OH unit Health Surveillance programme.

The Health and Wellbeing group meets regularly and all areas of the Force are represented. The group provide guidance and support on a range of health related matters.

2.2 Vaccinations

The OHU will provide all staff with the relevant information regarding occupational immunisation which is appropriate for their occupation or work needs. All Police Officers, Special Constables, PCSO's or any staff requiring immunisations will be provided with a Vaccination schedule for diseases like Hepatitis B and following a perceived exposure, a clinical member of staff will

contact the referral hospital for post exposure advice to establish if post exposure intervention is required. OH will support and advise the Force and staff where necessary.

2.3 Counselling

All staff have access to the 24 hour independent counselling and support telephone helpline provided by occupational health team. Where a formal request for counselling has been arranged following consultation with Occupational Health a record of the request will be kept within the OH file.

2.4 Health Surveillance

Health Surveillance is a requirement of Health and Safety Legislation for individuals who may be exposed to hazards to health, where identified through risk assessment. Other forms of health surveillance are undertaken as good practice, such as baseline health assessment prior to initial training or deployment to a specialist police role. The frequency of monitoring is reviewed regularly.

2.5 Risk Assessment Based Medicals Procedure (RABM)

It is an opportunity for individuals to have a health assessment on a voluntary basis. RABM's have been deemed mandatory for certain roles by the organisation.

2.6 Treatment

The OH Unit can provide First Aid and Primary care. For other treatment refer to referral hospital.

2.7 Facility for regular exercise & engagement in sports

Facility for regular exercise & engagement in sports provided either in-house or externally for staff. Gymnasiums, indoor and outdoor sporting facilities to be provided.

2.8 External Referrals

There are occasions that the clinical staff may refer Police Officers/staff for an external assessment using the fast track criteria to enable information regarding “fit for purpose” or the need for adjustments.

Periodic Health Check up

The present scenario of work for police persons involving erratic traveling schedules, deadlines, targets and irregular food habits, has taken its toll on them. Incidences of hypertension, diabetes, nervous breakdown and cardiac related health hazards have become common amongst more than forty percent of the policemen - almost ten percent of which become fatal.

Health Check is focused on providing a complete check up of the vital functions of the body. This check up screens each organ closely to detect even the smallest symptoms that could be on indication of a major disease. In addition, the check also identifies the reason for minor ailments. The checkup includes:

- Complete Blood Count with ESR
- Blood Sugar Fasting & Post Prandial
- Blood Urea and Creatinine (RFT)
- Blood Grouping and Typing
- Liver Function Test (LFT)
- Lipid Profile
- Uric Acid
- HbAlc
- GGT
- Urine Analysis
- ECG
- Chest X-Ray
- Pulmonary Function Test (PFT)
- Ultrasound of Abdomen
- Physician Consultation
- Diet Counselling
- Ophthalmic/ENT/Gynaecology Check (optional – any one)

POLICE COVID SAFETY GUIDELINES

Introduction

Covid-19 pandemic has gripped the country. The disease has got a very high potential to spread among the people in a very short time. The most effective method of managing the pandemic is by prevention. Social distancing, hand hygiene and use of mask which are the cornerstones in disease prevention. The human race throughout the world is fighting a common invisible enemy Covid-19, a pandemic of epic proportions. With the world reporting 4,926,566 cases and 3,20,947 deaths, India's cases have now crossed the 5 lakh mark with 16475 deaths as of today.

Spread of the virus

The virus infect the lining membrane of the nose, mouth, throat and the lungs. It rapidly increases in number and destroy the cell in which they grow and cause damage to cells and respiratory system. The virus will be present in the discharges from nose and saliva of the mouth. When the infected person talks, coughs or sneezes droplets of secretions containing the virus will be discharged into the surrounding air and may travel up to a distance of 1 metre. Anyone who is near the infected person will inhale these droplets and thus the virus enters the respiratory system of the contact. The virus can also spread when another person touches the surfaces where these droplets have fallen and subsequently touch his own mouth, nose or eyes

Risk Stratification of Police

With the fourth phase of lockdown and easing of restrictions in the country along with the daily inflow of Covid positive cases from various states and abroad there is a possibility of an increased risk of community spread. This new development has put into risk, the lives of police officer's on duty with increased chances of covid infection as they are doing pandemic prevention along with accident victim care, crowd control, vehicle checking...etc as well as law enforcement

Need For Recommendations

Covid-19 pandemic sweeping across the world is a major threat to the society. If the police officers on covid control duty or otherwise are affected with Covid the disastrous effects are multifactorial.

- It could affect the morale of the force
- It could result in the reduction of effective police personnel.
- It could affect the covid control activities.
- It could reduce the effectiveness of quarantine.
- It could in, addition lead to a compromised law and order situation which in effect could lead to poor disease control and community spread which will be a vicious cycle.
- Entry of infected people from other states and abroad and opening of educational institutions in the near future will increase workload of the police force.

TEN POINT POLICE SAFETY RECCOMENDATIONS OF IMA

Taking into account the 24 x 7 duties undertaken by the Police, IMA suggests the following safety guidelines for Police officers under ten different headings.

- 1. General Guidelines For Personnel and Family Protection**
- 2. Police Station and Camp Safety measures**
- 3. Work force division and Safety Backup Reserve force**
- 4. Safety Protection Measures during Airport, Railway, Bus bay and Border Screening.**
- 5. Safety measures for Vehicle and equipment disinfection and transportation**
- 6. Safety precautions during Road Vehicle Checking and house visits**
- 7. Safety Precautions during Road Accident site visit and patient transport**
- 8. Safety Precautions during Market visit or Crowd control.**
- 9. Safety Precautions during arrest of offenders or lockup cases or transport of such people.**
- 10. Safety Quarantine seal for all quarantine cases for easy identification by public and police.**

1. GENERAL GUIDELINES FOR PERSONNEL AND FAMILY PROTECTION

- Practice proper hand hygiene by promptly washing or sanitizing hands after coughing, sneezing, or physically interacting with others.
- Wash your hands for at least 20-40 seconds with soap and water.
- Avoid touching your face (eyes, nose, and mouth) without washing hands.
- Cover your mouth and nose with your bent elbow or tissue while coughing or sneezing and dispose the tissue immediately.
- Avoid close physical contact with others as much as possible including shaking hands.
- Maintain at least 6 feet distance between yourself and anyone who is coughing or sneezing, whenever possible.
- Keep disinfectant wipes and hand sanitizer in an easily accessible place while on-duty.
- Wear mask while going out. Do not take off mask while speaking.
- Avoid using AC and crowding at any place.
- Wash uniform in soap and water.
- On reaching home they should preferably enter through a separate entrance. Directly enter wash room, take a soap bath and then only mingle with family members. Ensure social distancing with high risk members in the family.

Seek medical care early if you have a fever, sore throat, cough and difficulty in breathing.

2. POLICE STATION AND CAMP SAFETY MEASURES

- Social distancing, masks and sanitizers are to be ensured in police station, vehicles and camps.
- Not to use watch, purse while on duty.
- Articles like pen, spectacles, belt, cap etc used during duty should not be taken home. Should be kept in safe custody in the police station itself.
- All furniture, door handles and floor of police stations and camps should be sanitized with 1% hypochlorite solution at least 3 or 4 times a day.

- Police vehicles should be sanitized with 1% hypochlorite solution after duty hours of one batch of officers. Special care to be taken to sanitise steering wheels, gear shafts & radio equipments.
- Lady police officers should avoid wearing jewellery especially bangles and rings.
- Mobile phones should preferably be put in plastic covers during duty hours.
- Mobile phones, laptops, clipboards, walkie-talkie and other equipments used during duty should be cleaned with surgical spirit at the end of duty time.
- All vehicles should contain adequate gloves, masks, sanitisers, face shields, raincoats, plastic gumboots, drinking water. Avoid dehydration.
- Tents and outdoor umbrellas to be installed along barricades to protect them from extreme hot temperatures, and to ensure sanitisation of barricades, chairs, and other items which are used by police force on front line duty.
- The used masks and gloves should not be littered but stored in designated places and should be disposed off scientifically.

3. WORK FORCE DIVISION AND SAFETY BACK UP RESERVE FORCE

- Personnel on field duty and office duty should be divided and their mutual contact should be avoided as much as possible.
- Telephonic or online duty exchange system can be done between these two groups.
- Police force has to be divided into two or three groups and each group can be put on 10 days duty. The other groups can be kept as reserves in the camps or at their home and can be called for duty if any emergency occurs or staff shortage in the event of more police officers going in for quarantine.
- All police officers above 55 years of age or having co-morbidity may be asked to take leave or should not be posted in active duty where they come in direct contact with general public during Covid Pandemic.

4. SAFETY PROTECTION MEASURES DURING AIRPORT, RAILWAY, BUS BAY AND BORDER SCREENING DUTY

- A write up for safety measures can be distributed to all.
- They should wear mask, gloves, a good rain coat with gumboots (instead of PPE) which can be washed in soap water or 1% hypochlorite solution and reused. **Annexure 1 & 2**
- Minimize the number of force in high risk area like Railway station, Airport and crowded place and reserve force can be kept in a vehicle or safe place nearby.
- Front line officers should preferably use mask, gloves and face shield **(Annexure 3)** with modified PPE **(raincoats)**
- Announcements maybe done using megaphones rather than direct interaction.
- Police officers inside airport and railway station duty with chance of close exposure to passengers should use modified PPE **(raincoats)**.

5. SAFETY MEASURES FOR VEHICLE AND EQUIPMENT DISINFECTION AND TRANSPORTATION

- Police vehicles should be sanitized with 1% hypochlorite solution after duty hours of one batch of officers.
- Special care to be taken to sanitize steering wheel, gear shaft & radio equipments.
- Every vehicle should have 2 sets of raincoats, face shields, masks, gloves, hand sanitizer and drinking water.

6. SAFETY PRECAUTIONS DURING ROAD VEHICLE CHECKING AND HOUSE VISITS

- Keep a distance of 1-2 meter and do not touch any keys or documents without gloves.
- They should consider the possibility of every other person as a potential source of infection.
- In case of a vehicle custody the driver of the vehicle should transport it to the designated site.

- Police officer under no condition should handle a seized vehicle or person without requisite protective gear.
- During house visits wear 3 layered masks, face shield and gloves.
- During house visits it is preferable to use digital media to communicate rather than direct communication.

7. SAFETY PRECAUTIONS DURING ROAD ACCIDENT SITE VISIT AND PATIENT TRANSPORT

- During this covid pandemic, consider all accident victims as possible source of infection.
- Direct handling of accident victims as far as possible should be done by persons wearing modified PPE (**raincoats**), mask, goggles, gum boots, gloves etc.
- All precautions advised during vehicle check, vehicle seizure should be followed in accident scenario also.
- Transport of accident victims should preferably be in ambulance or such vehicles as available with personnel in protective gear.

8. SAFETY PRECAUTIONS DURING MARKET VISIT OR CROWD CONTROL

- With easing of restrictions in lockdown, crowding without social distancing is rampant in market places and shops. Police personnel should insist on social distancing and use of masks.
- Police on call should use masks and gloves and use megaphone announcements as far as possible.
- Public awareness videos or announcements in crowded areas while insisting on social distancing.

9. SAFETY PRECAUTIONS DURING DETAINING OF OFFENDERS OR LOCKUP CASES OR TRANSPORT OF SUCH PEOPLE

- All offenders in civil or criminal offenses should be considered as a potential source of infection during this season.
- Police should avoid direct physical contact with offenders as far as possible.

- When necessary, Police in close contact should wear modified PPE (raincoat).
- Even during routine screening or checking, mask and gloves are mandatory.

10.SAFETY QUARANTINE SEAL FOR ALL QUARANTINE CASES FOR EASY IDENTIFICATION BY PUBLIC AND POLICE

- We suggest to mark a seal with date on an exposed area to all people under quarantine which will help the police as well as the public to easily identify quarantine offenders.
- Quarantine visits could be done by telephone or WhatsApp as far as possible.

Annexures Annexure 1



Raincoat 1 as modified PPE

Annexure 2



Raincoat 2 as modified PPE

Annexure 3



Face shield

PRECAUTIONS IN POLICE TRAINING COLLEGES

Precautions to be taken:

- A. Every inmate of the police training college should use a face mask round the clock and should be instructed to use hand sanitizers very frequently, especially when they touch any other objects other than his personal belongings. They should be instructed to follow strict social distancing by keeping a distance of 1.5 - 2 metre from any other person.
- B. Barracks - the distance between the beds should be a minimum of 2 metre. Bedspreads, pillows, clothes, towels, footwear dress etc. should not be shared between the inmates. The dress and other clothes used by any of the inmates should be kept in a bucket with soap and water for a minimum of 30 minutes and washed and dried.
- C. Bath and toilet areas should be used with caution. Inmates should not crowd near the bathrooms, wash basins or toilets. 1% hypochlorite solution should be kept in all the bathrooms, toilets etc and should be used to clean the area by the users after each use. After opening the taps hand should be washed with soap for 1 minute before coming in contact with face or mouth. All inmates should bring their own buckets /mugs etc and no belongings should remain in any of these areas
- D. Parade and physical training - during parade a distance of 1.5 between the cadets participating in the parade should be maintained. Mask should be mandatory for both trainers and cadets. Cloth mask will not impair oxygen intake during physical exercise. Other physical training modalities like rope climbing etc can be undertaken one by one. There is no need for disinfecting the ropes and similar equipments after each use but can be done at the end of the entire session. Gymnasium equipments have to be arranged outdoors keeping ample distance between them and has to be cleaned with either 70% alcohol or 1% hypochlorite after each use.
- E. Indoor classes - if possible the classes will have to be arranged outdoors or else the classroom should be well ventilated with windows and doors open. 2 metre distance should be kept between the cadets and hence only one fourth of the usual strength can be accommodated in a

classroom. Each seat should have 1 sanitizer bottle kept and cadet should clean the surface of the seat before and after the class with sanitizer. Avoid sharing pen, books etc inside the classrooms

- F. Dining area - the cadets and staff should be allowed to enter the dining area one by one keeping physical distancing protocols. Dining together inside the dining hall should not be allowed and they should be instructed to dine outside the dining halls. It will be ideal to bring their own utensils and wash it by themselves. The food has to be served by canteen staff to all the cadets. No one must take the food by themselves. After the mess time all areas should be cleaned with 1% hypochlorite solution. To clean large areas, spraying machine can be used to spray hypochlorite solution.
- G. Entry into the college: only single entry to the institution should be allowed and thermal scanning of the person entering should be undertaken. Their name and other details should be recorded in a register. Trainees, guest faculty mess workers, cleaning and other staff who reside outside should also be screened daily before entry to the campus.
- H. Self-test and temperature screening - all inmates should undergo self-test which is available in the Arogya Setu app and temperature screening using thermal scanner daily. Any of the inmates having fever, running nose, cough, diarrhoea, breathlessness should be isolated and medical facility should be arranged immediately.
- I. Quarantine facility institution should have a well ventilated room with exhaust fan directed outside, to accommodate any person with suspected COVID to be retained till medical facilities available.
- J. Audit - daily audit of the complaints with social distancing, hand hygiene, use of face mask and other infection control and prevention measures to be carried out by a designated team. Non-compliances should be analysed and corrective and preventive measures should be taken.
- K. Common area - use of common areas for watching television extra should be discouraged. Large screen in open area can be provided with adequate social distancing if need arises.

- L. Restriction of movement - the cadets should not be allowed to go out of the premises. If any of the cadet has to leave the campus due to unavoidable reasons, they should be instructed to switch on Arogya Setu app and disclose their place of visit. If the area is a hotspot or containment zone, 7 day quarantine should be enforced. Assembling of cadets in the campus, in any of the areas should be strictly disallowed.
- M. Swimming pool usage not allowed.

CONCLUSION

The police force has been doing a tremendous job in the containment of this Covid pandemic. The members of IMA have been in the forefront by providing treatment to the Covid patients under the most trying conditions.

IMA has also played a very crucial role by providing necessary recommendations and advice to the government and the public from time to time. The need of the hour is for a coordinated fight against the pandemic by various wings of the society. IMA is of the view that the health of police force, which is working round the clock has to be protected and has thus prepared these recommendations. We are of the firm belief that these health associated recommendations would further strengthen and safeguard the police, the doctor community and the public at large.

IMA consider the health of the Public and Police force who serve them, is of prime importance. Hence, we are submitting this document to the people of India and the whole Police force.

Compiled by Dr. Jayakrishnan. A.V., Secretary, NPPS. 'Police Covid safety Guidelines' adapted from guidelines prepared by IMA Kerala State Branch.

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