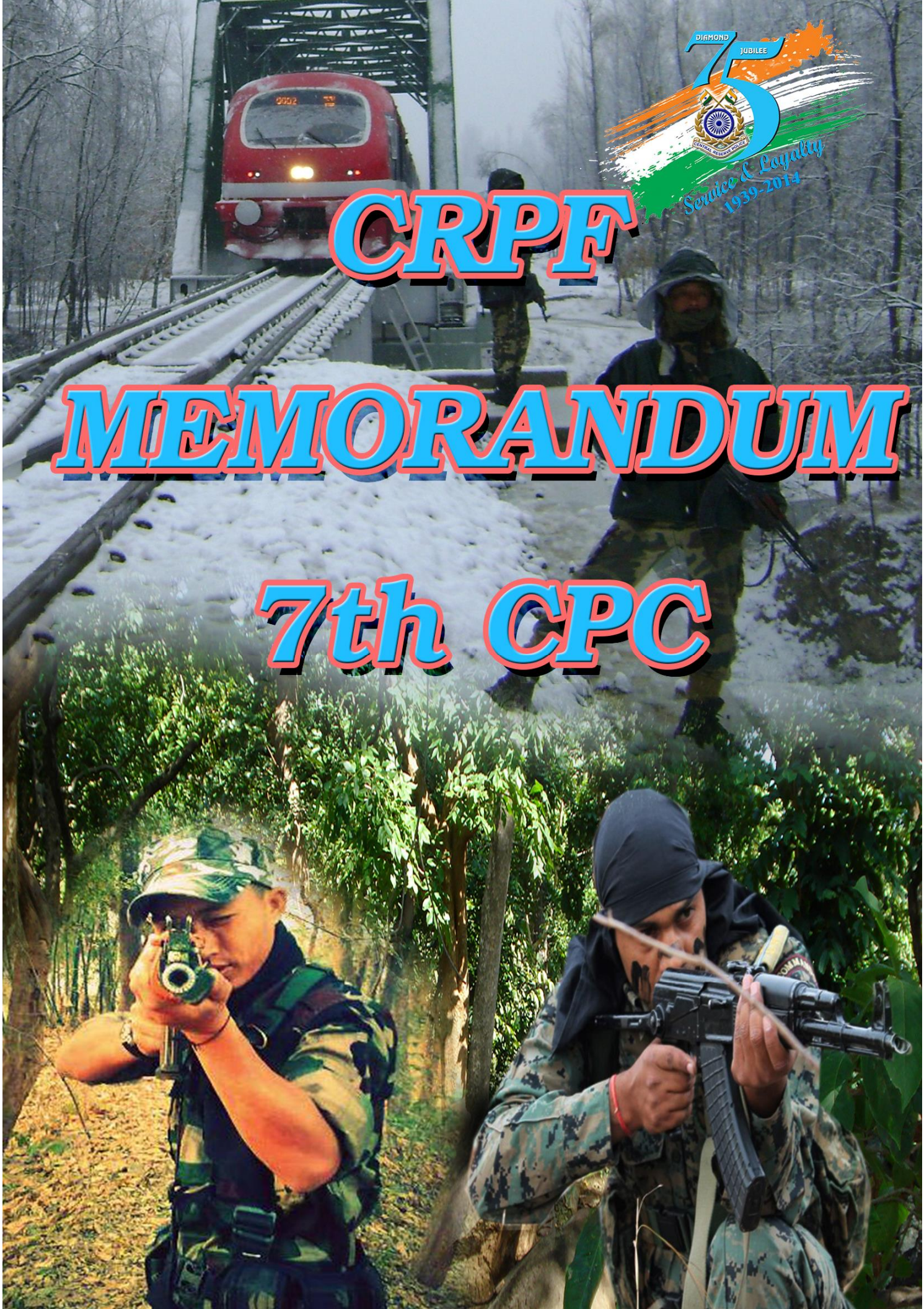

CRPF MEMORANDUM

7th CPC

I N D E X

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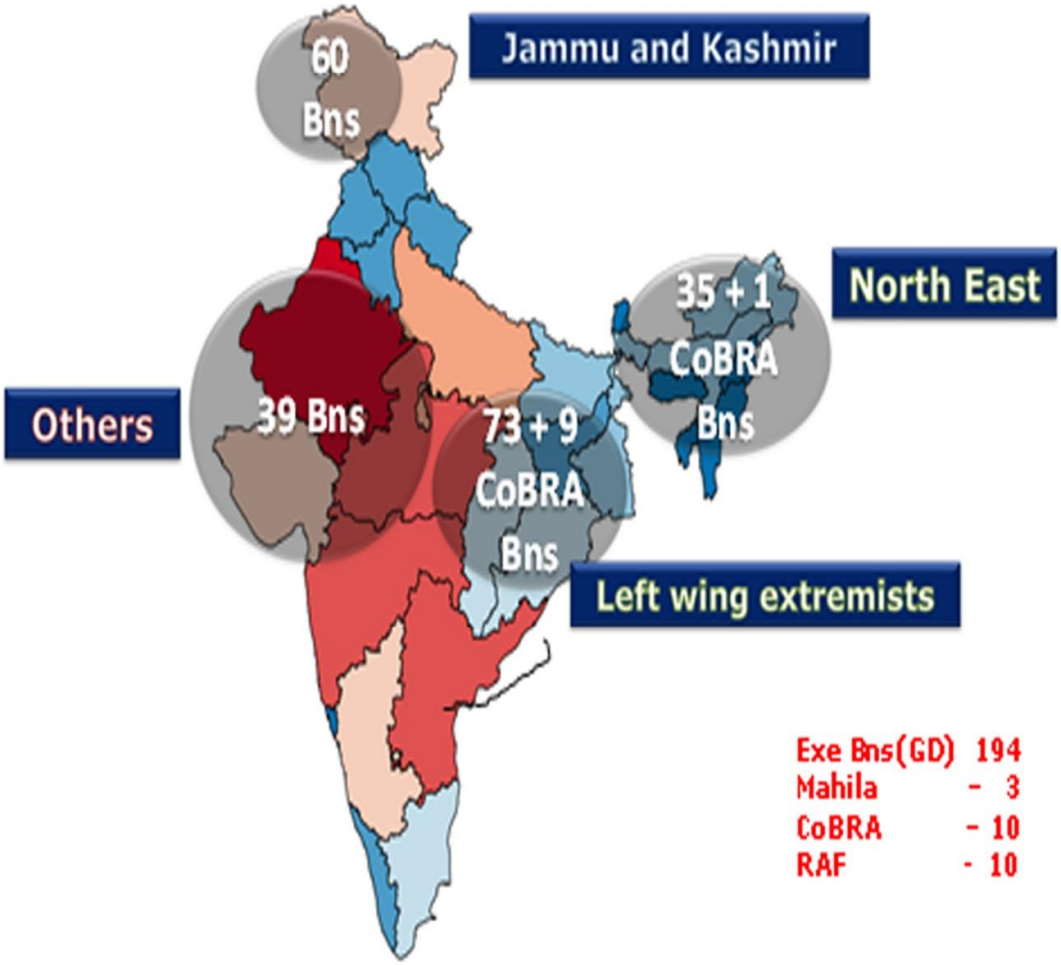
CHAPTER – 1

CENTRAL RESERVE POLICE FORCE
INTRODUCTION

1.1 The FORCE was raised on 27th July 1939 as 'Crown Representative's Police, to assist the Princely States in maintaining law and order. After independence, need for a CENTRAL POLICE FORCE to discharge obligations of Central Government in connection with internal disturbances in the States was felt. Accordingly, the Crown Representative's Police was rechristened as 'CENTRAL RESERVE POLICE FORCE' by an Act of Parliament in 1949. This Force was placed at the disposal of Central Government, essentially as a Striking Reserve, in aid to Civil Power to deal with internal disturbances. By virtue of provision of Entry-2 of Union List, Seventh Schedule, Article-246 of Constitution of India, and CRPF Act 1949, the Force legally falls in the category of one of the "Armed Force" of the Union.

1.2 A versatile Force, CRPF is entrusted with varied nature of duties within the country and abroad. Generally, 80-89% Force remains deployed on various types of duties. Out of this, 80-85% Force remains deployed in high intensity conflict theatres, fighting Maoist violence in remotely located LWE Areas (37%), militancy in J&K (28%) and countering multiple ethno-centric insurgencies in North East (16%). Besides and in addition, the Force is also deployed on various other types of duties like Parliament security, VIP security, elections, managing agitations, religious congregations and securing critical national assets. The Rapid Action Force, a dedicated wing of CRPF, is frequently requisitioned to deal with grave and emergent riotous situations in the country and to restore law and order. The Force has been in the forefront of International Peace Keeping Missions in places like Haiti, Kosovo, Liberia etc. A gender sensitive Force, CRPF has four Mahila Battalions which are engaged in protecting vulnerable groups of women and children in conflict zones. Besides, it is having three NDRF battalions to provide specialized response during management of calamities and disasters. 10 specialised Combat Battalions for Resolute Action (CoBRA) are engaged to tackle Left Wing Extremism.

THEATRE-WISE DEPLOYMENT



SPECIALISED UNITS

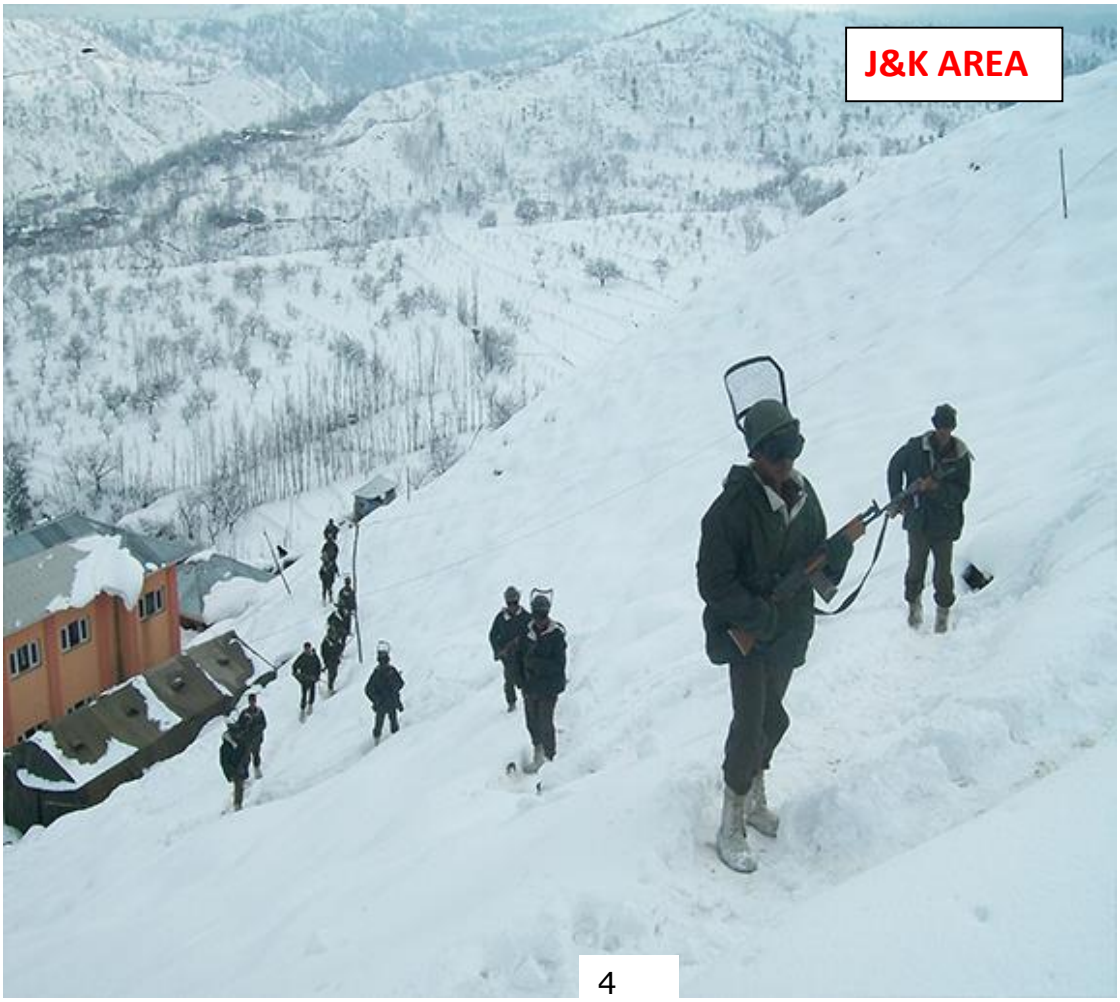
RAF : RAPID ACTION FORCE – 10 BNs
For assisting state authorities in maintaining Public Order.

CoBRA : COMBAT BATTALION FOR RESOLUTE ACTION – 10 BNs
For conducting surgical anti Naxal operations in LWE theatre

PDG : PARLIAMENT DUTY GROUP (1217 Personnel)
Security of Parliament

SDG : SPECIAL DUTY GROUP (1540 Personnel)
Works under Operational Control of SPG for peripheral security.

1.3 International security scenario has undergone a paradigm shift after World War II. The definition, concept and doctrine of "Security" and "Enemy" have thereby undergone drastic changes. Whereas, dealing with "Internal Security" has become very complex, demanding and has gained substantial importance in maintaining the sovereignty of the Country, similarly, managing "Enemy-within" is no less difficult to handle in comparison to "Enemy-without". Direct wars first turned into cold war but soon returned in a new avatar, called 'Proxy War' or 'Low Intensity Conflict' propagated by the enemies through unhappy lots of people within. India has wrestled with its worst manifestation for past four decades; Insurgency in the North East, Naxalism in West Bengal, Terrorism in Punjab, Separatists in J&K and latest of all, the Leftist upsurge in the 'Red Corridor' traversing through nine states right from Nepal to Kanya Kumari. Burden of handling internal security scenario of the country arising out of such paradigm shift has mainly fallen on CPMFs and particularly on CRPF which has always remained in the fore-front.



168 BN
LWE AREA

NE REGION

1.4 Though the management of public order under the Constitutional provisions is the responsibility of State Governments, the growing complexity of internal security threats and its deepening linkages with external environment and the inability of State police organizations to effectively deal with existing and emerging security challenges has envisaged a greater role for CRPF in present times. Though role of CRPF was initially envisaged as Striking Reserve only to be used for short durations in aid to civil administration of the State Governments in restoration & maintenance of order, now more than 80% of the Force is continuously engaged in high intensity conflict zones and there is a tendency among the states to keep CRPF deployed on regular basis.

1.5 The doctrinal change in security has translated not only to extraordinary increase in the strength, upgrading of infrastructure, training, technology, responsibilities and risk thereto, but also to evolve its own doctrine of counter insurgency to tackle the complicated challenges to internal security which are now borne out of the interplay of subversive, fissiparous and divisive Forces. Eventually, the Force remains overworked, overstretched and often utilized in an *adhoc* manner compromising its combat worthiness and training preparedness. Prolonged deployment in sensitive areas with unimaginable stress and strain is affecting the overall well-being of the Force.

1.6 MISSION STATEMENT

"**The mission of the Central Reserve Police Force shall be to enable the Government to maintain Rule of Law, Public Order and Internal Security effectively and efficiently, to preserve National integrity and promote Social Harmony and Development by upholding supremacy of the Constitution.**
In performing these tasks with utmost regard for human dignity and freedom of the citizens of India, the Force shall endeavour to achieve excellence in management of internal security and national calamities by placing Service and Loyalty above self."

1.7 PRESENT ROLE OF THE FORCE:-

- CRPF has been designated as the lead Force for internal security by GoM.
- On an average **80-85%** of the Force are actively engaged in fighting Left Wing Extremism/Militancy/Insurgency in J&K, North East and Left Wing Extremism affected states
- Critical role during elections.
- To restore and preserve order in the country in the event of disturbances therein
- Active part in containing communal riots, in aid to civil power in maintaining and restoring law and order in the country
- In aid to civil power during natural calamities, rescue and relief operations and guarding of Vital installations/Airports/Shrines like Ayodhya, Kashi, Mathura and Holy Shrine Mata Vaishno Devi etc.

1.8 CORE STRENGTH OF CRPF

- **Highly mobile Force**
- **Zero time response Force (Movement at very short notice)**
- Expertise and rich experience in handling Internal Security problems

- Its versatility and ability to handle diverse situations with an operationally flexible approach and rapid adaptability
- Specialization in handling communal violence
- Nationwide disposition
- **Secular character and proven record of neutrality and impartiality**
- Heterogeneous and cohesive character fitting in a multi ethnic and multi-cultural society with quickest adoption of local conditions
- Wide acceptability by Public
- People friendly image and impeccable Human Rights record
- Epitome of bravery and courage
- Gender sensitive Force
- **Decentralisation of decision making at all levels**

1.9 CHALLENGES BEFORE CRPF

Unlike Defence and other CPMFs, the role/deployment of CRPF remains uncertain and most of the time adhoc. Being first responders in all critical situations, role clarity including operational dimensions remain unclear. This aspect manifests itself in the following manner:-

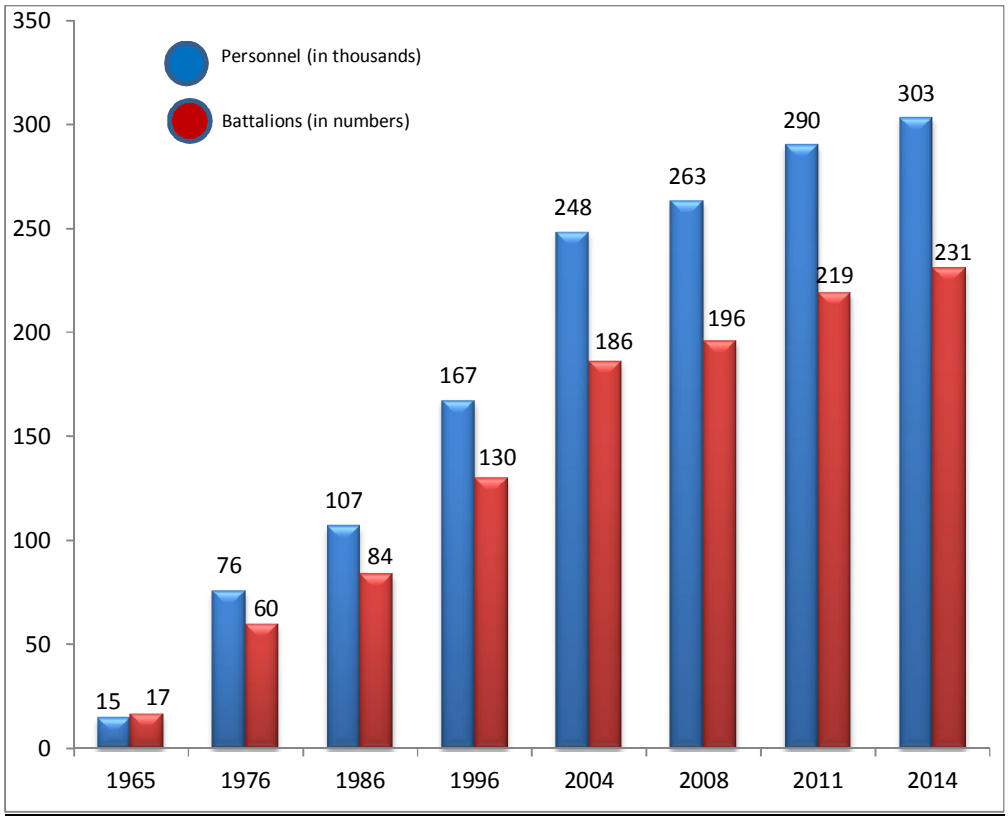
- Overstretched and scattered deployment
- Uncertainty, high mobility and erosion of reserve character
- Poor working and living conditions resulting in high stress
- Deprivation of family life and insufficient family accommodation
- Inadequate compensation benefits for hardship and risks resulting in an unattractive service environment
- Inadequate infrastructural support in keeping pace with duty requirements. The Force has to mainly depend on State Governments thus, a mismatch between the resources and expectations of performance
- Inadequate intelligence machinery

1.10 CRPF is expected to play a much crucial role in forthcoming days, envisioning future challenges. Today CRPF has the capacity and opportunity to achieve a state of specialization as the Principal Counter Insurgency Force. This calls for a vision for CRPF which is supported by highly trained, motivated and committed human resource to steer the organization in a well focused manner capable of utilising its material, human, technological resources in the most efficient and organized manner.

CHAPTER – 2

ORGANISATION

2.1 In response to the overwhelming Internal Security challenges, there has been rapid growth of the Force as reflected below:-



GROWTH IN LAST 10 YEARS

Category	2004	2014	+	Growth %
Executive Force	239264	2,90,818	51554	21.55%
Ministerial Staff	7723	9,579	1856	24.03%
Para-Medical Staff (including Gazetted ranks)	1703	2,933	1230	72.23%
TOTAL	**2,48,690**	**3,03,330**	**54640**	**22%**

Rankwise strength of CRPF is attached as **APPENDIX-"A".**

2.2 STRUCTURAL PATTERN OF CRPF

The CRPF has a basic structure corresponding to the Infantry Command Model upto the Battalion level with minor variations. 03 Sections comprising of 12 personnel each constitute 01 Platoon, 03 Platoons constitutes 01 Service Company and 07 such Service Companies with HQ Company constitute a Battalion. The Army Battalions today, are constituted of 04 Service Companies, and there is a demand to reduce it to 03 Companies. 05 Battalions in CRPF are attached to a Group Centre which performs the functions of housekeeping which includes Record Keeping, Accounting and Provisioning for such attached Battalions. The Group Centres are also the Notional Headquarters of the Battalions attached to them. Normally, 05 Battalions are placed under the command of a Range DIGP for supervision of their Adm/Ops responsibilities, but due to asymmetrical deployment, Range DIsGP are normally having more Units under their ops command. 3-4 Ranges form a Sector which is commanded by an Inspector General of Police. At present CRPF has 36 Administrative Ranges and 7 Operational Ranges, 22 Sectors, 04 Zones i.e. J&K Zone at Jammu, Central Zone at Kolkata and North Eastern Zone at Guwahati. Organisation chart of CRPF is attached as **APPENDIX-"B".**

2.3 CRPF – CRISIS RESPONSIVE FORCE

CRPF deployments which were earlier limited only to a few areas, have now extended to almost the entire country and even beyond. CRPF is generally called upon to tackle situations which have already deteriorated considerably to the level of crisis. This demands that CRPF personnel should have:-

- Awareness of the total national scenario to be able to quickly respond to diverse conflicts (economic, social, political) in various parts of the country
- Commitment to duty above personal/family considerations, to enable them to move from one location to another
- Ability to quickly comprehend and respond to an emotionally charged crisis situation
- Ability to secure co-operation and support from local administration and public

2.4 NATIONAL CHARACTER OF THE FORCE

Nurturing an all India character, CRPF personnel belong to all States and their number is proportionate to the State's population. An organization's culture is fostered and maintained by officers and men to weld together a heterogeneous group of men, and accord it a distinctive identity. This calls for high degree of leadership qualities. Awareness of the social customs and traditions of various communities and regions is necessary for understanding the behaviour of the masses. In a field situation, it is seen not merely as an Armed Force, but people perceive it as an impartial and neutral Force. Full awareness about the rights and privileges of different categories of citizens are necessary for efficient discharge of duties assigned to them.

2.5 ORGANIZATIONAL ANALYSIS

The analysis of the existing organization reveals that –

i) The Officer to men ratio is presently approx. 1:95 for operational command which was 1:78 during 1983 and 1:68 before that. The normal standard should be around 1:45 for good command standards. This has generated tremendous working strain on officers in operational areas.

ii) The ratio of people engaged in direct operational activities (teeth) as compared to the support services (tail) indicates that it is grossly inadequate.

iii) The organization has all along emphasized upon the improvement of the calibre and capacity of its personnel. However, the organisation has still much to do with reference to training of personnel and modernization of equipments.

2.6 CRPF- AN UNATTRACTIVE SERVICE

The vacancy position of the Force and attrition indicate that a large no. of vacancies are existing in all ranks inspite of regular recruitment drives and necessary efforts made thereto. The candidates generally perceive the service unattractive.

SANCTIONED STRENGTH AND VACANCIES

Sl. No	Rank	Sanctioned strength	Vacancy
1.	GOs (Executive)	4130	251
2.	GOs (Ministerial)	216	011
3.	GOs (Medical)	628	144
4.	NGOs (Executive)	286688	17188
5.	NGOs (Ministerial)	9363	1029
6.	NGOs (Medical)	2305	223
	Total	**303330**	**18846**

ATTRITION SINCE 2006

RANK	YEARS									TOTAL
	2006	2007	2008	2009	2010	2011	2012	2013	2014	
IGP	-	-	-	-	01	01	-	-	-	**2**
DIGP	-	03	01	-	-	05	01	-	-	**10**
COMDT	-	-	05	02	-	01	-	02	-	**10**
2-I/C	3	-	03	-	-	02	-	01	-	**9**
DC	10	04	13	09	08	15	16	22	02	**99**
AC	13	18	13	20	19	20	30	42	08	**183**
INSP	38	24	36	40	54	60	84	65	26	**427**
SI	126	74	118	186	210	241	149	226	70	**1400**
ASI	39	19	54	85	74	77	101	248	62	**759**
HC	1546	818	1142	2617	2111	2108	3992	2613	673	**17620**
CT	1066	745	898	1130	1176	1341	1613	1357	452	**9778**
Total	**2841**	**1705**	**2283**	**4089**	**3653**	**3871**	**5986**	**4576**	**1293**	**30297**

2.7 This indicates that:-

i) There are large number of vacancies both in Gazetted and Non Gazetted ranks. In Gazetted rank particularly, in the rank of AC and DC, the rate of attrition is very high.

ii) The young generation seeking direct employment, find CRPF service unattractive in comparison to other organizations and leave within few years of their joining the Force. This is a great loss of a trained human resource for such a sensitive Force.

If the Force has to operate efficiently in future, these issues have to be seriously addressed.

CHAPTER-3
CRPF – A PROFESSIONAL GROUP

3.1 In the context of pay determination, it is necessary to assess the job requirements of the CRPF personnel. The contribution of the Force is not to be judged by the individual roles and responsibilities of various functionaries. Instead, it should be judged by measurement of overall contribution of the Force to the society, in the social, economic and industrial growth of the nation directly or indirectly. The successful implementation of the Saranda Action Plan in the state of Jharkhand is one such example. The Force succeeded in clearing the area of naxals and secured it for the government to step in to do the rest. This has been the strategy in all Left Wing Extremist affected areas. This is an indicator that security and development are inseparable and go hand in hand. It is, therefore, emphasized that the role of the Force personnel requires high degree of mental abilities, judgment and forbearance and an equally high degree of physical abilities. The Force personnel, therefore, should not be compared to civilians, as the job of Force personnel is not a mere display of manual skills but a Profession. The highly specialised job necessitates him to be Highly Skilled/Master Craftsman, Various functionaries are using highly sophisticated weapons and equipments requiring critical analytical ability in making decision. The Ops achievement since 2009 is attached as **APPENDIX-"C".**

3.2 Professional ability normally would signify that:–

i. The individual should possess as a pre-requisite, an expected level of competence to perform the job like qualifying some test/Certificate/Diploma/Degree etc.

ii. Should be able to apply the professional skills so acquired i.e. mental ability to assess, analyze and apply through initiative and judgment.

iii. The individual upgrades his knowledge and skill from time to time so as to excel in his performance.

iv. His professional capabilities are assessed by recognized agencies in accordance with the laid down norms and regulations expected of a profession.

v. He should have a significant role to play for the benefit of society as a whole.

vi. It should not be possible for an ordinary man without the specialised knowledge, training and experience, to display and perform such professional work.

3.3 Further, a person belonging to the Force has to:-

i. Articulate clear and measurable objectives, gain internal and external support for them and ensure that the organization and individuals within it are judged on achievements.
ii. Identify priorities and plan coherently across a wide spectrum of activities.
iii. Manage sometimes small, sometimes significant, human and other resources so as to provide a quality service and achieve value for money.
iv. Communicate and consult effectively at all levels within the organization and with all sections of the community, not all of them necessarily well disposed towards the Force.

3.4 The National Productivity Council vide letter No. 2000 dated 22nd July, 1994 (attached as **Appendix-"D"**) has certified that the skills, strategies and tactics required for CRPF personnel is of very high degree to cope up with the role of the Force. Even the lowest functionary of the Force e.g. a constable of CRPF is a skilled worker as categorized by National Productivity Council on account of the following conditions:-

i. **Entry qualification** – Entry qualification of Constable is Matriculation and for those in technical category it is Matriculation plus trade certificate/knowledge of the trade.

ii. **Induction training** – Induction training of Constables spans for nearly 36 weeks (now 44 weeks) and some of the major topics covered are given below:-
   a. Weapon training
   b. Mob control
   c. CRPF Act & Rules, CrPC, IPC
   d. Fire Fighting
   e. Map Reading
   f. Field Craft & Tactics

iii. **Salient features of Constables' duty** - Job of a constable is primarily on security duties. This requires considerable skill, initiative and judgement on his part as evident from the following illustrations:-

i. He is permitted by law the usage of legitimate Force in performing his duties. This follows that he will have to use Force and may even open fire if the situation demands. The level of initiative and judgement required to eliminate usage of Force or to limit it to the minimum is substantial.

ii. The Constable must be expert in handling and using fire arms, tear smoke and other weapons. Since these are deadly weapons of offence capable of causing human injuries as well as death, the person handling such weapons should exercise utmost care in handling and using them.

iii. He is mostly put on duty where he will get in touch with local civilians. Highly provocative situations may occur. However, he has to maintain adequate control to avoid occurrence of any untoward incidents. Handling such sensitive situations will require good amount of initiative and judgement on the part of the Constable.

iv. While on escort duty, the judgement and initiative is vital for the security and life of the person for whom escort is being provided.

v. Personnel engaged in Counter Insurgency/Anti-terrorist operations have to show superior capability than the enemy in terms of weapons and tactics. Thus the need is for a Professional and the job has to be necessarily rated as **Highly Skilled/Master Craftsman.**

vi. Technical personnel like Carpenter, Tailor, Driver etc. are already classified as skilled category for civilian purpose. (Ref Min. Of Labour Notification No. F.12(12)/92-MW/Lab. Dated 15.02.1994).

vii. The risk to life is very high for a CRPF Constable who is deployed in all kinds of hostile environments. Since the Force has to operate mostly under inhospital conditions, they have to face hostile conditions in unknown and new terrains which add to the risk on their life due to lack of familiarity of local conditions.

iv. **Need for attracting calibre** – When the expectations from the Force is such, there is a need also to attract the right talent who remains interested enough to earn out of the onerous responsibility expected out of him. It is high time to acknowledge that a Constable in CRPF is a Professional and he should be remunerated enough, so that he is not only

retained in the organisation but also performs his job with commitment and sincerity.

3.5 CRPF also shares with other professional services the need to recruit and retain individuals of high calibre who in turn require diverse qualities and sometimes special skills to cover the increasingly complex range of services required. It has also to be realized that the demand for our services will always continue to outstrip the resources available.

3.6 **It must be remembered that even a Constable has to mandatorily use discretion regarding use of Force/Firing of Arms. Such discretion is even used by Hon'ble Judge wherein a judgement is delivered after lots of deliberations and logical analysis over a considerable period of time, whereas a Constable has to take a decision which may impact life and liberty of people in a split second with catastrophic consequences.** Not only this, they are making supreme sacrifice in the line of duty. Therefore, it is strongly felt that the service of the Force should be treated as a Profession. It must also be remembered that it is at the lowest level of the Constable, the Under Officer and the Subordinate Officer that the day-to-day interface between the Force and the public takes place. The perception and assessment of the service comes from such encounters.

3.7 The achievement of the Force while serving in the field is appended below:-

SL. NO.	MEDALS	NUMBERS
01	George Cross	1
02	King PMG	3
03	Ashok Chakra	1
04	Kirti Chakra	1
05	Vir Chakra	1
06	Shaurya Chakra	12
07	Padam Shree	1
08	PPF SMG	49
09	PPMG	184
10	PMG	958
11	IMPG	5
12	Vishist Seva Medal	4
13	Yudh Seva Medal	1
14	Sena Medal	5
15	PM's Police Medal for life saving	91
16	Jeewan Raksha Padak	2
	Total	**1319**

209 CoBRA
COMMANDO
WARRIORS
JUNGLE
209 CoBRA

JK01K

CHAPTER-4

WOMEN IN CRPF

4.1 CRPF has the unique distinction of raising the first ever Mahila Battalion in any Para-military Force in 1986. Women had begun stepping out of their homes to join their male counterparts around the country in agitations, demonstrations and were even acting as informers and couriers. Wide spread allegations of human rights violations against the armed Forces was an issue calling for urgent redressal further re-enforcing the requirement of trained, unbiased, firm, fit and polite women to counter the situation. The successes of the first Battalion led the Force to raise 04 Battalions. One Team of women also forms part of every RAF Battalion. Many of the States Police subsequently followed the example of CRPF and raised armed women Battalions in the States.

4.2 These women have acquainted themselves to every situation be it communal riots, insurgency in the North-east and Jammu and Kashmir, election deployments, law and order issues or natural calamities, thereby earning the distinction of being extremely professional in their disposition. The Mahila Coys are deployed in J&K, Manipur, Ayodhya, Guwahati etc. and performing their duties in hostile conditions. During elections they are deployed all around the Country in the same manner as the men. The RAF Mahilas are called often when law and order detoriates or there is a national calamity.

4.3 One company of women accompanied Indian Peacekeeping Forces (IPKF) to Sri Lanka immediately after the passing out of the first Battalion in 1987. The first ever Formed Police Unit comprising of women of CRPF were deployed under the United Nations Mission in Liberia in West Africa making it a historic first for the United Nations. The professionalism and sense of commitment displayed by the women Forces rubbed off on the local women with the recruitment of women into Liberian National Police going up three fold after the induction of the Indian Female Formed Police Unit. The Mission continues. CRPF

also boasts of having trained women Commandoes skilled in hostage rescue, counter-terrorist operations, protection of female dignitaries amongst others. Amongst the many such achievements, CRPF is also credited with raising an All Women Pipe Band.

4.4 **Late CT(M) Kamlesh Kumari** earned the unique honour of being conferred the **Ashok Chakra**, posthumously, the highest award for peace time gallantry for her supreme sacrifice at the altar of democracy, when on 13th Dec 2001, militants attacked the Indian Parliament. Three more gallant women have been awarded President's Police Medal for gallantry, Police Medal for Gallantry and the Sena Medal respectively for their acts of bravery, one of them being posthumous. **Unfortunately, none of them have been given the status of a 'MARTYR'**.

4.5 These women are governed by the same service conditions as the men of the Force. CRPF being a crisis responsive Force, the companies of the Mahila Battalions are also expected to move at very short notices and for unknown periods. With the government seriously considering increasing the representation of women in the Forces, the prevailing conditions in the Force may not attract the right talent. CRPF has become a much more visible Force as compared to a decade ago and the challenges the Force is facing from multiple theatres are not hidden from the public, therefore, there is a dire necessity to improve service conditions if more women are to join the Force. The disruption of family life is more problematic for women physically and socially to cope up with such issues and they have to sacrifice a lot. The attrition

rate in the last 8 years as given in the table below amply speaks of the dissatisfaction level.

ATTRITION OF MAHILA OFFICERS/PERSONNEL FROM 2006 TO 2014

SL NO.	RANK	NO. OF MAHILA PERSONNEL LEFT THE FORCE
1.	Commandant	1
2.	CMO	3
3.	DY. Comdt	2
4.	Asstt. Comdt	6
5.	M.O.	1
6.	SM	1
7.	INSP	8
8.	SI	76
9.	ASI	21
10.	HC	230
11.	NK	3
12.	LNK	6
13.	CT	133
14.	CT/Peon	1
15.	CT/Cook	4
16.	CT/SK	14
17.	CT/WC	1
18.	CT/BB	1
19.	CT/WM	2
	Total	514

4.6 With women going through various stages in life, especially after marriage which includes pregnancy period, maternity leave, Child Care leave, miscarriages, other gynaecological problems etc, and the womanhood itself requires special considerations for improving the service conditions of women in the Force.

4.7 Since joining the armed Forces involves many more hazards and problems as compared to her civilian counterparts she has to be accordingly compensated and remunerated so that joining the Forces is an attractive option for her. Therefore, in order to facilitate entry of more

women, ensure retention and to recognise the contribution they make to the security and sovereignty of the state the following are proposed:-

i. **ENHANCING ACCOMMODATION FACILITIES**

The percentage of family accommodation authorised to CRPF personnel currently is 25%, but the satisfaction rate as on date is only 12.58%. The mahila personnel are also governed by the same and therefore more often than not, getting accommodation is as difficult for them despite their peculiar needs.

Therefore, it is recommended that the mahila personnel should be authorised 100% family accommodation or alternatively all should be entitled to draw HRA.

ii. **LEAVE ENTITLEMENT FOR MISCARRIAGE**

Under the existing provisions of leave 45 days leave is entitled to women employees in the Central Government. Whereas the civilian women employees go back to a desk job normally, the CRPF mahila personnel return back to field duties wherein she is expected to be deployed for long hours, travel in rugged areas in uncomfortable heavy vehicles like 3/5 tonner, perform operational duties in hard terrains and wear uniform etc which makes them vulnerable to miscarriages during their service tenure.

Therefore the leave entitlement for miscarriage must be increased to 90 days in her entire career.

iii. **LATERAL ENTRY OF CRPF MAHILA PERSONNEL IN STATE POLICE**

On account of the typical nature of duties involving greater movement, arduous nature of duties, separation from family, social isolation amongst many other factors, after the first 10 years or after acquiring family a woman yearns for stability so that she can fulfil the family obligations which are expected out of any woman. ***By facilitating lateral entry to State Police after completion of 10 years of service in CRPF, the State Police would stand benefited by having trained women from a Force like CRPF***. On the other hand the Force can be benefited by recruiting new entrants and maintain the age profile. In turn the senior Mahila personnel will get the much needed stability.

CHAPTER–5

PECULIAR WORKING AND SERVICE CONDITIONS OF CRPF

5.1 At any given time, most of the CRPF personnel are deployed in highly disturbed areas where the working environment is antagonistic and the Force personnel face many dangers not only while on operational duty but even during off duty hours. 89% of the Force normally remains deployed on various duties and out of that 80-85% Force is presently deployed in J & K, North Eastern region and Left Wing Extremists affected States to tackle insurgency, left extremism and militancy. The environment is similar to that of Northern Ireland where the R.U.C. (Royal Ulster Constabulary) is the lead Force to tackle terror, and is compensated through additional allowances. In CRPF, following situations make its working and service condition peculiar:-

5.2 RISK AND HARDSHIP AT THE PLACE OF DUTY

The Force has been facing the brunt of almost 90% of conflicts in the country and has sacrificed 596 men including officers, and 5737 men have been injured in the last 10 years alone in internal strifes - far more than war casualties. Most of the operational areas particularly in Left Wing Extremist areas, remains mine-infested. Convoys are attacked and Railway tracks are blasted. The men therefore face risk to their life all the time. In fact, the moment they step out of their camps, even while proceeding / returning from leave/ duty etc. they face grave risk & danger to their lives. Even in pockets considered peaceful, CRPF personnel has to face terror acts like attack on Parliament, attack on Ayodhya temple and attack on Akshardham in Gujrat, attack on CRPF camp at Rampur and causalities during election duties. The Force may encounter risky situations in non-sensitive areas also. Thus the hardship and risk at the place of duty is everywhere for CRPF personnel.

YEAR	KILLED IN ACTION		INJURED
	Officers	Men	
2005	2	74	259
2006	-	39	338
2007	3	67	251
2008	1	65	997
2009	5	65	639
2010	3	140	1914
2011	-	29	211
2012	1	42	305
2013	1	29	597
2014	3	27	226
Total	**19**	**577**	**5737**

Number of personnel invalidated out from service since 2005 and kept under low medical category is attached as **APPENDIX-'E' & 'F'.**

ii. The Force personnel suffer casualties, not only fighting the anti-social elements, but also, because they have to operate in hostile terrain and arduous working conditions, which generate extreme stress and strain to their physical and mental state to the breaking point. Large number of suicides, fratricides, mental disorders, T.B., Malaria, Heart attack and Cancer prove the point. **Death attributable to working conditions during 2009-2014 is given below:-**

Suicides	**-**	**207**
Fratricide Cases	**-**	**036**
T.B. Cases	**-**	**033**
Malaria Cases	**-**	**102**
Heart attack/Cardiac disease	**-**	**614**
Cancer	**-**	**231**
HIV/AIDS	**-**	**153**
Expired due to other diseases	**_**	**1544**

iii. The Force personnel, at most of the places of deployment, are made to live in sub-human conditions to such an extent that they have suffered **102 malarial deaths and 8282 malaria cases during the last five years**. Details of death cases due to various diseases since 2009 is attached as **APPENDIX-'G'.**

5.3 PROLONGED SEPARATION FROM FAMILY

More than 85% of the personnel are deployed at such places where they are not permitted to keep the families. Such disruption to the family life leads to the following consequences:-

i. The education of the children suffers badly. This is a nagging worry. A survey of the educational status of the wards of CRPF personnel, has shown that only 42% go beyond the Matriculation level. A table showing percentage of level of education of Wards of CRPF personnel is attached as **APPENDIX-'H'.**

ii. Failure to communicate with the family members owing to frequent movements, deployment in hostile surroundings and remote areas where communication facilities are grossly inadequate. Further, owing to breakdown of normal law and order situations, strikes in deployment areas, communication

facilities often get disrupted. This further results in breakdown of communication. This adds to inevitable worries and anxiety to the Force personnel, thus affecting their performance.

iii. The satisfaction level of family accommodation in the CRPF is only 12.58% which means that 88% of the personnel are not provided family accommodation by the Government. So, even when a person gets a static posting, he is often deprived of entitled accommodation. In any case, as mentioned earlier, **80-85%** of the Force remains deployed on active duty, therefore it is not possible for them to keep their families at the place of their work and there is no concept of separated family accommodation in such a large and old Force.

iv. Long separation from the family deprives the individual of normal married life which results in a biological, emotional and psychological torture. This often causes deviant behaviour amongst the Force personnel. In their entire service period, a large number of personnel are not able to avail static posting or stay with their families. According to a survey, the percentage of our personnel who could not avail timely static posting of their choice is as high as 70-80%. This generates considerable stress leading to physical and psychological problems. It may not be out of place to mention that if one is denied normal family life for a prolonged period, he may not as well exhibit normal behaviour. Needless to say, that this is leading to high number of family discords in the Force.

v. Owing to extremely difficult and sub-human working conditions, the CRPF members are usually not able to fulfil their social obligations like attending marriages, deaths and other ceremonies in the immediate family and society. This creates a sense of isolation, hampers proper matrimonial alliances and they are ostracised from Society.

vi. CRPF personnel have problems in finding suitable life partners for themselves and their children. Children are mostly deprived of adequate parental control. This has tragic consequences in many cases. Understandably, very few parents prefer their sons and daughters to marry the wards of the Force personnel.

5.4 DIFFICULT WORKING CONDITIONS

The working conditions in the CRPF are very harsh. A few indicators are:-

i. On an average, CRPF personnel have to work for 12- 14 hours a day without any compensation for working beyond the standard limit of 8 hours.

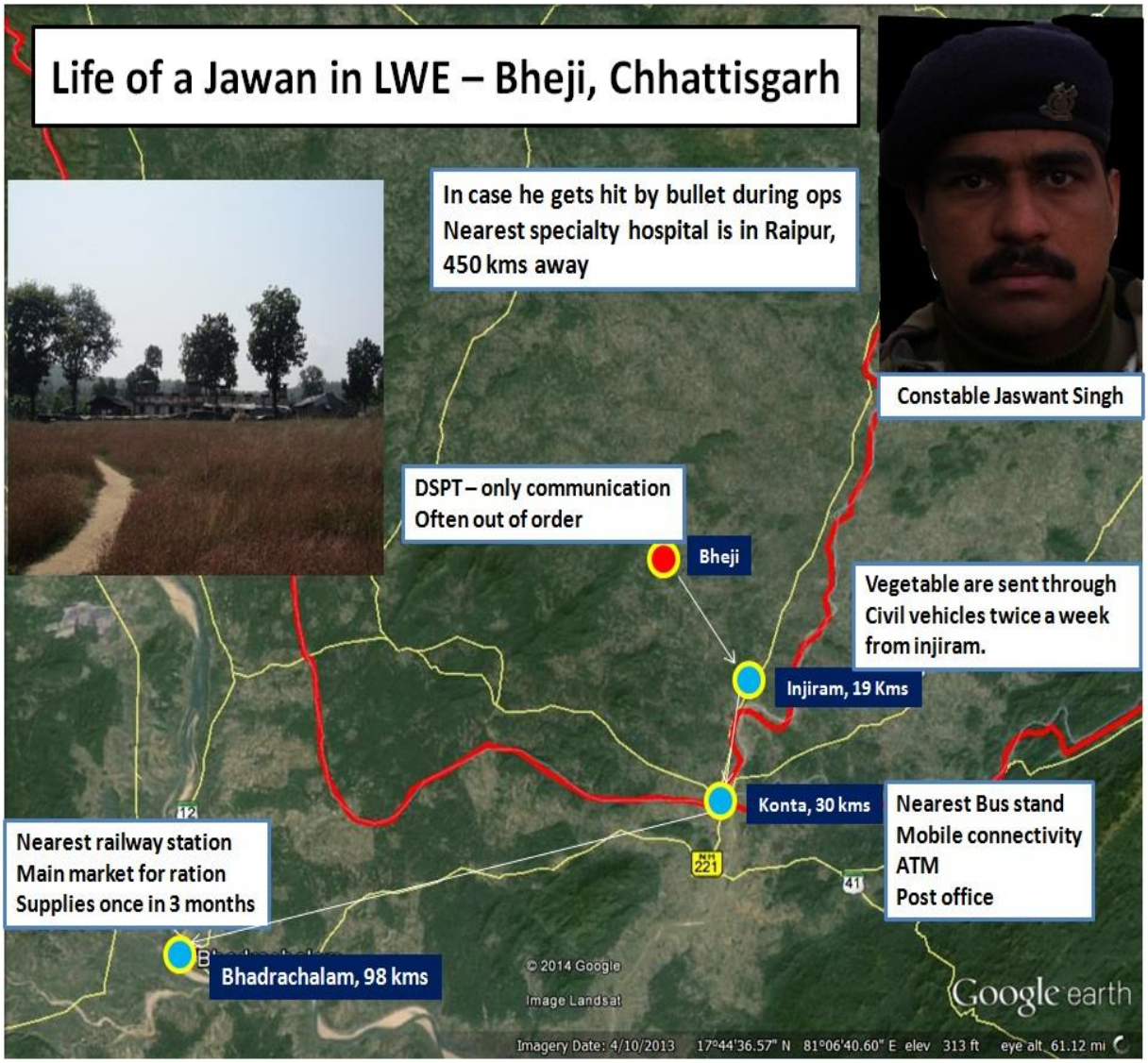
ii. More than 80% of CRPF personnel cannot avail holidays and Sundays.

iii. Constant deployment and frequent movements, has adversely affected the physical training and well being of the Force personnel. This has resulted into adverse bearing on the physical and mental state of officers and men.

iv. The difficult working conditions have caused serious health problems leading to premature ageing.

v. The attrition rate is very high as many as 30,297 left the Force in the past 8 Years i.e. on an average 3787 per year which is more than 03 Field Battalions or 28 Service Companies.

vi. Total number of peace posting locations are available to less than 20% of the Force personnel only, resultantly, 80% men have to be transferred from one operational theatre to another.



5.5 POOR LIVING CONDITIONS

The living conditions of the personnel in CRPF are very bad:-

i. In most places, the men have to live in sub-human conditions. The accommodation provided by State authority is generally temporary and mostly unsatisfactory without even basic facilities like running water, electricity, toilets etc. As many as 50% of the personnel live under canvas/huts without any consideration of basic privacy of a normal human being.

ii. Owing to frequent movements and nomadic nature of life in the CRPF, the recreational facilities are less than adequate. A high percentage of our personnel perceive the recreational facilities to be poor or very poor.

5.6 SOCIAL ISOLATION

i. It is very rare that a CRPF person can have normal social interaction. For reasons of discipline and hostile environment, they are mostly confined to the camps even in static offices like the Group Centres. This has tremendous impact in terms of social deprivation felt by the personnel. More than 82% of the men perceive the level of their social interaction to be poor or very poor.

ii. Again, it is rare that a CRPF person is able to intermix and live with his own ethnic, social and linguistic group within the organization. This also generates considerable stress and creates a feeling of loneliness and insecurity particularly in the time of crisis.

iii. Within the extended family too, since CRPF jawan is most of the time absent during social functions: ceremonies like marriages, betrothals, funerals and other rituals on account of his official commitments, he continues to be socially isolated even within his own family.

iv. Loss of privacy-owing to lack of space/accommodation provided to men.

5.7 TRAUMA FACTORS

A normal human being would like to live and work in a familiar environment. Frequent movements from place to place, from one terrain to another and one climate to a different one is traumatizing and causes considerable stress to Force personnel. To amplify:-

i. Trauma caused by frequent movements from place to place. During the last year alone, 1160 Companies have moved from one place to another 1268 times.

ii. Another factor which generates considerable stress is movement at short notice from hot to cold areas and from normal to extreme climatic conditions. There have been a large number of instances in which the Force personnel moved from plain areas

to hilly terrain and vice versa. Sudden change in the physical environment causes trauma.

iii. The Force often moves with light kit – absence of proper clothing at new place causes physical discomfort.

iv. Trauma is also caused by sudden change and uncertainty in role at a short notice.

5.8 DEMORLISATION AND STRESS GENERATED BY THE ROLE

The very role of the CRPF causes tremendous stress to the Force personnel. To amplify:-

Basically, the Force is employed as a coercive arm of Government and has negative image in the eyes of the local people at time of its initial deployment. The Reserve character of the Force exacerbates this problem further. While other security forces sometimes have a people-friendly role, the CRPF is mostly employed in times of crisis and therefore, is always perceived to be harsh. It is rare that CRPF is employed in people-friendly role. This generates considerable antagonism amongst the general public towards the organization. This adversarial relationship is demoralizing and stressful.

5.9 PECULIAR SERVICE CONDITIONS

The officers and men of the Force suffer from certain inherent handicaps due to their service conditions. These are:-

i. Irregular and haphazard expansion of the Force has led to increased workload at various levels. This has also resulted in stagnation in different ranks owing to lack of proper personnel policies.

ii. Grossly inadequate promotional avenues lead to very slow career progression in comparison to the officers and men of other organizations working together.

iii. Lack of status of an Organized Service for Officers' Cadre who are about 5000 in strength and unscientific management of the service has resulted in their service conditions not keeping pace

with the rest of the services. This has caused considerable anguish, a sense of deprivation, lack of identity and inferiority complex amongst the officers' cadre, as the officers in other services, junior to CRPF officers very often become senior to them due to faster promotions. CRPF Officers thus, generally suffer from **"sinking seniority syndrome"**.

5.10 DENIAL OF LEAVE

There is a provision for only two months leave in a year, but because of operational exigencies, elections and other administrative reasons, the personnel are unable to avail full leave. A random sample survey has revealed that on an average CRPF employee could stay with his wife and children for 45 days only in a year during the period 2013-14. Further, it is rarely possible for them to avail leave when they actually need it. Details of number of personnel Over Stayed from Leave since 2006 is attached as **APPENDIX-'I'.**

5.11 INCREASED RESPONSIBILITIES AND WORKLOAD IN DEALING WITH EXTRA-ORDINARY SITUATIONS

There is tremendous increase in the responsibilities of the Force personnel deployed in sensitive and difficult areas like J&K, N.E. Region and LWE affected states. Also the officers and men have to put in extra hours of work to tackle such complex, dangerous and explosive situations.

5.12 INCREASED PERSONAL EXPENDITURE OWING TO THE NATURE AND PLACE OF DEPLOYMENTS

i. Nearly 90% of the Force personnel maintain more than one establishment for want of keeping family and education of children. This causes considerable strain on the meagre financial resources of the individual.

ii. As most of the Force personnel stay away from their hometown and have to avail leave of short spans to meet essential personal commitments, resultantly, they have to incur extra expenditure on travel.

iii. Frequent travel on duty/leave entails additional avoidable expenditures as well by way of damages/loss of personal luggage, other contingent expenses etc.

5.13 LACK OF INDEPENDENT ROLE

Invariably, the CRPF is deployed in the supportive roles and therefore, the officers and men of the Force do not have any inherent authority. This has the following consequences:-

i. Lack of status and authority causes in a person a sense of inferiority complex as most of the other Government servants wield some functional authority related to responsibilities.

ii. The Force personnel have to work with the state police, who often draw more pay, have much better living conditions and also clearly wield more authority. This generates resentment among them and causes considerable stress and disgruntlement.

5.14 FAILURE TO ATTRACT SUITABLE TALENT

One of the main considerations in devising the pay structure is to attract persons of high calibre to the service. Presently CRPF is not able to attract suitable talent in all ranks for the reasons explained earlier. The number of personnel leaving the Force for greener pastures are extremely high. It will be no exaggeration to say that anyone who is offered service elsewhere which provides static life and reasonable pay, leaves the Force promptly. It is, therefore, felt that the present pay structure vis-a-vis service conditions has failed to recruit and retain persons of right calibre. It is stark reality that whenever willingness for deputation to organizations where the minimum comfort levels are assured, is called for, it attracts a large number of volunteers, the ratio being as high as 1:40 (One post: number of applicants).

5.15 AFFORDABILITY AND VALUE FOR MONEY

i. Affordability is one of the main issues before the Commission. The services required to be rendered by the CRPF are vital to the internal security, peaceful atmosphere, stability and economic

development of the country and the society which it serves. Any compromise on the quality of the services provided by the CRPF will have far-reaching adverse consequences. By virtue of both existing and future demands as well as clearer designation of accountability, the service will need to be well placed in the country to secure, retain and motivate the persons of right quality. Off late, the country has gained economically due to its ability to manage conflicts and maintain peace. State must utilize its resources to afford the cost of Forces maintaining internal security of the country. It is necessary to provide adequate funds while ensuring that the funds so provided are efficiently managed. The question of profitability cannot be linked with the organisations who are responsible for maintaining security of States. It may not be over-emphasised that the Union Government is supposed to be model employer.

ii. It is strongly urged that pay and allowances of the CRPF personnel should reflect the special and distinct role of the Force and deprivation factors which the members of the Force have to suffer. The job of the Force personnel, even at the basic level should not be compared to less than a **Professional**.

5.16 EXTERNAL RELATIVITIES

Establishing Peace and Public Order is a productive job because it attracts massive economic investment and profit. Considering the distinct and specialized nature of job in CRPF, money should not be a restraining factor in recruiting, retaining and motivating people of right quality to the Force. This is only possible if the pay structure of the Force personnel reflects the economic climate and is capable of attracting persons of high calibre. As is well known, it is the private sector which actively reflects the economic climate and therefore, it is necessary that CRPF pay structure is made more attractive.

CHAPTER –6

CONSIDERATIONS FOR DETERMINING SALARY FOR CRPF

6.1 The principle, governing the salary of Armed Forces world-wide, is to reward them suitably for their responsibilities to maintain national integrity and performance in the maintenance of public order under most challenging and life-threatening circumstances. It can be concluded without hesitation that:-

i. Armed Force Personnel are ordinary citizens with extra-ordinary powers. They have a special position under the law, but many of the qualities and skills which are required by them are not common to a number of other professions and organizations. Therefore, they perform very special and distinct role to safeguard the security and integrity of the country.

ii. The Armed Forces also share with other professional services the need to recruit and retain individuals of high calibre. They in turn require diverse qualities and sometimes special skills to cover the increasingly complex range of services required.

iii. Armed Forces require its personnel to possess special qualities and skills for achieving organisational goals. It is salient that these qualities and skills are exercised by officers as well lower ranks. Also notable, is the degree of individual discretion, which the Force vests in each officer irrespective of rank or length of service. The officers in particular face acute demands, when for example, they take operational command in crisis situations and emergencies. They are expected to exercise control in sensitive, quite often dangerous and sometimes explosive situations, often at considerable risk to themselves. An exceptional high level of integrity is required by the very nature of their role.

iv. Therefore, their service conditions need to be improved, principally to bring them in time with general good practices and to reflect the actual work done.

v. The service in Armed Forces therefore, is distinctly a Profession, as the duty they perform, is undoubtedly for the purpose of serving the society.

6.2 Generally, an Employer is made aware of the expectations of emoluments of employees through dialogue and negotiations with organized Employee groups. CRPF personnel do not have a prescribed formal mechanism to represent their cases through a "Union" or "Association", and therefore, it becomes more imperative that the Pay Commission gives a special attention to this aspect. A table showing difference of Pay in various ranks between Army and CRPF is attached as **Appendix-'J'.**

6.3 Proposed pay scales for CRPF Officers and personnel is attached as **Appendix 'K'**

CHAPTER-7

GRANT OF SERVICE PAY

7.1 The existing general parity of pay scales of CRPF personnel with other services needs a re-look. CRPF service conditions as explained in earlier Chapters, have the following peculiarities in addition to high risk to life:-

i. Prolonged duty hours, beyond laid down working hours for other organizations. CRPF personnel have to work minimum 12 to 14 hours on duty. Apart from prolonged duty hours, all time readiness for movements and duty, causes additional stress.

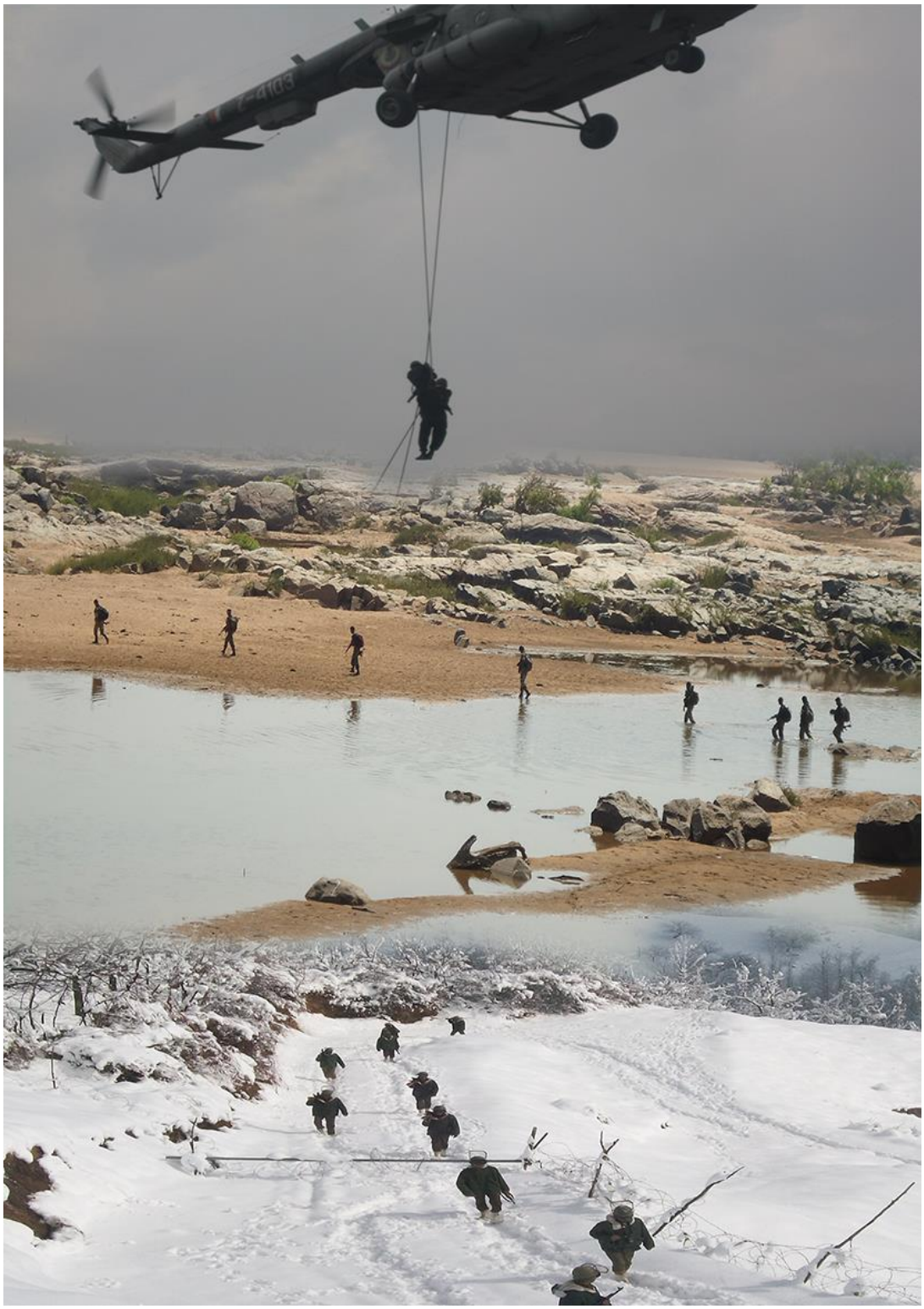
ii. Poor living conditions- Since the CRPF is deployed on need basis, even basic amenities are not available.

iii. Most of the CRPF personnel have to maintain at least three to four establishments i.e for their family and education of children thereby incurring additional expenditure.

iv. The CRPF is 24X7 Force and always amidst Operational hazards and hostilities.

v. Additional telephone expenses during entire career span - personnel stay most of the time away from the family and relatives and have to meet considerable extra expenses.

vi. CRPF personnel grow and develop under emotional isolation. This emotional isolation creates a lot of psychological problems amongst the Force personnel. The CRPF personnel since most of the times remain away from home, therefore, they need to keep the family in the custodian/guardianship of their relatives. They need to compensate the relatives also for the care they provide to the family of the Force personnel in their absence. It is substantial expenditure which one has to essentially incur to secure the well being and health of the family.



vii. There are so many household works and commitments of domestic nature which usually crop up in daily life and normally done by the head of the family himself, but in case of CRPF personnel, in his absence only his wife & children are available. And thus, such commitments require hiring of man power from outside which is an additional burden. It must be kept in mind that most of the lady wives of personnel are from rural background and are not able to handle these household works without active assistance and guidance of husbands.

viii. CRPF personnel are mostly deployed in the states whose culture and traditions are different from theirs. They have to not only work in such cross cultural scenario but have to be sensitive enough to discharge duties. They have to regularly carry out such up-dation for deployment from one theatre to another.

ix. The Force personnel are highly committed on festival days and thus never able to celebrate the festivals with family members.

x. CRPF personnel are rushed for duties in transports which are highly uncomfortable – like 3/5 tonners, without train reservations and perform duties first and thereafter think of basic amenities including food.

xi. CRPF personnel face lot of hardship resulting generally in chronic diseases or suffer from injuries or malaria which are quite common. It needs enhanced medical care, special diet and life style cautions which results in additional financial burden on the Force Personnel.

xii. CRPF personnel are making number of sacrifices in order to meet the required high service standards and professional expectations.

xiii. CRPF personnel are expected to exercise utmost control and sensitivity during explosive and dangerous situations. It requires mental and emotional toughness of highest degree coupled with optimal patience.

To appropriately compensate the additional work and suffering of CRPF personnel, it is suggested that Service Pay @ 25 % of their Basic Pay (+ Grade Pay) be granted to all CRPF personnel to mitigate and compensate the consequential additional expenditure due to service exigencies, hardships and deprivation factors. Such remunerations are already available in organisations like SPG & NSG. Defence Forces are also entitled to Service Pay based on similar grounds.

CHAPTER –8

PAY- GENERAL DUTY (NON-GAZETTED OFFICERS) INCLUDING TRADESMEN

8.1 THE CONSTABLE

The CRPF Constable is the lowest functionary of the Force and in terms of interface with the public, the most important. He is at the cutting edge of the Force and the performance of the entire Unit (Battalion) to which he belongs depends on the capability, competence and mental agility of the Constable.

8.2 The Smallest unit of the Force is a Section which normally has strength of 12 men and even this is further reduced to a group of 3–4 men when large geographical areas (like during elections/naka etc.) have to be covered. In such situations, the Constable individually at a location represents the Force, and has (under the provision of law) the capability to act judiciously in response to the situational needs.

8.3 This category of CRPF personnel (Non Gazetted) constitutes the bulk of the Force and comprises supervisory (Subordinate Officer), operational (Under Officer and Constable) and administrative or support staff (Tradesmen). The existing strength of this group is as under:-

SL. NO.	RANKS	STRENGTH
1.	Subedar Major/Inspectors	3139
2.	Sub Inspectors	8562
3.	Asstt. Sub Inspectors	16047
4.	Head Constables	36393
5.	Constables	189798
6.	Constable (Cook)	7035
7.	Constable (WC)	4269
8.	Constable (SK)	4501
9.	Constable (BB)	2193
10.	Constable (WM)	2637
	Total	**274574**

Thus, the constabulary forms the largest category, and this demands special attention while considering the emoluments.

8.4 PRINCIPAL TASKS PERFORMED

Although the precise nature of tasks performed by Constables differs widely (because these are in response to specific situations), the principal features of his job are as under:-

8.5 CONSTABLE (GENERAL DUTY)

- Fights terrorists/extremists and insurgents in pitched low intensity warfare
- Tackles terror attacks including fidayeen (suicidal) attacks, attacks on camp or at any public places
- Responds to angry, violent and riotous crowd to restore peace to protect life and property of people
- Diffuses explosives, removes mines as and when detected jeopardising his own life
- Opens roads for smooth movement of troops, public and essential services throughout the day
- Engages in deadly prolonged jungle warfare with Left Wing Extremists
- Guard duty: Performs guard duty including ceremonial guard duty and has to maintain constant vigil over and around the area, comprehend situations and react appropriately
- Patrolling in defined and undefined areas constantly observing situations for transmitting relevant information to concerned authorities
- Proactive and Reactive role to control situations to restore law and order, thorough knowledge of field craft and tactical appreciation of operational area
- Instructional duties for developing physical skills
- Mess management to ensure timely supply of nutritious food to men
- Use of critical stores like weapons, explosives and sophisticated security gadgets
- Use and maintenance of personal / formation weapons
- Use and maintenance of special equipments introduced to counter the increasing capability of the enemy
- Setting up Camps and Sentry Posts and their security in fields

- To provide effective disaster relief in situations whenever deployed
- Onerous responsibility of functioning as a representative of Election Commission of India during Elections

8.6 JOB EVALUATION

To ensure that a Constable performs the above mentioned tasks efficiently, which varies from situation to situation, professional competence is imparted to him through rigorous training of 44 weeks, which enhances his physical fitness, handling of weapons and equipments, sharpens his mental abilities, provides him with the knowledge of law, history, behavioural science etc and promises skills of a Commando. His capability and skills are regularly updated through various training programmes during various stages of his career.

The demand from a CRPF constable is such that he has to be adept in handling counter insurgency like a guerrilla, perform law and order duties like his civilian counterpart, protect a VIP with the skills of a specialized commando, secure installations at par with the Force actually trained for it, react to disasters as a professional disaster relief Force member and maintain a facade of a neighbourhood policeman while handling the public.

8.7 JOB CHARACTERISTICS

While evaluating his duties, the under mentioned facts need special consideration:-

- There is no 8 hour shift for a Constable. He is available 24x7
- Even when he is supposed to be off-duty, he has to be in readiness to "tuck up his shoes and get into action at a moment's notice"
- When the general public celebrates any religious or significant public occasion, the constable is invariably on duty

- The need to develop mental & professional abilities to:-

  - ✓ Act expeditiously in a crisis situation

- ✓ Comprehend intricacies of unfamiliar situations and respond suitably
- ✓ Secure support and co-operation of the local civil administration and public to perform his duties
- ✓ Demonstrate high quality of moral uprightness, as a custodian of public property
- ✓ Judiciously decide (on the spur of the moment) the legitimacy and quantum of use of Force
- ✓ Maintain restraint even in most provocative situations

8.8 It needs to be recognized that the Constable of CRPF presents in himself a high degree of physical and mental abilities – a unique combination of traits i.e. courage of a soldier and judgment of a policeman. By all standards, he falls in the category of a PROFESSIONAL and accordingly, the Pay in the Pay Band should be fixed at considerably higher level.

8.9 ASPECTS OF JOB CONTENT

What makes the task of a Constable more strenuous is the unique nature of his work environment. For example:-

- **Instability with regard to place of posting (A random study has revealed that, by and large, an average Constable's place of posting changes 5-6 times in a year)**
- He has to encounter variety of climatic and geographical conditions to which he should quickly acclimatize
- Since the Camps are established on emergency basis, even basic comforts (generally available to other police personnel) are not adequately provided, because most of the Camps are make-shift arrangements
- <u>He has to quickly adapt to the dynamic requirements of his job</u>

8.10 THE COMPENSATION PACKAGE OF A CRPF CONSTABLE – PAST, PRESENT AND FUTURE

During the period 1975-86, a CRPF Constable was in the pay scale of Rs.210-270 which was generally at par with the State and other Para-Military Forces. The nature and functions of CRPF have changed considerably during the last few decades. In response to the changing situations, CRPF rightly upgraded the minimum qualification level of a Constable from 8th Standard to Matriculation, and also prescribed

rigorous and upgraded training. In the recent past, the magnitude of responsibilities on CRPF Constable has increased manifold owing to changing security scenario in the country. Ironically, his pay grade now is much below than his job profile.

8.11 The anomaly of the situation is further illustrated by the fact that a Shot Firer in a mining organization is placed in a higher category (skilled) by Government of India, whereas he is required to apply a limited knowledge and the work stress is considerably below the level of a CRPF Constable. It has to be further appreciated that while a Shot firer performs his job in a routine manner, a CRPF Constable has to every time analyze different situations and use considerable discretionary dimensions.

8.12 The CRPF Constable should therefore be placed in a category above skilled worker.
Constables in CRPF perform arduous nature of duties for more than 12 hours in a day and night under difficult conditions and hostile environments. Highly mobile nature of CRPF enforces them to bear unpredictable moves especially while working with the duty Battalions, which often remain deployed in remote and inhospitable terrains, lacking basic amenities. Therefore, they deserve for a special consideration for grant of higher pay standards.

8.13 JOB CHARACTERISTICS OF SUPERVISORY PERSONNEL

8.14 HEAD CONSTABLE

The Head Constable is second-in-command of a Section.

He is required to:–

i. Lead field operations.

ii. Impart regular training as part of the on–the-job training as well as refresher training as a trainer.

iii. Counsel and provide psychological support to the men, who work under his command.

iv. Interact and maintain close contact with the Civil Police.

v. Exercise judgment with regard to use of Force through clear understanding of the Provisions of the Law.

vi. Exercise utmost care and caution in the maintenance of store records and upkeep and maintenance of store.

vii. Ensure safe custody of weapon and special equipments and ensure proper maintenance.

viii. Ensure that good and nutritious food is served in the mess and records are appropriately maintained.

8.15 SUBORDINATE OFFICERS

The Subordinate officers in the field are – Asstt Sub Inspector, Sub-Inspector, Inspector and Subedar Major. They are the crucial link between the men and the Commanders.

8.16 ASSISTANT SUB INSPECTOR

ASI is Section Commander of the Section and responsible for commanding a Section which is the basic unit for tackling conflicts. **He is the first Commander.** He ensures implementation of command orders in appropriate way and also in absence of senior commander he is the first responder to the situation.
He is in charge of manpower and stores. He earns his promotion from the Head Constable rank after 25 to 30 years of service.

8.17 SUB INSPECTOR

This is the level at which 50% are recruited directly and 50% are promoted from lower ranks. The minimum educational requirement for a direct recruit is graduation from a University and intensive training of **48** weeks duration is provided for him to function effectively. The special features of the duties are:-

- Commands a Platoon which comprises of approximately 40 personnel
- Maintains all administrative records about the activities of a Platoon
- Disburses cash, maintains Mess and Mess Records
- Upkeep and maintenance of 3-4 vehicles

- Leads a Platoon during operations involving display of high quality leadership
- Collect, interpret and disseminate operational intelligence
- Ensures discipline among his subordinates
- Serve as a link between Platoon and Company Commander
- Executes and manage office functions
- Interacts with the States authorities
- Ensures proper field training and fitness of men under him
- Ensures proper provisioning and maintenance of Uniform articles

8.18 INSPECTOR

An Inspector is a Second-in-Command of a Company (of 135 men) and more often than not, he has to assume the role of a Company Commander in field duties and perform administrative functions.

It normally takes a Sub Inspector **7-8** years to become an Inspector. His charter of duties include:–

i. Maintenance of books of accounts and disbursement of cash.

ii. Ensuring proper upkeep and maintenance of Company records.

iii. Conduct of Orderly Room (Summary Trials) in the absence of Company Commander.

iv. Custody of arms and ammunition of the Company.

v. Ensuring security of the Company.

vi. Dealing with all administrative aspects of welfare, logistic, transport and leave etc.

vii. Mess management.

viii. Maintenance of morale and motivation of highest level.

ix. Plan and conduct of operations.

x. Liaison with local authorities.

8.19 SUBEDAR MAJOR

He is the eyes and the ears of the Commandant and symbol of the organization at the level of the Battalion and a position which every Constable aspires in his career. He represents and reinforces the traditions of the Force. An essential feature of the job is to plan, organize and conduct intelligence network. He is a confidential advisor to the Commandant of the Battalion and has direct access to him. He is required to inspire his men by discipline of distinctive qualities – (both managerial and leadership). He has special responsibilities for maintaining financial records and accounts of all the Regimental Funds of the Battalion. He projects the image of CRPF to outside agencies and negotiates with them on operations and strategy of the Battalion.

8.20 CADRE REVIEW OF NGOs

No cadre review of NGOs has been carried out in the Force. Residency period for promotion from the rank of Constable (Exe.) to Head Constable (Exe.) and Head Constable (Exe.) to Asstt. Sub Inspector (Exe.) has been prescribed as 08 and 05 years respectively, whereas approximate time taken for next promotion is 20 years for the promotion of Constable to Head Constable and 08 years for Head Constable to Asstt. Sub Inspector.

As a result, huge stagnation in the ranks as indicated below has occurred.

RANK	SPAN (In yrs)	Awaiting promotion	No. Stagnating	% of Stagnation
CT to HC	**08**	**01 to 12 yrs**	**110712**	**63.46%**

The above Table proves that the eligibility period for promotion from one rank to another in the Force has become totally irrelevant. In fact, personnel having completed twice the eligibility period and possessing all other prescribed qualifications are awaiting promotions with no

hope. This is a very serious situation causing demoralisation across the Force with no remedy in sight. Such a situation can never be welcomed in a sensitive Organization like CRPF. Since, CRPF has a hierarchical structure of ranks being Uniformed Service, therefore, to remove stagnation and install proper career progression, the eligibility period of MACP be changed to residency periods prescribed for respective promotions. Needless to say, stagnation in Uniformed Services with no hope of promotion can be detrimental to the discipline of the Force.

8.21 TIMELY CAREER PROGRESSION FOR ISOLATED POSTS NOT HAVING PROMOTIONAL AVENUES

Posts of CT (Cook/Water Carrier/Safai Karamchari/Washer-man/Barber) are isolated in CRPF and have no scope for further career progression. Presently, 03 career progressions on completion of 10, 20 and 30 years of service are being granted to all personnel under existing MACP Scheme. To boost up morale and better career prospects of such Force personnel, they should be brought under new MACP Scheme from 10,20,30 years to 6, 12, 18 and 24.

8.22 HIGHER GRADE PAY TO NGOs

Difference of Grade Pay on promotion/MACP in respect of following ranks is very meagre:-

Constable to HC	Rs. 2000/-	to	Rs. 2400/-
HC to ASI	Rs. 2400/-	to	Rs, 2800/-
Sub Inspector to Inspector	Rs. 4200/-	to	Rs. 4600/-
Inspector to Subedar Major	Rs. 4600/-	to	Rs. 4800/-

(Officiating pay without benefit of further increment)

Constables, Head Constables, Sub-Inspectors and Inspectors are the back bone of the Force. Present Grade pay for their next rank promotion is not commensurate with their duties. Therefore, it is proposed that difference of Grade Pay for next rank Promotion may be enhanced befitting promotion.

8.23 PAY FIXATION BENEFITS TO SM (GD)

Inspector (GD) on appointment through DPC is promoted as SM (GD) and granted Grade Pay of Rs 4800/- without allowing pay fixation benefits. He is the symbol of the Force at the level of Battalion and the senior most NGO. He has special responsibilities for maintaining financial records and accounts of all the Regimental Funds of the Battalion. He projects the image of CRPF to outside agencies and negotiates with them on operations and strategy of the Battalion. The SM (GD) performs higher responsibilities than an Inspector (GD) and therefore, be considered for benefits of pay fixation under FR 22.

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CHAPTER-9
PAY – GROUP 'A' OFFICERS (EXECUTIVE)

9.1 Group 'A' officers in CRPF who form 1.64% of the total workforce, lead the Force from the front and require determination/firmness of an Armed Force Officer and tact and overall understanding of a crisis situation like a police officer. With unparalleled experience of handling various crisis situations in different parts of the country, they are required to lead their troops for desired response in a disturbed situation and provide support to local administration. They have to rise to much needed leadership and face emerging challenges every time they are called upon. On account of its versatility and reputation, the Force is also tasked to perform VIP security duties, disaster-relief in natural calamities/man-made disasters etc. There is no other Central Armed Force in the country which is expected to combat such emergent internal security problems/situations of varying nature and magnitude with 'no scope of error'. The performance of the CRPF men to rise to the challenges directly reflects on the ability of the officers to train, prepare and supervise men under their command, with meagre resources for mobilisation/infrastructure and desired operational inputs of crisis situation. In all the cases, the burden of success of the troops under his command is his onerous responsibility.

9.2 Officers are the face of any organisation as they are the executors of policies of the government and are directly responsible for achieving the organizational goals. In Forces like CRPF, the role of officers is highly critical and crucial as they have to lead the large number of armed men. They have to motivate them to work in a scenario where they are highly exposed to various serious hardships and hazards like threat to life and limbs. The level of leadership required to motivate, train and make them work in a hard and hostile environment can be well appreciated. An officer of the Force has to shoulder a very high degree of responsibility under stressful conditions with expectations of right decisions. One error of judgment may lead to casualties and disaster. Therefore, officers are always under pressure to save the precious lives of men under their command and to achieve desired results in critical situations keeping the undaunted reputation of the Force in mind.

9.3 The task, role and duties of an officer in CRPF are much more demanding as his job is extraordinarily difficult, highly arduous and extremely hazardous in nature. This obviously requires a certain class

of officers at different levels who have the capacity to lead their men in variety of situations in an effective manner.

9.4 Apart from performing various decision making and supervisory functions, similar to any other Group 'A' service, the executive officers of the CRPF perform several other managerial functions peculiar to CRPF service, besides leading the troops in the field. Their role and performance, therefore, assumes a great significance due to the special features of an emergency Force which is pressed in aid to civil power to perform multiple roles in extremely difficult situations.

9.5 The hierarchy of officers in the organization is as follows:

i. Director General
ii. Special Director General
iii. Additional Director General
iv. Inspector General
v. Dy. Inspector General
vi. Commandant
vii. Second-In-Command
viii. Deputy Commandant
ix. Assistant Commandant

9.6 The intake of officers at the level of Assistant Commandant is 50% through direct recruitment from open market, 33% by promoting Inspectors and remaining 17% through Limited Departmental Competitive Examination (LDCE), wherein Inspectors and Sub-Inspectors fulfilling the criteria are eligible. The direct entry of officers is regulated through an All India Competitive Examination conducted by the UPSC. The cadre of officers is controlled by the Government of India and the officers come under the category of Group-'A' General Central Service. Other conditions of service of member of the Force in respect of matters for which no provision is made in CRPF Rules-1955, shall be the same as are for the time being applicable to other officers of the Govt. of India of corresponding status. The CRPF Rules also provide for a separate Cadre for direct recruits and local promotees.

9.7 The nature of duties as explained above calls for display of exceptionally high level of personality traits and skills from Group-'A' officers. Some of them are enumerated below:-

- High degree of physical fitness to withstand rigours of extreme climatic conditions, frequent moves and hazardous operational conditions
- Regular updation of his professional skills for handling naxal/insurgency operations integrating weapon systems, tactics, technology and human resources
- Dexterity to deal with complex and diverse public order problems
- Mental capabilities to quickly comprehend, analyze and formulate action plan in crisis situations
- Capability to integrate the activities of the Force with various local agencies and develop a common operating strategy while maintaining the identity of the Force.
- Capacity to garner resources in unfamiliar and often hostile circumstances
- Develop and foster team spirit in the Force
- High sensitivity to human values, protection and preservation of human rights under extremely adverse circumstances

9.8 CAPACITY TO LEAD FROM THE FRONT

The success of CRPF officers lies in developing these personality traits and expertise through sustained training efforts, enhancement of knowledge in weaponry, and field experience and the constant urge to excel. They also have to ensure that the troops stay fully motivated at all times and perform assigned tasks effectively and fruitfully. The Group-'A' officers of the Force have never hesitated to consecrate their lives in the line of duty for the call of nation. The chart below will amply justify the contention:-

OFFICERS KILLED IN ACTION/DUTY (YEAR WISE)	
YEAR	GOs
2005	2
2006	-
2007	3
2008	1
2009	5
2010	3
2011	-
2012	1
2013	1
2014	3
TOTAL	**19**

9.9 THE JOB PROFILES OF THE EXECUTIVE OFFICERS

ASSISTANT COMMANDANT

He commands a Company of 135 armed men. His responsibilities carry:-

i. Planning and conduct of operations.

ii. Ensuring on the job training to keep the Company in constant state of operational preparedness for requirement in any situation.

iii. Organizing independent intelligence network for operational efficiency.

iv. Ensuring efficacy and serviceability of armaments in the Company.

v. Administering office, personnel management and grievance redressal.

vi. Exercising of disciplinary powers.

vii. Drawal and disbursement of pay and allowances and maintaining connected books of accounts.

viii. Provisioning.

ix. Close supervision of camping, security and messing arrangements, besides, meeting recreational and welfare needs.

x. Representing the Force in the field and requiring:-

   a. Effective interaction with the local authorities to enhance operational capabilities.

   b. Obtaining support from Battalion Headquarter and local officers relating to housing, logistics and other administrative needs.

DEPUTY COMMANDANT

He is assigned a variety of responsibilities in the Battalion and Group Centre i.e. Deputy Commandant (Adjutant)/Deputy Commandant (Quarter Master)/Motor Transport Officer/Deputy Commandant (Ops). As DC (Adjutant), DC (Admn), he looks after effective planning and execution of general administration, office and personnel management. Logistic support i.e. provisioning and motor transport etc as DC (QM/MTO), DC (Store). Planning, supervision and execution of operational commitments at the Battalion level as DC (Operations).

He is also responsible for gathering operational intelligence and maintaining effective communication network in the Battalion. He has to keep proper liaison with State Administration and co-ordination with Civil Police on behalf of the Commandant. In the field, he has to take independent decisions and has to guide the Company Commanders to ensure operational efficiency including planning and execution of operations.

SECOND-IN-COMMAND

He is the backbone of the Unit administration and has the responsibility of financial management i.e. budgeting and drawal and disbursal of pay and allowances. As the Welfare Officer of the Unit, he is responsible for running of Regimental Institutions and organizing various other welfare activities in the Unit. As Education Officer of the Unit, it is his responsibility to plan on-the-job training and refresher training to meet the challenges of the changing security scenario in the deployed area and to upgrade the educational standard of the men to acquire promotional qualifications. He supervises all the procurement activities of the Unit and monitors audit and accounts of the Unit. In the absence of the Commandant, he commands a Battalion and discharges all the administrative as well as operational functions of the Commandant. He is assigned as the Presiding Officer of all the Recruitment Boards and is responsible to carry out recruitment fairly and justly. In the event of formation of Adhoc Battalions to meet exigencies of the situations or during elections he is assigned as the Commandant of the Battalion with troops hailing from different Units making command even more difficult. He assists and advises the Commandant in day-to-day functioning of the Unit.

He regularly remains involved with the operational functioning and commitments of the Unit.

COMMANDANT

He is the senior most Officer of the Battalion and functions as Head of Office. He has overall responsibility for the internal administration, discipline, training, welfare and well-being of all officers and armed men under his command which is 1154 in number. He is also responsible for the career planning and service matters of officers and men under him. He has to plan and execute at the Unit level with a view to achieving organizational goals.

He has the overall responsibility for the planning and execution of operations at Battalion level. He has to personally plan, supervise and check the deployment regularly. He has to maintain close liaison with State authorities up to the highest level to develop rapport and understanding of the prevailing law and order/operational scenario besides, arranging the infrastructure for the Unit. Being in remote locations, he has to function with a great deal of autonomy in administering the Unit. He is also responsible for the maintenance and safety and security of men and material, arms and ammunition and special equipments and other property/stores worth crores in the charge of the Battalion. He has to ensure that the officers and the men under his command are well fed and their recreational needs are taken care of. He has to plan and ensure effective training of the Battalion. He has to keep his men motivated and free of ailments at all times. He also exercise judicial powers vested in him.

DY. INSPECTOR GENERAL

By the very nature of its role, most of the Force is mobile. Therefore, it was considered necessary for the Force to have Group Centres which are static institutions for providing support and perform house-keeping jobs like maintenance of records and accounts in respect of the Attached Battalions, normally 4-5 in number. The Group Centres also provide medical and housing facilities to the families of the Attached Battalion personnel and are headed by an officer of the rank of DIG. DIsG are also commanding operational Ranges and Training Institutions and are functioning as Staff Officer in Sector Offices. The special features of his job are:-

i. Exercise financial powers with a view to procuring stores, equipments, tentage etc. for the attached Battalions, as well as Group Centre.

ii. He has to ensure audit of all financial transactions of the Battalion as well as the Group Centre.

iii. As the Estate Officer of the Group Centre, he has to exercise legal powers. He has also to plan and ensure construction of buildings and their proper maintenance. He is also responsible for the safety and security of separated families staying in the Group Centre.

iv. Township administration in respect of sanitation, water and electricity supply and public health in the Group Centre.

v. Management of educational institutions up to higher secondary level.

vi. Organize welfare activities for all the personnel and their families of Group Centre and attached Battalions.

vii. Administration of salary and wages in respect of all the personnel.

viii. Ensure proper maintenance of weapons and ammunition, special equipments and stores.

ix. Liaise with State authorities in respect of all matters concerning Group Centre and attached Battalions.

x. Exercise disciplinary powers including judicial powers.

xi. Supervise training of recruits and In-Service Courses.

xii. As Range-In Charge they function in the same manner as their civilian counterpart as they are fully answerable and accountable for the Forces operating in the area.

xiii. They have to plan and execute operations at the highest level.

xiv. They have to maintain close liaison with their civilian counterparts in order to understand the changing dynamics of the operational scenario and to obtain constant support.

xv. They have to be constantly on the move to observe, supervise and inspect the operational and administrative performance of the Battalions.

INSPECTOR GENERAL AND ABOVE

Their duties and responsibilities are similar to those of their counterparts in the Civil Police excepting that in the CRPF these officers have to operate across a wider spectrum of activities, over a larger area. They also have to travel frequently all over the country in highly disturbed areas and therefore, face increased risks. They have to interact closely with senior officials of a large number of States with a view to obtain their support. At the operational level, they have to plan and ensure execution of operations at a higher level. Inspectors General also have to function as Head of Department with regard to administration, procurement and finance management of Units/personnel under his command

9.10 SPECIAL JOB REQUIRMENTS OF GROUP- A OFFICERS

Compensation Package of an individual depends upon the requirements of the basic qualifications and skills/aptitudes required for performance of organisational tasks which have been adequately dealt with earlier. The Executive Officers of the Force have to encounter special situations which may be referred to as contextual factors for their jobs and these are discussed below:-

i. JOB TRANSPARENCY AND MULTIPLE ACCOUNTABILITY

Normally, a Government official is accountable to his administrative superiors and to the public. In the case of CRPF Officers, they are accountable to multiple levels of authorities inside the Organization itself, which are administrative as well operational superiors. In addition, they remain accountable to the public and owing to their peculiar working environment, they, additionally become accountable at various levels to the State authorities too. The need to obtain support from various

authorities as mentioned above, places a great burden on the officers. His inter-personal skills have to be of a very high order so that he can effectively manage variety of complicated situations.

ii. **STRESS DUE TO CHANGING ROLES**

Whereas, there have been numerous attempts to define the role of the Force, off late, the Government of India has considered the Force to be a lead Counter-Insurgency Force. However, the experience reveals that the State Governments find it very tempting to deploy the Force on Law and Order duties. This puts the perception of the officers to multiple adjustments thus causing undue stress and strain on their performance of duties. The assignments so far conducted by the Force have taken the officers to face situations arising out of natural calamities like flood, Earth-Quakes, Communal/Ethnic disturbances, encountering militants, terrorists, extremists, Left Wing Extremists and Anti National Elements. Guarding of VIPs/VVIPs, Vital Installations, Airports, Parliament and religious places of high security classifications still remains an integral part of the Force. No wonder in future, many other roles may be cast for the Force connected with Inter State disputes and its like. In fact, the Force is already entrusted with such duties in Nagaland and Andhra Pradesh. The Force is already assisting the United Nations and other International Bodies in Peace Keeping Missions. Presently, Mahila Contingent is deployed in Liberia as a part of Female Formed Police Unit (FFPU). India took lead in deploying female contingent in Liberia through this Force when no country was willing to send their female contingent for such assignments. The Force added another feather in its cap through its Rescue Contingent meant for disaster management who were deputed to Japan during recent Tsunami and when the country was affected by nuclear leak at Fukushima. The excellent work done by the team under the leadership of CRPF was so much appreciated by the Hon'ble PM of Japan that the Indian team was personally seen off by Ex-PM of Japan.

Adapting oneself to changing roles calls for high degree of versatility, awareness, mental ability and the capacity to withstand and rise to the plethora of expectations of own

organisation, State administration and the Public. Effective performance of jobs in different situations demands comprehensive study, awareness of history, sociology and economics of the place, and all this requires tough mettle, grit and mental ability of a very high order.

iii. **OFFICERS- HIGHER VALUE TARGETS**

The proxy war has changed the complexion of internal security situation in the country. Unlike the Army the Force is fighting war everyday against the enemies within the country. The battle-field has shifted from borders to places within the country and the enemy is one amongst us. In this situation, the adversaries rightly feel that it will be convenient to demoralize the public by eliminating an officer which may be a bigger achievement for them as compared to targeting lower functionaries. This makes the Officers of the Force highly vulnerable.

iv. **MANAGING CRISIS SITUATIONS INSPITE OF ODDS**

It is true that essentially the Force manages crisis most of the time. The Officers' role therein, becomes more complex and arduous when he is supposed to marshal scarce resources at short notice to match any situation. He has therefore, to strain his nerves to marshal human and other resources at a short notice and achieve results inspite of handicaps. Prolonged deployments in far-flung areas in high risk situations results in social isolation and they feel alienated. The officer has to bear the shocks of internal administration and in addition, act as shock absorbers to keep the men in the right psychological frame.

v. **NURTURANCE AND SOCIAL ISOLATION**

The Officers of the Force have a great role to nurse and nurture the men under their command. They are responsible for arranging provisions of all kinds for community living/camping. This ranges from accommodation, water, electricity, hygiene, sanitation, messing and recreational facilities which are difficult to garner in a crisis situation. Further, they have to look after

their men as their own wards living away from the family. The officers have to make themselves available to the men for emotional anchoring during physical as well as psychological traumas. The officers on duty and off-duty have to spare no pains and pangs in ensuring this. The men seek shelter and refuge in them, be it peace or an operational situation. The Gazetted Officers, therefore, assume the nurturance role of a 'Mother' and the role of a 'Father' for educating and guiding the men under their command. They have to fulfil this nurturance role and at the same time are expected to maintain distance. This is a dilemma which they frequently face. Interestingly, this has to be done, when they themselves may be in dire need of emotional anchoring. Finally, the Force thus draws strength through the officers.

vi **HANDICAPS FACED IN THE ABSENCE OF ORGANIZED SERVICE**

The Group 'A' Executive Officers though numbering 4974 have not yet been formally accorded the status of an Organised Service by MHA whereas the DoPT records speak otherwise. Lack of status of an Organised Service deprives them of the following basic proprieties:-

i. Scientific cadre management.

ii. Smooth career progression.

iii. Opportunities to proceed on deputation for wider exposure and experience.

iv. Proper training facilities including detailment on foreign courses for appropriate career planning and broadening the mental horizon.

v. Identity of officers as a distinct group belonging to a recognised Service. As a result, the Officers suffer from "*Sinking-Seniority-Syndrome*", i.e. the more number of years they put in service, the more junior they become, in comparison to other services.

vi. Uncertainty in future career planning and the future of the family.

vii. Proper education and appropriate guidance to the children.

viii. Motivation, satisfaction and basic pride of belonging to a Service.

9.11 Lack of status of Organised Service has further put Group 'A' officers at great disadvantage in terms of pay and facilities/entitlement in comparison to other Central Group 'A' services. The benefit extended to the Organised Services in 6th Pay Commission has put CRPF officers at least 2-3 stages below the entitlement of their counterparts in other Central Services in terms of promotion/financial up-gradation. It may be needless to mention, that the Hon'ble Supreme Court of India, in plethora of judgements, has held that Central Government is a model employer and that the organisations like CRPF being sensitive organisations have to be handled with due care, fairness and justice.

9.12 SUGGESTED AWARDS

Our prayer before the Commission are:-

9.13 RANK AND PAY ANAMOLIES

It may be emphasised that the emoluments of various Executive Officers in CRPF were higher than those of All India Services, prior to Third Pay Commission. Subsequently, parity had been maintained in the Pay Scales prescribed for the corresponding ranks in the Indian Police Service, although, service hazards are much more compared to the Police service. This has been amply explained in the General/Introductory Chapter as well in the beginning of this chapter.

9.14 SECOND-IN-COMMAND TO BE BROUGHT IN PB-4

It would be worthwhile to mention that whereas the rank of 2-I/C and DIG may be a functional necessity in the Force but the pay structure suffers from distinct anomaly. The 2-I/C is presently placed in PB-3 whereas for all functional purposes, he performs no less

important work than that of a Commandant and in fact performs the functions of Commandant during the absence of the latter and equally shares operational responsibilities. Creating separate lower pay structure deprives the 2-I/Cs of the Force of parity in Pay Scales in other services whereas they perform very important functional responsibility. The easiest solution would be to put the 2-I/Cs in the Commandants Pay Band. Their counterparts in Defence Forces are in PB-4. The Second-In-Command performs almost the same duties as the Commandant which has already been elaborated in para 9.9 and thus need to be equally compensated. It is also pertinent to mention that 2-I/C perform much more rigorous duties than Lt. Col. Of the Army Unit as he is performing Ops/Adm duties of 7 coys being 07 coy Battalions, whereas Lt. Col. does for only 04 coys being 4 Coy Battalions.

9.15 It is, therefore, suggested to integrate the pay structures with the functions, responsibilities, decision making powers. For promotions, the higher posts are principally identified by:-

i. Higher functions and responsibilities, thus,

ii. Higher financial powers and decision making powers,

iii. Higher pay and emoluments, and typical to Uniformed Services by higher rank distinctly visible on shoulders.

Promotions to these posts are normally accorded through formal DPCs and such posts should be governed by:-

a. A separate higher pay scale/Grade pay/rank pay.

b. Higher rank/status clearly discernible on the shoulders i.e. by displaying higher badges of rank.

9.16 FORMAL RECOGNITION OF GROUP 'A' CADRE OF FORCE AS AN ORGANISED GROUP 'A' CENTRAL SERVICE.

As brought out earlier in this chapter the CRPF is sanctioned a large strength of about 5000 Group-'A' (Executive) Officers (as on 30/04/2014) in the Force at different levels. However, the MHA has not formally recognised them as an Organised Service/cadre whereas

they have been recruited in the Force through all India competition. In the records of DoPT, who is the final authority to take decision whether a particular Group 'A' service is an Organised Service or otherwise, the CRPF in fact finds place in the list of Organised Services since 1986 as per the monograph of DoPT published in 1986, 1993, 2004 and 2010. The Group 'A' Cadre of CRPF is not aware of the reasons of reluctance of MHA in formally declaring the Group 'A' Executive Cadre of CRPF to be an organised Group 'A' Central Service. It has been so far wrongly construed by various authorities including 6th Pay Commission that Group 'A' Cadre of CRPF is to be constituted into a new Organised Service, whereas it only needs a formal notification/recognition by Cadre Controlling Authority since, in the records of DoPT who is the final authority to take such a decision, Group-'A' Cadre of CRPF already stands as an Organised Service.

While the CRPF Rules 102,103,104 framed in 1955 specifically provide for conditions of service, cadre regulations for inclusion of officers in General Central Service Group 'A' (earlier class I), the Group 'A' Executive Officers of CRPF are not recognized as an Organized Service inspite of the following facts:-

i. Vide Para 1.12 read with Para 2.7 of DoP&T Monograph, 1993, the, BSF, CRPF and ITBP are placed amongst the regularly constituted Central Group 'A' Organized Services. On above analogy, only DoP&T had carried out cadre reviews of CRPF and even sent two UO notes dated 10th and 23rd Feb, 1995 to MHA seeking copy of notification for declaring these Groups 'A' cadres into regular cadres. In fact, three Cadre Reviews of CRPF have already been done during the year 1982, 1989 and 2004 and the 4th one is underway. It is also relevant to mention here that as per instructions of DoP&T, the cadre reviews are done only for the Group-'A' posts which form part of an Organized Service and not otherwise.

ii. Reading of Rule 5, Rule 7 and Schedule to Rule 5 of CCS (CCA) Rules, makes it amply clear that the Group 'A' cadres of CRPF, BSF and ITBP are regularly constituted Organized Cadre/Service. Rule 102 of CRPF Rules, 1955 reads:-

iii. "The conditions of service of members of the Force in respect of matters for which no provision is made in these rules shall be

the same as are for the time being applicable to other officers of the Government of India of corresponding status".

iv. DoP&T vide letter No. I-11011/1/2009-CRD dated 14/12/2010 had asked for the proposal for cadre reviews of various services. In that letter at Sl. No. 53, 52 & 50 CRPF, BSF, ITBP – have been respectively placed in the list of services along with other Organized Services.

v. Even in the Second Administrative Reforms Commission, Tenth Report, in Chapter 4 vide para 4.2.7 a list of Organized Group 'A' Central Civil Services has been attached in Table 4.1. CRPF has been shown as Organized Group 'A' Central Civil Service even in this list at Sl. Nos. 24. It is also mentioned at the end of the table that the source of the list is DoPT.

Not formally declaring the Group 'A' Executive Cadre into a regularly constituted service inspite of DoPT's stand, has resulted in:-

a. Unscientific service/cadre management,

b. Adhocism, creation of non-functional posts thus increasing span in numbers of years for further promotions,

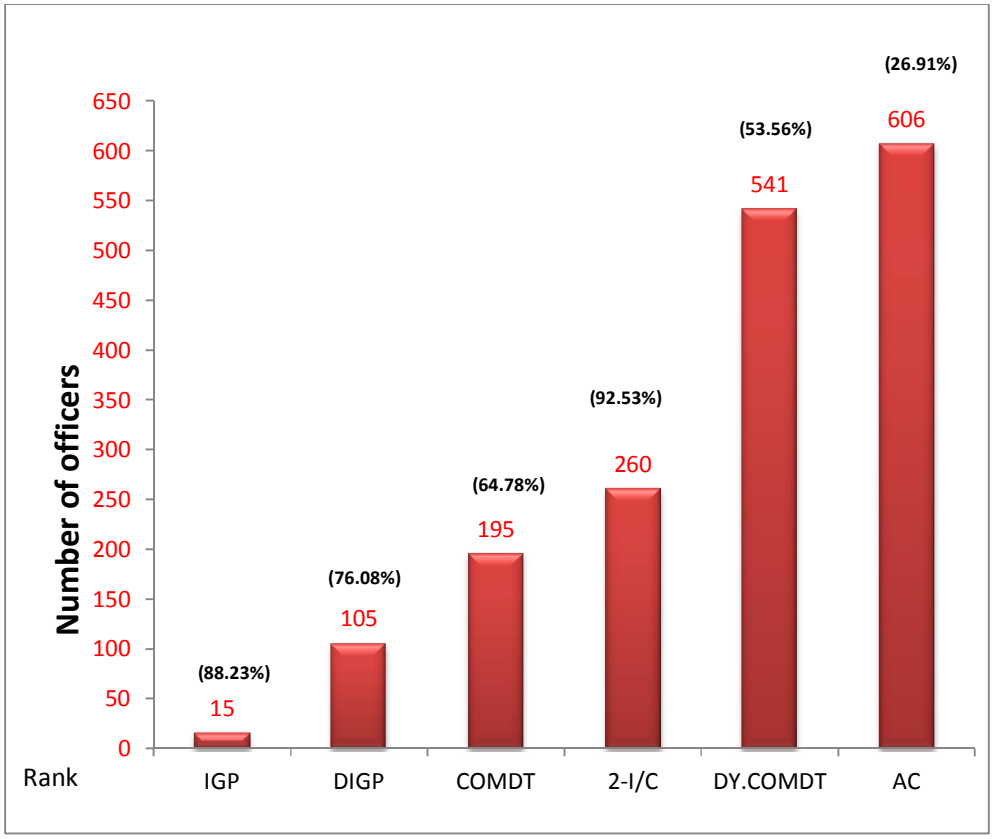
c. Stagnations at all levels,

d. Lack of regimentation and sense of national pride.

e. Dissatisfaction, demotivation, demoralization and disgruntlement at all levels. This fact can be well understood by 03 court cases filed by the officers of the Force in the Hon'ble High Court of Delhi. (This excludes 5 more cases on the same subject filed by Group 'A' officers of BSF, ITBP and SSB in the same Court). This fact is being brought to the notice of Pay Commission since MHA had passed direction vide OM No.P.I.1/21022-Pers-DA-Pay dated 28/10/2013 and vide affidavit dated January, 2014 submitted by MHA before Hon'ble High Court of Delhi that this matter be brought to the notice of Pay Commission.

The charts and table below will reflect and support the above contention.

LEVEL OF STAGNATION IN VARIOUS RANKS OF GROUP- 'A' OFFICERS AS ON 1.1.2014.



STAGNATION IN GROUP-A OFFICERS

RANK	CRPF	IPS (Equivalent rank)	No. Stag-nating	% of Stagnation
AC TO DC	05 YRS	04 yrs	606	**26.19%**
DC TO 2 I/C	10 YRS	09 yrs	541	**53.56%**
2 I/C TO CO	15 YRS	13 yrs	260	**92.53%**
CO TO DIG	20 YRS as GP-A (03 YRS as CO)	14 yrs	195	**64.78%**
DIG TO IG	24 YRS as GP-A (03 YRS as DIG)	18 yrs	105	**76.08%**
IG TO ADG	30 YRS as GP-A (03 YRS as IG)	29 Yrs	15	**88.23%**

The role and the strength of Executive officers of CRPF fulfil all the requisites, functional, structural and all other necessary considerations of an Organised Service.

A report on career planning of different ranks in Central Para Military Force prepared by BPR&D and various committees of specialists (by ASCI Hyderabad & IIM Ahmadabad) constituted by MHA also emphasized on such necessity. Similar recommendations have been made by Inter-Department Committees.

It may also not be out of place to mention that RAW which was raised in the year 1971 was formally constituted as an Organised Service during the year 1983 while it had a cadre strength of only 386 officers. Indian Economic Service was also declared as an Organised Service when it had a cadre strength of only 58 officers.

The Government has also awarded a career progression scheme long time back on the CGHS pattern for the Medical Officers of the Force vide GoI, MHA Notification No.II-270/52/87-PF-II(Vol-IV) dated 6/7/1994 **(**attached as **Appendix-'L').** The structuring of Medical Cadre provides assurance of time bound promotion to the Medical Officers of the Force who are much less in number, and in fact only an ancillary/support cadre and not the main combatant component. The Medical Cadre has also been awarded the DACP vide order dated 30/06/2013, however, no such career progression schemes have been granted for the Executive cadre of this Force.

Finally, Organised Service refers to scientific management of a cadre. The MHA so far seems to be arguing for un-scientific management of Group-'A' Executive cadre of CRPF. This argument apparently cannot be well taken by any amount of logic.

9.17 PAY STRUCTURE

Presently, the Pay Scales of CRPF Group-'A' Officers is at par with All India Services like IAS/IPS. The CRPF being a more difficult service

(amply explained in foregoing chapters), the Commission may consider devising a financial package to appropriately compensate the arduous nature of duties for different ranks of Officers' cadre.

There are no posts like Second-In-Command in Indian Police rank structure and DIG in All India Services like IAS and IFS. The easiest solution would be to put the 2-I/Cs in the Commandant's Pay Band and the DIsG in IG's Grade Pay.

The pay scale of DG CRPF is above the Pay Scale of DG of State Police. Therefore, it has been recognised that the job of DG CRPF is significantly different from the DG of State Police. Similarly, and on the same analogy, the pay scales of the officers and men of the CRPF have to be considered above the corresponding levels of State Police and other Organisations. The UK Government too has granted the pay of Chief Constable of R.U.C. (Royal Ulster Constabulary- which fights terrorists in Ireland is similar to CRPF), giving him a lead over the top Chief Constable of Police in U.K. All other members of R.U.C. are also given additional pay benefits.

9.18 NON FUNCTIONAL UPGRADATION

With a view to redress the problem of stagnation, after consideration of the recommendations of 6th Pay Commission, Government on recommendation of DoPT granted Non-Functional Upgradation (NFU) to Group-'A' Officers of Organised Services and issued order for grant of NFU vide OM No.AB-14017/64/2008-Estt (RR) dated 24/04/2009. NFU is applicable to the officers in PB-3 and PB-4 and has nothing to do with the promotion. As per above said OM dated 24/04/2009, the NFU is granted to the officers belonging to Organised Group 'A' services that are senior by two years or more & have not been promoted from the date of posting of IAS officer in particular grade at the Centre (meaning thereby that edge of 2 years is given to IAS over other Group 'A' Organised Services).

The basic idea behind the implementation of NFU was to establish financial parity among various All India and Group 'A' Services and to address the problem of stagnation being faced by various services/cadres. It has always been the endeavour of Pay Commission to establish a reasonable parity in pay and perks of various Group 'A'

services. 5th CPC also categorically recommended (Para 22.32 of 5th CPC Report) a revised cadre mechanism to bring the uniformity in the career progression of Group 'A' officers to remove the disparity.

NFU was brought in place with a vision to remove stagnation and disparity amongst all cadres but Group 'A' cadre of CPMF were not extended the benefits of NFU by Government due to mis-interpretation and mis-representation of facts, taking the plea that 6th CPC mentioned the word "Organised" in its report for implementation in various services.

Accordingly, NFU was extended only to organised Group 'A' services, and Group 'A' officers of CRPF having more rigorous, hard and risky services conditions have been deprived of the benefit of NFU, inspite of the fact that they are facing much severe stagnation despite the stand of being an Organised Service in the records of DoPT.

It has created a huge disparity as various very small cadres working in comparatively cosy environments and comforts are getting much higher pay and status. Organisation like CRPF having highly sensitive role of internal security has been kept out of the ambit of NFU, despite being a big cadre of almost 5000 officers and facing grave stagnation. Officers of CRPF are dealing with highly sensitive matters having direct bearing on country's security and are always working in hostile, inhospitable and very tough environment in various disturbed theatres of the country, leading/managing the armed men in serious crisis situations.

Such stagnation of Officers entrusted with sensitive duties has led to severe de-motivation, frustration and disgruntlement which in turn is highly detrimental to the efficiency of the Force like CRPF. Group 'A' Officers of CRPF deserve the benefit of NFU on the following grounds:-

i. The Officers of CRPF perform duties of highly sensitive nature in very tough conditions as compared to that of other services who have been extended benefit of NFU.

ii. The stagnation in Group 'A' Executive cadre of CRPF is much severe as may be seen from the following table:-

Ranks	Total no. Of posts	No. of officers stagnating in the rank after completion of required service	% of stagnation
IGP	17	15	88.23%
DIG	138	105	76.08%
CO	301	195	64.78%
2-I/C	281	260	92.53%
DC	1010	541	53.56%
AC	2252	606	26.91%

iii. Some of the CAPF officers (like Asstt. Commandants in CRPF) are already granted one Non-Functional Up-gradation after first four years of service and hence there is already a precedence of NFU in CRPF.

iv. After few years of service, huge disparity in terms of pay, perks and status has crept in, in comparison to all other Group 'A' services.

v. The benefits of DACP have been granted to the Medical Cadre of CRPF which is only an ancillary Cadre providing support service in CRPF, with the result, the Medical Officers much junior to their counterparts in Executive Cadre, are drawing more pay than the Executive Officers which is a clear cut case of disparity and cannot be justified by any reason. An Executive Cadre Officer with 17 years of service is in Junior Administration Grade (JAG), whereas his counterpart in Medical Cadre is getting the pay of DIG (PB-4 with GP Rs. 8900/-) though putting on the rank of Commandant. Similarly the Executive Officers with 13 years of service are Dy. Commandants and getting the Senior Time Scale (PB-3 with GP Rs. 6600/-) whereas Medical Officer with equal service is in the Selection Grade (PB-4 with GP Rs 8700/-) and putting on the rank badge of a Commandant.

It may be interesting to note that Medical Officers in CRPF are under the administrative command of Executive Officers and thus many a times an otherwise senior Executive Cadre Officer puts on junior rank and administratively commands a senior Medical Officer who is though much junior to him in service.

The table below gives a bird's eye view of the situation explained above.

RANK STATUS AND PAY

Years of service	Medical officers in CRPF	Other services/IPS	CRPF officers
10	2IC/JAG, PB-III, GP- Rs. 7600/-	JAG, PB-III, GP Rs. 7600/-	DC/STS, PB-III, GP Rs. 6600/-
13	CO/SG, PB-IV, GP- Rs. 8700/-	SG (SLATED TO BECOME DIG), PB-IV, GP Rs. 8700/-	DC/STS, PB-III, GP Rs. 6600/-
16	CO/SST, PB-IV, GP- Rs. 8900/-	DIG/SST, PB-IV, GP Rs. 8900/-	2IC/JAG, PB-III, GP Rs. 7600/-
20	DIG/SAG, PB-IV, GP- Rs. 10000/-	IG/SAG, PB-IV, GP Rs. 10000/-	CO/SG, PB-IV, GP Rs. 8700/-

vi. The order dated 24.04.2009 of DoP&T granting Non-Functional Up-gradation for officers of Organized Group 'A' Service in PB-3 and PB-4 grade, aims at financial relief to the officers who have been facing stagnation despite being eligible for promotion. Denying this benefit to Group 'A' Officers of CRPF would amount to discrimination and would defeat the very purpose/policy of the Government.

Issue of NFU has been raised by the Department and officers with Ministry of Home Affairs administratively. MHA vide OM No.P.I.1/21022-Pers-DA-Pay dated 28/10/2013 has also desired to raise the issue before 7th CPC.

a. DoPT is the nodal point for the generality of Personnel Management policies and MHA is the Cadre Controlling Authority of CRPF (and other CPMFs) Group 'A' Executive cadre and expected to follow the guidelines and policies of

DoPT in the matter of Cadre management and Cadre review. The DoPT has included Group 'A' officers of CRPF in the list of regularly constituted Central Civil Services Group 'A' in the Monograph issued in 1986 and revised in the year 1993.

b. Prior to the 6th CPC, the Govt. has been granting financial benefits to the Group 'A' officers of the Central Govt. without any discrimination of being an 'Organized Service' or otherwise. This is the first time that the benefit of Non-functional Up-gradation has been arbitrarily restricted only to the Organizes Group 'A' Officers and not to others. We feel it is an abused implementation of the recommendations of 6th CPC which has debarred 11,000 officers of CPMFs from getting this compensation for promotional stagnation. This has also deprived the Group 'A' CPMF Officers of their corresponding status with other services and ancilliary benefits, like that of travel and accommodation etc. The 7th CPC is requested to kindly examine whether 6th CPC had any such discrimination in mind when they recommended it and whether such discrimination was justified.

c. The Hon'ble Supreme Court of India in a plethora of judgments have laid down that the Union Government as a model employer should be generous enough to extend the similar benefits to similarly situated persons to avoid unnecessary litigations and hardships to the employees who may be constrained to approach various courts of law.

d. Rule 102 of the CRPF Rules enacted in the year 1955 in accordance with the provisions of the CRPF Act, 1949 describes the conditions of service of Executive Officers of the Force as under:

Rule102 of CRPF act 1949 reads:

"The conditions of service of members of the Force in respect of matters for which no provision is made in these rules shall be the same as are for the time being applicable to other officers of the Government of India of corresponding status."

As it stands clear from the above rule it was envisaged that there cannot be any discrimination in conditions of service of the officers of the Force viz-a-viz other Group 'A' Officers of other services of the Government of India

vii. Rule 7 of CCS (CCA) rules reads:

"Central Civil posts of any group not included in any other Central Civil Service shall be deemed to be included in the General Central Service of the corresponding group and a Government servant appointed to any such post shall be deemed to be a member of that Service unless he is already a member of any other Central Civil Service of the same group".

The Schedule to Rule 5 contains the list of Central Civil Services Group 'A' and the General Central Service Group 'A' appears at Sl. No.8 of the said list. CRPF Group 'A' executive cadre being General Central Civil Service Group 'A' as per Rule 104 of CRPF Rules, 1955, therefore, on the analogy of the list of Central Civil Services Group 'A' published vide schedule to Rule 5 of CCS/CCA Rules has to be construed to be an Organized Service. In fact with this provision the issue of formal notification should only be a formality.

viii. <u>Supreme Court verdict on denial of pay benefits on the pretext of 'Unorganized Service'.</u>

Judgment delivered by the Hon'ble Bench of Supreme Court on 06.05.2004 in a case no: Appeal (civil) 793 of 1998 State of Mizoram v/s Mizoram Engineering Service Association is a landmark judgment on this subject, wherein, the condition of Organized Service for allowing higher pay scale to the officers of Mizoram Engineering Service was set aside by the court in a speaking order. The relevant extract of this judgment is reproduced below for perusal of the Commission as it has thrashed out the stand of State Govt. to deny the higher pay scale to engineers of Mizoram on the ground that their cadre was not an Organized Cadre. The Hon'ble Court went ahead to call their argument as wholly misconceived.

".....Great stress was laid on the fact that Engineering Service in the State was not an Organized Service and therefore, it did not have categorization by way of entrance level and senior level posts and for

that reason the higher scale of Rs.5900-6700 which was admissible for senior level posts could not be given in the Engineering Service. The main reason for dubbing Engineering Service as an unorganized service in the State is absence of Recruitment Rules for the service. Who is responsible for not framing the Recruitment Rules? Are the members of the Engineering Service responsible for it? The answer is clearly 'No'. For failure of the State Government to frame Recruitment Rules and bring Engineering Service within the framework of Organized Service, the engineers cannot be made to suffer. Apart from the reason of absence of Recruitment Rules for the Engineering Service, we see hardly any difference in Organized and unorganized service so far as Government service is concerned In Government service such a distinction does not appear to have any relevance. Civil Service is not trade unionism. We fail to appreciate what is sought to be conveyed by use of the words 'Organised Service' and 'unorganised service'. Nothing has been pointed out in this behalf. The argument is wholly misconceived....."

ix. The 7th CPC is requested to kindly examine this matter and deliver judicious recommendations to save as many as 11,000 officers of CPMFs from the discriminatory treatment being meted out to them by the DoPT and MHA as explained above. This would also remove the undesirable and avoidable demoralization creeping within the Forces which are engaged in sensitive task of fighting against the enemies.

9.19 DEPUTATION QUOTA

i. CRPF officers should be considered for deputation to other Ministries/Organisations for sharing rich experiences of each-other. The other departments will highly benefit from disciplined and dedicated officers of the Force. Such Deputation quota for Cadre Officers should be atleast for 15%.

ii. Pertinently vide Para 7.19.32 of its report 6th CPC had also observed that specific issue of stagnation in Group 'A' posts in various CPMFs would be properly addressed only if, a larger number of posts are reserved for being filled up by the Cadre Officers. Further vide Para 7.19.33, 6th CPC recommended further that all posts up to the rank of DIG should, henceforth, be filled by promotion from amongst the officers of respective CPMFs. 50% of the posts in the grade of IG/equivalent and above should be allowed to

be filled on deputation with the remaining posts being filled on promotion of eligible officers.

Vide Para 2 of Annexure II of note sent by BSF on 7/4/2008 in response to MHA U.O. No. II -27012/13/2008-PF-1 dated 1/4/2008, it was strongly recommended that recommendations of 6th CPC at Para 7.19.33 may please be implemented in the better interest of the Force.

Vide Sl.No. 2 (iii) of CRPF Dte. Gen. U.O. No. P.I-1/2008- CRPF (6th CPC) dated 4.4.2008 to MHA it was submitted that the CRPF unanimously accepted this recommendation that 50 % posts in the rank of IsG and 50 % posts in the rank of ADG and 50 % posts in the rank of Spl. DG as and when created, will be held equally by IPS officers and officers of the CRPF on promotion.

Vide Sl. No. 2 (ii) of aforementioned CRPF U.O. dated 4.4.2008, reacting to 6th Pay Commission recommendations that all posts upto the rank of DIG should, henceforth , be filled by promotion from amongst the officers of respective CPMFSs, it was brought out that the organization had divergent views on this issue. While Cadre Officers strongly felt and approved that 100% posts of DIsG should be filled up by promotion from amongst officers of respective CPMFs, IPS Officers were of the opinion that at least 10% of the posts in the rank of DIG must be kept for IPS Officers coming on deputation. If these posts remain vacant for more than 3 months they will be diverted to Cadre Officers.

In this context it is worthwhile to quote from Para 1.2.25 of 6th CPC report which inter alia states

"all the recommendations made by the Commission are limited and interconnected and need to be treated as an organic whole. Partial implementation of these recommendations will destroy the underlying spirit, break the common thread and bring in anomalies and inconsistencies".

In the communication received from MHA in BSF and CRPF for creation of additional posts of ADsG/Special DsG, it is revealed that only 33.3% representation in rank of ADG has been catered for cadre officers as against 50% recommended vide Para 7.19.33 of 6th CPC's report.

In fact, the whole system of Deputation and Deputation Quota in Group-A posts in CRPF needs a re-look on the following grounds:-

i. The whole purpose of deputation is to temporarily import officers from outside organisations in the absence of sufficient eligible officers within borrowing organisations. In the present case, this needs to be realistically assessed keeping in view the functional, professional and operational role of CRPF. The CRPF is neither short of experience nor short of sufficient eligible officers.

ii. Fixing of certain percentage of quota in an organisation many times plays dubious roles. Whereas the borrowing organisation may suffer stagnation at various levels, the lending organisation may ease out their stagnations through the borrowing department.

iii. Fixing up of percentage of quota works as a double- edged weapon during Cadre Reviews. The cadre strength of the lending organisation gets increased through their own Cadre Review as well through the Cadre Review of the borrowing department. The cadre strength of the borrowing department however gets reduced by deputation percentage during every Cadre Review.

iv. Fixing of Deputation Quota therefore becomes unconstitutional, unless the ex-cadre posts are appropriately encadred during every cadre review.

9.20 OTHER BENEFITS

i. **CAPACITY BUILDING OF OFFICERS -** Officers of the Force should be given opportunity for specialised/professional courses overseas/ reputed institutions for proper growth and learning. Mid Service Career Course on the line of AIS/CCS should be introduced, besides specialised interactive training with international counterparts.

ii. The benefits of **Free Leave Pass** facility and **free accommodation** are presently entitled to all the Force personnel except the Group-'A' Officers. Since, the Group-'A' officers are also working with other Force personnel in the same environment and working conditions, there does not seem to be any justification for depriving the Group-'A' Officers of such benefits entitled to the other personnel in the Force.

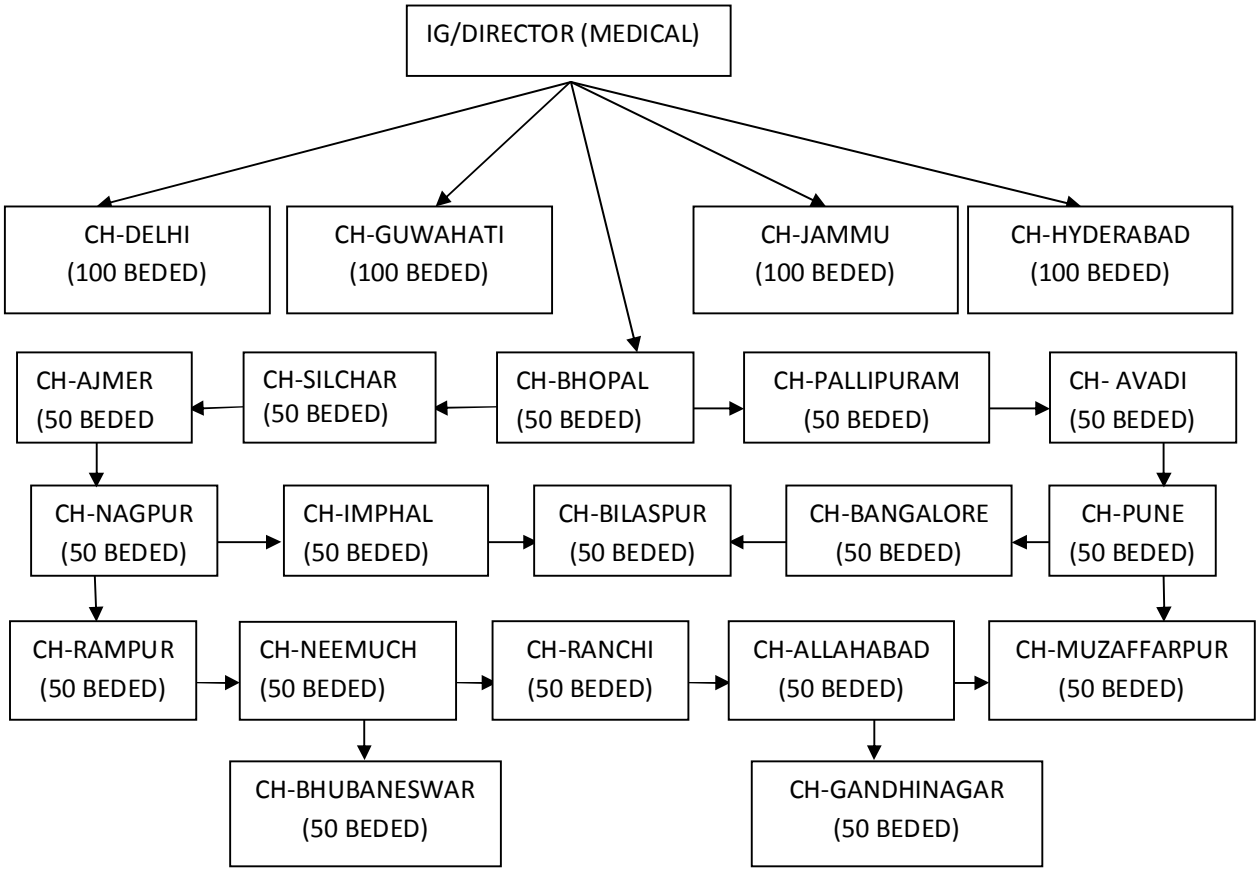
CHAPTER-10

PAY- MEDICAL & PARA MEDICAL CADRE

10.1 ORGANISATION

The Central Reserve Police Force has 628 Medical Officers and 2305 other Para-medical staff, deployed in four 100 bedded Composite Hospitals, 17 Composite Hospitals with 50 beds, 07 Group Centre Hospitals, 01 CTC (T&IT) & 10 CoBRA Bn with 20 beds & 13 Group Centre Hospitals, 09 RAF, 06 RTCs, 02 CTCs, 04 CIAT (incl. 01 ISA at Mount Abu) and 03 Mahila Bns with 10 beds and 207 Battalions having Medical Investigation Rooms with indoor facilities (10 Bedded each) spread all over the country.

ORGANISATIONAL STRUCTURE



10.2 CENTRAL HEALTH SERVICE BACKGROUND

Prior to 1973, the CRPF was drawing Medical Officers on deputation from the Central Health Service. But due to their largely comfortable city life, there was a tendency to avoid taking up difficult duties and various assignments along with troops in the field. Therefore, from 1973 onwards the Force started recruiting Medical Officers directly from the open market. Subsequently, to maintain high standards of the Force and operational requirements, the Medical Officers were combatised during 1974.

10.3 ADDITIONAL RESPONSIBILITIES VIS-A-VIS CHS/AMC/GD CADRE

Medical Officers in the Force combine in themselves a variety of functions, besides mere curative, preventive and specialized service roles, which are normally performed by separate streams. In addition, the Medical Officers of the force have to perform following duties:-

i. Annual Medical Examination of Force personnel.
ii. Accompany troops during operations and field exercises.
iii. Administration and supervision of Force/CPMF Hospitals.
iv. Instructional duties in a variety of medical training programmes of the Force personnel in terms of First Aid, hygiene, family planning and sanitation etc.

10.4 RESTRUCTURING OF MEDICAL SET UP OF CPMFs

Since the service conditions of Para Military Forces were not attractive enough to retain qualified Medical Officers for long, there was always dearth of Medical Officers in the Force. This matter was brought to the notice of MHA/GOI and the issue of restructuring the medical set up in CPMFs has remained under consideration of the Government for quite some time. Considering the functional, operational and administrative requirements of medical facilities in CPMFs, MHA/GoI vide OM No. 27012/33/2003-PF-III dated 02/9/2004 has implemented a Composite Hospital Scheme after carrying out necessary restructuring. Presently, the medical set up in CRPF is as under:-

i. **ESTABLISHMENT**

S/ NO.	GRADE OF HOSPITAL	No. OF HOSP.
01	100 Bedded Hospital	04
02	50 Bedded Hospital	17
03	20 Bedded Hospital	18
04	10 Bedded Hospital	37

ii. **MEDICAL OFFICERS**

S/No	POST	RANK	No. OF POSTS
01	Director (Medical)	IG	1
02	Supdt. 100 Bedded CH	IG	4
03	Supdt. 50 Bedded CH	DIG	17
04	MO to CMO (SG) (For 20, 10 Bedded Hospitals & MI Rooms)	AC to CO	606
		Total	**628**

10.5 PARA MEDICAL STAFF

i. There are 2305 Para-medical staff constituting a number of categories as skilled and highly skilled personnel who provide indoor and outdoor medical support/cover to the Force Personnel. There have been anomalies in their wages, allowances and career progression witnessed throughout their career even after combatisation. Having all India service liability they still receive less pay and allowances compared to their counterparts in other CGHS Hospitals. No cadre review in respect of Para-Medical Cadre has ever been carried out so far in CRPF. As a result, many of the Para-Medical staff such as ASI (Pharmacists), Physiotherapists etc never got promotion in their entire service in spite of the MOF Order No. 10 (1)-E-III/88 of GoI (MOF) GO No. 70/12-91 dated 13/9/91 and recommendation of the 4th Pay Commission, the reason being that Cadre Review of the Para-Medical Cadre was never carried out in the Force as mentioned earlier, though a Cadre Review-cum-Restructuring proposal in respect of Medical Cadre of CRPF (Medical Officers & Para- Medical Staff) was submitted to MHA vide CRPF UO No. O.IV-15/99-Org dated 08-09-2000. This proposal was initially meant for the career progression of all Group 'A', 'B' and 'C' Hospital staff. It was later de-linked from Group 'A' Medical Officers Cadre Review. Cadre Review of the Medical Officers in CRPF has been done at the time of restructuring of Medical set-ups of CPMFs vide MHA letter No. 27012/33/2003-PF.III dated 02/09/2004. The Cadre Review-cum- Restructuring proposal in respect of Para- Medical Staff based on the recommendation at Para 52.90 of 5th Central Pay Commission. Cadre Review of

Para Medical Staff was submitted during the year 2000 along with Medical Officers. The MHA however, vide their UO No. 27012/55/2005-PF.III dated 10/01/2011 intimated that cadre review proposal submitted by CRPF during 2000 had already been considered as a part of a consolidated proposal for the restructuring of the Medical set up of the CPMFs on 04/09/2004.

ii. Practically, however, MHA never sanctioned any Cadre Review benefits to the Para-Medical Staff in CRPF. Resultantly, the Force is facing acute problem of promoting certain very important functionaries of Para-Medical Cadre like Pharmacists. Out of 637 Pharmacists, 58 are in rank of Sub. Inspector and 11 in the rank of Inspectors are lying vacant due to incompatible Recruitment Rules. Therefore, bulk of Pharmacists (568 still serve in the rank of Assistant Sub Inspector even after putting in more than 30 years of dedicated service. A number of Court cases have been filed in various Courts for the up-gradation of the rank of ASI/Pharm to the rank of SI/Pharm. This speaks of a real precarious situation of a Cadre which constitutes maximum strength of the overall Medical and Para-Medical cadre.

10.6 MULTIFARIOUS FUNCTIONS PERFORMED BY PARA-MEDICAL STAFF

i. Duties as a Pharmacist.
ii. Nurse
iii. Dresser
iv. Injection Room Assistant
v. Basic Health Worker
vi. In operational areas, have to perform combat role also.

The duties mentioned at Sl. No.(ii)-(v) are not a part of his defined duties. In addition, since, the Para-Medical Staff is combatised in CRPF, the incumbents perform arduous nature of duties under difficult conditions and hostile environment. Highly mobile nature of the CRPF, enforce them to bear unpredictable moves especially while working with the duty Battalions, which often remains deployed in remote and inhospitable terrains, sans basic amenities. They are always prepared to carry out odd duties even during late hours and difficult conditions. In the absence of the Medical Officers on leave/duty/courses or against vacancy, the Para-Medics manage the medical services and ensure that the men are provided adequate

medical facilities. They also remain responsible for procurement, preservation, storage, preparation, distribution and accounting of drugs and pharmaceuticals etc. and remain on duties round the clock.

"**As per Department of Expenditure, Implementation Cell OM No.1/1/2008-IC dated 18/11/2009 Fast Track Committee had recommended that the entry grade of Pharmacists in Central Government should remain at grade pay of Rs. 2800/- in the pay band PB-I. On completion of two years service in the entry grade, all the incumbents should be granted <u>Non-Functional Up gradation</u> to the next higher grade having grade pay of Rs. 4200/- in the Pay Band PB-2". However, this benefit has not been granted to the Pharmacists of the Force.**

In CRPF while demanding the benefits at par with CGHS by Para-medical staff, plea has been taken that they are combatised staff and appointed in rank hierarchy of CRPF, as such they are not entitled for promotion or perks as per CGHS pattern. This argument does not meet any logic since the Para Medical Staff are a separate cadre and not a part of Executive Cadre.

10.7 ANOMALOUS PAY FIXATION ON COMBATISATION OF PARA-MEDICAL STAFF

The majority of the Para-Medical staff available in CRPF are combatised since 1989. Instead of giving parity with Central Health Service pay scales, the combatised Para-Medics pay scales have been **granted lower pay scales, contrary** to the 5th Central Pay Commission's recommendation to maintain the CHS parity. This resulted in huge disadvantage to the Para-Medical staff. This anomaly needs to be removed in the interest of the Force.

10.8 PRAYER BEFORE THE PAY COMMISSION

The following are proposed for consideration of the Pay Commission:-

i. An expert body should be appointed to explore the possibility of approving better pay scales and career progression to the Para-Medical Staff working in CRPF. Paramedical staff performs dual responsibility being a combatised cadre. On the one hand they accompany the troops in the field during operations and on the

other hand they provide immediate medical cover to the injured/sick at the site of action and further accompany the injured to various hospitals for further treatment. Therefore they deserve to be paid higher emoluments as compared to their counterparts in the civilian setup. Also paramedical cadre, comprises of various technical posts for which they have been trained extensively.

ii. The up graded pay scales as applicable to all the non combatised Nursing cadre in CRPF vide MHA letter No. 27012/26/2010-PF-III dated 18/06/2010 as well as nursing cadre of Central Health Service; GOI must be made applicable to comabtised nursing cadre of CRPF since comparatively the work load and nature of duties etc is more arduous and difficult compared to civilian staff.

iii. Nursing Staff and other Para Medical staff perform equal amount of work in **patient's care** as well as **nursing care** in the CRPF Hospitals. Therefore, present rate of **HPCA/PCA** is required to **be increased from Rs. 1400/- to Rs.3000**/- as there is huge difference between **HPCA/PCA** (Rs.1400/-) and **Nursing Allowance** (Rs.3,200/-+25% increase whenever DA crosses 50%) and the duties carried out are similar.

iv. Group C hospital staff are entitled to draw hospital patient care allowance (HPCA) (except nursing staff). However, on their promotion to Group B post they are not entitled to drawn the same allowance.

Since, there is no change in charter of duties being performed by Group 'B' Hospital Staff in CRPF, the benefit of HPCA / PCA* is required to be continued to all such employees with retrospective effect i.e. wef 17/4/2009.
(MoF has directed to refer the matter to 7th CPC)

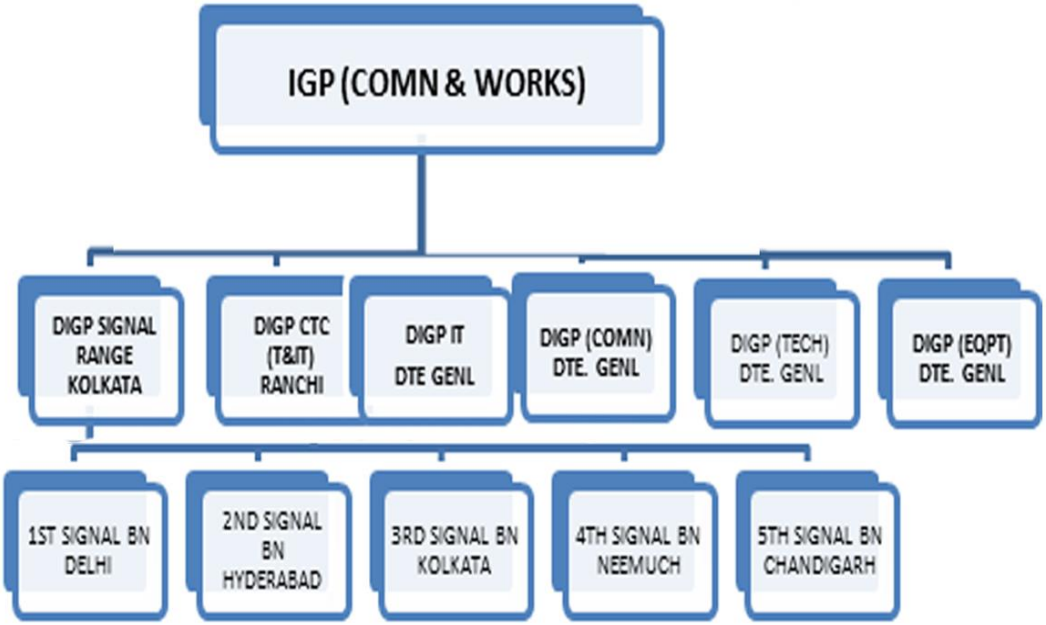
v. There are certain isolated posts e.g. Insp/Junior Dietician, SI/Radiographer, ASI/ECG Technician, ASI/OT Technician & ASI/Dental Technician etc., in their case MACP may be implemented and that should be linked to ranks on shoulders as they are all combatised as this would be a great motivating factor. Since otherwise they do not have any promotional avenues at all. Also their nature of duty does not change with wearing of rank.

CHAPTER – 11

PAY- SIGNAL CADRE

11.1 SIGNAL PERSONNEL

Communication is one of the most important requirement as the Force always function under arduous circumstances and deals with crisis management. The deployment too normally is in far flung areas. To meet this necessity, the Force has its own communication hierarchy which is shown in the chart below:-



Since the nature of job of the Signal personnel is to provide reliable communication support to all operations, they are deployed in almost all parts of the country alongwith operational Units. They require technical skills of a high order to handle costly and sophisticated signal equipment. Regular up-gradation of signal equipment requires updating of their technical skills through training, experience and expertise from time to time.

11.2 In the operational Units, the positions are mostly manned by Subordinate Officers and Signal/Radio Operators. The job characteristics and emoluments of the Signal personnel are discussed below:-

11.3 HC RADIO OPERATOR

He is normally an intermediate with science orientation and is required to handle sophisticated equipments. He undergoes a highly technical and military training to acquire the required skills. At most of the places he is posted alone without any supervisory guidance, faces operational hazards and hardships similar to those faced by combat troops and has to work at least 16 hours a day without availing Sundays and Holidays. Similar functionaries in other Organisations, with better living and working conditions get much higher emoluments as reflected below:-

i. In Delhi Police, the scale is **9300-34800+4200.** In Directorate of Co-ordination Police Wireless (DCPW), the scale is Rs. **5200-20200+2800** (GP), whereas in CRPF he is placed in Rs. **5200-20200+2400** (GP) with Special Pay of Rs.400/-

ii. A HC Radio Operator normally gets his next promotion to the Rank of ASI (RO) not before 16 years of service, and that too gives him only a marginal increase of salary as he is placed in the Scale Rs. **5200-20200+2800** (GP) with Special Pay.

iii. The Radio Operator has to face similar hazards which other CRPF personnel encounter. **It is therefore suggested that he should be brought into pay scale 9300-34800+4200.**

11.4 SUB.INSPECTOR (TECH) TO INSPECTOR (TECH)

These SOs are employed in Advance Base Workshops, where they undertake overhauling and maintenance of radio equipments to ensure operational worthiness. Personnel with technical capabilities required for the Force are not easy to recruit from the open market and therefore, the skill is imparted to CRPF Subordinate Officers through rigorous training and assigned the task of Sub Inspector (Technical). The task is very laborious and time consuming. The promotional avenues, however, to this Cadre is very limited. ***It is proposed that these categories may be placed in a higher scale of pay accordingly.***

11.5 OTHER POINTS

i. **SPECIAL ALLOWANCE TO INSPECTORS IN SIGNAL CADRE**.

Presently no Special Allowance is being drawn by Inspectors of signal cadre i.e Insp/RO/Cry/Tech/RF. In this connection it is to submit that following posts of CRPF were allowed to draw Special Pay as per Appendix-E of CRPF Rules 1955**.**

Subedar Operator (Now Inspector Operator)	:Rs.50/-
Sub Inspector (Operator)	:Rs.40/-
Havildar Operator	:Rs.40/-
Naik Operator	:Rs.40/-
Subedar Radio Tech (Now Insp. Radio Tech)	:Rs.50/-
Subedar Crypto (Now Inspector Crypto)	:Rs.50/-
Sub Inspector Crypto	:Rs.40/-
Havildar Crypto	:Rs.40/-

Thereafter, as per recommendation of 3rd CPC, only Subedar Operator was allowed to draw Special Allowance @ Rs.50/- vide MHA OM No.5/21/73-Imp dated 10/01/1975 which has been doubled on implementation of 4th CPC vide Min. Of Personnel, Public Grievances and Pension (Deptt of Personnel & Trg) OM No. 6/29/86-Estt (Pay-II) dated 29/09/1986**.**

Later, on implementation of 5th CPC, MHA vide OM No. 27011/57/97-PF.I/62 dated 24/01/2000**)**, the Special Pay has been doubled at the pre-revised existing rates (now termed as Special Allowance) in r/o following categories of Signal Cadre in CPMFs uniformly w.e.f 01/08/1997 with direction that payment of Special Pay to categories not listed above should be discontinued forthwith. The same has also been doubled w.e.f 01/01/2006 on implementation of 6th CPC vide GoI Dept. of Pers & Trg OM No.4/6/2008-Estt.(Pay-II) dated 01/10/2008. The categories are:-

Sl.No.	Rank	Remarks
01.	Inspector(Comn)	Uniformly to BSF, CRPF, ITBP & AR
02.	SI/Radio Operator	-do-
03.	SI/Cipher Operator	-do-
04.	HC/RO	-do-
05.	HC/Cipher	-do-

As per the above order, Inspector (Comn) is entitled to Special Allowance. But, in **CRPF, there is no separate post of Inspector (Comn)**. On promotion from the post of SI/Radio Operator, SI/Tech, SI/Crypto, SI/Radio Fitter they are designated as Insp/RO, Insp/Tech, Insp/Crypto and Insp/RF and they continue to maintain the communication network and remain in Communication Cadre only. Whereas, in other Forces i.e in BSF and ITBP, there is no bifurcation of Inspector Rank according to their trade in Signal Cadre. On promotion from the post of SI/RO, SI/Tech and SI/Crypto they are designated as Inspector (Comn).

Therefore, for admissibility of Special Allowance in respect of CRPF Inspectors in Signal cadre, they are to be categorized as Insp/RO, Insp/Tech, Insp/Crypto and Insp/RF separately. ***This anomaly needs to be removed and Insp/RO, Insp/Tech, Insp/Crypto and Insp/RF of CRPF should also be entitled to Special Allowance as authorized to Insp (Comn) in other CPMFs.***

ii. **SPECIAL ALLOWANCE TO ASI (RO/Crypto) IN SIGNAL CADRE**.

The main aim of introducing the rank of ASI in the Signal cadre of CRPF was to create adequate promotional avenues for Signal personnel and to enhance the level of supervision at various technical installations. On promotion of HC (RO/Crypto) to the rank of ASI (RO/Crypto) the Special Allowance hitherto drawn by them in the feeder posts would cease as the Special Allowance is not attached to the posts of ASIs (RO/Crypto). Hence on promotion from HC (RO/Crypto) to ASI (RO/Crypto) they are deprived of the financial benefits for shouldering technical responsibilities of higher level on promotion.

Since HC/SI (ROs/Crypto) are authorized the special allowance, denial of the same to ASI (RO/Crypto) is an anomaly as they are in the same cadre hierarchy. ***This is working as a demoralizing factor, although they are promoted to the higher post with higher responsibilities but do not get any increase in emoluments. This anomaly needs to be removed and Special Allowance should be allowed.***

iii. **SPECIAL ALLOWANCE TO ASI/SI (Tech) IN SIGNAL CADRE**

The post of ASI/Tech and SI/Tech in CRPF are filled from the open market having technical qualification of 3 years diploma and B.Tech in Electronics/Communication & IT respectively. They are responsible for establishing and smooth handling of Communication channels. Keeping in view the changes in technology and introduction of various modern gadgets in the Force, work load and technical knowhow of these trades have considerably gone up. They have to be capable of maintaining VPN (Virtual Private Network), SDR (Software Defined Radio Sets), other computer peripherals etc. However, the promotional avenues for this Cadre are very limited. Presently, no Special Allowance is authorized to ASI/T and SI/T though their counterparts in our own Signal cadre are authorized to Special Allowance. Denial of Special Allowance to ASI/T and SI/T does not appear to be logical and justified. This is a demoralizing factor for them. ***This anomaly needs to be removed. It is proposed that they may be allowed to draw Special Allowance as applicable to SI (RO/Crypto).***

CHAPTER-12

PAY- MINISTERIAL CADRE

12.1 Ministerial Cadre in any Force plays a very vital role in the smooth official functioning of the Force. Ministerial Cadre is backbone of the Force as total secretarial work whether related to administration or field operations are executed through them. They too work with the field troops under similar living and working conditions. Initially, the Battalions of the Force had only 04 Companies on the pattern of Army as is provided in the CRPF Rules-1955. When the concept of Group Centres (for housekeeping job) was introduced during the year 1966, 02 more companies were added and the Battalions were formed of 06 companies. Subsequently, during 2003 one more company was added to each Battalion making it to 07 Companies in a Battalion and one more additional Battalion to each Group Centre which were meant for catering to 04 Battalions, making it to 05 Battalions for each Group Centre. This would have though technically saved some overhead expenditure of the Government but it has caused tremendous administrative as well operational strain on the Officers, Men and Ministerial staff of the Force since, no additional support staff including Ministerial staff was sanctioned to cater to such additional raising of the Force. Secretarial work of additional service Company and one Unit affiliated with Group Centres was distributed amongst the existing strength of Ministerial Staff in Units and Group Centres. Ministerial Staff, therefore, have to work much beyond laid down office hours including that on holidays. Presently, there is no provision of compensating the Ministerial Staff of the Force for extra work which they are required to do in the line of duty, and therefore, there is a strong case of additional and adequate pay package for them comparing their work load vis-a-vis similar positions in other organizations in the Govt. of India. It may not be out of place to add that Operational secretarial work in the Force is always time bound as no let up can be allowed in case of operational requirement.

12.2 The stagnation level of Ministerial Cadre in the Force is reflected below:-

RANK	SPAN (In yrs)	Awaiting promotion(in yrs)	No. Stagnating	% of Stagnation
CT (Dft) to HC (Dft)	03	01 to 15 yrs	310	99.70%
ASI (M) to SI (M)	06	01 to 16 yrs	333	13.33%
SI (M) to Insp (M)	05	01 to 10 yrs	1173	54.74%
Insp (M) to SM (M)	02	01 to 04 yrs	411	69.43%
SM (M) to AC (M)	02	01 to 04 yrs	70	36.08%

STENOGRAPHIC CADRE

RANK	SPAN (In yrs)	Awaiting promotion(in yrs)	No. Stagnating	% of Stagnation
ASI(Steno) to SI (Steno)	06 yrs	01 to 02 yrs	74	35.41%
Insp(Steno) to SM (Steno)	02 yrs	01 to 13 yrs	58	59.79%

OFFICIAL LANGUAGE CADRE

RANK	SPAN (In yrs)	Awaiting promotion(in yrs)	No. Stagnating	% of Stagnation
Insp (HT) to SM (HT)	02 yrs	1 to 22 yrs	64	98.46%
SM (HT) to AD (OL)	02 yrs	1 to 04 yrs	01	100%

There is tremendous stagnation in the Ministerial Cadre which deserves attention.

12.3 PAY ANOMALIES

The following anomalies in the Pay Structure of Hindi translator needs correction:-

i. **ANOMALIES IN THE CAREER PROGRSSION AND THE PAY OF STRUCTURE OF HINDI TRANSLATORS (HT)**

At present a combatised Inspector (HT) gets promotion in the combatised stream up to the rank of SM (HT) and thereafter on promotion from SM (HT) to Assistant Director (Official Language), the individual gets de-combatised and becomes a civilian Group-'A' post in the pay band-3 Rs. 15600-39100 and Grade Pay 5400/-. ***This principle of de-combatisation on promotion in the Gazetted rank in the Ministerial Cadre is causing many administrative difficulties in the organization being a uniformed Force. Thus post of AD (OL) may also be combatised.***

CHAPTER-13

SPECIAL PAY ALLOWANCE

13.1 The 3rd Pay Commission was of the view that wherever Special Pay was attached to a post on permanent basis, such posts should be placed in a higher scale of pay commensurate with the greater responsibility shouldered by the incumbent instead of continuing to allow payment of Special Pay. Notwithstanding this general principle, Special Pay was allowed to be continued in the CRPF for certain categories of posts keeping in view the additional responsibilities attached to these posts and also possibly to avoid multiplicity of scales. In a few cases, however, Special Pay admissible earlier was stopped without giving them a higher scale of pay and in a few other newly created specialized posts special pay was not sanctioned at all.

13.2 In this part, we will broadly deal with the subject of Special Pay under the following heads:-

i. **POSTS WHERE SPECIAL PAY WAS ADMISSIBLE AND CONTINUES TO BE SO NOW**

a. The Special Pay to certain categories of posts has been in existence since the inception of the Force, which was allowed to continue in consideration of additional responsibilities, technical proficiency and skill etc. required for efficient performance of the job assigned to these posts. Though we agree with the view that wherever and whenever Special Pay is attached to a post permanently, the post itself should be upgraded and placed on a higher scale, yet the peculiar position and hierarchical rank structure existing in the CRPF as explained below, amply justly the continuance of the system of Special Pay for these posts.

b. Being a disciplined and regimented Force, the appointments in the CRPF are in accordance with the rank based hierarchy, e.g. in the rank of Sub-Inspector as against **24** number of sanctioned posts in a unit, only **2 posts** are meant for special appointments with special pay as they shoulder additional responsibilities contributing to the

morale, efficiency and discipline of the Force. The Special Pay is given for the particular appointment which can be held by any Sub-Inspector for a specific period irrespective of his seniority subject to his suitability for appointment. The incumbents of such appointments are often required to be changed. It is, therefore, neither advisable nor feasible to sanction different and higher scales of pay for such special appointments.

ii. **CATEGORIES OF POSTS, WHERE SPECIAL PAY WAS ADMISSIBLE BUT WAS STOPPED AFTER 3RD PAY COMMISSION RECOMMENDATIONS.**

Following categories of personnel in CRPF were entitled for the Special Pay which was stopped after 3rd Pay Commission's recommendations:-

a. Sub Inspector (Motor Mechanic)
b. Head Constable/Constable (Drivers)
c. Inspector (Program Assistant)

a. **SUB INSPECTOR (MOTOR MECHANIC)**

The Special Pay to Motor Mechanics up to the rank of Head Constable has been in existence since the inception of the Force in consideration of the technical proficiency and skills required for efficient performance of their duties. In a Duty Battalion, only one posts of SI (MM) is sanctioned. He is responsible for fitness, repair and overhauling of a large fleet of vehicles. The responsibility has since enhanced on account of addition of several modern generation vehicles to the fleet, whose upkeep and maintenance require special expertise and training. He is also required to do a number of other duties assigned to the rank of SI in the General Duty/Garrison Platoon. It is absolutely essential to grant Special Pay to SI (MM) equivalent to SI(MT) in the MT Platoon.

b. **HEAD CONSTABLE/CONSTABLE (DRIVERS / FITTERS)**

The Special Pay to Drivers was also in existence since the inception of the Force; but was stopped after implementation of

the recommendations of the 3rd Pay Commission. It was recommended by the 3rd Pay Commission that the scale of pay of the Drivers in the CPMFs would be discussed separately along with other police personnel. No separate scale of pay was, however, prescribed for the drivers and their pay and allowances were kept at par with GD personnel of comparable ranks. Their Special Pay was stopped without giving any consideration to the technical qualifications and skills possessed by these categories of personnel.

Mobility is one of the most vital factors for achieving the operational efficiency of any Force and the Drivers and Fitters have a crucial role to play in this respect. The Drivers have to undergo extra training and have to acquire a very high degree of professional competence in order to be able to perform their duties in all types of terrains and climatic conditions. At the same time Fitters are ITI qualified and have to provide appropriate technical support to keep MT fleet functional under all conditions. Apart from driving and repairing vehicles, the MT Drivers and Fitters are also required to perform executive duties in operational areas and are exposed to the risks and hazards being confronted by the GD personnel day in and day out. It may not be out of place to mention that a large number of Drivers and Fitters opt for voluntary retirement on account of far better prospects in the open market. ***It is, therefore, submitted that Drivers and Fitters of CRPF should be adequately compensated by granting them Special Pay***.

c. **INSPECTOR (PROGRAMME ASSISTANT) IN EDP**

Prior to 4th Pay Commission, Inspector/SM posted in EDP Cell were getting special pay @ Rs.50/- per month due to highly specialized and technical nature of duties assigned to them. The Special Pay was sanctioned during 1974 when the post of Inspector (EDP Cell) was created. The incumbents were selected from amongst the best available in the Force. Before induction, they were put through vigorous training in Computer Operations and Programming. Depending upon their performance in training, they were selected for this specialized job. After implementation of 4th Pay Commission Report, the post of Subedar Major has been put into a separate scale of pay of

Rs.1640-2900 and no Special Pay was granted to them. The responsibilities of Inspector (Programme Assistant) have increased manifold due to installation of in-house computer field. The Inspectors in EDP Cell are persons with specialized skills in computer operation and program writing. Considering the specialized and highly skilled nature of duties performed by them, it is absolutely essential to compensate their technical expertise by grant of Special Pay which was discontinued on the basis of recommendations of the 4th Pay Commission.

Presently no Special Allowance is being drawn by Inspectors of Signal cadre i.e Inspector/RO/Cry/ Tech/RF. In this connection it is to submit that following posts of CRPF were allowed to draw Special Pay as per Appendix-E of CRPF Rules 1955**.**

Subedar Operator (Now Insp Operator)	:Rs.50/-
Sub Inspector (Operator)	:Rs.40/-
Havildar (Operator)	:Rs.40/-
Naik (Operator)	:Rs.40/-
Subedar Radio Tech (Now Insp. Radio Tech)	:Rs.50/-
Subedar Crypto (Now Inspector Crypto)	:Rs.50/-
Sub Inspector (Crypto)	:Rs.40/-
Havildar (Crypto)	:Rs.40/-

Thereafter, as per recommendation of 3rd CPC, only Subedar (Operator) was allowed to draw Special Allowance @ Rs.50/- vide MHA OM No.5/21/73-Imp dated 10/01/1975 which has been doubled on implementation of 4th CPC vide Min. Of Personnel, Public Grievances and Pension (Deptt of Personnel & Trg) OM No. 6/29/86-Estt (Pay-II) dated 29/09/1986**.**

Later, on implementation of 5th CPC, MHA vide OM No. 27011/57/97-PF.I/62 dated 24/01/2000, the Special Pay has been doubled at the pre-revised existing rates (now termed as Special Allowance) in r/o following categories of Signal Cadre in CPMFs uniformly w.e.f 01/08/1997 with direction that payment of Special Pay to categories not listed above should be discontinued forthwith. The same has also been doubled w.e.f 01/01/2006 on implementation of 6th CPC vide GoI Dept. of Pers & Trg OM No.4/6/2008-Estt.(Pay-II) dated 01/10/2008. The categories are:-

Sl.No.	Rank	Remarks
01.	Inspector(Comn)	Uniformly to BSF, CRPF, ITBP & AR
02.	SI/Radio (Operator)	-do-
03.	SI/Cipher(Operator)	-do-
04.	HC/RO	-do-
05.	HC/Cipher	-do-

13.3 In addition to the posts mentioned above the Force has posts of Insp/MT, Insp/Armourer, SI/Armr, which are highly technical in nature and therefore they also must be granted the benefit of Special Pay

13.4 It is proposed that the Director General of the Force be empowered to identify posts which have higher responsibilities or where the work is arduous in nature, but not mentioned above and grant them Special Pay.

13.5 It may further be added that the value of the Special Pay has diminished considerably due to inflation, as the rates of Special Pay were not sanctioned with any criteria of comparison with Basic Pay. The Special Pay was always sanctioned as a lump sum amount which has been quite inadequate and did not compensate the purpose for which it was sanctioned. It is, therefore, suggested that the Special Pay should be sanctioned at a percentage not less than 10% of the Basic Pay in various ranks. It is further suggested that there should be uniformity of Special Pay in all the CPMFs and Special Pay should be considered pay for all allied benefits including retirement benefits.

13.6 SPECIAL PAY/ALLOWANCE PRESENTLY DRAWN AND PROPOSED TO BE DRAWN ARE AS UNDER:-

Sl. No.	RANK/NAME OF THE POST	EXISTING SPL. PAY	PROPOSED SPL. PAY
	SIGNAL CADRE		
1	SI/RO	320	10 % of B/Pay
2	SI/CRYPTO	320	-do-
3	HC/RO	320	-do-
4	HC/CIPHER	320	-do-
5	INSPECTOR (RO)	-	-do-
6	INSPECTOR (RADIO TECH)	-	-do-
7	INSPECTOR(CRYPTO)	-	-do-
8	INSPECTOR(PROGRAM	-	-do-

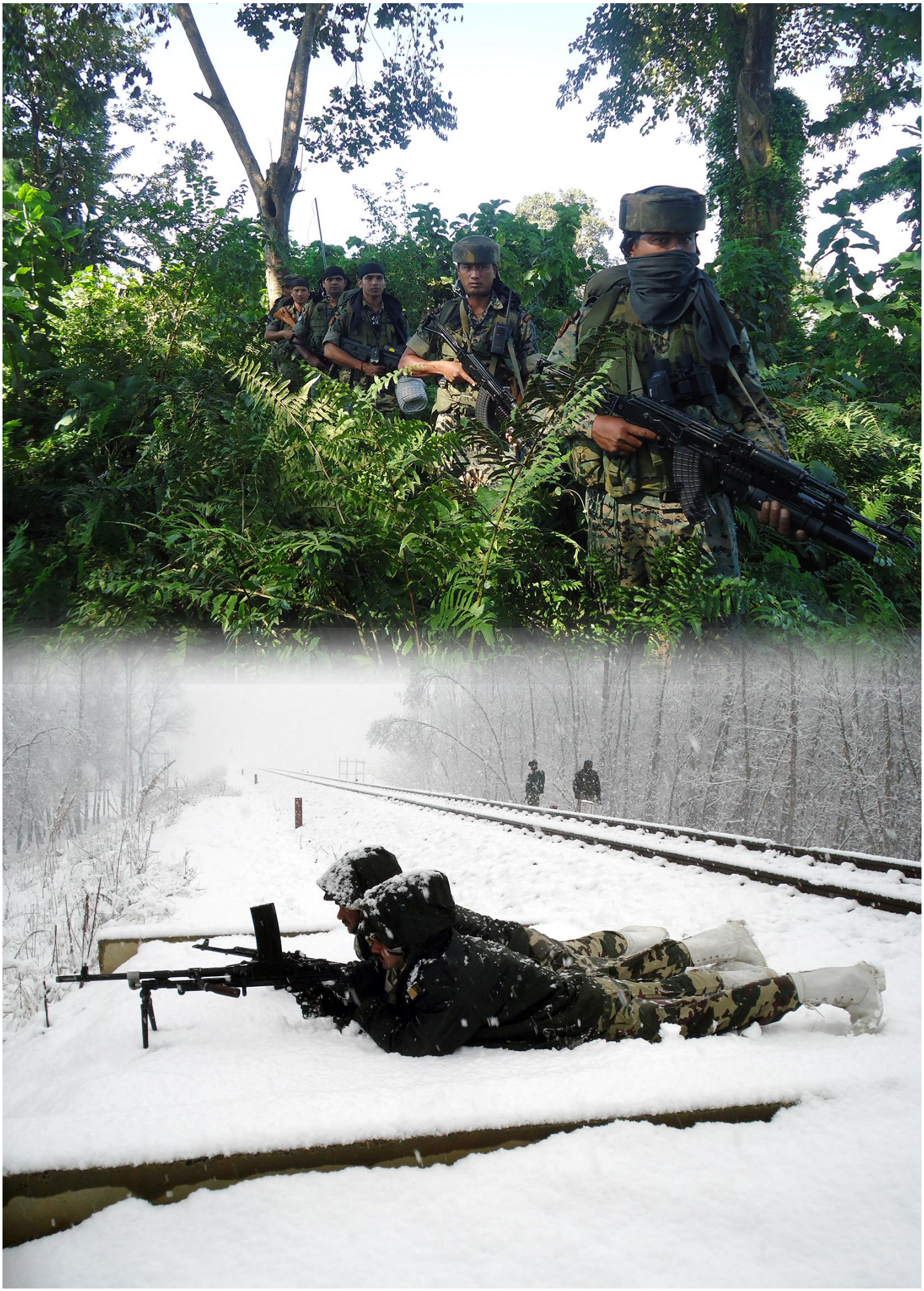
	ASSISTANT)		
9	SI/T	-	-do-
10	ASI/T	-	-do-
11	ASI/RO	-	-do-
12	ASI/C	-	-do-
GD CADRE			
1	SI (ADJT)	240	-do-
2	SI(QM)	240	-do-
3	ASI (BQMH)	-	-do-
4	HC (CQMH)	080	-do-
5	ASI (ADJT)	-	-do-
6	HC (INSTRUCTOR)	160	-do-
7	INSP(ARMR)	-	-d0-
8	HC (BHM)	080	-do-
9	CT (STOREMAN)/(TECH)	080	-do-
10	CT (BUGULAR)	040	-do-
11	SI(ARMR)	-	-d0-
12	CT(ARMR)	-	-do-
13	HC (ARMR)	160	-do-
MT CADRE			
1	INSP(MT)	-	-d0-
2	SI (MT)	240	-do-
3	HC(DVR)	-	-do-
4	CT(DVR)	-	-do-
5	SI(MM)	-	-do-
6	HC(FTR)	-	-do-
7	CT(FTR)	-	-do-

13.7 IDENTIFICATION OF SPECIALISED POSTS (TECHNICAL/MASTER CRAFTSMAN/SPECIAL APPOINTMENT)

The nature of duties in CRPF are dynamic and changes too frequently to counter threats. The Chief of the Force should be empowered to identify posts which should be given Special Allowances on the basis of their highly professional skills/technical ability, special appointees and craftsmanship. For example handling weapons like CGRL, AGL, 81 MM requires high level of precision, technique and craftsmanship and such personnel should be given Special Pay Allowance.

13.8 SPECIAL PAY BE INCREASED

Grant of Special Pay to all the Special Appointees/Technical Staffs and Master Craftsman Staffs in the Force should be increased to boost their morale and give them a sense of pride in holding Special Appointments. It should be increased at the rate of 10% of the Basic Pay.



CHAPTER – 14

RISK / HARDSHIP ALLOWANCE FOR JOB RELATED RISKS & THREATS ON NATIONAL GRID BASIS

A man who is good enough to shed his blood for the country is good enough to be given a square deal afterwards.

Theodore Roosevelt

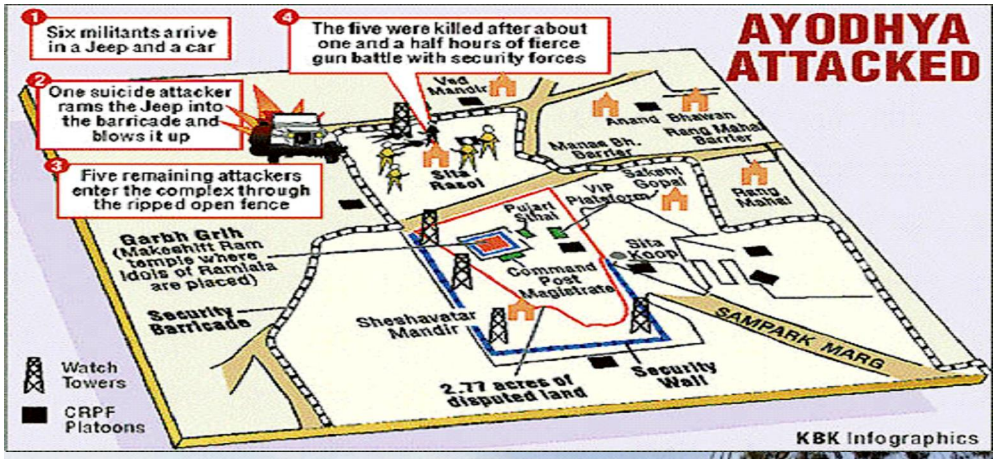
14.1 Different criterion for granting compensation for similar conditions is highly injudicious and discriminatory. In any case the enemy's bullet doesn't differentiate between organizations and colours of uniform. The people committed to the national cause and ready to make supreme sacrifices should be equally honoured and compensated. There should not be any discrimination on the basis of difference in colour of uniform or different colour of Flag of the organisation they belong as long as their sacrifice is for the nation. The supreme sacrifice of life cannot be assigned different values.

14.2 The mammoth raising of the Central Para Military Forces (CPMFs) have been in response to the challenging internal security scenarios, dynamics of low intensity warfare and increasing pockets of conflicts threatening the unity and integrity of the country. Today, **more than 10 lac CPMF personnel of CRPF, BSF, ITBP** etc are managing internal security, securing very long and porous borders and tackling one of the worst terrorism supported and backed by neighbours and other non-state players. The personnel of these organisations are taking maximum peace time causality, threats to their life and facing hardship. Unfortunately these hardships and risks to life are perennial for them as after securing peace in one area they get deployed in other deadly conflict zone. Left Wing Extremism of late is leaving trails of bloodshed all across the nation. The explosives have torn apart not only bodies of CPMF personnel but also the psyche of families. The casualties during so called peace time have left an army of widows, orphans and weeping old parents of CPMF personnel who not only suffer but also remain under threat of life as enemy or misguided persons or anti-nationals remain at large to take revenge.

14.3 Defence Forces remain on the guard and training exercises during peace time and come out to fight enemies only during external aggressions which generally lasts for a limited period. On the contrary, the proxy war which is a new form of external threat once triggered goes on for years. In our country, such threats are being countered for past four decades, mainly by the CRPF. In such fights, CRPF has to pass through conditions similar to those faced by Defence Forces during external aggression; prolonged family separation, risk to life and performance of arduous nature of duties in exceptionally hard

working conditions. The proxy war exposes CRPF including their families to constant risk to life because they fight a.l faceless enemy mingled with the public who can target them easily being in uniform. Thus, enemy within has become no less important than the enemy without.

14.4 After 1971, Defence Forces have fought only one war (Kargil) in 1999 in which 585 soldiers were martyred, but the proxy war fanned by our enemies has been hot on our soil for four decades and by now thousands of least remembered CRPF personnel have sacrificed their lives in the service to the Nation. The laudable resistance by the CRPF in successfully thwarting terrorists attack on the Parliament and the disputed religious shrine in Ayodhya by personal sacrifices and their regular assistance during earthquakes, floods, tsunami and other calamities are relevant to this point.



14.5 By virtue of provision of entry 2 of Union List, 7th Schedule, Article 246 of Constitution of India and various Acts passed by Parliament under which all CPMFs i.e. *CRPF*, BSF, ITBP etc have been raised, legally these Forces also fall under the category of 'Armed Forces' of the Union.

14.6 Therefore, doesn't it look logical and judicious to bracket CPMFs with the regular Defence Forces for the purpose of granting compensation for arduous role they play in service to the nation? It seems the age old secretarial mindset that CPMFs being part of civil services cannot be equated with Defence Forces and that the Defence Forces must be kept one up than other services needs to be corrected. We therefore **pray to the Pay Commission** to take a serious note of above contents and **evolve a new formula to do justice to the CPMFs**. (**A grid system has been suggested in para 14.9**)

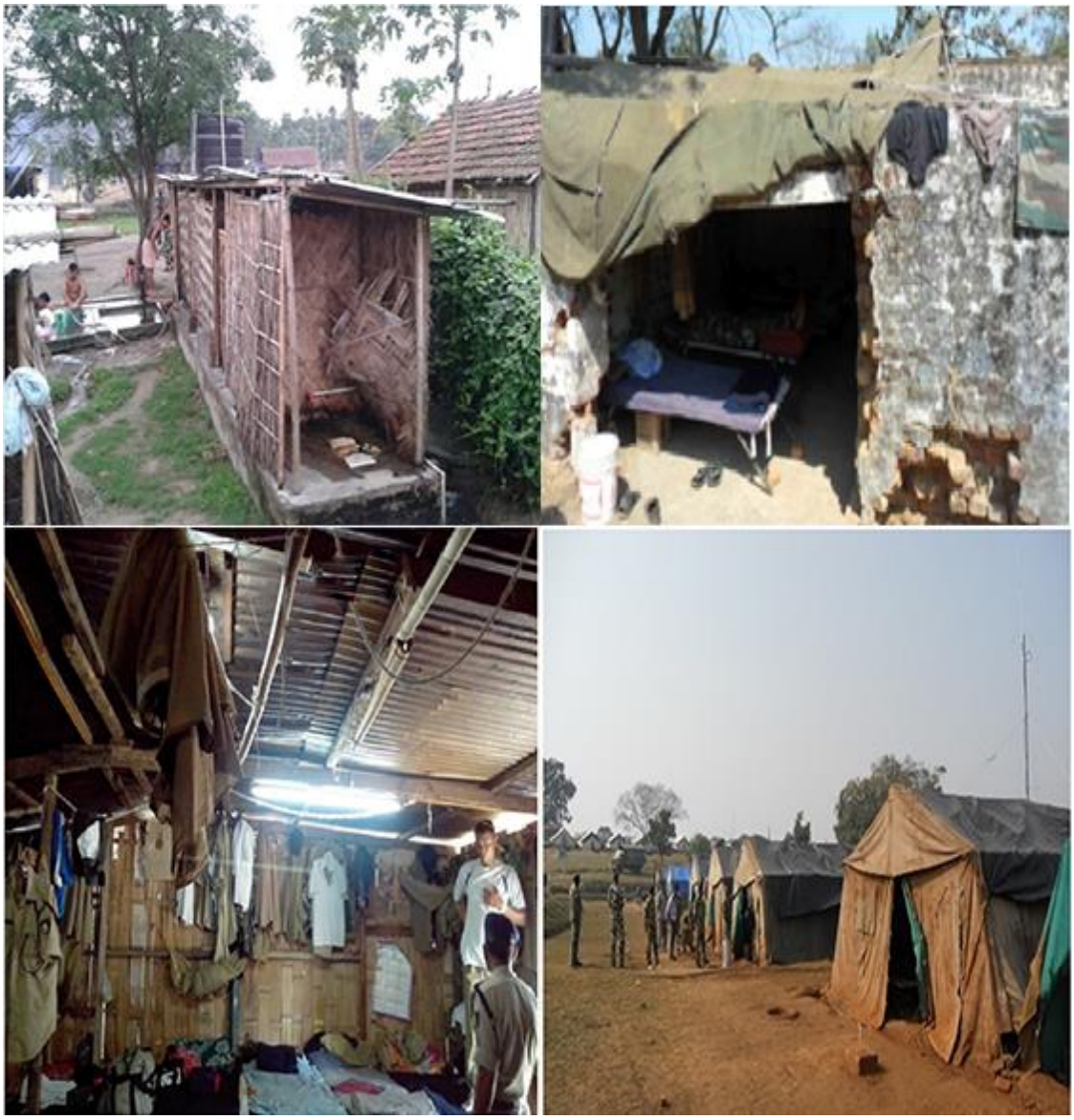
14.7 Terrorism, violent Left Wing Extremism, the spatial spread of violence in the North-Eastern states, J&K and in the states of Chhattisgarh, Jharkhand, Bihar, Odisha, Maharashtra, West Bengal, Andhra Pradesh etc in the most hostile weather conditions and inhospitable terrain, deprives members of the Force of even the most basic amenities. They have to live away from normal human existence and constantly face threat to one's life from anti-national elements. The supreme sacrifices made by the personnel during the course of duties are reflected below:-

PERSONNEL KILLED IN ACTION (YEAR WISE)		
YEAR	**GOs**	**NGOs**
2005	2	74
2006	-	39
2007	3	67
2008	1	65
2009	5	65
2010	3	140
2011	-	29
2012	1	42
2013	1	29
2014	3	27
TOTAL	**19**	**577**

A CRATER OF APPROX 07 FT DEPTH AND AND 12 FEET DIA WITH
DAMAGED ALM

F/NO- 041634404 CT/GD DHURA RAM

14.8 Living conditions of the personnel are such that they are susceptible to all kinds of diseases and behavioural issues reflected in many serious health issues which CRPF personnel are facing. The constant separation from their families only compounds the problems further.



14.9 It is high time that the Pay Commission acknowledges the sizable contribution of CRPF towards the internal security of the country under the most difficult and trying conditions. This Force should not be equated with other civilian and defence counterparts and an allowance package should be evolved to adequately compensate them for the heightened risks/hardships which could be termed as Field Area

allowances or Risk/Hardship allowances. Areas should be identified on the basis of risk to life and amount of difficulties/hardships one has to face even in managing day to day affairs as well as hazards. It is suggested that National Grid System to determine risk/threat to life/ hardships may be considered for the purpose of granting allowances. A proposed table suggesting such National Grid is appended below:-

S/ NO.	**CATEGORIES**			**RATES OF COMPOSITE RISK / HARDSHIP ALLOWANCE**
	Difficulty in terms of working/ living conditions	**Risk to life**	**Remoteness and Hostility**	
1.	Congenial	Low risk Moderate	Well connected	NIL
2.	Hostile	Threat	Remote or Hostile or both	• If the place of posting meeting any one condition – **25% of basic pay***
				• If the place of posting meeting any two conditions – **30% of basic pay***
3.	Very hostile	High threat	Very Remote or Very Hostile or both	If the place of posting meeting any two conditions – **40% of basic pay***
4.	Extremely hostile	Extreme threats	Extreme Remote or Extremely Hostile or both	If the place of posting meeting any one condition – **50% of basic pay***

***Basic pay means** - Pay in the running Pay Band + Grade Pay

i. At present, Force personnel are bound to draw Risk/Hardship allowance vide MHA OM dated 16/4/2009. While the risk/hardship allowance is granted for the risk/threat to the Force personnel, compensatory allowance like SDA is granted as a special compensation for rendering duties in difficult areas. ***Hence, proposed composite risk/hardship allowance be allowed/granted separately without linking with other allowances to remove existing discrimination in different operational theatres with similar risks and hazards.***

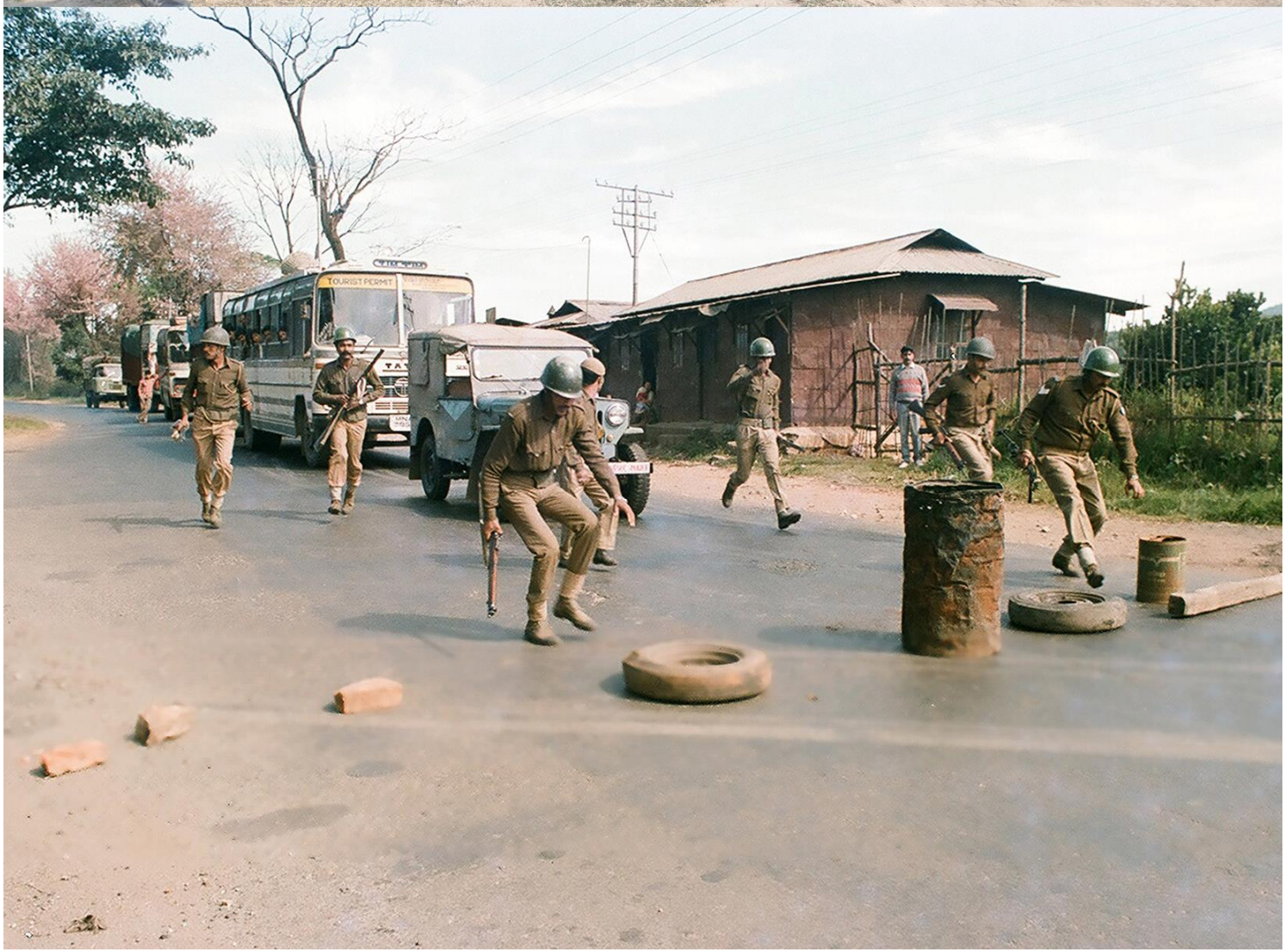
ii. The composite risk/hardship allowance should be **income tax free**.

iii. Above rates of allowances may be applicable upto the level of DIsG deployed in these locations.

iv. Compensation for officers above the level of DIsG may be considered @ 10% of the basic pay uniformly, if deployed in these locations.

v. Civilians posted/serving in these locations of National Grid may be allowed 50% of the proposed rates.

14.10 The risk/hardship conditions are dynamic and related to ground realities in the conflict theatre. There should be a Committee of stakeholders which should categorise these areas periodically to clarify the National grid of Risk from time to time as and when any stakeholder feels the necessity.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CHAPTER-15

OTHER BENEFITS AND AMENITIES

15.1 RESTORATION OF OLD PENSION SCHEME

CRPF is fighting extremism and terror. The dynamics of conflict zones are very hostile and complex. This often results in high causality/injuries of the security Forces as the anti-nationals are to be dealt with minimum use of force. At the same time peculiar working service conditions takes heavy toll on the health of Force personnel which requires more care after retirement and thus assured of financial security. The job in CRPF is fraught with risk to life and prone to health hazards owing to stress and strain of the working conditions. Thus necessity of assured post-retirement financial backup cannot be over emphasized. The assurance of pension motivates a soldier towards real patriotism without worrying about post-retirement financial security or financial security in case he becomes incapacitated. Therefore, ***CRPF should be included in the Old Pension Scheme.***

15.2 COMPASSIONATE APPOINTMENTS

While the widows and dependants of deceased Defence personnel are accommodated in State / Central Govt. Services after the demise of the govt. servant, the widows/dependants of CPMF personnel killed in action/ died in harness are flatly refused compassionate appointments in the State Govt. Departments on the plea that the deaths of CAPF personnel are not attributable to the military service. Though, CAPF personnel are Central Govt. Employees, they are meant to assist the state govt. authorities for maintenance of law and order therefore they should also be accommodated on compassionate appointments in the State Govt. departments. There is a need to issue a new directive to all States/Central Govt. departments to reserve quota in the compassionate appointments for widows/dependants of CAPF personnel killed in action/died in harness to enable them to get a job in their Home States. ***It is therefore suggested that a separate quota of at least 5% for compassionate appointments be created for CPMF personnel.***

15.3 TREATMENT PERIOD TO BE TREATED AS DUTY

Presently, Force personnel when injured on active duty and undergoing medical treatment are not treated 'on duty' for all purposes, and additionally, his treatment period is regularised as 'leave without pay' in case he had already exhausted his leave account. Normally, when the injury or illness is serious like blast cases, it takes very long to recover or recuperate, in such cases too, the treatment period happens to be regularised in leave without pay and thus, more serious the injury or illness, the greater the financial loss and in many cases no salary at all.

This is highly demotivating and discourages the Force personnel towards operational valour.

It is suggested that such treatment period should be treated as duty for all purposes.

15.4 DENIAL OF PROMOTION ON ACCOUNT OF OPERATIONAL INJURY

Under the present scheme of arrangements, Force personnel are being denied promotions on account of low medical categorisation during Annual Medical Examination including the categorisation on account of incapacitation/illness caused as a result of field operations/active duty. Since, such infirmity is caused to the Force personnel in the line of duty for national cause, therefore, the personnel should not be denied for promotion for such circumstances. To quote an example, Shri. R.K. Singh, Assistant Commandant was awarded "Shaurya Chakra" for the valour he exhibited in a field operation against Naxals in Latehar (Jharkhand), but he after having been granted promotion to the rank of DC was demoted to the rank of AC because of his low medical categorisation since he had lost one of his leg in Latehar operation which lasted for six hours wherein the Naxals had caused 200 blasts.

15.5 CHILD CARE ALLOWANCE FOR WIDOWER

Child Care Leave for a maximum period of two years (730 days) is admissible to women employees during their entire service for taking care of two children upto the age of 18 years for rearing/looking after any of their need, like examination, sickness etc. A Govt Servant who

has not re-married after death of his wife has to take care of his children upto the age of 18 along with his normal duties, single handedly. Therefore, ***a widower Govt. Servant who has not re-married after death of his wife should be allowed Child Care Allowance @ Rs. 5000/- per month.***

15.6 CHILDREN EDUCATION ALLOWANCE UPTO GRADUATION WITH HOSTEL SUBSIDIES TO FORCE PERSONNEL

Presently Children Education Allowance @ Rs. 1500/- per month is entitled to a Govt employee for a single child. The prevailing school fee for any reasonably good school in any part of the country is minimum Rs.2000/- to 3000/- per month, besides others costs of education. Hence, ***CEA be increased to at least Rs. 2500/- per month per child upto 2 children from class 1 to 12 along with Rs. 5000/- per month per child as hostel subsidy. For graduation this should be Rs. 10,000/- per month per child along with Rs. 10,000/- per month per child as hostel subsidy.***

15.7 FAMILY ACCOMODATION ALLOWANCE (FAA)/HRA

i. There has been tremendous increase in rentals due to hike in real estate price. HRA rates, therefore, need to be increased commensurately.

ii. FAA is an allowance drawn by personnel who are required to reside in barracks for proper discharge of duty and not entitled to HRA. The 6th Pay Commission had recommended FAA at the rate of 10% of Basic Pay which was restricted to Rs. 700/- per month. However, with merger of 50% of DA wef. Jan' 1st 2014, the personnel are drawing FAA at the rate of Rs 1050/-. The compulsion for men to stay in barracks is purely in the interest of the Government and the existing FAA is too paltry to arrange suitable accommodation for their families. Most of the Force personnel are deployed in far flung areas and the prevailing situations in these areas neither permit Force personnel to keep families with them nor provide suitable environment for the education of their children for the following reasons:-

- Non availability of suitable accommodation
- Security threat

- Non availability of appropriate educational institutions and secured transport

GoI MH&W OM No. 12-11/60-ACC-I dated 02/8/1960 prescribes that criterion for providing rent free accommodation to government employee is his obligatory stay near work place for efficient discharge of duty.

FR-45A {V(a)} prescribes- "In special circumstances, for reasons, which should be recorded, the Central government.

a. may, by general or special order, grant license fee-free accommodation to any officer or class of officers, or

b. may, by special order, waive or reduce the amount of license fee to be recovered from any officer, or

c. may, by general or special order, waive or reduce the amount of municipal and other taxes, not being in the nature of house or property tax, to be recovered from any officer or class of officer"

It is pertinent to mention CRPF officials are compelled to stay near work place/inside the camp for reasons of security, discipline or command & control, irrespective of the type of accommodation available, which is usually abandoned quarters, schools, tents and tenements. It means they satisfy the conditions given in GoI, MH&W OM No.12-11/60-ACC-I dated 02/8/1960 as well as Rule 41 of CRPF Rule 1955 which deals with obligatory stay due to efficient discharge of duty. However, due to the clause "**Except Superior Officer**" they are being denied this benefit, despite existence of other rules in their favour for getting rent free accommodation.

FR-5A prescribes "where any Ministry or Department of government is of the opinion that the operation of any of these rules may cause undue hardship to any person, that Ministry or Department, as the case may be, may, by order, for reasons to be recorded in writing, relax the requirement of that rule, to such extent and subject to

such conditions as it may consider necessary for dealing with the case in just and equitable manner. Provided that no such order shall be made except with the concurrence of the Ministry of Finance". It has already been explained that the service conditions of CRPF are entirely different from normal civil Central Government employees, hence the rules, which are impractical with respect to CRPF's service conditions, may be got modified.

It is therefore suggested that FAA should be granted at the entitled rate of HRA wherever the family is actually kept. It should be entitled to every member/Officer of the Force. Necessary steps may be taken for amendments of related rules on practical/ground realities so that none of the Force personnel (including superior officers) or their families are deprived of the basic necessity of housing which is entitled to all Central Government Employees working under normal service conditions.

iii. ***Facility of family accommodation***, the basic need of life is neglected even after 75 years of conception of this Force. The Force has been able to reach only 11.4% of the satisfaction level against the entitlement of 25%. (Details of Government accommodation available for families is attached as **APPENDIX-'M'.)** The states seeking deployment are unable to provide the requirement of accommodation to the Force personnel. In addition, the concept of Notional Headquarters at Group Centre deprives the personnel of their entitlement of HRA during their posting to North East, J&K and LWE. The Govt. has allowed double HRA to all central Govt. employees posted in North East i.e. one at the place of duty in NE region and another at the last station of posting where family of the employee was residing or the retention of Govt. accommodation at the previous place of posting. This facility was entitled, since, at one time NE was considered to be the most difficult and distant posting. In CRPF, a large strength is posted in J&K and LWE area where such entitlement is not granted. This should now be granted on NATIONAL GRID basis.

15.8 POOL ACCOMMODATION FOR CRPF PERSONNEL AT THE PLACE OF DEPLOYMENTS

In CRPF, the Force personnel are always deployed in such areas where Central Government accommodation is either unavailable or they do not get the allotment being a part of entitlement in General Pool Accommodation or not entitlement at all on the basis of Notional Headquarter. This is a unique scenario of CRPF as the HQr of personnel posted in Units/Battalions are treated as the place of affiliated Group Centres and not at the place of physical deployment meaning thereby, most of the Force personnel do not get opportunity to stay in appropriate accommodation.

It is, therefore, prayed before the Commission that the Force personnel be entitled to avail the facility of Pool/General Pool Accommodation at the place of their posting/duty.

15.9 GRANT OF LTC/ADDL. LTC

The peculiar situation of about 90% personnel of this Force remaining away from home in far flung areas demands special provisions of LTC available to other Govt. employees as under:-

i. Additional LTC be allowed to all the ranks of the Force for two way journey instead of one way applicable presently to all.

ii. The normal provision of LTC for self and family from place of duty to Home Town once in two years should be made twice every year.

iii. It is submitted that grant of LTC once in block of 4 years to anywhere in India should be extended to anywhere in the world subject to maximum limit of air fare or train fare in the country applicable to each Govt. employee from the place of duty.

iv. It has been felt that during the period of service the operational exigencies do not allow the CRPF personnel to avail 4 year LTCs to anywhere in the country. It is suggested that entitlement of 4 year LTC should be allowed even beyond the prescribed block of 4 years at the convenience of employee or alternatively the lapse due to exigency of service be financially compensated.

v. Considering the specialized nature of duty, CRPF personnel may be exempted from the requirement of the present system of surrendering one block of 2 years LTC in lieu of 4 years LTC.

vi. Entitlement of air journey in case of LTC should be at par with the entitlement on Govt. duty.

15.10 RAIL CONCESSION

The Govt. has already been very considerate in extending 50% concession by air to CRPF. The deployment of CRPF in far flung areas does not often permit them to avail air concession due to non availability of airports at their places of deployment. It is therefore, prayed that 50% concession by rail may also be granted to the personnel of CRPF.

15.11 RATION ALLOWANCE

This Force has been performing arduous duties for several years without any rest and recuperation. In the present scenario its ubiquitous disposition exists in hostile environment, worst climatic conditions, serious health hazards, deprivation of basic amenities to life, separation from family life, social isolation, and maintenance of double/triple establishments with meagre salaries. Moreover, the cost of living in remote areas is comparatively high. As such, when almost all the ranks are posted in Unit/Offices and have to procure ration items from same market/locality, Ration Allowance needs to be allowed to all ranks to commensurate with the cost of ration escalation in recent years. Officers not only have to lead men from the front but have to work for extra long hours for ensuring proper operational planning and administrative requirement. They have to maintain same caloric requirements to match physical ability of their men and when this practice is prevalent in all Armed Forces, NSG and Assam Rifles, there is no justification for denial of same to CRPF officers.

The present system of grant of ration money may therefore be extended to all members of Force including officers. The present ration money be increased to the tune of an amount to compensate 3850 calories (applicable to Force personnel) for all members of Force. This should be applicable during leave also **and it should be exempted from tax as the ration is being consumed by Force personnel.**

15.12 UNIFORM ALLOWANCE

Uniform Allowance is granted to an officer of Group 'A' of the Force for maintaining smart turnout and bearing as an Officer is the face of the government. The Officer in uniform is a mirror of the law enforcement authority. Therefore, the appearance of the Officer should be perfect, smart and unparalleled. The present rate of Uniform Allowance is too meagre and does not reasonably support the cost of uniform due to high inflation rate over the period of time, as the Uniform Allowance remains the same. ***Therefore, Uniform Allowance to the Group "A" Officers may be increased in the following manner:-***

Initial uniform grant - Rs. 90,000/-
Renewal uniform grant - Rs. 36,000/-
(after every three years)

COST OF UNIFORM ITEMS OF GROUP 'A' OFFICERS

SL. NO.	NOMENCLATURE	NO.	Life of Article in Yrs	APPROX COST OF EACH	APPROX COST FOR 07 Yrs
1.	Beret Cap/pagri	2	2	120	840
2.	Badge Cap/Pagri	2	7	40	80
3.	Badges Rank (Metal)	2 (sets)	7	100	200
4.	Badges Rank (Cloth)	2 (sets)	7	60	120
5.	Belt Sam-Brown (leather)	2	7	400	800
6.	Belt Waist Web	2	7	200	400
7.	Boot Ankle Brown	1 (Pair)	3 ½	1400	2800
8.	Boot Oxford Brown	2 (Pair)	3 ½	1200	4800
9.	PT Shoes	2 (Pair)	½	500	9000
10.	Shirt Khaki (Twill)	1	3 ½	400	800
11.	Shirt Khaki (T/C)	3	3 ½	700	4200
12.	Shirt White (Terry Cotton half sleeve) for PT	4	3 ½	600	4800
13.	Socks Woolen/Nylon Khaki	4	2	100	1400
14.	Shorts White (T/C)	4	3 ½	600	4800
15.	Trouser Khaki (T/C)	3	3 ½	900	5400
16.	Trouser Khaki (Twill)	1	3 ½	400	800
17.	Whistle Cord	2	2	80	560

18.	Whistle	2	7	80	160
19.	Pant White	2	3 ½	900	3600
20.	Blazer Navy Blue	1	7	8240	8240
21.	Pant Woolen Steel Grey	1	7	2000	2000
22.	Shirt White (T/C Full sleeve)	2	3 ½	900	3600
23.	Tie (Navy Blue)	2	7	300	600
24.	Tunic (Terry Cotton)	1	14	10000	10000
25.	Lounge Suit	2	7	10000	20000
Total					**90000**

15.13 KIT MAINTENANCE ALLOWANCE

A smart turn out is the basic requirement of uniformed Forces and foremost necessity of discipline. A number of sets of uniforms are authorised and have to be properly maintained for various occasions. Various commodities e.g. washing powder etc. and equipments are required for proper cleaning and upkeep of the uniform. Sometimes, it also requires the services of skilled persons for dry-cleaning etc. ***Considering all these facts and the present inflation, Kit Maintenance Allowance for Officers and Washing Allowance for other Ranks should be merged and should be enhanced to Rs.1,000/- per month for all.***

15.14 TRANSPORT ALLOWANCE

The last Pay Commission has provided for Transport Allowance in three categories excluding the HAG (+Grade) officers. Since implementation of last Pay Commission the cost of the transport facilities and petroleum products have substantially increased. Therefore, the existing rates be substantially revised.

In CRPF, on account of declaration of Notional Headquarters, majority of the personnel posted in the field are deprived of this facility. The allowance should be granted without any reference to the Hqrs irrespective of the place of duty.

15.15 ACCUMULATION AND ENCASHMENT OF LEAVE

Due to exigencies of service, Force personnel are not granted leave in times of need. Thus, many a times, Force personnel have to surrender entire quota of leave. Under the present arrangement of rules, only 30 days can be credited in a Calendar year in the leave

account which is disadvantageous to the Force personnel. ***The present limit of accumulation of leave up to 300 days should be increased to 500 days of accumulation. He should also be at liberty to encash this accumulation once every ten years.***

15.16 GRANT OF ADDITIONAL PAY IN LIEU OF EXTRA DUTY

Whereas all other Central Govt employees have the privilege of working only 5 days a week, CRPF personnel have no option but to work 24x7. Operational exigencies do not permit the Force personnel to avail holidays. On the contrary, they are deployed for extended hours of duty during festivals etc. Hence, they deserve to be appropriately compensated. The concept of grant of 60 days E/L to CRPF personnel instead of 30 days Earned Leave entitled to other civil Organizations appears to have been misinterpreted. 30 days additional Earned Leave was granted in lieu of working on Saturdays and Sundays which amounts to 104 days (52 weeks x 2) in a year. Taking into account 17 days GH and 02 days RH and average 4 hours extra duty daily works out to 79 days (4X365÷24=61+17+2=80) in a year, thus they work a total of 104+80=184 days extra in a year, against which, only 30 days EL and 7 days CL have been compensated. The Force personnel still work 147 days extra, against which, it is suggested that ***two months additional pay may be granted.*** CISF and all State Police already have this provision.

15.17 MEDAL ALLOWANCE

The present scales of Medal Allowance for PPMG and PMG be appropriately enhanced. Presently, no monetary benefits are entitled for Distinguished Service or Meritorious Service Medals, such medals however are granted after an employee proves his exemplary worth for his Organisation over a prolonged span. Both these medals too need to be tagged with monetary benefits. 50% concession on Rail Fare is granted to the awardees of both these medals on attainment of 60 years of age which is of no use as the same is otherwise applicable to all the senior citizens attaining the age of 60 years. It is suggested that railway concession at the rate of 50% for Meritorious Service Medal and 75% for Distinguished Service Medal awardees be granted irrespective of age and train.

15.18 a. ELECTION DUTY ALLOWANCE

CRPF is deployed heavily for Election duties to protect the democratic values of free and fair election. Force personnel are deployed in highly critical and sensitive areas. Force get deployed in such areas for days. Election Commission provides allowance for 'Election Day' deployment to all staff. **Our prayer is that an Election Allowance should be granted to Force personnel for number of days on deployment for elections.**

b. TRAINING ALLOWANCE

Training is the most important aspect of uniformed services in imparting skills and keeping them abreast to meet operational as well as administrative requirements. Imparting of training requires special attitude, hard work, commitment, motivation and pride. In fact, a trainer has to always train himself and keep abreast with the latest developments. Training curriculum in Organisations like CRPF becomes further complicated as the Force is entrusted with multitasking and most of the times has to react to crisis situations.

Presently, 15% of the Basic+Grade Pay is entitled to the trainers of CRPF posted in Training Institutions of NGOs and 30% to the trainers posted in CRPF Academy. It is suggested that Training Allowance be granted at uniform 30% of Basic Pay+Grade Pay to all the trainers.

15.19 OFFICIATING ALLOWANCE

Large scale vacancies in CRPF compel officers to work in higher capacities simultaneously performing their assigned task without any compensation. Hence, ***Officiating Allowance @ 10% of Basic pay+Grade pay must be given to all personnel officiating/holding additional charge.***

15.20 RESTORATION OF SECURITY-AIDES TO COMMANDERS

Security Aides facilitate Commanders at all levels in performing multifaceted tasks and their assignment is a functional requirement. There is importance of 'Buddy Pair' for operational purposes and maintaining secrecy of the information/documents /daks etc. They carry maps, GPS, Binoculars, accoutrements, additional material and classified information for Commanders. The officers are on 24x7 duty as exigencies may come unexpectedly and they have to react promptly. Under such circumstances, the Commanders have to be kept devoid of petty adm/ops issues to focus on the core issues. Obviously, the Commanders cannot be left worrying about arranging petty logistics which will definitely affect the efficiency. Above all, he is personally responsible for the overall security of officer.

Broadly a 'Security Aide' performs the following duties:-

- The Security Aide primarily acts as buddy of a Commander in the field
- He conveys messages pertaining to official work to the Officer with least possible delay
- He ensures that no unauthorized person makes a criminal trespass in the premises of the officer
- He ensures safety and security of the Commander's residence and appropriate opening and closing of the residence
- To assist the Officer under the circumstances of grave sickness, domestic emergency etc.
- He arranges basic necessities for the Officer
- Maintains his uniform and secures his weapon
- Attends telephone calls
- In high risk areas like LWE areas, J&K etc no civilian would be available for hire either

In view of the above, it is imperative for optimizing time of Commander so as to enable him to make value addition in ops/administrative field. The facility of 'Security Aide' therefore cannot be dispensed with. Alternatively, help from civilian personnel cannot be sought as it will amount to compromising of security and the possibility of sabotage and infiltration endangering life of troops cannot be ruled out. Thus, such time tested facility to Commanders world over needs to be continued in the Force.

In this connection, MHA vide their UO No.I-45023/10/2008-Pers-II dated 06/03/2014 has already directed that on the basis of functional justification, a proposal for fresh/new creation of "Suraksha Sahayaks" (Security Aides) posts may be referred to 7th Central Pay Commission for their consideration. It may not be out of place to mention that the authorisation of Security Aide is provided in the CRPF Rules-1955 and the posts are formally sanctioned. Therefore, there is no need for separate sanction of "Suraksha Sahayaks". Most of the officers who joined the Force, consider it to be an unavoidable necessity and great help in performing administrative and operational duties.

15.21 SANCTION OF SPECIAL PARLIAMENTARY DUTY ALLOWANCE TO PARLIAMENT DUTY GROUP (PDG)

On the recommendation of JPC, PDG has been formed comprising of 1540 posts of various ranks diverted/kept in abeyance from existing Units/Group Centres. The JPC had also recommended for grant of monetary incentive @ 25% of Basic pay+DA as Special Parliamentary Duty Allowance.

- In the proposal of PDG, it was suggested to grant Special Parliamentary Duty Allowance (SPDA) at 25% of Basic Pay + Grade pay + DA at par with SDG personnel

- Based on above, a proposal for allowing Special Parliamentary Duty Allowance @25% of Basic pay+Grade pay+DA to 1378 personnel of PDG at par with SDA admissible to SDG personnel was submitted to MHA on 14/05/2012 which was initially not considered by MHA. Finally, proposal was re-submitted to MHA vide UO dated 07/01/2014. **MHA has further referred the case to MoF. However, as advised by MoF vide their ID No. 13907/30/CF-3223708/2013-PF-1 dated 01/04/2014, the issue has been referred to 7th Pay Commission vide MHA UO No. II-27012/30/CF-3223708/2013-PF-1 dated 01/04/2014 with copy to CRPF to pursue the issue with 7th CPC.** ***Accordingly, the proposal is before the Pay Commission for consideration.***

15.22 SPECIAL ALLOWANCE FOR COOKs, WATER CARRIERS, WASHER MEN AND SAFAI KARAMCHARIs

The CT (Cooks, Water Carrier, Washer Man and Safai Karmacharis) perform their duties 24x7 without any break or rest. In fact, they are the class of employees responsible for health and hygiene of troops. Their services are therefore of utmost importance to the troops. They commence their work when everyone else is sleeping and go to the bed only after everyone else has taken their food and retired to the comfort of bed. Most of the times they work under makeshift arrangements and hardly ever there are healthy conditions. ***Therefore, they need to be suitably compensated for their hard work, sincerity and extra arduous work environment which is highly detrimental to their health***.

15.23 PROFESSIONAL UPGRADATION GRANT

Improving Professionalism and upgrading of knowledge and skills is an unavoidable necessity of any Professional Organisation. For inculcating sense of Professionalism in organisation, personal interest and motivation is a necessity. World across, the armed services (including Army/IAF/Navy in India) and other industries grant monetary compensation to motivate their personnel for enhancement of Professionalism based on the quality of curriculum, duration and necessity of particular training/courses. It is therefore proposed ***that CRPF personnel may also be sanctioned Professional Upgradation Grant for such courses of the duration of 3 months and above and which are considered necessary to improve the efficiency of the Force.***

15.24 DENIAL OF SPECIAL COMPENSATORY ALLOWANCE

Personnel of CRPF Units deployed in North East were not being given various allowances applicable to North East region, on the grounds that, their Notional HQr was treated at the place of Group Centre to which Units are affiliated, to look after the provisioning and service matters. After much persuasion GoI vide MHA OM No. A-1-3/Inst-Accts-3/PF-III dated 03/08/2005 agreed to grant Special Duty Allowance (SDA) to the personnel of field units whose Notional HQr is located outside North East. On these lines other allowance like Special Compensatory Allowance(SCA) should also be granted, but it has been denied without any concrete reason whereas personnel deployed in areas, covered under SCA, are actually and physically working in those areas. Both these allowances should also be made applicable for J&K and LWE areas to personnel physically posted there.

15.25 DENIAL OF TRANSFER BENEFITS

In CRPF, generally 4 to 5 Bns are affiliated with one Group Centre for house-keeping jobs. These Bns do not have any element of theirs at the parent Group Centre and the whole Bn along with office, store and complete manpower remains posted elsewhere on field duties. Most of the personnel never get a chance to go to the Group Centre i.e. their so called Notional HQr even once in their service time. On the other hand, consequent to transfer of personnel from one Bn to another Bn of that GC or to the GC itself, he is denied all transfer benefits, though such Bns/GC may be located in different corners of the country. The plea taken is that the Notional HQr in both the cases is the same. Practically, it is ridiculous to deny the benefit of Transfer Benefits in such circumstances, as there is physical movement from one place to another and transfer having been ordered in public interest. **On transfer, a person has to move thousands of kilometres with his complete bag and baggage and households. Therefore, there is no ground to deny the transfer benefits.**

15.26 ANNUAL INCREMENT

Annual increment for all ranks may be uniformly granted at the rate of 5% of Basic pay + Grade Pay.

CHAPTER – 16

RETIREMENT BENEFITS

16.1 ENHANCEMENT OF RETIREMENT AGE FROM 57 YRS TO 60 YRS

Assam Rifles and CISF personnel are retiring on attaining the age of 60 years as per provision contained in FR-56(a). The officers of the level of Dy Inspector General, Inspector General, and Addl DG are also superannuating on attaining the age of 60 years whereas the personnel upto the rank of Commandant in CRPF are retiring on completion of 57 years. Since, CRPF personnel are also governed by CCS (Pension) Rules-1972, provision of Superannuation Pension on attaining the age of Superannuation as provided in FR- 56 (a). ***It is recommended that the existing age of retirement upto the rank of Commandant be raised to 60 years from 57 years.***

16.2 PARITY IN PENSION

According to Hon'ble Supreme Court, 'pension is not a bounty, it is hard earned benefit which accrues to an employee and is in the nature of 'property'.

Presently, 50% of the last pay is granted as pension. Adequacy of the pension so reckoned for a respectable living within the class of the individual pensioner is an issue to be debated. The 6th CPC was generous in granting annual increments by percentage of pay. The benefit so accrued to the serving persons added with half yearly DA enhancement rightly raised their satisfaction level. However, the pensioners feel they were ignored. The studies conducted by independent institutions suggest 65% of last pay as pension for a respectable living in the old age. Similarly 30% of the last pay on death of the pensioner as family pension for the widow/NOK falls short. It should be raised to 40% because most of the monthly expenditures in the family except on food of the pensioner do not reduce after his death.

16.3 MERGER OF DA IN PENSION

The serving persons get higher compensation against dearness in comparison to pensioners because; first, they get a handsome annual increment by percentage of pay; second, the increment adds to pay for calculation of DA. ***To balance this disparity in the net gain, Pay Commission may consider merging DA into pension every two years.***

16.4 ONE RANK ONE PENSION (OROP)

i) Prior to the General Elections-2014, the Government announced **One Rank One Pension** for the Defence Forces. MHA does not seem to be convinced to plead the case of CPMFs for grant of this incentive on the ground that the Defence personnel retire at early age. For early age of retirement, the Defence personnel are fairly compensated by granting; **i)** higher salary structure in comparison to civil salaries; **ii)** higher rate of pension; **iii)** higher rate of commutation; **iv)** opportunity for re-employment in civil services based on their defence experience

ii) The basic reason of demand of Defence personnel for **One Rank One Pension** has been the far higher pension of a new retiree in comparison to an old retiree of the same rank and length of service due to the existing pension formula. The living expenses of the retirees of the same rank do not reduce with age, it rather increases on account of old age disabilities and ailments. This problem is universal whether the retiree is from Defence or CPMFs.

iii) As far as difficult service conditions and risk factors are concerned, we have submitted elaborate arguments and logic to prove that the CPMFs are no less hard pressed in comparison to Defence Forces. <u>If the principle of **'One Rank One Pension'** is valued by the Govt. for parity within the Defence services, what logic debars its application on the uniformed CPMFs engaged in an equitable role in service to the nation?</u> Rather, denial of equal incentives to CPMFs because they are placed under MHA would be discriminatory and unjust. ***This provision should be granted at par with Army personnel to all CPMFs personnel which would partially offset the enormity of neglect that CPMFs personnel have been enduring so far.***

16.5 FAMILY PENSION AND ENHANCED FAMILY PENSION

At present, Normal Family Pension @ 30% and Enhanced Family Pension @ 50% of last pay is admissible. Due to involvement of high risk of life on account of the prevailing situation in J&K, NE Region and LWE affected areas ***the Normal and Enhanced Family pension should be increased from 30 % to 40% in the case of Normal family Pension and from 50% to 65 % in the case of enhanced family pension.***

16.6 GRANT OF LIBERALISED PENSIONARY BENEFIT TO THE PERSONNEL WHO DIES DUE TO PLASMODIUM PHALCIPARUM (CEREBRAL MALARIA)

The mortality rate of CAPF personnel on account of exposure to risks, stress and unhealthy as well as hazardous living conditions is exceedingly high. The CASUALTY figures of CRPF are reflected in Chapter-4.

Under the Extra-Ordinary Pension Rules, Liberalised Pensionary Benefit is applicable only in cases where the personnel die while in action in field areas if the causal connection so proves**. *The ambit of Liberalised Pensionary Award (LPA) needs to be extended to cover all those cases wherein death occurs due to cerebral malaria (Plasmodium falciparum).***

16.7 PROVISION OF ENHANCED DISABILITY PENSION

In case the disability is beyond 50%, Disability Pension should be allowed at full rate.

16.8 DEATH CUM RETIREMENT GRATUITY

The service condition and place of deployment in respect of CRPF personnel and rest of the civilian employees is far different and cannot be equated for determining the benefits and allowances. Considering all such aspects of the subject the separate rules may be drawn or modified in DEATH-CUM-RETIREMENT BENEFITS RULES, 1958 to extend additional benefits to CRPF personnel. ***The present***

rates should be enhanced to commensurate with the Defence Forces.

16.9 COMMUTATION OF PENSION

The commuted value of the pension is made up in the pension after 15 years under the existing rules. However, the principal amount of the commuted value is recovered from the pension within 10 years and the interest on the commuted value is also recovered in the next two years. During last three years, government recovers extra amounts from the pensioners. Commutation of pension is a genuine welfare measure granted to the employees parting after giving their best to the service. ***The Pay Commission is requested to review it and consider reducing the period of making up full pension from 15 to 12 years***.

16.10 MEDICAL BENEFITS/COVER

The medical benefits available to retired Government employees and their families do not really flow to them because they reside normally in villages where CGHS network do not exist. It is proposed that an option should be given to the retiring Government employee either to take cover of CGHS or opt for Medical Allowance. Currently Rs. 300/- is entitled as Medical Allowance to a retired government employee. **It is proposed that Medical Allowance be enhanced from Rs. 300/- to Rs. 3000/- PM.**

Appendix-A

STRENGTH OF FORCE

EXECUTIVE CADRE

S. No.	Name of Post	Total post sanctioned
01	Director General	01
02	Special Director General	03
03	Additional Director General	04
04	IGP	34
05	DIGP	174
06	Commandant	309
07	Second-In-Command	281
08	DY. Commandant	1021
09	Assistant Commandant	2303
10	SM/Inspector	3655
11	Sub Inspectors	9976
12	Assistant Sub-Inspector	18203
13	Head Constable	44330
14	Constables	189889
15	Constable (Tradesman)	20635
	Total	290818

MINISTERIAL CADRE

S. No.	Name of Post	Total post sanctioned
01	Financial Advisor	01
02	Dy. Financial Advisor	05
03	Assistant Director	04
04	PRO	01
05	Assistant Commandant (M/PS)/JAD/AO	205
06	Subedar Major (M/Steno/HT)	222
07	Inspector (M/Steno/HT/Sr. Lib)	755
08	Sub-Inspctor (M/Steno/Sr.Lib)	2319
09	Asstt. Sub-Inspector (M/Steno/Lib)	2725
10	Head Constable (M)	2411
11	Constable (Min. Tradesman)	931
	Total	9579

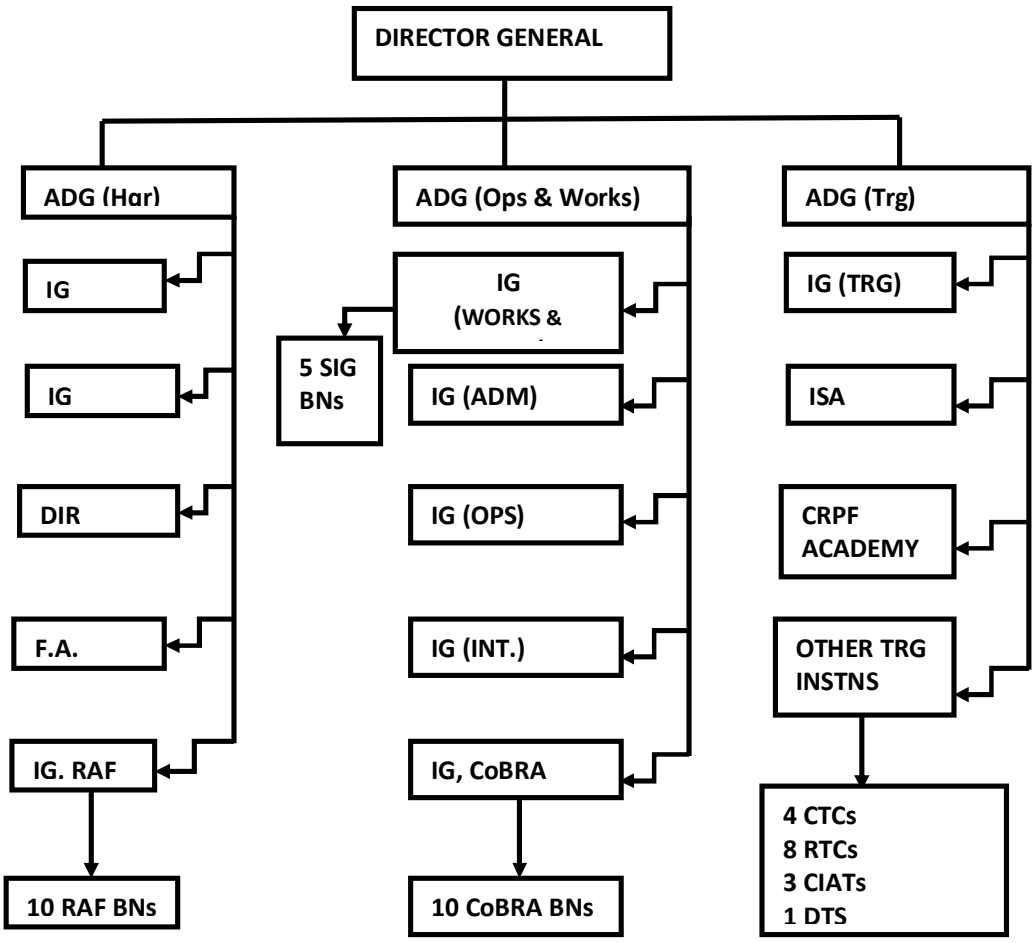
Contd…P/2….

MEDICAL CADRE

SL. No.	Name of Post	Total post sanctioned
01	IG/Director (Medical)	01
02	IG/Medical Superintendent	04
03	DIG/Medical Superintendent	17
04	Medical Officer to Chief Medical officer	600
05	2-I/C (CVC/Vet)	01
06	Dy. Commandant/SVO (Vet)	01
07	Matron	04
08	Subedar Major (Sister-in-Charge)	41
09	Inspector (Sister-in-Charge/Jr. Dietician/Pharmacist)	062
10	Sub-Inspector (Staff nurse/Pharm/ Radiographer/ Physiotherapist/Blood bank technician/veterinary)	438
11	Asstt. Sub-Inspector (Pharm/OTT/ECG Tech./ X-Ray Tech./ Radiographer/ Physiotherapist/Lab. Tech./Dental Tech./NA/Medic)	697
12	Head Constable (Steward/OTT/ECG Tech./ X-Ray Asstt/ Radiographer/ Physiotherapist/ Lab. Asstt- Tech./Dental Tech./NA/Medic/lab Asstt Blood bank/Electr./Ved/Dialysis Tech/ Physiotherapy Asstt/ANM/Midwife/ AC plant Tech.)	191
13	Constable (NA/Dresser/Ward boy/girl/Ayah/ Hosp. Cook/WC/SK /WM/Masalchi/ Table Boy	876
14	Total	2933

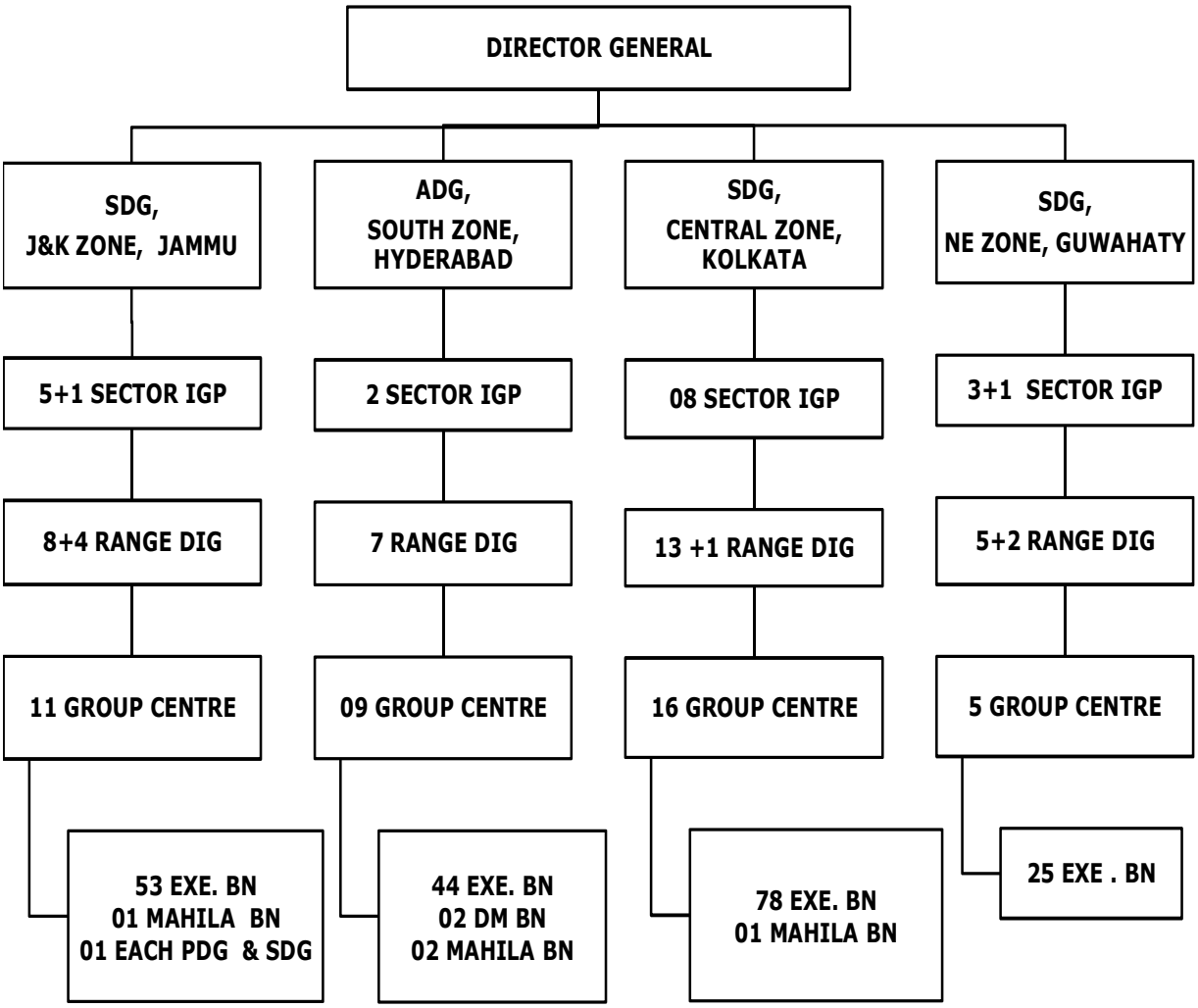
Appendix-B

ORGANIZATION CHART: FORCE HQR



Contd....P/2

ORGANIZATION CHART : FIELD FORMATION



Appendix-C

OPS ACHIEVEMENTS SINCE 2009

YEAR	MILITANTS/ NAXALS			RECOVERIES MADE										
	KILLED	APPREHENDED	SURRENDERED	ARMS	AMMUNITIONS	EXPLOSIVES (IN KGS)	GRENADE	BOMB	ROCKET	IEDs	DETONATORS	GELATINE STICK	CASH	NARCOTICS (IN KGS)
2009	0	0	0	0	0	2278.87	574			574	0	0	0	0
2010	183	2371	86	884	34311	4578.31	1025	0	0	1025	0	0	0	0
2011	120	2265	595	1416	38693	5753.537	426	691	46	1376	9075	1192	62650619	843.85
2012	104	1766	983	1025	20655	21474.52	437	940	7	1971	16130	1299	11434648	3137.70
2013	92	1596	81	872	15285	9916.73	303	488	3	1260	2572	1413	6797848	3522.78
2014	26	572	37	297	5879	10392.7	162	179	0	532	3876	180	20718484	6346.37
TOTAL	**525**	**8570**	**1782**	**4494**	**114823**	**54394.667**	**2927**	**2298**	**56**	**6738**	**31653**	**4084**	**101601599**	**13850.7**

Appendix-D

REPORT OF NATIONAL PRODUCTIVITY COUNCIL

NATIONAL PRODUCTIVITY COUNCIL
REGIONAL DIRECTORATE `
DEEPAK BUILDING, 13 NEHRU PLACE, NEW DELHI -110019
Phone : 6431606 Gram : PROCOUNCIL

राष्ट्रीय उत्पादकता परिषद
श्रेत्रीय निदेशालय,
दीपक बिल्डिंग, १३, नेहरू प्लेस, नई दिल्ली.११००१९

No. 2000
July 22, 1994

The Commandant
C.R.P.F
CGO Complex
New Delhi

Dear Sir,

Please find enclosed herewith a copy of the `note` prepared on the Jobs being performed by constables , its evaluation and pay Scales in relation to skills required. This note is based on the Various discussions held with you and information provided.

Thanking You,

Yours faithfully

Sd/-
(K.G. Varshney)
Director
For Actg. DDG (MS) & RD

Encl : a/s

1. INTRODUCTION

1.1 Role of CRPF

CRPF was primarily created for the purpose of helping states and UTs in enforcing law and order. When State Police finds it difficult to control a situation, help is sought from CRPF to take charge of the situation and enforce law and order to bring in control. This is applicable in the event of natural calamities also. In recent days their services are put in for containing terrorism, insurgency etc and the role and responsibility is getting widened in our society in maintaining peace and harmony. The skills, strategies and tactics required for CRPF personnel is of very high degree to cope with this situation.

1.2 Police – A Professional

The role of Police has changed considerably over the last few years. The new generation law enforcers are facing latest versions of crimes such as white collar crimes, economic crimes, computer crimes, terrorism, insurgency, abduction etc. Gone are the days where muscle power could enforce law and order. The new generation crimes certainly require an intelligent Professional to tackle. He is to handle sophisticated weapons as well as take split seconds decision for saving others life as well as own life.

2. CONSTABLE – A SKILLED JOB

2.1 Entry qualification

Entry qualification of constable is Matriculation and for those in technical category it is Matriculation plus trade certificate/knowledge of the trade.

2.2 Induction Training

Induction training of Constables spans for nearly 36 weeks and some of the major topics covered are given below:

(a) Weapon Training

(b) Mob Control

(c) CRPF Act & Rules, CrPC, IPC

(d) Fire Fighting

(e) Map Reading

(f) Field Craft & Tactics

2.3 Salient features of Constables duty –

Job of Constable is primarily on security duties. This require considerable skill, initiative and judgement on his part as evident from the following illustrations,

(a) Police is permitted by law the usage of legitimate force for enforcing law and order. This follows that they will have to use force and may even open fire if the situation demands. The level of initiative and judgement required to eliminate usage of force or to limit it to the minimum in substantial.

(b) The Constable must be expert in handling and using fire arms, tear smoke and other weapons. Since these are deadly weapons of offence capable of causing human injuries as well as death, the person handling such weapons should exercise utmost care in handling and using them.

(c) He is mostly put on duty where he will git in touch with local civilians as in the case of containing riots and communal disturbances. Highly provocative situations may occur. However, he has to maintain adequate control to avoid occurrence of any untoward

incidents. Handling such sensitive situations will require good amount of initiative and judgement on the part of the Constable.

(d) While on escort duty, the judgement and initiative is vital for the security and life of the person for whom escort is being provided.

(e) Personnel engaged in CI/Anti-terrorist operations has to show superior capability than the enemy in terms of weapons and tactics. Thus the need is for a Professional and the job has to be necessarily rated as highly skilled.

(f) Technical personnel like Carpenter, Tailor, Driver etc, are already classified as skilled category for civilian purpose. (Ref. Min. Of Labour Notification No. F.12(12)/92-NW/Lab. Darted 15.02.1994).

(g) The risk on life is very much for a CRPF Constable who is put on all kinds of hostile environments. Since the Force is an All India Service, they are made to face hostile conditions in unknown and new terrains which add more risk on their life due lack of familiarity of local conditions.

2.4 Need for attracting calibre

From the discussion done above it is abundantly clear that there is a need to attract and retain high calibre personnel for ensuring the high performance expected out of the Police Forces. The payment offered should be better than private sector for this purpose.

3. <u>PAY & INCONSISTENCY</u>

3.1 Comparison with jobs paying the same scale

The Constable in CRPF is currently in the pay scale of Rs. 825-15-900-EB-20-1200 (Min. 855) as per the pay fixation

recommended by 4th Pay Commission report. Unfortunately, while fixing this scale, it seems the skill and qualities needed for a Constable was not considered. This is evident from the fact that some other jobs which are put on the same scale neither such calibre not are they exposed to the kinds of risks the Constable is exposed to. Some such example are given below:-

(a) Linemen

(b) Wireman

(c) Postman

(d) Mail Guard

(e) Mahout

(f) Shot Firer etc,

None of the above mentioned jobs require the kind of calibre needed for a Constable nor they are exposed to the kind of risk on their life.

3.2 Comparison with State Police

Role of CRPF as discussed in para 1.1 is to rake charge of disturbed law and order situation when State Police fail. This puts the CRPF personnel on a higher pedestal than other State Polices and logically it follows that CRPF personnel should be better than Constable of State Police. The following States are already paying better salaries to their Constables in comparison with CRPF Constable.

(a)	Delhi Armed Police	(950-1400)
(b)	Orissa Armed Police	(970-1500)
(c)	Kerala Police	(950-1500)
(d)	Meghalaya Police	(1250-1550)
(e)	U.P. Police	(950-1400)
(f)	Karnataka Police	(1040-1900)

It will be highly demoralising and de-motivating if a force who is supposed to play a superior role is paid less. Another dimension to be considered is that the State Police has their operations limited to their Home State only where as CRPF is an All India Service.

3.3 Comparison with Industry

As per the recommendations of 4th Pay Commission report, the Industrial Staff is categorised clearly in the following categories. (Para 11.24 and page 198 of Part-I of the report)

(a)	Unskilled	750	–	940
(b)	Semi Skilled	800	–	1150
(c)	Skilled	950	–	1500
(d)	High Skilled Gr.II	1200	-	1800
(e)	High Skilled Gr.I	1320	-	2040
(f)	Master Craftsman	1400	-	2300

This clearly shows that skilled category is paid in the scale of 950 - 1500 in the Industry. Considering the worth of the job and the skill, initiative and judgement needed for the job to be exercised, there exists a serious anomaly in paying a Constable much less than a skilled person in the Industry. In fact the pay of the Constable should be such that it is able to attract and retain the necessary calibre required for being an effective Police Constable.

3.4 Trauma Factors

Apart from the above, all other factors such as frequent movement, disrupted family life, social isolation, lack of opportunity for collective bargaining etc which are peculiar to the service exists. This makes the life of a Constable much more risky, arduous and unattractive.

Appendix-E

PERSONNEL INVALIDATED FROM SERVICE SINCE 2004

RANK	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	TOTAL
INSP			1								01
SI	3		1	2	3	1		2	1		13
ASI		1			1	1	1	2	1		07
HC	3	4	8	9	6	10	3	10	3	2	58
LNK	2		1								03
CT	56	49	46	29	38	71	53	40	30	31	443
W/BOY						1					01
COOK	1		2	2		2	2	1			10
S/K	2	2	1			1	1				07
W/C	1	1	2	3	1	1	2				11
B/B							1				01
W/M						1					01
COMDT									1		01
A/C	1		1			1		1	1	1	06
TOTAL	**69**	**57**	**63**	**45**	**49**	**90**	**63**	**56**	**37**	**34**	**563**

Appendix-F

PERSONNEL PLACED UNDER LOW MEDICAL CATEGORY

Category Status	SHAPE-II	SHAPE-III	SHAPE-IV	SHAPE-V	TOTAL
TEMPORARY	10308	2038	167	09	12522
PERMANENT	2105	1098	87	499	3789
TOTAL	12413	3136	254	508	**16311**

Appendix-G

DEATH CASES DUE TO VARIOUS DISEASES/CAUSES SINCE 2009

Sl No	Year	2009	2010	2011	2012	2013	2014
1	Accident (RTA / Train)	127	85	98	100	95	39
2	Heart Attack	152	97	103	100	100	62
3	CVA Hypertension /Brain Hemorrhage	13	09	15	12	09	01
4	Cerebral Malaria	35	26	23	14	02	02
5	AIDS	44	18	29	28	24	10
6	Cancer	43	37	53	36	50	12
7	Liver Cirrohsis	18	14	14	19	12	06
8	Suicide	29	31	45	44	40	18
9	Idiopathic Illness	23	11	05	21	08	09
10	TB (with Epilepsy)	16	02	08	03	03	01
11	Heat Stroke	01	09	01	07	01	0
12	CNS Disorder	05	11	02	09	03	0
13	Hepatitis /Jaundice	10	06	07	04	02	01
14	Renal failure	08	11	09	14	10	02
15	Fratricide	05	15	06	08	00	02
16	Other causes	120	189	89	106	95	49
TOTAL DEATH YEAR WISE		**649**	**571**	**507**	**525**	**454**	**214**

Appendix-H

LEVEL OF EDUCATION IN R/O CRPF WARDS

S/No	QUALIFICATION	PERCENTAGE
1	Matriculate	**24.91 %**
2	Intermediate	**27.48 %**
3	Graduate	**11.33 %**
4	Post Graduate	**03.54 %**

Appendix-I

CASES OF OVERSTAYAL OF LEAVE SINCE 2006

YEAR	2006	2007	2008	2009	2010	2011	2012	2013	2014	TOTAL
Central Zone	4088	4494	5427	5345	5763	5332	4808	4640	1595	**41492**
N.E. Zone	1441	1590	1975	1990	1826	1543	1373	1279	680	**13697**
J & K Zone	1293	1624	1951	1811	1584	1723	1697	1492	672	**13847**
South Zone	1994	2296	2846	3104	3192	2999	2914	2870	1301	**23516**
CoBRA Sector	--	--	--	292	827	1082	1095	861	350	**4507**
RAF Sector	400	487	497	386	432	383	348	335	148	**3416**
G/Total	**9216**	**10491**	**12696**	**12928**	**13624**	**13062**	**12235**	**11477**	**4746**	**100475**

APPENDIX-J

COMPARISON OF EMOLUMENTS BETWEEN CRPF AND ARMY

ARMY						CAPFs					
Post/ Rank	PB	Pay in PB	GP	MSP	**TOTAL**	Post/ Rank	PB	Pay in PB	GP	**TOTAL**	**Diff**
Sepoy	PB1	6250	2000	2000	**10250**	Constable	PB1	5880	2000	**7880**	**2370**
Havildar	PB1	6840	2800	2000	**11640**	HC	PB1	6060	2400	**8460**	**3180**
						ASI	PB1	7440	2800	**10240**	**-**
Naib Sub	PB1	10460	4200	2000	**16660**	SI	PB2	9300	4200	**13500**	**3160**
Subedar	PB2	12280	4600	2000	**18880**	Inspector	PB2	12090	4600	**16690**	**2190**
Sub Major	PB2	12560	4800	2000	**19360**	Sub Major	PB2	12090	4800	**16890**	**2470**
Captain	PB3	18600	6100	6000	**30700**	AC	PB3	15600	5400	**21000**	**9700**
Major	PB3	23810	6600	6000	**36410**	DC	PB3	18600	6600	**25200**	**11210**
Lt Col	PB4	38530	8000	6000	**52530**	2I/C	PB3	22320	7600	**29920**	**22610**
Col	PB4	40890	8700	6000	**55590**	Comdt	PB4	37400	8700	**46100**	**9490**
Brig	PB4	43390	8900	6000	**58290**	DIG	PB4	39690	8900	**48590**	**9700**

APPENDIX-'K'

PROPOSED PAY SCALES FOR CRPF

RANK	EXISTING PB	PROPOSED PB	EXIST-ING GP	PROPOSD GP	PROPOSED SERVICE PAY
CONSTABLE	5,200-20,200	15,600-60,600	2,000	7,200	25% of BP+GP
HEAD CONSTABLE	5,200-20,200	15,600-60,600	2,400	9,400	-do-
ASSTT. SUB INSPECTOR	5,200-20,200	15,600-60,600	2,800	10,400	-do-
SUB INSPECTOR	9,300-34,800	27,900-1,04,400	4,200	12,600	-do-
INSPECTOR	9,300-34,800	27,900-1,04,400	4,600	13,800	-do-
SUBEDAR MAJOR	9,300-34,800	27,900-1,04,400	4,800	14,400	-do-
ASSTT. COMDT.	15,600-39,100	46,800-1,17,300	5,400	16,200	-do-
DY. COMMANDANT	15,600-39,100	46,800-1,17,300	6,600	19,800	-do-
SECOND-IN-COMMAND	15,600-39,100	1,12,200-2,01,000	7,600	22,800	-do-
COMMANDANT	37,400-67,000	1,12,200-2,01,000	8,700	26,100	-do-
DIG	37,400-67,000	1,12,200-2,01,000	8,900	30,000	-do-
IG	37,400-67,000	1,12,200-2,01,000	10,000	35,000	-do-
ADG	67,000-79,000	2,10,000-2,25,000	-	-	-do-
SDG	75,500-80,000	2,25,000-2,30,000	-	-	-do-
DG	80,000/- (FIXED)	2,50,000/- (FIXED)	-	-	-do-

NOTE:- **A grave anomaly was noticed subsequent to the implementation of the 6th CPC Report wherein the new entrant was drawing higher salary than the senior personnel. Similarly, there was disparity between a promotee and a direct entry for i.e. HC (M) (direct entry) was drawing more than a HC (GD) (local promote); similarly in other ranks also among NGOs. The 7th CPC may kindly take note of this issue while suggesting changes in the Pay Structure**

APPENDIX-'L'

(NO. II.27012/52/87-PF.II (Vol - IV)
GOVERNMENT OF INDIA
MINISTRY OF HOME AFFAIRS

NEW DELHI
DATED 6TH JULY , 1994

TO

1) DIRECTOR GENERAL ,
BORDER SECURITY FORCE,
NEW DELHI.

2) DIRECTOR GENERAL ,
CENTRAL RESERVE POLICE FORCE,
NEW DELHI.

3) DIRECTOR GENERAL ,
INDO-TIBETAN BORDER POLOCE ,
NEW DELHI.

SUBJECT :-**RESTRUCTURING OF MEDICAL CADRES OF CPOs**

Sir ,

I am directed to say that the question regarding restructuring the Cadres of medical officers of Central Police Organisations (CPOs) has been under consideration of the Government . Initially , the government constituted an Inter – Departmental committee on the basis of recommendations of the 4th central Pay Commission . Subsequently there have been agreements with Medical Officers of CHs etc. Finally there have been recommendations of the high powered committee commonly known as Tikku Committee. Keeping in view the combined effect of all these aspects as accepted by the government , the President is now pleased to decide that the cadres of Medical Officers in CPOs may be restructured on the following lines :-

i) One post of Dy. Director (medical) in CRPF & BSF and Chief Medical officer in ITBP may be upgraded as Director (Medical) in the scale of pay of Rs. 5900-6700. The eligibility criteria to be adopted for promotion to this post shall be the same as in CHs for promotion to the posts at Senior Administrative Grade level.

ii) Medical officer Gr. II in the scale of Rs. 2200-4000 may be considered for promotion as Medical Officer Gr. I in the scale of Rs. 3000-4500 on the basis of seniority -cum-fitness without linkage to vacancies . The eligibility condition for promotion shall be 5 years regular service as Medical Officer gr. II w.e.f. 20.8.87 and 4 years w.e.f. 1.10.87 . Further Medical Officer Gr-II and Gr I will be re-designated as medical officer and senior medical officer (SMO)

iii) From 1.12.91 medical officer Gr-I (SMO) in the scale of rs. 3000-4500 shall be considered for promotion as chief medical officer (CMO) in the scale of rs. 3700-5000 on the basis of seniority -cum –fitness without linkage to vacancies . Medical officers with 6 years of regular service as senior medical officer or 10 years of total regular service including at least 2 years as smo shall be eligible for promotion.

i) The strength of selection Gr. (Rs. 4500-5700) shall be 15 % of the total number of senior duty posts and CMO with 2 years service will be eligible for appointment to this grade against available vacancies . This would be effective from 1.4.88.

ii) All allowances admissible to the CHs doctors may be allowed to CPO Medical Officers at the rate, and with effect from the dates , these are admissible in CHs expect conveyance allowance , Headquarters allowance and Medical Risk Allowance which are not considered necessary in view of the different nature of functions and service conditions in CPOs . Non practising allowance and Post Graduate allowance are already admissible to CPO`s doctors at present . In addition (Annual Allowance) at the rate of Rs. 100/- p.m. to all doctors with effcet from 1.7.87 shall be admissible . Further this rate shall stand enhanced to Rs. 250/- p.m. in case of Post Graduates w.e.f. 1.10.87 . Post Graduate allowance may also be extended to CMOs w.e.f. 1.10.87.

iii) The age of superannuation of Medical Officers in CPOs will be 58 years.

2. The conferment of ranks shall not be linked to scale of pay and the post held based on these orders . For conferment of

ranks the Medical Officers will be governed by separate executive instructions to be issued in the matter .

3. The expenditure involved will be debitable to the sanctioned budget of the BSF /CRPF /ITBP respectively for the years 1994-95.

4. The provisions for which no date has been indicated will take effcet from the date of issues of these orders . This issues with the concurrence of the Integrated Finance Division of this Ministry vide their Dy. No. 1437/94-Fin. III dated 5.7.1994 and Ministry of Finance (Deptt of Expenditure) vide their U.O. No. 1058/E.III/94 dated 4.7.1994.

Yours faithfully
Sd/- 5.7.94

(N.K. Sinha)
Deputy Secretary to the Govt. of India

Copy to :-

1. Pay and Accounts Office,BSF/CRPF/ITBP
2. Pers-I/II/III/Fin.III/PF.II.IVDesks,MHA-
3. Cabinet Secretariat(Shri V.R.Srinivasan,Director)-With reference to their note No. 48/CM/93(i) dated 2.11.1993(Case No. 429/48/93).
4. Ministry of Finance(Deptt. Of Expenditure-E-III) with reference to their U.O. NO. 1058 /E.III/94 dated 4.7.94.

Sd/- 5.7.94

(N.K. Sinha)
Deputy Secretary to the Govt. of India

Appendix-M

STATUS OF FAMILY ACCOMMODATION

Particulars	NUMBER OF FAMILY QTR AUTHORISED	SATISFACTION LEVEL
AUTHORISATION OF QTR	77238	Against authorized strength of 303330(25.46%)
Constructed	34594	11.40% of total force strength
Under construction	4504	1.48%
Total sanctioned	39098	12.88%
Deficiency	38140	12.58%

SYNOPSIS OF MEMORANDUM

Chapter - 1 CENTRAL RESERVE POLICE FORCE- INTRODUCTION

- World's largest & India's second oldest Paramilitary Force
- Multidimensional force tasked to tackle the entire aspects of internal security and assist States to deal with internal disturbances
- Specially trained & dedicated man power for specialized tasks like Riot control (RAF), Jungle Warfare to counter Left Wing extremism (CoBRA) & Disaster Management units as well as Mahila BNs etc.
- Men & women deployed in every part of country & in UN peacekeeping
- More than 80%-85% deployment in high Conflict Zones /Ops duty under serious threat to life and hostilities

Chapter – 2 ORGANISATION

- Infantry Command Model of Bn
- Ability to help public & local administration in all kind of crisis situation
- Over 22% expansion in last 10 years
- Still more than 6% vacancies
- Versatile and diversified demography of Force Personnel and strategic placement of Units / Institutions.

Chapter – 3 CRPF – A PROFESSIONAL GROUP

- Contributing in the development of nation by maintaining peace
- CRPF personnel are skilled and professional as their recruitment, training & work profile requires them to be so
- CRPF men have to mandatorily use discretion in difficult situations, and make supreme sacrifice for the Nation

CHAPTER - 4 Women in CRPF

- CRPF is the first Para-Military to have Mahila Bn in 1986
- There are 04 Mahila Bns & RAF Bns too have component of Mahila
- As on date there are 5125 Mahilas in CRPF
- Late CT (Mahila) Kamlesh Kumari earned unique honour of being awarded the 'Ashok Chakra' for her gallant role during attack on Parliament

- 03 other Mahilas awarded Gallantry Medals & 01 with Sena Medal
- Mahila Officers/Other Ranks deployed in high conflict zones
- Facing acute shortage of accommodation and proper basic amenities in the field areas
- During Maternity Leave they do not get Ration Allowance
- 90 days leave/rest in place of 45 days for miscarriage or other women specific health issues, is requested. Because of rigors and hardships in working condition, women are more prone to miscarriage.
- Enhanced Leave and Allowances in recognition of their service to the nation
- Lateral entry in State Police

Chapter - 5 PECULIAR WORKING AND SERVICE CONDITIONS OF CRPF

- Mostly deployed in highly disturbed areas in hostile & dangerous environment
- CRPF is facing almost 90% incidents of conflicts in country and made supreme sacrifice of 596 men and 5737 got injured in the path of duty during last ten years in internal strife - far more than war casualties
- On an average 12-14 working hrs, mostly no leave on Sundays, denial of leave when desired because of continuous emergency, frequent & unpredictable movements along with very slow promotion rate etc. leads to premature retirement, desertion & diseases
- Fighting against most violent militancies in all three theatres (J&K , LWE & NE)
- Facing threat from own countrymen, who can't be even termed as enemy
- Utmost respect for Human Rights up to the extent that saving own life becomes last priority
- Management of Riots & Public Agitations efficiently and protecting airports, Parliament, PM house etc flawlessly
- Always ready to get deployed anywhere, anytime even without proper preparedness, logistic support and intelligence input to counter all challenges before nation
- Representatives of Indian government & First responders across more than thousand locations to manage disasters because of its geographical spread and determination to save people

- **Saviours of Democracy-** Playing the key role in free & fair elections throughout the country, on account of impartiality and being politically neutral
- **A Trend Setter-** Brought glory for the country by being the first Force in world to send Women Contingent to Liberia.
- Pathetic living conditions, separation from family etc are part & parcel of job which are causing harm to physical & mental health in the form of various diseases & stress
- Separation causes disruption in family life which leads to infertility, frequent miscarriages along with poor education & matchmaking for children
- All these not only due to the action of the anti-social elements, but also because of the need to operate in hostile terrain and in difficult weather conditions which strain their physical and mental resources to the breaking point. The high incidence of suicides, mental disorders, T.B., Malaria, Heart attack and Cancer cases proves the point. All these result in 2920 deaths and 3253 illness in last 5 years
- Performance in such conditions deserves more remuneration to attract suitable talent

Chapter - 6 CONSIDERATION FOR DETERMINING SALARY FOR CRPF

- CRPF performs very special and distinct role to safeguard the security and integrity of the Country
- Force is expected to exercise control in sensitive, quite often dangerous, sometimes explosive situations often at considerable risk to themselves. As such, Service Condition needs to be improved
- CRPF personnel do not have a prescribed professional mechanism to represent their cases through a Union or Association

CHAPTER - 7 GRANT OF CRPF SERVICE PAY

- There are factors in addition to risk which needs to be considered while comparing with other services
- Prolonged duty hours, poor living conditions & continuous environment of operational hazards & hostilities
- Maintenance of at least three to four establishments
- Additional expenses
- Emotional isolation causing psychological problems

- Absence of the headman in the family leads to dependency to relatives or hiring services which ultimately results in extra expenditure
- High professional commitment during festivals - disappointment for family
- Countless sacrifices including life & health to meet the high standard & expectation
- Therefore request to appropriately compensate the additional work & suffering due to special service conditions of CRPF by granting Service Pay, which should be at least 25% of (Basic pay + Grade pay)

CHAPTER – 8 PAY-GENERAL DUTY (NON-GAZETTED OFFICERS INCLUDING TRADESMEN)

The Constable

- Performs a variety of jobs which not only requires training & skill but also involves high amount of risk
- Many a times deals with situations where he has to use discretion as in case of VIP security, bomb diffusion or sniper shooting etc.
- No 8 hour fixed duty, he is supposed to be ready on a short notice even when he is off duty
- His job demands not only physical exertion & mental toughness but also highest degree of discipline & commitment
- He possesses the knowledge of not only latest weapons, equipments like GPS etc & tactics but also have the substantial awareness about Law & Human Rights
- Frequent change in place & nature of job is a unique feature of his working
- Risk factor is highest
- He must be treated as a Professional & not only a High Skilled Worker
- He deserves special consideration for grant of higher Pay

Head Constable

- Leads field operations, impart training & provide psychological support to the men
- Ensures maintenance of Kote, Store, Mess and other Institutions.
- Exercises judgment with regard to use of force under provisions of the law

Subordinate Officers

- **ASI** is the first Commander, commands section of 12 men.

- **Sub Inspector** is Platoon Commander and commands around 40 personnel
- He is involved in disbursement of mess cash; ensures proper provisioning & administration of mess
- **Inspector-** 2-I/C of a Company. Discharge all his duties in the absence of Coy Commander
- **Subedar Major** eyes and the ears of the Bn, a friend and guide to all NGOs, heads Regimental duties and link personnel for execution of orders and various welfare measures.
- Prayer before Commission:-
- Cadre Review of NGOs
- To remove the stagnation in various ranks of NGOs, eligibility period of MACP be changed to Residency Periods prescribed for respective Promotions
- In respect of isolated ranks not having promotional avenues in CRPF, MACP Scheme may be granted on completion of 06, 12,18, 24 years service
- Difference in Grade Pay in r/o CT, HC, SI and Inspector for next rank promotion needs to be enhanced
- Pay Fixation benefit under FR-22 should be allowed on promotion as SM

CHAPTER - 9 PAY – GROUP 'A' OFFICERS (EXECUTIVE)

- Group 'A' Officers in CRPF are critical leaders who discharge diverse duties of varying nature and magnitude; like tackling militancy and terrorism, countering extremism as well as VIP security duties, disaster relief, election etc with expectations of no failure.
- Performance of the CRPF directly depends on the ability of the officers to train, prepare and supervise men under their command at very short notice, without resources for mobilisation/infrastructure and desired operational inputs of crisis situation.
- The task, role and duties of an Officer in CRPF are much more difficult than any other service as most of the time they have to work in crisis
- The intake of Officers is at the level of Assistant Commandant through UPSC, and by promoting Inspectors and through (LDCE)
- Capacity to lead from the front
- Job transparency and multiple accountability
- Stress due to changing roles and hostilities faced during deployment
- Officer a higher value target of anti national forces to demoralize the Force

- Managing crisis situations in spite of odds
- **Absence of Organized Service** resulted in stagnation, frustration, disappointment, high attrition
- **Suggested Awards …….**
    a. **Non functional upgradation** - NFU was extended only to organised Group 'A' services, and Group 'A' officers of CRPF having more rigours, hard and risky services conditions deprived of the benefit of NFU though they are facing severe stagnation
    b. The benefits of DACP have been granted to the Medical Officers of CRPF who form only an ancillary service in CRPF and not an Executive cadre
    c. Change in scale of Second-In-Command and inclusion in PB 4
    d. Formal recognition of **Organized Service**
    e. Specialized/Professional courses overseas/ reputed institutions for proper growth and exposure
    f. The benefit of FLP and free accommodation may be extended to Group-A Officer.
    g. Deputation Quota of Group-A Officers may be re-looked.

CHAPTER – 10 MEDICAL CADRE

- CRPF has 628 Medical Officers and 2305 Para-medical staff
- The Medical Officers along with Para-Medical staff are deployed in the field and even in high risk zones
- Removal of anomaly of Pay and Allowances of Para-Medical staff
- Demands for career progression, upgraded pay scales, enhancement of Nursing allowance, and Cadre Review of Para-Medical staff.

CHAPTER – 11 PAY-SIGNAL CADRE

- Reliable communication is the backbone of all operations. Hence Signal personnel are deployed along with operational troops
- They require technical skill of higher order to handle costly and sophisticated equipments.
- HC/RADIO OPERATOR normally works without any guidance or supervision for about 16 hrs a day without availing Sundays & holidays It takes about 16 years for his promotion to ASI (RO)
- They are exposed to same risk & hardships as Executive CRPF personnel but with an additional responsibility & load. It is therefore suggested that he is brought to a higher scale of pay

- SUB. INSPECTOR (TECH) TO INSPECTOR (TECH) - work of overhauling and maintenance of radio equipments to ensure operational worthiness requires technical capability of higher level which comes through rigours training, having very limited promotional avenues
- Special Allowance to Inspectors, ASI (RO/Crypto) & ASI/SI (Tech)

CHAPTER - 12 PAY- MINISTERIAL CADRE

- Total secretarial work whether related to administration or field operations are executed through them
- Needs special attention on stagnation level in Ministerial Cadre
- Anomalies in pay be removed

CHAPTER - 13 SPECIAL PAY/ALLOWANCES

- Special Pay/Allowances to the Special Appointees are granted for additional tasks / responsibilities which are critical in nature, needs meticulous planning and timely execution
- It is an incentive which work as great motivation for NGOs, Special Appointee feels honoured
- Such motivational schemes may continue with adequate compensation (At least 10 % of the pay).

CHAPTER – 14 RISK / HARDSHIP ALLOWANCE OF JOB RELATED RISK & THREAT -NATIONAL GRID

- Different criterion for granting compensation for similar conditions is highly injudicious and discriminatory
- CRPF personnel are subjected to an alarming amount of risk round the clock & suffer peace time casualties too
- In protecting the internal security CRPF is facing IEDs and other weapons used by regular armies, which is a challenge nowhere less than Defence personnel are facing
- Sacrifices & casualties while fighting these proxy wars, insurgency, protecting vital installations & responding to emergencies are much more in number than the Defence personnel
- That CRPF personnel are working under maximum risk is not an exaggeration, therefore justice & logic both demand appropriate Risk / Hardship Allowance, judiciously compensating & considering the factors of hardship, risk & remoteness

- National Grid System is proposed and needs to be introduced to determine risks/hardship for the purpose of granting Risk/Hardship Allowance.

CHAPTER - 15 OTHER BENEFITS AND AMENITIES

- Widows & dependants of CPMF personnel sacrificed their life on duty must be considered for Compassionate appointments liberally
- CRPF personnel should be included in Old Pension Scheme
- In case of injury incurred on active duty treatment period to be treated as duty for all purposes
- Denial of promotion on account of operational injury
- Child Care Allowance to widower
- Death-cum-retirement gratuity should be enhanced

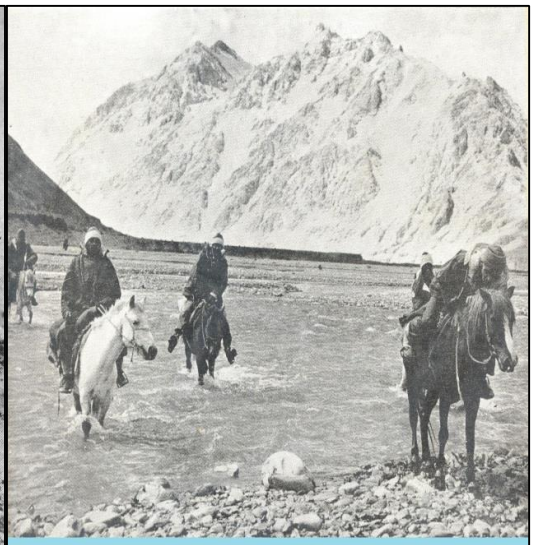
Allowances

- Children Education Allowance should be enhanced and be admissible up to graduation with Hostel subsidies. It is more essential for Force personnel as they are not able to keep families & guide their children
- Family Accommodation Allowance or HRA should be admissible to all personnel who do not get family accommodation. This should be admissible to Force personnel at the station of choice since Force personnel are frequently deployed at different places at short notice
- Pool/General Pool Accommodation for CRPF personnel deployed in the area
- Additional LTC and Railway concessions are required to avail leave frequently to meet family and thus remain stress free on duty
- 50% Rail concession to CRPF personnel.
- Ration Allowance should be admissible to all ranks as during deployment / operational needs of all are to be catered without any discrimination
- Ration Allowance should be admissible during all kinds of leave
- Force personnel should be granted Uniform Allowances. This will improve their turn-out and de-engage huge man power & resources
- Transport Allowance should be admissible to all Force personnel in true spirit of the recommendation of 6th Pay Commission
- Leave Encashment limit should be enhanced to 500 days as leave to Force personnel is denied due to exigencies of services. So present scheme is double loss for Force personnel

- Force personnel should be granted additional leave for compensating working on holidays, GHs, Saturday and Sundays or additional pay if leave is denied.
- Medal Allowance should be enhanced to make it an honorable allowance. Medal Allowance for Meritorious and Distinguished service Medals
- Kit Maintenance Allowance should be enhanced to Rs. 1000/- per month
- Enhancement of Training Allowance @ of 30% uniformly
- Officiating Allowance equivalent @ 10% of Basic Pay should be granted
- Facility of Security-aide which is essential for operational / admn requirement of Commanders should be restored
- Special Allowance for personnel working in PDG
- Special Allowance for Cooks, Water Carrier, Washer man and Safai Karmachars for tedious task they do 24 X 7
- Professional Up-Gradation grant to motivate personnel to upgrade their knowledge, skills and attitude
- Denial of SCA in North East Region to unit personnel whose HQr is not located in North East Region.
- Transfer Benefits should not be denied to Force personnel in the name of Notional HQ.
- Annual Increment should be @ 5% of Pay.

CHAPTER - 16 RETIREMENT BENEFITS

- Enhancement of age of retirement from the age of 57 to 60 years upto the rank of Commandant.
- Pension and Family pension should be increased from 50% to 65% and 30% to 40% respectively
- Merger of DA in Pension
- One Rank and One Pension scheme should be introduced.
- Liberalized Family Pension be granted to those who die due to Cerebral Malaria also.
- Full Disability Pension for disability beyond 50%
- Death–cum-Retirement Gratuity ceiling of Rs. 10 lacs should be removed
- Restoration of full pension on completion of 12 years from the date of commutation of pension
- Medical Allowance @Rs.3000/- per month for all retiree



CRPF Jawans on way to Hot Spring in 1959

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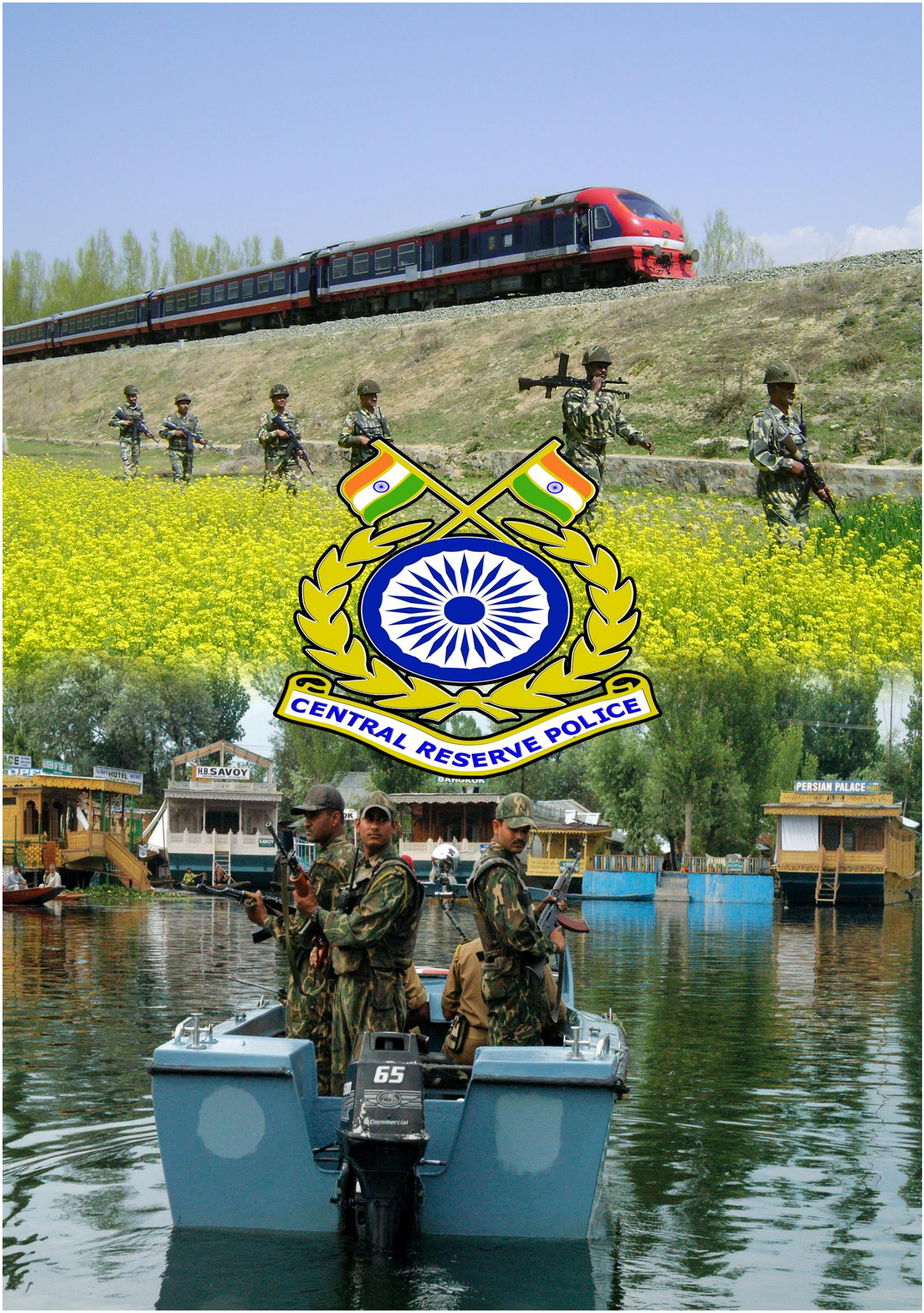
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