CRPF SAMACHAR

CRPF Newsletter & Magazine

2003

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CRPF SAMACHAR

31 JANUARY, 2003



Shri S.C. Chaube DG, CRPF alongwith the retiring DG, CRPF Dr. Trinath Mishra.



Shri S.C. Chaube DG, CRPF calls on Shri Bhairon Singh Shekawat, the Vice President of India.



Shri L.K. Advani the Dy. Prime Minister releasing a book on "Disaster Management by RAF" at the 63rd CRPF Anniversary.



CRPF SAMACHAR

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CRPF PLAYS PROMINENT ROLE IN MAINTAINING INTERNAL SECURITY OF THE COUNTRY

-L.K. Advani



Shri L.K. Advani, the Dy. Prime Minister addressing the gathering on 63rd CRPF Anniversary celebrated at GC Jharoda Kalan on 28th Dec, 2002.

The Central Reserve Police Force (CRPF) is playing significant role in maintaining Internal Security in the country. Addressing the Officers and Jawans on the occasion of the 63rd Anniversary Celebrations at its Group Centre Jharoda Kalan on 28th Dec, 2002 the Deputy Prime Minister Shri L.K. Advani said that CRPF also played a prominent role in conduct of free, fair and transparent election in J&K inspite of threats from across the borders. Referring to how dangerous is terrorism now the World faces, Shri Advani said that India is confronting this challenge since last 23 years and

in countering it CRPF has a big countribution.

Congratulating the jawans of CRPF who did commendable job during the militant attack at Raghunath temple in Jammu and Akshardham temple in Gujarat, he paid rich tributes to the 64 deceased jawans who sacrificed their lives on the call of duty during 2002 in various encounters.

The Deputy Prime Minister announced a grant of rupees two crores to the CRPF Welfare Fund. He inspected and took salute of an impressive parade presented on the occasion.



The Dy. Prime Minister Shri L.K. Advani inspecting the 63rd CRPF Anniversary Parade at GC J/Kalan on 28th Dec, 2002.

In his welcome address the DG, CRPF Dr. Trinath Mishra said that the Force has given supreme sacrifices to keep intact the integrity and unity of the naion. The current year was a very challenging year in which 240 militants were killed and 2017 apprehended in various parts of the country, he said.

On this occasion the Dy. Prime Minister decorated 25 Officers and personnel with Gallantary and Distinguished medals. He also presented the best Group Centre Trophy to GC Jallandhar for the second consecutive year, best battalion trophy to 13 Bn, best operational Bn in J&K to 30 Bn, best

operational Bn in North East to 51 Battalion and the best cost effective and financial discipline trophy to 41 Bn.

The parade was commanded by Commandant Shri Rajender Singh Yadav. There were 11 contingents including one Mahila contingent. Besides one RAF Column and one mobile column of Veteran Gallantry Medalists, Arjuna Awardees were part of the parade.

Shri Vidya Sagar Rao, the Minister of State for Home, Shri N. Gopalswamy, the Union Home Secretary and other senior officers were also present on the occasion.

S.C CHAUBE NEW CRPF CHIEF



Shri S.C. Chaube, DG, CRPF addressing mediamen after assuming the charge of DG, CRPF.

Shri S.C. Chaube, has taken over charge of Director General in Central Reserve Police Force (CRPF) on 31 Dec, 2002 after superannuation of Dr. Trinath Mishra. Before this, Shri Chaube was DG, ITBP from April 2001.

An Indian Police Service Officer of 1966 Batch of U.P. Cadre, he has served in various capacities as ADG Intelligence, ADG UP Nepal Border Police, ADG, PAC, besides DG, UP Vigilance Estt. He had a stint in CBI Dehradun and Lucknow Branches from 1976 to 1983 supervising cases relating to banking transaction and loans in sensitive sector of economy. He had also served as DIG/Dy Director (Training) in the CRPF HQrs New Delhi and as IGP, CRPF, UP, for about 8 years.

During his tenure as DG, ITBPF, he had undertaken various innovative measures such as dedicating the Year 2001 as the **'Year of Jawans'** adoption of **'One Village One Unit'** programme for overall development of the border villages. Year 2002 as **'International Year of Mountains',** for promoting Himalayan culture and holding regular Medical Camps at remote and inaccessible border areas.

He is a recipient of Police Medal for Meritorious Services (1983) and President's Police Medal for Distinguished Services (1990) in addition to Special Duty Medal with Bar, Sangram Medal and Western Star.

YOU AND EVERY MEMBER OF THE FORCE MUST BE SMART AND VIBRANT



- Sh. S.C. Chaube

DG's NEW YEAR MESSAGE

***I** am happy to send my heartiest Greetings and warm wishes to all ranks of the force and their families for a happy and prosperous new year 2003. May the almighty grant wisdom and strength to us to meet the new challenges in the service of the nation in the new year. I trust that with sustained hard work and dedication, we will continue to meet our challenges gloriously and live upto our motto of "Service and Loyalty".*

-S.C. Chaube

Addressing in a letter dated 2nd Jan 2003 to all the CRPF Officers on his assumption of duty, DG, Shri Chaube called upon them to do remember the responsibility you bear as an officer of the Force. The CRPF enjoys an unrivalled reputation for professional excellence. This has been hard earned. Not just by unstinting efforts but by lives lost Shri Chaube added. He reminded the officers that this responsibility

now rests in your hands. The excrepts from his letter is reproduced here.

"It is a matter of great pride and privilege for me to take over as the Director General of this elite Force which has over the years made significant contribution towards unity and integrity of the country. I have had the privilege of working with you for eight years from 1987 to 1995 in various capacities both as DIG and Sector IG. It will be my constant endeavour to sustain the traditions of national orientation, operational flexibility, professionalism, honesty and efficiency of the Force. I seek your help and cooperation in not only maintaining the glorious traditions of the Force, but also making it a Force 'par excellence' within and outside country.

CRPF is a profession often requiring brave and decisive action in circumstances of grave danger. As a CRPF officer you are not only a manager of men entrusted with merely administrative functions; you are also a leader; a person whom the men will follow in to danger, discomfort and every ordeal without hesitation. The best form of leadership is example; that **'come on' is a much better command than 'go on'.**

Leadership also implies **"total engagement"** What this means is that you will only get the best out of your Company or Battalion by fusing your own identity with it so that you become in a unique sense its **living personification.** Anything less will not be sufficient to serve those whom you are privileged to lead at the moment. Leadership demands a dedicated responsibility towards the men under your command. Their lives and their well being remain in your hands and they have, justifiably the right to expect from you the highest standards of character, professional excellence and integrity.

Do maintain, as leaders of men, a viable system of communication both formal and informal with the subordinate ranks under your command. For, a good leader of men is one who is easily accessible to them, ever and always.

In a uniformed Force, first impressions do matter. CRPF, or for that matter any Force, is judged by the appearance of its officers and men. It is not enough your Quarter Guard is smart. You and every member of the Force must be smart and vibrant. Your uniform must add to your personality.

Welfare, as you know, is vital to the morale and efficiency of the Force.

Be sensitive to the grievances of your men; those which are genuine should be redressed forthwith. While discipline and regimentation are the pillars of any Para-Military Organisation, these pillars should not be allowed to block our view or overshadow the requirements 6f welfare and morale of the men. Your men expect from you to have courage in the face of danger. “They expect of your unassailable personal integrity. They expect you to maintain the highest state of personal appearance - to be fair, to be consistent, to have dignity, but not aloofness - to have compassion and understanding, to treat each subordinate as an individual, with individual problems”. Also remember that no insignia of rank can appoint you as leaders. You do not wear leadership on your shoulders, on your caps or on your calling cards. You are leaders in one of the oldest Para-Military Forces in India which has served the country for so many years. I am sure you will help your men to defend India we have loved for so many years.

Our most difficult task today is to evolve an appropriate training programme within the existing constraints. Last year due to heavy operational commitments in J&K and North- East only 12% of the CRPF could be put through rotational training. Sustained lack of training manifests itself in many ways -discipline, morale and professional efficiency to name only a few. I would like all of you to reflect on this and tell me how best we can train our men within the existing limitations. Let us put our heads together; some solution is bound to surface.



Shri S.C. Chaube, DG, CRPF greeting officers on New Year.

I have always been a strong believer in participative management and will always be keen to draw on your experience and wisdom. You are, therefore, free to write to me frankly what you think best about matters concerning the Force.

In the prevailing internal security scenario in the North-East, J&K and other parts of the country I foresee far too many challenges. They are rather going to increase further due to forthcoming Assembly elections in certain States. What more challenging time could there be for the CRPF to prove itself? The path on which you are treading will often be steep and strewn with hurdles. Please do remember the responsibility you bear as a CRPF Officer. Your exquisite leadership will have to be backed by your personal involvement in operations besides meticulous planning, briefing and de-briefing of subordinates under your command. Think tactically and act tactically. For failing to plan is surely planning to fail.

The CRPF enjoys an unrivalled reputation for professional excellence. This has been hard earned. Not just by unstinting efforts but by lives lost.

This responsibility now rests in your hands. **Nothing but your very best is good enough.** My trust, my thoughts and my good wishes go with you ever and always."

Dr. MISHRA SUPERANNUATES



Shri Himanshu Kumar Addl. DG, presenting a memento to the retiring DG, CRPF Dr. Trinath Mishra in a farewell function.

Dr. Trinath Mishra took over as Director General of the Force on 31.07.2000. An IPS officer of 1965 batch of Uttar Pradesh cadre Dr. Trinath Mishra is a scholar of history, did his Ph.D in history from Rohelkhund, University. A police officer of vast & varied experience, served as Superintendent of Police, DIG Range and Addl. DG of U.P. Police Academy, Moradabad and PAC. His experience in Central Police Organizations is wide & rich. He has been Special Director, CBI, Director, Special Protection Group, IG, I.T.B.P, Director, Sardar Vallabh Bhai Patel National Police Academy and Director General, CISF.

A thorough professional and an accomplished trainer, widely travelled within and outside the country Dr. Mishra is well versed in English, Hindi, Urdu and Persian. Specializes in Personnel Administration, Security (Industrial/VIP), Investigation, Anti-Militancy/ Insurgency/Terrorism, Operations/Training.

He is a prolific writer, his books on Police Tactics, Introduction to Explosives, Kumbhagatha, First Charge (Handbook for SPs) etc have been published. His new book titled **“Unnatural deaths - Investigations”** is under publication.

Dr. Mishra has been decorated with Police Medal for Gallantry, Police Medal for Meritorious Service and President’s Police Medal for Distinguished Service.

Training and Operations has been the thrust area, where Dr. Mishra focused his attention. The Force has taken giant strides in improving its skills and operational efficiency under his command. Two sided simulated operational exercises, excellence in map reading and ground appreciation, innovations and modernization of training aids and methodology etc. were areas of his special attention. He guided the Force to adopt suitable training methodology to gear up the Force for its role. His endeavours have fructified in the sanction of large number of Battalions and establishments for expansion of the Force to take up the new role.



Dr. Trinath Mishra, DG, CRPF inspecting the Guard of honour on 31st Dec, 2002, the day he retired from service.

The Mission Statement, Jaikara and Lalkara, Handbook on Ceremonies (English & Hindi), Works, Operations, Departmental Enquiries, Milestones of Bravery (Hindi/English), RAF Manual, Booklet on Sardar Post and the History of CRPF in inspiring format are the consequences of his creative and inspiring leadership. With all this he aimed at inspiring and motivating the rank and file of the Force to give their best.

Welfare of the Force was his greatest concern. The Force achieved the following due to the efforts of Dr. Mishra :-

i) Cargo Credit Facility by IAC to CRPF in North Eastern and Southern region for carrying official cargo and transportation of dead bodies of deceased force personnel.

ii) Visible decline in grievance cases of non-receipt of pension and other retirement benefits.

iii) Lifting of ban on 2 year LTC facility to force personnel.

iv) Clearance of long pending cases on non entitlement of transfer benefits to Force Officers/personnel consequent to shifting of Hqrs.

Dr. Trinath Mishra who retired on 31 st Dec, 2002 had 2 years and 5

months of inspiring leadership and command of high quality. Memories of his command will be a source of inspiration for the Force.

A guard of Honour was presented to Dr. Mishra on the occasion.

THE TRAINEES SHOULD TAKE THE RESPONSIBILITY AND BRING SUCCESS AND FAME FOR THE FORCE

- Sh. Himanshu Kumar



Shri Himanshu Kumar the Addl. DG, CRPF presenting the Sword of honour to Shri S.B.S. Bisht, at the POP of 34th Batch DAGO's at ISA, Mt. Abu.

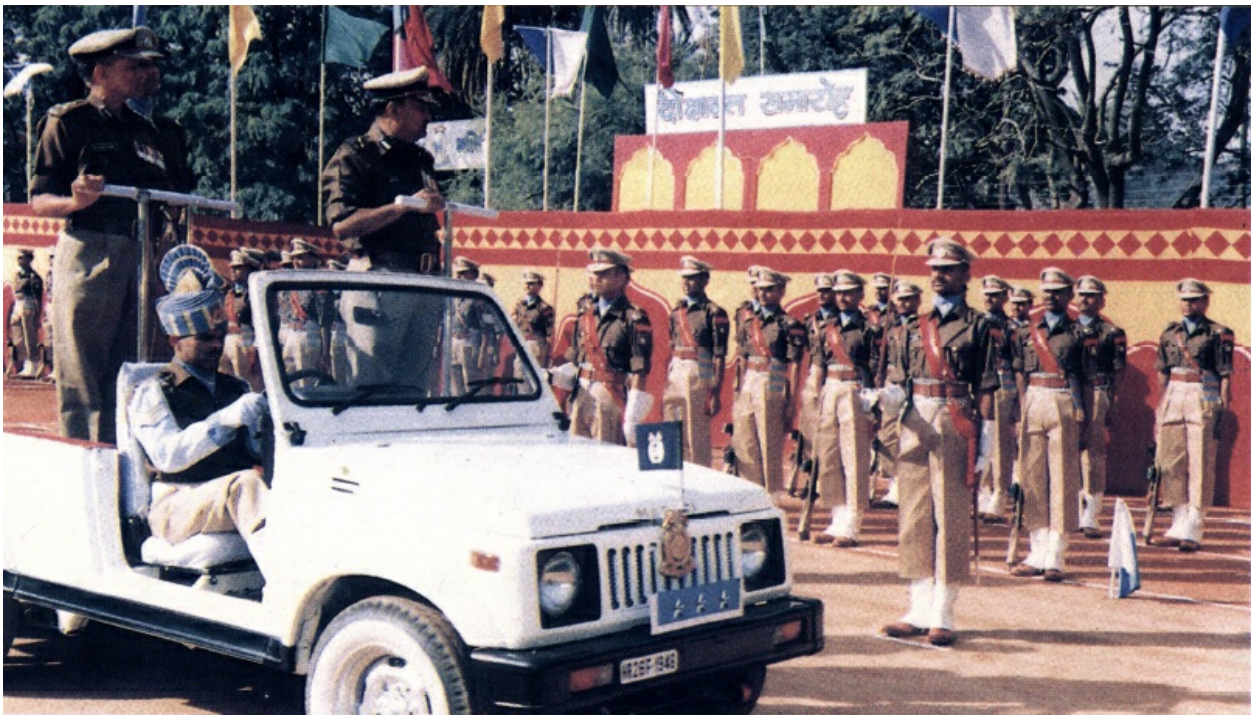
"Engrossed in curbing menace of terrorism/militancy in North-

Eastern States, J&K to restore peace harmony in communally sensitive areas and to maintain general peace in the country the CRPF has been present as impartial and reliable force." said Sh. Himanshu Kumar, Addl. Director General, CRPF on the occasion of Passing Out Parade of 34th batch of Directly Appointed Gazetted Officers at ISA parade ground on Nov. 29th 2002.

69 officers passed out from this Academy in an impressive parade. "Gyanen Sadhyate Shakti" that power through knowledge is the motto of the Internal Security Academy since the 1 st Feb, 1975, the day it was founded. Since then the ISA aims primarily to train and prepare officers to achieve epitome of professional knowledge and skills, to reach at the pinnacle of right atitudinal orientation, values and norms.

The Internal Security Academy as "Center of Excellence" conducts a galaxy of courses on internal Security and has been a seat for study of issues relating to the Internal Security of the Country. The Academy imparts basic training to DAGOs, Combitization of Medical Officers, Familiarization of SSCOs and trains officers selected through departmental Competition. A series of refresher courses for officers from rank of Assistant Commandant to Inspector General of Police is also the feature of the Academy established at Mount Abu. The holy mountain with dignity in its surroundings provides the desired atmosphere for pursuit and learning.

The 34th batch of DAGOs joined the academy on 12th Nov. 2001 and since then started the training to mould them to be the leaders of tomorrow. The thrust of the training was to convert freshly came out young men from universities into a professionally competent, morally sound and self disciplined officer of the force.



ADG, CRPF, Shri Himanshu Kumar inspecting the POP of 34th batch DAGO's at ISA, Mt. Abu.

The training curriculum included to educate these trainee officers on weapons, field craft & tactics, battle obstacle and assault course, handling and use of explosive & lEDs, jungle training, night training, shooting skills, rock climbing, swimming, driving, unarmed combat, RT procedures, map reading apart from emphasis on physical fitness. The curriculum enable the trainees to prepare for actual operational conditions and to take on the hostiles with superior tactics and training. Professional inputs in various indoor subjects viz. law, management, computers, human rights, social values, police science were also incorporated to fit them into right frame of knowledge.

Truly representing the nation the officer of 34th batch were from various parts of the country which included 3 lady officers who worked hand in hand with their male counter-parts and were ready to take the lead after completion of training.

"The officers reflect the high standard of training, the enthusiasm, the professional knowledge of their trainers who have put in lot of motivation to enable the trainees to take the responsibilities and bring success and fame for the force" remarked Sh. Himanshu Kumar. All the officers toiled to reach at the desired standard which made the trainers difficult to choose the

best. However, Shri S.B.S. Bisht was adjudged as the best trainee and was awarded Sword of Honour amongst DAGOs 34th batch and Home Ministers Trophy. Shri Sujit Kumar commanded the parade and was awarded with the Director's Baton. In addition Shri Bhavesh Nayak as best in Indoor, Sh. S.B.S. Bisht as Best in Outdoor & Best in Drill, Shri Vimal Panwar as best in Weapon handling, Shri B.C. Jha as Best Essayist, Shri Omji Shukla as Best Speaker, Shri K. Haopu as Best in Rock Climbing & Best in Sports, Shri M.R. Deori as Best in P.T., Shri Stanzin Shakya as Best Shot was awarded Abhishek Memorial Trophy in Memory of Late Shri Abhishek Kumar whom we lost unfortunately during course of training. The awardees reflected the efforts, the morale and the motivation they have put in during course of training.

The parade culminated with pealing-off ceremony and each step the officer march reflected their determination and preparedness to face the challenges ahead. Yes, 'Sky is the limit', said each smiling face.

ASSAM GOVERNOR APPRECIATES THE WORK OF CRPF TROOPS

The Governor of Assam Genl. S.K. Sinha alongwith GOC 21 Min. Division, DC Kokrajhar, DIG Western Range, SP Kokrajhar, Commandant-16 Bn, CRPF and other civil officials visited Dadgiri, a place just close to Indo-Bhutan International Border and about 15 kms away from CRPF coy location at Deosiri on 1/11/2002. Here suspected Bodo militants from Bhutan sneaked into India and masacred 21 Indian villagers and injured 10 others mostly labourers on the night of 26/27 October. This unit Commandant Shri Sumer Singh gave a graphic account of this killing to the governor as to how this incident took place and what actions taken by this unit to avert such incidents in future in co-ordination with local administration. Army as well as. other para military forces and sympathizer civilians as well.

The Governor was highly impressed by the actions and precautions already taken and proposed to be taken by this unit and resultantly

physically visited this unit ‘A’ coy location at Deosiri and held a brief interaction with post commander (OC Coy) and with each and every SO, NCO, and Constable and shook hands with everyone and extended his thanks and appreciations for their devotion towards duty, nation and public as well. despite many odds in the Region.



Lt. Genl. (Retd) Shri S.K. Sinha, the Governor of Assam visiting 16 Bn, CRPF location at Deosiri.

This coy is deployed in most arduous terrain close to Indo-Bhutan border where basic amenities like electricity, road communication, drinking water, accommodation, T.V. reception is not available. Area is covered with dense jungles, rivers, nallas and on the top of it this place is well known/ prone for cerebral malaria in addition to militant menance. Militants who are maintaining their base camps in Bhutan often strike in Indian soil and sneak into Bhutan in their base camps. The Governor appreciated action of this unit for providing additional security arrangements immediately after this episode like evacuation of dead bodies, restoring confidence among locals by placing one additional coy at Dadgiri till further arrangements are made by local administration through search of the Ultras in the area by way of combing operations using two sniffer dogs, pressing into service six motor cycles patrolling for area domination round the clock and arranging medical

facilities for needy locals. The Governor was quite happy to see our CRPF coy post and found men cheerful and in good spirit and also appreciated the work done by them in the service of nation by exercising surveillance over a sensitive and remote area in a difficult terrain.

CRPF DEPLOYS 163 COMPANIES FOR GUJARAT ELECTION

In the recently concluded Gujarat Assembly Elections on 12th Dec, 2002, 163 Companies of Central Reserve Police Force (CRFP) were deployed in various districts of the State.

While 31 Companies were deployed in Ahmedabad, 19 in Vadodara, 13 in Rajkot, 13 in Surat and 10 Companies in Anand districts were put on election duty.

Besides 8 Companies were deployed in Bhavnagar, 7 each in Surender Nagar and Sabarkantha, 6 in Jamnagar, 4 each in Kheda, Mehsana, Valsad, Junagarh, Gandhinagar, Dahod, Navsari and Panchmahal.

Also 3 Companies each were deployed in Bharuch, Banaskantha, Patan and Amreli districts, while 2 Kachh and one each in Dang, Porbandar and Narmada districts were deployed.

Shri K.T.D. Singh, IPS (Operations), CRPF was nominated by the Ministry of Home Affairs as Forces Co-ordinator for Gujarat Election.

As the CRPF has unblemished record of maintaining neutrality under such trying conditions, there has been heavy demand for deployment of CRPF personnel in Election. CRPF Jawans have been instrumental in the peaceful conduct of the recently concluded Assembly elections in Jammu & Kashmir.

CRPF HAS ACHIEVED REMARKABLE SUCCESS

DURING 2002

- Dr. Mishra



CRPF Officers attending the Senior Officers Conference.

"You should be innovative to find out ways and means in responding to the challenges that you face in the field". Inaugurating the CRPF Senior Officers' Conference at the Headquarters of the Force on 30th Dec, 2002 on the occasion of 63rd CRPF Anniversary Celebrations, Dr. Trinath Mishra, Director General, Central Reserve Police Force said that despite lot of stress and excessive deployment, CRPF has achieved remarkable success during 2002. He emphasised on rotational training of one company of each battalion to increase the operational efficiency to the optimum level.

Addl. DG Shri Himanshu Kumar, Inspector General (Pers & HQrs) Shri Vikram Srivastava, IG (Operations) Shri K.T.D. Singh and other senior officers also participated in the discussion and urged the officers to work coherently to maximise the output. DIGP Shri D.N.S. Bisht presented a paper on "Feedback of Performance Audit". About 100 senior officers from

all over the country participated in the Conference.

CRPF BAND DISPLAY



CRPF Brass Band performing at India Gate on 22nd Dec, 2002.

The CRPF band displayed their performance at India Gate, Qutub Minar and Red Fort Ground New Delhi on 22nd, 23rd and 24th December, 2002 respectively as a part of various programme of 63rd CRPF Day celebrations.

38 Brass Band and 36 Pipe Band played under the command of their

Band Masters. While Brass Band was led by Inspector Raj Kumar, the Pipe Band was led by Head Constable Parasu Ram.

These combined Bands played the tune of popular Hindi and English songs. The Brass Band of CRPF raised in 1961 and Pipe Band in 1952.

63RD CRPF ANNIVERSARY CELEBRATIONS



CRPF Brass Band performing at India Gate on 22nd Dec, 2002.



Shri D.C. Dey, Addl. DIG (Adm) donating blood in a blood donation camp organised on the occasion of 63rd CRPF Anniversary.



Dr. Trinath Mishra, the then DG, CRPF laying foundation stone for 'SUDHARMA', the transit officers Hostel at Vasant Kunj on 24th Dec,2002.



DG, CRPF addressing the Press Conference on the eve of 63rd CRPF Anniversary on 27th Dec,2002.



CRPF Colour presented on 63rd Anniversary held at GC Jharoda Kalan on 28th Dec,2002.



A memento being presented to Shri L.K. Advani, Dy. Prime Minister.



Medal receipients with the Chief Guest Shri L.K. Advani, Dy, Prime Minister.



The dignitaries at the 63rd CRPF Anniversary.



CRPF Bara Khana organised on 29th Dec,2002.



Cultural Programme presented on the occasion of Bara Khana.



Dr. Trinath Mishra, the then DG, CRPF laying stone for Training/Admn. block of Kadarpur Training Academy at Gurgaon on 29th Dec,2002.



DG, CRPF addressing the Senior Officers Conference on 30 Dec,2002.

NEW CWWA PRESIDENT



Smt. Kanchan Chaube who assumed the charge of President, CRPF Wives' Welfare Association (CWWA) being greeted by Smt. Anjana Kumar.



Smt. Kanchan Chaube with a Members of CWWA.

CRPF ITI NEWS



Prizes being distributed at the Annual Function of CRPF ITI, Bhubaneswar.



Yoga Classes are regularly conducted for the students of ITI Bhubaneswar.



Yoga Class under progress.

30 BN-BEST CRPF BATTALION

To assess the Operational Performance of the 30 BN CRPF, a Board of Officers headed by Shri Vageesh Mishra, IPS, Inspector General of Police, Eastern Sector CRPF visited the 30 Bn location on 08/11/02.

The Unit was deployed in Tripura with effect from 24/7/96 to 26/5/99. Unit Headquarter moved to Group Centre CRPF, Nagpur along with one Coy as Zonal reserve and five coys along with Dett. Headquarter deployed at Pulwama District (J&K) for Counter-Insurgency/Static Guard duties with effect from 29/5/99. The sixth coy was also subsequently summoned to J & K and deployed with effect from July 1999. Now the Unit has got 7 coys. The 7th is under Rotational Training.

Three coys are deployed in Shopian Sub-Division of Pulwama District and three coys are deployed in Pulwama itself. One coy in Shopian and one coy in Pulwama are performing STF duties with Special operation Group (SOG) of J&K Police.

30 Bn is deployed in the State of Jammu and Kashmir for the last 4 years and has contributed largely in the Counter Insurgency Operations. Neutralization of about 72 hardcore militants of various outfits and capture of large haul of sophisticated arms and ammunition are ample proof of its success. The Unit has the honour of having one President Police Medal for Gallantry, 18 recipients of Director General’s commendation disc. Apart from this there are number of appreciations from the CRPF as well as civil authorities. The success has not been without sacrifice. 1 Inspector and 3 men have given their life in the service of the motherland apart from injuries suffered by others.



Shri L.K. Advani, the Dy. Prime Minister giving away the best battalion trophy to Shri Manjit Singh, Commandant-30 Bn CRPF



Shri Vageesh Mishra, IGP E/S, CRPF assessing the arms/ammn seized by 30 Bn, CRPF in various encounters.

In the current year in reckoning for the Best Operational Battalion in the Jammu and Kashmir theatre the Unit has following achievement :-

Militants Apprehended	**06**
Militants Killed 'A' category	**06**
Militants Killed Hard Core	**47**
AK Series Weapon	**53**
Pistol	**13**
Hand Grenades	**62**
Rifle Grenades	**59**
UBGL	**03**
Grenade Launcher	**01**
Pistol Grenade launcher	**01**
RPG	**04**
Rocket Launcher	**01**
Improvised Explosive Device	**17 Kgs.**
IED Remote	**05**
Detonators	**26**
Anti Tank Mine	**04**

The Human Rights record of the Unit has been excellent and it has got

good rapport among the local population of South Kashmir District, Pulwama. Number of Civic action Programmes have been organized by the unit in its area of deployment, which included free medical camps and pulse polio immunization camp. The Unit is performing excellently under the stewardship of Shri Manjit Singh Commandant.

4TH CRPF INTER SECTOR BADMINTON TOURNAMENT-2002



Shri Padman Singh IGP, NS, giving away the Inter Sector Badminton Championship Trophy to Brig(Retd) J.S. Sawhney DIG (Communication).

Communication Sector of CRPF defeated Manipur and Nagaland Sector by 15-2 and 15-12 and emerged champions in the singles of the 4th CRPF Inter Sector Badminton Tournament-2002 concluded at Group Centre, CRPF, Jharoda Kalan on 10th Dec, 2002. While Communication was represented by HC/RO Santosh Kumar, CT N. Saniamma represented

Manipur & Nagaland Sector.

In the doubles match. Southern Sector succeeded over Communication by 15-9 and 15-4 in the 4th CRPF Inter Sector Badminton Tournament-2002. Shri K. Nagaraj, DIGP, Hyderabad and CT N. Raja Rao represented Southern Sector and the Communication was represented by HC/RO Santosh Kumar and HC/RO T.S. Zoby. Shri Padman Singh, IGP, Northern Sector, CRPF was the chief guest and gave away prizes/ trophies to the winning teams.

166 CRPF PERSONNEL DONATE BLOOD



CRPF Mahila donating blood in the blood donation camp.

On the occasion of its 63th Anniversary, Central Reserve Police Force (CRPF) organised a blood donation camp in close collaboration with Rotary Blood bank here today. About 166 CRPF personnel including mahilas donated blood in this camp inaugurated by Dr. Trinath Mishra, Director General, CRPF

Dr. K. Mohapatra, the Chief Medical Officer, Incharge Base Hospital gave the welcome address.

CRPF has been serving the nation since it was raised in 1939 as the Champion Organisation maintaining law and order. Apart from its basic duties, the Force was also known for its excellent phianthropic work like providing relief during flood, earthquake, fire and other natural calamities.

CRPF KILLS 240 EXTREMISTS DURING 2002



CRPF men patrolling somewhere in North-East.

The Central Reserve Police Force (CRPF) played a vital role in containing the terrorism and insurgency during the year 2002. During the year 2002, 240 extremists were killed and 2017 were appehended in different encounters. The Force recovered 747 arms and as many as 22, 108 rounds of ammunition including 670 grenades/ bombs and 975 kg of explosives. 64 CRPF personnel sacrificed their lives on the call of duty and 164 were injured in 333 encounters.

While in Jammu and Kashmir, 178 terrorists were killed and 107 militants were apprehended, 47 insurgents were killed and 1135 were apprehended in the North-Eastern part of the country during the year 2002.

CRPF Companies were also deployed in Andhra Pradesh, Bihar, Jharkhand, West Bengal and Orissa to deal effectively with the naxalities and Left Wing Extremism. In different encounters 14 were killed and 721 were apprehended by the Force in these states during the year 2002.

Besides in a bid to win over the hearts of local people, CRPF conducted a number of Civic Action programmes in North Eastern States for which Govt. of India sanctioned a sum of Rs 56 lacs.

64920 CRPF PERSONNEL TRAINED ON HUMAN RIGHTS



Justice Shri J.S. Verma presenting award to a winner of debate competition on Human Rights.

64920 officers and men have been trained on Human Rights by the Central Reserve Police Force (CRPF) on the three day Capsule Course during the year 2002. The Course was introduced at the instance of the National Human Rights Commission in 1966. The objectives of the course are to develop concern for human rights among the rank and file, foster higher standards of professional conduct, make them appreciate, understand and internalise instruments on human rights and create among themselves a people-friendly approch.

Besides the Capsule Course, the Force is also conducting a 10 day long "Human Rights Sensitivity Course" as prescribed by the Human Rights Commission since Sep '98 and about 100 subordinate officers have been trained during the year 2002.

Besides organising lectures, debates etc, CRPF has issued a small pocket booklet on human rights on Do's and DON'Ts both in Hindi and English to every personnel for their consumption. It is noteworthy to mention that the human rights records of the CRPF personnel in the field have been reported to be excellent. There is no case of Human Right violation against CRPF personnel in which cognizance has been taken or compensation has been

paid.

CIVIC ACTION PROGRAMME BY 16 BN CRPF

16 Bn CRPF organised a Civic Action Programme at Dologaon and Choto Kurshakati and distributed free medicines to the patients, study materials to 173 Bodo school children in addition to CSD canteen items, sweets, free services of unit Barbers, Mochi and distribution of sweets among the children. For this programme services of six district Medical Officers with one lady doctor were taken. Shri Rajdeep Singh, IGP NES inaugurated this free medical camp. About 1500 patients were given medicines worth Rs. 70,000/-, 173 school children were given study materials worth Rs. 21,000/-. Video graphy of total activities of this camp were recorded and telecast from Guwahati Doordarshan. The total gathering in this Civic Action Programme was more than 3000 from adjoining 15 villages.



Study materials being distributed to school children.



Unit doctors providing medical aid to local people.

ACHIEVEMENTS IN BARBERA FOREST (ORISSA)

CRPF troops have apprehended/seized wood/items worth Rs. 56,000/- during the month Nov, 2002 in Barbera Forest, Orissa.

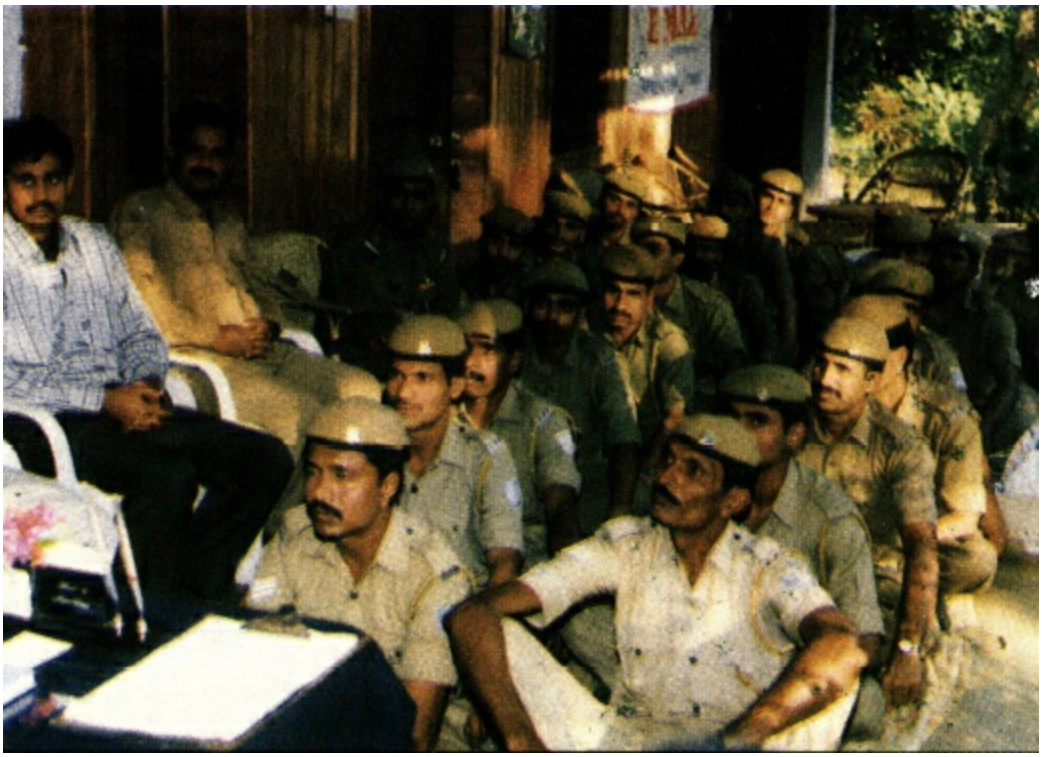
ANTI-MALARIA WORKSHOP AT BARBERA FOREST

Anti malaria workshop was conducted on 20/11 /2002 in the forest Guest house of Barbera forest Coy Hqr location of E/34 Bn CRPF. It was organised by Dr. S.S. Patra CMO (SG) of GC, Hospital Bhubaneshwar in collaboration with Themis medicare Ltd. The workshop was attended by doctors from Banapur Civil hospital and Balugaon civil Hospital. Around 30 CRPF personnel and one forest officer also took part in the anti-malaria workshop.

Doctors from Banapur hospital spoke on the management and complication of cerebral malaria. They strongly recommended to follow strictly all the preventive measures against malaria by all men and subject for immediate blood test in case of any suspicion. Early diagnosis and prompt treatment will definitely prevent complication and death in cerebral malaria. Rapid kit test method is available readily at Banapur Civil Hospital alongwith good medical management with the latest medicines. Doctors recommended not to shift frequently deployed men which expose to malaria to non immuno persons who are likely to get in to complication of cerebral malaria if delayed those cases become fatal. Injection like quinine and E/ mal are readily available for PF cases at Banapur civil hospital. All the queries of men regarding treatment and prevention of malaria were answered by representive of Themis Medicate Ltd.



Dr. S.S. Patra, CMO, GC BBSR addressing the Anti-Malaria workshop.



CRPF Jawans attending the Anti-Malaria workshop organised at Barbera Forest.

This has enhanced information and confidence among CRPF men

deployed in Barbera forest.

LEGAL POWERS OF THE RAPID ACTION FORCE FOR MAINTENANCE OF ORDER

-L.N. Mishra, DC
101 RAF, Allahabad

Rapid Action Force has been conceived as a specially trained and equipped anti-riot Force to tackle mainly communal riots and riot like situations. It came into existence in October 1992 with the result of increasing number of riots on the grounds of the communalism, regionalism, ethnicity and other many democratic processions and demonstrations. There was no specialized force especially trained to tackle such situations. State Police or Central Armed Forces were handling the mobs, riots and law & order situations in the routine manner because firstly, the situations were arising not so frequently and secondly because they were mostly peaceful small crowds or mobs and not the organized and equipped one with the strength of sometimes ten thousands to fifteen/twenty thousands or sometimes even more. With the population explosion and world wide technological, electronic and communication revolution, the techniques and the methodology of the rioters have also changed. Further, the awareness of the people and the commitment of the Government to the principles of Human Rights and Democratic Norms have also necessitated the organization of a force with the modern specialized effective equipments to deal with the riots or riot like situations with minimum force and effective control.



Mob Dispersal by RAF men during riot.

The Rapid Action Force was raised out of the selected members of the Central Reserve Police Force keeping various aspects of demography, caste, creed, religion, region, age and psychological tests. After that they have to undergo conversion training where they are specially trained to handle special equipments and are sensitized towards the Human Rights aspects to ensure the barest minimum force on the rioters and minimum loss or injury to the rioting people. The RAF is normally deployed in communally sensitive areas throughout the country and it has to deal with the riotous public disorder situations with firm and humane hands. To make force effective and to ensure timely firm and fair action the members of the force certainly require some powers commensurate to their duties to give effect to their responsibilities. These powers have been conferred upon the members of the force under CRPF Act 1949, CRPF 1973 Armed Forces (Special Powers) Acts and through certain notifications issued by the Govt. of India from time to time. Sometimes certain groups and parties may feel aggrieved even owing to the legal and lawful actions taken by RAF and may implicate members of the RAF to hamstring them by getting case registered against them as a harassing tactics. To meet these eventualities adequate legal protection and safeguards have already been built into the CRPF Act and

rule and the Code of Criminal procedure. The duties and responsibilities of the members of Rapid Action Force are same as the duties and responsibilities of the members of the Central Reserve Police Force i.e. to detect & apprehend the offenders, to bring the offenders to justice, to maintain, restore and preserve law & order and to assist the civil administration in maintenance of the same. Therefore the powers and legal protection available to them are the same as they are raised under the same banner and the same Law. Since the subject pertains to the legal powers to the members of the RAF, I would like to mention the following legal powers and protections are made available to them for the operational performance and effectiveness.

POWERS OF RAF MEMBERS OF THE FORCE :-

Although Rapid Action Force,CRPF is one of the Armed Forces of the Union, yet its' role in the nature of a Police force which is primarily meant for the maintenance of peace and law and order in communally sensitive areas and riotous situations. Keeping in view this important role of the Force, the Government of India have notified the following powers of a police officer to all the members of the Force—

(1) POWERS RELATING TO ARREST

a. Power to arrest without warrant under Section 41 (1) of the Cr. P.C.

b. Procedure as to how arrest to be made under Section 46 Cr. P.C.

c. Power of pursuit of offenders into other jurisdiction under Section 48 Cr. P.C.

d. Prohibition of unnecessary restrain of the arrested person-Section 49 Cr. P.C.

e. Power of examination of accused by medical practitioner at the request of Police Officer (Only SOs and above) under Section 53 of Cr. P.C.

f. Power of executing warrant-Under Section 74 Cr. P.C.

(2) POWERS RELATING TO SEIZURE AND SEARCH

a. Power of search of place entered by person sought to be arrested under

Section 47 Cr. P.C.

b. Power of search of arrested persons-under 51 Cr. P.C.

c. Power of seizure of offensive weapons - under Section 52 of Cr. P.C.

d. Power of executing warrant-under Section 74 Cr. P.C.

e. Power to direct persons incharge of closed place to allow search (Only SOs and above) under Section 100 Cr. P.C.

f. Power of Police Officer to seize certain property under Section 102 Cr. P.C.

(3) POWERS RELATING TO PREVENTION OF OFFENCES

a. Power of the Police to prevent cognizable offence under Section 149 Cr. P.C.

b. Laying information of and to commit cognizable offences and power to prevent its commission under Section 150.

c. Power of arrest to prevent the commission of cognizable offences under Section 151.

d. Power of prevention of injury to property under Section 152 Cr. P.C.

(4) POWER RELATING TO DISPERSAL OF UNLAWFUL ASSEMBLIES

a. Power of troops of RAF, CRPF to disperse Assemblies under Section 130 Cr. P.C. 1973.

b. Power of Gazetted Officer of RAF, CRPF to disperse Assemblies under Section 131 Cr. P.C. 1973.

c. Power of Subordinate Officer of RAF, CRPF for dispersal of unlawful assembly and use of Civil force as a police officer in the absence of the officer-in-charge of a police station (only SOs and above) under Section 129 Cr. P.C.

(2) PROTECTIONS AVAILABLE TO THE MEMBERS OF RAPID ACTION FORCE—

(I) PROTECTIONS AGAINST ARREST

SECTION 45 Cr. P.C. 1973 : Protection of the members of the Armed Force from arrest—

" Notwithstanding anything contained in Sections 41 to 44 (both inclusive) no member of the Armed Force of the Union shall be arrested for anything done or purported to be done by him in the discharge of his official duties except after obtaining the consent of the Central Govt."

CRPF is one of the Armed Forces of the Union raised under the provision of Article 246 read with 7th schedule, entry 2 lists 1 of the Constitution. As envisaged under sub-section (1) of Section 45 of the Code, no member of the Armed Fordces of the union can be arrested for anything done or purported to be done by him in the discharge of his duties except after obtaining the corrent of the Central Government.



RAF men on the rescue job at Gujarat during earthquake.

II. PROTECTION AGAINST PROSECUTION

a) SECTION 17 OF CRPF ACT 1949 :

i) Under this section, no proceeding whether Civil or Criminal can be instituted against any member of the Force for anything done in performance of duties without given prior notice to the accused/defendant

or his superior officer, at least one month before the commencement of such proceedings.

ii) No proceeding whether Civil or Criminal can be instituted against any Member of the Force for anything done in his official capacity after the expiry of 3 months of the act complained of.

iii) If any Civil or Criminal proceedings are brought out against any member of the Force within 3 months of the commission of any official act complained of after a due notice in writing of such proceedings and of the case thereof given at least one month before the commencement of such proceedings to the defendant or his superior officer, the member of the force so proceeded against will be discharged if he proves that he has performed that act in pursuance of warrant or orders of the competent authority norwithstanding any defect in the jurisdiction of the authority of such warrant or order.

b) Section 197 of Cr. P.C. 1973 :

Two-fold protection against criminal prosecution is available to the gazetted officer of the Force under this section. One such protection is provided for under sub-section (1) of Section 197 of Criminal Procedure Code apart from the order being available U/S 197 (2) following from there being members of the Force. The protection U/S 197 (1) Cr. P.C. is available to all the gazetted officers of the Force by virtue of their being public servants not removable from service save by or with the sanction of the Central Govt. CRPF gazetted officers while performing their official duties are deemed to be employed in the affairs of the Union within the meaning clause (a) of sub-section (1) of Section 197 Cr. P.C. Therefore, no Court can take cognizance of any offence alleged to have been committed by them while acting or purporting to act in the discharge of official duties except with the previous sanction of the Central Govt. The other protection available to all the members of the Force, regardless of their rank by virtue of their being members of an Armed Force of the union, is contained in sub-section (2) of Section 197 of the Cr. P.C. Under this sub-section, no Court shall take cognizance of any offence alleged to have been committed by any member of the Armed Forces of the Union (including CRPF) while acting or purporting to act in the discharge of official duties except with the previous sanction of the Central Govt. It would not be out of place to mention here, that the High Courts have clearly held that CRPF is one of the

Armed Forces of the Union.

c) Section 132 of the Cr. P.C.—

A twofold protection is available to the members of the Force under this Section also. Firstly under the provision of sub-section (1) of Section 132, Cr. P.C. no prosection against any person for any act purporting to be done under section 129, 130 or 131 of Cr. P.C. shall be instituted in any Criminal Court without the sanction of Central Government where such person is an officer or member of the Armed Forces. Secondly, no officer or member of the Armed Force doing any act in obedience to any order which he was bound to obey or doing an act in good faith in compliance with the requisition under Section 129 or 130 shall be deemed to have committed an offence.

d) Section 76 IPC—

This Section defines by way of general exceptions that nothing is an offence which is done by any person who is or by reason of a mistake of law, in good faith believes himself to be bound by law to do it. Illustration (a) under this section makes it amply clear that a soldier who fires on a mob by the orders of a superior officer in conformity with the commands of law, commits no offence.

SELF-DISCIPLINE-A RARE GIFT

T.G.L. IYER
Ex-DG, CRPF

Many people know what to do; they just don’t do it. They require repeated orders, sometimes threats to get into that work-Psyche. In football why Nations, Associations, federations have a coach is to tell the players “Do it, don’t just know it. Theorising gets one nowhere; getting it into the muscle-memory will.” Why some players are off-colour sometimes, is merely because the intellect and muscle do not work in coordination. Reading, hearing, seeing a thing is not enough, you have to practice it, so that it becomes an integrated part of your temperament, Psyche and action.

Self-discipline is elusive for many. There is a constant inconsistency between who they want to be, and what they have to do, to reach that target. Why is self-discipline so hard? There are three major factors at work here. First is Adrenaline which keeps your going so fast and flying so high, that you become an AUTOPILOT and you don't have the presence of mind to be disciplined and do things at the desired pace and Rhythm. The second factor is SELF-WORTH i.e. the realisation at the deepest level that you are worth it and you can do it. The third factor is STRUCTURE. You make demands on yourself but do not set apart the time or create the proper support to make it happen.

The above three factors cause you to stop and start, thwarting your best intentions. The best way to develop discipline is to prepare yourself first. If you let life and circumstances deflect you, you are putting at the mercy of unknown forces. Discipline comes from valuing who you say you want to be, and not cheating yourself or engaging in self-deception. It is detecting and developing the REAL YOU and not following the imposter within you to lead ahead. Putting youself first means taking extreme good care of yourself, expanding your ability to give more to yourself. This has a cumulative effect and you will feel stronger and more confident.

For example, to build a House, you prepare a plan and Blue-print. To start a business, you evolve a strategy and prepare a framework. To write a Book you prepare an outline. To give a speech you list out the points carefully and refer to them while on the stage. To venture anything in life, you require a structure, a plan, strategy and a support system. When you own a Car or two-wheeler, it requires maintenance, servicing, tuning and checking of POL. People should realise that instead of looking themselves as a machine, they should see themselves as a finely-tuned instrument that needs care in handling. The saying is "A clean Engine delivers more power."

Self-directed people contribute to individual advancement and collective achievement. No matter what your past is; no matter how many times you have failed or been hurt or have not reached the goals; no matter how long bad habits have controlled you, you can make a permanent turnaround, if you change your habits, environment and routine. You need not break habits; you can replace them. Human beings project outside what they feel inside. No outsider can change your habits, belief and attitude; only you can

do it. After many years of being the same person, it takes courage to change and become a new person.

Everyone deserves much more than what they get or what they have. But you have to pay the price and that price is self-discipline which includes effort, training, practice and courage. There is a popular poem which says “There was a very cautious man who never laughed or cried. He never risked; he never lost. He never won nor tried to win. And, one day, when he passed away his insurance was denied, for the company said that he never really lived. They claimed that he never died. Only a person who lives dies ultimately.”

Brother JEREMIAH said: “If I had my life to live over again, I would try to make more mistakes. I would relax and be sillier than this trip. If I had my life to live over, I would start barefooted, get hurt to get it repaired and healed. I would play, ride more-merry- go-rounds and I would pick more daisies”. To enjoy life, you have to be disciplined; otherwise you will have ‘joy zones’ and ‘Sorrow-zones’; tragedy and comedy mixed disproportionately getting trapped in a narrow constricted perspective, remaining there forever. Life is an endless range of mountains with peaks and valleys, ascends and descends and more peaks ahead to climb. If you are not self-disciplined, you will not enjoy the adventure, excitement, risk and exhilaration at the end. So, acquire the gift of discipline and stay with it !



CRPF Male Contingent commanded by Shri Harped Singh, Dy. Comdt at the press preview of the R.D. Parade Contingents held at Andheria More, New Delhi on 21st Jan,2003.



Shri L.K. Advani, Dy. Prime Minister giving away the Police Medal for Gallantry (posthumously) to next of kin of a deceased CRPF Jawan on 28th Dec,2002 at 63rd CRPF Anniversary held at GC Jharoda Kalan, New Delhi.

REGD. NO. 45950/87



Cultural Programme presented during the CRPF Day Barakhana.

CRPF SAMACHAR

30 APRIL, 2003





Shri L.K. Advani, the Dy. Prime Minister giving away shield to Shri Vijay Kumar, 2 I/C of GC Pallipuram for maximum usage of Hindi in official correspondence



Shri Harin Pathak, the Minister of State for Home paying Floral tribute to the sacred soil of Sardar Post on the occasion of CRPF Valour Day-9th April, 2003



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2003 TO BE THE YEAR OF ’e-GOVERNANCE’

Computerisation will help performing the tasks efficiently, effectively and economically.

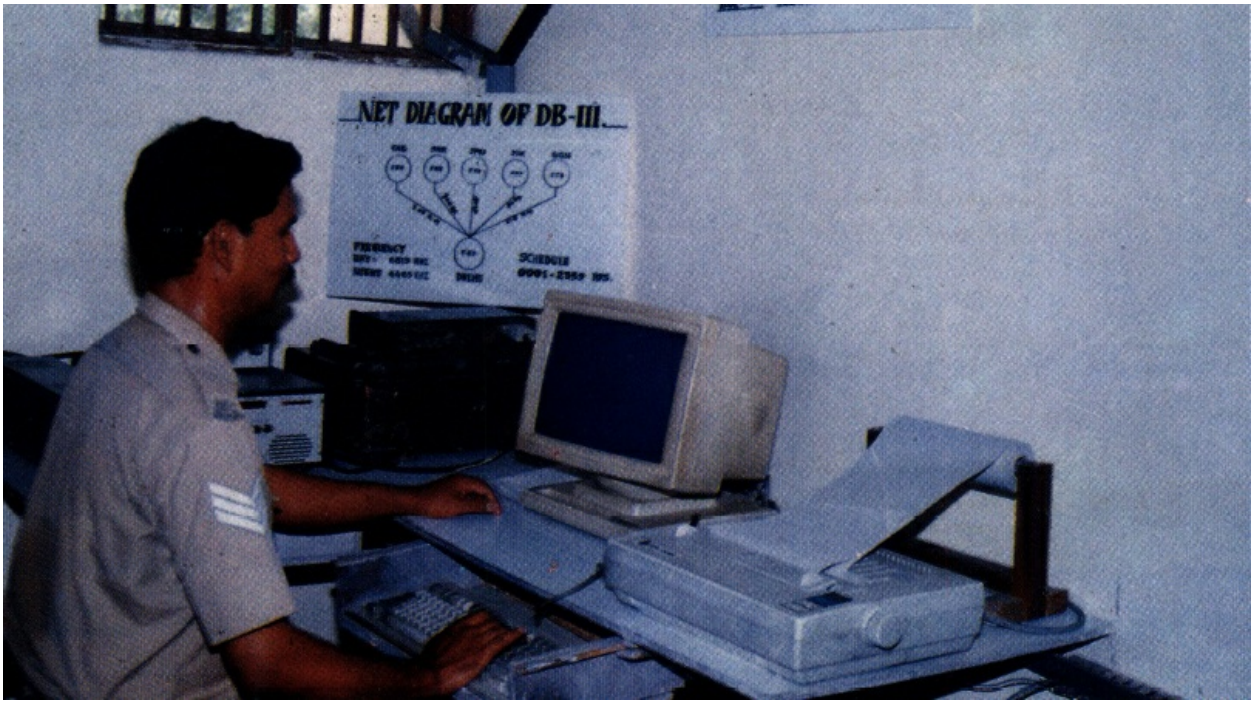
— S.C. Chaube



Any computerisation project can be a success only with the active participation of all the users. To ensure that “Selo” is implemented smoothly and successfully it is essential that all concerned persons in the Force possess a high degree of enthusiasm and zeal for the project. I have therefore decided to observe the year 2003 as the Year of ‘e-Govemance’ in the CRPF. In a letter addressed to all the officers, Shri Chaube, DG CRPF called upon them to take keen interest in implementing the guidelines issued in this respect so that we may make the year 2003 a success “Year e-Governance” and make CRPF the first e-Para Military Force. The excerpts of the letter is reproduced below.

“Advancements in electronics in the past decade have been

phenomenal with the result that computers and communications have seen a growth witnessed never before in any field of human endeavour. Internet, the epitome of Information Technology and Telecommunication, has changed almost everything. It is being used to usher ‘knowledge society’ not only in the advanced western societies but also in the third world countries like India. We in the CRPF have been rightly aware of its potential and have already taken initiative to be the first e-Para Military Force of the millennium. A 5-year visionary IT plan aiming at total computerization of the Force, fully interconnecting all elements was conceived and named Intranet Selo’. ‘Selo’ will ensure ‘online’ connectivity at all levels of command for conducting all functions whether operational or administrative.As a first step for realization of ‘Selo’ an Intergrated Application Software has been developed by M/s NUT. The software once implemented will enable the leaders to enhance their speed of decision making by providing them relevant and processed information at any time, any where in a few mouse clicks. This will improve the operational effectiveness of the Force while reducing the financial burden on the exchequer. Government sanction to roll out first phase of Intranet ‘Selo’ down to GCs is expected shortly and the next phase to extend it to CRPF BNs will follow soon.



CRPF Jawan working on latest mode of communication.



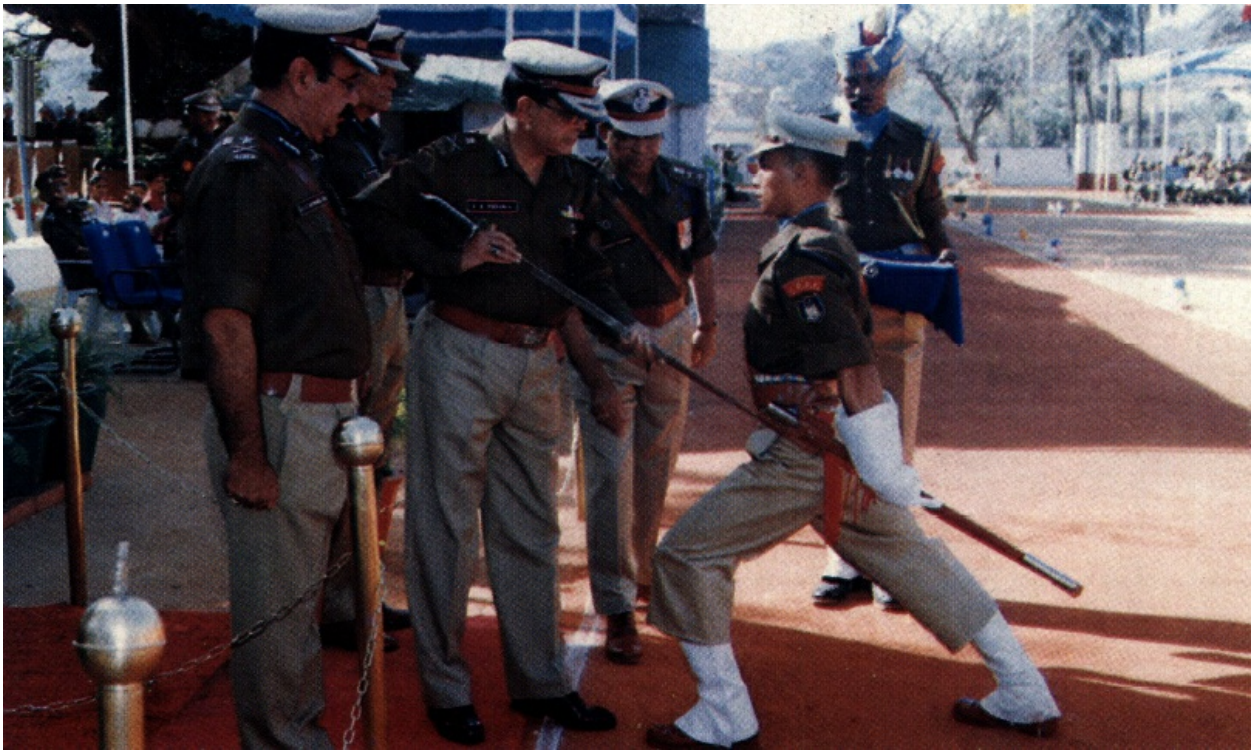
Brig (Retd) J.S. Sawhney, DIG (Comn) reviewing the online work at Computer Centre of EDP Dte Genl.

Any computerisation project can be a success only with the active participation of all the users. To ensure that “Selo” is implemented smoothly and successfully it is essential that all concerned persons in the Force possess a high degree of enthusiasm and zeal for the project. I have therefore decided to declare the year 2003 as the Year of ‘e-Governance’ in the CRPF. To prepare the Force fully to use ‘Selo’ as soon as it is rolled out this year, steps enumerated in this letter be initiated at all levels.

I have taken stock of the computer culture in the Force. While I am happy that there is generally a good awareness of IT, pace of introduction of computers especially at the unit level needs to be accelerated. It will take some time for them to be authorized as part of ‘Selo’. I have therefore given directions that computers be procured from the adhoc GIA, sanctioned this year. Thus by 31 Mar 03 all CRPF BNS must have atleast one computer. Additional computers for training, education and entertainment of troops may be procured from WAF, instructions for which already exist. I would like all offices to make optimum use of these computers for better administration and welfare of the personnel by making simple programs based on MS Office suites.

19 CRPF OFFICERS PASS OUT FROM ISA

- M.P. Nathanael Addl.DIGP,ISA



Shri B.B. Mishra, the Director General CISF presenting a Sword of honour to Shri Khumam Sonny Singh, Assistant Commandant.

Nineteen Departmental Entry Gazetted Officers (Assistant Commandants) passed out from the portals of the Internal Security Academy at an impressive Passing Out Parade in Mount Abu on March 2, 2003. The parade marked the culmination of their 25-weeks training.

Shri B.B. Mishra, the Director General of the Central Industrial Security Force took the salute.

The oath of allegiance to the nation was read out by Shri S.C. Kukreja, Principal and Inspector General of the Internal Security Academy.

Shri Mishra then gave away the trophies to the outstanding officers of the

course. Thirtytwo-year-old Khumam Sonny Singh, a resident of Moirang in Manipur and a post-graduate in science from Punjab University was presented the Sword of Honour for being the best all-round trainee officer of the course. He had joined the CRPF as a Sub-Inspector in October 1997.

Assistant Commandants T.K. Murali Krishnan and Pawan Kumar Singh received the trophies for being adjudged the best in indoor and outdoor subjects, respectively. The latter had earlier been awarded the Police Medal for Gallantry for his bravery displayed in an encounter in Srinagar.

Assistant Commandant Suresh Kumar, Khumam Sonny Singh and Joydeep Dutta received cash prizes of Rs. 5000, Rs. 3000 and Rs. 2000, respectively, for securing the first three places in that order in an essay competition.

Speaking on the occasion, Shri B.B. Mishra exhorted the trainee officers to serve as an example before their subordinates by displaying sterling qualities of leadership and professional competence. Recalling the history of CRPF, he said that the Force had acquitted itself creditably in all its assigned tasks and praised its versatility of switching over from one role to another in an amazing manner. Shri Mishra advised them that though their formal training comes to an end, they should bear in mind that their practical training begins now and they should always be willing to learn from their experiences in days ahead.

Earlier, while welcoming Shri Mishra, Shri S.C. Kukreja informed that the Academy had so far trained 1168 officers since its raising in February, 1975. He went on to add that 375 DIsGP, 1088 SsP/DMs and 2200 Deputy Superintendents/Assistant Commandants of CPOs have been trained in various courses run in the Academy.

Of the nineteen officers who passed out from the Academy, three each are from Bihar and Rajasthan, two each from Jharkhand, Kerala, Uttar Pradesh and West Bengal and one each from Haryana, Manipur, Punjab, Uttaranchal and Tamilnadu. While four of them were Inspectors, 15 were Sub-Inspectors when they appeared for the Limited Departmental Competitive Examination.

This is the second batch of departmental entry officers, the first batch of 27 Assistant Commandants having passed out in April last year.

The Departmental Entry system of recruitment to the rank of Assistant Commandant was introduced in CRPF in 2001 to encourage Sub-Inspectors

and Inspectors below the age of 35 years and minimum of 4 years of service to become Gazetted Officers.



Officers of the 2nd batch of DEGOs taking the Oath of allegiance.

This scheme helps in maintaining a young profile of this versalile force which is called upon to perform multifarious duties ranging from static guards to combating insurgency in J&K and North East and all over the country.

Later, speaking to the Directly Appointed Gazetted Officers trainees, Shri Mishra exhorted them to prepare themselves to fight the challenges of modern day terrorism wherein there was scant regard for the law of the land in the minds of the general population.

In the years when he joined the police service, a Constable could go and round up a group of people and bring them to the police station with ease. These days an armed posse is sent even to round up one or two criminals who will invariably put up resistance, he explained.

He addressed the officers of the Middle Command Management Course

and urged them to prosecute studies in some subjects or the other like management and law so that they can turn out to be better leaders of the men under their command.

At the end of his visit to the academy, Shri Mishra was presented a memento by Shri S.C. Kukreja, Principal and IGP of the Academy.

Shri Mishra was accompanied by Shri O.P. Singh, DIG (Training) during his visit to the Academy.

CRPF OBSERVE "VALOUR DAY"

The History of CRPF is a saga of valour and sacrifice

— Shri Harin Pathak



Shri Harin Pathak the MOS (Home) garlanded the "Kalash" containing sacred soil collected from the spot of incident of Sardar Post, at Dte. Genl. on "Valour Day".

"The history of CRPF is a saga of valour and sacrifice." Addressing the august gathering at the CRPF Head Quarters on the occasion of Valour Day, Shri Harin Pathak, the Minister of State for Home, Govt, of India said that the valour, grit and determination shown by CRPF men in repulsing a brigade level attack of Pakistan Army in Rann of Kutch on April 9, 1965 has no parallel in Histroy.

Observing it as the Valour Day in the Force will definitely help in inspiring and motivating the personnel for selfless and dedicated service to the nation, Shri Pathak added.

He paid floral tribute to the sacred soil of Sardar Post (Gujarat-lndo Pak Border) collected from the spot of incident and kept in an urn. He paid rich tribute to those brave jawans who sacrificed their lives at the call of duty at the Battle of Sardar Post. He also honoured the Ashok Chakra and the Shaurya Chakra awardees of the Force who were instrumental in foiling the fidayeen attack on Indian Parliament on Dec 13, 2001.

Shri S.C. Chaube, the Director General, CRPF in his welcome address said that inspite of enemy's numerical and armament superiority, a small contingent of 2nd Bn, CRPF repulsed the attack and brought pride and laurel to the Force and the Country as well. In this battle 34 Pakistani soldiers were killed while 6 brave jawans of the Force laid down their lives at the call of duty.

The heads of all Central Police Organisations were also present on the occasion.

EVER FIGHTING MEN

- A.P. MAHESHWARI, DIGP,CRPF



CRPF Jawan in a Bunker.

Our overstretched democracy, heavily loaded with enumerable pulls & pressures of various shades, has now come to a point where peace is a rare occasion. We buy temporary peace at a huge cost. Suffering the vagaries of caste and communal divide, struggling against the distortions of poverty and the economic divide, decrying outcome of low values & corrupt practices, fighting against system failures marred by pressures of population and repulsively bearing the influence of bad managers. The list of fights & divides is multiplying day by day. In order to attain some sort of synthesis, though superficial, we have generated a tall battery of fighter forces as a containment exercise. The containment exercise has, however, been rolling on for days. This ever fighting scenario has now made it difficult to contain the very fighter force which was in itself meant to contain the disintegrating elements. Guided by common impressions we refuse to peep through the reality. Alleged as a necessary evil, apparently disliked and labeled as corrupt & high headed, this social segment of peace keepers in uniform has its own pathological woes when the job requirements oscillate from crime to public disorder, from insurgency to terrorism, from sabotage to subversions, from communal policing to urban warfare, its tasks are ever increasing. Normal system balances having failed; it faces the brunt of all the bad

spillover. Not for a day, two days or two years, for years together the fire fighting is going on. They were never linked as an integral sub-system of a development planning; they came into being as “patc work”. Hence they are still reactive & not truly proactive. The attempt here is not to generate any illusions but to draw attention to the intrinsic aspects of the job of these ever fighting men.

Every society is prone to crime and violence. Socially augmented crime prevention drives (SACPD) and the deterrence infused by the criminal justice administration (CJA) are the two known methodologies to create peace and order. Both are in a way supplement to each other. Amidst so many divides in our society, the later has to face the brunt more often than not. How effectively do they perform needs no elaboration. The job of the peace keepers has become wide ranging. Rural segments need a different set of policing skills in comparison to high rise metropolitan towns where art of policing is often put to test. The high-tech urban Mafiosi and white collared criminals pose a challenge before the agency. The neoelite need faithful watch dogs. Political manipulators need a repressive tool. Brutal segments whose sentiments are fuelled by fundamentalists entail use of equal force to contain the tide. Over and above all, the subversive elements, whose actions are master minded by unfriendly neighbours, become ruthless and make indiscriminate use of weapons, explosives and advanced technologies to cause loss of life & property whether of citizens or the security forces. The constant lurking threat of the unknown devil ‘death’ forces one to take all possible counter measures. SACPD is nearly absent. Community indulgence in adducing evidences is also at a low mark. CJA is also not producing results. Under such an environment, the psycho-behavioural domains, emerging within the internal configuration of the human being working as a peace keeper, tend to become rigidly complicated. They are fractured from a basic humane to the brutal instinct, they encompass anything from love to hate and constant fight against terrorism or insurgency makes them moronic, insensitive and full of negatively heightened emotionality. If you don’t annihilate the terrorist, he would then celebrate your death and take away the weapons too in order to enjoy more feasts.In many situalions, there are no clear cut solutions. Over doing is often regarded better than underplaying. Thus the jobs of peace keepers oscillate from normal to the abnormal. One can have no two opinions that a normal situation should be met by normal and decent human norms. But a highly abnormal situation

call for contingency management which may even entail surgery. This is true of the medical field the business enterprises as also is true for any organisation fighting against advanced crisis. Added to it this fact that these tasks are done by people who live against the norms of a healthy life style. Away from their families for ten months out of twelve, irregular working hours, unhygienic living conditions & over-loaded with the negative floats of life. With the breaking down for the joint family systems, the nuclear families where male member remains away for ten months in a year find it difficult to cope with the complexities of life. This also eclipses the mental peace which he could afford otherwise.



CRPF Jawan manning an Election booth in North-East.

Everyone needs some privacy and space in relationships in order to survive. This is an inherent human requirement. The peace keepers thrive on imposed relationships with no mutual space and privacy as they have to any way roll on in a make shift arrangement, the so called ‘barracks’. With human sensitivities increasing day by day the old patterns may require drastic changes. But cost is a limiting factor. Hence there is a big trade off between normative and real conditions. The problem of emotional stress is, more often than not, prevalent in the lower cadres. The higher cadres may not feel the brunt so much as does the peace keeper at lower ranks. Despite

so much internal turmoil in the personality of a cop, he is devoid of any form of counseling to set right his axis. He has no proper access to the healthy form of stress releasing techinques. Though the deviant tendencies acquired by them connot be allowed to go scot-free, certain types of deviant behaviours are invariable rather normal i.e. likely to be adopted by any person doing those jobs. Thus the job context & job content factors cannot be ingored. Still glaring are the tactis which have been adopted since time immemorial by all civilisations to handle the bad components, like a bad sore or a boil on the body. Consequently, the peace keepers end to build a sub-culture full of inherent contradiction visa-vis the superficially perceived reality of the society.

The job of peace keepers, due to the above complexities, has seen a downward sweep in the priority list of the society's youth. The discarded young aspirants join them as a last fight against hunger. In order to meet our need for more people to fight & die, we keep buying their helplessness against hunger. Yet, they join and successfully imbibe the lessons of patriotism, loyalty and discipline. The vertical & horizontal divides of the society baffle a cop till he draws a perpendicular and hangs on to it as his anchor. It could be anything under the sky which his environment can provide. He had been the part of the same society & takes what it gives and does it, at times, with no sensitivity. Thus, the contradictions in personal and organizational goals, perceptional difference of roles and responses vis-a-vis the social expectations are bound to occur.



CRPF Men keeping vigil at Raghunath Market, Jammu.

Another area hampering his functioning is the flow of information from the community which is often blocked due to a lack of trust and prevalence of a negative image. Once the timely information becomes a 'casualty', the operational requirements force him to adopt other means. The time tested methods in this category are either monetary allurement, looking for a break away group of the same gang, locating the enemy or playing one against the other. At times, when nothing moves, general brooming is carried out. The result is the violation of the rights of many. But what has been prevented is intangible and a peace keeper cannot take credit for it, yet he has to explain what has tangibly occurred. One effective way to win community support and favour is to add the charter of providing material services to the community in contrast to the singular role of checking the people against their deviant behaviours. These type of job profiles have been adopted in insurgency prone areas but very selectively. Community develepment programmes, health camps, education initiatives etc. being undertaken by security forces so as to gain community support and improve the image

from that of a ruthless monitor to the image of a ‘helper’. Police agencies abroad have adopted these roles in the normal day to day course too e.g. providing services of vehicles in case of accidents. The situation of trust as a friend prompts real time voluntary information from people. Peace keepers do not have such roles in India yet as a normal charter, on the contrary the short tenures of postings keep the people apprehensive of what may happen when he goes. Developing a rapport takes time.

It is in this unfriendly environment that a peace keeper works. What was thought as an exception has become a routine & that also on a multifarious scale. There are situations where no clear cut solutions are neither available nor time permits long drawn out thinking. There is a constant race against time. Compromise in quality may thus occur. But we connot afford the cost of error or delay in extreme cases of violence which is reversibly colossal. It has to be either in terms of dead bodies or damaged property. Further, the low social contribution & indulgence towards policing, high expectations & constant criticism under such a situation makes them either inactive or prompts them to match the gap through short cuts. Either situation is desicable. All the cases of malafide acts on the part of the peace keepers are purported to be strictly dealt under law but acts done in good faith need to be tolerated. At times the premature social audit or media trial damages the enthusiasm. “Play safe” psychology sets in. We cannot ignore the fact also that for crisis management, a higher risk has to be taken. It is here that the low risk bearing psyche comes in contradiction. Even the best of the existing systems, the human body, which has no parallel, cannot trive on the doctor’s prescriptions for ever. The system has to follow certain norms for maintaining its health. Thus, the importance of inbuilt social mechanism to prevent the occurrence of crime or to control the deviant behaviour cannot be ignored. Whether one is raped, tortured or is a victim of any accidental crime rarely do people come to the rescue of the victim or resist the criminal on the spot. The grotesquely apathetic behaviour of people sends a wave of repugnance. Public apathy in itself encourages crime. In India we have lost control of social defence mechanism and adopted a legalistic approach for enforcing any value of behaviour. This deterrent approach has its own fall outs if the former is substantially non-existent. This is a crucial fact not to be missed. It is another big contradiction in reality arising out of the overindulgence of society in coercive menthods via legal approach to problem solving and an under-indulgence in the socially & culturally

induced self-sustaining approach.



CRPF men somewhere in North-East.

A liberal social perception of human rights should find its way in all the facets of life. But when a cop percives human rights, at least in areas of high risk zones where gun toting militants kill peace keepers or the innocent public, he comes in contradiction with our liberal social perceptions. Many societies have, therefore, narrowed down on this issue & tend to ignore the human rights of an oppressor to the extent he has himself gone against the norms of human rights or damaged public life & property.

Psycho-behavioural aspects & inherent contradictions are one side of the total issue. The extrinsic aspects are equally important which provide a logistic support system for efficient functioning. The foremost logistic support comes from the working environment. The systems which control the police functioning have beenfound to be basically defective but no efforts have been made either to change the old Police Act 1861 made by the British for colonial control nor the recommendations of the National

Police Commission have been Implemented for decades. Rather top heavy structures along with various autonomous bodies have beert formed for multiple controls. We curb the symptoms but not the basic ailment. Amidst all this, the social concern shown in some cases, including media trial, any superficial effort would miss the mark and any comment or study in a non-holistic scenario may be eventually impact less. A superficial post mortem and the passing of judgement against crisis managers is not going to fetch any desired benefits. A few analysts feel that society may have to repent for the dampening demonstration effect down the hierarchy if the heroes of crisis environment are shunned and their tactics are put to an audit as per the parameters or the “normal situatios”. Handling of Punjab can be taken as a case study to decide the authenticity of this hypothesis. “The opportunity lost” factor cannot be ignored. It is difficult to say, “had it not been the situation, then what.” At times, the best medicine is no medicine. At times best medicine is the medicine which works. Every patient has his own system and capacity to respond. On the same logic Punjab cannot be compared with J & K and J & K with North-East. But what we need to perform are seen in two important aspects - the commitment towards the given task & the efficiency level required to perform the task. The commitment level has to be controlled through proper psycho-behavioural inputs, right social support systems & appropriate demonstration effect, proper internalisation of the force, right political leadership (the controlling visionaries) and judicial support system. Coming over to the efficiency aspect, a few glaring changes in logistics need to be considered to cope with changing circumstances where rebels or the so called militant groups now frequently resort to the use of improvised explosive devices (lEDs) and also adopt tactics like hijacking or arm-twisting through a hostage situation. Here we ought to focus more on functional requirements at the operational levels of the security forces.



Insurgents surrendering before CRPF authorities in Tripura.

Though efforts have been made to modernise the security forces to face the crisis which has deepened over a period of time, much remains to be done in a resource constraint-situation. Secondly, modernisation is a constant chase as criminals & perpetrators move at a faster pace. Certain professional studies have suggested advanced logistic support systems for the security forces in order to cope with the impending violence in all terrains including urban topography:

(I) Devising semi-autonomous robotic systems to work as a detective as well as 'pilot-defence' against use of lED's or attack by terrorists in a hostage situation. These robots could be made capable of accessing digitalised or voice activated fires. The lethal fire assault weapon could be made more precise.

(I) Advanced mobility systems, not only to cover horizontal distances but also to leap vertically in a high rise topography including urban multi story scenario.

(I) Various scanners, cameras, satellite controlled mapping systems could be provided to exactly locate what is where inside a building or a covered place. Developing such systems is not difficult. Cost would indeed be a limiting factor. But it is a high time human life should not be valued less.

(I) Advanced communication systems which can also provide navigation facility across unmanned vehicles or through robots including piercing through the walls.

(I) Uniforms may be made of the material ensuing survivability, should be facilitating any type of camouflage and harnessed to carry all types of tools & kits besides arms & ammunition such that hands and other limbs are unconstrtained for any movement or action.

(I) Men be provided with food or energy inputs in concentrated form as a capsule which is lighter to carry in good quantity and not occupying much space. Water purifier kits can be provided in a handy way. These things would help him survive at least for a week without any hindrance for want of basic body intakes. Such sort of sustainability is not difficult to plan.

Though the various types of advanced equipments are gradually being made available, the rapidity of technological changes keep the obsolescence actor high. With the up gradation of technology the corresponding problems of modified learning are not being attended to in an appropriate manner, Hence the gaps in copability tend to persist compromising the efficiency factor.

The constant and wide deployment has also raised problems of quick movement, temporary camping and availability of basic amenities. Physical environment has got its own covert impact on the psyche of a person. One’s capacity to develop positive thoughts and his capacity to tolerate functional irritants is another area of concern. Certain forces are still working on bureaucratic patterns instead of “viable team” concept. Though QRTs (Quick Response Teams) are invariably constituted but they may not be so effective.

Absence of the system of retrenchment or retirement at various levels has carried the police forces to a state where a majority of the people at cut-edge level or key operational level have higher age-profiles not compatible with the situational requirement. Generally, twenty to thirty five is the viable age bracket to work as line functionary at a high efficiency level. These jobs are

full of stress (overt and covert). They are critical as the opportunity cost of error is high. The systems of periodic leave, healthy entertainment and indulgence in positive flows of life become indispensable conditions for stress release. Peace keepers have to deal with human beings with respect to their deviant behaviour. Unfortunately they are least adept in human relations or behavioural aspects. A right focus is needed. It is imperative too.



CRPF men Patrolling in Dimapur.

The idea of presenting such an analysis is neither to defend the peace keepers for their wrongs nor depict any helplessness. We must be clear where to go & how to go. One must have an exact road map for that. If we don't proceed systematically and provide effective designs, the result would be subjective & based on individual preference. If the general ratio of goods to bads twenty to eighty, so would be the natural outcome in individualized designs. Hence in order to make the social concerns for the existing malaise meaningful, it is not enough to criticize or put some one to social/ media

trail. One must not also undermine the importance of inbuilt social defence mechanism of crime prevention & crime control. Action by security force can only be supplementary and workable for temporary containment. It connot be the final answer. Despite this fact. we are lolling much on the shoulders of indoctrinated peace keepers who are themselves not at peace. We have to take care of the required psycho-behavioural conditions and the logistic support systems, technical as well as social.

ISA ADOPTS VILLAGE



Dy. Jyotsna Shukla, Medical Officer attending to the patients in Oriya Village.

The Internal Security Academy of CRPF has adopted Oriya village in Mount Abu and has launched a massive development programme for the village.

A medical camp was organized in the village, about 15 Kms from Mount Abu, to mark the occasion on March 22, 2003.

As part of the basic training of Directly Appointed Gazetted Officers, the trainee officers were asked to conduct a survey of the needs of the villagers which could be met by the Academy. Having identified the need for medical aid, the villagers were given treatment by the hospital staff of the Academy led by Dr. A.K. Sinha, CMO.

For the overall development of the village, the Academy has decided to embark on an adult literacy programme in the village apart from improving the economic condition of the villagers by providing employment to some of the unemployed youths.

Speaking on the occasion, the Principal of the Academy Shri S.C. Kukreja IGP, said that medical camps will be held every fortnight in the village in future. Frequent interaction with the villagers will help identify their problems and solve them, he added.

Shri A.S. Rathore, DIGP, Shri Ramesh Chandra, Commandant and Shri B.S. Chauhan, Commandant Were among those who attended the medical camp.

— Shri M.P. Nathanael, ADIGP, ISA, Mt. Abu.

SPORTS IN CRPF

The CRPF Sportsmen and women who brought laurel to the Force in various events held during the first quarter of this year were felicitated in a function held at Dte. Genl. DG, CRPF has been pleased to grant out-of-tum promotion to six SI as Inspector, 15, HCs as SIs and 10 CTs as HCs.



Shri S.C. Chaube, the DG, CRPF felicitating sports persons of CRPF in a function held at Dte. Genl. CRPF



CRPF Women's Weightlifting team who won the 18th Senior Women's National Weight Lifting Championship held at Lucknow during March, 2003.



51st All India Police Athletic Championship held at Chennai.



Ms. J. Jayalalitha, the Chief Minister of Tamilnadu giving away certificate to CRPF athlete at the closing ceremony of 51st All India Police Athletic Championship.

CRPF IN ANDAMAN & NICOBAR ISLANDS

— D.G. MOHAPATRA, PRO,CRPF

Floating in splendid isolation, east of the Indian mainland is the archipelago of 572 emerald islands, islets and rocks known as Andaman & Nicobar Islands. This Union Territory stretches over a length of more than 700 kms. from North to South with 36 inhabited islands. Once a hill range extending from Burma (Myanmar) to Indonesia, these undulating islands are covered with dense forests and endless variety of exotic flora and fauna. The topography of the islands is hilly and abounds in evergreen forests. The sandy beaches on the edge of meandering coastline are fringed with coconut palms that sway to the rhythm of the sea. The sea around the islands offers excellent scope for adventure water sports. The rare flora and fauna, underwater marine life and corals, crystal clear water and mangrove-lined creeks, offer a dream-view of the rare gifts of nature. The clean roads as well as unpolluted fresh air attract any nature-lover, who seeks absolute peace and tranquility in the lap of Mother Nature. Adventure tourism like trekking, island camping, snorkelling, scuba diving etc., are the major attractions here. A visit to these islands is a memorable lifetime experience.

Mythologically, the name Andaman is presumed to be derived from Hanuman, who was known to the Malays as Hanudman. Since pre-historic times, these islands were the home of aboriginal tribes. The tribes of the Andaman group of islands are the Great Andamanese, Onges, Jarawas and Sentinalese, all of Negrito origin, while the tribes of Nicobars are the Nicobarese and Shompens, both of Mongoloid stock. The first settlement by the British took place in 1789, which was later abandoned in 1796. The second settlement was basically a penal settlement, taken up in 1858, after the First War of Independence, followed by the settlement of convicts, Mopals some tribes from Central and united Provinces, refugees from erstwhile East Pakistan, Burma and SriLanka as well as ex-servicemen.



Quarter Guard of B/78 Bn, CRPF at Atlanta Point, Port Blair.



CRPF men providing security at District Jail, Prothrapur (Andaman & Nicobar)

In these islands people of all faiths-Hindus, Muslim, Christians, Sikhs etc and of all languages like Hindi, Bengali, Malayalam, Tamil, Teulugu, Punjabi, Nicobari etc. live together in complete peace and harmony, inter-religion and interregional marriages are common. This amazing racial and cultural mix is aptly described as ‘Mini-India’.

Though Andaman & Nicobar Islands is today in the public mind an extemely beautiful series of Islands situated in the Bay of Bengal like a chain of beads, once upon a time Islands were shrouded in profund mystery for many a year and condemned as forbidden land, the Kalapani. Mere mention of the dreaded name conjured up the vision of blazing inferno and inculcated horror in the mind of the convicts. The inky blue sea, overwhelming the vast sky, inclement weather, deep dense tropical forest and hostile aborigines created an impression of complete isolation. Because of it, the Britishers considered it the best place to build such a jail unparallel of its kind and ultimately the infamous Cellular Jail, thus constructed, incited in the mind of its inmates a sense of being completely banished from the motherland. The colonial Government started deporting Indian revolutionaries arid incarcerated them inside the dingy cells but the undaunted spirit of the freedom fighters could not be cowed down. Thus within the jail premises, started an unprecedented struggle between the firebrand revolutionaires and despotic Britishers. In due course, incidents of great importance loomed large.



CRPF men guarding the Sainik Vishram Ghar (A&N).

The Cellular Jail has now been declared as National Memorial. Every brick of the Cellular Jail has a tale of its own-tales of brutal tortures, defiance, sufferings, sacrifices and gruesome ends.

The relationship of CRPF with the people of Andaman & Nicobar Islands is very deep and old. Though the islands are farthest away from the mainland, the populace here has felt the very presence of the Force since late 1960s. The Force has been establishing close contact with the local Administration and assisting it one way or the other in maintaining peace and tranquility in these sensitive and strategically located islands which were often termed as Kalapani or the forbidden land and now construed as the tourists' paradise.

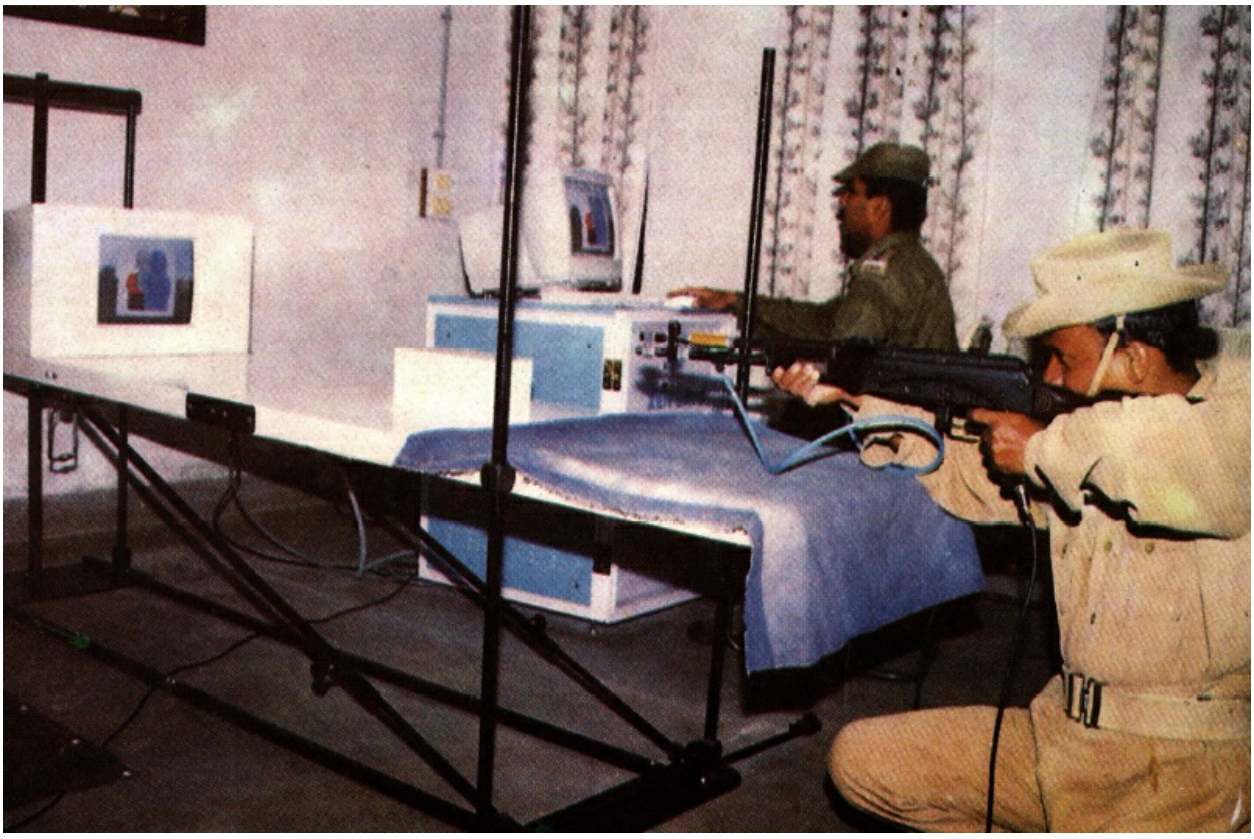
One Company of Central Reserve Police Force (CRPF) belonging to its 78th Battalion has been deployed in Andaman & Nicobar Islands since December 2002 to assist the local Civil Administration. Four sections of the 150 men strong contingent are now engaged in guarding the local District Jail here at Protherapore in which most of the hardcore criminals undergoing life-term are imprisoned. Jawans of the Force are providing foolproof security and 24 hour vigil throughout in order to ensure that not a

single inmate dare slip away from the jail.

Apart from the District Jail, two sections of the Force are also guarding the ‘Open Jail, a temporary accommodation constructed by the civil authorities at Protherapore to detain the poachers/infiltrators of fishermen from the neighbouring countries. Besides, two section of the Force have also been detailed at Sainik Vishram Ghar (SVG),Delanipur to guard some detenues.

ACQUISITION AND APPLICATION OF KNOWLEDGE

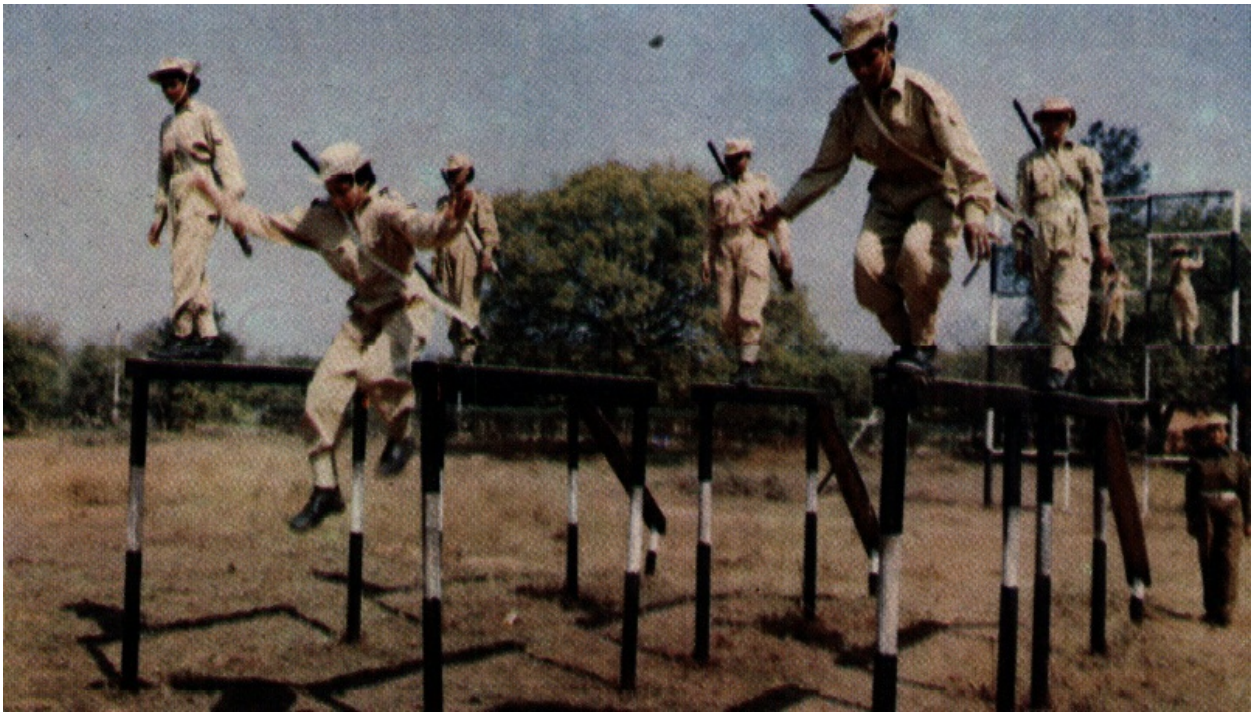
Anil Dhoundiyal, Dy. Commandant, CTC-III



CRPF men undergoing advanced training on computerised targets.

An old saying reminds us that “Knowledge gives ideas and ideas rule the world”. It is a fact that ideas breed more ideas and these ideas lead to inventions, innovations and ultimately for implementations for our specific purpose and target. Armed Forces throughout the world from time immemorial have been operating and accomplishing their goals as well by exploring knowledge acquired in due course of time to confront a given situation. The exploitation fo knowledge i.e. application part of it at a particular juncture of time as per needs and requirements has been what professional soldering is. Ideal and favourable condition is PERFECTION which is, undeniably, not possible. Yet one has to struggle hard on the path of perfection in order to face the reality and come out successfully by acquiring skills and applying them properly.

The advent of terrorism (particularly state sponsored) as new design of warfare for ulterior motives makes whole issue of terrorism esoteric in nature and necessitates for the generation of new ideas and their application thereafter in a particular situation as per available favourable factors. The ideas, improvisations, innovations and implementation are ever changing factors but what remains constant is KNOWLEDGE.



CRPF Mahilas negotiating a target as a part of training.

Knowledge acquired often is reflected in skills, techniques, touch and finesse. The question that arises in our mind is to what extent one is able to make use of knowledge for professional growth. Knowledge acquired and when it is not applied has a limited value and is like a dictionary- a reference material only. Knowledge is like a chassis of a vehicle on which body is to be built by a skilled mechanic as per requirements. In other words it is like a house which is made beautiful by an interior decorator as per the needs and budget of the user. Acquisition of knowledge is made possible through training in any organization and in case of Armed Force it is judged a sacred command function as it encompasses life and death. A well designed and devotionally implemented system of Basic training, promotional courses, in- service instructional programs and specialization courses goes a long way in updating the skills and their application by the professionals concerned.

The application of knowledge - swiftly and smoothly - requires training mindset to put ideas generated through acquired knowledge in various situations. Case study discussions, brainstorming sessions, mock mental exercises, seeking “WHY” & “HOW” questions to oneself help in making thinking process more logical and sequential. Moreover, countering complex nature of modern terrorism is thinking ahead and thinking ahead is - thinking rationally and sequentially. More and more discussions on various tactical operations and lessons learnt thereof during different in-service training programs and various formal and informal interactions help in achieving it at practical level. Mock mental exercises’, raising queries to self and autosuggestions guides one’s mindset in harnessing one’s reflexes - sharp, swift and smooth - at personal level.

We as one of the Armed Forces of the nation, have credit to contain different terrorist movements and insurgencies in various parts of the country in the last five decades and have been successful in maintenance of integrity of the nation by virtue of our professional knowledge and its skilful application. We can further take a step ahead ever changing modus operndi of terrorist and insurgents by increasing frequency of our acquisition of knowledge and consequently strengthen our lead by its judicious application.

TRAINING AT AVADI - A NEW DIMENSION

– D.G.MOHAPATRA, PRO,CRPF



Recruits undergoing training on LMG at RTC-II, CRPF, Avadi.

Training is an essential organisational function which identifies the current as well as future learning needs of the personnel and provides them the knowledge, skill and aptitde required for an efficient and effective performance of their jobs. To achieve this the training has to be related to the aims and objectves of the organisation. In order to be realistic and purposeful, a training programme has to be designed on actual training needs of various sections of personnel. Its effectiveness can be felt by the ultimate improvement in the personnel's performance and other behaviour.

With the fast growing unrest among various sections of the society often manifesting itself in outbreak of violence the focus of police action has shifted from crime work and maintenance of law and order to the counter insurgency/proxy war. The training programme based largely on the job

requirement, are found to be inadequate to equip the armed police personnel to deal with the new challenges.

The armed police is now being called more frequently and for longer durations than ever before to assist the civil police in maintenance of law and order and its role has expanded considerably. Apart from performing earlier duties of escorting prisoners, guarding vital installations, protecting VIPs, carrying out anti-dacoity operations, dealing with communal disturbances and general law and order problems, they are now actively involved in military like operations against terrorists, insurgents, extremists and other secessionists elements. Formidable fire power and high motivation of some of the well organsied anti-national outfits are every now and then demonstrating the relative weakness of the armed police to take on these criminals. This deficiency can not be made up merely by providing better weapons wihout imparting them appropriate training to suit their new role and heavier responsibilities. This calls for a detailed job analysis which involves studying the job at every level and assess the type and extent of training input that needs to be injected.

For an organsiation like CRPF, training of officers and men is of paramount importance as over the years the Force has acquired a multi-dimensonal profile, its duties ranging from purely police to near military.

The main aim of the training is to mould a raw material into a fine and finished product and convert a young and trained police personnel into a competent, confident and self-disciplined members of the Force.

Training is a planned process to modify attitude, knowledge, skill and behaviour etc. through learning to acquire effective performance in an activity or range of activities. The purpose of training is to develop the abilities of an individual to satisfy the manpower needs or to train for taking up higher responsibilities.

In order to achieve the above objectives, a well planned and well equipped training organisation is essential. Initially there was only one Recruit Training Centre for the CRPF for the purpose of imparting training to the newly recruited constables. There was rapid expansion of CRPF during late 1960s. In order to meet the increased intake of recruits and their training requirements, RTC-II started functioning at Avadi,Chennai on 1 /2/1969. RTC.II is located within the CRPF Campus, Avadi which is about 30 kms from Chennai City. This institution is having its own Quarter Guard,

Office Buildings, Barracks for Staff and Recruits Parade Ground, PT Ground, vast training area, UAC Ground, Swimming Pool, Short Firing Range and Miniature Firing Range.

This Training institution is responsible for imparting Basic training to the new recruits as per the training syllabus issued by the training Dte. Since its inception, this centre has trained 41379 recruits, which includes 206 Mahila and 64 Sports personnel. Presently 915 recruits and 33 sports personnel are undergoing basic and condensed training respectively. This institution also trained 489 recruits of CISF and 49 Security Guards of Department of Space. Again 127 officials of Customs Department and 180 personnel of Bank guards were also trained by this centre in the use of SLRs during 1 989. Besides the above, 281 RPSF personnel had undergone one month baisc special weapons training from 20/6/96 to 23/7/96 at this institution. At present the centre is imparting basic training to 197 personnel of Indian Reserve Battalion of Andaman & Nicobar Islands.



Recruits operating SLRs during the course of Basic Training.



Rope-climbing also part of RTs basic training.

Being the second oldest among the RTCs the Institution had taken great leaps in its 34 years of history. Started with the primary objective of imparting basic training to new recruits, the institution is also running Buglers and Band refresher courses successfully in addition to its primary task. Considering success and short comings of the past as light house for the future, the institution will always be guided towards achieving fulfillment of goals and acheivements.

The emphasis is given during 44 weeks basic training on recruits on the subjects like Physical Training, Foot Drill and Arms Drill, Weapons Training, Map Reading, Field Engineering, Field Craft, Battle Craft, Minor Tactics,Counter Insurgency and Police operations and Jungle Training.

In addition to above, indoor subjects are also imparted through lectures and demos like Law and manuals, rescue and relief operations, fire fighting, VIP, Jail, Airport Security and guarding of vital installations, Human Rights, General Knowledge and awareness, Central Police Organisation and State Police Organisations, Hygiene and Sanitation/First Aid and Office procedure.

As a part of modernisation of training, some sophisticated equipments have been supplied to this centre which has helped to increase the training capability of recruits.

Small Arms Training Simulator received from Zen technology Ltd, Hyderabad has provided ample opportunity for the recruits to know their mistakes/ shortcomings while aiming/holding/ firing at targets so that they could correct their mistakes and become efficient firers. IWESS (Infantry Weapon Effect Simulating System) supplied by BHEL,Bangalore has given each and every recruit an opportunity to find out whether their aim and firing is perfect and the remedies to eradicate their mistakes/shortcomings. Risograph, the photo copier caters to the demand while preparing enormous number of lesson plans, question papers and in supplying precis on various subjects for all the recruits at a time.

Besides this institution is using the Computer Based Evaluation System for preparing the question papers on various subjects, their evaluation etc shortly. Multi-media projector has helped for taking indoor classes effectively.

In order to relieve the recruits from the monotony of training, indoor games like Chess,Carrom as well as outdoor games like Foot Ball, Hockey, Basket Ball, Volley Ball, Hand Ball etc are played by recruits every day to create the spirit of competition and also to spot out talented recruits who are good at various games and athletics; inter coy and inter wing competition are conducted every year.

This insitution takes pride in fulfilling the requirement of force with determination, dedication and devotion.

(As told by Shri N.G.Subramania, Principal, RTC.II,CRPF).

CRPF VALOUR DAY 9th April, 2003



Shn Harin Pathak, MOS (Home) giving away memento to Shri Avdesh Kumar, husband of Late Ct (Mahila) Kamlesh Kumari who was awarded Ashok Chakra posthumously.



The MOS (Home) Shri Harin Pathak honouring HC D. Santhosh Kumar. a Shaurya Chakra awardee.



Shri Padman Singh, IGP Northern Sector, CRPF paying floral tribute at Martyrs Memorial on the 'Valour Day' at GC Jharoda Kalan.



Shri Harin Pathak, the MOS (Home) giving away memento to HC Shyambir Singh, a Shaurya Chakra awardee.



The MOS (Home) felicitating HC Sukhjinder Singh, a Shaurya Chakra awardee of the Force

POLICE LEADERSHIP : VARIOUS APPROACHES

- Rakesh Kumar Singh Dy.Comdt.ISA



Alert CRPF Jawan on duty.

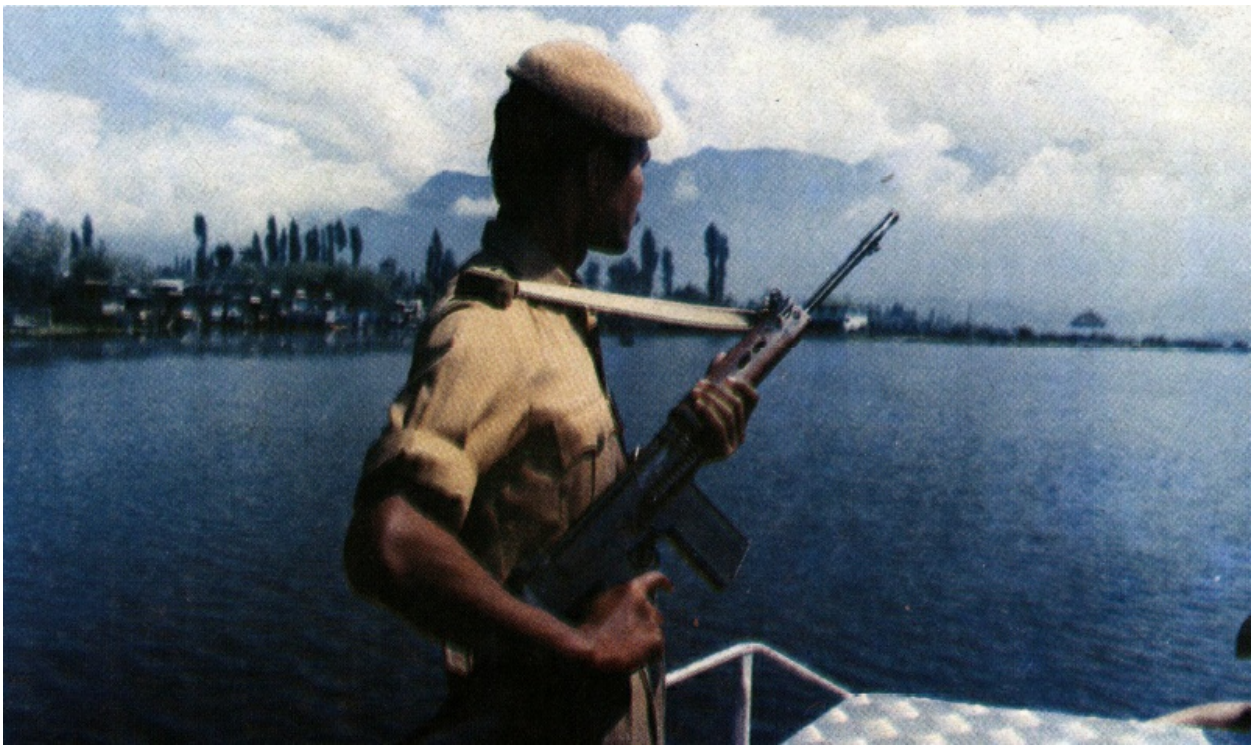
"People are our greatest assets"- is a statement made often by business executives who have more consideration for money than man, therefore the very significance of 'human factor' in armed force which capitalize on this assets can not be over emphasised. In present counter insurgency and militancy problems actively supported by foreign governments as well as atmoshere of distrust, deception and deceit prevalent in such regions due to low intensity conflict have a remarkable bearing on the effectiveness of security forces and its morale. Not surprisingly, more than often it proves itself counter-productive and quite disgraceful. Operational fiasco, scorn for human rights of people, killing of own commander, insanity are a few byproducts of copious critical and callous circumstances around us because of contemptuous combination of lawlessness and leadership crisis.

Of late, it has been realized that one can not manage police organization like other agencies. One got to know the police mentality as well as understand the scenario. The security forces (CRPF) works in strong regional sub cultures existing across the nation nurtured by complex socioeconomic multiplex subcultures. The tasks are not only different and

diverse but more often the solutions are also not objectively defined by the political leadership. Thus, the onus of managing CRPF depends on Officers cadre only, which is certainly gigantesque- like a Himalayan task. Thus the rationality, predictability, and competence of officers are of paramount importance and it must have dynamism to adapt itself in changing working scenario whose rationality can not be ignored even subtly.

The working scenario not only affects the relationship between police and public, it also influences the attitudes of CRPF personnel towards their work. To meet the needs of the people within the CRPF and at the same time provide the level of service required by the people makes heavy demands on our organisations and the officers who command them. The CRPF which is deployed as centre's force to assist the state govt. in dealing with insurgency, militancy and law and order problems to maintain intergrity and peace of the nation. The role has become too taxing and too ticklish to manage it evenly. The CRPF, which is a specialist organisation for counter insurgency operations, is offen making disastrous tactical mistakes resulting in loss of manpower and advantage over the unsocial and anti-national elements. And helps in giving tremendous fillip to their cause and spread of fear amongst people. These failures are not just breech in peace and harmony but has serious implications on soci-politico-economic situation having wider ramification .

These failures, internal leadership crisis and external factor have made CRPF men indifferent to various tasks they are assigned to. They are increasingly becoming disloyal to the organisation and their commanders. Frequently men of CRPF indulge themselves in serious insubordination and indiscipline cases sometimes culminating into killing of their own colleagues and officers.



CRPF Jawan patrolling in Dal Lake (Srinagar).



CRPF Jawans providing security during Assembly Election in Nagaland.

All these factors are more agaravated when the muoltifold increase in red tapism in administration results in delay of their due. The people have also

developed the attitude of ‘saving skin’ through paper formalities rather than fighting on ground. The men and officers are continously found to be in low morale. They have developed a sense of insecurity for their position, sort of psychological discontentment leads to reactionary attitude and scorn for human right of people around them which they are supposed to protect.

Analytical probe into the working scenario reveals that following causes may be the potent factors in creating such scenario-

i)Socio-economic changes. (ii) Changing social values. (iii) Continuous deployment in operational area. (iv) Insecurity for family because of break up in joint family system, (v) Quality of work-life. (vi) Weakening of chain of command, (vii) Low motivational factors. (viii) Sapless commandership (ix) Ineffective supervision. (x) Uninspiring leadership.

ROLE OF CRPF OFFICERS

In CRPF, the major work areas may be classified into three:-

i) Administration.

(ii) Supervision.

(iii) Operation

Though all Officers of all ranks do discharge all these duties with difference of degree in its implication but it may be generalised in three separate stratified structures as far as direct involvement is concerned.

Administrative functions are performed by top management and the immediate subordinates of the top management team like Directorate and Sector Officers in collaboration with MHA which is headed by elected political leadership guided by people’s will. These officers create and formulate policy i.e. a course of action providing guidance for the organisation.

Supervision is normally performed by the immediate supervisors of field personnel like DIG, Comdts. etc. They help to set the tone of the organisation and ensure that the policies created by top management are actually carried out by the field personnel.

Operations are performed by field officers who normally have direct contact with their own men, people and ground realities.

Traits required for CRPF Officers

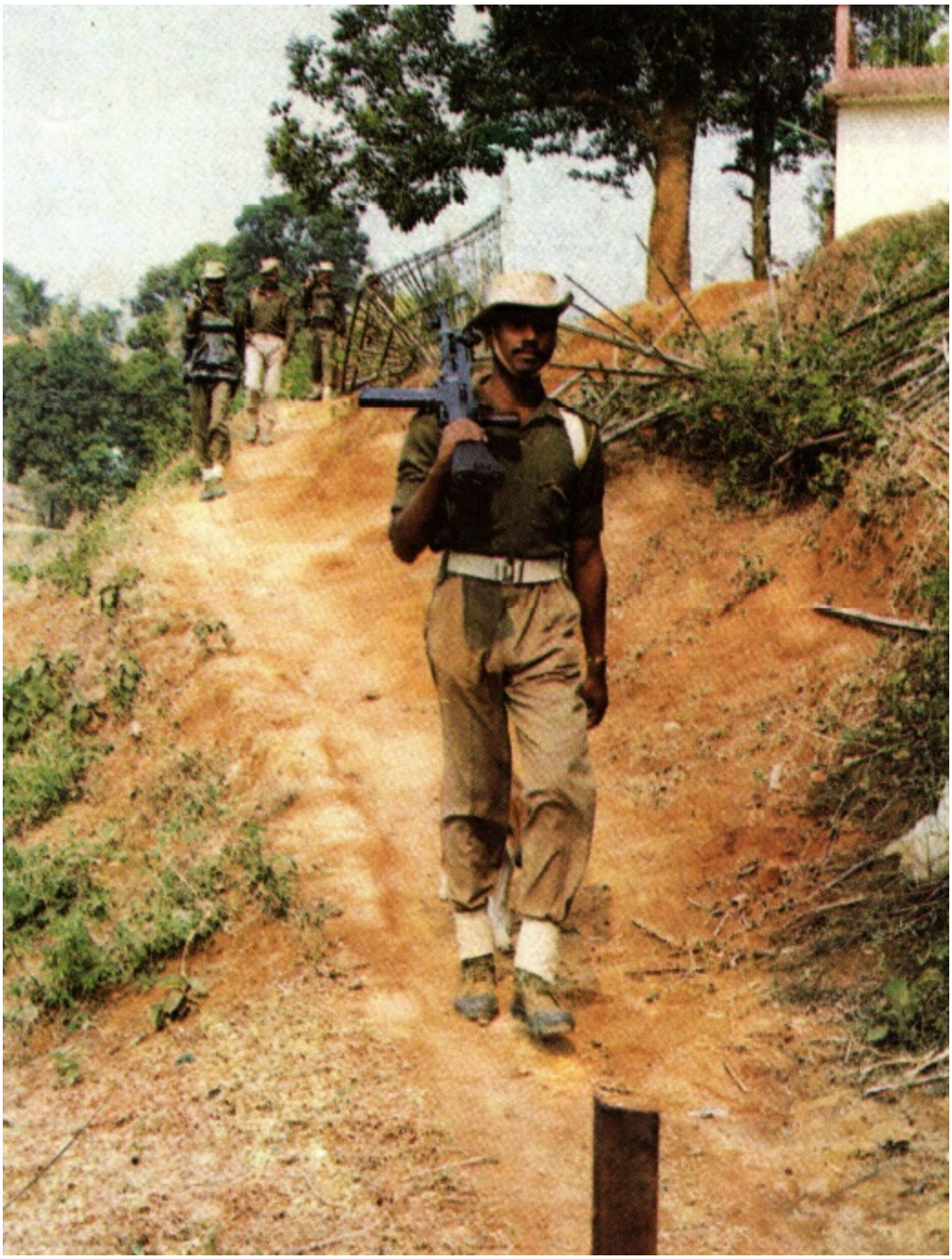
In CRPF the leaders are appointed by the Govt., as commanders at various levels. But the appointment can not and will not make them the leaders in the real sense of leadership. Basically the qualities of leader which have been required are to be possessed by the Commanders to become the leaders of the men. In the C.R.P.F. objectives are either already defined or are being defined by our govt as per will of elected representative. Therefore, the Commanders who are also leaders in C.R.P.F. should adopt situational theory in ensuring proper leadership over the men.

The ranks do not actually make a person a leader in its true sense. Many a time the trait theory of leadership is quite common and effective in C.R.P.F. like other Police organisations. But both behaviour and situational theory seem to be impregnated in to the trait theory in the C.R.P.F. leadership, because of the field conditions and the environmental situations in, which the units are now placed. Even though high consideration is to be shown to the sub-ordinates,' the objectives can not be ignored because the Force are deployed to achieve the objectives, otherwise, the existing situations will deteriorate beyond redemption. At the same time concern for the men should be mulded into one for use by the commanders of C.R.P.F. for effective leadership in the force.

The best option:- A service like CRPF that relies on its personnel using such qualities as initiative discretion, humanity and common sense requires officers who can practice command in such a way that they obtain full commitment of their subordinates to the aims of the organisation. Consequently the style of doing the work by our Officers become a critical issue and of much debate and speculation. The society rightly dreams for proactive CRPF officers who do not wait for events to reach them but they plan for events. The effective officers form a team that is flexible enough to seek a wide variety of solutions to the everyday problems of society. This entails a deep commitment to contingency planning so that the eventual crisis fizzles out before harming the harmony.



CRPF Parade contingent who participated in Republic Day Parade.



CRPF men patrolling somewhere in Tripura.

Management offers three styles of ‘managing’ or leading the structure and maintaining hiearchy to achieve the organisational goal.

The commandership is exercised through legal authourity and leadership through personal qualities. In a broader sense, the commanders are appointed whereas leaders generally emerge when the need arises. The

command is initially bestowed on a person legally thus giving him the right to expect and demand a following as he grows in command he does not demand a following merely on account of the legality but through exercise of his power to generate willing obedience. The hallmark of leadership thus lies in professional competency, balanced judgement leading to inspired confidence, a high degree of conviction ability to set examples, professional and human consideration and over all dynamism.

The three styles of leading the organisations have its own advantages and disadvantages. The CRPF officers behaving like a commander has great advantage as it permits quick decision making and there are some situations in the service that require this particularly operations and in law and order problems. Unfortunately,our organisation which acts at last moment and the aura of decisiveness and confidence that surrounds an officer who acts as though everything was a sudden emergency and who gives command in this way has deluded many officer into believing that this alone is true leadership rather than for one who gives them more responsibility to use their own initiative.

The other disadvantage of commandership is that it does not command willing cooperation of each men and thus they don't use all their abilities for the cause of the service. The commitment of men is also lacking as the force is not operating in conducive conditions and they are deprived of a lots of things which are due to them. Thus here co-operation rather coercion will work more.

In 'manager' style of working the CRPF officers will no doubt gain success in managing the administrative work very effectively. It will help in putting control over whimsical attitude of ministerial staff of the force who are damaging the morale of the people by way of the red tapism. This style can also enthuse 'instructors' at training centres who are just orthodox and indifferent to training needs of the organisation by way of putting across crystal clear objectives, projecting a role-model officers and making the system transparent to inculcate confidence amongst the men. This sort of managing the work for effectiveness is highly appreciable.



Free Eye and Lens Implantation Medical Camp organised by CRPF in collaboration with Red Cross and other social organisation.

However the desire to do and die for nation can not be injected into men in that way. To lead men in operation something more is required than transparent system and smooth administration.

Balanced leadership:-

The necessity is of CRPF officers is to lead from the front, who sets example for the men, who commit himself with fellow men for execution of the task is thus only live style to meet the goals of the CRPF.

This leadership style is the only panacea in CRPF which can help balance between “concern for people” and “concern for the organisation’. It is unreasonable to expect members of CRPF to ignore improvements being made to working conditions outside the service and they will consequently exert pressure. At the same time, the Officers feel that they must maintain the operational effectiveness of the force even with scarce resources.

Therefore, a need to exercise leadership in such a way that the concern for the standards of the organisation and men is realistically balanced.

NEWS IN BRIEF



Shri K.J. Singh, ADG, NWZ, CRPF giving away the 13th Inter Sector CRPF Football Championship trophy to Eastern Sector Team at GC Jalandhar on 12th Mar, 2003.



Shri P.N. Ramakrishnan, IGP, S/S, CRPF, decorated three personnel with DG's Commendation Disc and Certificate at a function organised at GC Ranga Reddy (A.R).



ShriA.K. Mathur, IGP, W/S, CRPF giving away prizes to Jawans, who took part in a cultural programme organised at CBD, Belapur (Mumbai)



Shri R.K. Sharma, IGP (Ops) CRPF Srinagar administering Pulse Polio drop to a child in a Polio immunisation programme held at 47 Bn, CRPF, Srinagar.



Shir O.D. Mathur, Addl DIGP, GC, Jammu distributing books to authorities of Sunrise Academy Keran, Bantalab in a civic action programme.



Shir N .G. Subramania, Addl. DIGP/Principal RTC-II giving away winners trophy to swimmers of 63 Bn, CRPF in the Inter Battalion Swimming Competition of S/Sector (Ops)

CRPF ITI, AVADI - HARBINGER OF SMILE IN

MANY FACES

– D.G. MOHAPATRA, PRO,CRPF



Students of ITI, Avadi given practical training on Motor Mechanism.

Amish is a happy man today. He is having a two wheeler repair shop in Chennai city which provides him a square meal regularly. Thanks to the Integrated Training Institute (ITI),CRPF,Avadi from which he undertook MMV Course. But Meganathan is more fortunate. He is a petty contractor now and earning considerable income from House wiring contract. He is not miser enough to express his heartfelt gratitude to the authorities of ITI,CRPF, Avadi which helped him to be self- sufficient in the employment starved society. Like Amish and Meganathan, many youths have been benefitted from the vocational courses of this ITI enabling them to stand on their own leg. Ashok is now employed in a private firm earning Rs. 1500/ - per month to supplement the family income, whose father is a CRPF Jawan posted in north east. Gunamoorthy feels satisfied when he got an employment order from M/s T.I Cycles Ltd,Ambattur. He is now a earning member of the family, not dependant on meagre income of his jawan father.

K.Prabakaran is rather a happy man today. In the present situation when University Graduates are running pillar to post for a job which is not commensurate to their high qualifications, Prabakaran does not look back. He is now owner of a two wheeler repair shop, besides having an STD booth and Xeroxing unit. Thanks to ITI,CRPF,Avadi which made him so fortunate and self-employed.

Arun who now works as a Mechanic-cum-Driver in a private firm wants to forget his past. He was leading a life without any direction. His parents consoled him and asked to join the ITI. At the beginning he was not so impressed with the sort of training he received. But things changed gradually and he realised his mistake at the end. Like Arun many others, list is endless, have taken up jobs or self-employed. They praise the authorities who brought happiness and self-contentment in their lives. Their success story inspired others to follow suit.

The CRPF ITI at Avadi started as a welfare measure by the CRPF Employees' Educational Society, Directorate General,CRPF,New Delhi and started functioning from August 1990. This Institute cater to the educational (Technical) needs of CRPF wards who happen to be neglected by their parents due to their work schedule and duty locations. However, the real brothers of serving CRPF personnel and sons of Ex-CRPF personnel are also given the left over vacancies after accommodating serving personnel wards. New civilian wards are also admitted from the year 2000 from the left over vacancies.

Two years training in Mechanic Motor Vehicle, Mechanic Radio & Television and Electrician trade is given by this ITI. The All India Trade Test (NCVT) Certificate is issued to them on completion of successful training. All the trades are affiliated to DGET,Delhi.

Matric passed candidates are admitted for ITI training. Hostel facilities are provided by the CRPF in a healthy atmosphere free of cost.

At present 66 students are undergoing training against a sanctioned strength of 114. The Institute is fully equipped with all the infarstruture facilities including tools and equipments as laid down by the DGET manual. Experienced and efficient faculty train the students both in practical and theory.

The results obtained by the Institute is above 80% and the passed out students normally score at an average of 75 to 80% marks. So far 11 batches

of trainees passed out from this ITI.

The students of this ITI attempted the following project works and successfully fabricated and tested them

a) Electrician trade : Eleminator and Stabiliser



T. V. Mechanic course under progress at ITI, Avadi.

b) Radio & TV trade: Light blinker, Rain Alarm, Light activated switch, who first and Super simple Transmitter.

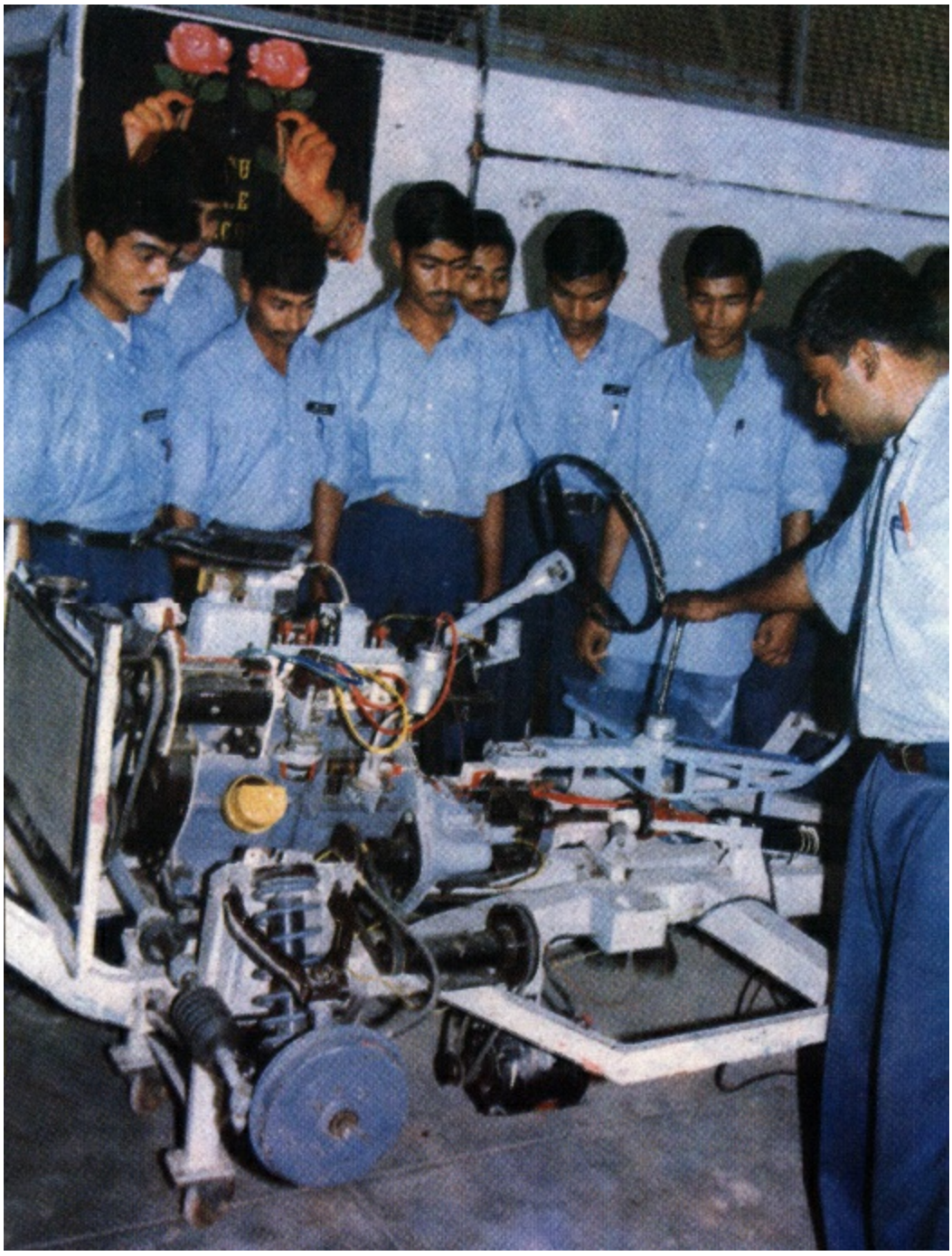
Most of the passed out trainees are employed in Govt. Semi Govt and other Pvt. Firms. Recently passed out trainees also found not idling and got employment in Pvt sector earning an average wages of Rs. 100/- to Rs. 120/-per day.

The State Govt controls the teaching and training by conducting regular inspection of this ITI. Examinations are conducted and certificates are issued by them. Director of Employment and Training and the Regional Joint Director of Employment and Training acts as representatives in formulating the effective implementation of the training scheme.

All facilities such as sports, Games, Medical, Entertainment etc are available to students free of cost in a healthy and favourable atmosphere.

The students admitted from all over India are given training not only in acquiring skills but also trained for unity, integrity, discipline and character building. The boys live peacefully under able guidance and co-operation.

The ITI,Avadi is now fulfilling the dreams of many wards of CRPF Jawans. The boys who were once feeling dejected have come up cheerful with a smile in their faces. The poem “MY ITI” contributed by **Yesurathinam, a student of Electrician course echoes it lucidly:**



Students being imparted practical Training at ITI, Avadi.

The place where I spend my day The place where I work and play The place where I am happy and gay

The place where I learn the right way

This lovely place is my ITI Where with Tools I feel warm and cool,

Helps us build a charming future. With subjects like Theory and Drawing

Builds up a thorough knowledge We stay here as family

Sharing joys and living happily This is an Industry for us -Trainees

That makes us responsible citizens

(As told by Shri G.Damodaran, Principal, ITI,CRPF,Avadi).

OPERATIONAL ACHIEVEMENTS IN MARCH, 2003



CRPF Jawan keeping vigil at Andhaman & Nicobar Island,

During the month of March, 2003 CRPF along with civil police and other Security Force, in joint operations, killed 6 extremists/ militants in altogether 8 encounters, apprehended 94 others including suspects and recovered 48 various types of sophisticated as well as country made weapons, 36 grenades/ bombs, 343 country made grenades and 1206 rounds of assorted ammunition. 7 extremists of two outfits also surrendered before CRPF during the month. During the course of these achievements, CRPF also lost 2 of its gallant personnel besides injuries to 3 others.

In Jammu & Kashmir, 5 militants were killed, 3 others apprehended besides recovery of 8 sophisticated weapons, 29 grenades and 464 rounds of assorted ammunition. One CRPF personnel sacrificed his life to the call of duty.

In the North-Eastern States, CRPF was able to neutralise one extremist besides apprehension of 45 others including suspects and recovery of 15 weapons, 2 grenades and 290 rounds of assorted ammunition. 5 hardcore extremists of NLFT in Tripura and 2 extremists of ULFA in Assam have also surrendered along with their weapons before CRPF during this period. In Assam, one CRPF jawan sacrificed his life and three others sustained injuries in a land mine blast in Goalpara district during March, 2003.

In the States affected by the Left Wing extremism, CRPF apprehended 45 extremists, recovered 25 various types of weapons, 347 country made grenades/bombs and 41 rounds of assorted ammunition. No loss was suffered by CRPF.

TWO IMPORTANT OPERATIONS CONDUCTED DURING MARCH, 2003

On 5.3.2003, troops of 29 Bn, CRPF along with Civil Police and RR, during a joint operation in village Kawchack under PS Kreeri, district Baramulla (J&K), killed three militants of Hizbul Mujahideen outfit namely, Mohammed Ashiq, Farooq Ahmed and Shabbir Ahmed. One AK-47 rifle with magazine was recovered from the possession of killed militants.

On 9.3.2003, personnel of 81 Bn, CRPF along with civil police during a special operation in village Balaura under PS Bigha Harijan in district Aurangabad (Bihar) recovered five .31 5 rifles, one .303 rifle, one semi automatic rifle, one country made gun, one country made pistol, 343 rounds

of assorted ammunition and other miscellaneous items including Naxalites' literature. The troops also apprehended 16 suspected persons in this connection.

MOZAMBIQUE: DOWN THE MEMORY LANE

— Masood Mustafa Commandant

There is always a desire to see foreign lands. This desire was fulfilled when I was selected as a civil police Monitor for united Nations operations in Mozambique in the year 1994. A strong Indian contingent of 75 police officers consisting of civil police and para military forces officers were despatched in the month of June, 1994 to the capital of Mozambique from New Delhi. After reaching Mopoto we were imparted short duration training for civ. pol monitor. After the training the officers were posted to defferent states of Mozambique. I was posted in Moputo only. Here we had to work with the international community, unumoz was consisting of personel from 30 countries of the world in which many of them were from Asian countries

Mozambique is situated in East Africa and is very remote and backward country. People here are very-very poor. Fifteen years of internal war has further deteriorated the already out of gear economic condition of the people. Most of the population is illterate as there was no proper system of education. Very few schools & colleges are there. Population is mostly Christian, Muslims & tribals.

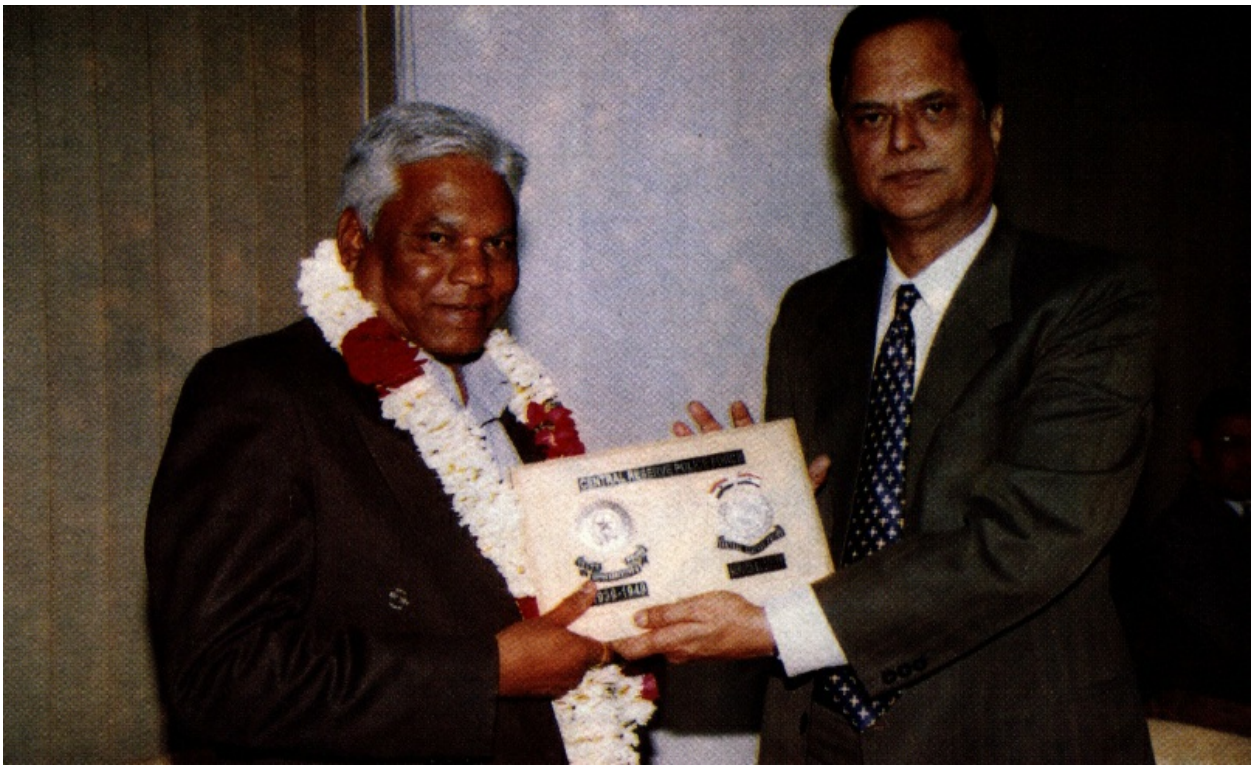
There was no properly elected Government when we reached there. Police was mostly ineffective, people were not disciplined. There was no traffic sense. Lot of thefts & burglaries used to take place and nobody used to be caught. There were lot of vehicle thefts also.

Here we were given responsibility to mobilise & activate local police for proper functioning of the Government. Here our job was to check conditions & working of police stations & then submit a report to our sector HQr. Our reports used to be analysed at the Police HQr of ODMC. A team of four

officers of different countries was formed who used to go for the above job. Sometimes we used to be detailed for ,far flung areas also. We used to check conditions in jails & prisoners cell in police stations. Elections were held at large scale. The entire population was put to exerise their franchise.Election observers who used to be very senior functionary of the Government for various countries were detailed for this job. Members of Parliament, Ambassadors, senior Buearucrats were made as observers. Civ. Pol Monitors were detailed to assist these observers in performing their duties. I was specially selected and was attached with Chief of UN Police Shri Musa Abdul Quadir who was also one of the observers. He was working with United Nations peace keeping department, New York. These general elections were held for the three days. After general election the popular Government was formed and our job was over and after this UNUMOZ started their winding up operation. One of the biggest charm of working with UNUMOZ was that we were given emoluments in US Dollars. 105 Dollars per day used to be given to us as allowance apart from our salary which was credited in India. It was a very good experience working with International community of 30 countries under one banner of UN.

SUPERANNUATION

CRPF kindly acknowledge the services of the following officers who retired on superannuation on 28th Feb, 2003



Shri S.C. Chaube, DG, CRPF giving away memento to Shri H.K. Kanik, AD (Adm/Accts) of Dte. Genl.



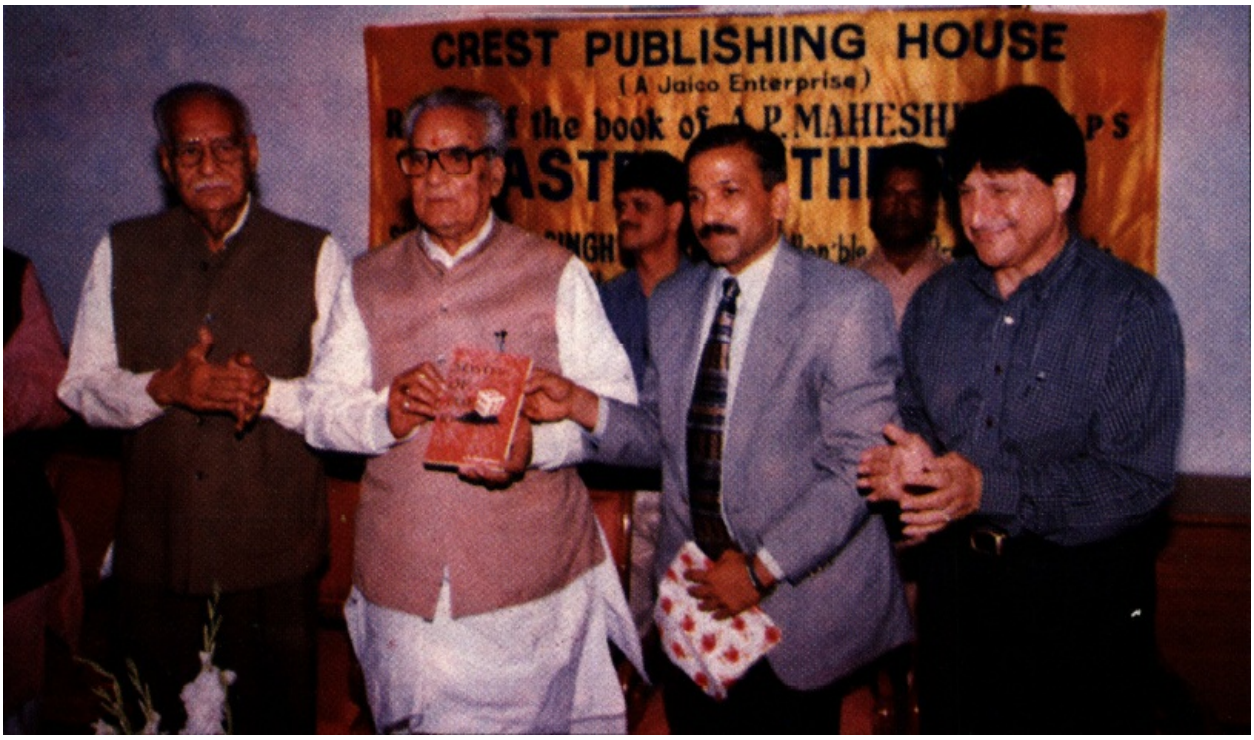
DG, CRPF giving away memento to Shri H.C. Joshi, Dy. Commandant of 13 Bn, CRPF.



DG, CRPF giving away memento to Shri R.N.P. Chaudhary, SO (Accts) of Dte. Genl. CRPF

BOOK REVIEW “MASTER OF THE RING”

This book is not a history of philosophy. It is an. honest attempt to humanise our systems’ frailties by centering this story of speculative thoughts around certain symbolic “animal” personalities. The author Dr. A.P. Maheshwari, IPS , has taken to the allegorical mode of expression to convey his message through this book The Master of the Ring. The animal characters of the story represent men and women of the “real” world. An old lion ‘Shera’ shares his experiences with his grand son ‘Bravo’ narrating those anecdotes that he has been a mute witness to through his long arduous journey of life. The journey from state of ideal kingship to the present deprived forms of affairs in the forest arena raise several disturbing questions in the young inquisitive mind of ‘Bravo’ The ‘Meruvian’ forest rule and the virtual world of man have lots of things in common. ‘Bravo’ when exposed to the stark and brutal realities of ‘today’ is left totally shattered and disillusioned. It is obvious that the upcoming new carnivorous breed has distinctly disturbed the ecology of the forest. These ignorant, yet successful players of this new ‘*Nitishashtras’* can be seen gloating over their ample though short lived gains. A few of them occupy positions from which they wield immense power and they have gone to the extent of renaming their ‘bookies’ to ensure the enforcement of ‘the neo-culture’. This contrast between the old scruples and the present opportunism is unsettling. This ‘animal’ that is man is truly the converted beast.



Shri Bhairon Singh Shekawat, the Vice-President of India releasing the Book "Master of the Ring", a book written by Shri A.P Maheshwari, DIGP, CRPF, Bongaigaon.



Audience at the Book Release Function.

Shri Kuldeep Nayar, who has written the foreword for the book, assesses

this book as one of the rare collection of tales that ‘call a spade a spade’ not through actual narration of details but even more effectively through allegorical depiction. The dividing line between the right and the wrong has ceased to exist. Moral values are non-existent. The writer finds the king ‘naked’. How can he show generosity and donate clothes when he has none on himself. Shri Nayar feels that the book is a well-focused depiction of our true state. The book has the ability to shake and awaken the nations’ dozing conscience and ably drive home the awareness of the existing loopholes in our system.

One wonders if it is the times that have changed or man and his environment that have undergone a total metamorphosis. The journey of pseudonyms has neither a milestone nor a viable destination at the end. It is not only prudent to know the Niti that one must follow, it is equally important to be aware of what one must not follow. Modern life is marked by its own typicalities with an overriding desire for an easy life. The idea of communicating through tales is to lead readers towards introspection. Life is like water. It takes the shape of the urn in which one chooses to live. It is the writer’s modest effort to lay bare the anguish in his heart as an honest message to his readers.

This book is published by Indian Books, a Jayco Publication, New Delhi. The Book contains 146 pages and is priced at Rs. 150/-.

COMPUTER COURSE FOR WARDS OF CRPF PERSONNEL

Computer konwledge has become an intergral part of our life specially the younger generation. It has now become very essential and useful for any job one wants to take up for ones living. With this in the background and with the aim , to impart basic knoweldge on computers to the wards of CRPF personnel, an “Institute of Information & Technology” under the aegis of CRPF Employees’ Educational Society’ was started in the Force in the year 1999 at 103 RAF Bn Camp, Wazirabad, Delhi.

The Institute is presently running ‘O’ and ‘A’ Level computer courses of one year’s duration each. This has got accreditation from DOEACC Society. These are equivalent to ‘Foundation Course’ and ‘Advance Diploma level course’ respectively, for the purpose of employment to posts and services under Central Govt.

THE Eligibilty for admision in ‘O’ level is the 10 +2(preferably Science with Maths) Wheuas pass in ‘O’ Level is the crideria for A’ level. There are 30 seats in each category.



Shri P.J. Shetty DIG (Adm) inaugurating Modified Motor Mechanical workshop at ITC, Wazirabad.



Shri P.J. Shetty, DIG (Adm) giving away trophy to a student of lTC, Wazirabad during Annual sports meet.

Applications are invited during April every year and last date for receipt of applications is the 1 5th July. Course Commences in August.

Admission is purely on merit and in case applications are more than the seats availble, it will be through an entrance test (Maths and English syllabus of 10 + 2 standard).

The fee as subsidized by the "CRPF" Employees" Educational Society' is as under:-

'O' level Wards of GOs : Rs. 950/- p.m., Wards of SOs:Rs 800/- p.m.,Wards of ORs Rs.650/-p.m. Wards of followers: Rs.500/- p.m. and Wards of those killed in action: Rs. 200/- p.m.

'A' level Wards of GOs : Rs. 1050/- p.m.,Wards of SOs: Rs. 900/- p.m. Wards of ORs: Rs. 750/-p.m. wards of followers: Rs. 600/- p.m. and Wards of those killed in action : Rs. 300/- p.m.

Hostel facility is free but actual messing expenditure will be charged

The candicates who have passed out earlier have been getting placements

as under :-‘O’ level: Junior programmer, EDP

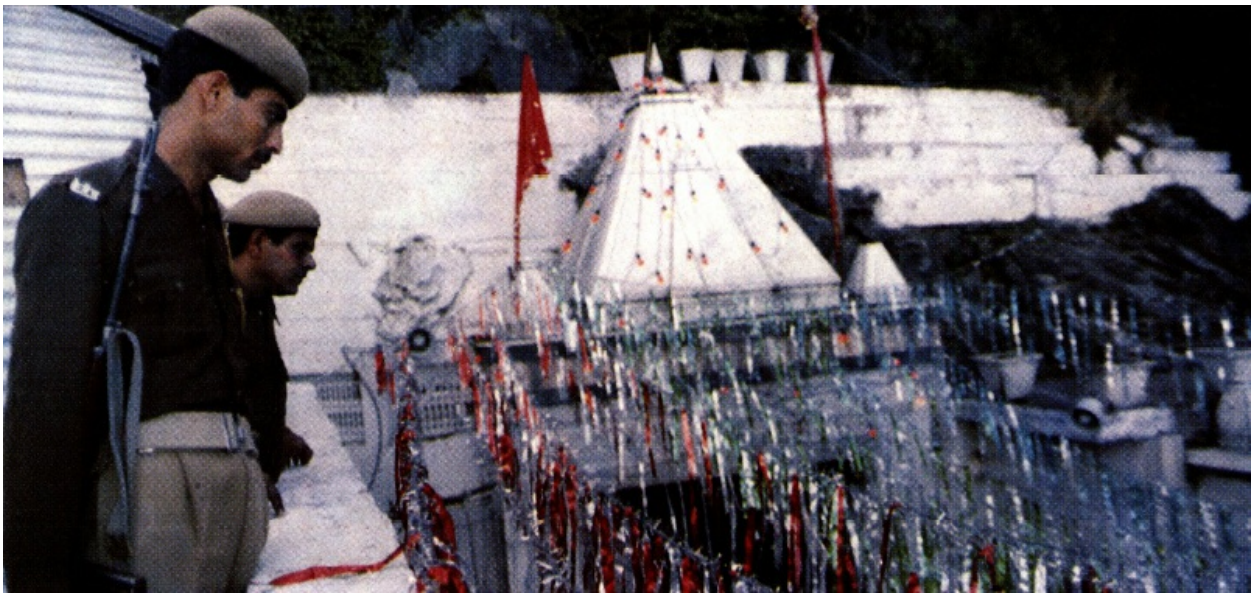
Assistant, Web Designer, Lab Demonstrator

‘O’ level : Programmer, Web Deisgner, Training Faculty, Web Content Developer.

The applications should be be addressed to Incharge, CRPF, ll&T, 103 Bn, RAF, Wazirabad, Delhi-110094 with photocopies of mark sheets from 10^{th} (matric) onwards.

HEAVY SECURITY COVER FOR VAISHNO DEVI SHRINE

— Gaurav Vivek Bhatnagar, Corresp. The Hindu



CRPF Jawans guarding the Vaishno Mata Shrine at Katra (Jammu).

Following the attack by the Joint Jehad Council at police post and massacre of 24 innocents in Nadimarg, the security and intelligence agencies are now braving up for a possible terrorist at tack on Vaishno Devi temple . The past week the intelligence agencies intercepted telephonic messages pertaining to Fidayeen attack on the temple and as such the

security in the entire region has been strengthened. The security agencies are taking the intercepts very seriously as previous ones pertaining to attacks at Ind and Nadimarg had proved very accurate.

With the number of devouts visiting the holy shrine going up during Navaratras, the Central Reserve Police Force (CRPF) which is in charge of security right from Katra to the shrine and nearby areas has introduced three-tier checking along the route taken by the pilgrims.

A senior CRPF officer said as the threat is no longer “general” but rather specific and real, the security agency is taking no chances. He pointed out that when intelligence reports had pointed to an attack on March 27 that day “signgle-line checking” was done at three different points. However, this was not liked by the civil administration which raised objections on the ground that it was leading to lengthy queues.

The CRPF, the officer said, has been entrusted the task of proximate security of the temple along with securing the track, the Sri Mata Vaishno Devi Shrine Board, the Ardh Kunwari Complex, Bhairon Mandir and Katra. For the pedestrians, the Force has introduced physical frisking at three points along the route. All bags and other items carried by people are being scanned through newly acquired X-ray scanners.

And to ensure that no harmful substance or explosives get across, the devotees-numbering over 20,000 each day during navratras- are made to deposit all offerings at a counter. For coconuts, in which explosives can be hidden, to small items like sindoor meant for the presiding goddess nothing is allowed inside the shrine. A light machine gun post and three other posts dot all the vantage points overlooking the temple.

The officers said following the encounter with five militants-- who were all killed-- in Kalighati near the shrine in 2001, the security forces were not willing to take any chances. Now, besides CRPF, the Army and the Border Security Force also providea security cover from a distance.

ANTI MALARIAL PRECAUTIONS

Malaria being a communicable disease is transmitted by Mosquitoes. In India there are three major groups of mosquitoes viz. anopheles, Culex and Acdes. It is only the Female Anopheline mosquito which transmit human Malaria.

Malaria and its morbidity can be prevented by

(a) Control of breeding and elemination of Mosquitoes.

(b) Prevention of Bite of Mosquito.

(c) Chemo prophylaxis.

(d) Prompt detection and curative treatment.

Since Water is essential for breeding of mosquitoes, Following steps will help in controlling the breeding.

(i) Do not allow water collection in and around the place of living or Work. Even small water collections in discarded tins, flower pots, pitchers where water stagnates for 7 days act as breeding places for mosquitoes.

(ii) High grass should not be allowed to grow in and around the dwelling areas.

(iii) All the ponds/pools of stagnant Water around if unavoidable should be got treated with chemical larvicidal agents with the help of local Malaria eradication deptt. every week of fortnightly.

(iv) Use of larvicidal Fishes in permanent water bodies and ornamental tanks in or around the camping sites. Gambusia fish is provided by Malaria eradication deptts.

Repeated spraying of insecticides in all the roofed structures (like DDT, Baygon spray etc.) should be under-taken. Help in this regard can be sought from local health authorities.

Mosquito bite can be prevented by following measures:-

(a) After sunset long trousers and socks should be worn and sleeves should be rolled down.

(b) The Mosquito repellent cream or oil should be used on exposed part of the body. This application should be done at 4 hourly intervals. The sentry detailed/going on duty should make a fresh application of mosquito repellent cream or oil.

(c) Mosquito proofing by use of wire meshes on doors and windows of built up accommodation.

(d) Use of Mosquito repelling coils etc. in the rooms.

(e) Compulsory use of Mosquito nets preferably impregnated with Synthetic Pyrethroid. Mosquito net should be put on the beds before evening roll-call. These must be tucked in under the bed. The Mosquito net must be in proper state of repair. The night sentry must-ensure-that every man sleeping is in the mosquito net. The duty officer / duty SO taking round in the night must see that mosquito nets are in proper state of repair. Officers doing kit inspection should inspect mosquito nets and ensure its proper repair.

Chenoprophylaxis means giving drug to prevent the occurrence of Malaria.

In chloroquine sensitive areas chloroquine is to be given.

In chloroquine resistance areas chloroquine is to be supplemented by proguanil.

(a) Chemoprophylaxis is to be started a week before being inducted to malarious areas.

(b) Start with loading dose of 10 mg/kg bw and followed by a weekly dose of 5 mg/kg bw. This is to continue till one month after return from endemic Malarious area. The terminating dose should be 10 mg/kg bw along with 0.25 mg/kg bw of primaquine for five days.

Average dosage thus in tab. form to start with shall be 4 Tab. chloroquine 250 mg with 150 mg base stat to start with followed by 2 tablets weekly and on termination again 4 tab. chloroquine with 150 mg base stat with 1 5 mg Primaquine for five days.

(c) Chemoprophylaxis with chloroquine is not recommended beyond 3 years because of its cumulative toxicity.

(d) In chloroquine resistant areas chemoprophylaxis is recommended with chloroquine 5 mg/Kg bw weekly i.e. 2 tab. of chloroquin 1 50 mg base and proguanil 100 mg daily.

Note:- USE OF CHEMOPROPHYLAXIS IS NOT ADVOCATED IN ALL THE AREAS OF THE COUNTRY BUT ONLY NOTIFIED/HIGH RISK AREAS.

Information regarding resistance and the high risk areas is updated by the state medical authorities from time to time and the medical staff therefore should keep in contact with local health authorities to know any addition/ deletion in this regard and to follow the regimens accordingly.

Where ever chem-prophylaxis is indicated the regimen which is in vogue as per the area described earlier should be ensured by making every person to swallow the required drugs in front of the Coy Commander during the Roll Call.

Early detection of the infested cases with prompt and radical treatment is very essential to prevent morbidity and mortality apart from spread to others. For this folloing measures are advocated:

In North East every person deployed there should preferably be slide screened every three months in routine to detect any latent/carriers of Malarial parasite. If any is detected he be given proper Radical treatment.

Rapid Malaria testing kits for Malaria and P.F. are available and same should be used in high risk areas especially North-East for early detction of any case even on slightest suspicion. Such cases may show only changes in behaviour, excitement, mania, Neck rigidity, focal weakness, convulsions which may be without fever. Any such cases must be reported to Doctor.

Any person or Unit when moves out from High risk areas especially North-East to Low risk areas or vice versa on Transfer, leave or Unit move must follow the Chemoprophylaxis regime as given at para 4-b or 4-d under Chemopropaylaxis regime as appropriate depending on the resistance and also should undergo slide screening as an added protection when they report back for duty from leave or transfer to any Unit. If found positive be given radical treatment and if the individual was not following proper chemopropaylaxis he be given presumptive treatment after taking slide and then dealt with as per report of slide.

(To be continued in the next English issue of CRPF Samachar i.e. July 2003)

STATEMENT ABOUT OWNERSHIP AND OTHER PARTICULARS REGARDING THE "CRPF SAMACHAR"

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I, D.G. Mohapatra hereby declare that the particulars given above are true to the best of my knowledge & belief.

Date : **April 30, 2003**

Sd/-

D.G. Mohapatra
Signature of Publisher

CRPF SWIMMER AT HUNGARY



On the recommendation of Swimming Federation of India Inspector Richa Mishra of (CRPF) a National Champion Swimmer, has been granted financial assistance of Rs. 5 lacs by Ministry of Sports, Government of India, for advance training in swimming under Mr. Otto Kovaes, Swim Coach at Budapest, Hungary from March to August 2003. This financial assistance includes the cost of travel, board/lodge and training/coaching fee plus other permissible expenses.

LETTER TO THE EDITOR

During my recent visit to the P.R. branch, I could get hold of

the copy each of CRPF Samachar of January and February, 2003.

I write this to convey my deep appreciation for the excellent lay out and the material included in the magazines. The front covers call for special mention as the colour combination has been excellently worked out and designed in a very beautiful manner.

I am sure that with your expertise you will continue to keep the standard of the magazine very high.

Shri M.P. Nathanael, ADIG, ISA, Mt. Abu

A CRPF JAWAN

I'my your friend and relative,
Once I was the Crown's representative.
I always run to stop people's pain
During summer, winter or rain.
I maintain law and order
In plains, hills and even near border.
No matter, if temperature is too hot or too cold,
I am always alert, sleepless and bold.
I know no caste and religion during duty,
My caste is mankind and religion is humanity.
I reach everywhere to save our society,
Whether it is riot or natural calamity.
I never think about personal comfort or gain,
My heart never cries even in sorrow or pain.
Tell me who I'm? Oh Man!
I'am none but a **CRPF Jawan.**

SI (M) Barun Bandyopadhyay, NES HQrs, CRPF

PRIME MINISTER'S SILVER CUP ESSAY COMPETITION

The Sarder Vallabhbhai Patel National Police Academy will hold an All India Annual Essay Competition for the award of the Prime Minister's Silver Cup.

The Prime Minister's Silver Cup shall be awarded for the best essay. The topic for the essay for the year 2003 shall be:

"THE MYTHS AND REALITIES OF CORRUPTION IN INDIAN POLICE AND COPING MECHANISMS TO COUNTER THEM".

The competition shall be held annually and shall be open to all serving police officers/men of India including those serving in Central Police organisations in India and abroad provided that an officer who has won the first prize for two successive years shall be debarred from taking part in the Competition for a period of three years at a stretch following the year in which the first prize was annexed by him for the second time.

Any question as to the eligibility of any Competitor shall be determined by the Committee of the Competition.

a. Essays must be submitted in ENGLISH.

b. Essays must be the original work or the Competitor.

c. Essays must not be more than 5000 words in length, must be type-written (with double spacing) on only one side of the paper with 1.5 inches margin space on the left hand side and 7 copies must be submitted for the competition

d. The pages must be serially numbered and securely stapled or clipped together.

e. Where a reference is made to any published work, the title and the page number must be quoted in a foot-note.

Essays must be submitted by registered post or recorded delivery. A letter should accompany every essay. This letter must contain details about the competitor's name, rank and the official address or the Force to which

he belongs and an endorsement about his age with reference to his service record.

The Committee reserves the rights to disqualify any entry, which fails to conform to these rules. If any default comes to the notice of the committee after a prize has been awarded, the committee also reserves the rights to take such action against the defaulter as it may deem fit.

The essays will be submitted to the Director General of Police/ Head of Central Police Organisation concerned. After due screening at the State/Central Police Organisation level, the Director General of Police/Head of the Central Police Organaisation will forward not more than three essays to the Convener of the Committee of the Competition for final selection of the best essay.

The decision of the Committee shall be final and no appeal lie against its decision, the award shall be made public in such manner as the committee shall think fit. Any essay submitted for the competition and adjudged of sufficient merit and the prize-winning essay may be published by the Director of the Sardar Vallabhbhai Patel National Police Academy and the copy right for such published essays shall vest in the Director. The essays not accepted will not be returned to the competitors.

Besides the Silver Cup, which will be returned to the S.V.P. National Police Academy, the Officer adjudged to have written the best essay will be given a prize money of Rs. 10,000/- and a replica of the Silver Cup. The essays considered next in order of merit will be awarded Rs. 6000/-and Rs. 4000/- respectively, along with medals & certificates of distinction. The Cup and the First prize will be awarded on the occasion of the Annual passing Out parade at the Academy.

The Essays shall be addressed by the Director General of Police/Head of Central police Organisations to the Director, SVP National Police Academy, Hyderbad-500 052 so as to reach him on or before 30th September, 2003.



Shri S.C. Chaube, the DG, CRPF presenting a memento to Ms. Mayawati, the Chief Minister of U.P. during a courtesy call

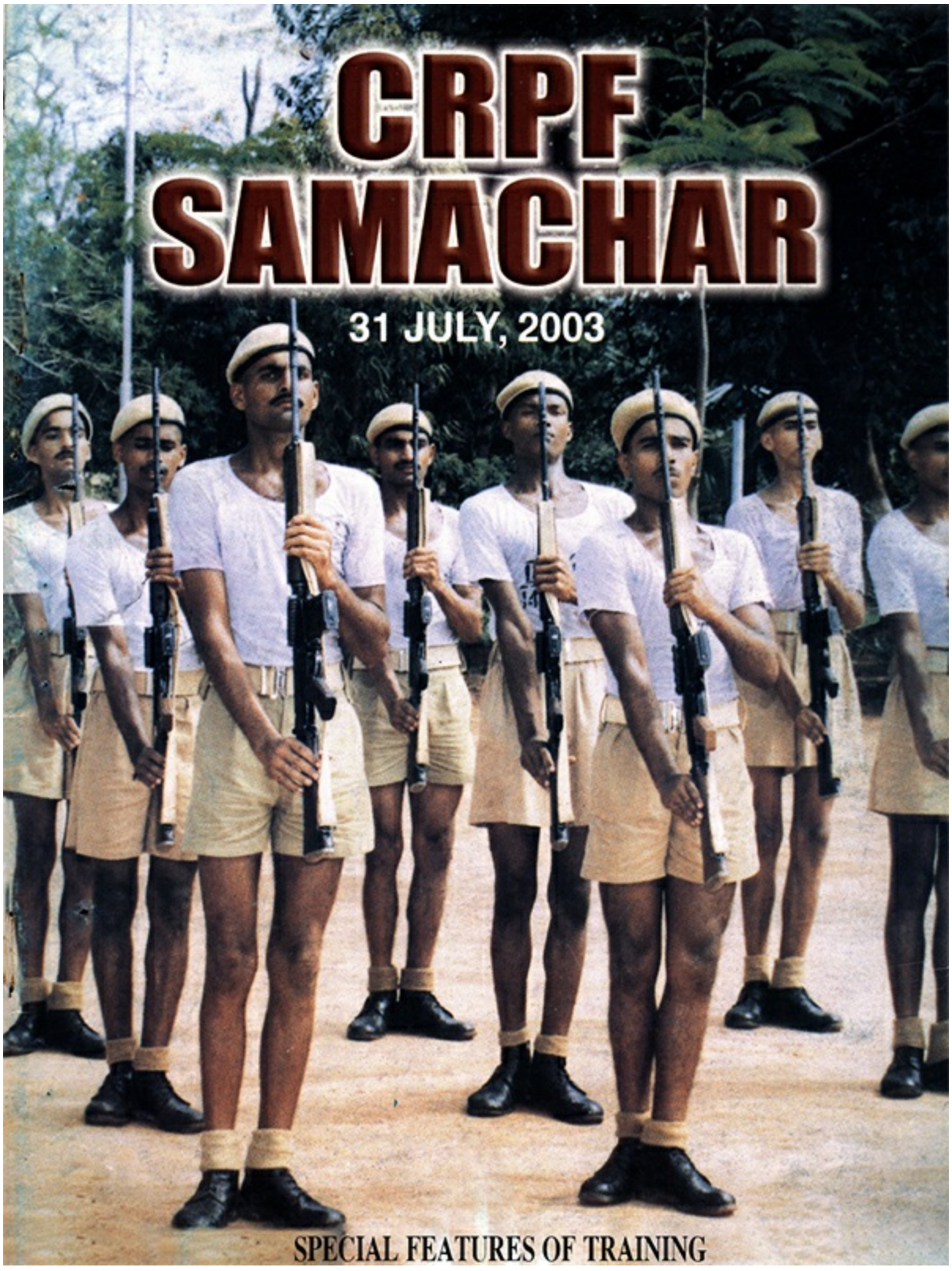


Ms. J. Jayalalitha, the Chief Minister of Tamilnadu giving away the 51st All India Police Athletic Women's Championship Trophy to Shri K.T.D. Singh, IGP (Training) CRPF at Chennai on 5th March, 2003

REGD. NO. 45950/87



Inspector Saroj Sihag of CRPF secured gold medal in Shotput in the 51st All India Police Games Athletic Championship held at Chennai


CRPF
SAMACHAR
31 JULY, 2003
SPECIAL FEATURES OF TRAINING



DG, CRPF Shri S.C. Chaube addressing Press Conference at GC, Neemuch on the 64th CRPF Raising Day - 27th July, 2003



Shri V.B. Singh, IGP (Ops) CRPF Jammu briefing the media persons at Jammu on the eve of Amarnath Yatra-2003



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July, 2003

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- Training in 149 Bn, CRPF - A Model for others
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FROM THE DIRECTOR GENERAL'S DESK



The Central Reserve Police Force (CRPF) completes 64 years of its glorious existence on July 27,2003. The Force as christened as the Crown Representative Police was born on this auspicious day in the year 1939 in a small and sleepy village Neemuch under the then Mandsaur sub-division of Madhya Pradesh. The primary task of the Force was to help the princely states to preserve 'law and order.'

During the last six decades of dedicated service to the nation, the Force has grown into a mammoth organisation from less than two thousand strength to more than two lakh personnel now. It is a matter of pride that it has created a neiche in the hearts and minds of the fellow countrymen. Because of its flexibility, adaptability, versatility, secular outlook, impartiality, dedication and discipline, there is constant demand for CRPF from all parts of the country irrespective of the political complexion of the Governments concerned.

Whether it is dealing with militancy in Punjab or insurgency in North-East, terrorism in J&K, extremism in the Naxalite infested states, communal flare-ups in sensitive parts of the country or explosive law and order situations in several parts of the country, the CRPF has given a

commendable account of itself. In extreme and different climatic conditions and in totally hostile terrain, the Force has functioned with utmost discipline and dedication. The personnel of the Force have always carried out their responsibilities whole heartedly. They have displayed exemplary courage and dedication in most trying conditions.

In a dynamic society, rapidly changing social equations, hightened aspirations of various ethnic, religious and linguistic groups, the machinations of external forces of destabilisation will continue to test the Nation and the CRPF in the years to come. Upholding its motto "Service and Loyalty" the CRPF pledges to meet all the challenges to unity and integrity of the country and also to secular fabric of the Indian Society with professionalism, determination and dedication and live upto its reputation of being the **'Peace Keepers of the Nation'.**

I am sure the rank and file of the Force will bear this in mind and strive hard to achieve perfection not only in its assigned roles but also as the ideal friends of the people in their hours of need.

I wish them and the members of their families all success.

Jai Hind.



(S.C. CHAUBE)
DIRECTOR GENERAL

ALL DRESSED UP AND NOWHERE TO GO!

Dr. A.P. MAHESHWARI, DIG (Ops) Bongaigaon



Jawans giving demo on sophisticated weapons

HIGHLIGHTS:

- **Proceed from practice to theory and not vice-versa.**
- **Non-visual policing a must for counter insurgency jobs.**
- **Induct techniques of secret ops in learning environment including age-old methods of intelligence generation.**
- **Place more emphasis on human processes and behavioural dealings.**
- **Provide space for creativity and error tolerance.**
- **Catch them doing right.**
- **Understand holistic of human systems.**

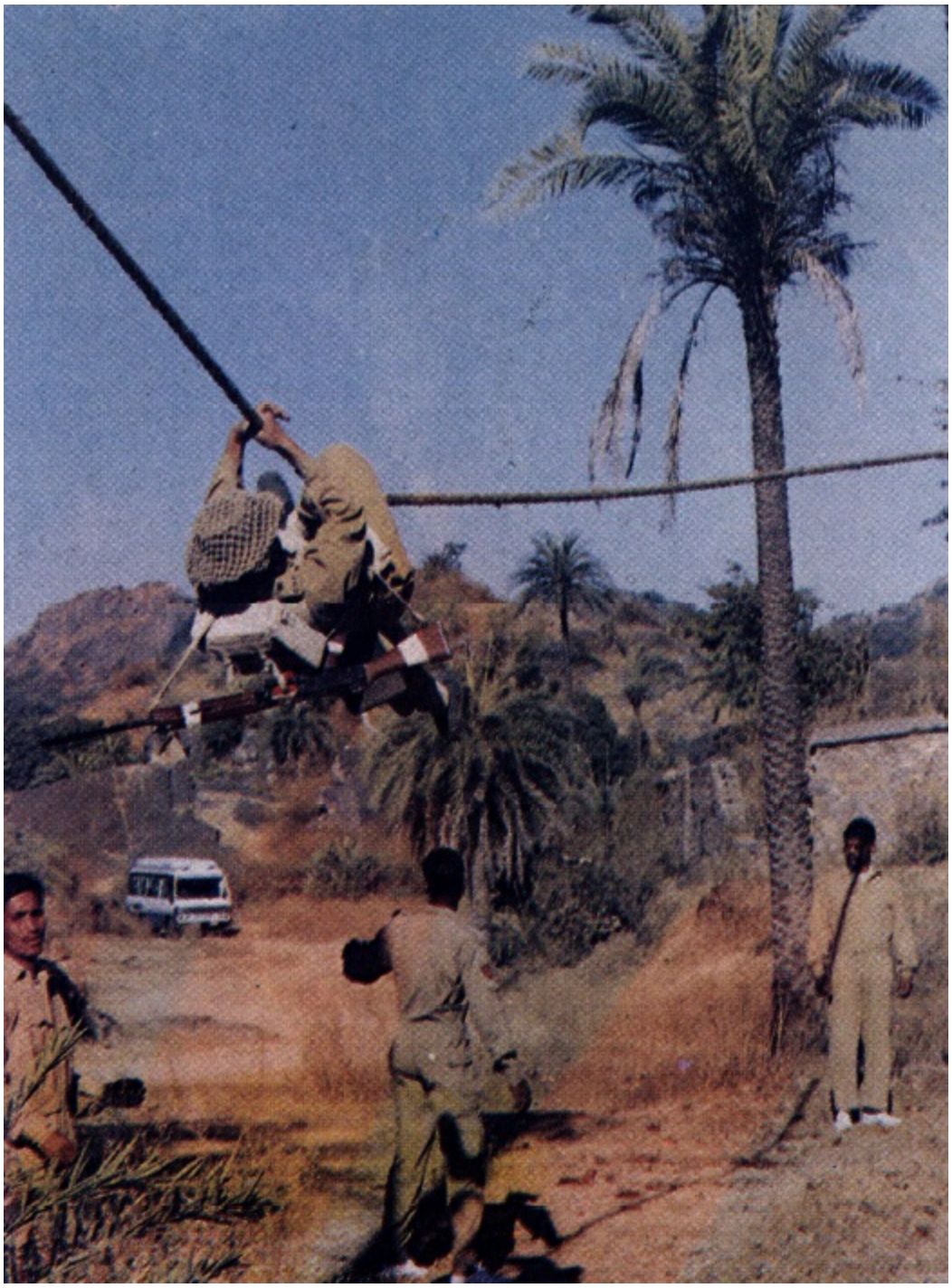
There is a famous quotation- “if you don’t know which road to take, then any road will take you there”. Sooner or later one has to confront this fact rather than escape it forever. The scenario would be more appropriately assimilated when we take a kaleidoscopic view of the security operations and the intrinsic base for such ops. It is presumed that security agencies would launch their operations based on hard actionable intelligence and

meticulously perform pin pointed surgery to the extent required. But reality eludes such expectations. The subculture in which the security agencies keep rolling suffers from certain displacements. Lack of qualitative and real time intelligence resulting in a situation where they resort to patchwork approach and window dressing in order to fulfill the numerical targets of their spreadsheets, which start with the column-how many killed and how many weapons recovered. This leads further to the state of inbuilt contradictions where grenades are counted by their levers and lesser-known mortals are identified as hard-core suspects. The questions of the human rights gains sanctity and the presence of security force becomes more of a necessary evil, as perceived by an independent viewer. Secondly, the chemistry of security forces undergoes so many charges, so often in so many ways, that its course of journey always remains subject to trial and error. The policing sub culture is never able to draw a synthesis with diplomatic sub-culture and vice-versa. Any social conflict, how so ever acute it may be, would always need a diplomatic peace approach. The hard line approach through security agencies can only contain it for a while. How much and how long a dose of the bitter pills shall be optimum, often remains subject to prolonged audit and criticism unless history becomes too remote to be recollected. The mathematics of such an approach where differentials do not support integration or vice-versa makes the human calculus indeterminate. Answers are then found in matching the deficiency with increasing the numbers or demands for technological upgradation without remembering the fact that both the courses affect the work output in more than one ways. Whatever we do, without a clear road map, a hightech vehicle or more soldiers to ride on it would take us anywhere, not necessarily where we ought to go. It, therefore, goes without saying that optimum congruency at organizational level amidst its cognitions, visions and operations has to be attained to draw maximum synergetic advantage. This aspect is important also from the viewpoint that the police organizations are often subject to the external environment created by fluid diplomacy. Internally, the congruency level is low owing to inherent conflicting subculture in police functioning giving rise to a series of paradoxes.

The combined vision of the top-heavy structure and the standard operating procedures issued in abundance tend to define the role and goal parameters. The leadership style of issuing instructions on paper and

punishing the subordinates for the noncompliance of the same directly affects the ‘thoughtware’ of the force and they follow the line of “least resistance” while applying the “software” which is often received through “hard copies”. It may not be irrelevant here to underline a basic fact that police is mostly a contingency or organization where cohesive teamwork with a rational sense of proportion on the spot would natter a lot. Over bureaucratization of procedures may be detrimental at times. Realism, not rhetoric, should rule the roost. Indigenous “software” could be more helpful. During crisis situations the models which have succeeded are not the ones which can be compared with peacetime standards with the zeal to have “Zero’ level of defiance from the norms. Irony of such role & goal conflicts often lingers as law enforcing agencies are required to explain every tangible occurrence while they cannot take any credit for the intangibles. We don’t teach what we practice nor do openly admit or propagate’ what really works in counter insurgency. It is the non—visual policing in secret mode through STF or SOG or CATS which has often worked following the age old policies of Saam (trust & faith), Daam (money attractions), Dand (coercion or fear of punishment), Bhed (divide & rule or taking advantage of frictions). We teach theory to evolve practice whereas workable practices should evolve the theoretical principles of work. Police department deals with human beings. It doesn’t manufacture or sell material things. But we are very poor in the basics of human behaviour or understanding the stimulus-response patterns of an organic system of a human being composed of its past learning, attitudes, perceptions, values, emotions and motives. Police is an organization dealing with crisis. But we are ignorant of the basics of a cohesive teamwork, group behaviour and the communication processes. We still harp on old primitive methods while the human sensitivities have changed. Even the organizations where people work without rigid training of ’Kadam-tal’ or heavy load on back are very much disciplined & cohesive. The symbol of strength or cohesiveness is not the body physique but the “mind”. Even the parameters of physical fitness have changed and body can be conditioned scientifically with given efforts & exercises. Strength may also be given through selective nutritional diet and not necessarily through oil rich or sweet rich or meat-rich food. Even on a cost scale it is not the money cost that is important, it is the opportunity cost, which is relevant. It is not the time spent on a job but the value addition. which is of a crucial import. Drills may have to change. We got to take one

eighty-degree turn from extrinsic to the intrinsic. Why can’t we straight away induct specialist, then flavour their personalities with organizational culture for the sake of discipline rather than inducting a layman, and then spend time & resources to generate skills in him. Free market has everything to offer. Have them on contract and valuate the services on the basis of value received. Don’t we have contracts with informers & sources? Few cops even have informal contracts with ‘sharpshooters’. Even when we are ready to deploy such people in critical and secret tasks, other jobs are all the more flexible & expendable. Then why to create a bloated organization with visual policing culture where we do not need complete visual policing. Such visual policing could be good for traffic or law & order duties but not so much for counter insurgency. It may, on the contrary, prove fatal at time.



Rope-climbing also part of DAGOs basic training



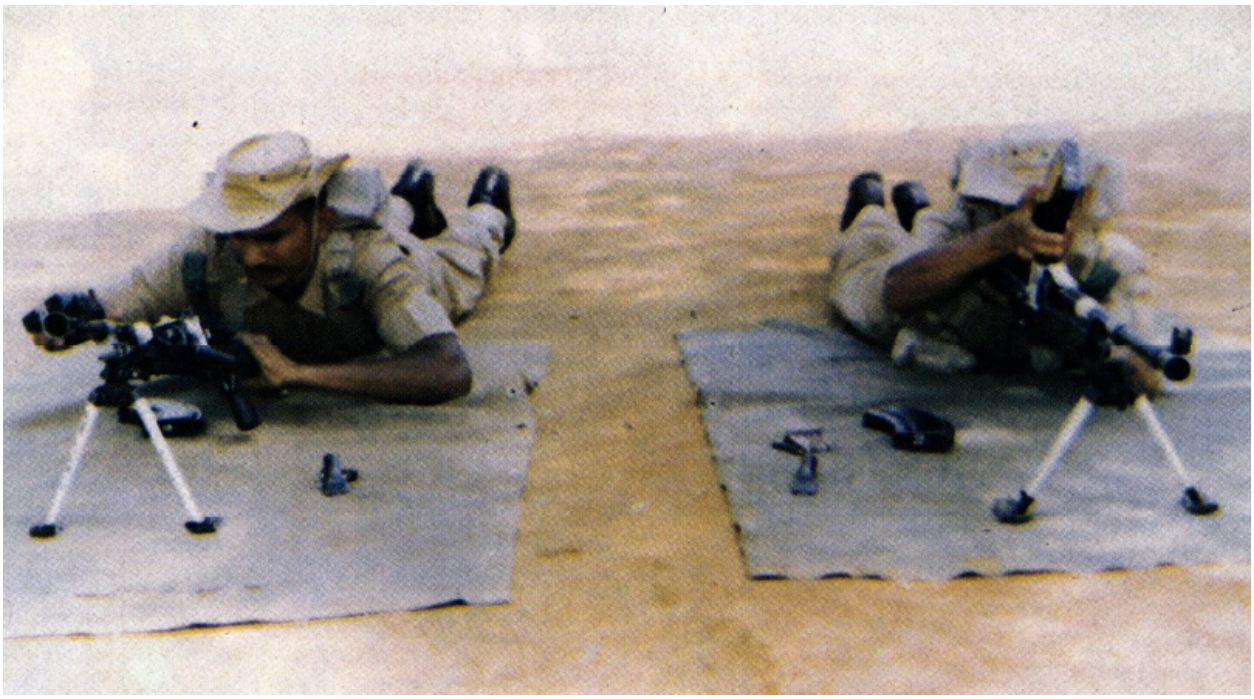
Jawans attending outdoor class an "Action Mechanism Rifle 7.62 MM (SLR) at Nimach



Lecture on "First-aid" being given to CRPF Jawans at Base Hospital-II, Hyderabad

It is felt that without focusing on this gap between the de-jure & the de-facto, the reasons for low-grade performance are found in training. The things are not too simple to be demarcated and compartmentalized per-se the external appearance. In today's highly volatile environment, amidst open systems of a free democracy, the holistic networking is to be well understood. Nothing can be evaluated in isolation. How the human psychology works remains a 'black-hole' exercise at times. Despite best efforts there arises a situation when the assimilated figures show 1536 operations launched in a month and not a fly killed. Instead of traversing mile to mile or setting a new milestone, the daily ops become 'meal to meal'. One finds people giving excuses by citing what they don't have rather than explaining what they did with what they have. Old hats often assume a psychology of negativism to pronounce why and how things cannot be done. Paper work is complete to brow beat the bureaucratic norms but no analysis is made to draw tactical advantages in the field, the very purpose for which the documentation is primarily aimed at. The significance of discussing all these aspects is to propagate the importance of behavioral learnings. Human processes are equally important in learning rather than the 'tasks' and the tutoring in form of 'training'. Frustrative behaviour and deviant responses are to be well studied to evolve a right 'thought- ware' besides the hardware & software configurations for the crisis managers. The punitive or blacklisting approach may not work well. The question still remains how to go about in the 'arid zone' of performance that more often than not, oscillates at low equilibrium levels. For work performance what we need is not just an isolated factor of skills. The other factor of commitment is equally important. It has been found that commitment is a more crucial vector on the performance scale. A committed soldier would develop indigenous software by trial & error. A non-committed worker even though having high skills, may jump the 'bail' and not get caught either. The whole discussion leads us to appreciate two formats of learning-the 'commitment-arousal learning' and the 'skill formation learning'. It has been observed through the study of successful organizations that:

The best learning environment is provided on the job where the role of "key post holder" and the "peer group" is important. 'Autonomy' to work along with 'value' of the decisions taken at a rank keeps the spark alive for better commitment.



Jawans handling Light Machine Gun (LMG)

• Informal and direct interactions are more effective than communication through ‘paper shots’.

• Catch them doing right is a better approach than catch them doing wrong.

• A sense of inequity with the inner zeal often leads to conflicts.

• There ought to be enough space for creativity (via decentralization) and error tolerance. Let people be prompted to commit errors as much & as early as possible to know their real worth & horizons for improvement.

The critical observations, as made above, highlight the need to focus on “leadership evolution” at top and middle levels. It is more so equired as the focus is gradually shifting from Human Resource Development (HRD) to Human Relationship Management (HRM) to evolve better commitments. It is proved by the empirical facts that silent communications control 80% of our behavioural responses due to demonstration effect. Working under creative and conducive conditions in itself is a motivator and intrinsic mobiliser. The exclusive dependence on extrinsic factors in terms of extra pay or diet, after a point, ushers in distorted learning. The quality of human resource inducted initially also matters, other things notwithstanding. The policing jobs require high sensitivity level in the individual.

Coming over to the skill oriented learning, the exclusive specializations

often pose a problem of co-ordination and collective performance. One agency tends to find fault in the other in order to account for the failures. Hence the 'compact' character of the teams need not be overlooked. Secondly, the essential skills for work performance have to be endowed on each & every member of the group. It is prudent not to overlook the skill categorizations in form of technical, managerial & the behavioural skills so as to understand their workable combinations, which are congruent with empirical utility rather than theoretical perceptions. The basic ABC analysis of any job has to be undertaken to decide the criticality. Criticality spectrum may, ceteris paribus, lead us to allot the given sessions of a counter-insurgency learning exercise as 40% for generation of combat intelligence, 20% for weapons & tactics, 10 % for art of interrogation, 10% for legal documentation, 10% for PR-jobs and final 10 % on stress releasing physical & mental health techniques.

The other problem with the skill generation task is that it is much talked about but the intrinsic weightage practically given to such jobs is lower than the others. This is an important dimension creating a mental block from the beginning. Obviously then it is either taken as a necessary evil or fun-time/pass-time. The trainees also enter with similar bent of mind. It goes without saying that one cannot easily enter a room where doors are locked from within. Compromise by entering either through window or ventilator is the leftover option. So how to enter their minds? Certain suggestions in this regard could be: -

• Develop growth centers for specific skills.

• Resources & schedules of such centers may be pre declared.

• Unit commanders could be linked with these centers.

• Link-pin leaders at each level may be prompted to update themselves following the cafeteria approach and they would, in turn, upgrade the skills in the unit following "on the job learning" approach. Learning follows top to down route & not vice-versa.

• Focus on leadership development and inter-personal relations.

• Learning processes be evolved to cater to team building & possible group behaviour requirements.

• Essential ingredients of contingency and crisis management may be

ushered in all types of “learning” efforts, which appear to be sine quo non for a job like policing.

Eventually, it is imperative not only to demarcate the area for learning but also the areas of viable work culture. To cite a few examples, let us ponder over “area dominance” drills. Some of us delve much upon the actions to be taken only when we are out of the camp on a task. Whereas one would agree that 80% of the task is to be completed before we leave the camp e.g. analysis of past inputs, selection of sites or target areas, activity analysis for the operation etc. In that case only 20% remains to be done in the field. Good wars are first won on the table. Strategic planning is important. Same way troops generally move out in uniform and their position is visible. In case it is a trip without actionable intelligence, the risk is more than the likely gains. We to build up the actionable data bank for strategic planning do not even make proper use of such exercises. Walking on foot and inviting chance encounter is taken synonymous to ‘Gasht’. Intelligence generation, as part of a well planned ‘Gasht’, covert or overt, is altogether a different art. One has to work genuinely to earn community trust or choose targets who can be motivated by money to fetch actionable intelligence or one may have to be a strategist to derive advantage from frictional groups and aggrieved elements or follow manipulative policies of divide & rule. This calls for patience, lots of behavioural skills and dexterity. At the cost of repetition, it is reiteratod that covert policing is more important than the overt or visual policing. Similarly, law and order policing may require larger strength of troops but counter insurgency operations may create a difficulty with larger group strength so much so that there may arise problems of cohesiveness, fire control coordination or controlled movement. Work parameters are often different. To cite further example, Civic Action Programmes are generally oriented towards one time grand show and publicity hype rather than gradual, meaningful and tangible assistance to the community with a view to win trust cf the “Soldiers without uniform” who would assist the “social watch dogs” in uniform. One knows the ways but ideal implementation is hampered by bureaucratic audit trails calling for a dot-to-dot compliance. The silent communications of de-facto work culture overpower the de jure. Hence, there ought to be some congruency between the two. Now it is not difficult to visualize what affects the performance for which one harp on training or learning processes. What calls the shots? Isn’t the learning on the job molding our response patterns?

Have we evolved a desired road map? Do we know the path to tread? It is not one time or one day process. It is a constant & a dynamic exercise. Each time a new optima will evolve as the technologies advance and the situations change. But we cannot overlook human factor where the actual "capability" lies. Holistic of de-facto work culture largely influence the intrinsic character of coveted copability through silent communication, which is indeed more potent. Without 'Copability" we may be dressed up 'hi-tech' but missing the mission. If we can achieve this, NOWHERE will transform into NOW HERE!

TRAINING IN THE FIELD FOR COUNTER INSURGENCY

- C. V. Mathew ADIG (Trg)



Recruits - climbing on the rope

Insurgency is a political crime, therefore it must be encountered by upholding the law rather than breaking it, to fight insurgency effectively, the thumb rule is to know the enemy. Counter insurgency is a protracted war and good counter insurgency requires patience. Mere presence of security forces for long duration would mean that the insurgents are victorious by pinning them down. Uprooting insurgents from their strong holds by military forces with destruction of civilian lives and property would be subsequently exploited by insurgents to proliferate their numbers and widen their support base.

Our concern is to concentrate on the military aspect of counter insurgency to contain insurgent and terrorist activities and driving a wedge between them and the local population. In doing so we can not loose sight of the non military aspect of counter insurgency. The containment of insurgent activities which is the main thrust of military aspect of counter insurgency involves control of extremist movement and resources. This can make life very difficult for the insurgents. Resources like food supply, medical stock, fuel, oil, urea, etc should be controlled.

Prerequisites for effective counter insurgency

Creation of an intelligence Grid

The intelligence apparatus of CID, IB, etc are rendered non functional either by elimination of sources by insurgents or the sources stop operating for fear. Creation of an intelligence grid is very essential for any success in counter insurgency operations. Without intelligence, the security forces would be groping in the dark.

Cultivating and handling of informants can be done by only those whom an informer can trust and consider as his friend. Incentives are required to be given for cultivating some one as an informant. People who have experienced terror and survived are amongst the worst enemies of insurgents and terrorists - they are our resources. Captured terrorists have also turn into informants. Thoughtfully cultivated and handled informants must be placed at convenient places in the grid to cover the entire area. Selecting Officers, SOs and UOs of right aptitude and potential and training them in the art of intelligence is a significant training need. This training is best carried out in the operational environment, although some conceptual

training of short duration would be necessary to fully comprehend and imbibe the craft through on the job training.

Counter Insurgency Grid

It is also essential to establish a counter insurgency grid commonly known as CI Grid. The CI Grid consists of conveniently sized territory of area of responsibility with regard to the level of insurgency, phycial communication and population where suitably sized forces at nodal points are located. In this system every habitation in the entire area comes under the area of responsibility of a sub unit or a unit. This grid facilitates combined operations and sending reinforcements to adjoining sub units in case of necessity. The grid provides patrol bases for intelligence operations, civic action and other active deliberate operations. Troops are required to be trained and accustomed to operate in Counter Insurgency Grid.



Jawan handling LMG in Training area

People Friendly Operations

Operations should be carried out in a people friendly manner to win their heart and minds and isolate insurgents. Operations like cordon, search, raids, snap checks, etc often causes inconvenience to the people. It must be ensured that these operations are conducted without stripping the people of their dignity and with minimum inconvenience to them.

Quick Reaction Mode

Constant pressure through intensive patrolling and operations to deny access to the population and confidence building exercise as explained above will yield desirable results. Result indicators must be constantly monitored. These include the free flow of information, public opinion polls and surveys by Intelligence agencies and NGOs, better functioning of law enforcement agencies, programmes in socioeconomic projects and the re-establishment of peoples' day-today economic and social routine. If this situation is present the security forces can concentrate on operations in the country side enlarging the grid and going to **quick reaction mode.**

Focus of training in the field

From the foregoing it is clear that a counter insurgency force for success in its campaign against insurgents and terrorists must know the enemy, the terrain of area of responsibility, collection of intelligence and to be physically tough and highly skilled for quick tactical appraisal of situations and react appropriately. The training in the field, therefore, must concentrate on total familirisation with the area of responsibility, its people and their ethos, the insurgency situation prevailing, the insurgent groups operating and their modus operandi, their weaponry, their area of influence, etc.

Surrendered militants as training resource

First and foremost the men should know their area of responsibility and what they are fighting against. In doing so, the surrendered militants are good sources to make the troops understand the operating procedures and tactics of terrorists. They may be appropriately utilised for the benefit of troops.

Terrain specific fitness & employment of weapons

The training in the field must concentrate on instilling stamina,

endurance and capabilities required to operate in the terrain which the area of responsibility present. Employing of weapons, shooting quick and sharp from different positions and targets while on move, speed reload, etc. must be practiced to perfection. There is no place for adequately trained personnel in counter insurgency operations, only highly trained and skilled personnel would be successful.

Small scale surgical operation

The focus should be on training to conduct small scale surgical operations on pin point actionable intelligence, as large scale operations are often futile exercise causing only fatigue to the troops. It must be remembered that in the protracted counter insurgency operation, we must preserve ourselves and decimate the insurgents. Although in certain situations large scale coordinated operations would be essential, but this may not be a routine happening. However, the troops should be capable to switch from small scale to large scale operations and vice versa.

Continuous and effective training

Operational efficiency and effectiveness in counter insurgency operations entirely depends on continuous and effective training in the field. Thus, every Bn Commandant has to focus his energy and attention to this most important command function. The sub units of the Bn and QRT which constitute the strike force must be constantly updated about the area of responsibility with regard to the developments in the insurgency situation and their skills constantly maintained.

Common Centres for training

Besides skill maintenance training at Unit level the operational IsG and DIsG can create common training centres with requisite accommodation, basic facilities and most importantly training facilities like well defined training area, battle obstacle courses representing the difficulties of the terrain, combat shooting range, sand models, lecture hall, out door combined lecture posts and area for undertaking field firing of support weapons, etc. It would be ideal if interactive small arms training simulator which can train 8 men simultaneously in improving their shooting skills is provided in these centres.

Too many of our commanders are not aware that training is related to every thing a Unit does. In no other profession, there is the penalty for employing untrained personnel so appalling and as irrevocable as in the military. **Therefore, training to fight to win is the No. 1 priority**

TRAINING IN 149 BN,CRPF – A MODEL FOR OTHERS

– D.G.MOHAPATRA, PRO,CRPF



New recruits undergoing Basic training at 149 Bn CRPF, Bhubaneshwar

"I invite them, who have apprehensions about the quality of training imparted here to our men to see and feel as to whether they are correct in their reporting" says the Commandant of the newly raised 149 Battalion,

CRPF, Bhubaneshwar Shri R.N.Mishra while chatting with the author. It is not fair to give a misleading and truthless picture about an elite force which has given its enough sweat & blood for unity and integrity of the Nation, he adds.

“You have a very challenging responsibility towards these young recruits. How are you going to meet it?” “The main aim of the training is to mould a raw mataerial into a fine and finished product and convert a young man into a competent, confident and self-disciplined member of the Force,Shri Mishra replied. The emphasis in basic training is being given on physical fitness, shooting skills and inculcation of quality of royalty and discipline, he added. Besides importance is also being laid on UAC, weapon training, field craft, patrolling, ambush, search and cordon etc, Shri Mishra further added.

The nature of duties of the Force is gradually changing from Law and Order to Counter Insurgency (CI). At present more than 90% of the Force is committed on CI operations. Never before the CRPF was invloved at any point of time in such a variety of operational theatres such as J&K, North-Eastern States, Andhra Pradesh, Bihar, Chhatisgarh and now Orissa. “How do you plan to train your boys to meet the challenge?”

Keeping the present Law and Order scenario, particularly terrorism and insurgency prevailing in J&K and North East region, the recruits are being trained in firing with all weapons such as SLR, Carbine, LMG,Pistol, AK-47 etc, Shri Mishra replied.

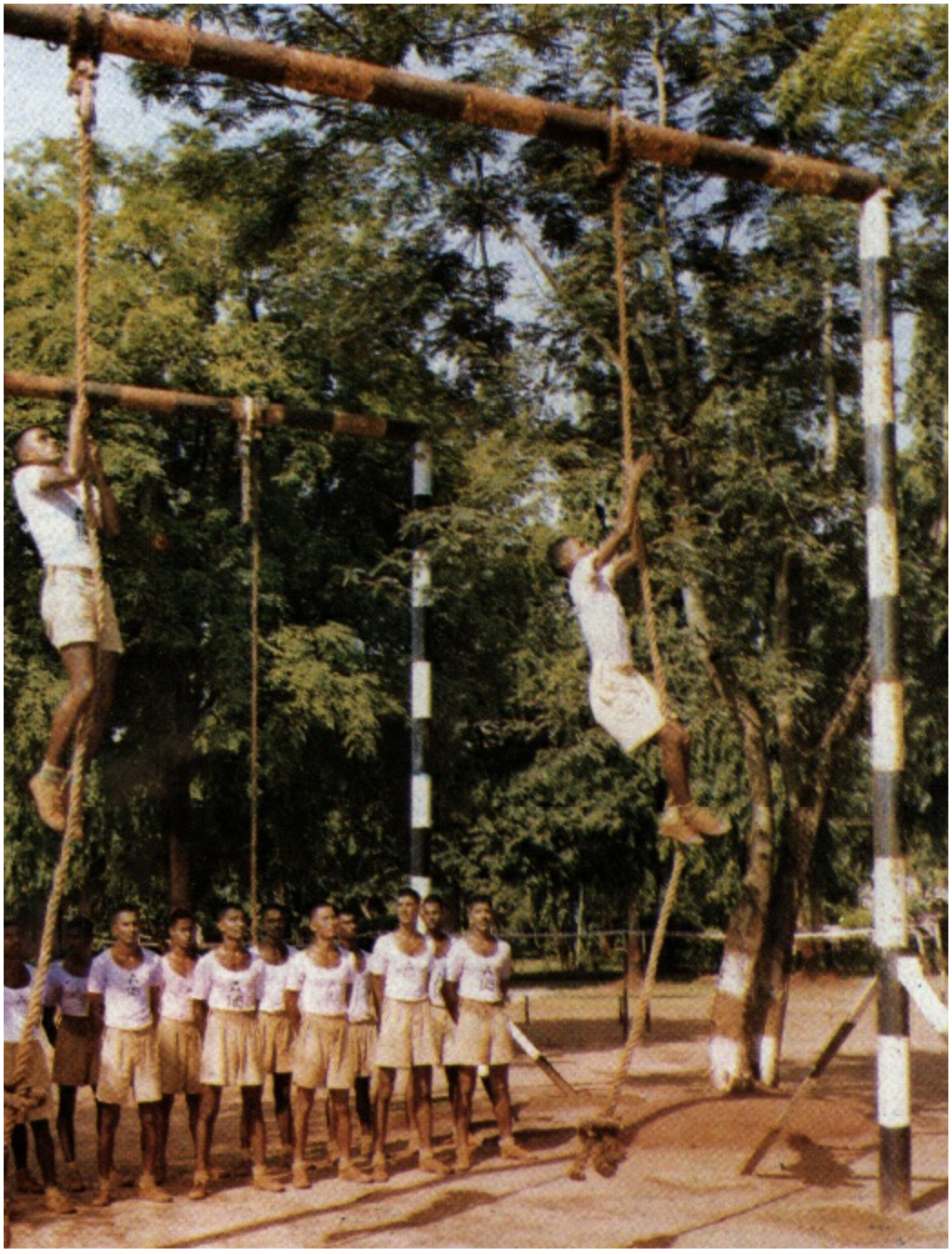
It is being ensured that no one is allowed to pass unless and untill he really attained a good standard in firing. The failure, if any, will be given extra coaching and then again put to firing practice, Shri Mishra added.

“The recruits are being put to endurance training on obstacle course, time and again till they develop good skill in negotiating all obstacles. Besides the recruits will be given 4 week’s Jungle Training, Shri Mishra further added.

“What are subjects that you teach the recruits in Indoor classes?” We don’t neglect indoor classes even though practical classes are most important and vital for the recruits. They are being taught various subjects in the Indoor classes such as CRP Act and Rules, G.K., Law, HumanRights, attitde towards weaker sections of the society, Police-Public relation, rescue and relief operations etc, so that their mental faculty is developed, Shri

Mishra added.

As a part of Expansion Programme of the Force, 149 Bn was raised at Group Centre, Bhubaneshwar (Orissa) on 24th March,2003. Shri Vageesh Mishra,IGP Eastern Sector,CRPF graced the auspicious inaugural function and addressed 610 recruits reported from various parts of the country for their basic training.



Rope Climbing - part of training

INFRASTRUCTURE

Group Centre, CRPF, Bhubaneshwar has provided 4 Barracks for accommodating the recruits, Trg/Adm staff and office/stores etc of this new raising unit. Training Aids have been procured through GC,CRPF, Bhubaneshwar. Besides, Trg. Charts, Pamplets and other Trg. Books have been purchased from various Trg.Institutions. Motor Vehicles have been provided from provisioning Dte.CRPF and Sector units.

Basic Trg. of recruits commenced with effect from 1st April,2003. High standard and quality basic training is being imparted through Modern Technology by the help of Multimedia and Audio Visual means etc. A computer has also been installed in the unit with internet facilities to make the dream of DG,CRPF successful and the year 2003 to be the year of 'e' Governance, besides for computer literacy of recruits and entertainment of jawans. A test has been conducted by a Board of Officers after 11th week basic training and result is quite satisfactory.

Canteen and Co-opeprative facilities are made available by GC,CRPF,BBSR to meet the requirement of recruits as well as messes. Balance diet is being given to recruits/jawans keeping in view the instructions of the higher ups, followed by the periodical check up by the l/C CMO of GC,Hospital,CRPF,BBSR. Regular pay of all recruits have been made functional on priorty basis as a welfare measure.

Basic training of recruits is being supervised by the IGP ES,CRPF and DIGP,CRPF,BBSR followed by their frequent visits and shortcomings noticed by them to improve standard of training are being rectified on top priority as a matter of principle. Training seminars are being organised periodically within Unit resources for instructional staff to acquire better instructor ability, capability, confidence and knowledge for imparting quality training. Briefing/de-briefing of instructors are regularly being conducted by the Commadnant and Training Officer to ensure smooth conduct and improvement in training which has now been properly institutionalised. A high standard discipline is being maintained amongst recruits as well other administration.

The DG,CRPF and DIGP(Training),Dte.Genl,CRPF have visited this unit during last two months in addition to visit of Sector IGP and Range

DIGP and appreciated quality of training imparted so far by this new raising unit. Guidance and instructions given by the DG,CRPF for improving training in certain areas have been followed strictly.

STAFF

Initially, Shri J.Rajendran, Dy. Comdt., Shri L.D.Rai,Asst.Comdt and Shri P.P. Krishnan,Asstt.Comdt, 1 62 instructional staff, 196 Adm. staff and 7 Ministerial staff were posted to this unit to make the Unit functional.

Later Shri R.C. Mohapatra,Second-in-ComMand resumed duties in this unit on 23/ 6/03 on transfer from 64 Bn,CRPF and his services are being gainfully utilised as Training Officer of this Unit keeping in view of his length of service and past experience in the Force,

149 Bn is manned by the following staff:-

Officers:- Commandant -1, Second-in-command-1 , Dy.Commandant-1 , A.sstt.Comdt -3 (one yeat to report on transfer).



Ground - Briefing



Recruits being taught horse - diving

NGOs (Executive): lnsp(GD)-6, Sl-18, HC-189, CT-174 and Followers - 71.

Ministerial Staff: lnsp(M)-1, SI(M)- and ASI(M)-4

Hospital Staff: Pharmacist -2 and Nursing Asstt -1

A MINI-INDIA

Recruits received from various States presently undergoing basic training at this new raising unit are as under:-

GC Bhubaneshwar	1 44 Orissa
GC Durgapur	63 West Bengal
GC Avadi	49 Tamil Nadu
GC Gurgaon/ Pinjore	68 Haryana
GC Jallandhar	28 Punjab
GC Mokameghat	48 Bihar/ Jharkhand

GC Shivpuri	50 MP/ Chattishgarh
GC Pune Maharashtra	50
GC Guwahati	50 Assam/ Meghalaya
GC Allahabad	48 UP/Uttranchal

The above data reveal that there are recruits from every nook and corner of the country belonging to the 15 states. Is it not a mini India ? Their mother tongues are different. They belong to various castes, creeds,culture etc. Irrespective of such varied differences, they represent as one, one nation and one people, the members of a family i.e CRPF family.

Infact, CRPF has all India Composition. In every sub-unit of the Force, there are men from all religions and from all parts of the country. It is in true sense a National Force. The National and secular composition of the Force is its strength. It is because of this reason that the people have total faith in its performance and efficacy.

“Are you facing any difficulty to communicate with each other?” “Absolutely not” replied Shri MuthukuMar, a resident of Tamil Nadu. “I have picked up Hindi within a very shot span of time and there is no problem at all in this front”, he added. "What about my dear Bengali Dada?” “I have also no problem. Though Hindi is not my mother tongue, but I fully understand it and communicate easily”, replied Shri G.Ghosh who hails from a remote village of West Bengal. Like Muthukumar and Ghosh, every recruit, though they represent many diversities, feels as if they are living in a mini-India, where unity among diversities is the Pranav Mantra.

(As told by Shri R.N.Mishra, Commandant, 149 Bn,CRPF).

IMPERATIVES OF RECRUIT TRAINING

– K.R. Sharma, Commandant, 153 Bn, CRPF

Training is the backbone of every organisation, especially in the forces. The training of recruits has a very significant role to play as 82% of strength is of the constabulory. Due to various reasons training has become the casuality in the recent past, effect of which has been observed during the operations in the field. Everyone of us need to understand that training is a command function and it has a great impact on over all function of the force. It is the high time t0 improve the training of recruits to achive optimum operational efficiency of the Force.

Training is a planned activity to develop and modify attitudes, knowledge, skill and behaviour to make a person fit, efficient, professional and effective for the organisation to accomplish the organisational goals.

SHORTCOMINGS IN THE PRESENT TRAINING

a) Unqualified and disinterested faculty.

b) Shortage of training aids.

c) Lack of interest by supervisory staff.

d) Training is old, repitative, tasteless, traditional and mechanical and has been reduced to mere rituals.



Demo on handling of sophisticated weapons

e) Training is not considered as a priority area.

f) Absence of HRD in training activities.

g) Objectives of the training is not development but just to pass exams.

h) Main methodology is lectures only.

i) No training for change in attitudes.

j) It is not need based.

k) Neither faculty nor trainees feel pride in training.

I) Modernisation of training is very slow.

m) Training is not trainee-oriented.

IMPROVEMENTS IN TRAINING

In the training process there are three main players such as :

Trainer, Trainee and Training infrastructure.

The training can be improved after careful selection of above at all levels.

1. **TRAINER**

A trainer has to. be qualifed, willing, professionally skilled with qualities such as :

Knowledge, Turn out. Exemplary, Enthusiastic, Sharp, Correct movements. Voice, pitch and Volume, Confidence, Behaviour, Discipline, Conduct, Impartial, Capable and Honest.

TRAINEE

The trainees should be keen to learn with right attitudes and spirit.

TRAINING INFRANSTRUCTURE :-

It has to be well planned, properly prepared and organised with conserted efforts by all the functionaries. There is a scope for the improvement if following points are taken care of:-

a) Training is to be given the priority.

b) Seniors to devote more time for training activities.

c) Practical and participative training should be imparted by using correct methods of teaching.

d) Short referesher courses to be organised for trainers.

e) Training should be trainee centered.

f) Principle of Training for all has to be followed honestly.

g) Inputs at all levels for change in attitude is to be ensured.

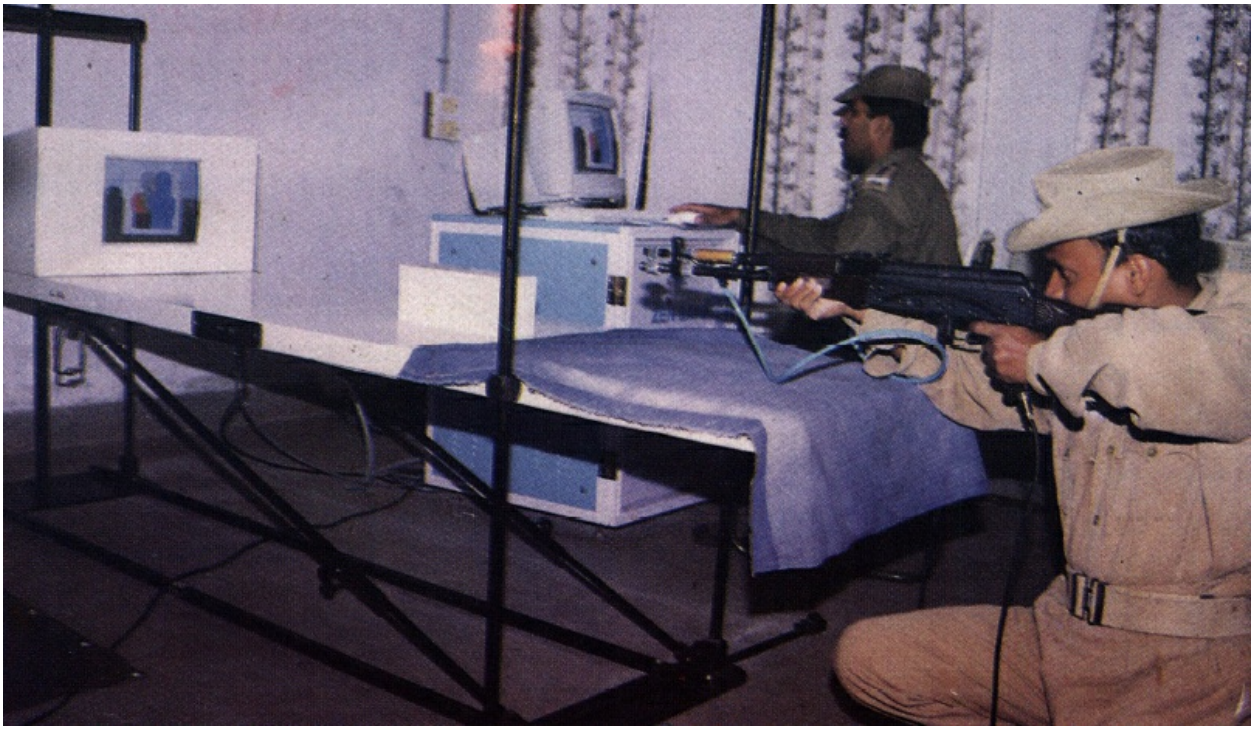
h) There should be continuity in the training.

As some one has very rightly said that the best welfare of man is a one training and 10 motivated and well trained soldiers are better than a Company of hundred. Twenty first Century is the century of enlightenment and we should honestly appreciate the importance of the training. Since the final product of the training is an ideal soldier full of confidence with spirit of service to the nation. It is the high time to develop and evolve a fitting training mechanism for future needs of the force. Needless to say that a soldier requires physical fitness, mental alertness, excellent handling and firing of weapons, good observation skills and quick response to a situation by adopting quick action drills. These aspects can be achieved through

regular and continuous practices and rehearsals. Moreover training of CI-AT operations has to be synthesised with conceptual knowledge of role and duties of the force, keeping in view the present security scenario in the country.

IMPORTANCE OF COMPUTER AIDED TRAINING

– S.K.Kapoor, Addl. DIGP, CRPF O/o IGP (Ops), Srinagar



Keeping pace with modernisation - Jawans working on computerised targets

Personal Computer-has revolutionised every field of human endeavour, it has become a powerful tool in the hands of a trainer for implementation of training Programmes in an effective manner. In times to come, computer technology coupled with communication technology is likely to replace traditional training methodology. The use of computers in the field of education and training is not uncommon. Now a days, easy - to - use

instructional softwares are marketed to facilitate designing of computer aided training material. The computers can be used to facilitate training in our training institutions in a number of ways which are enumerated below:

COMPUTER BASED TRAINING (CBT)

A Personal computer's versatility, affordable price, usability, easy portability and readily available software for designing training programs has made computer aided training a reality. In fact, if a well designed training software is available to a learner, computer could almost take the place of a professional trainer with much ease and in much more efficient manner. In a training environment, it has been the experience that learners come with different educational background, have at times different objectives, differ in their pace of learning, have different levels of motivation etc. Trainer on the other hand, often faces difficulty in meeting the aspirations of all the learners in a group environment. Individualised training with traditional training tools become a difficult proposition. Computer — based training has thus emerged as a modern training tool which can provide individulaised instructions to the learner at any desired pace with interactive mode. Such training packages are popularly known as Computer-Based Training (CBT). These CBT packages can store lessons on a computer floppy disk which can be loaded on to a computer at any convenient time of the learner, and can be taken to any place provided a compatible computer terminal exists. When the CBT package is run, it can keep the desired pace of the learner and can evaluate his understanding by running through the question-answer session. It can also maintain scores attained during evaluation session besides facilitating re-learning to improve performance level. CBT packages can thus provide tremendous flexibility in training.

A number of CBT packages are available on theory of small arms and various weapons like SLR, Carbine, 9 mm pistol, INSAS Rifle, AGL, CGRL, MMG, 51 mm Motor and on Improvised Explosive Devices [IEDS]. The training institutions must procure these CBT packages which are available with Infantry School, Mhow for imparting training to officers and men in weapon and tactics courses.



Lane - Shooting

COMPUTER BASED SIMULATION

Computer have also been recognised as effective tools for learning in a simulated environment. Computer based simulation exercises can be designed to lost and practise learners' skills in decision making. Sophisticated computer based technologies are already available for training in the areas of shooting grenade firing, driving etc. Small Arms Trainer [SAT] and Infantry weapon effect simulation systems [IWESS] which are computer based simulation systems are already available with our training institutes. These equipments have been procured and provided by our Training Directorate.

The Computer Based Small Arms Trainer [SAT] manufactured by BHEL Bangalore is an indoor mirksmanship training device which realistically simulates live fire of various combat weapons such as rifle, pistols and machine guns . An integrated system of computerized programme and targets is used to track and display point of aim, hits, misses, cant angle wind speed etc. Weapons are demiliterised and modified with target sensors.

The trigger and hammer mechanism, as well as general operation are identical to that of in service weapons. Weapons are non restorable and can not chamber or fire a live round. At the moment, the ,SATS available with us in our training centre are meant for simulating live fire of SLR only. The device is very useful in imparting training to our men and officers in improving their firing capability as it indicates the shortcomings of the firer with regard to holding of the rifle, aiming and trigger operation. Once the trainee knows his shortcomings he improves it with practice on the SAT.

Similarly, the Infantry Weapons Effect Simulation System (IWESS) is a laser based system which simulates the efffects of small arms live fire in field exercise. It gives the soldier the realism of being able to accurately use his personal weapon in a two sided exercise. At the same time, it provides immediate feedback on the effectiveness of his own fire position, weapon skills and use of ground over. The introduction of IWESS into training encourages the average soldier to concentrate more on his field craft and shooting skills. IWESS therefore provides more realistic peacetime training. In addition the ability of IWESS to record and print the results of each exchange of fire during exercises provides a commander with a recorded assessment of his soldiers' battlefield skills. It also allows him to review in detail the execution of his plan of attack at a subsequent time. This equipment is also available in all the training institutes of CRPF and is being used for imparting training in CI Ops and giving certain demonstrations to the trainees.

Efforts are being made by the Trg. Dte. to procure a Simulator system on driving also for imparling driving training to our personnel attending basic D&M Course.

EXPERT SYSTEMS

In certain in-service courses of officers, basic training of DAGOS and in most of the internal security courses being run at ISA, we often invite senior police officers and professors from various universities to deliver talks which is no doubt an ideal proposition but getting them on a regular basis to the training institutes to share their experience becomes difficult at times due to certain reasons. Hence, to make the best use of their expertise without having them for every course is to trainslate their expertise by developing

expert system modules.

The concept of “Expert System” software is to translate the human expertise into machine-based expertise; meaning thereby, an “Expert System” is a software programme which manipulates the ‘knowledge’ obtained from an experienced perosn, an Expert, to solve problems in a specific area in the same efficient manner as that of a human expert. With the development of “Expert System,” computer technology is steadily building up capability to reason like human beings. Computer based simulation exercises developed on “Expert system” can help the trainees to master skills in important areas of work, at their own pace of learning with different sets of problematic situations. They can also evaluate the consequences of their decisions or actions. Any expert system software, if available can be utilised in training institution to create expert systems on various subjects by using the knowledge of experienced Police Officers. An effort is required to be made in this regard.

MULTIMEDIA TECHNOLOGY

More recently, multimedia technology has emerged as an effective media for enhancing training and learning environment. The Multimedia integrates sound, animation, still images, hypertext to provide a high quality video pictures with text and stereo sound. The lectures and class room presentations given with the help of multimedia are found to be very effective in maintaining the interest of the trainees in learning. All of our training institutions have been provided with multimedia projectors which are being used while delivering certain lectures and making presentations. More frequent use of multimedia in imparting training to the officers and men will further improve the quality of training as far as indoor classes are concerned.

GRAPHIC PACKAGES

Computer have provided yet another versatile visual aid for effective class room presentations. Several graphic packages are readily available in the market. Demo-Designer, story Board, harvard Graphics, Applause 11

etc. are some of the better known brands of graphic packages. Instructors in training institutions can make use of any of these packages for enchancing their lecture presentations. These packages can help generate several colours, fonts, patterns, designs which can make the class room presentation very effective. Some graphic packages have the provision for creating animations to make the presentations very lively.

CHALLENGES IN POLICE TRAINING

– Rakesh Kumar Singh Dy.Comdt,ISA

Internal Security and maintenance of law and order are of great importance in the present context in India. Our constitution has entrusted the maintenance of law and order to the state government but the central government has a coordinating role to play which is very significant. The central government has recently on the recommendation of Group of Ministers (GoM) has decided to entrust the CRPF to provide assistance to state government in internal security matters.

Consequent to above mentioned dynamic and versatile role the CRPF is going to play in future, vast expansion of Force is taking place. Notwithstanding the growth in size, the professional edge which CRPF is having through good training now required to be restructured. The need for more professional training of CRPF personnel of all ranks has emerged from the increasing perplexities of policing problems, its administration as well as support to subversive elements from across the border by bullying neighbours. -

Training Need :–

Training is certainly the most important aspect in future internal security strategy to contain the militant activities. The technological revolution, the deadly strategies of the anti-social elements for their causes and imbalanced economical growth have its own spin off which has made the task of man in

uniform very difficult and to counter it regular training seems to be the only remedy.



Jawans undergoing physical training an essential part of basic training



Shri S.C. Chaube, DG, CRPF inspecting the basic training of Recruits of 152 Bn, CRPF at GC, Pinjore

What is Training :–

Training is a collection of actions which enables the organisation to achieve its goals through enabling, empowering and developing to its fullest, the potential of the individuals within the organisation. Training has also been defined as a conscious effort to improve and increase knowledge, skill and aptitude of an individual in a desired direction. The goal of training is not only to develop personal skill of an individual for the discharge of duties for the assigned job, but also to improve his capacity for shouldering greater responsibilities.

Vision :–

For successful organisation of training it is imperative that the organisation develops ‘vision’ on which pattern it will be imparting training to its cadre. This vision requires the consideration of future challenges, adoptability to changes, available infrastructure and training need analysis of its personnel at various ranks. In a democratic nation like ours having numerous diverse cultural, ethical, and Politico- economical political aspirations of sizeable number of people, it is of greater importance for Force like CRPF to visualize their expectations and develop its human resources accordingly.

Training Policy :–

Although we are a well trained and professionally very efficient force but even such a gigantic force do not have a well documented and structured training policy. On the basis of government's policy, we must have a systematic programme for human development of our personnel and well coordinated training administrative set-up to incorporate the upcoming challenges before us because of the internal security scenario. This training policy is must to give direction to training. It also evaluates the training with the mission of the force and the very relevance of the existence of the force.

Value Addition:

The CRPF need to be value driven rather than conservatively rules or

procedure driven. This does not mean the violation of human rights or using wrongful means to achieve even right goals but it signifies that the acts of force personnel should be able to add value to our work. Mere preventive and defensive policing which is very- very expensive should not really be a forte for CPMF like CRPF. It could best be left with the state police only. Once the CRPF is pressed into service it should be our endeavour to eliminate and reduce the problem to the remarkable extent. In other words. defensive and play safe methods of training as well as our attitude while working are getting our system isolated from reality. It also has fatigue impact and cost trust of the people. Therefore the training philosophy for value addition must be such that it inspires the trainees to display professional attitude from their initiation in the service and must have motivation to do something constructive to accomplice the mission of the force.



Jawans exhibiting weaponary skill

The changes and adoptability :

In this “Knowledge Intensive” age each and every profession is

venturing to develop knowledge as Power. Police is no exception to this conspicuous hypothesis. Innovation, entrepreneurship and organisational learning are mantra of success. Therefore, in coming decades Police professionals will have to emphasize upon training in sophisticated new weapons and equipment as well as tactics to deal with new friends of terrorism. The police will have to be highly aware of democratic values and norms, and judicial directives. The police man will have to develop the attitude of respect for constitutional authorities and human rights. For act of omission and commission the concept of individual accountability and effective supervisory mechanism is required. All these changes in functioning needs the introduction of concept of training in organisational learning and in- service training which makes challenges of training more complex.

Commitment and Incentives :

The Gore committee (1972) on police training had asserted that the primary cause of utter neglect of training in the police systems is due to lack of any conviction in the utility value of training. Therefore training has become a ritual wherein unwilling and ill-equipped instructors perform the rites of drilling and lecturing. Though the situation has improved a little but police training including CPMF still seems to suffer from various complexities, lack of commitment, red- tapism and bureaucratic hindrances.

First and foremost requirement of training is that the organization must never compromise with the training of the personnel whatsoever may be the compulsion. Only willing competent and committed personnel should be posted as trainer. The trainers must have motivation by way of recognition, respect and other incentives in career like preference in posting, edge in career progression etc. It is notable here that a true trainer works round the clock in preparation of inculcating of skills and attitude amongst its trainee.



Jawans negotiating obstacles during basic training

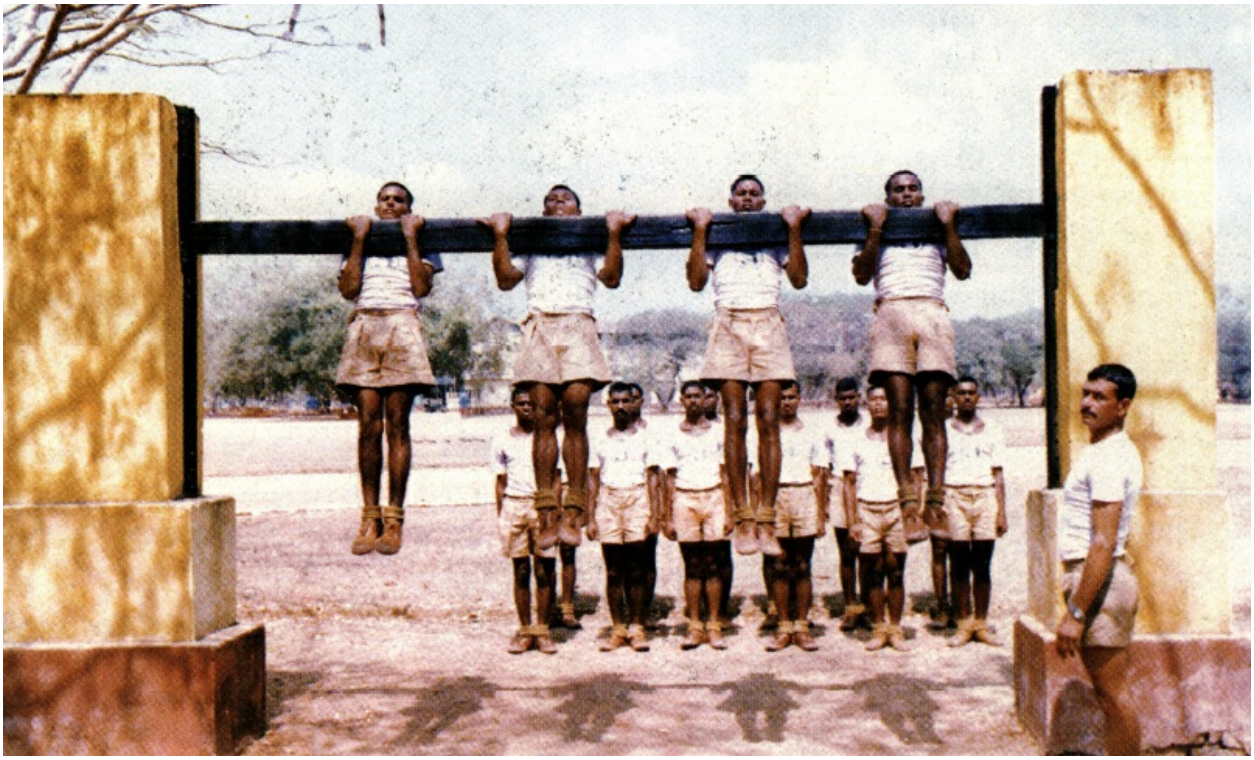
RESEARCH AND DEVELOPMENT

The training in almost all organization does not change dynamically with the need. For training need analysis, effectiveness of training and fruitful feedback to restructure the training modules the role of research and development in training is of paramount importance. The R&D will also be able to prepare course materials, cater to trainers and trainees learning hindrances and to make training commensurate with the demand of professionalism. The R&D in training will also develop new ideas to promote the best means to make the CRPF the best trained Force in India.

Therefore the training is the one component which determines the efficiency and morale of the organisation. It is high time that with the changing scenario the perspective of training in our organisation must change to meet the future challenges.

PRINCIPLES OF ADULT LEARNING

– ACHYUTA NAND, DY. COMDT. CTC-II, CRPF



Recruits basic training under progress

In our training programmes adults enter as learners. Their characteristics as adult learners are :

The Adult learners enter into a learning situation with their anxiety, that they might be making themselves look foolish, or that might be exposing themselves to failure. Rogers (1977) has pointed out “Research has even produced physical proof of this sort of fear and anxiety in adult learners. One experiment showed that if blood samples are taken and tested from adults before, during and after engaging in piece of learning, there is a rise in the level of free fatty acid in the blood as learning proceeds, a rise which becomes more noticable and persists longer the older the learner is. Free

fatty acid content is a good measure of emotional stress and a high free fatty acid content in itself prevents people learning efficiently."

Adults who enter into learning situations have wrong notion that education is a process which only concerns children. This makes them uncomfortable and passive in training programmes. Rogers (1977) has given a good explanation of this notion "Adults are, after all, people who have come to acquire the status of maturity in their own and other people's eyes is husbands, wishes, parents, friends, employees or employers. Perhaps this status and self esteem is less robust than it appears and is easily threatened when the adult is put back in what may appear to he subordinate position of the learner."

Adults have predetermined ideas of themselves, others and materials and hence are very resistant to change. According to Maslow (1962) every adult already has certain well developed ideas about himself alongwith his own system of ideas and beliefs. To admit that he needs to learn something new is to admit that there is something wrong with his present system. Many people, although they may dimly perceive their need for new knowledge, may feel so threatened by the challenge to their previous beliefs that they are unable to learn."

Another misconception with adult learners is that what they are learning is really meant for some body else. Adult learners need protection not only from trainer's ridicule but also from hurtful comments and intolerable teasing from elsewhere. Thus, they want an atmosphere where mutual and constructive criticism is a natural part of the course.

You must not work me hard because I am old'- This attitude of adults, resulting from the misconception that ability to learn declines with age, drives them away from real pleasure of learning.

According to Knowles, (1979) there are " at least four crucial assumption about the characteristics of adult learners that are different from assumpions about children as learners. As a person matures,

a) His self-directed nature from one of being a dependent personally toward one of being a self— directed human being:



Jawans operating mounted LMG



Outdoor classes of SUOCC being held at Nimach

b) He accumulates a growing reservoir of experience that becomes an increasing resources for learning.

c) His readiness to learn becomes oriented increasingly to the developmental

tasks of his social role and

d) His time perspective changes from one of postponed application of knowledge to one of immediacy of application and accordingly his orientation towards learning shifts from one of subject centredness to one of problem-centredness."

Adults learn by doing and respond favourably to a variety of teaching method in teaching learning transactions.

Adults learn better in an informal environment.

Adults want their full involvement with trainers in climate setting, mutual planning, needs assessment, objectives formulation, designing activities, implementations and evaluation of results during the training programmes.

ADULTS ATTITUDES TO LEARNING

It is generally found that when the adults grown in years their develop the, following negative attitudes to learning :

I am too old to learn.

Learning is restricted to schools and colleges only. Because we get degree/ diploma certificate.

Nobody is a potential source of Learning for me.

If I learn, I will be over burdened with work.

If I share my willingness to learn, people will feel that I am a weak person.

I learn for others not for myself.

I do not gain anything by learning.

Whatever I have learnt in past s sufficient for me to he effective executive.

A journey from negative attitudes to positive attitudes is extremely necessary for individual as well as organizational excellence. A few training and non-training interventions may be :

Training executives in 'Learning Organization' concepts.

Discussing case-studies of successful learning organization,

Rewarding learning initiative

Training people in ‘learning to learn’ skills..

PRINCIPLES OF ADULT LEARNING

We can easily remember the nine principles of learning by using RAMP 2 FAME such as

a. Regency, b. Appropriateness, c. Motivation, d. primacy, e. 2 way communication, f. Feedback, g. active learning, h. multi sense learning and Exercise.

Nine Principles

These principles are important in several ways. They allow us to prepare a session properly, to present the session efficiently and effectively and they also allow you to evaluate the session.

We will now look at the ideas behind these terms. It’s important to not that these are not presented in a priority in a priority order; they all deserve equal consideration.

R : Regency

The law of Regency tetts us that the thinqs that are learned last are those best remembered by the participant. This applies in two separate are of learning. Firstly, it applies to the content at the end of the session and, secondly, it applies to the things that are freshest in the participants’ mind. For the first application, it’s important for the trainer to summarize frequently and to ensure that the key messages are emphasized again at the end of the session. For the second application, it indicates that trainers should pLan review sections into their presentations.

A : Appropriateness

The law of Appropriateness says that alt the training, information, train aids, case studies and other materials must be appropriate to the p needs. They can easily lose motivation if the trainer fails to keep the materlaic relevant to th n n addition, train must continually let participants know how

the new information links with previous knowledge, so that we remove their fears of the unknown.

M : Motivation

The law of Motivation shows us that the participants must ant to learn, they must be ready to learn and there must be some reason to learn. Trainers find that if Participants have strong motivation to learn, or a Sense of Purpose, they will excel in their learning. Once motivation has been Created the learning atmosphere opens up. If we fail to use the law of Appropriateness neglect to make the materials relevant, we will almost Certainly lose participants' motivation.

P : Primacy

The law fo Primacy states that the things participants learn first are usually learnt,best so the first impressions or pieces or information that participants get from he trainer are realty important. For this reason it's good practice to include all of the key points at the beginning of the session. During the session expand on the key points, and other associated information. Also to be included with the law of primacy is the fact that when participants are shown how to do something they must be shown the correct way the first time, the reason for this is that it's sometimes very difficult to approach a participant if they get things wrong the first time.



Recruits practicing parade

Two Way communication

The law of 2-w communication quite clearly states that the training process involves communication with the participants, not at them. Any form of presentation should be a 2-way communication. This doesn't necessarily mean that the whole session should be a discussion, but it must allow for interaction between the trainer/ facilitator and the trainee/ participant.

F : Feedback

The law of feedback informs us that both the facilitator and the participant need information from each other. The facilitator needs to know that the participants are following and keeping pace and the participants need, feedback on the standard of their performance.

Reinforcement is also required with feedback . If we reward participants (positive reinforcement) for doing things right, we have a far greater chance

of getting them o change their behaviour to a desired outcome. Be aware, though, that too many negative reinforcements may not have the final response required.

A : Active learning

The law active learning shows us that participants learn more when they are actively involved in the process. Remember the saying we learn by doing?" This is important in the training of adults. If you want to instruct a group in writing reports, don't just tell them how it should be done; get them to do it. Another benefit of this is that adults are generally not used to sitting in a classroom setting all day, so the used of active learning will assist you in keeping them awake.

M : Multiple- sense learning

The law of Multiple- sense learning says that learning is for more effective if the participans use more than one of their five sentences. If you tell trainees about a new type of sand which filling they may remember it. If you show them the product they probably will remember it. If you let them touch, smell and taste it as well, there is not way they will forget about it.

E : Exercise

The law of Exercise indicates tha things that are repeated are best remembered. By getting participants to exercise or repeat new information we are increasing the possibility of them being able to recall that information at a later time Multiplication tables learnt at school are one example of exercise. It's best if the trainer can encourage exercise, or over learning, by repeating information in different ways. Perhaps the trainer could talk about the new process or items, then show an overhead or diagram, show the finished product and finally get the participants to carry out the required task several times. Exercise also includes intensity. The law of exercise is also referred to as over learning or meaningful repetition.

NEEDS AND WAYS OF

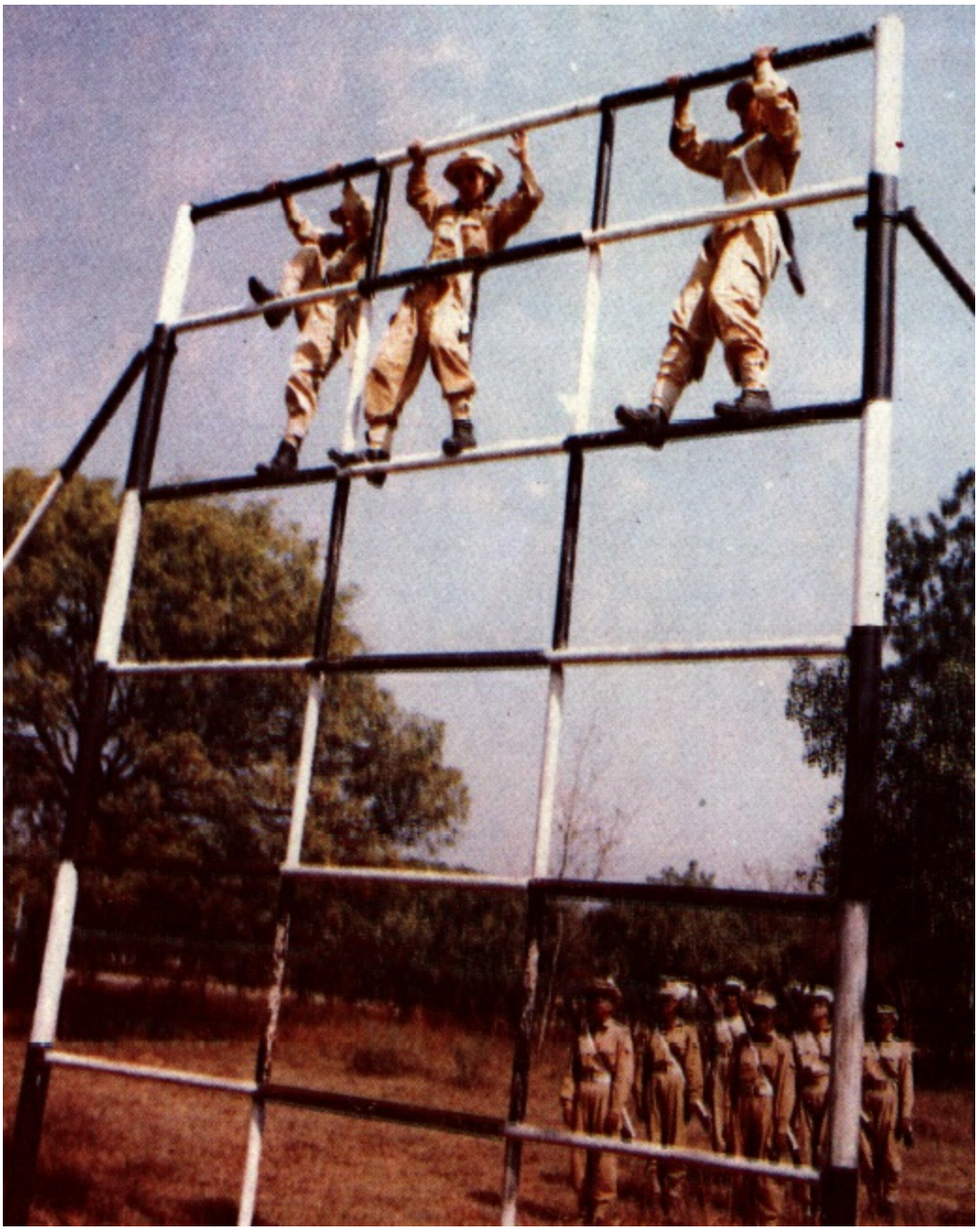
PERSONAL ADJUSTMENT IN THE FORCES

Vipin Yadav, Asstt Comdt 35th batch DAGO

Imagine that, as in the movie ‘Back to the Future’, a scientist invents a time machine. We enter this apparatus and are transported twenty-five years into the future, where we encounter.....ourselves. Assuming that no violent explosion occurs, will we be able to recognise our older selves ? How will we look ? Will our future self show the same personality characteristics as we do now ? Will this person share our attitudes, beliefs, and feelings ? Will this future self, in fact, be us ?

Now the drastic change that a person will see in his life in general and his personality in particular can definitely be compared, with a person who has had freedom and privacy as a civilian and the change he suddenly has to go through when he joins any of the forces i.e.. Army, Airforce, Navy or paramilitary, with the man in the movie ‘Back to the future’.

The change in a person’s life when he has to suddenly adjust to an entirely new kind of life, a controlled life of cooperation under discipline, a life of taking orders and learning to do new and unexpected things, a life without privacy in it, a life which brings success only by motivating and leading most men into dangers and getting them out of it with minimum loss. That seems to be a large order for adjustment, one pot easily made, one fraught with potential psychological casualties.



Mahilas negotiating obstacle during training

A quotation by HONUS WANGER, a famous baseball player of the early twentieth century whose insight into human behaviour was apparently greater than his grasp of grammer. “Things aint never gonna be the same again, but we don’t know how they ain’t never gonna be the same again”.

Applied to human psychology and development this striking statement- implies that we do change in meny different ways as we move through life’s journey. But this change is so pronounced in our adult years when we shift

from a life of a civilian to that of a member of the force, which needs an entirely different outlook and perception of the world around us.

In the forces there are two successive problems of adjustment and some men go to pieces trying to meet one or the other of these sets of requirements. The firet set appears when the trainee has to adjust to the training camp where he is required to change from a civilian to a soldier. The second set comes with the adjustment to the greatest rigors of life when he has to lead men from the front in the field or in operational areas. Only seasoned men of the forces have made both of these adjustments, and even some of them may break under continued failures to achieve results and increased hardship.

Man is said to be fundamentally egoistic. The preservation of his life, his body and his self respect are utterly vital to him, and it is hard to say which of them is most important for a man will sometimes accept bodily injury and even death to preserve his self respect.

The new trainee when he gets to the training camp/ academy finds many of his ego needs threatened. He finds a world of confusion of rules and discipline in everyhing he does. He has to make his behaviour conform to all sorts of activities going on inside the training camp. Not only that he is also expected to behave in appropriate ways when outside the training camp. The way he is supposed to dress, walk, talk, and conduct himself in front of civilians is something which he is expected to do from day one. No doubt, that gradually he will learn these things but a sudden change in his ways of life/living puts him under strain as he has to be contious all the time and lives under constant fear of being watched by his seniors which he feels are there only to punish him. often it seems to him that no one of importance is interested in him as a person.



Jawans handling AK-47 rifles during SCC



Shri S.C. Chaube, DG, CRPF being briefed about the Trg. imparted to new recruits of 152 Bn, CRPF at GC, Pinjore

Simultaneously he discovers that he has much less freedom of choice left to him. His life is largely ordered for him the time to wake up, time to sleep, time to eat, drink and almost every other activity he does is mostly ordered for him. He does not seem to have much choices.

Loss of privacy is another casuality that the new recruit/ trainee suffers. His life suddenly becomes public. All his fellow trainees and the trainers seem to be watching every move that he makes. For any human being losing his/her privacy can put the person under great strain. Therefore he should be helped by his superiors to understand and appreciate the values ot staying together, cooperation with others and adjusting himself to the new ways of life as it will help him in his long career for he will be performing most of the tasks/jobs with his comrades and the work culture of the forces requires a strong team spirit.

Another major problem that hampers a recruit/trainees adjustment is HOMESICKNESS. Staying under the watchful eyes, strict discipline and control, that seems to be so restrictive, puts him under pressure. Under that pressure or strain he starts to miss his family and friends, his wife or his girl back home.

This homesickness in fact, can interefere so much with the trainees success, that some of the Naval psychiatrists have given a name to one severe form that it takes CRYPTIC NOSTALGIA. A recruit with Cryptic Nostalgia is preoccupied with thoughts of home. Most of the times he seems stupid and inefficient, unreliable, only moderately obedient, slow to learn, awkward in drill, often remiss at inspection. So he is put down as stupid and inept, when he is merely homesick and inattentive. Often when an understanding officer explains to him the nature of his difficulties about which he seems to be unaware and is told that his homesickness is spoiling his chance of success in his new life he is surprised at first, but improves at once. Not always though. The requirements for adjustments in the forces may be too much for weak personality.

A bright spot here is that most trainees after passing through these initial phases of homesickness and loneliness make the necessary adjustment. Later, as the morale of the trainee develops, the formation of friendships between comrades and the sense of solidarity with them makes the need for contact with his home less.

As training proceeds the trainee begins to get interested and to

experience successes. As the new habits become more and more familiar, (they become more and more autonomous), are pleasant to perform and do not require external motivation, for example- getting up early in the morning, shaving everyday, changing cloths many times a day etc. Adjustment, though difficult, is also normal, and it may be made easier by a skillful leader/trainer who knows how to establish morale in his trainees.



Shri J.S. Gill, ADIG, GC, Neemuch giving away memento to Shri S.C. Chauhe, DG, CRPF during the re-union seminar of 12th Batch DAGOs



DG, CRPF with senior officers after inaugurating "Men's Club and Canteen" at RTC-I, CRPF, Neemuch



Shri S.C. Chaube, DG, CRPF giving away fruits to a patient under treatment at GC Hospital, Neemuch



Director General, CRPF giving away the Commando Championship Trophy to GC Nimach Team



Shri S.C. Chaube, DG, CRPF at the Sainik Sammelan held at GC Neemuch on 28th July, 2003



DG, CRPF inspecting the items displayed at Family Welfare Centre, Neemuch



Shri PL. Gupta, IGP, J&K Police giving away an Ex-Gratia payment of Rs. 1,20,000 to the Next of Kin of a CRPF Martyr



RAF men deployed in the World famous Puri Rath Yatra - 2003

DESIGNING A TRAINING

– G. Kumar, A/Comdt, CTC-II, Coimbatore



Jawans doing balancing act while negotiating obstacle

"Training is a planned process to modify the knowledge, skill and attitude through various instructional techniques to develop the ability of the individual in a work situation to ultimately uplift the organisation in its development through successful achievements." As per the above definition, training is a process to modify the knowledge, skill and attitude of trainees as required. The first andparamount importance is that- the trainer should possess knowledge, skill and attitude required to be imparted. Let us see what is knowledge, skill and attitude.

KNOWLEDGE : Information required to perform a task or duty.

SKILL : Physical and mental abilities required for actual performance of the task or duty.

ATTITUDE : Willingness and diligence to comply with procedures, regulations and standards.

The main purpose of a training is to help people to improve their performance in the organisation so as to develop the organisation. To achieve this, the training imparted should be SYSTEMATIC & NEED BASED. The vast research in training brought out six stages of systematic

and need based training. They are Indentifying Training Needs, Plan and Designing a Training, Implementing the Training, Assessing the results. Achievement of performance by individuals. Development of the Organisation.

Out of the above, it was experienced and concluded by all the training scientists that the stage ii) **PLAN AND DESIGNING A TRAINING** plays a herculean task of making the training systematic and need based. Hence the **DESIGNING OF TRAINING** is very important and influential for all sorts of training.

IMPORTANCE OF DESIGNING A TRAINING:

During world war II British Army noticed that German Army was better trained than theirs though the time spent by Germans on training was half than British ers. After the war, Brigadier STEVENSON of the British Army was sent to Germany to study the training of German Army. The summary of th report submitted by Brigadier STEVENSON was as under:

a) The trainee was made to do only what he was expected to do in his career. The training was practical and job related with objectives set for each day and session which the trainee was expected to learn, to do and to perform.

b) Most of the training was PARTICIPATIVE and FACILITATIVE type with limited DIRECT TRAINING.

c) The trainee was made to use maximum use of the senses-that too mostly VISUAL.

d) The trainee received the instructions just under the ideal conditions: (i.e.) classroom and then toughened to make them fit for operating in actual operational conditions with feedback from trainers nd trainees after every exercise.

c) The pre-set OBJECTIVES were told to trainees before each session so as to create a spirit of healthy competition among trainees and to achieve the required standard of doing the objectives.

Thus the above report clearly states the merits of a WELL DESIGNED TRAINING which made German Army to develop with achievements in individual performance.

REQUISITES FOR A DESIGNER : Should have experience as a trainer., Should have knowledge on various methods of training.. Should have undergone that sort of training which has to be designed., Should possess high level of Knowledge, Skill and Attitude on training.

SEQUENCE OF DESIGN OF TRAINING

Introduction, Context, Performance Problem, Training Needs, Constraints, Aim, Learning Units, Training Objectives and Enabling Objectives., Entry behaviour of trainees.. Contents., Method, Media, Performance Aid, Time, Trainer and Assessment Measures., Course Schedule and Timings., Assessment and Validations for Training Course., Cost-Benefit Analysis and Submission.

ANALYSIS OF DESIGN OF TRAINING:

What is introduction?

A brief on the organisation or department or part thereof with details about the training requirements at a particular stage, time and place etc.



Jawans undergoing training on Weapon & Tactics



SDG personnel undergoing training

Context:

Context refers to the area or field or place in which training is required to be imparted.

Performance problem

The problem (one or many) faced by the individuals in performing well to their desired level resulting in the undeveloping of the organisation. This heading should include.

Training Needs:

Lack of performance is linked with the required training and mentioned as a need. This may be one or many.

Constraints :

Hindrances to physically run the training are projected here. There may be constraints like. Trainer, Trainee, Resources, Budget, Policy, Priority, Timing, Location, Administration, Oprational and Supervision etc.

Aim:

Aim of the training course in whole is mentioned here. That is, what do

you intent to achieve through this training ? This includes Title, Target Group.

Benefits of Training Course :

Benefits anticipated after imparting training are elaborated. This will be just reverse to the sub head EFFECTS in the heading PERFORMANCE PROBLEM.

Learning Units, Training Objectives and Enabling Objectives :

Learning Units are the subjects needed for a training. Systematic arrangement and need based selection will pave way for well designed training.

Training Objectives are the knowledge/skill attitude required to be absorbed by trainees at the end of each learning unit/subject.

Enabling Objectives are the minor objectives intended to be possessed by trainees at the end of chapters/sessions.

Entry behaviour of trainees :

The existing behaviour of trainees in terms of knowledge, skill and attitude is known as Entry Behaviour. This should contain, a) Significant factors in the entry behaviour of trainees. b) Entry behaviour assumptions, c) How entry behaviour will be assessed and d) Plan to cope with consequences of different entry behaviour.

Contents, Method, Media, Performance Aid, Time, Trainer and Assessment Measures:

(a) **Contents :** Syllabus to be Included.

(b) **Method :** Lecture, Lesson, Coaching, Discussion, Group Exercise, Case Study, Brain Storming, Demonstration, Distance Learning, Guided reading. Guided Practice, Project, Role Playing, Feed Back, Seminar, Syndicate etc.

(c) **Media** : OHP, Board, Charts, Training films. Models etc.

(d) **Performance Aid : Knowledge Side**-Task Guidance List and Work Sheet, **Skill side**-Off Standard Chart and Performance Check List.

(e) **Time** : Time required for each training and enabling objectives.

(f) **Trainer** : IHT- In House Trainer and EHT- External House Trainer.

(g) **Assessment Measures : Knowledge**-Question and Answers and Quiz, **Skill-** Tests, **Attitude-** Phychological Tests.

Note :- In-built assessment during training yields more good results than final tests.

Course Schedule and Timings :

Duration of the course, days of training, number of periods in a day, time for each period and specified timings of periods. This should contain the WEEKLY TRAINING PROGRAMMES with date, time, contents, place, method and responsibility.

Assessment and Validations : Assessment should be, Proposal to assess training, Proposal to measure learning during training. Validations should be, Internal Validation and External Validation.,

13) Cost—Benefit Analysis : This will bring out Cost Benefit - With training and Excess Cost/Loss -Without training.

This should contain, Direct Cost of Training, Indirect Cost of Training and Analysis of Cost-Benefit.

Submission:

To be submitted for the perusal/ corrections/acceptance by Organisational Training Managers.



Mahilas attending outdoor class during training

NECESSITY OF DESIGNER TRAINING IN CRPF: Due to regular training at various level, Being a huge organisation, Being a man power based organisation, For the increased performance of the individuals and For the development of the organisation.

Why bother about TRAINING? Why not rely on people simply learning for themselves? The reasons are:

* People may never learn how to perform a task properly.

* If. they do learn, they will do so much more slowly without training.

* They are likely to learn a way that is wrong.

* Poor learning without guidance will lead to poor performance.

* Once they learn wrongly, it is very difficult to UNLEARN and then RELEARN correctly.

Likewise, training the people on a WRONGLY DESIGNED TRAINING can result in the following situations:-

* People will claim that they are not the ones who really need the training.

* People will attend a course without knowing the PERFORMANCE RELATED REASON as to why they are attending it?

A person who returns to work place after training will be greeted like, “Did you enjoy yourself last week?”

* Reduced individual performance.

* Undevelopment of an organisation.

To avoid above, all DESIGNER OF TRAINING should contribute as much as possible of their knowledge, skill and attitude on training in -the making of the Sequential, Systematic and Need Based **Training Design.**

DEVELOPMENT OF INVENTORY OF LEARNING RESOURCES FOR IMPARTING TRAINING

– Shri Harbhajan Singh, ADIGP/Principal, RTC.I



Lecture an 'lEDs' being imparted to Jawans at Nimach

Effective training plays a very important role to make trainees, 'the future leaders' of the organization who can deliver results in field and can lead the organization in right direction. To achieve this, it is very important to improve the performance level of trainers. It is a continuous process and to keep the requirements of the organization in mind, we have to analyse training needs and accordingly we have to prepare 'Development Inventory of Learning Resources'. These inventories are valuable tools to the HRD Professionals and help respondent take an objective look at themselves and their organizations. Inventories, questionnaires and surveys are useful in number of training and consulting situations. Almost every lecture and presentation can be improved by the judicious use of some form of training aid whether audio, video or still visual aids. This module is intended to encourage the learners to try out various forms of training support.

The heart of training is 'Learning' and not 'Teaching'. The focus should therefore shift to improve learning. The training aids play a significant role in learning. Further to promote learning in Police organizations, one has to visualize the organizational development and HRD interventions having the elements of interacting network. Experience sharing, learning from mistakes

and development from innovations will be catalysts in the process of organizational learning. Effective educative and training material may promote better interaction among trainees. The Police Training institution with sound research base will have to play a pivotal role in developing the training resources for use by the thousands of police trainees and trainers too.



Obstacle crossing - also part of basic training

OBJECTIVES :

By the end of this module participants will be able to describe the range of

training aids (for Indoor and Outdoor trg.). Use the flip chart and the white board with overhead projector effectively. Describe and be able to construct a variety of still visual aids and Use of IT in training.

INVENTORY OF LEARNING RESOURCES FOR INDOOR TRAINING FOR TRAINING CENTRES

Proper use of visual aids require a considerable investment in time ind thinking. It is better not to use any device unless we are prepared to spend time in designing our talk and the visuals to be used. Time for adequate rehearsal and other preparations is also required to use the visuals property.

Following factors must be considered for choosing the visuals for effective presentation:

Circumstances : To whom is the presentation is to be made. Where is the talk to be held. This will affect the size of display.



Refresher course under progress

Subject : Is any particular effect required in the presentation such as

realism, surprise, shock etc.

Cost : Most of these devices are considerably expensive. The overhead projector and its screen are very expensive. Flip charts and chalkboards are the least expensive. Thus we can use innovative low cost devices to make the training interesting and innovative. We can have inventory of innovative low cost devices in our training centres.

Innovative Low Cost Devices:

Templates : When the instructor wants to use the same figure time and again on the chalk board, the use of templates is recommended.

Flannel Strips/Graph : This material is used on flannel board. By this technique we can display any written information or diagram during teaching.

Pinholes Drawings : When the instructor has to draw a complicated diagram on chalk board or drawing sheet.

Flip Chart : Can be used as blackboard or as previously prepared sheet.

Slide Chart : The primary steps are put on a drawing sheet and the heading is produced on the covering sheet.

Window Chart : The information is put concurrently on the chart and is released through the window at an appropriate time.

Flap Chart : The information remains hidden under the flaps and is released by opening them.

Spiral Chart : In this type of chart the information remains hidden under the cover and is released in spiral shape whenever required.

Shutter Chart : This type of chart is used to hide the information from the group. It is released by removing shutters.

Strips Roll-up Chart : The points are recorded on a series of strips, rolled-up in sequence and displayed seriatim on a big size of paper.

Slit Chart : The important information is released through the slits.

Strip Teaser Chart : Message is concealed by placing strips on each line.

Magic Envelope: Magic envelope is set of envelops containing information put into one another and are displayed on flannel board in a magic way.

Magic Triangle : It is a series of triangles shaped flannel graphs mounted

on one another and exposed one by one in a magic way.

We should have modern training aids like VCR, Colour TV, Taperecorder, Projector, automatic camera etc besides physical training aids like medicine ball, balancing beam, scramble net, weighing machine etc.

We must have UAC and Boxing training aids like kil bag lether, Boxing ring rope with four corner pillars. Boxing gloves etc, besides gymanastic training aids like whistle, multi gymnastic set, weightlifting set, Roman Ring etc.

Besides the training centres should possess weapons training aids like Action skelton 7.62 MM SLR, Action skelton 7.62 LMG etc. including Range training aids such as Range Ambrella, Signal disc/ supporting disc, measuring disc etc.

The training institutes should also have Range training aids like telescope electrically oiperated tar gets etc besides drill aids, map reading training aids.

GOOD PRACTICES IN TRAINING :

Training is an exciting experience where one can focus on the trainees. Shared herewith are some good practices which are being followed in good institutions. This summary is a product of brain storming session, which help prioritise the good practices. Here are the selected few:

The daily ‘Self Introspective Period :

To develop the person from within acquiring police powers without sensitivity could prove dangerous for the organization with individuals who may have tendencies to succumb to easy temptations and (thereby become lawbreakers themselves).



Physical Training of Recruits at RTC-I, Neemuch

Updated study material for all trainees with lesson plans on website :

To ensure all trainees have with them updated, integrated and cohesive learning material to read in advance and revise for themselves.

Optimum use of Audio-Visual Technology :

To enable equal audiovisual reach for all students even by a single expert on the subject.

Coordinated & Interactive Management Model :

To ensure total participative management by all faculty and service managers in organising and delivery of all training programmes. Also to ensure all facilities and service managers and the faculty know what is the plan for the day and also day ahead.

Feed Back Boxes :

These are secure boxes which encourage and enable confidential feedback for the supervisory officers-as regards of quality of teaching and services (i.e., food, sanitation etc.) or any other problem or suggestion.

Training Resources :

Online Internet and detail information about available web sites, on training.

g. Directory of Magazines and Journals.

h. Directory of Training related organizations/ institutions.

Training is a conscious effort to impart and improve or increase knowledge and skills and to develop attitudes and values of an individual in a desired direction. It is thus a process of developing a person's effectiveness through carefully selected methods by competent trainers, in a suitable learning environment. It should be directed not only towards preparing trainees for the efficient and effective performance in connection with duties assigned but also towards developing his capability for greater responsibilities and where appropriate fitting them for other duties also in Police Forces.

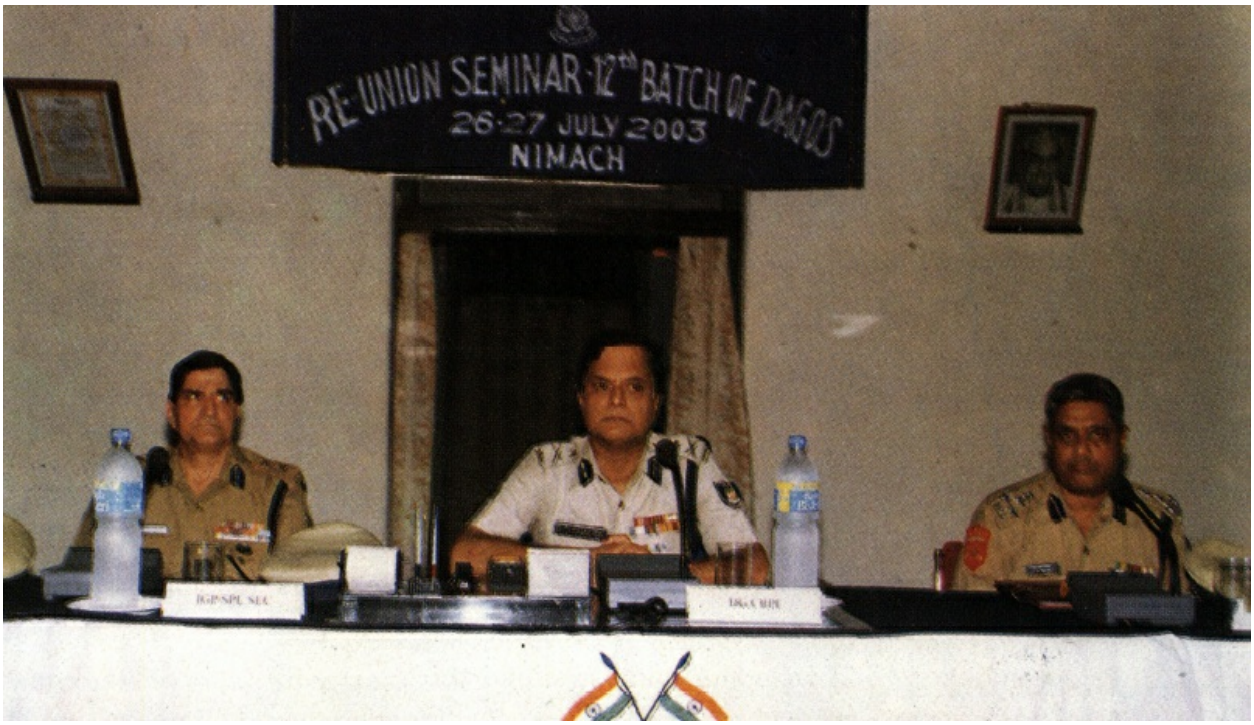
The up-to-date inventory of Learning Resources, available with the trainer, helps in laying priorities and judicious use of the available budget.

Better evaluation could check the perversions, ineffectiveness, and excessive cost of many training programmes. The clients of training, work organizations and public founders, are best positioned to take hold of training from this angle and can be coached to do so effectively.

As a part of the broader perspective, greater emphasis should be focused on the training system. There is a need to map a wider variety of training resources that can be brought to bear on a training task and additional ways in which they can be interrelated and further developed.

The model of training derived from the quanta of knowledge of instructional technology, and ragogy, psychology of learning and instruction, teacher training etc., seem to be very promising so far as achievement of training objectives is concerned. Lot of preparations in terms of research activities for identifying training competencies, module preparation, construction of evaluation tools, development of relevant instructional material in the form of structured case studies, role-playing exercises etc., will be required in the beginning. After this long exercise is over, the training process becomes highly scientific yielding great results

RE-UNION SEMINAR OF CRPF OFFICERS AT NEEMUCH



Shri S.C Chaube, DG, CRPF addressing the officers at the Re-union seminar of 12th batch of DAGOs

"The Central Para Military Forces have a vital role to play in the maintenance of the intricate and delicate internal security situation". Presiding over the Valedictory session of the Re-Union Seminar of 12th Batch of Directly Appointed Gazetted Officers (DAGOs) at Neemuch on 27th July, 2003, Shri S.C.Chaube, Director General, Central Reserve Police Force (CRPF) said that the officers have to develop a very wide vision and play a dynamic role in this regard.

"To meet the future challenges adequately, we should suitably equip ourselves both mentally and physically", Shri Chaube advised. He further said that "we can not sit back and relax. We have to continuously think and devise new professional strategies to put the internal security scenario of the country on the right track".

Congratulating the officers for having successfully completed 31 years of difficult, hazardous and dedicated service, Shri Chaube said that the reunion is a welcome idea as it provides an opportunity of meeting colleagues and travel down the memory lane which in itself is a unique experience and secondly the organsiation surely benefits through the outcome of deliberations which follows with their vast experience. “This seminar, while providing you an opportunity for emotional re-union, would also call upon your experience to put your minds together to analyse in a positive manner the issues which are so relevant for the betterment of the force,” he added. Earlier Shri Chaube paid rich floral tribute to the martyrs of Force at Martyrs Memorial at GC,CRPF Neemuch.



Officers of 12th Batch (DAGOs) at the Re-union Seminar held at GC, Neemuch



Shri S.C. Chaube, DG, CRPF giving away memento to Shri CM. Bakshi, ADIG at the re-union seminar of 12th batch DAGOs

Shri R.K. Sharma, IGP Special Sector, CRPF in his welcome address urged the officers to analyse the role of CRPF in terms of its strength, weakness, opportunities, threats and devise plans for the future accordingly.

Two papers were presented in the seminar by Shri C.V. Mathew, Addl.DIGP and Shri George C.Francis,Addl.DIGP. More than 30 officers who are now senior level Commandants of the Force and other Para Military Forces participated in the seminar for exchange of ideas enriched by experience.

NO ONE CAN STOP YOU

- T.G.L. IYER, Ex - DG, CRPF

FRANK BARRON writes : “The sorcery and charm of imagination and

the power it gives to the individual to transform his ola into a new World and delight, makes it one of the most treasured of all human capacities." No one can teach you 'creative thinking'; you have to practice it yourself. For example, if you practice kindness you will become kinder, if you practice courage, you will become more courageous; if you practice love you will become more lovable; if you practice fear you will become more afraid and so on. Likewise, if you practice creative thinking, you Can use your imagination more and more.

The first step towards making the mind work is to use some detergent to flush out the old tired, listless,, debilitating thoughts of inferiority, resentment and negativism. The saying is "A clean Engine deliver more power. The second step is to keep moving, keep thinking, keep participating concentrate on exciting motivation, associate with excited people etc. If you do that's brass will look like gold; aluminium will look like silver. The third step is not to hang around with bored people, dull places and drab surroundings. Remember, that we are alive in proportion to the number of points at which we touch life.

The fourth step is to get out of the rut of everyday routine acquiring the pot to levitate while doing the ordinary. When the mind becones alive with excitement, every- thing changes including your attitude and perception of things, places and people. So, change yourself to a man you ought to be from what you are now. The fifth step is to realise that there is something in you bigger than you think you are. A person's mind is like a River that runs wild. Tame it, harness it, build a darn, regulate the flow and use it. Don't allow it to run dry by draining out thoughts on unproductive activities.

Unfortunately, all of us fall into ruts that are difficult to climb out. Artists use their minds, whereas the ordinary people use their physique and energy. Of course, it is much simpler to grab a shovel and clear the garbage or wash the car with the hose-pipe or play cricket with bat and ball. It is more difficult to think of a plot, write a novel or poem or invent something which does not exist.

How do we go about becoming creative i.e. doing something extraordinary adding that extra to the ordinary? Well, enthusiasm, curiosity, interest, making enquiries around etc should become a habit. For example, a man writing short stories can take a walk through the busy streets and come back with memories, ideas or plots for his stories. A painter can look at the

beauty of Nature, at the beauty of people or the beautiful things they say and do.

Exaggeration is a necessary ingredient in creative imagination. For example, the steam Engine is only an exaggeration of a Tea Kettle. Acting is only climbing on the stage and saying the dialogue dramatically. Sir Laurence Oliver, the English actor once said: “We are all actors; some climb the stage and fail, a few succeed.. When they say the things with correct gestures and intonations.”

Suppose you ask yourself a question about any definite thing Like “Would this be more practical, if it is larger smaller; rounder, conicalor upside-down?” You will be surprised to find ideas coming to you faster than before. While in the Police, I thought of stampedes. I came the conclusion that the exits where people gather should be much larger than the entry points. That is why after a football match is over, the exit gates are thrown wide open, for people to get out. Similarly, if the Police are using force against a crowd, the escape routes should be large and extensive. Realise that you are limited only by your own imagination.

TRIPURA AND CRPF

-D.G. MOHAPATRA, PRO, CRPF

Tripura**,** a small state in the north eastern region of the country is inhabited by about 32 lakhs people (census-2001) of whom 31 percent belong to the tribal communities. Formerly known as Hill Tipperai is located in the extreme Southwest corner of the Northeastern Region. It is bounded on the North, Southeast and Southwest by Bangladesh and in the East by Assam and Mizoram. A former princely state, Tripura is the second most populous state in the region with a population density of 262 per sq.km. Most of the tribal communities live in hill areas. There are mainly nineteen different tribes living in fraternity and peace. Each tribe has its own language, religion, social customs and culture. Naturally, they present a series of colourful festivals and cultural varieties. The prominent tribes living in the state are Tripuri, Jamatia, Noatia, Reang, Halam, Koloi,

Chakms, Mog, Garu, Munda, Lushai, Darlong, Oraon, Snathal, Uchhai, Khasia, Bhil, Lepcha, Bhutia, Chaimal, Kuki and Molsom who have their own cultural heritage. However, Tripuri and Reang are the prominent tribes living since historical days.

Nature's children as they are, dance becomes the natural expression of their various emotions of joy, sorrow, fear, gratitude and love. The dances of a tribe unfold its ancient tradition and cultural heritage and bring out the best qualities of head and heart through a good blending of colour, music and rhythm. Tribal pujas and festivals are mainly worship of nature. In all fronts of cultural activities one community differs from the other, though they have been living for ages in peace and harmony. At this backdrop, distint cultural activities of each group has fermented a cultural admixture. The state government has, for the last few years, taken various initiatives for revival, nourishment and promotion of the different folk culutral forms – which were at the verge of extinction.



A Reang women - a tribal of Tripura



NLFT (BN) Hardcore insurgent surrendering with AK-47 rifle

Tripura became a part of the Indian Union with merger agreement signed by the Regent Queen on behalf of the minor Maharaja in 1949. This agreement is challenged by the National Liberation Front of Tripura, the largest extremists group of the State as they perceive this as a loss of tribal supremacy in the State. The tribal content of the population till the Partition was more than 50% which witnessed a drastic change from 1947 onwards due to the large scale influx of displaced persons from East Pakistan.

The tribals of Tripura, basically a very hospitable people, welcomed these displaced persons and allowed them to settle down in the fertile areas of the State. Over a period of time almost all the fertile places in the valleys came under the occupation of these Bengali settlers confining the tribals into the hilly forests. A large percentage of the government jobs and police also were secured by these settlers besides an overwhelming presence in the State Assembly and cabinet. This sense of deprivation caused the tribal youth of the State to rebel.

Initial beginning was with the formation of an organisation called ‘Tripura Upajathi Sena’ (TUJS) formed in June, 1967 struggled for the restoration of tribal supremacy and restoration of tribal identity. Militant elements amongst them formed a set up called Tripura Sena in 1970 from

which yet another militant group called Tripura National Volunteers (TNV) was formed in 1979 with the objective of carving out an independent tribal state by use of force. Their activities lasted till 1988 and the State witnessed a lot of violence including the killing of over 1500 tribals and non-tribals over a period of 13 days in an ethnic conflict, which broke out in the Khowal Sub-Division in 1980. Police in the State, being in an infant stage, the Army and CRPF had to be inducted to the State to contain the activities of TNV. The TNV however surrendered in 1988 after a tripartite agreement with the Governments of India and Tripura.

The second phase of insurgency in the State saw another extremist group called All Tripura Tribal Force (ATTF) which surrendered to the State Government after a bipartite accord in 1993

The third phase of insurgency which commenced in 1993 is dominated by 2 groups, i.e the National Liberation Front of Tripura and All Tripura Tiger Force (NLFT and ATTF). Both these bands of extremists had been getting liberal assistance in the form of weapons & training from across the border as well as from other insurgent groups operating in Nagaland, Manipur and Assam. This is in addition to about 16 other militant groups operating the in State. All of them indulge in large scale killings and kidnapping of non-tribals and extract heavy ransoms which they utilise for weapons and to maintain their cadres, besides, paying for their shelter and training. The ISI is actively assisting these extremists and other groups operating in Assam, Manipur and Nagaland. It is learnt that during 1998, the NLFT and ATTF collected over Rs. five crores on account of ransoms procured through kidnappings and tax collected from both the tribals and non-tribals of the State during 1998. The Bengalies retaliate extremists attacks by setting fire to the houses of innocent tribals residing in their areas and by killing some of them. This causes further retaliation from the tribal extremists, and the blood shed and arson continue in an unending cycle, adding to the agony of the people, over 65% of whom fall below the poverty line.



Shri Sukhjinder Singh, IGP (Ops), Tripura addressing a Press conference at Tripura while Shri D.C. Dey, DIG (Ops) Tripura looks on

At present three major groups are active in Tripura. They are NLFT(BM), NLFT(NB) and ATTF.

ROLE OF CRPF IN TRIPURA

The Central Reserve Police Force has been deployed in Tripua since 1970 in aid to civil administration for internal security management including maintenancae of Law & Order. The outbreak of large-scale violent ethnic conflict in 1980 saw the rise in deployment of CRPF in the State. This ethnic conflict between tribals and non-tribals further led to formation of various groups quickly developing into organised insurgency which has become a permanent internal security problem with a brief lull period after signing of agreement between TNV, the then central & state govt, in August,1988, deployment of CRPF in Tripura has become almost a permanent feature.

DEPLOYMENT

The deployment of CRPF was as high as 14 Bns from March 2001 to March 2003 and presently 11 Bns (65 coys) are deployed in the state in aid of civil administration to combat insurgency and internal security problems.

Though the force is engaged in performing multifarious duties its extensive presence is most visible in almost all the tribal and non-tribal areas of the State on counter insurgency operation assignment. Out of total 65 Coys, 45 Coys have been deployed in the areas of 27 Police Stations of the State where the distrubed area Act has been promulgated. Though the force is operating armed with extensive power under such Act, there is not a single case of Human Rights violence so far. Vigilance and alertness of CRPF men have facilitated smooth flow of normal life in the State besides containing extremists' activities.



Display of arms/ammn seized in various encounters in Tripura this year

Despite heavy operational assignments, the force is providing yeoman service to the people of state by way of keeping vigil on the 60 kms stretch of NH-44 from Chakmaghat to Manu considered to be the lifeline of Agartala connecting it with the rest of the country. 19 Coys are engaged in

this herculean task in which they are escorting convoys of about 350 vehicles operating daily up and down on this highly sensitive road.

Besides the force personnel are also providing the most effective security by way of foot/ mobile patrolling to the vehicles operating on the State Highways i.e from Teliamura to Bampur, Ambassa to Gandacherra and Amarpur to Maharani, which has facilitatead the increase of activities in trade and commerce of the State. The timely action of the Force personnel has prevented many hijacking of passengers and goods by extremists on Highways.

The CRPF also looks after the security of the vital installations like Rajbhavan and Ex-CM's Residence where 1 Coy and 2 Pns of the force have been deployed.

Besides, the jawans of the Force are providing much needed security to the Tirthmukh Hydel Project where 1 Coy and 1 Pin of the Force have been deployed since 1994.

During operations while covering the ethnically sensitive areas, our troops not only remove the fear and hatred from the minds of the people, but educate them about peaceful co-existence with other communities also.

ROLE DURING ELECTION

Conducting elections without CRPF being deployed for providing security during this very important democratic process in the country, perhaps can no longer be thought of. Be it the North-East or J&K or any other State/UT in the country, CRPF gets heavily committed to ensure smooth conduct of elections. Naturally, additional CRPF Coys had to be brought into Tripura for holding of Assembly Elections on 26th Feb,2003. In all 46 additional Coys and 67 Coys from the force already deployed in the state, i.e total 119 Coys were exclusively utilised during the election process. There was no untoward incident in the area of responsibility of CRPF during the Election and percentage of polling was also quite high. All these are proof of the confidence and faith people and the administration placed on CRPF for organising this most important exercise of Indian Democracy.

MODE OF OPERATION

Despite obvious handicaps of language and lack of availability of

specific information about the movement/location of insurgents, the CRPF goes all out on operations against them in own area of deployment, by undertaking patrolling and search of villages regularly and on availability of any intelligence input about insurgents movement/ activity, specific operation with civil police, TSR and other security forces in form of cordon and raid/ search of suspected villages, laying of ambush/naka on suspected routes of movements of insurgents etc. are being regularly undertaken. Within the span of last 5 weeks, CRPF conducted two successful operations.

ACHIEVEMENTS

CRPF has made significant achievements since Jan,2000.



Insurgents surrendering before CRPF officers at Tripura

During the period CRPF killed 41 apprehended 1586 extremists and recovered 265 major arms. 256 extremists surrendered.

In the process CRPF had to pay a heavy price in terms of 18 men killed, 5 wounded in 2000, 19 men killed, 13 wounded in 2001, 2 men injured in

2002 and 1 personnel killed, 6 injured during this current year up to 22n[d] June,2003.

CIVIC ACTION ACTIONPROGRAMME

CRPF also has been undertaking Civic Action Programme by organising medical camps to provide health care to the people in remote areas, sports activities for the youth in the interior villages and to develop better understanding between CRPF and public. We have also constructed 37 community centres and provided colour TVs and also study materials, sports items and sewing machines and handlooms for organising training in self employment. CRPF spent Rs.75 lakhs in 2000 -01, Rs.30 Lakhs in2001-02 and Rs.21 lakhs in 2002-03 on Civic Action Programme. During the current financial year we plan to spend about Rs.25 Lakhs on such activities for the benefit of the people in the remote areas of Tripura.

Such programmes organised in inaccessible areas have brought the people and the force personnel together and helped to win over the people's confidence to a great extent. The force is also associated with the people's friendly programme like pulse Polio immunisation programme under which a large number of children were given polio drops in all four districts of the state.

(As told by Shri D.C. Dey, DIG (Ops), CRPF, Tripura)

CRPF OCCUPATIONAL THERAPY UNIT AT BASE HOSPITAL, NEW DELHI



Shri S.C. Chaube, the DG, CRPF inaugurating the "Occupational Therapy Unit" (OTU) at Base Hospital, J/Kalan, New Delhi

An Occupational Therapy Unit (OTU) has been added to the Base Hospital of Central Reserve Police Force located at Group Centre,Jharoda Kalan, New Delhi. Inaugurating the OTU on 1 5th July,2003, Shri S.C. Chaube, Director General,CRPF said that this unit would address the psychiatric disorder problems of the Force personnel.

This Unit is being established after seeking expertise from psychiatrists and various renowned hospitals Shri Chaube said. This will enable gainful therapy and rehabilitation of patients undergoing long term treatment for psychiatric disorders. Later, its scope would be expanded to include trauma cases involving amputation or permanent disability, he added.

It is proposed to start this occupational therapy in Base Hospital involving activities like Gardening and farming. Candle making. Cord craft. Music Therapy, Reading room facilities. Tailoring, Paper craft,Cloth weaving. Printing etc. Necessary infrastructure/ equipment has been procured to start these activities.

Shri Padman Singh, IGP,Northern Sector,CRPF gave the welcome address and Shri Ajay Kashyap,DIGP, CRPF, New Delhi gave a

Computerised presentation of O.T.U. Dr. B.C. Das, Psychiatrist proposed a vote of thanks

LEAD THE MEN BY PERSONAL EXAMPLE

– Sh. S.C. *Chaube*

The Director General of the Central Reserve Police Force Shri S.C. Chaube exhorted the trainee Assistant Commandants to lead the men under their command by personal example in every sphere. He was addressing the Departmental Entry trainee Assistant Commandants, during his two-day visit to the Internal Security Academy in Mount Abu on July 4, 2003.

Shri Chaube said that the CRPF had earned a reputation of being a highly secular and nationalist force right from its inception because of which there is an incceasing demand for this force from the States to tackle law and order situations. Operational flexibility is the hallmark of this force as it is able to tackle all kinds of law and order problems in the most efficient manner, he added.



Officers of ISA, Mt. Abu being introduced to Shri S.C. Chaube, DG, CRPF

Earlier, Shri Chaube addresed the Higher Command Management Course participats and spoke at length on the subjects of “Management of Higher Command” and on “Boss Management.” he exhorted the officers to be aware of their major responsibility of taking care of the men under their charge. “Come on” is a much better way of commanding than to say “Go on” as by saying “Come on”, we become a part of the men we command and not isolated from them.

“Never cease to be a good human being to be a good leader of men”, he advised and stressed the need for officers to be punctual in all places where they are required to be present. Be early by few minutes than late by even a minute, he added.



DG, CRPF being briefed about training on Small Arms Firing with the help of simulator in the SATS Hall of ISA



DG, CRPF, Shri S.C. Chaube with the personnel of ISA after rewarding them for their good work in construction of rooms in the ISA premises on self-help basis

He went round the ISA campus and visited the hospital, library and the computer laboratory. He was briefed about the training imparted on small arms firing in the Small Arms Training Simulator Hall of the Academy hy Shri B.P. Yadav, Assistant Commandant.

Shri Chaube was seen off at the Officers' Mess by Shri S.C. Kukreja, IGP, Shri A.S. Rathore, DIGP and other officers at the end of his two-day visit.

– M.P. Nathaneal, ADIGP, ISA, Mt. Abu

CRPF COMPOSITE HOSPITAL – A MODEL INSTITUTION FOR

CPO PERSONNEL AT JAMMU

– D.G.MOHAPATRA, PRO,CRPF



CRPF Composite Hospital, Jammu

CRPF Constable Sridhar Singh of 36 Bn sustained gun shot wound

while on duty leading to compound comminuted fracture tibia and fibula. The patient was managed successfully and kept on external fixture. After removal of external fixature, he was placed on brace, wound healed, bone united and patient was able to perform normal duties. Thanks to the Medical Officers whose timely action helped the Jawan to come out of trauma and to lead a normal life.

Similarly Head Constable Bachim Singh of 21 Bn, CRPF sustained injury to both bones. Open reduction with internal fixation was done with dynamic compressive plate alongwith autologus bone grafting from iliac crest. The bone united without any complication and the patient is performing all duties in Battalion. Bachim Singh expresses his sincere gratitude.

CRPF Constable Hrishikesh (name changed) was admitted in Composite Hospital, Jammu on 1.7.03 as a HIV positive case with severe Anaemia with Haemoglobin less than 4 gm%. The patient was placed in Dangerously ill (Dl) list. Immediately Blood transfusion was given. Though patient is still admitted in Hospital because of intensive medical care, his condition has improved a lot and is totally out of danger.

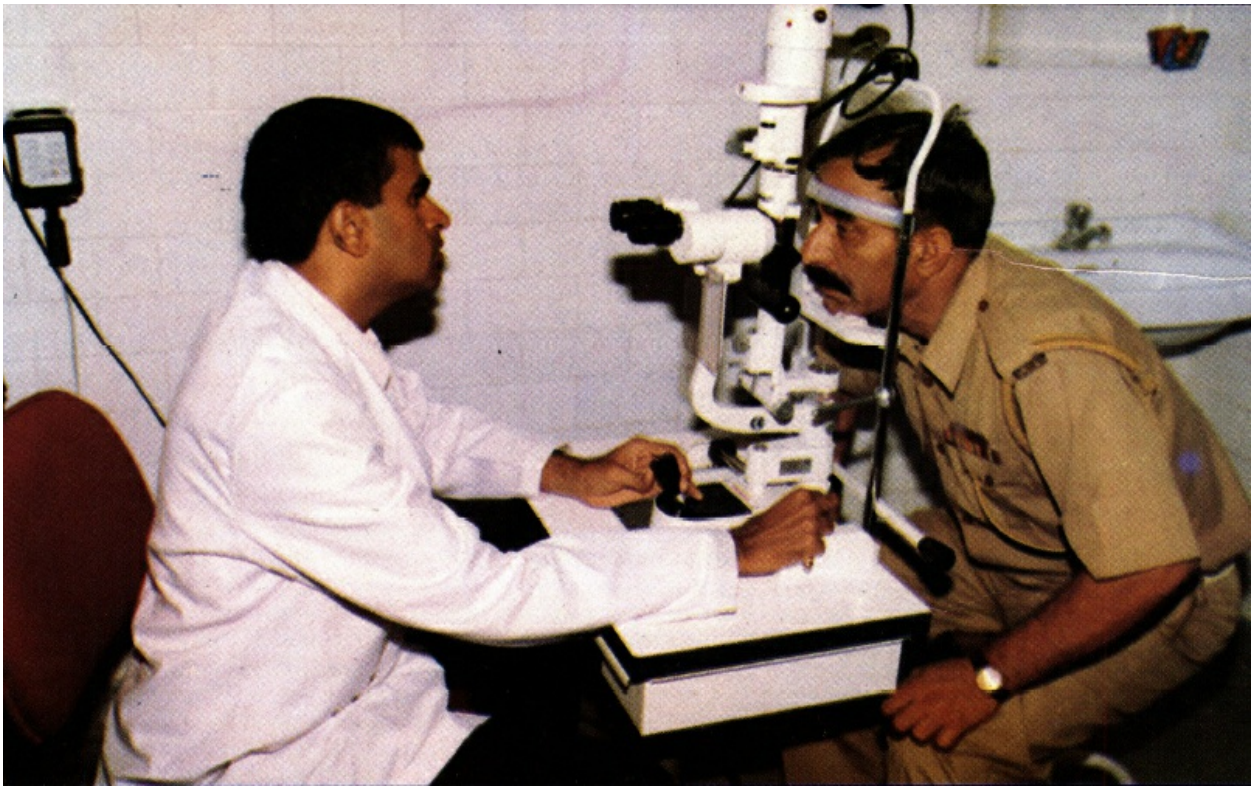
Keeping in view the deployment pattern. concentration and nature of duties of paramilitary Forces in J&K, the Govt, of India during 1989 decided to establish a compositie hospital at Jammu by upgrading the existing 50 bedded station hospital of CRPF to a 100 bedded hospital which would cater the most needed health care of paramilitary Forces such as CRPF,BSF,ITBP and SSB etc. After completion of all works at a cost of Rs.3.8 crores the Hospital started functioning on July 20,2000 which is manned by 60 combatised and non-combatised medical officers, para-medicos and other staff.

The Composite Hospital, CRPF located at Group Centre, CRPF,Bantalab(Jammu) being a referral Hospital is providing tertiary level medical care to all Central Para Military Force personnel and to their dependent family members stationed in J&K, Punjab and H.P. This Composite Hospital is a multi-disciplinary hospital having facilities for all basic specialities such as Medicine, Surgery, Gynaecology, Peadiatric, Orthopeadic, Eye, Radiology, Psychiatry, Dentistry and Pathology. Phsiotherapy section with latest modern equipments is also functioning. Three Specialists from the local Medical College engaged on part time

basis, are also visiting Composite Hospital thrice a week. According to the Chief Medical Officer Dr. S.K. Mishra, the Composite Hospital has earned goodwill of the men in uniform within very short span of time.

During the last 4 years, 94,507 patients have been treated out of which 3643 have received treatment as indoor patients. 1018 operations have been conducted whereas 5721 X-Ray have been done during this period. 78,438 laboratory tests have been conducted whereas 1410 & 523 patients have done their ultra-sound and ECG respectively.

Though the very purpose of Composite Hospital is to cater the nedical needs of all CPOs deployed in the area, the number of beneficaries from the CPOs other than CRPF is not encouraging one and only 440 patients from SSB, ITBP and BSF have availed the facilities of this Hospital. However, Dr. Mishra is hopeful that more CPO personnel will come forward to avail this speciality treatment in near future.



Opthamologist examining eyes at Composite Hospital, Jammu



Operation under progress

Daily OPD attendance is approximately 100-125 and on an average at any given point of time 80-90 patients' remain admitted in the Composite Hospital. "Besides complicated cases of various specialities, we are managing terminal cases of full blown AIDS when others are scared and not even ready to admit. Dr.Mishra says. The hospital has latest most sophisticated Wipro GE Ultra Sound Machine. All routine and special X-Ray including IVP,HSG,Barium Enema/Meal, Venogram are being done. The Composite Hospital has most modern, fully equipped, centrally air conditioned Physiotherapy section. This hospital is actively participating in all Pulse Polio immunisation programmes. During the year 2002, 619 children of the Force personnel including those of sorrounding villages have been vaccinated for diseases like DPT, DT, Measles, BCG and Polio etc. Lectures are being arranged from time to time for educating our men regarding precautions for Malaria, AIDS,Hepatitis and other communicable disease. Dr.Mishra adds. Lectures are also being arranged for motivating Force personnel and their families for adopting small family norms. The Platoon Health Worker course of 3 months duration for the Constables/NCOs is being organised here to train them to provide First Aid in remote areas at section level. The Hospital has a Library with good collection of books on wide ranging subjects. Composite Hospital runs a

Mess and providing good quality, nutritious food for indoor patients.

Composite Hospital has most modern laundry equipments to wash and clean hospital clothings. Laundry consists of four front loading, fully automatic, electrically operated washing machines of 25 kg capacity alongwith 25 kg capacity front loading steam heated drying tumbler. Laundry also has automatic ironing machine capacble of ironing bed sheets within minutes.

Bio-medical wastes are being disposed off as per instructions of State Pollution Control Board. Bio-Medical wastes are being segregated into colour coded containers/bags at the point of generation. An Incinerator Plant with burning capacity of 55 kg/hr alongwith 30 meters chimney has been installed at Composite Hospital for burning bio-medical waste being generated at hospital. Autoclaver and Shredder are also being purchased.

Composite Hospital also has fully air conditioned mortuary with capacity of keeping four bodies at a time. As most of the personnel are deployed in highly sensitive militancy infested area, casualites are not uncommon. The mortuary proves to be very useful when dead bodies cannot be transported immediately and have to be kept over night in hospital.

A very sensitive fire alarm system has been installed in Composite Hospital. To meet any emergency situation, an effective fire fighting system is also available in hospital. Composite Hospital also has 20 passenger capacity hospital lift with 5 platforms.

In order to upgrade the facilities available and modernise the Hospital, recently short wave Diathermy, Fax Machine, Franking Machine and a Personal Computer have been installed. The authorities are also in process of procuring High pressure Steam steriliser. Dental X-Ray Unit, Upper G.I. Endoscope, Fibre-optic Colposcope and BP/Pulse/ Respiration & Foetus monitor. Centrally Air Conditioned New O.T Complex is likely to be commissioned soon. Efforts are on to make Composite Hospital a state of art modern hospital for providing best of medical facilities to the men in uniform and their family members

(As told by Dr.S.K.Mishra, CMO,Composite Hospital, CRPF, Jammu)



Dr. S.K. Mishra, CMO, Composite Hospital, Jammu doing ultra-sound on a patient

MENTAL HEALTH AND AGEING

– S.K. Malik, Commandant-12 Bn, CRPF

One out of 10 persons in the world is above the age of 60. By the year 2050, one out of every five will be 60 years or older ! The older population itself is ageing — at present those above the age of 80 are hardly 10 per cent of old people but by 2050, above 80 will constitute about 27 percent of the old population.

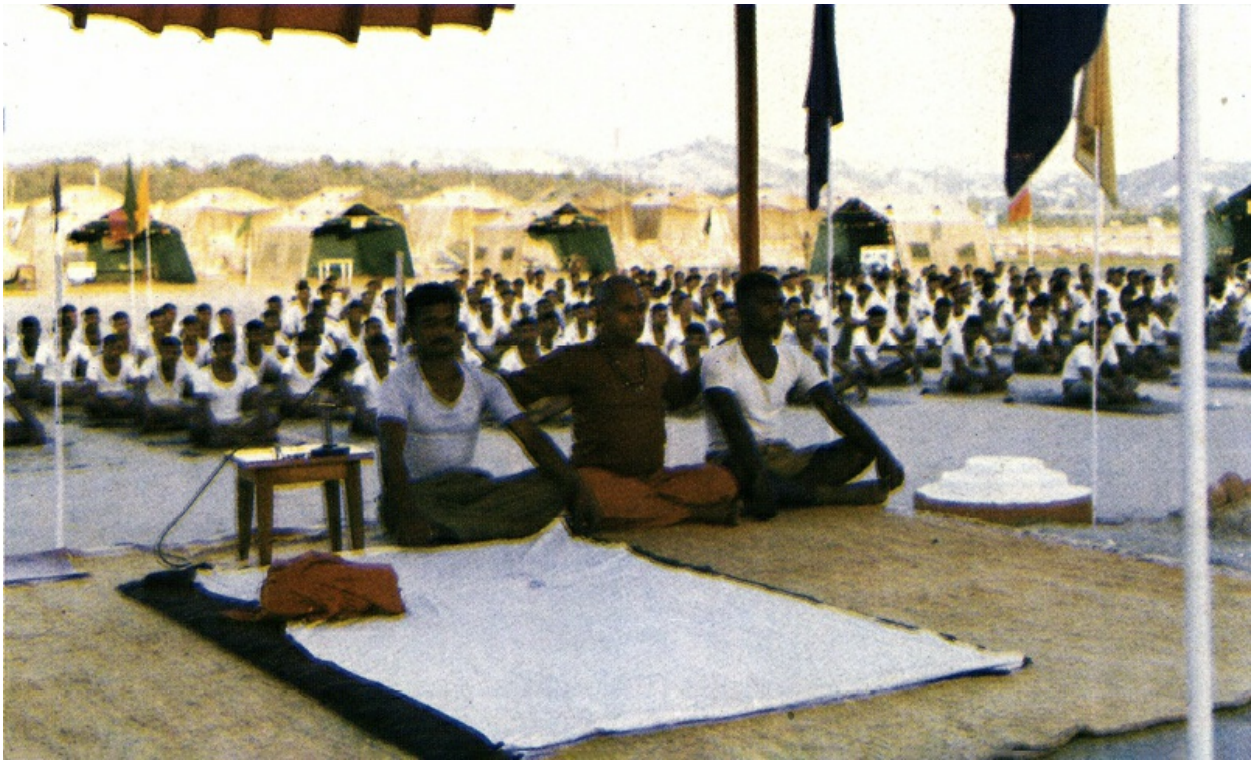
One of the important issues in old age is how to keep good mental health Unfortunately, very little, attention is paid to this aspect. Good mental health is essential for good quality of life. Health and mental health are interconnected. There is adequate scientific evidence now to show if you are under stress and suffering from anxiety or depression, there are more

chances that you might also get a heart attack or cancer or some infection.

It is known that a state of stress or depression reduces the body's immune response, making one more prone to many diseases

PHYSICAL AND SOCIAL CHANGES IN OLD AGE

Certain changes in the body and the mind are common as the age advances. Memory is no longer as sharp as it used to be. One forgets things more often. A very common situation is that one want to say something but the exact word does not come to mind immediately. It might eventually come to mind but a little later. Another common phenomenon is that while the old memories of childhood still remain fresh, the newer facts become hard to retain. As a result old person are often harping on past things - to the annoyance of younger people around.



Force personnel practicing Spiritual Meditation



Officers and Jawans taking part in the "Health Run" organised on World Health day

Certain other features are also common in old age. There comes social rigidity one sticking to previously held views and not willing to change. The range of social interest also narrows. Sexual thoughts and fantasies, which are so, active in youth, get reduced. In some, the mind is now occupied by a religious or spintual quest. In many others there is marked pre - occupation with body functions, vogue fears of disease and infirmity and repeated visits to doctors and hospitals.

SOME COMMON MENTAL DISORDERS IN OLD AGE

The following are some of the common psychiatric conditions seen in old age:

(1) Depression:

In this condition there is marked slowing down of bodily and mental functions. There is sadness of mood, occasional weeping, ideas of hopelessness, reduced interest in everything and feeling of worthlessness and guilt. In some it may- lead to thoughts of suicide. It is usually accompained by poor sleep, loss of appetite and a feeling of tiredness and lack of energy. The diagnosis of depression is often missed in the old age

and is not taken seriously by the patient and the family.

Owing to the lack of adequate training in mental health many doctors also may not easily recognise depression. It is unfortunate, because psychiatric treatment is relatively easy and effective.

(ii) Old age dementia (including Alzheimer disease):

It is a serious condition which effects many old people, particularly after the age of 80. The person becomes very forgetful with a gradual change in personality and behaviour. There is deterioration in social functioning even in dressing and personal hygiene. The patient complains of increasing forgetfulness and becomes irritable and suspicious. The condition is progressive and slowly worsens. Some medicines may-improve the condition but there is no known cure at present.

(iii) Anxiety disorder:

Even more common than depression or dementia, old people suffer from chronic anxiety disorder. It is a state of excessive worrying with many psychological symptoms like palpitation, sleepless headaches, an aches and pain all over the body etc. There is increased pre-occupation with bodily functions like eating, sleeping, bowel movements. A person is often that he or she has a serious malady while all the medical investigations are normal. For .treatment, along with antianxiety drugs, reassurance, relaxation and change of lifestyle are helpful.

IMPORTANT TIPS TO KEEP MENTALLY HEALTHY IN OLD AGE

Physical health and disability in old age are often not in our control but mental health depends a lot on out attitude and how we have organised our life. Here are some of the suggestions for a healthy mental life.

(1) The first important thing is to change your attitude to life. From childhood through adult life, society has given us so much. As the age advances, it is wise to reduce our own needs and desires and contribute more time and energy to the welfare and happiness of others.

(2) Maintain a network of social contacts-with the family, with friends and with society at large. Staying active in community is important for one’s emotional suport. Scientific evidence suggests that good emotional support reduces stress-induced harmones.



Yoga - an exercise to remain.physically and mentally healthy

(3) As far as possible. participate in physical exercise and pleasurable recreational activities. The lack of exercise in older people can also affect the brain and memory functions.

(4) Willingness to change and adjust to stressful life situations is an important key to successful ageing. Cultivate new interests and hobbies. Participation in religious and social activities greatly help many old people.

(5) Those who want to help old people must ensure that such persons continue to do what they are capable of doing. An attitude of dependency is bad. As far as possible, old people should have the right to particupate in all decisions that affect them.

To conclude, I quote from the United Nations International Plan on Action on Ageing :–

“The human race is characterised by a long old age. Throughout histroy, this has enabled older persons to educate the younger and pass on the values to them. This role has ensured man’s survival and progress. The presence of the elderly in the family home, the neighbourhood and in all forms of social

life still teaches us an irreplaceable lesson of humanity. Not only by his life, but indeed by his death, the older person teaches us all a lesson. Through grief, the survivors come to understand that the dead do continue to participate in the human community, by the results of their labour, the work and institutions they leave behind them, and the memory of their words and deeds. This may encourage us to regard our own death with greater serenity and to grow more fully aware of the responsbilities towards future generations"

STRESS & ITS MANAGEMENT

Dr. R.B.Das CMO (Sports Medicine), CRPF



Shri S.C. Chaube, the DG, CRPF interacting with Jawans at Occupational Therapy Unit, BH-I, New Delhi

Stress, in simple terms like fire more precisely like embers. We can either control them and enjoy their glow, or fan them into a huge fire. Many of us do the latter.

Stress is a state in which the natural equilibrium of the body is disturbed. It is a situation when the internal demands exceed the individuals ability to cope. Body can respond Stress to pleasure as well as to pain.

The agents which produce Stress are called the “Stressors”: They are the circumstantial changes, chemical agents, communication decisions at the work place, social influences, physical factors, phobic situations disease states, family environment. emotional states etc.

Two kinds of responses occur due to the effect of the Stressors. Adaptive response which turns into positive behavioural effects like assertiveness, time management, self esteem etc. Physical effects, immunity to diseases, cognitive & emotional effects like Stress inoculation, improved mental, health etc. Over loading response which passes on to negative behavioural changes like over eating, indulgence in alcohol and smoking etc. Negative physical effects like decreased muscle tone, hypertension, heart diseases, allergic conditions etc. Negative cognitive & emotional changes like anxiety, depression, phobias, memory disorders etc. Finally all these leads to the illness (distress)

The physiological response to Stress includes a group of psycho-psychological changes in the body. The cerebral cortex, thalamus, hypothalamus and pituitary glands of the brain perceives the affect of the stresses and releases the hormones through Adrenals and Autonomic nervous systems. The adrenal medulla secretes ACTH which increases glucose utilization, increases fat mobilization, increases muscle breakdown & fatigue etc. Autonomic system secretes Epinephrine which decreases digestive activity, increases metabolic rate. increases sweating, decreases salivation, increases muscular tension, increases cardiac function, alters immune response, decreases clotting time etc.

Stress related disorders are emotional and mental disorders like stroke, heart diseases, impotence, hypertension, kidney disorders, allergies, neuro muscular fatigue & stress , gastrointestinal disorders, menstural disorders in women, depressed immunity, dependency on alcohol & smoking, obesity behavioural disorder etc.

Management of Stress includes the following.

1. Self hypnosis-mental relaxation by self directedness.

2. Relaxation technique-Achieved by inhalation & exhalation. .

3. Progressive muscular relaxation — by contracting and relaxing the muscles and concentrating on it.

4. Quieting- achieving positive mental state by remaining quiet.

5. Bio-feed back-monitoring of physiological functions by using the monitors.

6. Yoga- exercise programme for both mind and body.

7. Diaphragmatic breathing- Concentrating and visualizing with breathing.

8 Transcendental meditation- achieving the mental relaxation by “mantras”

9. Exercise- variety of exercises reduces stress by expanding energy utilization, promoting relaxation, getting enjoyments etc.

10. Nutrition — Balanced diet.

11. Avoidance of smoking

12. Avoidance of alcohol

13. Time management

14. Adjustment at the workplace

15. Networking- for social support

16. Drug therapy- Psycho tropic drugs needed for the acute stages.

HIV & AIDS

What is HIV ?

HIV stands for Human Immuno deficiency Virus. The virus weakens the body's immune system. This results in the body losing its natural ability to fight diseases, and it succumbs to common infections and illnesses like TB, pneumonia, diarrhoea, etc. AIDS is the last stage of the HIV infection.

What is AIDS ?

AIDS stands for Acquired Immuno Deficiency Syndrome

ACQUIRED : Not hereditary

IMMUNE : D e f e n c e mechanism of the human body to fight infections

DEFICIENCY : Weakening of immune system

SYNDROME: A group of symptoms

Stages of HIV infection

Stage 1 (primary / acute infection)

Begins just at the time of infection and lasts until the body's initial immune response gains some control over viral replication (a few weeks time). This is a highly infectous period. During this period a blood test wilt not reveal the presence of HIV anti bodies.

Stage 2 (asymptomatic)

During this stage the HIV antibodies can be detected in the bloodstream. The infected individual remains clinically healthy and does not display any symptoms. This asymptomatic period can last from as little as 3 months, to as long as 15 years, depending upon the immune response of the patients.

Stage 3 (symptomatic)

The HIV destroys a subset of immune system cells. The replacement rate of the cells destroyed cannot quite keep up with the rate of loss of these cells. Loss of these cells makes the individual susceptible to diverse opportunistic infections such as Tuberculosis, Candidiasis, Herpes, etc. This marks the beginning of the final stage of HIV infection i.e. clinical AIDS.

How Does HIV/AIDS spread ?

The only modes of transmission of HIV are :

• Unprotected sexual intercourse with an HIV infected person

• Sharing of HIV contaminated syringes/ needles

• Transfusion of HIV infected blood

• From HIV infected mother to child during pregnancy, childbirth or breast feeding

Prevention of HIV/AIDS

• The ABC of Prevention : A : Abstinence, B : Being Faithful to your partner, C: Condom use

• Accessing only tested (HIV free) blood and blood products

• Use of only new/ sterilized syringes and needles

• Accessing services for Prevention of Parent to Child Transmission

• Seeking early and proper treatment for Sexually Transmitted Infections/Reproductive Tract Infections (STIs/RTIs)

THESES DO NOT SPREAD HIV

Touching, shaking hands with, or hugging an infected person.

• Through mosquito bites.

• Sharing utensils, food, clothes or using the same toilet as an infected person.

• Sharing telephones, computers, or other instruments with an infected person.

• Caring or looking after persons living with HIV.

• Sneezing or Coughing.

• Donating Blood.

SYMPTOMS FOR THE DIAGNOSIS OF AIDS

• Weight loss of over ten percent of body weight.

• Fever that lasts for more than a month.

• Diarrhoea for more than a month.

• Persistent cough for over a month.

• Itchy skin problems.

• Thrush (white patches) in the mouth and throat.

• Long lasting swelling of the lymph glands,etc.

HIV/AIDS SCENARIO IN INDIA

It is estimated that about 4 million Indians are living with HIV/AIDS. The first case of HIV infection in India was reported in Chennai in 1986: Since then, HIV has spread to all the states in India. India is a low prevalence country with the HIV prevalence of about 0.8 percent in the age

group 15-49 years. HIV is known to be concentrated amongst the poor, marginalised sections of society, including sex workers, injecting drug users, men who have sex with men, and migrant labourers.

Significantly, the epidemic is moving from “high risk” groups to the general population and from urban to rural areas. The number of women infected is steadily rising-one in every four cases reported is a woman. Maharashtra, Tamil Nadu, Manipur have been reporting the highest rates of HIV prevalence in the country. Recently, the states of Andhra Pradesh, Karnataka and Nagaland have also registered a rapid rise in HIV infections. These six states fall into high prevalence category because the HIV prevalence rates exceed 5 percent among high-risk groups and exceed 1 percent among the general population. However, even the low prevalence states are equally vulnerable to HIV/ AIDS, leaving no space for complacency.

WHAT MAKES INDIA VULNERABLE ?

• Vast country with varied socio-cultural norms.

• Very low levels of literacy in certain parts that perpetrate myths and misconceptions

• Huge numbers of migrant population.

• Untreated Sexually Transmitted Infections due to lack of awareness, hesitation, and also lack of access to health care systems.

• Vulnerability of women to HIV, especially due to gender inequality.

FIGHTING HIV/AIDS: THE GOVERNMENT'S RESPONSE

• Government of India initiated the National AIDS Control Programme in 1987, which has since then witnessed a rapid expansion and decentralization of the programme in the country. State AIDS Control Societies (SACS) have been set up on 35 states/ UTs and three Municipal Corporation of Mumbai,Chennai and Ahmedabad. These 38 societies have adequate financial and administrative powers to identify and respond to local needs. The SACS operate through the regular health infrastructure and have designated District Nodal Officers to carry out activities related to prevention and control HIV/ AIDS.

(Courtesy :- National AIDS Control Organisation (NACO), Min. of

Health, Govt, of India)



Smt. Kanchan Chaube, President, CRPF Wives' Welfare Assocaiation (CWWA) lighting a lamp after inauguarating a Beauty Parlour at GC, Gurgaon on 26th June, 2003



Hair - dressing done at CRPF Beauty Parlour run by FWC

REGD. NO. 45950/87



Shri S.C. Chaube, DG, CRPF paying respects at Martyrs Memorial, GC, Neemuch on the 64th

CRPF SAMACHAR

31 October, 2003

RAF Special





Shri L.K. Advani, the Dy. Prime Minister giving away the overall championship trophy to CRPF in the closing ceremony of the 52nd All India Police Aquatics and Cross Country Meet-2003 in New Delhi on 6th Sep. 2003



Shri Vikram Verma, the Union Minister of State for Sports alongwith Shri S.C. Chaube, DG, CRPF after inaugurating the 52nd All India Police Aquatics and Cross Country Championship-2003 in New Delhi on 1st Sep. 2003



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–Chief Editor

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- A Wonderful Story



सत्यमेव जयते
राष्ट्रपति
भारत गणतंत्र
PRESIDENT
REPUBLIC OF INDIA

MESSAGE

I am happy to learn that the Rapid Action Force, the special anti-riot formation of the CRPF, is celebrating its 11th anniversary on October 7,2003.

The Rapid Action Force has always worked for restoring peace and tranquility in troubled areas and has promptly given relief and succour to the needy when disasters have struck. The Force has done well in preserving peace and harmony in the country.

I extend my warm greetings and felicitations to all the members of the Force and wish it a bright and successful future.

(A.P.J. Abdul Kalam)

New Delhi

September 19, 2003.



सत्यमेव जयते

उप–राष्ट्रपति, भारत

VICE-PRESIDENT OF INDIA

MESSAGE

I am glad to know that the Rapid Action Force is celebrating its 11th Anniversary on 7th October this year and is being decorated with Hon'ble President's Colours on this important occasion. My Greetings to all ranks of Rapid Action Force and their families.

The Rapid Action Force has time and again demonstrated their credentials by restoring peace and tranquility in areas affected by serious public disturbances. True to its name, RAF has always acted at the right moment to foster peace and harmony and earned well-merited acclaim. All along these years, the RAF has acted as a cohesive force by promoting national integration and social harmony and provided relief to the affected people as well. In the years ahead, I am sure, the RAF would further grow in strength to tackle the challenges that lie ahead. Presentation of the President's Colours is a befitting recognition of the valuable services rendered by the RAF and deserves appreciation.

My best wishes.

(BHAIROITSINGH SHEKHAWAT)

New Delhi

20th September, 2003



सत्यमेव जयते

प्रधान मंत्री

Prime Minister

MESSAGE

I am happy that the 11th Anniversary of the Rapid Action Force (RAF) is being celebrated on 7 October, 2003. RAF has been successful in restoring normalcy with firmness when communal disturbances have threatened peace. The record of the Force in swiftly reaching areas affected by disaster and helping people is noteworthy.

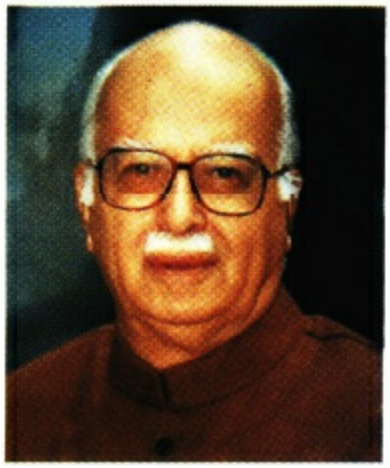
It is befitting that this gallant Force is being presented with President's Colour.

I send my greetings and felicitations on the occasion.

(A.B. Vajpayee)

New Delhi

September 29, 2003



सत्यमेव जयते

L. K. ADVANI
DEPUTY PRIME MINISTER

MESSAGE

I am happy to know that the Rapid Action Force, the specialized Anti-riot Wing of CRPF is celebrating its 11th Anniversary on 7th October, 2003 and that it is being presented with the President's Colour on this occasion. The Rapid Action Force has an impeccable record in dealing with public disturbances, particularly of the communal and sectarian kind.

The Force has always given a good account whenever its services were requisitioned to deal with such crisis. True to its name, the Force has always been quick to reach any scene of disaster to render relief and succour to the affected people.

I am sure the Force will continue to excel in its mission of upholding peace and harmony in the country.

I congratulate the members of the Force and send them my greetings and best wishes on this occasion.

L. K. Advani

(L.K. Advani)



सत्यमेव जयते

KAMAL PANDE

मंत्रिमंडल सचिव
CABINET SECRETARY
NEW DELHI

MESSAGE

It gives me immense pleasure to know that Rapid Action Force (RAF) of CRPF is celebrating its 11th Anniversary on 7th October, 2003. It is a matter of pride that the Force is being honoured with the President's Colour on this occasion.

RAF, a dedicated and disciplined force, is well known for adept handling of crisis situations ranging from communal riots to natural calamities. The Force has earned appreciation and praise for maintaining public peace and harmony, not only in the homeland, but also as a part of UN Peacekeeping Missions at Haiti and Kosovo.

I convey my heartiest congratulations and best wishes to the members of the Force and their families on this happy occasion.

(Kamal Pande)



N. Gopalaswami

MESSAGE

I am glad to learn that Rapid Action Force of CRPF is being awarded Presidential Colour on the day of celebration of its 11th Anniversary on 7 October 2003 at New Delhi.

This is a well-merited recognition of the excellent services rendered by the RAF in protecting peace and harmony in the country. I am sure the Force.will continue to maintain its high reputation and discharge its responsibility with its confidence, courage and dedication.

On this occasion, I extend my greetings and felicitations to all the Officers and men of the Rapid Action Force.

(N. Gopalaswami)

FROM THE DIRECTOR GENERAL'S DESK



From the time the Rapid Action Force was instituted in 1992, it has constantly evolved and rendered yeoman s service to the Nation. Over the years, the Officers and men who have served in this Force have left their indelible imprint on it. The RAF has built for itself an enviable reputation for impartiality and neutrality while dealing with communal strife. It has earned its spurs in disaster management in Gujrat, Orissa and elsewhere. The Force has also won laurels from United Nations for its role on U.N. Peace Keeping Mission in Haiti (1995) and in Kosovo since 2000. It has gained shape and matured in a short span of 11 eventful years. On its 11th Anniversary, which falls on October 7, 2003 the RAF is a proud recipient of the President's Colour.

On this occasion, it is appropriate that the "CRPF Samachar" is publishing a record of these momentous years and dedicating this issue to the RAF. Excellence is hard to achieve and even harder to maintain. I am sure the officers and men of this elite outfit will continue to march towards excellence in the years to come.

Good luck.

(S.C.CHAUBE)

RAPID ACTION FORCE- A UNIVERSAL SERVICE PROVIDER

Mukund Bihari Kaushal Former Secretary (Internal Security) MHA



March-past by RAF Mahila contingent in R.D. Parade

Perhaps the closest adaptation to the corporate adage “plug and play” in our paramilitary environment is brought out in the manner in which we see and also benefit from the role of Rapid Action Force. It has, overtime, virtually emerged as a “delivery boy” for crisis managers at the national level.

For a force conceptualized to fight and control communally sensitive situations, the RAF has not just done justice to its preamble and brought glory to its parent organization but has evolved over time and has dynamically suited itself to the nation's growing requirements. Between fighting deadly plague in Surat in 1994 and bringing peace in Kosovo, the swings of the RAF pendulum have begun covering a very wide canvas, and its spectrum is still growing. From carrying rescue and relief work in cyclone hit Kandla in 1998 & Orissa in 1999 to assisting victims of devastating earth quake in Gujarat in early 2001, RAF has played a vital role in handling almost all important incidents of natural calamity in the country. In a sensitive internal security scenario, the RAF is fast acquiring an image of being the panacea to all non-terrorist yet disruptive and often volatile conditions, sectarian or otherwise.

I have had the good fortune of having worked very closely and directly with RAF, both as Director General of the Central Reserve Police Force and as Secretary, Internal Security in the Ministry of Home Affairs and I think that my own wisdom was always more inclined on using the ever dependable RAF sometimes as a universal service provider unit with ‘zero response’ time and, on others, as a one stop solution prescription for disaster management.

I recount that on 9th June 1997 on learning about the worst ever landslide which had hit areas around Gangtok (Sikkim) killing at least fifty people and injuring over hundred besides causing extensive damage to buildings, roads and other properties, we decided to provide immediate assistance to the State Government in their rescue & relief work. As usual once again we looked towards ever reliable RAF and fortunately a unit of 106 RAF (Jamshedpur) was on familiarization exercise at Kishanganj in Bihar. The RAF unit was ordered to move to Gangtok without any loss of time. The force which got orders at around 11 PM in the night left Kishanganj within five hours by road and despite most inhospitable weather and arduous hilly terrain, reported for duty at Gangtok in the evening on 10th June itself.



Shri H.R. Banga, Commandant 100 RAF Bn giving away study materials to a riot affected child



RAF men providing assistance in making Pulse Polio campaign, a success

The RAF was immediately deployed in worst affected areas for rescue &

relief operations. The men rose to the occasion and did commendable work in evacuating & shifting victims to hospitals, recovering bodies, clearing roads and protecting private and public property by uninterrupted patrolling in the area. Some gold jewellery and a suitcase containing cash around Rs.30, 000 was also recovered and handed over to Gangtok Police. The medical team of RAF/CRPF treated a large number of landslide victims and provided relief.

The excellent work done by the RAF unit was applauded by the media and given a very wide publicity. The State Government recognized the difficult job performed by the Force and recorded its appreciation.

At a time when stories of harassment by security forces tend to wash away the countless and often very silent strides in the direction of community service, the professionalism with which RAF has gone about conducting itself as self reliant 'zero burden' force with inspiring commitment to its immediate assignment and also its larger objective of providing a dedicated peacekeeping function in the society is not only impressive but also encouraging. It is indeed serving humanity through sensitive policing.



RAF men and women in Election duty at Pondicherry



RAF men maintaining peace and tranquility in Gulbarga (Karnataka)

RAF : FREEDOM FROM FEAR

Dr. Trinath Mishra, Ex-DG,CRPF



RAF Mahilas rescuing handicapped lady from riot affected area in Ahmedabad

When wrong done by one person or a group of persons belonging to a particular community against any person of another community is perceived to be a wrong perpetrated by that whole community the spectre of ‘communalism’ looms large. It leads to an extremely emotional situation. Involved communities adopt die-hard attitudes without rationally examining issues. Unexamined and unconscious beliefs, opinions and prejudices surface. Decisions are arrived at by communities unthinkingly without any attempt at an analytical examination of facts. The communities create a sense of the self-evident right or wrong. Then they set out to set the wrong right or to do the right thing for their own. They feel that the time has come when they should not depend upon time-consuming and undependable legal and constitutional process for redressal of their grievances. They must go for the ‘ Direct-Action’.

The type of situation gets very aggravated if the two communities belong to different faiths or religions. Then the ‘Direct-Action’ get clothed in the religious duty to God. The action acquires a halo. It becomes a divine service, a holy duty, a ‘Jehad’ a ‘Dharmayuddha’. If political interests get combined, the problem becomes all the more acute.



RAF men deployed at Pristina Airport (Kosovo)

Such a situation is faced by all countries from time to time. In India, due to historical reasons, it has become a major problem woven with strands threatening our national fabric woven with strands of cultural pluralism. The course of our freedom struggle had become vitiated by the virus of communalism motivated, abetted and facilitated by the imperial and colonial interests. The surgical partition of our country on religio-cultural concept of Two-Nation' theory and the tortured relation between the two- India and Pakistan, have added grist to the mill. Pakistan could solve the problem largely by becoming a theocratic Islamic State and getting rid of the non-Islamic minorities. India opted to be secular State, guaranteeing equal status to all its inhabitants regardless of their faiths. Hence it became a major responsibility for Indian governance to maintain communal amity and peace so that all enjoyed equal rights and shared the fruits of development equally.

Though the concept of secularism was accepted by all but it could not rid Indian society of past prejudices. Electoral compulsions also complicated the issues. As a result our country had to face many cases of civil strife and conflict based on communal issues and perceptions in the past decades.

'Law and Order' being the state subject, the state administration and its

law-enforcement authority- the State Police, had to bear the brunt. Many a time the problem became so serious that Central Security Forces, even army had to be rushed in aid of the State civil authority. Various post-event studies and analyses-conducted by administrative and judicial experts and social scientists, found that the prevailing system lacked certain elements which blunted their effectiveness giving rise to criticism and allegations.

These elements were mainly lack of quick response; inadequate training leading to handling of this emotional human situation in the fashion of handling a crime-situation, lack of understanding of the issues involved; lack of victim-support mechanism and lack of effective but non-lethal equipment to control and contain violent and volatile riotous mobs. Moreover, it was also noted by the experts that the communities, specially the minority community, had acquired a perception that the State law enforcement agencies suffered from partisan attitudes.

These studies emphasized upon the need for a law -enforcement agency dedicated to tackle this problem in an efficient, effective and impartial manner. This agency was to be away from local influences so that it acquired the character and image of a non-partisan and impartial agency. To meet these requirements its personnel were to be selected from all sections of the population; they were to be specially trained to acquire proper and secular attitude; they were to be oriented to handle this sensitive issue in a sympathetic and humane way; they were to provide succour to the needy victims expeditiously and they were to be equipped to meet these tasks promptly and squarely.

The Central Reserve Police Force, which had rich experience of handling this problem in various parts of the country over the years was given the responsibility to setup this agency. It had the advantage of having men from all parts and communities of India. It was known popularly as ‘Mini- India’. Its officers and men had the required experience. Hence, the new challenge did not pose much of a problem. In a short period CRPF could set up a specialized unit called Rapid Action Force.



RAF medical team attending to the riot-victims in a relief camp



Local opinion leader applauding the role of RAF men in providing succour to riot-victims

Its hierarchy, organizational structure, its training syllabus and its

equipment were formulated keeping its charter in view. The most important task of shaping the proper attitude — imparting values of secularism and human rights, was given the highest priority and taken up in earnest. Besides the age-old methods of training by texts and lectures, the latest audiovisual training aids were used. Scholars of various faiths were called to brief them about the essentials of their faiths. Fortunately all these efforts achieved the desired objective. ‘ Sarva Dharma- Samabhava’ and ‘ righteous conduct’ became the basic tenets of RAF culture.

In the past decades RAF has been used extensively and intensively throughout the length and breadth of our country. Its tasks included not only communal, caste and other civil conflict situations but also natural disasters. It is remarkable that both- the State authorities and the affected sections of people, have showered fulsome praise on its officers and helpful conduct. This is one Force which is in constant demand again by both - state administration and the general public. This re-enforces one's belief in the assumption that given proper policy- directions, training and resources, Indian police system can devise the apparatus to deal with any problem related to public order, however complicated it may be.

The crowning glory came to RAF when the UN chose it for the task of containing and controlling the ethnic violence in Kosovo. The violent civil war between Serbs and Kosovars resulting in military intervention by U.N. and NATO is well-known. After setting up its administrative machinery in Kosovo, U.N. looked around globally for a police agency which could handle day-to-day public order situations firmly and tactfully. NATO forces with their mighty firepower were there in strength but they lacked experience in handling aggressive civil crowds consisting of men, women and children. They were also looking for an agency which could be acceptable to all. Their choice fell on RAF and for quite some years past a RAF unit has been deployed there. During my visit I found that U.N. administrators, field officials, NATO Commanders and representatives of different communities were unanimous on one point i.e. RAF was indispensable. Its continuance was assuring to all. It had become the symbol of fairness, impartiality and firmness. To achieve such acclaim in an alien land without knowledge of the local language, customs and ways of life and having had no experience of dealing public order situation in that country in the past, is indeed a matter of pride.

I recall another incident which gave me the opportunity to peep into the mind of the oppressed and find out his perception about RAF.

During Gujarat riots, I visited Ahmedabad. After visiting various post and pickets, I went to the RAF Battalion Head Quarters located close-by. I found a crowd had collected near the entrance. Normally, such a crowd form at the visit of senior officers to complain about the conduct of their local units. This made me a little anxious and apprehensive. I was much relieved and happily surprised to know that the crowd had gathered to express its gratitude. During the riots, mobs had marched on to their mohallas. They were out to attack them and burn their houses. Since their inhabitation was on the outskirts of the city, the local police was not able to deploy its manpower in strength. They were busy in the city itself. Some of them approached the RAF. Though RAF had not been assigned the responsibility of this area, it promptly responded to their distress call. Without waiting for the formal clearance patrols were dispatched and the mobs were dispersed. The men, specially women and children, were scared. They did not want to stay in their houses. Wild rumours had shaken them badly. Rising to the occasion, RAF opened its gates for them. A barrack was vacated and made available. Arrangements were made to feed them. Necessary medical aid was provided. Pickets were put around to ensure that their property was not damaged in their absence. The battalion campus became a make-shift relief camp for next some days. When normalcy got restored, they were escorted back to their houses.



RAF men distributing clothes among the super cyclone victims of Orissa

In the crowd I found lawyers, medical practitioners and other professionals. Some of them were of advanced age. They had witnessed incidents of communal disturbances in the past. Never before had the assistance come to them so promptly and effectively. Hence they had come to say thanks.



RAF conducted a "Cycle Peace Rally" on the occasion of Independen ?e Day at Bhopal

Chocked with emotions, they could not express their gratitude in words, but the expression conveyed by their eyes and faces spoke volumes. This to me appeared to be the best compliment and reward to be had. No award, no decoration, no recognition can match it.

'Yaksha-Prashna' (the dialogue between Yudhishthira and Yaksha), episode of Mahabharat is considered to be the soul of the epic. It contains the essence of the morale of this great story.

"What is the greatest gift that a man can bestow upon other human being?'. Yaksha asked at the end of his long series of questions.

"Abhayam" (freedom from fear), Yudhishtira replied unhesitatingly.

How true? To live blissfully, have quality in life, to pursue one's own ambitions and desires, to do good to other fellow human-beings, it is essential for every body to have the freedom from fear.

RAF brings this gift to all Indians. I sincerely hope and pray that it

continues to do this service to our nation.

SECOND TO NONE

A.R. Pawar, Addl.DG (SAF) M.P. (Ex-IGP, RAF)



Shri L.K. Advani, the Dy. Prime Minister inspecting the Parade in the 7th RAF Anniversary held at 104 RAF Bn Hqrs, Aligarh

It is more than a coincidence that communal riots in India, barring the exception of Gujrat, have declined since 1992, the year of formation of the Rapid Action Force (RAF). This is not to say that the RAF is solely responsible for this momentous development, but the RAF has been a major contributing factor, which speaks volumes about the vital importance of this youngest of India's Armed Forces.

Prior to the formation of the RAF, the hard pressed civil police was generally aided by the Army, BSF or CRPF when the situation got out of hand in communal or other serious riots. By virtue of their training,

equipment and ethos, these forces, with the exception of CRPF, were not geared to and more important not meant to deal with communal riots, which require the right combination of firmness, understanding and proper equipment, both lethal and non lethal, to deal effectively with them. The formation of RAF has substantially bridged this gap, formed as it has been keeping all the above factors in mind.

The RAF in fact is a very innovative combination of the requisite qualities of civil and armed police forces, for which all praise is highly due to its founders for their foresight and planning. One of the major deficiencies of the armed forces coming to the aid of civil authority was their lack of local knowledge, local ethos and topography such as street layouts in urban areas. This put them at certain disadvantage. The RAF has taken care of this problem suitably by firstly locating its battalions in the most communally sensitive areas of the country; secondly by ensuring that the RAF units and sub units carry out regular familiarsation exercises in their areas of responsibility and thirdly, by carrying out ongoing upliftment programmes in adopted villages. Rescue and relief work by these units during disasters in their areas of responsibility also complement these measures to a great extent.

As a very efficacious measure, the RAF has a sizable contingent of Women police in every battalion. The presence of Women police on active duty inspires trust in the minds of the public against fears of high handedness by an outside force. Since on an average about 50 percent of the victims in communal riots are women and children, the presence of Women contingent equipped additionally with first aid measures, has a significant positive impact in the minds of these weaker and helpless victims whose numbers are very large.

The RAF consciously ensures the presence of a certain minimum percentage of members of the major minority communities among its ranks, which multiplies its effectiveness in communal situations.

In Civil disturbances, other armed forces are constrained by their rules of procedure to split into smaller groups, whereas the situation in crowded urban areas with many streets and sub streets calls more for smaller groups to operate with the civil police. The structure of the RAF constituted by self contained small “teams” is ideally suited to operate with the civil police.



Demo on riot-control by RAF men



RAF men deployed in communally sensitive area of Hyderabad

And last but not the least, is the high visual impact of the unique blue dungarees which constitute the uniform of the RAF. This is complemented

by an array of riot control weapons, both lethal and non lethal and anti riot vehicles. Manning this equipment and vehicles are personnel who have been chosen after a careful appraisal of their psychological suitability to handle communal riots with firmness and tact. All these innovative measures have shown excellent results in situation after situation in many parts of the country, north to south and east to west. Nearer home in Madhya Pradesh, in the last two years the RAF was highly instrumental in the containment of serious communal riots in district Jhabua bordering Gujarat, in Ganjbasoda of district Vidisha and in district Dhar, where the volatile Bhojshala issue has been controlled time and again . The RAF has also become integral to the maintenance of law and order in the major sensitive cities of this state, such as Indore, Jabalpur and the capital city of Bhopal.

Today, the arrival of these men in blue riding in white vehicles at the site of a communal riot anywhere in the country, is more or less a guarantee that the riot will not get out of hand and will be controlled quickly. In this respect , the force today is second to none. The RAF arrives in “Zero Response Time” and it is the most welcome sight in a riotous situation for the hard pressed civil police as also for the law abiding citizen residing there.



RAF men deployed in Ahmedabad Rath Yatra



RAF men deployed in Puri Rath Yatra



RAF men in rescue action in the flood hit Kerala



RAF men clearing debris in the earth-quake devastated Gujarat

RAF - THE GROWING YEARS

A. A. Siddiqui DGP, Punjab, Chandigarh (Ex-IGP, RAF)



Shri Babulal Marandi, the then Chief Minister of Jharkhand inspecting the Parade on the occasion of 9th RAF Anniversary at Jamshedpur

It is matter of great happiness and celebration that the Rapid Action Force has completed a decade of its journey towards excellence. Now it is celebrating its 11th anniversary when the force is being decorated with colours. **I** am reminded of the days when the 1st anniversary was to be celebrated; there were dissenting notes within CRPF, as to whether such a separate celebration is required. However the CRPF did realize that a separate entity under its umbrella which had brought a positive image to the force should be recognized. The annual celebrations every year became a part of the CRPF program. Even after I left RAF, I was privileged to be invited on the annual functions and I did attend a few of them. I am indeed privileged to have been invited on such a grand occasion when the RAF is being recognized by none other than the President of India with colours. I feel honoured to share my reminiscences while raising RAF as its DIG & IG.

RAF has scaled new heights in the last eleven years of its existence. I am sure everybody must be aware about the genesis of RAF by now. Just to recapitulate, I would like to give a brief account as to what went into the mind of Government to plan the raising of such a force which will throw light on the later developments which were to follow. It is significant that

ever since the RAF has been raised, except for one or two major incidents, the country has remained free from reoccurrence of communal riots as were witnessed before the eighties. Numerous commissions of enquiry on large scale riots in the country in 60's and 70's who went into examining the role of security forces, recommended to the Government, to create a special force to tackle the riots.

The Government of India while sanctioning the RAF gave certain objectives and guidelines, which can be summarized as follows:-

"The force personnel should be well educated in directive principles of State policy. They have to be specially trained in behavioural and attitudinal aspects of their duties to enable them to rise above caste and communal biases. Non- partisan behaviour as a sine-qua-non of their conduct must be assiduously inculcated in them. They should also be given sensitivity training through specially designed training modules so that they could effectively deal with mob situations and with situations where they have prolonged contact with the people. When not deployed, the Force personnel should be given intensive training to develop cohesion among themselves".

By the time this concept was to become a reality, I had joined CRPF and was made in charge of raising 20 New Battalions as DIG (Special Sector). It took one year for me, to set the things for such large scale recruitment, training and logistic arrangements etc. I was fortunate to have the blessings of stalwarts like Sh. K.P.S.Gill, Dr Subramaniam, Shri Tripathi, who gave me unqualified support in bringing up these battalions for the CRPF. Somewhere during this period the pressure from the Government to create RAF increased. Once the 10 extra battalions were sanctioned the existing 10 CRPF battalions were to be converted to RAF. The most interesting part was to select suitable personnel who could be founder members of the force and give it a desired reputation and image which was later to become the symbol of peace and security.

We had to undertake very elaborate and difficult psychological tests of the persons to be selected for the RAF along with the process of selection into the RAF by the Commandants. I was fortunate to be given this prestigious responsibility under the able guidance of Sh. D.D.Gupta, the

First IG, RAF who is no more in this world, who had provided true leadership and support. We picked up 10 best Commandants in the CRPF who were young, energetic and full of ideas to head the Battalions. Supporting staff of IG & DIG was also selected keeping in view the merit and suitability.

The initial reorientation training was planned with the active support of Indira Gandhi Open University which laid the foundation. I would acknowledge with gratitude the contribution made by Prof. Kapil Kumar, Prof. Imtiaj Ahmed, Shri Dixit, the then pro Vice Chancellor who planned & executed this programme. Thereafter the conversion training of men was undertaken by these officers in their respective Battalions which included sensitivity courses, training on human rights, courses on first aid, tear smoke courses, training in rescue, relief and fire fighting, training in rapid response, civil defence, disaster relief and intelligence. This was one of the most important components in raising the Battalions after selection of right personnel.



Shri S.C. Chaube, DG, CRPF handing over the keys of newly constructed Type-II Family Quarters of 99 RAF Bn, CRPF at Rangareddy

Another important feature, which I very fondly remember is bringing in the secular thinking for the force for which we designed combined religious discourses by the religious leaders of all faiths on one platform and provided

a worship place in the Battalion which had no outer symbols of any religion. This eventually ensured that the force remained secular and objective in their approach while handling the communal riots. Another important area was the location of these Battalions covering the whole country and ensuring that they were located in strategic places which were affected by regular communal riots. During this process, I had to undertake extensive tours of all the states in the country for selecting the sites and negotiating with the State Governments for giving each Battalion 50 acres of land, free of cost and making arrangements for locating these Battalions. It proved to be one of the most difficult tasks, as the Battalions were wanted by each State, but many of them were not willing to give adequate attention to the logistic part. However in about a year's time we were able to have manageable accommodation and infrastructure to carry out the assigned task.

Another area of interest which later on proved to be very useful, the concept of familiarization exercise which was planned and executed, which created a positive image and feeling in the minds of the people and helped the force to carry out their task. It was a wonderful experience and educative period of my life that I spent with RAF as its DIG and later on, with a little break, commanded the force as IG for four long years.



Road patrolling by RAF Men

The reminiscences and dimensions are so many, that it may not be possible to describe them in a small article that I am supposed to write. If we go into nitty — gritty of issues like developing new uniform, creating force symbol, making logo of RAF, theme song, and developing special vehicles and equipment, planning the media management along with making a film on RAF and so many other facets, on raising a force like this, are deeply embedded in my mind and will continue to inspire me and all those officers involved in the initial stages through out the life.

I consider myself very lucky that I got full recognition by the force, senior officers, junior officers, the Government, the media and the public. I keep following the developments within the RAF and also its performance in the field. I am reminded of a comment made by the then Chief Election Commissioner, Sh. T.N.Seshan who had remarked to one of the State Governments which was demanding a neutral and efficient force for conducting elections, “That we have given you so and so Battalions of RAF, what else do you need.” Probably that is the image, the RAF enjoyed. I hope and pray to almighty that in times to come RAF should grow and continue

to be regarded as the most elite force in the country.

THE EXPERIENCE OF INDIAN SPECIAL POLICE UNIT IN KOSOVO

G.M. Srivastava DGP, Tripura, (Ex-IGP, RAF)



Shri S.C. Chaube, DG, CRPF addressing the 1st batch of 5th kosovo contingent in a briefing session on 30th August 2003 in New Delhi

There is transmigration of societies, culture and economies due to globalisation. We are living in a global village where the distance shrinks to journey of the few microseconds by electromagnetic waves. Actions/ inactions of one person have severe repercussion on the policies, living standard and economic activities of others. The situation becomes all the

grimmer if policies of one country are involved.

Due to the advancement in the thinking of materialism, people sitting in the offices of authorities some time adopt some unfair means to get illegal gratification. By their doing this, one group suffers. The Marxist theory of have-nots plays a very privotal and vital role. When these have not become more in number then they try to bully down the governmental machinery, which is working against them. At the very beginning they try to protest through strikes, submitting memorandum, protest marches and agitations etc. But if their legitimate demands are not met, at times they resort to violent means. At this stage the colossal governmental machinery tries to suppress them. Thus an armed struggle starts between the citizens of a country and the country itself. This struggle aims to overthrow the legitimately elected government. It might occur due to assumed or real threat to their Cultural Identity, Economic disparity, Irrational representation in the government bodies, Racial/ religious discrimination, Ethnic groupism, Prejudicial policies of the regime, Suppression of political opponents and Enactment of draconian laws.



RAF contingent commander of Indian SPU presenting the accolades won by them at Kosovo to Shri G.M. Srivastava the then IGP, RAF

Other countries also take interest in this intra state struggle due to

reasons such as request by struggling group,Economies are affected,Policies are prejudicial, interest of other country to impede the growth,Showing the supermacy in the matters of internal affairs of other countries and Generating war economies.

When a country undergoes civil war the following features can be easily seen

Displcement of large section of population, Disturbance in normal civilian activities, Impediment in the economic growth, Disinvestment by the foreign investors, Irrational and erratic behaviour of future generation due to disruption in the educational system, Devastation of infrastructure, Prices of general commodities hike exhorbitantly; living cost increases, the feeling of insecurity prevails in the masses thereby amassing unauthoritized arms and ammunition in the name of self defence, all developmental activities are stopped and the finance is diverted to combat the menace of armed struggler etc. Younger generation has feeling of rebellion against the government of ones own country and the country, which is supporting such activities, and Country is heavily indebted.

Some times this burden becomes so great that the country, which is facing it, can not sustain. It may request its neighbours or world bodies to intervene and ‘negotiate with the struggling group. At the other times the neighbours or the world body itself intervenes into the domestic affairs to upkeep the humanitarian values and human rights.

However as per UN charter, it can mediate only if all parties or countries are willing to negotiate under the umbrella of United Nations. Of late it is noticed that one country or collection of few countries first pressurise a country under question and then they get a resolution passed by the Security Council of United Nations. In case this act is done to uphold the human values and refrain from indulging into international diplomacy then it is noble cause and vice versa.

When United Nation intervenes it has to undertake several operations simultaneously such as :

Instilling the confidence into the public, Disarm the warring groups, Undertake civic action plans, Undertake the developmental activities, Monitoring of peace accord, Establishing the government of peoples' choice, Start the Life afresh, To get the country rid of foreign debts by granting various unilateral aids and persuading the debtors to waive off the same.

CRPF is assigned the task to deploy its personnel/troops to various places in the world under the flag of United Nations. CRPF/ RAF has been deployed in Haiti and Kosovo. The involvement and experience of CRPF in peacekeeping operations is very rich. Still in this ever- changing scenario we have to re-orientate our activities. We should train our troops in a very planned manner so that there is no violation of mission mandate. United Nations takes up the responsibility of rebuilding economy of a war-ravaged country. The country, which has faced the trauma of armed rebellion or civil war becomes emotionally freak/fragile. In such a country there is factional patronage instead of national feeling. United Nations takes up the hereculean task to assuage the inkling and bring every one at same platform from where they can work together for betterment of country and humanity.

CRPF/RAF has performed various duties while deployed as peacekeeper with the United Nations such as Border duty, Guarding of vital installation, Prisoner escorts,Prisoner guard, Protective patrolling, Mobile/ vehicular check post, Reinforcement to civilian police/ KFOR, Strategic reserve and Mobile Police station.

During their deployment the force learnt certain lessons, these might prove to be useful for future deployment.

As per the rules of engagement of various UN missions it is reiterated that the collateral damage to the civilian/UN property may be tolerated but the loss to life is not acceptable. Mental status, societal behaviour and other international treaties might differ from situation, thus our troops should be briefed not to retaliate indiscriminately. They will take extreme course only when there is imminent danger to the life of a peacekeeper. Doctrine of minimum use of force should be abided by the peacekeepers in letter and spirit. UN mission starts in any corner of world where there is gross violation of human rights. If the peacekeepers themselves indulge into the violation of it then there is no point in having the mission.

To sight an example for this, there have been several instances of snatching/breaking of antenna installed over the military tank. The deployed troops under KFOR have not retaliated with the might. They have protected the antenna of their tanks by enclosing the same with the barbed wire. Philosophy goes as, despite possessing enormous power, do not react abruptly. Work according to mandated task.



RAF men nominated for U.N. assignment to Kosovo in full attire



Shri S.C. Chaube, DG, CRPF in Kosovo with U.N. officials and Indian SPU in Kosovo

Many a times the deployed troops had to under take joint operations. While carrying out these operations the troops faced difficulties such as

linguistic barrier, different drill & methodology for same task, differene in thinking of handcuffing, different working speed, availability of differennt gadgets/ equipment and different physical and mental level. To overcome these barriers a system of combined training by the United Nations was started. One team of each SPU was imparted training and then it used to transfer the techniques, tactics and methods to all ranks and files of their SPU. All SPUs were brought to one grid after this training. Apart from this, regular coordination meetings of contingent commanders, logistics officers, operational officers and administrative/accountant officers were held so that information level of all SPU is similar.

It is quite difficult to catch hold of any fleeing person , as everyone looks similar. In order to overcome this difficulty the availability of dog squad might prove to be very useful.Their techniques of crowd control differ from ours. No distance is maintained between the law enforcing agents and the crowd.

This has inherent drawbacks such as cases of stabbing, snatching of weapons, inflicting physical injury to the police personnel etc. If the police personnel are outnumbered by the crowd then they may be picked up and taken as hostage. If some ladies/children/aged people are part of the mob there is every likelihood of his getting hurt in stampede. The forces shall be blamed for these casualties. Indian SPU demonstrated their riot drill, which instantaneously become acceptable. Amongst all riot drill formations the CIRCULAR FORMATION was highly appreciated.

Adequate training in Rescue & Relief Operations, first aid, causality evacuation and stress management should be imparted to the troops/personnel being deployed for peacekeeping missions.

Spontaneously evolved tactics by Indian SPU (on ground) to meet some unforeseen challenges :

There was an incident, in which a bridge watcher was nabbed by the KFOR. The local civilians of north Mitrovica surrounded the Police Station and trapped few CIVPOL officers. In bargain the bridge watcher was let free. During standoff the Indian SPU was also called for reinforcement. During this deployment Indian SPU had to remain deployed for more than 50 hours. Access to PS North Mitrovica became very rough due to thronging of rowdy mob, still we had to rotate our deployed troops and undertook some administrative movements. The Indian SPU participated in

negotiation with the Serbian leaders and performed their duties unhindered.

An Albanian marriage party consisting of about 70 light vehicles wanted to pass through a minority pocket of Serbians. Swedish KFOR tried to negotiate but the members of marriage party were reluctant. The Indian SPU was called for diffusing the situation. Our troops negotiated with the party but could not succeed to persuade the party members. Then the SPU commander present on the ground said to the contact man of marriage party that OK you can pass through the route from which you want, but before that, every person and vehicle has to undergo a security check. They agreed to it. The SPU personnel took 30 Minutes to check a vehicle and its persons. The members of marriage party protested for the slow speed of work but consoled by the commander that this is mandatory requirement if you want to pass through the same route as desired by you. Rear members of the marriage party calculated time and left from other route, within few minutes the course of all vehicles was automatically diverted. The methodology adopted by SPU was appreciated by the KFOR.

To sight yet another incident, Kosovar society is highly charged with ethnic feeling. There is extreme hatred between ethnic Albanian and native Serbian. The Indian SPU first organized sports events in their respective localities and gained their faith. Then they were invited to the SPU camp individually and play with the team of Indian SPU. Then they were called simultaneously and play with the team of Indian SPU. Then they were motivated to play with each other and forget their animosity. At last one combined team of Albanian and Serbian was formed which played with the team of Indian SPU.



RAF men in Haiti

PROFESSIONALISM - A NECESSITY IN RAF

S.C. Sharma DIG RAF



RAF men clearing debris after an accident in Malappuram district of Kerala

The necessity of a separate dedicated and specialized group of Para Military Force to deal effectively with riots and like situations of law and order in communally sensitive areas gave birth to the concept of 'Rapid Action Force'.

The responsibility to develop such dynamic group of trained and experienced manpower with specialization in handling communal riots was entrusted to CRPF. The new Force was called 'Rapid Action Force' true to basic premise on which it was created. It came into existence in 1992 with a new structure of manpower having a higher ratio of officers with a much larger fleet of vehicles in comparison with general duty battalions of CRPF and modern riot control equipments.

The manpower for RAF is drawn from CRPF by rotation after careful selection and is put through well defined conversion training followed by specialization in riot control to raise their professional competence. The blue striped combat uniform has rendered a new face to its manpower which is generally of younger age group and has adequate representation of minorities.

Besides riot control, RAF is supposed to play an important role in disaster management during natural and man made calamities. Socially useful activities also form an important part of its role.

'Minimum use of force', 'zero response time' when called for assistance to deal with disturbed situations and comprehensive 'familiarization' of the area of their responsibility are most important doctrinal principles of this Force.

Special measures have been taken to save this elite Force from drudgery of boring and routine duties of long hours which prove counter productive in the long run and blunt the operational calibre of the force. Under mandatory provisions of Standard Operating Procedure regarding its operational use in the field, it can be called for assistance in specified tasks in grave emergencies by the local authorities, but can not be continued on deployment without formal concurrence of MHA required to be obtained simultaneously.

RAF consists of ten battalions which are deployed in communally sensitive areas all over the country. Each battalion has a 'mahila platoon' to take care of gender issues during disturbed conditions. The battalions of RAF are assigned to cover all communally sensitive spots within a radius of 400 kms of their headquarters. During lean period of deployment, each unit is required to conduct familiarization exercises to acquaint their manpower about geographic, social and political conditions in their area of responsibility after advance liaison with local authorities. The information and experience gathered during such exercises is kept well documented for future use.

The functionality of RAF differ from CRPF primarily due to difference in deployment pattern. Whereas CRPF duty battalions having residual manpower after selection of the best for RAF, NSG, SPG,SDG etc, suffer heavily due to over deployment on routine duties leaving little scope for operational rest and rotational training. The RAF battalions get ample time

which if utilized effectively can turn this Force into a highly professional body. For such endeavors, the leadership at all levels in RAF is required to be accountable and duty bound to complete the calendar of their in-house training schedules and outdoor familiarization exercises within defined time frame. Quality of such exercises is also required to be monitored and evaluated closely to maintain a respectable standard of performance. Such stipulations in the functional frame work of RAF leave no room for any compromise or excuse for weak professional preparedness and efficiency.



Demo on riot - drill

Over the years, RAF units by virtue of concerted efforts have earned a high reputation. The blue combat uniform of RAF has now become symbol of an unbiased armed police force in the eyes of the people especially the minorities. Such hard earned achievement and prudence can prove quite fragile, if continued efforts are not invested to keep reflexes of the Force sharp and productive.

The efficient functioning of RAF is directly dependent on operational worthiness of its logistic components. The most critical logistic components are transport and riot drill equipments. Maintenance of Motor Vehicles would require meticulous planning and timely repair action on continued

basis. Regular vehicle maintenance drills would also play an important role in proper upkeep of MT fleet which cannot be achieved without close monitoring and supervision jointly by all concerned officials. Similarly regular maintenance and timely replenishment of riot drill equipments is also equally important. The RAF battalions are structured on the pattern of unattached battalions of CRPF, therefore, it is imperative that provisioning and motor transport wing of each unit must carry out their charter of functions with a high degree of efficiency.



RAF team providing medical assistance to earth-quake victims of Gujarat



U.N. officials overseeing the preparedness of RAF for U.N. assignment to Kosovo

A ‘humane face’ is an important characteristic; this Force needs to develop by genuine groundwork. It would demand serious preparations and efforts by way of careful psychological upbringing, the mental attitude of its manpower. They must practice unbiased compassion towards sufferings by people during riots and disasters and a desire to provide genuine relief to such victims. Such mental attitude can be inculcated through regular training, close supervision and spot guidance under dedicated leaders.

RAF is truly a dynamic Force which is being manned by trained and experienced manpower drawn from a large pool of CRPF. On an average about one forth strength of the Force is required to be turned over every year and replaced by new manpower which is drawn from areas of deployment infested with trauma conditions. Re-orientation of such manpower at induction stage would also require tireless efforts to maintain a right level of professional preparedness.

The issue of human dignity which forms core of human rights are also required to be understood clearly by rank and file of the Force. Such preparedness has two distinct advantages; first, it would enlighten the personnel of this Force to act and save people of disturbed areas from sufferings on account of human indignity, second, it would also save the Force from earning a bad name owing to excesses committed in over

enthusiasm due to lacking understanding of the elements of human rights.

The sensitivity of role assigned to RAF and high expectations of Government as well as people demand that each and every component of this Force must function in perfect unison to generate desired productivity. Such a state of performance can be achieved only when professional benchmark standards are defined and maintained only for individuals and equipments, but are also translated into collective performance. The path to realize such objectivity is only through professionalism.



RAF contingent deployed on U.N. Peace Keeping Mission at Kosovo



Shri S.C. Chaube, DG, CRPF in Kosovo during his visit in March, 2003



Medical relief camp by RAF Bn in Gujarat



RAF Mahilas administering pulse polio drops

RAPID ACTION FORCE : AN OVERVIEW

— D.G. Mohapatra, PRO,CRPF



Dr. C. Rangarajan, the then Governor of Andhra Pradesh giving away the Best battalion Trophy to Shri H.R. Banga, Commandant 100 RAF Bn in the 10th RAF Anniversary held at GC Ranga Reddy

Growing influence of fundamentalist organisations and spread of communal violence by them necessitated creation of a Force to deal exclusively with communal riots. Govt, of India therefore decided to set up a Force for this purpose. Thus the Rapid Action Force was raised in October 1992 by converting 5 CRPF Bns to RAF Bns and 5 more Bns were added later.

The role of RAF is as under:

(i) The Force is primarily designed and utilised to handle communal riots or riot-like situations, (ii) The Govt, of India may however deploy it for any law and order duties in case of grave emergencies and also to undertake disaster management during natural and man made calamities and (iii) Force also undertakes socially useful work by organising medical camps, cultural programmes, adult literacy programmes, sports events and other activities for the benefit of the community. Socially useful work not only benefits the society at large but also helps build a good and favourable image of the Force. RAF has played a vital role in Pulse Polio Campaigns too.

Yeoman's services rendered by RAF during violent communal riots in

Sitamarhi (Bihar) in Oct 1992, out break of deadly plague in Surat in Sept. 1994, earthquake in Jabalpur in May 1997, unprecedented landslide in Gangtok, Sikkim in June 1997, communal riots in textile city of coimbatore in Nov. 1997 and subsequent serial bomb blast in Feb. 98, devastating cyclone that hit Kandla port in June 1998. Super Cyclone in Orissa in Oct, 1999, devastating earthquake in Gujarat in January 2001, serious riots in Gujarat after Godhra incident on 27th Feb, 2002 has made it an object of icon and respect among the affected masses.



RAF men with explosive items recovered from a communally disturbed area

For providing proper leadership to the Force, there is an Inspector General of Police, who functions directly under the guidance and supervision of Director General, CRPF. There is one Range DIG and 10 Commandants commanding 10 RAF Bns. IGP is responsible for proper training of the Force personnel and keeping them in a state of preparedness for deployment at short notice. He is assisted by an Addl. DIGP and a Commandant at his Hqrs.

The Organisational structure of an RAF Battalion is different from that of a standard CRPF Battalion. The smallest functional Unit in the Force is a Riot Control Team comprising Riot Control Element, Firing Element and Tear Smoke Element. The team is commanded by an Inspector. Four Teams make a Platoon commanded by an Assistant Commandant. Two Platoons

make a Coy commanded by Dy. Commandant and Four Coys form a Battalion commanded by a Commandant.

Total strength authorised for a RAF Bn is 1306 all ranks. One Team of each Coy consists of women officers and other ranks.

Due to sensitivity of nature of duties and for effective and close supervision, augmented strength of supervisory staff has been provided. A Company commanded by a Dy. Comdt. has a total strength of 222 personnel including 3 ACs, 8 Inspectors, 16 SIs, 40 HCs and 128 Constables and 17 Followers comprising of Washermen, Cooks, Water carriers, Safai Karamcharis and Barbers. Each Coy consists of 2 Platoons of 97 all ranks and each platoon comprises of 4 Teams of 24 all ranks each.

RAF follows the principle of “use of minimum force”. Handling of a riot-like situation by the RAF involves 8 different stages i.e. (i) Pursuasion, negotiation and appeal, (ii) Warning against use of force through banners and loud speakers, (iii) Use of coloured water and water jet from water cannon, (iv) Use of tear gas, (v) Use of Shock Batons, Rubber Trauncheons, (vi) Use of Lathis, (vii) Use of Rubber Bullets and Plastic Pellets and (viii) Use of actual bullets.

The Force is armed with sophisticated equipments which come handy while handling communal riots and other riot like situations. These include shock batons, rubber truncheons, rubber bullets and plastic pellets which though non-lethal are effective detterents.



RAF men controlling crowd during Puri Rath Yatra

To maintain separate identity, the RAF personnel are given a distinct and separate uniform. While on operational duty they wear blue/light blue striped overalls (Dungaress).

The Force is equipped with special tear smoke munitions and stun grenades apart from normal riot control equipments.

The stun grenade which produces a resounding bang with blinding flash with a temporary stunning effect helps disperse mobs without injuries.

The dye maker grenade which stains the clothes of rioters helps to identity active participants during the post riot operations.

The goal of RAF is to achieve excellence in performance by maintaining "Zero Response Time". The Govt, has authorised adequate transport to achieve total mobility for all the Bns of RAF to enable them to reach scene of riots with least possible delay. The composition of vehicles has been designed to provide self contained mobility at Team, Platoon and Coy levels.

'VAJRA' the state of art riot control vehicle has proved immensely effective in controlling riotous mobs. The multi barrel launchers atop the vehicle helps to propel tear smoke shells and rubber bullets both electronically and manually in all directions. The Vajra is equipped with

first aid box and stretcher which can also be used as an ambulance in rescue and relief work. The Generator and emergency flood lights provide power and light for night operations. The Combat design provides safety from violent mobs and effective counter attack.

A composite character has been given to the Force by giving adequate representation to all sections of the society including minorities and backward classes. Such a balanced secular composition has projected RAF as impartial keepers of peace and tranquility in the eyes of the oppressed during riots.

Location of RAF Battalions have been consciously selected keeping in view their proximity to communally sensitive areas and all sensitive/hyper sensitive districts falling within a radius of 400 Kms become their primary area of responsibility. In this manner 10 Battalions cover most of the sensitive districts in all states except the states of J&K and the North East. The Battalions are located at Secunderabad, Ahmedabad, Allahabad, Navi Mumbai, Delhi, Aligarh, Coimbatore, Jamshedpur, Bhopal and Meerut.

Training is a regular feature in the RAF. On joining RAF, every SO/OR has to undergo conversion training to familiarise himself with the working of RAF. Besides this, they also have to undergo specialised courses like Human Rights, First Aid, Fire Fighting, Rescue and Relief, Disaster Management and Tear Smoke, etc. About 4000 personnel undergo various courses at various locations in the country during a year. Officers are given orientation training on “contemporary social realities” in special courses organised for them in which renowned Police Officers and academicians share their thoughts and ideas with the participants of these courses.

All ranks of the RAF are also acquainted with broad principles and practice of various religions to enable uninhibited interactions. They are also made aware of inter community misunderstanding and prejudices. Encouraged by the success of RAF, many State Governments have been approaching Dte. Genl, CRPF, to train their Armed Force personnel on the pattern of RAF. So far the RAF has trained the Armed Force personnel of the States of West Bengal, Karnataka, Goa, Uttar Pradesh, Rajasthan and Delhi.

Specialised Training Courses are conducted for RAF personnel and the subjects such as (a) Conversion Training, (b) Human Rights, (c) First Aid, (d) Fire Fighting, (e) Rescue and Relief, (f) Disaster Management and (g)

Tear Smoke are taught.

Familiarisation Exercises are conducted to familiarise force personnel with the terrain, local leadership, area of responsibility and to equip themselves with all necessary information which may be required for dealing with communal riots or riot like situations which may occur at these locations. In addition, the objective of this exercise is also to collect intelligence in respect of the area of responsibility, communal situation and mischievous elements of the area.

These exercises tend to reduce inter community and inter- caste tension among members of various communities and castes. Besides, these exercises bring the force in close contact with the people so as to enable them to know each other from a close angle. It also enables RAF to act effectively without help from a paralyzed civil administration in the event of major riots.



RAF Mahilas administering Pulse Polio drops at Meerut

In view of increasing caste consciousness and general intolerance amongst various religious castes and communities role of RAF has become all the more significant and demanding which calls for more

professionalised training for them in crowd control, rescue and relief and disaster management.

RAF is required to achieve ‘Zero Response Time’ to over power the rioters and miscreants and should be effective in dealing with such situations quickly. A specific time limit has been prescribed to facilitate the achievement of ‘Zero Response Time’.

Although RAF is still a young Force, it has rendered commendable service to the nation and community at large. It has proved itself as an instrument of service to the society. This Force will continue to grow in stature as time passes by. RAF had its first exposure in UN Peace Keeping duties when one Coy consisting of 123 personnel was deployed in HAITI as a part of Military Police from 30th March, ‘95 to 2nd Dec,‘95. The Force did very well there. Again the RAF got an opportunity to send a contingent of two Special Police Units consisting of 240 personnel (now reduced to 120 personnel) for UN Peace keeping duties in Kosovo in May, 2000 and are doing very well. In a short period of time the Force has come a long way living upto the expectations of the people and the Government.

MODERNISATION OF RAF

Y.K. Mathur, Comdt. RAF HQ



Vajra-an anti-riot vehicle of RAF

The Rapid Action Force was conceived as a Force to quell the riots and control any riot like situations. India being a heterogeneous society has multifarious law and order problems. Various kinds of unrests like student unrest, agrarism unrest. Industrial unrest, communal unrest etc. have been experienced by our country for many years but lately the trend has been changed. Increased level of awareness has made the society more conscious towards their rights. Similarly the increased percentage of literacy has obviously made public more knowledgeable towards provisions of laws. Small provocation can lead to large scale violence. The Socio, political and economic changes have affected the society and raised its aspirations. These changes have direct bearing on the state of crime rate and law & order situation. The modus operandi of criminals have changed and become more techno oriented, so in the heightened tempers of crowd agitation. The ramification of mob control has increased manifold. It is therefore imperative that Police Forces also adopt counter measures with modern equipments to protect life and property.

The RAF which is created to quell and control the riots was conceptualized with idea to make it fully mobile and well equipped with modern equipments. The hall mark of RAF operational efficiency is “Zero

response time" i.e. movement of the troops without loosing any time to prevent flaring of riots. Due to high mobility of RAF & this force being trained in disaster management has been utilized for such tasks regularly. Unlike normal CRP Battalion, an RAF Bn has different organizational structure of 40 light vehicle, 36 medium vehicles, 22 Heavy vehicles, 2 Water truck, 2 Ambulance, 1 Recovery Van and 3 Motor Cycledotal 106 Vehicles), which is more than two times of a CRP Bn. Such extra vehicles are meant for making all the 4 Coys of Bn self sufficient in vehicle to move at a short notice at the time of call.

The basic principle in riot control required to be kept in mind by security forces is "Use of minimum force" to disperse the crowd. Therefore keeping this important factor, the force has been equipped with non lethal weaponry. The force has special non-lethal devices like plastic pellets, stun grenades, tear smoke munitions and water canon, which is sufficient deterrent to disperse crowd but does not cause fatal injury to any member of the crowd. Govt, has sanctioned such non-lethal weapons in sufficient number to RAF, which are not held in normal CRP Bn or any other para military force.

The riots often lead to large scale fire, arson and damage to property, RAF has vital role to play in extinguishing the fire and rescuing the trapped victims from fire and damaged buildings. The Force has been equipped with fire entry suits, proximity clothing, water jel blanks, fire extinguishers and rescue & relief equipments to evacuate. The RAF Bn since involved in disaster management and to maintain rapid mobility, they are maintaining a Recovery vehicle in each Bn, which are of immense help in need.

The experience of the force in handling riots and managing disasters have shown that there is greater need to modernize the force by way of providing hightech equipments. After the Gujarat earth quake in the year 2000' this handicap was very much obvious , when the rescue & relief teams of RAF had to put extra hard efforts to rescue the victims which was time consuming and risky. The rescue teams arrived from other nations were much better equipped and possessed high tech equipments which made their tasks much easier and as such Indian rescue teams depended on them to some extent. Keeping this experience in view, the RAF has proposed to have some minimum modern equipments which will enable the force to meet the requirement in management of post riot or natural disasters. These proposed modern equipments mainly include portable spot light, rolley

mounted fire extinguishers, inflatable tower lights. Diamond chain saw. Bullet chain saw, fire fighting suits, diving equipments, breathing apparatus, Life finder sniffer etc. These equipments will definitely enhance the efficiency of the Force.



RAF men exhibiting their mettle in a demo



Demo on rescue action

The Force has experienced problem of accessibility to interior urban areas during riots. Usually the riots in metropolitan and urban areas spread from interior areas where mobility is restricted due to small lanes and by-lanes. The RAF Bns have been provided with ‘Vajra’ vehicles which is made on the body of a medium vehicle like DCM Toyota. This being a bigger vehicle cannot enter in the interior areas of the town, thereby restricting its utility. Keeping this factor in view, a smaller version Rapid intervention vehicle has been proposed which will have higher manouverality and accessibility, thereby enhancing its rapid action. The force has also proposed to have more number of motor cycles to rush the mounted police with sophisticated equipments, which can easily drive through small lanes & by-lanes as van guard to control the situation till arrival of main riot control troops.

In the modern age of fast and reliable communication, it is imperative that RAF, which has to deal with riots and manage disasters, have suitable handy communication means. Accordingly a proposal is under process to provide mobile cell phones to all RAF Bn up to the level of Coy. Comdrs. It will enable our Commanders in field to remain in communication not only with own higher formation but also with Civil Police authorities as basic responsibility of maintaining law & order lies with them to coordinate activities of various agencies involved in it. Such communication can not be ensured with other agencies through our signal system.

White maintaining law & order it is essential for security forces to be judicious in their activities and avoid violation of human rights. Many a times, it is difficult for field Comdr to monitor the activities of the crowd and own troops from all directions which results in unwanted conflicts and criticism. Therefore there is a proposal to provide CCTV in Vajra vehicle from where Comdr can watch activities of crowd & own troops and guide their actions. It will also facilitate to record the rioters activities and defend his actions by projecting Video recording of actual ground reality.

RAF has impressed the state authorities and public in large with its prompt and impartial action. The Special equipments sanctioned to it has been of immense utility in controlling riots and rescue & relief operations. The impending modernization will further add to its efficiency and bring glory to this young force.

WOMEN IN RAF: A JEWEL IN THE CROWN

Aparajitha R. Second-in-Command 108 BN RAF



RAF Mahilas helping aged - a humane touch

Women have broken out of their traditional role as a housewife and mothers and started moving into non-feminine organizations. The entry of women into regular polices as well as in Para- military forces hither to considered more a ‘masculine’ profession is an indicator of this trend.

The institution of women police in India is as old as ‘Kautilya’s Arthasastras written in 310 BC in which utilization of the services of women for spying is mentioned. The CRPF has the pride of raising its independent women’s Battalion with 6 Service Company’s way back in 1986. Today there are 2 mahila battalions and 10 RAF battalions with an independent mahila team per coy.

There was an increasing trend to put women and children in the front line of any agitation. Consequently each commission of enquiry after every riot invariably blamed the police of inaction, poor action, lack of neutrality, misbehavior with weaker section. With increasing instances of alleged misbehaviour there was dire need for a dedicated force constituted to ensure through professionalism, police neutrality and avoid allegations against the police.



RAF Mahilas being briefed before deployments6

The devastating impact of fundamentalist organizations and its indelible ravages sparked the need for a force to effectively deal with them. It was felt that a force exclusively earmarked and dedicated to control communal violence could react in the least possible time thus preventing major holocaust by nipping them in the bud. RAF, which was the outcome of the idea so envisaged, thus came into being on 7th Oct' 1992.

The RAF was primarily designed and utilized to handle communal riots and riot like situations. The RAF has been specially trained and equipped as an anti-riot force. During grave emergencies the Govt, of India however deploys RAF for law and order duties and also to undertake disaster management during natural calamities and man made exigencies.

Further a specialized and well-trained women force was required as well

to effectively deal with and curb and quell the activities of women agitators. The induction of women in RAF was envisaged on this basis. With the induction of women in RAF seldom there has been any allegations of misbehaviour or inaction.

The presence of two mahila Bns and 10 RAF Bns reflect great versatility on the one hand and the capability of handling specialized roles in communal situation and problems of women lawbreakers on the other. This is the only armed force ofthe Union which is capable, equipped and fully trained to give a truly graded response to fast developing internal security situations.

The motto of RAF is to serve humanity through sensitive policing. Women in RAF are the key instruments through which this motto is realized. In the current scenario women and children are put in the front line of any agitation and used as a ploy. The presence of RAF women has been useful to handle women agitators and very handy in executing arrest and detention of women agitators. The women in RAF aptly suffice the legal blanket required to handle women agitators. Further the presence of the women RAF team has a placating effect on the crowd behaviour. It has aided in cooling the tempo of the crowd, which is generally perturbed by a very mild and a trivial issue.

The RAF has commendably performed in every theatre of ethnic strife. Women in RAF have laudably stood on equal platform with their male colleagues at all times whether it was the 1993 floods in Delhi, 1994 plague in Surat, 1995 floods in Punjab and Himachal Pradesh, 1999 Cyclone in Orissa and 2001 earthquake in Gujarat. The performance of RAF women during these crucial situations placed them at a higher pedestal among the victimized masses. Shedding all inhibitions RAF women put up a brave front in extricating stinking carcasses from the rubbles and even lit the funeral pyre of many beleaguered victims of 2001 earthquake.

The aftermath of any riot or a natural calamity is usually disastrous. The presence of women especially in the post intervention scenario has been very effective. Unlike the conventional forces of Law and order, the RAF has its post riot role of rescue and relief, which is significant in order to, apply a healing touch to the public mind which might have been aberrated during the riots. RAF women have provided post trauma care, helped the injured and even donated blood where need be. They have provided the

healing touch to the hapless victims of riots and calamities. The women in RAF substitute the emotional and sensitive policing which the police in khaki fail to provide. They have played a significant role in teaching the illiterate women to read, write and operate bank accounts. They have assisted in inculcating sense of hygiene and sanitation and adoption of small family norms. The RAF women have also helped women riot victims to become self sufficient by teaching them to make garments, pickles and toys etc.

The commendable work done by RAF women during the earthquake in Gujarat in the year 2001 is worth mentioning. It is an undisputed fact that the intensity of the earthquake was very high and lot of damages was caused to the life and property of the civilians.



RAF Mahilas administering pulse polio drops

With a total breakdown in communication respite to the victims came in the form of RAF who were the first to embark rescue and relief work. It is a matter of pride that RAF women reached earlier than their counterparts in civil police after the disastrous earthquake in Gujarat. RAF women helped to rescue 198 persons alive from the debris and retrieved around 324 dead bodies from debris. These undaunted women bravely aided their male

counterpart in rescuing an old lady from the burning fire and cremating many dead bodies retrieved from the rubbles. This dauntless act earned the appreciation of the public and found a special mention in all the newspapers.

RAF women distributed food packets, ensured medical treatment and assisted in restarting of Govt, primary schools. They assisted to conduct yoga classes for children and other villagers in Gujarat. The soothing touch and their patient hearing to the woes of riot victims made an indelible mark in the heart and minds of the public and won them all accolades.



RAF Mahilas advising local women on hygiene and cleanliness

Socially useful work undertaken by RAF women has helped to improve the image of RAF and enhance effective police public relations. The contribution of women in all rescue-relief operations has stupefied the image of women police. Immediate medical relief, pulse polio, blood donation have all evenly contributed to their image. The invaluable contribution of RAF women in the field of sports be it water polo, judo or

weight lifting cannot be overviewed without an eulogy.

Despite being a young force RAF has rendered commendable service. RAF women have proved themselves to be an instrument of sensitive policing to the society. They have rendered self less service hand in hand with their male counter parts in all parts of the country. Indefatigable spirit and commitment towards work are the assets of RAF women which like a beacon light have guided them to undauntedly surge ahead in a male dominated organization.

RAF Women: The jewel in the Crown ardently looks forward to offer their service in the peacekeeping mission of the United Nations.

AN UNIQUE EXAMPLE OF COMMUNAL HARMONY

Sanjay Kumar, Dy. Comdt., 106 Bn.



101 RAF men & women deployed in Ayodhya

Many times Bihar Sharif has been in news for the wrong reasons due to some anti social activities, communal conflicts, arms trafficking, etc. Bihar Sharif, the district Head Quarters of district Nalanda is situated on the National highway No. 31 connecting the two capital towns of Bihar & Jharkhand and is also an inter state border town of Bihar. This place is also famous because it is surrounded by historical/ religious places like Nalanda, Pawapuri etc.

Whenever local administration apprehends likelihood of any grave law & order problems, they invariably demand the services of Rapid Action Force to take control of the situation in the event of any eventuality. Two third of its population is Hindu, where as one third people belong to Muslim community. About 53 percent of population of the district is either illiterate or semi literate. Various fundamentalist groups and communal pressure groups of both the major communities are also active in the district which in total makes this district communally hypersensitive.

106 Battalion RAF had once again its two coys deployed in Bihar Sharif, for handling any conflicting situation if created by vested unscrupulous elements during Maniram Baba Ki Langot ceremony in July 2003. This was an unique occasion for its nature and history. Thousands of people every year for 10 days from the date of Ashadh Purnima throng to the "Samadhi Sthal" of Maniram Baba, commonly known as 'Maniram Baba Ka Akhara' and offer a piece of cloth known as 'Langot'. The area around this 'Akhara' turns into a scene of grand fair and law and order becomes an issue for local administration, but what makes this ceremony very special is its nature, that people from all the communities irrespective of their caste, class and religion take part in this and pay their homage to the saint.

Accordingly to the saying goes that in 1413 A.D. when saint Maniram was coming from Ayodhya he liked and established himself at this place which is now known as 'Mani Ram Baba Ka Akhara. This saint was different from others in the manner that he had deep respect for all religions and communities. He neither propagated any message nor preached sermons of disparity and difference amongst castes, communities and religions. In other words, Baba Maniram was a propagator of communal harmony. Above all a great Muslim saint known as Baba Makhdum was his fast

friend. Saint Sheikh Sarafuddin Ahmed Yahya Maneri widely known as Baba Makhdum of the area was also a learned and liberal personality like Baba Maniram. People of the town and around have equal respect for Mazar of Baba Makhdum located in the same town. People do visit the Mazar every year which continues for 7 days from the day of Id-ul-Fiter and pay obeisance by offering chadars.

These two occasions are as popular as any other important festivals and are celebrated with lots of enthusiasm and fervour. They are regarded as perpetual divine powers for the people to maintain peace and tranquility in the area, which is imperative for their prosperity. They are also remembered by the locals more for their mutual friendship and admiration for each other. It is also said that once Baba Makhdum riding on a tiger went out to meet his friend Baba Maniram who was in Samadhi. When Baba Maniram came to know that his friend was coming to him he wanted to receive him at some distance from his Akhra but finding no conveyance, he ordered the rock he was sitting on to move and it so happened. Sketches depicting this are now on display in Baba Maniram's Akhara.



RAF men on foot patrolling



Vigilant RAF men in Ayodhya

Maulana Sayeed Shah Saifuddin firdausi the 27th in line of descendants of Baba Makhdum authenticates the sayings on the strength of evidences regarding to charismatic powers of both the saints, who have left behind the legacy of brotherhood and tolerance for local residents of the area to follow.

There may be doubt on these Sayings, documents may not be as legal as it is said, but there is no doubt about the popularity of their friendship which is now on everybody's tongue. This friendship is known as the symbol of communal harmony and togetherness. This example of communal harmony is not less than a wonder in the current world wide scenario of hatred, treachery and violence. It sends a message of peace and social harmony to the people of all communities who need to learn from this. This example is also a teaching for those fundamentalist who preach hatred for followers of other communities that religion never teaches any body to disrespect others. Religion is the ideal way of life and life without love is meaningless and useless. This also spreads a clear message that if people of two different communities want to live together peacefully and friendly nothing comes in between.

As usual the function of this year 2003 went off peacefully. 106 RAF contingent returned to its base after remaining on guard during the occasion.

Before leaving Bihar Sharif the troops under their commanding officer also bowed down and prayed at both the shrines for themselves and also for the well being of their fellow countrymen. Taking cue from this, members of 106 Bn RAF also resolved to carry this message of communal harmony to every nook and corner for the peace and prosperity of the whole humanity. Having availed this unique opportunity the troops of 106 RAF made a special note to propagate the communal harmony as one of the milestones of its main role.



Marching column of RAF Mahila contingent



Demo on riot-drill by RAF men



RAF Mahilas conducting literacy campaign in an adopted village of Allahabad



RAF men engaged in plantation as a part of socially useful work in their adopted village Thiruvallam (Kerala)

A WONDERFUL STORY

J.S.SEKHAWAT A/C 102 Bn, RAF.

A woman came out of her house and saw 3 old men with long white beard sitting in her front yard. She did not recognize them. She said “I don’t think I know you. But you must be hungry. Please come in and have something to eat.”

“Is the man of the house at home?, they asked.

“No,” shereplied.“He’s out.”

“Then we cannot come in,”they replied.

In the evening when her husband came home, she told him what had happened..

“Go tell them I am at home and invite them in”

The woman went out and invited the men in”

“We do not go into a House together,” they replied.

“Why is that?” she asked.

One of the old men explained: “His name is Wealth,” he said pointing to one of his friends, and pointing to another one, “He is Success, and I am Love.” Then he added,“Now go in and discuss with your husband which one of us you want in your home.”

The woman went in and told her husband what was said. Her husband was overjoyed.” How nice!” he said. “Since that is the case, let us invite Wealth. Let him come and fill our home with wealth.”

His wife disagreed. “My dear, why don’t we invite Success?”

Their daughter-in-law was listening from the other corner of the house.

She jumped in with her own suggestion: “Would it not be better to invite Love? Our home will then be filled with Love!”

“Let us heed our daughter-in-law’s advice,“said the husband to his wife.

“Go out and invite Love to be our guest.”

The women went out and asked the 3 old men,”Which one of you is Love?

Please come in and be our guest.”

Love got up and started walking towards the house. The other 2 also got up and followed him. Surprised, the lady asked Wealth and Success:“I only invited Love, Why are you coming in?”

The old men replied together :“lf you had invited Wealth or Success, the other two of us would’ve stayed out, but since you invited Love, wherever He goes, we go with him. Wherever there is Love, there is also Wealth and Success!!!!!!!”

MY WISH FOR YOU....

Where there is pain, I wish you peace and mercy. Where there is self-doubting, I wish you a renewed confidence in your ability to work through it. Where there is tiredness, or exhaustion, I wish you understanding, patience, and renewed strength. Where there is fear, I wish you love, and courage.

You have two choices right now:

1. Click this off

2. Invite love by sharing this story with all the people you care about.

I hope you will choose 2 as I did.

A SHORT STORY

This is a story of four persons named Somebody, Nobody, Everybody & Anybody. There was an important job to be done. Every body was sure that Somebody could do it.

Anybody could have done it. but Nobodv did it.

Somebody got angry about that. It was Everybody's job.

Everybody thought Anybody could do it. But Nobody realized that: Everybody could not do it. It was ended up.

Everybody blamed Somebody when Nobody did what Anybody could have done.

—SOMEBODY



REGD. NO. 45950/87



RAF Jawans patrolling in one of the communally tense areas