

**GOVERNMENT OF INDIA
HOME AFFAIRS
LOK SABHA**

UNSTARRED QUESTION NO:1296

ANSWERED ON:03.03.2015

ATTRITION IN CAPF

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Will the Minister of HOME AFFAIRS be pleased to state:

- (a) whether there are reports that many Central Armed Police Forces (CAPF) personnel have quitted their jobs;
- (b) if so, the details thereof and the reasons therefor;
- (c) the total number of such cases reported during each of the last three years and the current year, rank, gender and forcewise;
- (d) whether there has been 30% rise in the number of officers opting to quit CAPFs over 2012;
- (e) if so, the details thereof and the reasons therefor; and
- (f) the measures taken by the Government to curb such cases and to improve the working conditions and boost the morale and confidence of such personnel?

Answer

MINISTER OF STATE IN THE MINISTRY OF HOME AFFAIRS (SHRI KIREN RIJU)

(a) to (c) : As reported by Central Armed Police Forces (CAPFs) & Assam Rifles (AR), the details of personnel, who quit job during each of the last three years and the current year as on 31.01.2015, rank, gender and force- wise is as under:-

FORCE	Gender	GAZETTED OFFICERS				SUBORDINATE OFFICERS				OTHER RANKS			
		2012	2013	2014	2015	2012	2013	2014	2015	2012	2013	2014	2015
		VR Res	VR Res	VR Res	VR Res	VR Res	VR Res	VR Res	VR Res	VR Res	VR Res	VR Res	VR Res
CRPF													
M		12	15	21	44	11	29	0	0	154	83	167	81
F		1	6	0	2	1	1	0	0	17	11	9	6
BSF													
M		19	26	20	23	11	26	0	1	225	98	302	73
F		0	0	0	3	0	0	0	0	3	0	5	0
CISF													
M		24	4	13	6	11	11	1	0	230	180	181	200
F		0	0	1	0	0	0	0	1	14	2	6	4
ITBP													
M		8	8	5	14	5	1	0	0	75	7	75	40
F		0	0	0	1	0	0	0	0	2	0	2	0
SSB													
M		4	6	13	12	2	19	0	0	62	13	57	31
F		0	1	0	0	0	0	0	1	0	0	0	0
AR													
M		0	6	0	2	0	1	0	1	24	2	14	2
F		0	1	0	0	0	0	0	1	0	3	1	2
Total		68	73	73	104	44	88	1	3	791	408	812	444

(M : Male, F : Female, VR : Voluntary Retirement, Res – Resignation)

From the above, it may be seen that average number of personnel quitting the job only about 1% of the strength of the force.

(d) to (e) : No Madam, there is a decline in the number of officers (Gazetted officers) opting to quit CAPFs in the year 2014 as compared to the year 2012.

(f) The Government keep on making efforts to improve the working conditions and boost the morale and confidence of such personnel. The following measures have been taken in this regard :-

- i) Implementing a transparent, rational and fair leave policy;
- ii) Grant of leave to the force personnel to attend to their urgent domestic issues and social commitments.;
- iii) Regular interaction, both formal and informal, among Commanders, officers and troops to find out and address their problems;
- iv) Revamping of grievances redressal machinery;
- v) Regulating duty hours to ensure adequate rest and relief;
- vi) Improving living conditions through provision of basic amenities/ facilities for troops and their families;
- vii) Government has approved extension of the facility of retention of Government accommodation at the last place of posting for CAPF personnel deployed/posted in Left Wing Extremism affected areas/ districts (except State capitals), as notified by the Government of India from time to time, on payment of flat rate/normal license fee. This facility is already being given to the Force personnel in case of posting to NE States and J&K State.
- viii) Motivating the forces through increased risk/ hardship and other allowances such as Detachment Allowance, Kit Maintenance Allowance, Washing Allowance, Ration Money Allowance, MARCOS Allowance etc ;
- ix) Provision of STD telephone facilities to the troops to facilitate being in touch with their family members and to reduce tension in the remote locations;
- x) Officers and Jawans serving in hard area are being given preference for posting to soft/static locations as per their choice to the extent possible;
- xi) Better medical facilities for troops and their families including introduction of Composite Hospitals with specialized facilities;
- xii) Organising talks by doctors and other specialists to address their personal and psychological concerns;
- xiii) Yoga and meditation classes for better stress management;
- xiv) Treating the hospitalization period due to injury suffered by CRPF personnel during the course of duty to be treated as duty.
- xv) Adequate steps have been taken in all establish- ments to provide and upkeep the recreational and sport facilities. Force personnel are encouraged constantly to actively participate in sports and games;
- xvi) Providing welfare measures like Central Police canteen facility to the troops and their families, scholarships to their wards, etc;
- xvii) Giving status of ex-CAPF personnel to the retired personnel of CAPF, which is expected to boost the morale of the existing CAPFs person- nel and also expected to provide better identity, community recognition and thus higher esteem and pride in the society to the Ex-CAPF personnel;
- xviii) CRPF Campus at various locations are renewed and upgraded according to present scenario. Adequate basic amenities like toilets, bathrooms, drinking water points, messing for both male and female are available. Mobile toilets are also provid- ed to troops for use during operational duty.
- xix) Force campuses are kept clean and sanitation rounds are done by medical officers to monitor and keep up the hygiene status of the campus.
- xx) Schemes have been implemented for facilitating the women personnel i.e. Gender Sensitization, Health care Centre, improvised service, Nutritional care Centre etc;
- xxi) In addition to the above, the female personnel are liberally given Child Care Leave (CCL);
- xxii) Creche is also established at various Group Centres/Units locations to facilitate the female employees;
- xxiii) The air courier service facility has been extended to CAPF personnel deployed in remote areas of North East and Jammu & Kashmir region including Leh as a welfare measure;
- xxiv) Promotions are being released regularly to the eligible personnel as and when vacancies arise in the next higher rank;
- xxv) The financial benefits under Modified Assured Career Progression (MACP) Scheme and Senior Time Scale (STS) Scheme are given in time as per the rules to the eligible personnel in case they do not get promotion for want of vacancies.