

**GOVERNMENT OF INDIA
MINISTRY OF HOME AFFAIRS**

**LOK SABHA
UNSTARRED QUESTION NO. 900**

TO BE ANSWERED ON THE 7TH FEBRUARY, 2017/ MAGHA 18, 1938 (SAKA)

VOLUNTARY RETIREMENT BY CAPF PERSONNEL

**900. SHRI KAMAL NATH:
SHRI R. DHRUVA NARAYANA:
SHRI JYOTIRADITYA M. SCINDIA:**

Will the Minister of HOME AFFAIRS be pleased to state:

(a) whether a large number of personnel of the Central Armed Police Forces (CAPF) have left their jobs, taken voluntary retirement or resigned and if so, the total number of such cases reported separately during each of the last three years and the current year, force and rank-wise;

(b) whether the Government has conducted any study to ascertain the reasons for the same and if so, the details thereof along with the outcome of the study;

(c) whether any assessment of the shortage of security forces personnel in the country has been made and if so, the details and the outcome thereof;

(d) whether the Government has received complaints with regard to inferior treatment being meted out to CAPF personnel and if so, the details thereof along with the corrective steps taken in this regard; and

(e) the steps taken by the Government to improve the service condition of CAPF personnel and also to check the large scale quitting of jobs by CAPF personnel?

ANSWER

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

(a) As reported by Central Armed Police Forces (CAPFs) & Assam Rifles (AR), the details of personnel, who have left their jobs, taken voluntary

retirement or resigned during the last three years and upto 15.01.2017, force and rank-wise are enclosed as per Annexure-I.

(b) No specific study for ascertaining the reasons for voluntary retirement/ resignation by personnel has been got conducted. However, personnel proceed on voluntary retirement and resignation from CAPFs/AR mainly due to various personal and domestic reasons, including children/family issues, health/illness of self or family, social/family obligations and commitments etc. Some personnel also sought voluntary retirement to enjoy a static life as well as pensionary benefits after completing 20 years of service.

(c) Assessment of requirement of personnel in CAPFs/AR is a continuous process.

(d) As per information received from BSF, a video tape was uploaded in social media regarding poor quality of food in BSF. Senior Officers of the Force were deputed to ascertain the facts. A Staff Court of Inquiry (SCOI) has been ordered and to facilitate free and fair inquiry, the officers concerned have since been transferred. The CRPF has also reported two such complaints of poor quality of food with various other grievances. An inquiry into these allegations is under way. With respect to other

Paramilitary Forces viz. SSB, ITBP and CISF, no such complaints have been received. All the Forces have a robust grievance redressal mechanism at their end. The Ministry of Home Affairs have reiterated to the Forces to ensure that the officers during their visit to Posts, may check on the aspects of living conditions, clothing, food and equipment and they may also take initiative to get free and frank feedback of the personnel. It has been advised that senior officers may also partake the food prepared for the jawans and endorse a note on the quality/quantity of food in the inspection register. The Forces have also been advised to review their internal grievances redressal system and take proactive measures to redress the grievances.

(e) Improvement in service conditions/amenities and welfare of the force personnel is a continuous endeavour. However, a study was got conducted in 2009 through Bureau of Police Research & Development (BPR&D) into the factors causing stress and suggest remedial measures and another similar study was got conducted through Indian Institute of Management, Ahmedabad (IIMA) in 2012 for BSF and CRPF.

Based on the above study report, the measures, which have been taken to boost the morale and improve the working conditions and reduce stress among the force personnel are at Annexure-II.

**DETAILS OF CAPFs & AR PERSONNEL, WHO HAVE TAKEN VOLUNTARY
RETIREMENT OR RESIGNED DURING THE LAST THREE YEARS.**

Force		Gazetted Officers				Subordinate Officers				Other Ranks				Total
		2014	2015	2016	2017*	2014	2015	2016	2017*	2014	2015	2016	2017*	
CRPF	VR	12	13	26	0	283	142	502	2	1938	1029	2013	0	5960
	Resi	30	24	31	2	54	61	40	1	471	348	142	2	1206
BSF	VR	14	5	26	0	231	53	295	0	1822	453	2811	1	5711
	Resi	26	31	26	1	64	79	62	6	426	288	231	8	1248
ITBP	VR	6	3	3	0	57	16	62	0	109	34	186	0	476
	Resi	1	9	7	1	15	29	17	0	221	193	947	1	1441
SSB	VR	2	1	5	0	42	13	121	16	202	47	151	20	620
	Resi	19	19	9	0	16	18	7	0	83	85	63	2	321
CISF	VR	11	6	4	0	97	18	106	0	421	104	477	0	1244
	Resi	11	3	8	0	165	269	176	0	338	370	239	0	1579
AR	VR	0	0	0	0	21	9	12	0	471	85	147	0	745
	Resi	1	3	6	0	1	0	0	0	29	16	8	3	67
Total		133	117	151	4	1046	707	1400	25	6531	3052	7415	37	20618

VR - Voluntary Retirement, Resi : Resignation

* As on 15.01.2017

Measures taken to improve the working conditions and reduce stress among the force personnel

- i) Transparent policies pertaining to transfer and leave of CAPFs and AR personnel. The hospitalization period due to injuries while on duty is treated as on duty. Choice posting is considered to the extent possible after the personnel served in hard area.
- (ii) Regular interaction of officers with troops to find out and redress their grievances.
- (iii) Ensuring adequate rest and relief by regulating the duty hours.
- (iv) Improving living conditions for troops, providing adequate recreational/entertainment, sports, communication facilities etc. Crèche facility is also provided at various establishments (where feasible) to facilitate the female employees.
- (v) Facility of retention of government accommodation at the place of last posting (for keeping the family) while posted in NE State, J&K and LWE affected areas (except State Capitals).
- (vi) Providing better medical facilities, also organizing talks with specialists to address their personal and psychological concerns and organizing Meditation & Yoga routinely for better stress management.
- (vii) Adequately compensating the troops deployed in difficult areas.
- (viii) Other welfare measures like facility of Central Police Canteen (CPC), scholarship for wards etc. Also air courier service has been provided to CAPF personnel deployed in NE States, J&K and LWE affected areas as welfare measure.
- (ix) Designating retired CAPF personnel as ex-CAPF personnel for better identity and community recognition.
- (x) Promotions are released regularly to eligible personnel as & when the vacancies arise. Financial benefits under Modified Assured Career Progression (MACP) are given in case promotion does not take place for want of vacancies at 10, 20 & 30 years of service.

Besides above, implementation of suitable model for improvement of working conditions of CAPFs & AR is a continuous process and instructions in this regard are issued from time to time by this Ministry.
