

**GOVERNMENT OF INDIA
MINISTRY OF HOME AFFAIRS**

**LOK SABHA
UNSTARRED QUESTION NO. 3437**

TO BE ANSWERED ON THE 7TH AUGUST, 2018/ SHRAVANA 16, 1940 (SAKA)

WORKING CONDITION OF CAPF PERSONNEL

**3437. SHRI GAJANAN KIRTIKAR:
KUNWAR HARIBANSH SINGH:
SHRI SUDHEER GUPTA:
SHRI S. RAJENDRAN:
SHRI T. RADHAKRISHNAN:
SHRI ASHOK SHANKARRAO CHAVAN:**

Will the Minister of HOME AFFAIRS be pleased to state:

(a) whether 90 per cent of Central Armed Police Forces (CAPF) personnel are working for more than 12 hours a day which affects their health and personal life and if so, the reasons therefor;

(b) whether majority of CAPF personnel posted in remote or hilly areas are also affected due to ill health and climate;

(c) if so, the facilities provided to the personnel of CAPF posted in hilly, remote and disturbed areas;

(d) whether any study has recently been conducted by the Bureau of Police Research and Development and the Administrative staff college of India regarding working hours of police personnel and if so, the outcome thereof; and

(e) the corrective steps taken/being taken by the Government to reduce the working hours and improve the working condition of police personnel in the country?

ANSWER

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

(a): Generally the working hours in the Central Armed Police Forces are 8 hourly shifts. This, however, varies depending on operational exigencies.

Necessary leave/ training reserve is built in the structure of Battalions so that the personnel get rest and leave. Measures have been taken to implement a transparent, rational and fair leave policy and to regulate duty hours to ensure adequate rest and leave.

(b) & (c): Climate conditions affect some personnel of CAPFs posted/deployed in remote or hilly areas, but immediate medical services are provided to affected personnel.

Different incentives in the form of allowances/special allowances etc are given to CAPFs. The CAPFs, apart from enhanced casual leave and earned leave, are also given special allowances/risk allowances during their postings in the inhospitable and difficult terrain. Some of the allowances applicable to the Force officers and personnel depending upon their deployment, place of posting, responsibilities/duties are Risk & Hardship Allowances, Detachment allowance, Ration Money Allowance, Special Duty Allowance, Special Compensatory Allowance & Remote Locality Allowance. The Forces are therefore, duly compensated for their hard area postings, risk exposures, special duties etc. It is also stated that the CAPFs personnel do not remain posted in the hard areas for long and their place of posting is changed alternatively between hard and soft/static stations as per the tenure based rotational policy.

(d) & (e): Improvement in service condition/amenities and welfare of force personnel is a continuous endeavor. A study was conducted in 2004 through Bureau of Police Research & Development (BPR&D) into the factors causing stress and suggest the 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 reports, 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 'A'.

Measures taken to improve the working conditions 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.
