

**DIRECTORATE GENERAL, CRPF, BLOCK NO. 1, CGO COMPLEX,
LODHI ROAD, NEW DELHI - 110 003**

(Ministry of Home Affairs)

No.D-I-4/2013-Pers-DA-8 Dated, the 24 Sept 2013

To.

1. The Spl.DGs CZ.J&K Zone,NE Zone,CRPF.
2. The Addl.DG,CRPF S/Zone & Trg Dte.
3. The Inspector General of Police, All Sectors including Ops IsGP at location.
4. The Director(Medical),CRPF, New Delhi,

Subject: **POLICY GUIDELINES FOR DEPUTATION OF OFFICERS FOR OTHER ORGANIZATIONS .**

MHA vide their F No. A-12011/8/2011/Pers-III dated 17/01/2012 have issued detailed guidelines for deputation and absorption of combatised CAPF personnel in other organizations which has been forwarded to all Zone and Sectors for strict adherence while forwarding nominations of officers/personnel to this Dte. However, following eligibility criteria for considering officers/personnel for deputation to outside organizations as laid down in the above guidelines are reiterated again :-

2. CAPF personnel (Officers, Subordinate Officers and Other Ranks), on completion of a minimum of ten years of service, with good record of service shall be eligible for being considered for deputation outside the CAPF concerned (except SPG/NSG), subject to his/her satisfying the following: -

i. **For First Time Deputation:-**

a) Should have

(i) Completed 10 years service (for all ranks), including probation period.

(ii) Minimum 03 years service in a Duty Battalion;

(iii) Given his/her willingness to proceed on deputation; and

(iv) Good service record.

b) Must be clear from disciplinary/vigilance angle.

c) Preference shall be given to such personnel: -

(i) Who have served for at least 02 years in the hard areas like Jammu and Kashmir, North East region or Naxal Affected States:

(ii) Who have low medical category particularly if the same has occurred due to operations in the field;

(iii) Who have not served in Delhi or the intended place of deputation for more than 05 years in the last 10 years.

d) Should not have undergone any special training after joining the CAPF consequent to which he has been made an instructor or empanelled as an Instructor.

II. **For Second Time Deputation:-**

a) There shall be a minimum cooling off period of 03 years

between two deputations. This shall also apply to personnel who have served on deputation/deployment in UN Peace Keeping Missions abroad. However, this condition may be relaxed to 02 years in case the CAPF personnel concerned has served those 02 years in hard areas.

b) All the conditions mentioned above for first time deputation shall apply as such for second time deputation also, except that the CAPF personnel concerned should have:

(i) Done a minimum of 05 years service in Duty Battalion; and

(ii) Done atleast 03 years of service in the hard areas like Jammu and Kashmir, North East region or Naxal Affected States.

III. The personnel being nominated for deputation should not be retiring from service within a period of 02 years from the date of nomination. However, those who are retiring at the age of 57 years will be considered if the Recruitment Rules for the post in the Borrowing Department/Organization provide the composite method of deputation/re-employment for filling up the post wherein the retirement age is 60 years.

IV. An individual shall normally not be allowed to proceed on more than two deputations during his/her entire service career.

V. Those personnel who first express their willingness for deputation and then refuse to join the borrowing Organization/Department after their selection shall be debarred from being considered for any other deputation during the next five years. In order to keep watch on such cases, an entry to this effect will be made in the service book of the individual concerned.

VI. Requisition by name from other organizations for sponsoring their cases for deputation shall not be normally entertained, except in special circumstances. The eligibility criteria shall be fulfilled in any case.

VII. Where the Central Government is of the opinion that it is necessary or expedient to do so, it may, by order, for reasons to be recorded in writing relax any of the provisions of this Policy with respect to any individual, class or category of individuals.

VIII. It would be open to the Central Government to send personnel on deputation even without ascertaining their willingness, if such deputations are considered to be expedient in the national/public interest.

03. Of late it has also been observed that while forwarding nominations to this Dte Zones/Sector are not given due preference to the officers who are serving in hard and operational areas and having good operational achievements. In order to ensure due consideration for meritorious work, the competent authority has desired to issue following guidelines while nominating officers for deputation to outside Organization/Department: -

- a) Following preference shall be given to the officers:-
 - (1) Who have served for at least 02 years in LWE affected Districts shall be given first preference.
 - (2) Who have served for at least 03 years in North East region shall be given second preference.
 - (3) Who have served for at least 03 years in J&K shall be given third preference.
 - (4) Officers who have not availed any deputation/UN Assignments should be given preference.
 - (5) Officers who are having good operational achievements or exemplary work in the field should be given priority to boost up others for better performance serving in hard and operational areas.

- b) Following categories of Officers should not be nominated

- (i) Officers/men whose integrity is doubtful;
- (ii) Officers against whom disciplinary/vigilance case is pending/contemplated.
- (iii) Nomination of an officer forwarded for a maximum of two deputation in a calendar year.

c) Those personnel who first express their willingness for deputation and then refuse to join the borrowing Organization/Department after their selection shall be debarred from being considered for any other deputation during the next five years. In order to keep watch on such cases, an entry to this effect will be made in the service record/PIS of the Officer.

d) Officers who have evaded a posting to LWE area or managed to come out before completing their tenure unless this was done in organizational interest.

e) Willingness./nomination of officers/personnel should be routed through their concerned Sector/Zones. Cases if any received from officers directly shall not be entertained.

04. All the Zones/Sectors are requested to ensure that the aforesaid guidelines are adhered to strictly and all the proposals forwarded to this Dte should be analyzed in view of the said guidelines and only then forwarded to this Dte for deputation etc. This may be also apprised to all officers serving in your Zone/Sector for strict adherence.

05. This has the approval of DG CRPF.

Sd/ 24/09/2013

(Sanjay Kumar Agarwal) IPS

IG(Pers)