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GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
RAILWAY BOARD

No.97/Sec.(Spl.) 6/25

New Delhi, Dated 1.12.1997

STANDING ORDER No.44

All Chief Security Commissioners/RPF.

Sub: Welfare Policy and Programmes for RPF Personnel

The need for a systematic and well-defined policy and programmes for the welfare of our men and their families has been felt. In some of the Zonal Railways, certain welfare activities have been started but they are not being sustained, as they are not part of the system. In the meeting of RSKN held on 4th July, 1997, in Bangalore, it was decided that benefits from this fund will be increased. Now we are paying Rs.1 lakh instead of Rs.20,000/- in case of death due to encounters and Rs.50,000/- instead of Rs.10,000/- in case of death on duty. Similarly, Rs. 25,000/- instead of Rs.2,000/- are being paid in case of injury while on duty and Rs.10,000/- instead of Rs.1,000/- in case of injury in other cases. However, these enhanced benefits would lose their utility if immediate and prompt payment to the victim's family is not made. Besides, it was also decided that grants will be given from RSKN for developing common welfare activities like welfare centres, vocational training centres and for running professional guidance courses. This year we observed 21st October, 1997, as "RPF Martyrs' Day" and also as 'Welfare Day' for the Force. Instructions were issued to the CSCs to make payment of all the benefits to the widows of those killed on duty as well as to start new welfare activities on that day. In Delhi, a computer training centre and tailoring centre was inaugurated at 6 Bn Headquarters, Dayabasti. A gymnasium was also opened in the Battalion premises the same day.

I. Staff Councils

A three-tier Staff Council System is existing in the Force. There should be regular meetings of Staff Councils at the level of DSCs, CSCs and Railway Board. The points raised by the staff in these meetings should be attended to. The points that cannot be solved at the level of DSCs should be referred to CSC and those, which cannot be sorted out even at CSC's level, be referred to DG/RPF. Unless DSCs and CSCs pay personal attention for solving the problems raised in the Staff Council Meeting, the real purpose behind setting up these councils will be lost.

II. Prompt Settlement of benefits

A number of instances have come to notice where payment of post retirement benefits, especially to the lower ranks was inordinately delayed. Similarly, in some cases benefits accruing to the family in case of death were also not given promptly. It is needless to emphasise the importance of immediate finalisation of these matters. In cases of death in encounter, Railway Board has approved a payment of Rs.2 lakhs as exgratia. This amount should be paid out of RSKN initially and a regular case be put up for sanction and recoupment of the amount. CSCs should devise a monitoring system so that these matters are not lost sight of. It would be the personal responsibility of the CSCs to ensure prompt payment of benefits after retirement, death or injury.

2. The CSC (in cases of death while in service) should personally monitor payments settlement of dues from the Railways and RSKN as indicated below :

(a) From the Railways

- (i) Provident Fund
- (ii) Leave Encashment
- (iii) Death-cum-Retirement Gratuity
- (iv) Group Insurance Scheme
- (v) Family Pension (liberalised pension in case of death in encounter)
- (vi) Ex-gratia in case of death in encounter

(b) From the RSKN

- (i) Funeral Expenses
- (ii) Lumpsum Grant
- (iii) Ex-gratia
- (iv) Family Pension

3. It shall be the responsibility of the DSCs concerned to process these cases on day-to-day basis and get them settled within a month of the death of the concerned RPF personnel.

4. The DSCs should also take similar action for settlement of dues in respect of retired personnel.

5. Proposals for compassionate appointments should also be taken up in qualifying cases within a month in each case.

III. Martyrs' Day Parade :

The following points will be added in the Martyrs' Day Parade:

- (i) The 21st October Parade will be named as "RPF Martyrs' Day Parade."
- (ii) This day will also be observed as 'RPF Welfare Day' and a variety of welfare activities should be planned in advance and inaugurated on this day by CSCs/DSCs.
- (iii) Retired RPF Officers will be invited to the parade and the oldest amongst them will also place a wreath.
- (iv) Widows and dependants of the men killed on duty (as included in the list of Martyrs') will also be invited. The widows will also place wreaths at the Martyrs' Memorial.
- (v) Cheques/drafts pertaining to all the benefits admissible from the government and RSKN will be presented to the widows by DG RPF/CSC concerned at the time of parade, if these have not already been paid.
- (vi) A meeting should be held by CSC/DSC with dependants and retired personnel to ascertain their problems and to initiate appropriate action.

IV. Welfare Activities :

For standardizing the welfare activities, the following guidelines are laid :

- (i) There are a large number of places where residential houses have been allotted to RPF/RPSF personnel in a group. Wherever we have more than 20-25 families staying at one place, there will be scope for starting welfare activities by setting up of a Welfare Centre.
- (ii) Before any activity is started, CSC/DSC should survey the requirement of the residents, take local conditions into consideration and then decide the kind of welfare activities suitable for that welfare centre.
- (iii) Grants will be available from the RSKN for initial setting up of the welfare centre.
- (iv) A dedicated and willing officer should be made incharge of the welfare centre.
- (v) A group of 4-5 ladies who are willing to play a leading role in this sphere should be entrusted with the task of running the welfare centre.
- (vi) Services of professionals could be hired initially to train the trainers for various activities being undertaken by the welfare centre.

(vii) Some of the suggested welfare activities could be setting up of vocation training centres in Typing, Computer, Tailoring, Food Preservation etc.,

V. Transit Accommodation / Messes for GOs and NGOs :

It is necessary to provide sufficient barrack accommodation at the RPF Posts so that men are comfortably housed. These barracks should be provided with proper toilets, bathrooms, lights, fans and neat and clean messing facilities. Since it would not be possible to go in for construction of required number of barracks at all the Posts simultaneously, it is necessary to have a phased plan for completing this work.

2. Our officers are facing a lot of difficulty due to the non-existence of GOs/NGOs messes at the Divisional and Zonal levels. On the occasion of the RPF Raising Day, 1997, honourable MR had announced that GOs/NGOs messes will be provided at the Zonal/Divisional levels. It has been agreed that CSCs/DSCs will identify existing accommodation for this purpose so that expenditure on construction is avoided. The Railways will, however, help in doing additions/alterations in the identified buildings as well as in furnishing them. CSCs/DSCs should pursue the matter with their GMs/DRMs. The cost of furnishing these Messes will be met from the RSKN.

VI. Physical Fitness Programme :

A detailed Standing Order has already been issued for starting physical fitness programme for the RPF personnel. Some of the Railways have started these programmes in the right earnest by providing gym and other facilities for both, RPF personnel and their wards. However, at quite a large number of places this activity, though necessary, has not been started. CSCs/DSCs should identify the places where such facilities are required and make arrangements for the same. The money for the purpose will be provided out of RSKN. Every RPF Post and Out Post should have maximum exercise equipment and at Battalion / Divisional / Workshop level a larger scale of equipment and games material should be provided and their use ensured.

VII. Maintenance and Upkeep of Residential Areas :

The Supervisory Officers have special responsibility to ensure that the residential areas specially earmarked for the RPF are properly maintained. Visits by senior officers to these areas would take care of large number of problems. The maintenance of quarters, tree plantation and gardening in the residential areas, provision of water & electricity supply, removal of garbage, seepage of water into the buildings are some of the problems which should be attended to.

The Hindi version of the Standing Order will follow. The SO should be got translated into the regional languages and supplied to the Posts / Outposts for display on the Notice Boards. The RPF personnel should also be briefed on the contents of this SO during Roll Call / Parades. Action on the above matters should be reviewed in the meetings held at Divisional / Zonal levels by DSCs and CSCs.

A. P. Durai

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**DIRECTOR GENERAL
RAILWAY PROTECTION FORCE**