

**Railway Protection Force Headquarters,
Rail Bhavan, New Delhi**

No. 2014/Sec (Spl)/6/2

Dated: 19 .03.2014

STANDING ORDER NO. 109

**Sub: Exerting extraneous pressure by members of the Force for
furthering their interest in service matters.**

Every progressive organization aims to create a congenial atmosphere for its workforce to enhance competency, skill development and efficiency level. At the same time, efficient human resource management also entails that all the employees in the organization function within the laid down norms to ensure rule of equality. Institutional arrangements to consider genuine requests of force personnel and redress their grievances already exist, and we are in the process of strengthening them.

However, when an employee attempts to further his service interests viz. transfers, postings, promotions, Discipline and Appeal matters etc., by applying extraneous pressure, it defeats the very purpose for which rules and regulations are laid down besides having an adverse bearing on general discipline. Effects of such undesirable activities are all the more harmful in respect of Uniformed Forces where standards of discipline, unity and equality must necessarily be of high order.

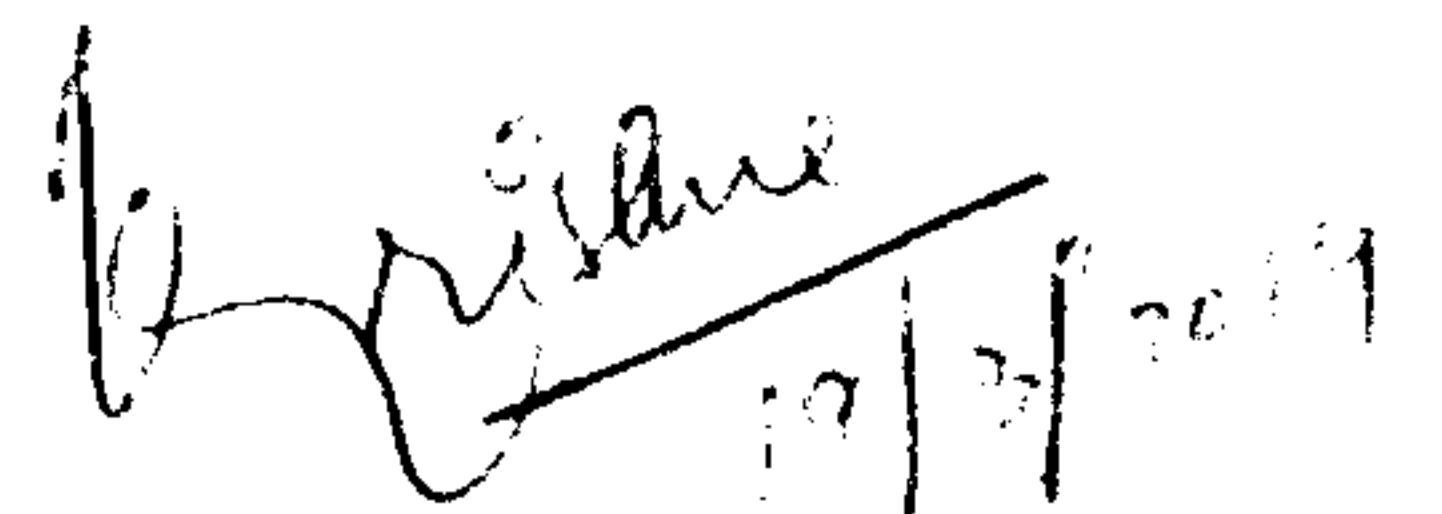
Rule 113.1 of the RPF Rules 1987 clearly forbids members of the Force to approach outside agencies for support in pressing individual claims or obtaining redressal of their grievances. Similarly, Rule 20 of the Railway Service (Conduct) Rules 1966 also states that no railway servant shall bring or attempt to bring any political or other influence to bear upon any superior authority to further his interests in respect of matters pertaining to his service under the Government. Further, Rule 145 of the RPF Rules 1987 subjects members of the Force under the Railway Services (Conduct) Rules, 1966.

To curb the tendency of members of the Force approaching outside agencies or individuals for furthering their service interests, necessary measures are required to be put in place on urgent basis on following lines:

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- Members of the Force shall be counseled to avail themselves of the officially available redressal channels like putting up their request to the competent authority through proper channel or seeking redressal of their grievances by appearing before the concerned officers. All out efforts shall be made to redress the genuine grievances of staff at the Post, Divisional and Zonal level. In case the matter needs action by Force Headquarters, it shall invariably be forwarded accordingly.
- The relevant provisions of the RPF Rules and the Railway Service Conduct Rules, forbidding RPF personnel to approach external agencies for furthering their interest in service matters, shall be brought to the notice of each and every member of the Force for strict compliance.
- In case any member of the Force violates the extant RPF/Railway Conduct Rules by approaching external agencies, he/she may be dealt in the Orderly Room by appropriate disciplinary authority and warned for future.
- In case any member of the Force violates the extant provisions for the second time, a written warning shall be issued to such member with a copy placed in his/her service book for future reference and recurrence of such behavior may be dealt under Rule 158 of the RPF Rules 1987.
- In case such member of the Force persist on exerting extraneous pressure, disciplinary proceedings under Rule 153 of the RPF Rules 1987 shall be immediately initiated against such defaulter and he/she shall be severely dealt under extant RPF/Railway Rules accordingly.

These instructions may be brought to the notice of all the members of the Force for strict compliance.



(Krishna Chaudhary)
Director General/RPF

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