



SOFTWARE BASED TRANSFER POLICY

Concept of Software

- All transfers will be done centrally by Directorate through Software.
- Data will be maintained centrally, for reviewing and taking future decisions.
- Efforts are on for making data error free as far as possible.
- Data will be frozen at a schedule date and limited editing rights will be given for changing past data; all changes will be logged.
- System will log all decisions, editing and changes and reasons thereof.
- Personnel will be allowed to represent at Sectors , Zones and Directorate.
- Zones and Sectors to decide transfers as exceptions because of medical, compassionate, local requirement etc. upto 01% of the posted manpower under their command.

CATEGORY WISE DATA OF POSTED NGOs



Total Posted Strength of NGOs (Exe/Tech/Trads)				265400	
Category		Units/ Estt	Appx Strength	Personnel to be transferred in a year	Category in which proposed to be transferred
				1/4 for Unit & 1/3 for SOZ Unit/S/Estt	
Tenure - (i) Field Units-04 years (ii) SOZ Units/Peace Unit & Static Estt-03 years.					
“A” (Special Operation Zone)	i) SOZ Units - 23 (3 yrs) (22103) ii) CoBRA Units -05 (4 yrs) (5281) iii)Static Estt -05 (3 yrs) (278)	33	27662	8781	Choice Posting
“B” (Hard Field Area)	i) Field Units - 114 (4 yrs) (114448) ii) CoBRA Units- 05 (4 yrs) (4483) iii) Static Estt - 17 (3 yrs) (946)	136	119877	30048	On hardship score in descending order.
“C” (Moderate Field Area)	i) Field Units- 53 (4 yrs) (48668) ii) Static Estt- 43 (3 yrs) (4819)	96	53487	13372	
“D” (Soft Field Area)	i) Field Units- 24 (3 yrs) (22800) ii)RAF Unit- 15 (3 yrs) (14235) iii)Signal Unit-05 (3 Yrs) (599) iv)Other Estt- 118 (3 yrs) ((24254) v)SDG/PDG – 02 (4 yrs) (2486)	164	64374	21659	
G/Total		411	265400	73860	
Categorisation/Ranking of Bns/Offices ‘2020 issued by Pers.Dte letter No.T.9/I-Pers dated 10/07/2020₃					

How will Software operate

- Short listing of the personnel who will be completing normal tenure as on 30th June next year and calculating anticipated vacancy position at all levels in all establishments/Units.
- All formations of CRPF should complete the filling up of data of all Ranks from 1st November to 15 November every year who will be completing normal tenure by 30th June of next year.
- Depending upon over all vacancies in various ranks it will be pre decided how many vacancies will be kept in each units rank wise.
- No. of LMC will be evenly distributed.
- Limit of 50% of local percentage.
- Personnel should not be transferred out prematurely and should be allowed to complete tenure except in exceptional case.

How will Software operate contd...

Tentative Time schedule of transfer

- | | | |
|------|--|--|
| i) | Filling up of data by all formation | 1 st Nov to 15 Nov |
| ii) | Freezing of data | 15 th November |
| iii) | Obtaining Choice from individual | 16 th Nov to 15 th Dec |
| iv) | Processing | 15 th Dec to 20 th Feb |
| v) | Transfers to be issued | 28 th February |
| iv) | Relieving of 50% of transferees simultaneously | 15 th April |
| v) | Reliving of remaining 50% transferees simultaneously | 15 th May |

NEW FEATURE IN PROPOSED TRANSFER POLICY **THROUGH SOFTWARE**

New point system:-

- **Hardship Score** has been proposed for deciding transfers of NGOs (Exe/Tech/Tradesmen) in various operational theatres on the basis of last 08 years deployment.
- Weightage points of service and marking wef 01/01/2013 will be calculated on the basis of the ranking / classification of units/offices made by Ops Dte on yearly basis.
- While calculating of tenure, days will be rounded off to nearest month.

FOR THE PERIOD BEFORE 2013

- As per data available in Selo, weightage marking of any employee for length of service prior to 31/12/2012 will be counted from date of enlistment as under :-

Area of deployment	Weightage Points for each month of service
Hard Field	08
Soft Field	04
Hard Static	06
Soft Static	02
* Points will be reduced for home state posting.	

Parameters for calculation: - During calculation for a month:: Tenure above 15 days will be accounted for a calendar month

Unit	Location	Posting	From	To	Year	Month	Days	Detail of Calculation	
A	Calculation from the date of enlistment to 31/12/2012								
GC-IMP	MNP	STATIC(H)	24/12/1986	30/03/1988	01	03	07	06 x 15	90.00
023-BN	ACP	FIELD(H)	30/03/1988	10/07/1990	02	03	11	08 x 141	1128.00
023-BN	PUN	FIELD(H)	10/07/1990	21/05/1994	03	10	12		
023-BN	ASM	FIELD(H)	21/05/1994	26/06/1996	02	01	06		
023-BN	MNP	FIELD(H)	26/06/1996	29/07/1998	02	01	04		
026-BN	JKD	FIELD(H)	29/07/1998	16/12/1999	01	04	18		
026-BN	UP	FIELD(S)	16/12/1999	23/04/2000	00	04	08	04 x 18	72.00
026-BN	UP	FIELD(S)	23/04/2000	23/06/2001	01	02	01	08 x 24	192.00
026-BN	MNP	FIELD(H)	23/06/2001	04/07/2003	02	00	12		
137-BN	PUN	FIELD(S)	04/07/2003	15/03/2004	00	08	12		
137-BN	JKD	FIELD(H)	15/03/2004	21/05/2006	02	02	07	08 x 106	848.00
137-BN	JK	FIELD(H)	21/05/2006	13/03/2009	02	09	21		
137-BN	JK	FIELD(H)	13/03/2009	31/12/2012	03	09	18		
TOTAL									2362.00
B	Calculation from 01/01/2013 onwards								
137-BN	JK	FIELD(H)	01/01/2013	14/07/2019	06	06	13	7.3 x 78	569.4
002-BN	CTG	FIELD(H)	14/07/2019	27/12/2020	01	05	14	9.6 x 17	163.2
TOTAL									732.6
GRAND TOTAL (A + B)									3094.60
Formula for Calculation of Points :: Total Score X 12 » Total Number of Month									
3094.60 x 12 » 407 = 91.24									

How will Software operate

FILLING UP CHOICES

- Every person will give 30 choices (A, BA, BB, BC, C & D Category), 5 in each category.
- B Category has been divided in 03 parts:-

BA	Units Categorization	Ranking – B1 to B3
BB	Units Categorization	Ranking – B4 to B10
BC	Units Categorization	Ranking – B11 to B17
- Choices through “**Sambhav App**” , also he can view his tentative position against choices , to enable him to assess about chances of allotment.
- Can change choices upto a last designated date.
- While filling choices every one will be able to fill only those choices as per eligibility criteria.

How will Software operate contd..

SOZ ALLOTMENT

Category-A SOZ

- At First personnel exiting from SOZ will be posted considering hardship score in descending order.
- Persons in SOZ can give choice of extension in the same place upto a maximum of 04 years.
- The system will try to allot them one of the choices from 30 choices (06 each in BA, BB, BC, C & D Category) as per order of choice.
- If vacancy not available in all the given 30 choices then the system will try to post him to any static office/unit in his home state.
- If that is not possible system will try to post him to any static institution as per vacancy position.
- If that is not possible system will try to post him to any “C” category Bn.
- If that is not possible system will try to post him to any “B” category unit.
- After 02 years posting out from SOZ will also be based on overall Hardship score.

How will Software operate contd..

Allotment of Exceptions (As per their hardship score)

- Next, system will allot persons with special exceptions.
- Personnel injured seriously in operational duties and displayed gallant action may be given choice State or place **once**.
- Gallantry Medal winner may be given choice posting **once**.
- Personnel having autistic child will be considered for posting to the hubs declared for their purpose.
- Personnel (including spouse and children) suffering from terminal illness.
- Divyang warriors.
- Personnel on the verge of retirement (two years or less) should be considered for choice posting as far as possible, if he has not availed the same in previous tenure (Home State).
- Personnel who have completed 20 years of service but have not availed home zone or home state/choice posting will be posted to Home State.
- Couple posting.

How will Software operate contd..

Rest of the Transfer

Category-
B,C & D

- The system will try to allot them one of the choices given choices posting from 30 choices (05 each in A , BA, BB, BC, C & D Category).
- First person with maximum hardship points will taken up first. Then next person with less hardship points , so on.
- If hardship scores are same then person with longer service will be considered first.
- If vacancy not available in all the given 30 choices then the system will try to post him to any static office/unit in his home state.
- If that is not possible system will try to post him to any static institution as per vacancy position.
- If that is not possible system will try to post him to any “C” category Bn.
- If that is not possible system will try to post him to any “B” category unit.
- If that is not possible system will try to post him to any “A” category unit.

Categorywise Eligibility for Summer Chain Transfer

1. **Newly appointee**
 - Newly appointed SI/CT & through LDCE should be posted to duty Bns deployed in SOZ, CoBRA, LWE Bns, Kashmir/N.E. difficult interior areas. They shall not be posted or attached to soft field area and peace stations.
2. **First & subsequent static posting**
 - Eligible for 1st Peace Station / Static (including B/Trg) / home state posting after completion of 06/08 years (SO-06 yrs & Ors-08 yrs) and subsequent peace station/static posting after completion of 04/08 years (SOs-04 yrs & Ors-08 yrs).
3. **SOZ Unit**
 - Shape-I
 - Age Criteria :: Insp/GD-Below 45, SI/GD-Below-40, ASI/GD-Below 50, HC/GD-Below-38, CT/GD-Below-32.
(Estt. Dte O/O No.T.IX.1/2018-Estt-DA.1 dated 01/03/2018)
4. **CoBRA**
 - Shape-I
 - Age criteria :: Inspector-Below 35 Sub-Inspector-Below 30, ASI/HC-40, CT-Below 30 & Tradesmen-No age limit.
(Para No.09 of Standing Order-07/2015)
5. **RAF**
 - Initially 06 years service for Group-B & 08 years service for Group-C is mandatory for posting to RAF.
 - Age criteria :: SOs & Tech/Tradesmen – Below 52, HC-Below 50, CT-Below45.
 - Cooling off for subsequent posting to RAF Group B-03 years & Group C-06 years.
(Para No.08 of Standing Order-07/2015)

Categorywise Eligibility for Summer Chain Transfer Contd..

6. **SDG & PDG**
- Shape-I
 - Age criteria :: Insp/SI-Upto 45 , HC-Upto 45 , CT-Upto 30 & & Tech/Tradesmen – No age limit.
 - SIs and CTs with minimum 3 years of service after basic training.
(Para No.07 of Standing Order-07/2015)
7. **VIP Security Bn**
- Shape-I
 - Age criteria :: Inspector- Below 48, SI-Below 48, ASI/HC-Below 45 & CT-35.
 - Constable with minimum 3 years of service.
(Para No.10 of Standing Order-07/2015)
8. **Mahila**
- Eligible for 1st Peace Station / Static (including B/Trg) / home state posting after completion of 06/08 years (SO-06 yrs & Ors-08 yrs) and subsequent peace station/static posting after completion of 04/08 years (SOs-04 yrs & Ors-08 yrs).
 - Tenure in Mahila Bns and RAF is 04 years.
(Para No.12 of Standing Order-07/2015)
 - 2227 vacancies exist in Mahila / RAF Bn in various ranks. Therefore, posting of Mahila personnel is considered after completion of 05 /06 years tenure and extension is also given keeping view of the vacancies.
 - At present Mahila Bns is functioning with 05 Coys.



Thanks