

Bureau of Police Research & Development (BPR&D)

(Training Division)

1st April, 2015 to 31st October, 2015

TRAINING DIRECTORATE, BPR&D

Training

8.17.1: The Training Division of Bureau of Police Research & Development (BPR&D) facilitates training of the police personnel of States/Central Armed Police Forces (CAPFs) in the country. It specifically, carries out the following:

- (i) Review and identify the future training needs;
- (ii) Design and recommend training strategies and methodologies;
- (iii) Design norms for Training Institutions;
- (iv) Quality audit of training institutions;
- (v) Advice and recommend training syllabus.

Domestic Training

8.17.2: Major activities of Training Division: During the Calendar Year 2015–16, the Training Directorate of Bureau of Police Research & Development (BPR&D) sponsored 05 **Vertical Interaction Courses(VICs)** in Central/State police training institutions and other prominent institutions in which 115 **Senior Police Officers** were trained. The details of these courses are as follows:

Sl. No.	Name of the Course	Duration
1.	Leadership	02.06.2015 to 06.06.2015
2.	Corruption & Future Governance	15.06.2015 to 19.06.2015
3.	Public order Profile	30.06.2015 to 04.07.2015
4.	National Security Challenges and Police Response	07.09.2015 to 11.09.2015
5.	People Friendly Policing	05.10.2015 to 09.10.2015

8.17.2.1: During the period under report, Training Division of BPR&D sponsored 10 **Management courses** which were conducted at Management Institutions like IIMs Ahmedabad, Bangalore, Kolkata and other prominent Institutes of the country and a total of 37 **Senior police officers** were trained. Details of these courses are as under:

Sl. No.	Name of course	Course Date	Venue
1.	Developing Leadership Excellence in women	23.07.2015 to 25.07.2015	IIM Lucknow
2.	Interpersonal Effectiveness and Leadership Excellence	27.07.2015 to 31.07.2015	IIM Calcutta
3.	Taking People along : Managing by Persuasion	03.08.2015 to 08.08.2015	IIM Ahmedabad
4.	Negotiation Strategies	29.08.2015 to 30.08.2015	ISB Hyderabad
5.	How Leaders Bring Change	07.09.2015 to 09.09.2015	IIM Banagalore
6.	Managerial Leadership & Conflict Resolution	07.09.2015 to 12.09.2015	IIM Calcutta
7.	Excellence in Managerial Communication	14.09.2015 to 17.09.2015	IIM Calcutta
8.	Conflict Management and Negotiation Skills.	28.09.2015 to 30.09.2015	MDI Gurgaon
9.	Team Building & Leadership	28.09.2015 to 01.10.2015	IIM Calcutta
10.	Enhancing Leadership capacities and Potential Among professional Women	28.09.2014 to 01.10.2015	IIM Ahmedabad

8.17.2.2: 04 Long terms courses were also organized by BPR&D. these are: (a) 41st Advance Professional Programme in Public Administration at IIPA, New Delhi w.e.f. 1st July, 2014 (b) 71st DSSC Course at Wellington (c) Post Graduate Programme in Public Policy and Management at IIM Bangalore and(d) Management of Public Policy Programme at ISB Hyderabad. **06 Police Officers** are attending these long terms courses.

8.17.2.3: As many as 899 slots were allotted for 31 different courses organized by various Central Armed Police Forces Training Institutions on subjects like Commando Course, Weapon & Tactics, Bomb Disposal, Unarmed Combat, Internal Security, Mob Dispersal, VIP Protection, Counter Insurgency & Jungle Warfare (CIJW) etc.

8.17.2.4: There were 1917 slots allocated in Army Training Institutions for 74 courses organized by these institutions on the subjects of Welder, Armourer, Diploma in Automobile Engineering, Vehicle Mechanic, Bugler, Dog Handler,

Mountain Warfare, Counter Insurgency, Improvised Explosives Devices & Jungle Warfare, etc.

8.17.2.5: 04 Four exclusive courses for Women Police Officers (upto the rank of ASI to Dy. SP) were organized on the subject of ‘**Self Development and Conflict Management**’ at four Central Detective Training School,- (i) Kolkata: 9th – 11th September, 2015 (ii) CDTS, Chandigarh: 18th – 20th February, 2015 (iii) CDTS, Ghaziabad: 09th – 11th July, 2015 & (iv) CDTS, Jaipur: 23rd – 25th February, 2015 where **98 Women Police Officers** were trained.

Two MDPs out of 10 MDP courses on the theme ‘Enhancing Leadership capacities among professional Women’ at IIM, Ahmedabad and Developing Leadership Excellence in women at IIM Lucknow was sponsored by BPR&D which was attended by 8 IPS/Senior Women Police officers.

Foreign Training

8.17.2.6: In collaboration with Department of States, USA **07 ATA courses** were organized on various subjects as mentioned below in which **122 Police officers** were trained.

S. No.	Name of Course	Duration		Venue	No. of Participants attended	Rank
		From	To			
1.	ATA -10876, Crisis Management Exercise Design Training Course	11/5/2015	20/5/2015	Telangana State Police Academy, Hyd.	18	Dy. SP to DIGP
2.	ATA – 11147, Best CT Practices in Community Policing Consultation	22/6/2015	26/6/2015	SVP-NPA, Hyd.	13	SP to IGP
3.	ATA – 10993, Terrorist Crime Scene Investigation	06/7/2015	17/7/2015	CDTS, Hyd., BPR&D	15	Insp. to SP
4.	ATA – 10417, Maritime Port and Harbor Security Management	20/7/2015	07/8/2015	Tamil Nadu Police Academy, chennai	15	Dy. SP to DIGP
5.	ATA – 10415, Interviewing Terrorist Suspects	27/7/2015	31/7/2015	CBI Academy, Ghaziabad	22	Dy. SP to IGP
6.	ATA – 11238, Post Blast Investigation	24/8/2015	09/9/2015	Montross, USA	24	SI to Dy. SP
7.	ATA – 10817, Fraudulent Document Recognition Course	15/9/2015	18/9/2015	NEPA	15	Dy. Sp to IGP
		Total			122	

8.17.2.7 More than 186 Police Officers from SAARC and other friendly Countries were trained on subjects like ‘VIP Security’, ‘Victimology and Victim Justice’, ‘Forensic Sciences and Forensic Medicine’, ‘Cyber Crime Investigation & Cyber Forensic’ ‘Crime Scene Investigation’, ‘IED Bomb Disposal’, ‘Course on Intelligence Collection and Discreet enquires’, ‘Narcotic Dog Training’, ‘Battalion Commander Course’, etc. in training institutes of Central Government and States.

Homeland Security Dialogue

8.17.2.8: Nil

8.17.2.9 Two courses on Cross Border Financial Investigation were organized in Chandigarh and Kochi respectively wherein 15 and 13 officers respectively were trained.

Asia Intellectual property Enforcement Workshop was organised from June 23-25, 2015 in Hong Kong which was attended by 2 officers.

8.17.2.10 Nil

(g) Foreign Component under Specialist Investigator Scheme: The Developing Specialist Scheme approved by MHA has a foreign training component under which toppers of these Courses held in India are provided foreign exposure. Three courses have been organized in Paris, France since May 2014 in which 29 junior level police personnel have been trained.

Training Intervention Scheme

8.17.3 The Government has approved a Plan Scheme named “Training Intervention”. The basic objective of the scheme is to identify the gaps between the required and actual policing performance and to make appropriate training interventions for bridging the gaps so that the police personnel are able to discharge their duties more effectively in accomplishing the charter of duties assigned to them. Scheme was started in 11th Five Year Plan. Bureau of Police Research & Development (BPR&D) has got approval for continuation of the Training Intervention Scheme during the 12th Five Year Plan at a total cost of Rs. 36.96 Crore. The Scheme has 12 components. They are mentioned below:-

(i) Development of Human Resource Development Plan for 20 states/UTs/CPOs (M/S Randstad India Ltd., Chennai).

Firm has submitted draft report of Andhra Pradesh, bifurcated report of Telengana, Assam Police and BPR&D. The vetting committee chaired by DG BPR&D in a meeting on 3/12/2014 advised certain modifications in the reports to the firm with advice to revise the reports. The BPR&D report has been validated and accepted by the competent authority.

When M/s Randstad was confronted with slow progress of the project in a meeting with DG BPR&D on 12/8/2015, M/s Randstad expressed its inability to continue with the project vide their letter dated **24th Aug, 2015** due to lack of clarity on the process and lack of time.

A UO Note No. 79/07/2013-Trg/TI/BPR&D dated 30/9/2015 has been sent to MHA giving the full details along with the latest status of the Component "Development of Human Resource". Recommendation has also been made to terminate the contract after seeking legal advice from the Ministry of Law.

(ii) Analysing gap between the attitude required and the existing attitude of police personnel and developing training / other interventions for 12 States/ UTs (M/S Wipro Ltd. Gurgaon).

The firm has developed a list of desired attitudes for ranks from Constable to DySP and submitted the report which has been validated and accepted by the competent authority. The firm has also developed the dictionary and tools to measure the attitudinal traits. The report submitted by the firm has been examined by an independent body Defence Institute of Psychological Research (DIPR) and observations have been conveyed to M/s Wipro during a meeting on 16/10/2015 under the chairmanship of DG, BPR&D . The firm's reply is under examination.

(iii) Develop and validate suitable instruments to measure 'traits and capabilities' of every rank in the police in 5 States (M/S Wipro Ltd. Gurgaon).

The firm has developed a list of desired competency and traits for ranks from Constable to DySP and submitted the report which has been validated and accepted by the competent authority. The firm has also developed the dictionary and tools to measure the traits. The report submitted by the firm has been examined by an independent body Defence Institute of Psychological Research (DIPR) and observations have been conveyed to M/s Wipro during a meeting on 16/10/2015 under the chairmanship of DG, BPR&D. The firm's reply is under examination.

(iv) Assessing the gap between the desirable performance and the actual performance and developing suitable training/other interventions for 12 States/UTs. (M/s IL&FS Edn & Technology Services Ltd. Noida).

The firm has mapped the duties performed by various ranks from Constable to Dy.SP and had devised draft Key result areas and Key performance areas. In a meeting on 3/12/2014, firm was advised to visit 7 more States i.e. Meghalaya, Odisha, Kerala, Gujarat, Punjab, A.P & Bihar and to submit a consolidated report after assessing the performance. Firm insisted for release of payment. In a meeting with the firm, the DG BP&D ruled out releasing of any fund to the firm in absence of any satisfactory output as per the schedule of the Agreement. Now, the firm vide their letter dated 10/9/2015 has requested BPR&D to release the due payment and after release of due amount the firm can continue the mandate on the basis of revised cost to be worked out for the remaining part of mandate. In case, it is not possible to consider revised costing, they may be permitted to close the mandate and release the pending payments along with the Bank Guarantee. The matter is being reviewed by DG, BPR&D.

(v) Soft skill training for 6000 SHOs in 12 states, (M/S IL&FS Education & Technology Services Ltd. Noida).

The firm has identified soft skills, training modules for the identified soft skills for SHOs. The firm has devised a five day training module for soft skill training to SHOs including communication skills, time management, stress management etc. The first pilot of the training module was conducted with Delhi Police in Sept, 2014. In a meeting held at BPR&D Hqrs on 3/12/2014, the firm was advised to conduct a 2nd pilot training on soft skill for SHOs w.e.f. 2nd Feb,2015 at CDTS Ghaziabad in which 2 SHOs from every State should participate. The firm conducted the pilot at CDTS Ghaziabad in Feb, 2015 in which 27 SHOs from PAN India participated. The firm had submitted report to BPR&D in March, 2015 for vetting. However, the firm was advised to modify the methodology and Training programme. Firm insisted for release of payment. In a meeting with the firm, the DG BP&D ruled out releasing of any fund to the firm in absence of any satisfactory output as per the schedule of the Agreement. Now, the firm vide their letter dated 10/9/2015 has requested BPR&D to release the due payment and after release of due amount the firm can continue the mandate on the basis of revised cost to be worked out for the remaining part of mandate. In case, it is not possible to consider revised costing, they may be permitted to close the mandate and release the pending payments along with the Bank Guarantee. The matter is being reviewed by DG, BPR&D.

(vi) Developing films interactive modules and practical workbooks/manuals etc. to make training ‘instructors’ independent’ and ‘neutral’- for 85 training subjects.

The firm has made 3 training films i.e. Gender Sensitization, Domestic Violence and Rape which have been validated/accepted by the competent authority. Further, the firm has submitted 6 scripts of films, which have been returned to the firm with certain observations. Because of the slow progress in producing films and substandard quality of scripts in absence of expertise of a domain expert, the firm has been reprimanded through letter dated 29/9/2015. Simultaneously, the MHA is also being informed about the same through UO Note. On receipt of further instructions/advice from MHA, all other aspects will be decided by a competent authority.

(vii) Developing Pre-Promotional Courses for various ranks for 28 states and one Union Territory by Mahatma Gandhi State Institute of Public Administration, Chandigarh.

The institute has completed data collection work from States/UTs of Punjab, J&K Himachal Pradesh, Haryana, Chandigarh and Delhi. The institute has submitted report on Punjab State which has been validated/accepted by the competent authority.

(viii) Assessing the quality of investigation in States and developing suitable Training Interventions/investigative tools.

After evaluation of EOI, Technical & Financial Bids, and price negotiation with the L-I firm of the component, proposal for approval of MHA for award of contract of component to L-I firm was moved to MHA. But the MHA has returned the proposal with the remark that sufficient funds are not available with BPR&D during financial year 2015-16 and proposal may be re-submitted as and when funds are available with BPR&D.

(ix) Assessment of impact of important training programmes

As against (viii) above.

(x) Development of 10 mock exercises/manuals and films on Counter Terrorism

As against (viii) above.

(xi) Assessment of Training Need Analysis, training Capacity Gap and the Gap in training materials in all states/UTs

As against (viii) above.

(xii) Production and updation of training materials

As against (viii) above.

8.17.4 Developing Specialist Investigators:

Under Training Intervention Scheme, Courses on 12 specialized policing fields are being conducted by various State Police Academy's, training Institutions, CDTS, CAPFs etc. During the year 2015-16, under the component developing core expertise in specialized fields, 29 training programmes were organized upto Sept, 2015, to develop Specialist Investigators in which 672 officers were trained in 12 policing fields.

National Institute of Traffic Management & Research

8.17.5 BPR&D is in process of establishing this institute. The brief objectives of the institute are to develop SOPs for the traffic management, to conduct Training Courses for the Police Personnel in investigation of traffic accident cases, to test and evaluate the new technology and equipment for enforcement and regulation of traffic, to study the traffic problems in the various metros and other important cities and suggest the remedies, to give stimulus to inter-department research on traffic issues.

8.17.5.1 The Institution is to be set up at CAPT Bhopal Campus. Preparation of Detailed project Report (DPR) has been entrusted to the Institute of Road Traffic Institute (IRTE), Faridabad. IRTE, Faridabad has submitted final DPR and the same has been accepted by competent authority. Expenditure sanction for preparation of DPR amounting to Rs. 2,80,900/- obtained from DG, BPR&D with concurrence of IFA, BPR&D. The firm was paid Rs. 1,12,360/- (40%) as advance and the balance of Rs.1,68,540/- has also been paid to the firm.

8.17.5.2 Revised SFC for Rs.263.18 crore for setting up of NITM&R at the existing land of CAPT at Bhopal was forwarded to MHA (P-I Div), but was returned to this office due to certain observations. In the month of May 2015, the firm was advised to revise the estimate of construction and to submit revised estimate, which has not been received so far.

8.17.6 National Institute of Coastal Policing:

BPR&D is taking steps for establishing this institute under the supervision of Secretary (Border management), MHA. The final land allotment has recently been done. The proposal for accordance of administrative approval and expenditure sanction of Rs.10,26,000/- (Rupees ten lakh twenty-six thousand only) for preparation of preliminary project Report (PPR) by IIT, Madras for setting up of marine Police Training institute (MPTI) at Vill. Pindara, Dist: Devbhoomi, Dwaraka, Gujarat and further release of 40% advance ie. 4,10,000/- to IIT, Madras is under process at MHA (BM Division).

Counter Insurgency & Anti-Terrorist (CIAT) School

8.17.6.1 Nil

Central Detective Training Schools(CDTSs)

8.17.7.4 In respect of CDTS Hyderabad, Construction of Residential Block of CDTS, Hyderabad was completed.

8.17.7.5 Presently, five Central Detective Training Schools (CDTSs) are functioning under BPR&D and are located at Chandigarh, Hyderabad, Kolkata, Ghaziabad & Jaipur. These Training Institutions have been imparting training in advanced Scientific methods in Crime Investigations to the officers from States, Centre and Foreign countries. From 01.04.2015 to 31.10.2015, 77 **courses** have been organised so far in which 1797 **number** of persons have been trained.