

Bureau of Police Research & Development (BPR&D)

(Training Division)

1st April, 2014 to 31st December, 2014

TRAINING DIRECTORATE, BPR&D

Training

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

2. Major activities of Training Division: During the Calendar Year 2014–15, the Training Directorate of Bureau of Police Research & Development (BPR&D) sponsored **10 Vertical Interaction Courses (VICs)** in Central/State police training institutions and other prominent institutions in which **157 senior Police Officers** were trained. The details of these courses are as follows:

Sl. No.	Name of the course	Duration
1.	Sensitization Profile	04.08.2014 to 08.08.2014
2.	National Security Challenges and Police Response	25.08.2014 to 30.08.2014
3.	Chemical Biological Radio Nuclear Threats and Police Response	01.09.14 to 06-09-14
4.	Cyber and Mobile Forensic	08.09.2014 to 12.09.2014
5.	Corruption & Future Governance	08.09.2014 to 12.09.2014
6.	Organized/Syndicate Crimes	23.09.2014 to 27.09.2014
7.	Criminal Justice System : Need For Coordination	03.11.2014 to 07.11.2014
8.	Aviation and Port Security	01.12.2014 to 05.12.2014

9.	Modern Techniques for improving policing	08.12.2014 to 12.12.2014
10.	Defence and Security Module	16.12.2014 to 20.12.2014

3. During the period under report, Training Division of BPR&D sponsored **11 Management courses** which were conducted at Management Institutions like IIMs Ahmedabad, Bangalore, Kolkata and other prominent Institutes of the country and a total of **55 senior police officers** were trained. Details of these 08 courses are as under:

Sl. No.	Name of the Course	Course date	Venue
1	Interpersonal Effectiveness and Leadership Excellence	21-25th July 2014	IIM Kolkata
2	Communication & Presentation Skills	28th July – 1st August, 2014	IIM Kolkata
3	Managerial Leadership & Conflict Resolution	18-23rd August, 2014	IIM Kolkata
4	Strategic Transformational training Methodology	25-27th August, 2014	IIM Ahmedabad
5	Leadership & Change Management	8-12th September 2014	IIM Ahmedabad
6	Enhancing Leadership capacities and Potential Among professional Women	22-25th September, 2014	IIM Ahmedabad
7	Negotiation Strategies	24-25th September, 2014	ISB, Hyderabad
8	Effective Communication Strategies: Men & Women @ work	13-18th October, 2014	IIM Ahmedabad
9	Emotional Intelligence	17-20 th November, 2014	IIM Kolkata
10	Nurturing Creativity and Excellence	04-06 th December, 2014	IIM Bangalore
11	Knowledge Management	15-20 th December, 2014	IIM Ahmedabad

4. 04 Long terms courses were also organized by BPR&D. these are: (a) 70th staff Course w.e.f. 09.06.2014 at Defence Service Staff College, Wellington (b) 40th Advance Professional Programme in Public Administration from 01.07.2014 at Indian Institute of Public Administration, New Delhi (c) One Year Diploma

Programme in Public Policy and Sustainable Development/ Two Year M.A. in Public Policy and sustainable Development from 21.07.2014 at TERI University, Delhi (d) 9th Post Graduate Diploma Programme in Public Police and Management from 08.04.2014 at Management Development Institute (MDI), Gurgaon.

5. As many as 1445 slots were allotted for 40 different courses to States/UTs & CAPFs 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.

6. There were 1704 slots allocated to States/UTs & CAPFs in Army Training Institutions for 87 courses organized by these institutions on the subjects of Counter Insurgency, Improvised Explosives Devices & Jungle Warfare, Night Vision Device, Thermal Sights etc.

7. Two 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 CDTs Kolkata and Ghaziabad (09.09.14 to 11.09.14) and (09.07.14 to 11.07.14) where 43 Women Police Officers were trained.

Foreign Training

8. In collaboration with Department of States, USA **08 Anti-Terrorist Assistance Programme Courses** were organized on various subjects as mentioned below in which 129 **Police officers** were trained.

S. No.	Name of Course	Duration		Venue	No. of Participants	Rank
		From	To			
1.	ATA- 10419, Senior Crisis Management Seminar (SCM)	02/06/2014	06/06/2014	Washington, DC area, USA	24	IG to ADG
2.	ATA- 10196, Post Blast Investigation (PBI)	10/6/2014	09/07/2014	Moyock, USA	18	SI to Dy.SP
3.	ATA – 9677, Investigating Terrorist Incidents (ITI)	14/7/2014	25/7/2014	RPA, Jaipur	19	Insp. to SP
4.	ATA – 9676, Interviewing Terrorist Suspects	04/08/2014	08/08/2014	NEPA, Shillong	21	Insp. to SP
5.	ATA – 9678, Interdicting Terrorist Activities	08/09/2014	19/9/2014	HPA, Madhuban,	18	Insp. to SP

				Karnal, Hr.		
6.	ATA- 10149, Explosive Incident Countermeasures (EIC)	29/9/2014	14/11/2014	Moyock, USA	15	SI to DY. SP
7.	ATA – 10139, Border Control Management Course	27/10/2014	07/11/2014	BSF Academy, Tekanpur	14	Dy. SP to DIG
8.	ATA – 10777, Suicide Bomber Prevention Workshop	08/12/2014	12/12/2014	APPA, Hyd.	14	SP to IGP
					143	

Out of these 08 Courses, 04 Courses were held in India and the rest 03 courses in USA.

9. **329 Police Officers** from SAARC 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. Country-wise details of officers trained are as given below:

- (a) Nepal - 170 Officers
- (b) Bhutan - 36 Officers
- (c) Bangladesh - 02 Officers
- (d) Afghanistan - 74 Officers
- (e) Others - 47 Officers

Homeland Security Dialogue

10. Under Homeland Security Dialogue between the Department of Homeland Security, USA and the Government of India, 02 Courses on ‘Advance/Basic Investigation of computer and electronic crimes’ and ‘Maritime training for container inspection’ were offered under which US will send mobile training teams to India. 03 courses on Physical Security Training programme, protective service operation training programme and Seaport Security anti-terrorism training programme are to be held at Federal law enforcement training centre, Georgia, USA for Indian police officers during 2015-16.

11. A course on Cross Boarder Financial Investigation was organized from 24/08/2014 to 31/08/2014 in Maldives wherein 4 officers were trained.

12. During the period under report, following foreign delegations visited BPR&D Hqrs :-

- a. **Libyan delegation:** On June 06th, 2014 a Libyan delegation consisting of 06 members headed by Colonel Reda Abdulhadi Al Jalah, Assistant Director of Trg. Department, MHA visited BPR&D New Delhi to discuss our offer to train Libyan police personnel and to see India's Police Training Facilities.
- b. **US Delegation:** On August 01st, 2014, a US delegation consisting of 08 members headed by Mr. Francis X. Taylor, Under Secretary, US Department of Homeland Security (DHS) visited BPR&D New Delhi to discuss on various co-operation issues.
- c. **Israel delegation** consisting of 04 members headed by Mr. Eyal Calif, Director Defence Cooperation, Asia, Africa & Pacific Division, SIBAT visited BPR&D New Delhi to discuss on various co-operation issues.
- d. **Seychelles delegation** consisting of 02 members visited BPR&D New Delhi to discuss on Forthcoming visit of Indian Delegation to Seychelles. The meeting was held on 09/9/2014.
- e. **Nepal delegation** consisting of 05 members headed by Mr. Surendra Bahadur Shah, AIG (Addl. IG) Visited BPR&D New Delhi to discuss on various training issues. The meeting was held on 18/9/2014.
- f. **ATA/ARE Capabilities Assessment Team from USA:** ATA/ARE Capabilities Assessment Team from USA visited BPR&D Hqr. on 17/11/2014 and held a meeting with ATA Graduates



DG, BPR&D presenting BPR&D Memento to Israel representative Sh. Eyal Claif, Director Defence cooperation on 20/8/2014.



(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. First batch of advance course on anti-Human Trafficking under the scheme was conducted at Paris, France from 7-11 July 2014 in which 8 police personnel from various States were trained.

Training Intervention Scheme

13. The MHA 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 has started in 11th Five Year Plan. Bureau of Police research & Development has got approval for continuation of the Training Intervention Scheme during the 12th Five Year Plan also at a total cost of Rs.36.96 crore. The Scheme has 12 components. They are mentioned below:

1. Development of **Human Resource Plan** for 20 States/UTs/CPOs(*M/S Randstand India Ltd. , Chennai*)

Firm has submitted draft report of AP, Assam State and BPR&D. Firm has been asked to bifurcate report of AP in view of bifurcation of State and further revise the reports of Assam and BPR&D.

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

Firm has developed list of desired attitudes for ranks from Constable DySP and the firm will further develop tools to measure the existing attitudes.

3. Develop and validate instruments to measure **‘traits and capabilities’** of each rank in Police in 05 States, (*M/S Wipro Ltd, Gurgaon*)

Firm has developed list of desired competency and traits for ranks from Constable to DySP and the firm will further develop tools to measure the existing traits.

4. Assessing gap between **desirable performance and actual performance** and developing suitable training/other interventions for 12 States/UTs, (*M/S IL&FS Education & Technology services Ltd, New Delhi*)

Firm has mapped duties performed by various ranks from Constable to Dy SP and has devised draft Key result areas and key performance areas.

5. **Soft skill training** for 6000 SHOs in 12 States, (*M/S IL&FS Education & Technology services Ltd, New Delhi*)

Firm has devised a five day training module for soft skill training to SHOs including communication skill, time management, stress management etc. Pilot of the training module was conducted with Delhi Police, after which the firm has further revised the training module

6. **Developing films, interactive modules and practice workbooks/manuals for training (85 subjects)**, (*M/S Genesis Media (Pvt) Ltd, New Delhi*)

Firm has prepared training film along with interactive module and practise work-book on 'Gender Sensitisation Domestic violence'. Further the firm is under process of preparing two more films. Concept note of five films on sensitization of children, minorities, senior citizen, SC & ST, Search and frisking and Nakabandi and check posts has been submitted on which the firm will prepare script note for the film.

7. Developing **pre-promotional courses** for various ranks for 28 States & 01 UT, (*Mahatma Gandhi State Institute of Public Administration, Chandigarh*).

The institute has completed data collection work from five States, Rajasthan, J&K, Haryana, Punjab and Himachal Pradesh. Further the process of analysis of the information so collected is being undertaken and the report will be submitted shortly.

8. Assessing the **quality of investigation** in States and developing suitable Training Intervention/investigative tools. (20 States/UTs). The process of awarding the contract to a private firm is in progress.
9. Assessment of **impact of important training programmes** (10 States/UTs)- The process of awarding the contract to a private firm is in progress
10. Development of 08 **mock exercises/manuals & films** on Counter Terrorism.- The process of awarding the contract to a private firm is in progress
11. Assessment of **Training Need Analysis and training Capacity Gap** in all States/UTs.- The process of awarding the contract to a private firm is in progress
12. Assessment of gap in training materials for various ranks & production and updation of training materials. - The process of awarding the contract to a private firm is in progress
- 14. Developing Specialised Investigators:** The courses conducted under this Scheme are: Investigation of Murder/homicide cases, Investigation of Economic Crime cases, Advance Technology in Forensic Sciences, Investigation of Cyber Crime, Interrogation Techniques, Anti-Human Trafficking, Traffic Management etc. During the year 2014-15, under the component developing core expertise in specialized fields, 11 training programmes were organized to develop Specialist Investigators in which 254 officers were trained in above subjects.

National Institute of Traffic Management & Research

15. 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.

16. Preparation of Detailed project report has been entrusted to the Institute of Road Traffic Education (IRTE), Faridabad. Institute is to be set up at CAPT Bhopal campus. EFC of the institute is under preparation.

Counter Insurgency & Anti-Terrorist (CIAT) School

17. Government of India had set up Counter Insurgency and Anti Terrorists (CIAT) Schools in left wing Extremism affected States of the States of Assam (3), Bihar (3), Jharkhand (4), Chhattisgarh (4), Odisha (3), West Bengal (1), Manipur (1), Nagaland (1), and Tripura(1) under a centrally sponsored scheme during the 11th Five Year Plan. This is an ongoing Scheme and is continuing from the 11th Plan Period to the 12th Plan Period. An outlay of Rs.99.77 crore has been earmarked for establishment and running expenditure of 21 CIAT Schools during the 12th Plan Period to implement the Scheme. During the financial year (2014-15) the ministry of Home Affairs has released 47.10 crore to the State Governments of Assam, Bihar, Chhattisgarh, Jharkhand, Odisha, West Bengal, Nagaland, Manipur, Tripura, Andhra Pradesh, Telengana. All 21 Schools (except one) have started providing training to the State Police Personnel. 42,576 police personnel have been trained in CIAT Schools, during the period from 1.12.2009 to 31.10.2014. During the 12th Plan period, the Government has approved setting up of 04 New CIAT Schools as follows:

- (i) CTC Lethpora, Srinagar, J&K;
- (ii) Pune at Hadasar, Ramtekdi, Maharashtra;
- (iii) Semandhra;
- (iv) Telengana.

18. The Syllabus of training in CIAT schools circulated during the 11th plan has been revised as per requirement of the day and has been circulated to all the States during July 2014. Nine weeks training course has been formulated for CIAT schools which includes one week jungle camp training.

19. Meeting with Nodal officers of CIAT schools was held on 21st May, 2014 to review the progress and standardized/streamline duration, syllabus and infrastructure of CIAT schools.

Central Detective Training Schools(CDTSs)

20. The Ministry of Home Affairs has approved plan outlay of Rs. 65.14 crore for setting up of new Central Detective Training School at Ghaziabad (UP). Construction of Building of CDTS, Ghaziabad is being done by NBCC. About 42% of construction work has been completed. Presently the institute is running from CPWD building (CGO Complex Ghaziabad).

21. For setting up of a CDTS in Jaipur, possession of land measuring 8.09 Hectare at Dhami Kalan Village, Dist. Jaipur has been taken. SFC of the institute for Rs.90.29 Cr has been approved on 29th Oct 2014. Construction work of the institute has been entrusted to Wapcos Agency, which will commence shortly. 10% mobilisation amount Rs. 6,46,19,292/- has been released to WAPCOS Agency on 01.01.2015. Presently the institute is running from CPWD building (CGO complex Jaipur).

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

23. Presently, 05 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 01.04.2014 to 31.12.2014, **79 courses** have been organised so far in which **1570 number** of persons have been trained.

24. National Institute of Coastal Policing

The brief objectives of the institute are to conduct Training Courses for Coastal Police of the Country, to act as a research and coordination centre on issues of Marine Policing and Coastal Security, to develop standard operating procedures and best practices for Coastal Police of all States and UTs

- BM division of MHA is pursuing the setting up of the institute.
- Preparation of Detailed project report has been entrusted to the Orkash Pvt Ltd, Gurgaon.