

1) **Training Intervention Scheme’ of BPR&D(OLD COMPONENTS)**

Approved in XIth Plan further continued in XIIthPlan(Till 31<sup>st</sup> March 2017)

**Objective** of the scheme is to: -

- a) Identify the gaps between the actual and desired police performance
- b) To make appropriate ‘Training Interventions’ for bridging the gap so that the Police personnel are able to discharge their duties more effectively.

BPR&D has entrusted following seven of these components to five private consultancy firms as below :-

S. No	Name of the component	Target States	Objectives	Name of the Agencies awarded consultancy
(i)	Development of Human Resource Plan	20 States/ UTs/ CPOs	<p>This program would develop HRD plan for various States/UTs/CPOs:</p> <ul style="list-style-type: none"> <li>• Will project the required additional number and categories of police personnel based on the policing needs of each State/UT</li> <li>• Recruitment and training policy of police personnel</li> <li>• suggest the strategies and priorities for ensuring adequate competency and motivation, careers progression opportunities, optimum utilization of manpower funds etc.</li> </ul>	M/S Randstad India ltd., Chennai
(ii)	Analysing the gap between the attitude required and the existing attitude of police personnel and suggest appropriate training intervention.	12 States/UTs.	Identifying the attitudinal requirements for effective discharge of duties and suggest training and allied interventions for improving the attitudes.	M/S Wipro Ltd., Gurgaon
(iii)	Develop and validate suitable instruments to find out the ‘traits and capabilities’ of each rank (Constable, Head	5 States/UTs	<p>To identify the traits and capabilities required for each Rank for effective discharge of duties</p> <p>Develop suitable instruments to measure and fix traits so that States can match their skills with job profile at the time of recruitment.</p>	M/S Wipro Ltd, Gurgaon

	Constable, Sub-Inspector, Inspector and Dy SP)			
(iv)	Assessing desirable performance and actual performance of each rank in each state and developing suitable training interventions.	12 States/UTs	To identify indicators of desirable performance for each rank based on job description and key result areas prescribed. Develop instruments, tools and techniques to assess the performance of police personnel. Suggest interventions including training interventions to address gaps in actual and desirable performance.	M/S IL&FS Education & Technology Services Ltd, New Delhi
(v)	Soft skill (listening, counselling, communication, writing , time and stress management etc.) intervention of States/UT.	6000 SHOs in 12-14 States/UTs	It will equip the SHOs of States/UTs with skills like listening, counseling, communication, inter-personal conflict resolution, stress management, motivating, writing etc. in the absence of which, complaints of police insensitivity are often received.	M/S IL&FS Education & Technology Services Ltd, New Delhi
(vi)	Developing pre-promotional courses for various ranks (Constable-Head Constable, HC-ASI,SI-Inspector-, Inspector –Dy SP ) in civil and armed Police and develop modules to address next level of competency .	28 States/UTs	To develop pre-promotional courses for various ranks(Ct- HC, HC-ASI, ASI-SI, SI- Insp, Insp- Dy SP) for both Civil and Armed Police with a view to empower them with adequate knowledge, skills and attitudinal inputs to perform their next higher level of responsibility in the organization.	Mahatma Gandhi State Institute of Public Administration, Chandigarh
(vii)	Developing films interactive modules, online modules and practice workbooks/manuals etc. to make training ‘instructor independent’ and ‘neutral’.	85 topics	In this component films along with interactive modules, practice workbooks, manuals, online modules etc. to assist the trainers and trainees on 85 topics will be got developed.	M/S Genesis Media (Pvt) Ltd, New Delhi

## **TRAINING INTERVENTION SCHEME(NEW COMPONENTS)**

BPR&D is in process of selection of consultancy firm for award of contract in respect of following components :-

(i)	Assessing the quality of investigation in states and suggest interventions.	18 States/1 UT	It will help in assess the quality of investigation in ( 18 States/One UT ) to assess the competency gaps contributing to poor rate of convictions & develop training modules, tools kits& other interventions for efficient investigations.
(ii)	Assessment of impact of important training programmes being carried out by Sates/CPOs.	5 States - Training/ Courses in :- NPA -6, CDTS-7, State Police Institutes/ Academies-10, Courses-10 in 8 Specialised Trg. institutes, CIAT- 17 schools in 5 States, NEPA- 2 courses	evaluating the content and methodology of training being imparted to Police personnel to assess whether these training programmes are effective and being delivered efficiently. --whether the training leads to improvement in performance or not. --Based on the study, suggest the training courses to be added and deleted and indicate improvement and changes in the existing training modules.
(iii)	Developing mock exercises (anti-terrorist operations) for training purposes.	10 mock exercises	mock exercises (Film, SOP, Précis etc.) on following topics will be got prepared in Indian context:- a)Anti-Hijacking (Aircraft) b)Ambush and Counter Ambush c)Raid & House Clearing operations d)Cordon and search operations e)Handling of IED /Land mines f)Post Blast Investigations g)Dealing with chemical, Biological, Radioactive and Nuclear terrorist attacks (CBRN) h)Hostage Negotiation
(iv)	Assessment of Training Need Analysis and Training Capacity Gap & in States & UTs.	All States/UTs (28 States & 7 UTs)	State specific analysis of training needs for Police forces for each rank separately for civil, armed and all other wings of police will be got assessed keeping in view problems prevalent in State like Naxalism, Insurgency, Coastal threats, North Eastern requirements, Caste and communal tension etc. --suggest new courses required, its

			<p>methodology and the duration of courses, periodicity and changes/updating in the present training courses being conducted keeping in view of socio-economic &amp; political changes and technological advances.</p> <p>--On the basis of Training Need Analysis the training capacity gap will be assessed for all ranks in States &amp; UTs which will include infrastructure (Buildings &amp; equipment's), manpower(Trainers) etc. keeping in view following types of training being imparted to police personnel</p> <ol style="list-style-type: none"> <li>Basic Training</li> <li>Pre-promotional training</li> <li>In-service training</li> </ol> <p>Above gap will be projected to MHA for sanction of funds for creation of additional training capacity in States/UTs.</p>
(v)	Assessment of gap in training material for various Ranks and Production & updating of training material	All States/UTs(28 States & 7 UTs)  <b>Hand Book-5, Manuals- 18, Training Material- 26</b>	<p>Consultants will be hired for assessment of Gap in Training Material for various Police ranks keeping in view following types of training being imparted to police personnel in various States:-</p> <ol style="list-style-type: none"> <li>Basic Training</li> <li>Pre-promotional training</li> <li>In-service training</li> </ol> <p>Based on above gap study, BPR&amp;D will develop standard training material on police subjects and evolve a mechanism of updating of training material from time to time with the help of subject experts (consultancy basis).</p>

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