
International Multidisciplinary Research Journal

Golden Research Thoughts

Chief Editor
Dr.Tukaram Narayan Shinde

Publisher
Mrs.Laxmi Ashok Yakkaldevi

Associate Editor
Dr.Rajani Dalvi

Honorary
Mr.Ashok Yakkaldevi

Welcome to GRT

RNI MAHMUL/2011/38595

ISSN No.2231-5063

Golden Research Thoughts Journal is a multidisciplinary research journal, published monthly in English, Hindi & Marathi Language. All research papers submitted to the journal will be double - blind peer reviewed referred by members of the editorial board. Readers will include investigator in universities, research institutes government and industry with research interest in the general subjects.

International Advisory Board

Flávio de São Pedro Filho Federal University of Rondonia, Brazil	Mohammad Hailat Dept. of Mathematical Sciences, University of South Carolina Aiken	Hasan Baktir English Language and Literature Department, Kayseri
Kamani Perera Regional Center For Strategic Studies, Sri Lanka	Abdullah Sabbagh Engineering Studies, Sydney	Ghayoor Abbas Chotana Dept of Chemistry, Lahore University of Management Sciences[PK]
Janaki Sinnasamy Librarian, University of Malaya	Ecaterina Patrascu Spiru Haret University, Bucharest	Anna Maria Constantinovici AL. I. Cuza University, Romania
Romona Mihaila Spiru Haret University, Romania	Loredana Bosca Spiru Haret University, Romania	Ilie Pintea, Spiru Haret University, Romania
Delia Serbescu Spiru Haret University, Bucharest, Romania	Fabricio Moraes de Almeida Federal University of Rondonia, Brazil	Xiaohua Yang PhD, USA
Anurag Misra DBS College, Kanpur	George - Calin SERITAN Faculty of Philosophy and Socio-Political Sciences AL. I. Cuza University, IasiMore
Titus PopPhD, Partium Christian University, Oradea,Romania		

Editorial Board

Pratap Vyamktrao Naikwade ASP College Devrukh,Ratnagiri,MS India	Iresh Swami Ex - VC. Solapur University, Solapur	Rajendra Shendge Director, B.C.U.D. Solapur University, Solapur
R. R. Patil Head Geology Department Solapur University,Solapur	N.S. Dhaygude Ex. Prin. Dayanand College, Solapur	R. R. Yaliker Director Managment Institute, Solapur
Rama Bhosale Prin. and Jt. Director Higher Education, Panvel	Narendra Kadu Jt. Director Higher Education, Pune	Umesh Rajderkar Head Humanities & Social Science YCMOU,Nashik
Salve R. N. Department of Sociology, Shivaji University,Kolhapur	K. M. Bhandarkar Praful Patel College of Education, Gondia	S. R. Pandya Head Education Dept. Mumbai University, Mumbai
Govind P. Shinde Bharati Vidyapeeth School of Distance Education Center, Navi Mumbai	Sonal Singh Vikram University, Ujjain	Alka Darshan Shrivastava Shaskiya Snatkottar Mahavidyalaya, Dhar
Chakane Sanjay Dnyaneshwar Arts, Science & Commerce College, Indapur, Pune	G. P. Patankar S. D. M. Degree College, Honavar, Karnataka	Rahul Shriram Sudke Devi Ahilya Vishwavidyalaya, Indore
Awadhesh Kumar Shirotriya Secretary,Play India Play,Meerut(U.P.)	Maj. S. Bakhtiar Choudhary Director,Hyderabad AP India.	S.KANNAN Annamalai University,TN
	S.Parvathi Devi Ph.D.-University of Allahabad	Satish Kumar Kalhotra Maulana Azad National Urdu University
	Sonal Singh, Vikram University, Ujjain	

Address:-Ashok Yakkaldevi 258/34, Raviwar Peth, Solapur - 413 005 Maharashtra, India
Cell : 9595 359 435, Ph No: 02172372010 Email: ayisrj@yahoo.in Website: www.aygrt.isrj.org



TRAINING : IMPACT ON IPS OFFICERS IN CONTROLLING LAW & ORDER

P. Shailaja

Assistant Professor , Dept of Public Administration , Nizam College, Hyderabad.

ABSTRACT

The Police is becoming more and more complex in the new social context. The police have now to be more than ever conscious of their role in safe-guarding and fostering the processes of socio-economic growth and development and ensuring social justice. Linked with this is their responsibility for preserving the democratic order of society and upholding the Constitutional provisions, particularly with regard to equality before the law. The role and responsibilities of IPS officers play very crucial in maintain the law and order in the society. This



can be only possible when the IPS officers are well trained at all levels. Before entering into the services the IPS officers undergoes the institutional training and he is known as IPS Probationary officers. Training is an important part of civil service and necessary emphasis is paid to it. For proper training the Government of India has set up two premier institutions —one for IAS officers and the other for IPS officers and huge amount of money is spent for training and maintenance of these institutes. But many people have raised their eyebrows about the efficacy of the long and costly process and programmes of training. This paper discuss about the importance of the training among the IPS officers probationary or in-service in maintaining law and order. This is the part of my Ph.D research work.

KEYWORDS :Training, IPS officers, law & Orders.

INTRODUCTION

In the Indian context, the training programmes must aim at providing a professional leadership, in administration which can help achieve the speedy transformation of an economically backward society into a secular, modern, technologically advanced society characterized by equal opportunity and social justice. A consideration of these objectives of the State emphasizes further the need for training in attitudinal development along with the imparting of the professional equipment required to

improve the effectiveness of the individual. A civil servant is now concerned not only with main training and running his office to provide relatively routine services, he must also be able to deal with, and guide his staff to meet, the varied and dynamic needs of a changing situation which are often difficult and challenging. Only training which can help to develop positive attitudes, to acquire technical and analytical skills and to encourage initiative and the ability to anticipate situations and innovate in order to achieve the goals of the organisation will be of value. Training should also help in creating a sense of involvement and participation at all levels. What is even more important for a civil servant is that he should develop an enquiring mind respective to new ideas and a restless spirit which keeps urging him constantly to find ways of doing assigned tasks better and more efficiently. He should also learn to keep away from cynicism and the line of least resistance.

OBJECTIVES OF THE STUDY:

Objectives of the present study are as follows:

- 1.To know the evolution of Indian Police Services
- 2.To study the role of National Police Academy in Institutional and Professional Training process imparted to IPS probationers.
- 3.To assess the practical (Technology) training imparted to the IPS Probationary officers

BPR&D Publications²⁷, Impact assessment of modernization of state police forces, 2006, p.66.As per the research conducted by BPR&D, human resources available with the police lacked capability and capacity building opportunities. Hence the need for upgrading training capabilities was strongly felt. In the age of Information Technology and cyber crime, there is a crying need to computerize the working of the police from the state to the PS level which calls for provision of appropriate and adequate software and hardware besides capacity building among the staff.

- + Mathur K.M. in "Indian Police : Role and Challenges"³² (1994) attempts a study of the role and challenges of police in India and deals with the process of preparing Indian police for the 21st century.
- + Sen, Sankar³³ in his recent book "Indian Police Today" (1994) deals with the training of police personnel, role of trainers in police training institutions, communal riots in India and the role of police during the communal strafes.

The Indian Police Services belong to the Special Civil Service of India². India Act 13 of 1856 reformed the municipal police administration in the three Presidency capitals (Calcutta, Madras, Bombay). They were each placed under a Commissioner who was responsible directly to the Governor of the Province. India Act 5 of 1861 established a uniform system of police administration throughout British India with an Inspector General at the head of the police in each province.

The Indian Police Service or IPS, is one of the three All India Services of the Government of India. In 1948, a year after India gained independence from Britain, the Indian (Imperial) Police, was replaced by the Indian Police Service.

The First Police Commission, appointed on 17 August 1865³, contained detailed guidelines for the desired system of police in India and defined the police as a governmental department to maintain order, enforce the law, and to prevent and detect crime. The Indian Police Service is not a force itself but a service providing leaders and commanders to staff the state police and all-India Central Armed Police Forces. Its members are the senior officers of the police.

FUNCTION OF THE POLICE

The functions of the police force in India are multi-faceted. Critics of the police force mean that the functions are too varied and some of them should be outsourced. In that case the police force will have time to focus on core activities like crime investigation and crime prevention. Section 23 of the IPA lists the following functions of the police force:

1. obey and execute all orders and warrants lawfully issued to him by
2. any competent authority
3. collect and communicate intelligence affecting the public peace
4. prevent the commission of offenders and public nuisances
5. detect and bring offences to justice; and
6. apprehend all persons whom he is legally authorized to apprehend,
7. and for whose apprehension sufficient ground exists

These tasks were listed originally in 1861, the duties have expanded and slightly changed since then and a more recent list of duties are Maintaining law and order, Riot control, Crime investigation, Protection of State assets, VIP protection and Traffic control.

TRAINING OF IPS OFFICERS :

The training of IPS officers, it would be essential for the Central Government as the Central Cadre Authority to assume full responsibility to plan in consultation with the State Governments the training and posting of IPS officers for the first 5 years. The Central Government should be able to move officers for the purpose of training, date-wise as planned in a roster. It is very important that the State Governments should not deviate from the training and postings schedule as arranged by the Central Government for the first 5 years of service of IPS officers.

At present the IPS officers undergo a 4 month Foundational Course at the Lal Bahadur Shari National Academy of Administration, Missouri (LBSNAA) following which they go to the National Civil Defense College and the Chief Inspectorate of Explosives at Nagpur for 20 days. Then they go to Sardar Vallabhbhai Patel National Police Academy (SVPNPA), Hyderabad, for 11 months for the Basic Course which is followed by a 15 days attachment with the Army. After this they go to the State Police Training College for a period of 3 months and then do field training for a period of 8 months. From 1979 a Basic Training Terminal Course of 1 month duration has been started in accordance with the recommendations of the Committee on Police Training.

They have to split the period spent in SVPNPA into three spells so that an IPS officer instead of getting the entire dose of training in one go alternates between a training course and a field job. This would enable the work experience to be reappraised in the SVPNPA and built upon with suitable modifications. In regard to on the job training we place great emphasis on the job of Station House Officer which we would like every IPS officer to do for a year as against one month as at present. We consider this experience crucial for later performance of IPS officers and the leadership requirements of the future. After functioning as a Sub-Divisional Police Officer, the IPS officer should undergo a Junior Management Course in the SVPNPA for a period of 3 months. This course should be an indispensable pre-condition for holding charge of a district We however, wish to add that this arrangement should not prejudice an IPS officer getting his senior scale after completing 5 years of service, as generally is the case at present.

M.S. Gore Committee Report:

M.S. Gore Committee was constituted by Government of India in 1971. The purpose was to study the basic short-comings in the arrangement for the training of Police Officers under the Centre and in the States. It was also to suggest the measures to be taken to bring about the desired improvement in the existing training regimen. The Committee gave a comprehensive report on Police Training in 1972.

Field Training

It is an accepted fact that in professional training of any kind, institutional training has to be supplemented by practice and experience. This raised the question of field training for all direct recruits. It is only practical training which enables the trainees to understand the theoretical training in its proper perspective. The overall effectiveness of training further depends on the extent to which training in the institution and the field are integrated. While practical training should be related to the formal instruction received in the institution, the latter should take note of the field conditions and seek to provide practical answers to real life problems. It is indicated that how a link can be established between theory and practice during institutional training. This link can be strengthened only by going into action to learn the reality of the situation and this is achieved in professional training programmes by practical training in the field.

Sandwich Pattern of Training

It is no doubt the best system for the training of IPS., officers at the NPA., is the method of integrated teaching linked with concurrent field exposure to be followed by practical training in the States for eleven months and a final rounding off at the academy for one month. However, if concurrent field exposure cannot be arranged because of such factors as the non-availability of facilities for the same in the vicinity of the Academy on account of its location, then the alternative would be a sandwich pattern of training. Outdoor training will have to go on during both periods at the Academy and the institutional and post- institutional training will have to be split up and inter-woven are :

I. First Leg of Training at the NPA – Eight Months.

- (a) Modern India and the Role of the Police.
- (b) Police Organization.
- (c) Law.
- (d) Crime Prevention.
- (e) Crime Investigation.
- (f) Languages.

II. First Leg of Practical Training - Two Months One week.

- (a) Training in Police Stations (Rural and Urban)-One month.
- (b) Attachment to the Circle Inspector/Sub Divisional Police Officer-One week.
- (c) Attachment to Prosecution Branch- One month.

III. Second Leg of the Training at the NPA - Seven months.

- (a) General Administrative set up at the Centre and in the States.
- (b) Management Concepts and Techniques.
- (c) Human Behaviour and police Attitudes.

- (d) Criminology.
- (e) Enforcement of Social Legislation.
- (f) Maintenance of Order.
- (g) Traffic Control.
- (h) Security and Foreigners.
- (i) Map Reading and Plan Drawing.
- (j) First Aid and Ambulance Drill.
- (k) Motor Transport.
- (l) Wireless Communication.

IV. Second Leg of Practical Training - Eight Months Three weeks.

- (a) State Police Training College or I.G.P's office to learn local laws and language-Two months.
- (b) Station House Officer-one month.
- (c) Attachment to Circle Inspector/Sub Division Police Officer- Three weeks.
- (d) Attachment to District Police Office and District Headquarters-Three months
- (e) Attachment to Crime Branch, State C.I.D/Intelligence Branch-One month.
- (f) Attachment to Headquarters of Armed police Battalion-Two weeks.
- (g) Attachment to miscellaneous non- Police officers-Two weeks.

V. Third Leg of Training at the NPA - One Month.

The sandwich pattern of training will be attended by another complication. In the case of officers posted in the border States, the period involved in journeys will be substantial and will also entail considerable expenditure. To accommodate the journey period, it will be necessary to extend the total period of training. Although we have worked out the details of a sandwich pattern of training for I.P.S., officers, we may reiterate that we attach considerable importance to concurrent field exposure during their institutional training. We are convinced that the splitting up of the institutional and the practical training into two parts each will not be conducive to the training programme as a whole achieving its objectives in an effective manner which is so necessary for successful police work in the present difficult times. We have dealt with the question of the location of the NPA, in a later chapter at some length. It is mentioned in this place also that we would like to see the Academy located at a place where facilities for field exposure are readily available.

MOBILE PHONE FORENSIC

The objective of the Course was to provide basic understanding of Mobile Phone Communication technology & Hi-tech Crime trend with Mobile Phones, Rules & Regulation related to Voice Interception, Analyzing Call Detail Record & Tower Dump with different Softwares, Sources of Digital Evidence in Mobile Phone and Mobile Phone Forensics, IT Act related issues to Mobile Phone Investigation

TRAINING ON TERRORISM

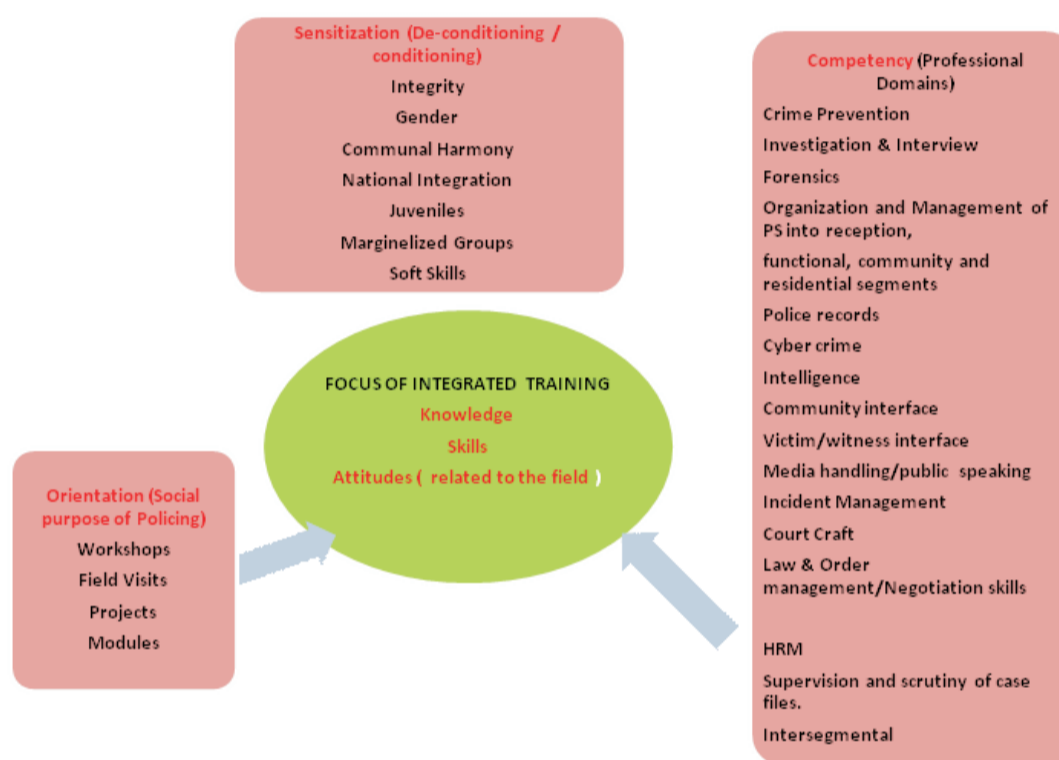
This training will help the officers to get knowledge how to solve the cases pertaining to the terrorism. The Contents of the Course were Intelligence, Intervention and Investigation

The Police Academies are acting more as Teaching Academies rather than Training Academies. It was felt that the NPA provided an excellent platform for the IPS probationers to be taught by the best scholars from the police and other walks of life. However, the dichotomy was that a lot of IPS

TRAINING : IMPACT ON IPS OFFICERS IN CONTROLLING LAW & ORDER

probationers are trained by the disoriented / compromised trainers during their field training. The applied policing was missing in the absence of integrated training platforms.

Training improves higher skills and efficiency. Training prepares him for higher and higher responsibilities. In fact, the very induction of an employee into an organisation needs training. An employee must know about the goals and objects of his organization the nature of work he is expected to perform in the organisation and the techniques and methods of doing his actual work. All this knowledge can be imparted only through a systematic training programme.



The trainees were sensitized towards integrity, gender, communal harmony, national integration, juveniles, marginalized groups, soft skills etc to give proper perspective for meeting the challenges of policing in a Democratic Society. The social-purpose of policing was emphasised to give proper legal and moral orientation to the trainees through workshops, field visits, modules and projects. The competency aspects circumscribed the acquisition of application focus and professional skills through relentless hand on practices.

CONCLUSION :

To maintain law and order in the society in a peace full way it is essential that the Police Department must be appointed with daring and effective police officers. The IPS who works at different ranks in the department must take initiative to control law and order every day. For this they should be trained at all levels from time to time. This can be possible only through in-service training of IPS officers. Training and enhancing skills in modern technology is very essential for the officers. Similarly, with the passage of time, the knowledge and skills acquired by an employee become out-dated. He needs new and up-to-date knowledge and skills. This up-dating of knowledge and skills is possible only through training which is a continuous activity.

Publish Research Article International Level Multidisciplinary Research Journal For All Subjects

Dear Sir/Mam,

We invite unpublished Research Paper, Summary of Research Project, Theses, Books and Book Review for publication, you will be pleased to know that our journals are

Associated and Indexed, India

- * International Scientific Journal Consortium
- * OPEN J-GATE

Associated and Indexed, USA

- EBSCO
- Index Copernicus
- Publication Index
- Academic Journal Database
- Contemporary Research Index
- Academic Paper Database
- Digital Journals Database
- Current Index to Scholarly Journals
- Elite Scientific Journal Archive
- Directory Of Academic Resources
- Scholar Journal Index
- Recent Science Index
- Scientific Resources Database
- Directory Of Research Journal Indexing

Golden Research Thoughts
258/34 Raviwar Peth Solapur-413005, Maharashtra
Contact-9595359435
E-Mail-ayisrj@yahoo.in/ayisrj2011@gmail.com
Website : www.aygrt.isrj.org