

Chapter 17

Training Branch

1. Introduction

Training is an important instrument of human resources development. At the police headquarters the training branch is headed by an officer of the rank of ADGP/IGP who is assisted by required strength of SP, DySPs, PIs and subordinate police personnel and the non-executive staff. The branch attends to various facets, functions and logistics pertaining to all types of police training activities.

2. Functions of the training branch: -

- i. Command, control, regulate, oversee and supervise all training activities and training institutions in the State.
- ii. Ensure fulfillment and attainment of the aims, objectives, goals and targets of police training.
- iii. Improve the infrastructure and training facilities of the training institutions.
- iv. Provide dynamism, speed, goal direction and contemporary relevance to the training activities for bringing about requisite professionalism and competence in the police personnel of all ranks.
- v. Prepare the police trainees for the attainment and realization of the Mission Statement and Vision Statement of the respective police organization.
- vi. Conduct quality audit of the training activities.
- vii. Ensure training worthiness of all the training institutions by enabling them to maintain the requisite standards with regard to competence of the police trainers, relevance of training methodology and appropriateness of the feedback and follow up mechanisms.
- viii. Maintain record of training institutions in the country, the courses conducted by them and the annual schedule of such training courses.
- ix. Maintain record of trainings undergone by all SI & above level officers and of the subordinate ranks posted in specialized units.
- x. Earmark officers and men for training courses within and outside the State preferably on an annual basis keeping in view the essential and non-essential

training courses and the training courses already undergone. Special Branch should be consulted in respect of training courses on intelligence/VIP security and the concerned branch/battalion head in respect of training of personnel for specialized units.

- xi. Coordinate on all matters relating to training, including trainings abroad.
- xii. Research and analysis and providing advice to the DGP on matters relating to policing for improving the efficiency of the police service.

3. Objectives of Police Training

The objectives of police training as a whole should be the following:

- a) To prepare professionally sound and operationally competent policemen of various ranks
- b) To develop physical fitness and competence for handling various police equipment and weapons.
- c) To create an adequate level of awareness in the trainee participants, about their roles, responsibilities and duties, along with the requisite responsiveness and accountability expected from the policemen working in a democratic society
- d) To instill sound knowledge about law and procedure, so as to equip the trainees to handle their various tasks of order maintenance and crime management.
- e) To evolve requisite professional skills, so very essential to perform their roles in a democratic and free society
- f) To develop requisite attitudes, norms and values in the police trainees
- g) To foster loyalty to the Constitution, commitment to the aspirations of the nation, the concept of an egalitarian society, and the needs for national integration.
- h) To create an awareness in the policemen that they are friends of the people and they can win the confidence and cooperation of the community only with service orientation and by respecting the needs, demands and rights of the people.

4. Police Training Centre

The State has one police training centre at Yangang, South Sikkim. In addition, the Armed Police headquarters at Pangthang also conducts basic training for constables recruited to Armed Police. The basic training of Sub Inspectors and DySP rank officers is

conducted at the North East Police Academy or the training institution of Punjab Police. Specialized training for the needs of various police units like traffic, wireless, special branch, commando training etc. are conducted at the specialized training centres of the Central Government.

5. Nature of Police Training

(i) The police training is basically divided into two categories, i.e., indoor training and outdoor training. The indoor training is inclusive of various subjects like:

- a) Law and procedure
- b) Indian Constitution, major, minor and special acts
- c) Human behaviour, police behaviour, protection of human rights and the rights of minority groups, SC, ST, and backward classes
- d) Investigation, prevention and detection of crimes and criminology
- e) Scientific aids to investigation and role of forensic science and FSLs in the police working
- f) Organisation and functional framework and role of state police organization and CPOs
- g) Rules and Regulations of various types relevant for the police personnel
- h) Order maintenance and regulation of various law and order related activities
- i) Maintenance of internal security and handling of various security and safety related issues
- j) Handling of natural calamities and disaster management
- k) VIP security and protection of vital installations
- l) Perform various democratic duties and maintenance of effective and efficient public service delivery system

(ii) The outdoor police training is inclusive of subjects like:

1. Physical fitness and unarmed combat with offence and defense techniques
2. Drill with and without arms
3. Weapon training and mob dispersal
4. Equitation and equestrian skills (mounted police)

6. Types of Training Courses

The police training schools conduct the following courses for the various ranks:

1. Basic training courses for directory recruited Constables, Sub-inspectors and DySPs.
2. In addition to these foundational courses for civil police and armed police, short-term orientation courses as part of the foundational training are conducted for the personnel of communication, mounted police, Armourers and MT staff of the Police Department. The period of basic training for Dy. SP and SIs is one year for constables 9 months and followers 6 months. The period of training for those in technical/specialized wings is as prescribed by the concerned Central Govt. police Institutions.
3. In addition to the foundational and basic training courses, refresher and promotion courses for HCs, ASIs, SIs are organized by the police training centre. The duration of these courses varies from 1 to 3 months.
4. The State Police Training Centre may also conduct various courses for other departments and other state police organization subject to availability of seats as part of police capacity building measures.
5. In addition to the above in house police training officers and men are sent for training to various police training centres of the country. Nominations for officers are made for training outside the State and also for vertical interaction courses and foreign training.

7. Infrastructure Facilities, Training Aids and Equipment and Training Support Services

- (i) On the basis of the strength of each rank of the police department and the requirement of various types of training to the personnel of each rank, intake capacity of the training centre has to be fixed for ensuring quality and requisite standard of the training efforts and inputs.
- (ii) The infrastructure and training support facilities pertaining to indoor and outdoor training activities should also be in accordance with the parameters and norms recommended for the purpose.

8. Trainers of Police Training Centre

- a. The teachers, trainers, counselors and facilitators play a vital and significant role in the training process and execution of training activities. The quality of the trainer is greatly responsible for the success and impact of the training activities. The trainer, for any police training school, should therefore be selected with great caution and care.
- b. Outsourcing of police training is also a means to improve the police training and should be adopted by the Training branch.

9. Training Curriculum, Syllabus & Methodology

Police training curriculum, syllabus, course design and course content are basis to the success of any training activity. This should be devised with great care and update on annual basis as per contemporary & future police and community needs. A training methodology should be effective and interesting and traditional and routine methods should be replaced by modern training techniques with liberal use of audio-visual aids. Computer teaching and learning should be integral part of police training. Details are given in the chapter on Police Training: an overview.

10. Feedback and Follow up Methods

There should be a regular feedback of training processes by means of intermittent and terminal examination and feedbacks from the trainees and the corresponding corrective measures shall be introduced to bring about the required improvement.

11. Police Research Unit

- (i) Research and Analysis are two important parameters for ensuring dynamism and continuous process of modernization in the police. In order to do so a research and development cell will be located in the police training office at the Police headquarters for undertaking survey and trainings and providing advice and guidance to the Director General of Police and the State Govt. on matters relating to policing and improving the

efficiency of the police service. The cell should have tie up with various academic institutions and to maintain close contact with the BPR&D and NPA.

(ii) These research units should handle and analyze various problems concerning the respective State police organizations. They should endeavor to stimulate ideas, indicate new projects, study new factors, which have bearing on the overall policing and should also act as a clearing house of information based on the results of various research activities undertaken by them and the other research units.

(iii) These research units should collect information of interest to police and analyze that for dissemination of conclusions for bringing about improvement in the various spheres of police working.