

POLICE ORDER No. 224

(Revised)

REFRESHER AND INSERVICE COURSES IN DIFFERENT RANKS

In line with the recommendations of the Committee of Police Training (Gore Committee) the following courses are prescribed for different ranks. Ordinarily should serve as pre-promotional course. Successful completion of the courses will be taken into account for the career prospects of the concerned Police Officers.

REFRESHER COURSE FOR DEPUTY SUPERINTENDENT OF POLICE (TWO MONTHS).

I. Modern India and the Role of the Police

A. The Political Frame Work:

1. The Indian Constitution
2. Civil Liberties and Fundamental Rights
3. The concept of a Democratic, Socialist and Secular State
4. Political Parties, Trade Unions and other Organized Groups
5. Disruptive forces—Communalism, Regionalism, etc.
6. National Integration

B. The Social Frame Work:

1. Rural and Urban Communities
2. The joint family
3. Caste and Untouchability
4. Religion and Religious Institutions
5. Growth of population and demographic changes

C. The Economic Frame Work:

1. Agrarian structure land reforms
2. Industrial structure—Private and Public Sectors
3. Entrepreneurship and economic growth
4. Fiscal Policies and Public Finance

D. The Indian National Tradition:

Gandhi, Tagore and Nehru

E. International Relations:

Relations with neighbouring countries and major international powers their socio-economic impact on Indian life.

F. Implications of the Changing Social Scene for the Role of the Police

G. The Role of the Subdivisional Police Officer and the Superintendent of Police

II. Human Behaviour and Police Attitudes

A. Understanding Human Behaviour:

1. Why human beings behave the way they do ?
2. Development of human personality
3. Motivational mechanics
4. Anxieties
5. Attitudes to authority, Authoritarian personality
6. Characteristics of a stable personality

B. Understanding Critical Social Groups and conflict situations:

Problems relating to students and youth, industrial workers. Political parties, radicals and reactionaries, communal strife linguistic and regional conflicts, agrarian unrest, etc.

C. The personality of a Police Officer:

1. Selected short cases involving dilemmas faced by the Police and appropriate police attitudes.
2. Principles of Police conduct

D. Police Community Relations:

Importance and techniques

### III. Management Concepts and Techniques

A. The Role of the Deputy Superintendent of Police as a Supervisor and a Leader—styles of supervision, the supervisory skill, its understanding, appreciation and development.

B. The Dynamics of Relationships—Inter-departmental, senior subordinate and interpersonal road blocks and gateway to communication, engineering of an agreement, techniques of communication, understanding human behaviour, human needs, motivation, attitudes and self-development, recent trends in techniques of control and supervision,

#### IV. Public Order and Security

A. Dealing with Unlawful Assemblies and Riots—intelligence planning for public order, use and development of Police equipment and communications for effective public order and security, case studies of selected riots, command control exercise.

B. Co-ordination with Armed Forces, Central Police Organizations and Magistracy. (Panel discussion in which a senior Magistrate and a representative of the Armed Forces should also participate).

C. Internal security and Communal Riots schemes

D. Police and Industrial Development—Industrial relations in modern society

E. Planning for Police Assistance in Emergencies

#### V. Crime

A. Organised Crime, including White collar Crime—some selected cases

B. Techniques of prevention of Crime and People's participation in crime prevention

C. Police participation in social Defence

#### VI. Law

A. New Legislation

B. Important New Rulings

VII. Application of Science and Technology to Police work latest advances in forensic science and forensic medicine.

## II. REFRESHER COURSE FOR SUB-INSPECTORS—CIVIL POLICE

(Six to Eight Weeks)

### I. Modern India and the Role of the Police

A. The Political Framework

1. The Indian constitution

2. Civil Liberties and fundamental rights

3. The concept of a democratic, socialist and secular State

4. Political parties, trade unions and other organised groups

5. Disruptive forces—communalism, regionalism, etc.

6. National integration

7. National Flag, Emblem and Anthem

## B. The Social Frame-work

1. Rural and urban communities
2. The Joint family
3. Caste and untouchability
4. Religion and religious institutions
5. Growth of population and demographic changes

## C. The Economic Frame-work

1. Agrarian structure—Land reforms
2. Industrial structure—Private and public sectors
3. Entrepreneurship and economic growth
4. Fiscal policies and public finance

## D. The Indian National Tradition

Gandhi, Tagore and Nehru

## E. International Relations

Relations with neighbouring countries major international powers—Their socio-economic impact on Indian life.

## F. Implications of the Changing Social Scene for the Role of the Police

## G. The Role of the Sub-Inspector

## II. Human Behaviour and Police Attitudes

### A. Understanding Human Behaviour

1. Why human being behave the way they do ?
2. Development of human personality
3. Motivational mechanics
4. Anxieties
5. Attitudes to authority, authoritarian personality
6. Characteristics of a stable personality

B. Understanding critical Social Groups and Conflict situations problems relating to students and youth, industrial workers, political parties, radicals and reactionaries, communal strife, linguistic and regional conflicts, agrarian unrest, etc.

### C. The personality of a Police Officer

1. Selected short cases involving dilemmas faced by the Police and appropriate police attitudes.
2. Principles of Police conduct

### D. Police Community Relations

Importance and techniques

### III. Leadership and Supervision

- A. The Role of a Sub-Inspector as a Supervisor and a Leader—styles of supervision: the supervisory skill—Its understanding, appreciation and development.
- B. The Dynamics of Relationships—Inter-departmental, senior-subordinate and inter-personal road blocks and gateway communication, engineering of an agreement, techniques of communications: understanding human behaviour, human needs, motivation, attitudes and self-development, recent trends in techniques of control and supervision.

### IV. Crime Prosecution and Investigation

- A. Special Types of Crime and their Investigation and prosecution e.g., arson, sabotage, espionage etc. some selected cases.
- B. Organised Crimes, including white collar Crime—Some selected cases
- C. Techniques of prevention of Crime—peoples participation in crime prevention
- D. Police participation in social Defence

### V. Law

- A. New Legislation
- B. Important New Rulings

### VI. Application of Science & Technology

- A. Latest advances in Forensic and Forensic Medicine
- B. One week's Trg. at the State Forensic Science Laboratory

### III. REFRESHER COURSE FOR CONSTABLES—CIVIL POLICE (One month)

#### I. Modern India and the Role of the Police

- A. Fundamental Rights and directive principles

- B. 1. Political, social and economic changes in India since independence and their implications for the police.
- 2. Major social problems—Uplift of weaker sections of the people
- 3. National integration

#### C Current Affairs

#### II. Human Behaviour

- A. Understanding Human Behaviour—Individual, group and crowd
- B. Police Behaviour towards the public

Principles of police conduct—Selected cases to emphasise the importance of courtesy, impartiality and integrity.

#### III. Police Duties

- A. Prevention and detection of Crime with particular reference to Beat, Patrol Surveillance and collection of intelligence.

B. Investigation—Elementary knowledge of scientific aids to investigation—Preservation of the scene of crime and police portraits.

C. Maintenance of order with particular reference to Student and Labour Problems, Political Agitations and Communal Disturbances.

D. Role of Police in Social Defence—Juvenile delinquency

E. Application of Science & Technology to Police work

#### IV. Law

A. Revision of important provisions of I. P. C. and Cr. P. C.—General exceptions and definitions of cognizable offences. Offences relating to obstruction or deterring public servant from duty and powers of arrest.

B. New Legislation

#### IV. PREFRESHER COURSE FOR HEAD-CONSTABLES AND ASSISTANT SUB-INSPECTOR—CIVIL POLICE (Eight weeks)

##### 1. Modern India and the Role of the Police

A. Fundamental Rights and directive principles

B. 1. Political, social and economic changes in India since Independence their implications for the police.

##### 2. Major social problems—Uplift of weaker sections of the people

##### 3. National integration

C. Current Affairs

#### II. Human Behaviour

A. Understanding Human Behaviour—Individual, group and crowd

B. Police Behaviour towards the Public

Principles of police conduct—Selected cases to emphasise the importance of courtesy, impartiality and integrity.

#### III. Criminology

A. Modern concepts in Criminology

##### 1. Criminogenic Factors

(a) Psychological

(b) Sociological

(c) Economic

(d) Political

## **2. Deviance**

- (a) Individual Deviance—juvenile delinquency
- (b) Collective deviance—Organized crime/deviance of authority
- (c) White collar crime
- (d) Vice (gambling, alcoholism, prostitution and drug addiction)

### **B. 1. Punishment—prisons]**

- 2. Correction and reformation—Probation, parole and corrective institution
- 3. Recidivism

### **C. Police as a part of the Criminal Justice System—Inter-organisational co-ordination and co-operation.**

## **IV. Crime Prevention**

### **A. Prevention of Crime**

- 1. Collection of criminal intelligence
- 2. Prevention of special types of crime like dacoity and burglary

## **V. Crime Investigation**

### **A. General**

- 1. Preparation of F. I. R.
- 2. Procedure and method of investigation
- 3. Preparation of case diaries, final report and charge-sheet
- 4. Relevant Law

Criminal Procedure Code

Chapter I, S., 4.

Chapter IV

Chapter V

Chapter VI, Ss 68 to 87

Chapter VII, Ss. 94 to 99-A, 100—103

Chapter XIV

Chapter XXI, S. 202

Chapter XXXIV, Ss. 496 and 497

Chapter XLI, Ss. 511 and 512

Chapter XLIII, Ss. 516, 517 and 523

Chapter XLVI, Ss. 550, 551 and 565]

**Indian Evidence Act**

Ss. 9, 24, 25, 26, 27, 29, 30 and 32

Article 20 (3) of the Constitution of India

**New legislation**

B. Scientific Aids to the Detection of Crime

**VI. Application of Science & Technology to Police Work**

(Note—The course should include attachment to State Forensic Science Laboratory for one week).

**V. RE-ORIENTATION COURSE FOR OFFICERS POSTED TO THE ARMED POLICE FROM THE CIVIL POLICE (Four months).**

**I. General:**

Implications of the changing social scene for the Role of the Police with particular reference to the Armed Police.

**II. Organisation and Administration:**

A. Organisation of Armed Police—Battalion, Company, Platoon and Section

B. Armed Forces, Para-military Forces and Auxiliary Units

C. Role of Sub-Inspector/Inspector/Deputy Superintendent in the Armed Police

**III. Police Duties:**

A. Maintenance of Order—Control of meetings processions and crowds, unlawful assemblies and the use of force—Internal security and riot schemes.

B. Fairs and Festivals

C. Security of V. I. Ps. and Vital Installations

D. Guards and Escorts

E. Working of Adjutant's and Battalion Offices

F. Working of 'Q' Branch

G. Maintenance of Cash Book, T.A., Medical Reimbursement and Financial Rules

H. Rules pertaining to Welfare Activities and their accounts

I. Application of Science & Technology to Armed Police Work

**IV. Law:**

Important provisions of the Act promulgated for each Armed Police Force

**V. Transport and Communications**

A. Motor Transport of Armed Police

B. Types of wireless sets and Telephones, Elementary Radio Telephone and maintenance and charging of batteries.

C. Cipher work

## OUTDOOR

### I. Physical Training Outdoor Life and Toughening:

- A. P. T.
- B. Route Marches
- C. Obstacle and assault course and cross country races
- D. Road walk and race
- E. Swimming
- F. Physical Efficiency Tests

### II. Drill:

Platoon, Company and Battalion Drill

### III. Weapon Training

- A. Rifle including classification course
- B. L.M.G. including classification course
- C. Grenades including Lobbing of Hand Grenades and Firing Rifle Grenades
- D. Revolver including classification course
- E. Sten/T. M. C. including classification course
- F. Handling and Firing 2" Mortar

### IV. Crowd Control :

- A. Dispersal of Riotous' Mobs and unlawful assemblies
- B. Use of Gas Masks and protective equipment

### V. Field craft and Tactics:

- A. Field craft and Tactics—Section and Platoon formations, field signals, duties of scouts and battle procedure.
- B. Anti-extremist Operations
- C. Elementary Map Reading including use of Compass
- D. Counter-insurgency Operations upto Platoon Level, Patrol and ambush, infiltration and raid, road blocks and living off the land—

#### Appreciation

Defence, general and of a post

Abandonment of a post

Raiding of a stronghold/hideout

- E. Elementary knowledge of Field Engineering—mines, boobytraps, overcoming obstacles and laying telephone lines.

### VI. Unarmed Combat