Chapter - VI
Evaluation of Working of Police Administration
Evaluation of Working of Police Administration

The coming 'Information Age' is one consequence of the acceleration of technology that provides great changes in human societies and has the power to accomplish the centuries-old dream of an inter dependent global economy with reaching consequences for peoples and cultures every where.\(^1\) Independent India sought technological development as a panacea for making up the lag brought by British Govt. during the colonial exploitation. Confirming to such approach, Indian policy makers made an elaborate planning for Infrastructure development that would strengthen backbone of the national economy. There were these basic assumptions of planned development that would ensure the most efficient use of resources, development that would reduce regional disparity and development in the area of techno economy that would ensure prosperity and in turn would have an overall impact on the quality of life across the nation.\(^2\)

During the last decade of 20\(^{th}\) century, the overall environment of the country has changed tremendously, in administration, law and order or nature of crime and criminals, due to several reasons. Liberalization of economy, globalization and advancements of the field of telecommunication and computer technology (IT) have opened up new vistas of unique development. Presently the Information Technology is changing very rapidly and is invading all walks of life, right from kitchen to battlefield. Therefore, we cannot look at the functioning in isolation.\(^3\) The Police Telecommunication system has grown manifold due to introduction of modern and sophisticated equipment required to meet the pressing needs of law and order situation in the country. The convergence of communication, electronics and computers has led to computer communication and evolution of networks like Internet, intranet etc.

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Information Technology has brought about a revolution in the field of communication reducing barrier of distance and transforming this large physical world into a virtual global village. The Internet is the most unique development of 20\textsuperscript{th} century which has changed and is having the capability of changing all the age old concepts in business correspondence, education, training, medical and health care, agriculture and entertainment. Its impact has been felt in all spheres of human life. Wireless communication has come a long way since its demonstration in the year 1901 when the Italian Scientist, Marcony sent radio waves across the Atlantic Ocean for the first time. After agriculture and industrial revolution, it is information technology, which is sweeping the world today. Now telephone density has become the measure of the progress of a country. The micro miniaturization and mobility of telecommunication equipment has provided a big boost to the Information Technology and has tremendously increased its application indoor as well as outdoors.\footnote{4}{Ibid, p.148, Jan.-June 2001.}

In last five decades or so; Indian economy has made significant growth in the certain sectors. Improvement in technology resulted in the era if automation of machines which revolutionized industrial production. Further advancement occurred through the computer technology that has done wonders in all production processes and even in administrative functioning. Today's era is the era of computer technology, which has not only revolutionized industry but also all walks of life. Computer technology is closely associated with information technology; which has reduced the world to a 'mini-theatre'. Despite country's economy sluggishness, the world of information technology has spread leaps and bounds. The rapid pace of information technology (IT) proves its credibility and accuracy in exchanging information as the key tool for increasing information innovation. Creativity and productivity in the world of development of twenty first century. The growth of Internet is mind-boggling. The Internet uses in India have increases from a meager 1.7 lakh in 1998 to a whooping two millions in 2001. According to another estimates, presently more then six million population uses Internet

\footnote{4}{Ibid, p.148, Jan.-June 2001.}
in the country (NCRB, Gazette, No.4.2001). Accordingly to the available
statistics the users of computers (PCs) per thousands persons in the country
are about 2.8 in the year of 2001 and it is estimated to be about ten per
thousand in present year (NCRB, Gazette, 2001, No.4). Presently, as data
provides (Singh 2001), About two million persons use Internet in the country.
The reach and the penetration of the Internet may extend to twenty million
persons in next twenty years. Significantly, 37 million householders are
connected through the cable television. Technology has made it possible to
provide Internet connection through the cable, as there is convergence of the
communication and the computers.\(^5\)

**Police Telecommunication in 21\(^{st}\) Century**

The 21\(^{st}\) century is expected to bring convergence of various
technologies. Computer, Telecommunication and other modern technologies
will change the world civilization in days to come. The size of computer may
probably become like the visiting card. The vast capabilities of computing
associated with artificial intelligence will lead to new market condition and
start an era of user- friendly systems. Police vans will have cameras fitted in
them to monitor whether the driver is fully awake and active or not. If the
eyelids of the driver are closed for more than a certain time than the cameras
will accentuate a system to awaken him. Similarly vapor analyzer system of
the car will detect the alcohol level from the air coming out of the mouth of the
driver and will not allow the car to start if the level exceeds beyond certain
limit. Already, through the low orbiting satellites, global mobile satellite
communication has come within our reach. With the help of information
highways like optical fibers, the society of tomorrow will be doing every thing
like attending offices, attending classes and shopping by telecommunication
means, as the term like teleconferencing tele-shopping, tele-medicine etc.,
already within our knowledge.\(^6\)

**Conceptualizing Cyber Crime**

William Gibson (1964) first used the word cyber in his novel: 'neuromencer'. Robert Weiner (1948) first introduces the term 'Cybernetics', in

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his novel with the same title. The term from the Greek language, in the sense of ‘Steersmen’, the idea of control is being central to it, according to Peter Stephenson (1999), cyber crimes are crimes directed at a computer or computer system. In other words it could be stated that the cyber crimes refers to any crime with the help of computer and tele-communication technology for the purpose of influencing the functioning of computer or computer system. Cyber crime can be defined also as crime in which computers are directly involved in the communication of the crime, which can be classified (as done by Interpol) into three types.

I) Crimes in which computers (software and hardware) are the targets of the offence, for e.g. Software Piracy, data theft, time theft, network breaking etc.

II) Traditional crimes, which are, now committed using computers, e.g. bank fraud.

III) Network crime, which involves the use of the Internet.
   - For transactions that are already illegal e.g. child pornography.
   - Or aid illegal activity- often involving the drug trade, customs evasion and money laundering.
   - Or for transactions considered illegal and unethical in the use of the Internet e.g. denial of service attacks.

Further, Cyber Crimes can be various types and by large include the following.


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7. Sunita Sarkar, op. cit., p. 34.
Cyber Space

The word 'Cyber Space' was originally used for the electronic space. The brain and the sense were directly linked with the world of computers and communication so that one can experience it as an actual landscape. Later on, it was used for intangible electronic domain. Now it is being as a loose synonym for electronic. Cyber space has a complex network in itself to store information through numerous computers across the world. The most identifiable part of such network is the World Wide Web (WWW). This consists of web pages, which can be used with a web browser. E-mail is another component that is a user-friendly communication device. Internet relay chat room (IRCR) is another component, which allows real time chatting among thousands of people. The Internet also comprises of Gophel, similar to the www, but more for an academic purpose. The File Transfer Protocol (FTP) allows the transfer of files from one coming to another are the existing range in the cyber space.

Challenges Posed by Criminals to Police through Communication

The latest developments in telecommunication have also strengthened anti-social elements for committing global crime and cyber crimes. In the near future, majority of crimes anywhere in the world will take place in cyber-space—a physical or geographical area that is not clearly definable and which transcends the boundaries of the states and nations. The alarming situation for the law enforcement agencies through the world is that crimes can be remote-controlled from thousands of Kilometers away by criminals located in different countries and crimes can be executed within a fraction of a second in a third country. The cellular phones and the Internet have already become powerful communication media for criminals. Cases of extortion and even terrorism over the Internet and also cases of planning and execution of murders through e-mail over the Internet are very common and these international gangs of extortionists and terrorists operating over the Internet and called 'Cyber-Terrorists'. Examples of terrorist attack were Al-Quida's Hijacking of two airplanes and attacked on two towers of World Trade Center

in U.S.A. on 11th September 2001. It was found that the Al-Quida's network was extended in many countries of world and it uses Internet for delivering its, massages to the other members of this terrorist organization of Osama-Bin Laden of Saudi-Arabia. Also a series of seven bomb blasts in London in 7th July 2005, followed by 21st July 2005, four explosions-three on underground trains and one on a Double Decker bus- in London city.12

In this context, it is quite evident that cyber crimes will be crimes of the 21st century. Law enforcement agencies cannot afford to be silent onlookers, while information warfare and cyber terrorism rules the world. Policing the Internet requires knowledge of the technology involved. Equipping the police to counter this menace of computer crimes including Internet related crimes through effective training, creation of specialized units, necessary legislation and international co-operation are some of the steps that require immediate attention of Govt.'s. All over the world for the well being of a global information society. The cyber society of tomorrow will definitely needs a new policing mechanism, which will a real challenge.13 To combat this situation, the basic knowledge about working and capability of the moderate communication system is must for every individual of the law enforcement agencies in the state today.

Legal provisions regarding Cyber Crime in India

In India after the promulgation of the Information Technology Act 2000 certain cyber crimes and offences have been explicitly defined and punishments for them provided for, in the IT Act 2000 (details in appendix 1).14 Internet Technology Act 2000 (ITA, 2000), in India, defines an offenders as a whoever knowingly or intentionally or knowingly causes, another to conceal, destroy or alter any computer source document used for a computer, computer program, computer system or computer network, when the computer source code is required to be kept or maintained by the law for time being in force, shall be punishable with a fine which may extend up to rupees two lakhs or with imprisonment up to three years, or with both.15 Offences

15. Sunita Sarkar, op. cit., p. 32.
listed in the act are: tampering with computer sources documents (Sec. 65); hacking (Sec. 66); purveyors of pornography (Sec. 67); misrepresentation (Sec. 71); breach of confidentiality and privacy (Sec. 72); publishing False Digital Signature Certificate (Sec. 73); etc. Stringent penalties are provided for committing these crimes. Any person damaging computer or computer system (such as virus creator), if caught, can now be fined up to as one crore (Sec. 43). It is inferred that the area of cyber crimes is a new and evolving field of Jurisprudence requiring a lot of training to be imported to the low enforcement agency, prosecutors and judges in the technical aspects involved. But IT Act, 2000 in Indian context, is yet to see its effectiveness along with the expertise of the ‘law and order’ department. The personnel of ‘law enforcing’ agencies should be well equipped with latest technique and knowledge about cyber crimes for an effective prevention of the offences. Equally relevant will be the co-operation and agreements beyond the country for dealing such international offences. To recall, the IT has turned the world into a mini-theatre where the dirty players of the game can damage the show from one corner of the world to the other.¹⁶

In Himachal Pradesh development of the information technology is in its initial stage, also the computerization of all and the govt. offices are not done still yet, specially concerning H.P. Police Administration the following tables of survey showing the situation in technical development in the department.

<table>
<thead>
<tr>
<th>Table 6.1</th>
<th>Respondents Opinion Regarding Modernization in The Police Administration in Himachal Pradesh</th>
</tr>
</thead>
<tbody>
<tr>
<td>Respon­ses</td>
<td>DySP &amp; above rank</td>
</tr>
<tr>
<td>No. of respondents</td>
<td>%age</td>
</tr>
<tr>
<td>Yes</td>
<td>20</td>
</tr>
<tr>
<td>No</td>
<td>—</td>
</tr>
<tr>
<td>Total</td>
<td>20</td>
</tr>
</tbody>
</table>

It is revealed from the above Table 6.1 regarding the modernization of police administration, most of the respondents (100%) of all categories were strongly agreed to this need in police functioning in the state as it has great

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¹⁶. Ibid. p. 32.
impact on the efficiency and detection of crime and crime methods in the state.

Table 6.2
Respondents Opinion Regarding Modern Weapons

<table>
<thead>
<tr>
<th>Responses</th>
<th>DySP &amp; above rank</th>
<th>ASI &amp; above rank</th>
<th>Constables &amp; above rank</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>No. of respondents</td>
<td>%age</td>
<td>No. of respondents</td>
<td>%age</td>
</tr>
<tr>
<td>Yes</td>
<td>18</td>
<td>90%</td>
<td>15</td>
<td>80%</td>
</tr>
<tr>
<td>No</td>
<td>2</td>
<td>10%</td>
<td>4</td>
<td>20%</td>
</tr>
<tr>
<td>Total</td>
<td>20</td>
<td>100%</td>
<td>20</td>
<td>100%</td>
</tr>
</tbody>
</table>

It is apparent from the above Table 6.2 that 90 percent respondents of the DySP and above ranking, 80 percent respondents of the ASI and above ranking, 40 percent respondents of the constables and above ranking opined that they were provided by modern weapons, while 10 percent respondents of the DySP and above ranking, 20 percent respondents of the ASI and above ranking, and 60 percent respondents of the constables and above ranking opined that they were not provided by modern weapons.

It can be concluded from the above that majority i.e. 53 percent respondents were of the opinion that they were provided by modern weapons, while 47 percent respondents denied the above fact and has required more modern weapons in the police in Himachal Pradesh.

Table 6.3
Respondents Views about Special Training to Operate Weapons

<table>
<thead>
<tr>
<th>Responses</th>
<th>DySP &amp; above rank</th>
<th>ASI &amp; above rank</th>
<th>Constables &amp; above rank</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>No. of respondents</td>
<td>%age</td>
<td>No. of respondents</td>
<td>%age</td>
</tr>
<tr>
<td>Yes</td>
<td>18</td>
<td>90%</td>
<td>15</td>
<td>75%</td>
</tr>
<tr>
<td>No</td>
<td>2</td>
<td>10%</td>
<td>5</td>
<td>25%</td>
</tr>
<tr>
<td>Total</td>
<td>20</td>
<td>100%</td>
<td>20</td>
<td>100%</td>
</tr>
</tbody>
</table>

It is evident from the above Table 6.3 that 90 percent respondents of the DySP and above ranking, 75 percent respondents of the ASI and above ranking, 70 percent respondents of the constable and above ranking viewed that they got specialized training to operate these weapons, while 10 percent respondents of the DySP and above ranking, 25 percent respondents of ASI
and above ranking, 30 percent respondents of the constable and above ranking, viewed that they did not have any special training for these weapons.

It can be concluded from the above interpretation that majority of the respondents i.e. 71 percent viewed that they were provided special training to operate modern weapons, in fact they got a small quantity of modern weapons.

**Table 6.4**

**Respondents Opinion Regarding Special training to tackle Cyber Crime in the State**

<table>
<thead>
<tr>
<th>Responses</th>
<th>DySP &amp; above rank</th>
<th>ASI &amp; above rank</th>
<th>Constables &amp; above rank</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>No. of respondents</td>
<td>%age</td>
<td>No. of respondents</td>
<td>%age</td>
</tr>
<tr>
<td>Yes</td>
<td>5</td>
<td>25%</td>
<td>7</td>
<td>35%</td>
</tr>
<tr>
<td>No</td>
<td>15</td>
<td>75%</td>
<td>13</td>
<td>65%</td>
</tr>
<tr>
<td>Total</td>
<td>20</td>
<td>100%</td>
<td>20</td>
<td>100%</td>
</tr>
</tbody>
</table>

It is inferred from the above Table 6.4 that 25 percent respondents of the DySP and above ranking, 35 percent respondents of the ASI and above ranking, 10 percent respondents of the constable and above ranking viewed that they got special training to tackle cyber-crimes, while 75 percent respondents of the DySP and above ranking, 65 percent respondents of ASI and above ranking, 90 percent respondents of the constable and above ranking viewed that they did not get special training to tackle the cyber crime.

It can be concluded from the above table that majority of respondents of all the categories i.e. 84 percent viewed that they did not get special training to tackle cyber crime. 21st century has entered in 'Information Age', still there are no initiatives of govt. to provide funds to provide computer training to the Police personnel. The officers manage and bore the expenditure of learning computer education at their own level. This is really an alarming situation in present world, with increasing cyber crime in the society. But in Himachal Pradesh though the cyber crime seems very low i.e. 2-3 cases in the last five years. But cases of pornography through mobile phone increasing day by day in the state. There is need to be special trained cyber crime specialist in the state.
It is clear from the above Table 6.5 that 10 percent respondent of DySP and above ranking opined that they had a special team of computer analysts. While 90 percent respondents of DySP and above ranking, 100 percent respondents of constable and above ranking denied that they did not have any computer analyst.

It can be concluded from the above interpretation that majority of respondents i.e. 99 percent viewed that Police administration in Himachal Pradesh did not have special team of computer analyst to tackle and overcome cyber crime. Actually there has need to create a 'Cyber Crime Cell' in police department which can look into cyber crime and search out the criminals and hence look after the society in 'Information Age' in 21\textsuperscript{st} century.

Table 6.6'

Respondents Views about the Training to tackle terrorism and Disaster Situations in the State

<table>
<thead>
<tr>
<th>Responses</th>
<th>DySP &amp; above rank</th>
<th>ASI &amp; above rank</th>
<th>Constables &amp; above rank</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>No. of respondents</td>
<td>%age</td>
<td>No. of respondents</td>
<td>%age</td>
</tr>
<tr>
<td>Yes</td>
<td>12</td>
<td>60%</td>
<td>9</td>
<td>45%</td>
</tr>
<tr>
<td>No</td>
<td>8</td>
<td>40%</td>
<td>11</td>
<td>55%</td>
</tr>
<tr>
<td>Total</td>
<td>20</td>
<td>100%</td>
<td>20</td>
<td>100%</td>
</tr>
</tbody>
</table>

It is shown by above Table 6.6 that 60 percent respondents of DySP and above ranking, 45 percent respondents of ASI and above ranking, 50 percent respondents of constable and above ranking viewed that they got special training to tackle terrorism and disaster situation day to day life, while 40 percent respondents of DySP and above ranking, 55 percent respondents of ASI and above ranking, 50 percent respondents of constable and above ranking viewed that they did not get special training to tackle terrorists and disaster situation in the state.
It can be concluded that majority i.e. 51 percent respondents viewed that they got special training to tackle terrorism and disaster situations. While 49 percent respondents did not get the special training to tackle the terrorism and disaster situation. Therefore, these police personnel have wanted the special training to all policemen to tackle the situation and special management courses in disaster management in the state.

**Table 6.7**

Respondents Opinion towards Computer facilities in The Police Stations

<table>
<thead>
<tr>
<th>Responses</th>
<th>DySP &amp; above rank</th>
<th>ASI &amp; above rank</th>
<th>Constables &amp; above rank</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>No. of respondents</td>
<td>%age</td>
<td>No. of respondents</td>
<td>%age</td>
</tr>
<tr>
<td>Yes</td>
<td>20</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>No</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>20</td>
<td>100%</td>
<td>20</td>
<td>100%</td>
</tr>
</tbody>
</table>

It is clear from the above Table 6.7 that, 100 percent respondent of DySP and above ranking, 100 percent respondents of ASI and above ranking, 100 percent respondents of constables and above ranking viewed that all the police station in the state had not provided by computer facilities.

It can be concluded that majority of respondent i.e. 100 percent respondents of all the categories of police were of view that there was no computer facility in all the police stations in the state. In fact all the respondents were of the view that they want computers in all the police stations. Computers reduces the over burden of work, stores a lot of information up to long time, if kept safe from computer hackers of today's.
Working Environment

Table 6.8
Respondents Opinion in regard to satisfaction with the working environment

<table>
<thead>
<tr>
<th>Responses</th>
<th>DySP &amp; above rank</th>
<th>ASI &amp; above rank</th>
<th>Constables &amp; above rank</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>No. of respondents</td>
<td>%age</td>
<td>No. of respondents</td>
<td>%age</td>
<td>No. of respondents</td>
</tr>
<tr>
<td>Yes</td>
<td>18</td>
<td>90%</td>
<td>14</td>
<td>70%</td>
</tr>
<tr>
<td>No</td>
<td>2</td>
<td>10%</td>
<td>6</td>
<td>30%</td>
</tr>
<tr>
<td>Total</td>
<td>20</td>
<td>100%</td>
<td>20</td>
<td>100%</td>
</tr>
</tbody>
</table>

It is evident from the above Table 6.8 that 90 percent respondent of DySP and above ranking, 70 percent respondents of ASI and above ranking, 90 percent respondents of constables and above ranking viewed that they were satisfied in their working environment. While 10 percent respondents of DySP and above ranking, 30 percent respondents of ASI and above ranking, 10 percent respondents of constable and above ranking viewed that they were not satisfied with their working environment.

It can be concluded that majority of respondents i.e. 87 percent respondents of all the categories of police personnel were of the view that they were satisfied with their work culture. During personally interviewing them, they have accepted the fact that they had not satisfied with their working hours. They told that they had to work for 24 hours and opined that working hour should be 8 hour per day. Only 13 percent respondents of all the police personnel up to Inspectors have accepted the fact directly, while the rests of the senior officers did not accept directly but indirectly.

Table 6.9
Respondents Opinion Regarding The Working in Remote Area

<table>
<thead>
<tr>
<th>Responses</th>
<th>DySP &amp; above rank</th>
<th>ASI &amp; above rank</th>
<th>Constables &amp; above rank</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>No. of respondents</td>
<td>%age</td>
<td>No. of respondents</td>
<td>%age</td>
<td>No. of respondents</td>
</tr>
<tr>
<td>Yes</td>
<td>3</td>
<td>15%</td>
<td>17</td>
<td>85%</td>
</tr>
<tr>
<td>No</td>
<td>17</td>
<td>85%</td>
<td>3</td>
<td>15%</td>
</tr>
<tr>
<td>Total</td>
<td>20</td>
<td>100%</td>
<td>20</td>
<td>100%</td>
</tr>
</tbody>
</table>

295
It is inferred from the above Table 6.9 that 15 percent respondents of DySP and above ranking, 85 percent respondents of ASI and above ranking, 50 percent of respondents of constable and above ranking were of the view that it was tough to work in remote areas, like Kaza, Lahaul & Spiti, Pangi, Chamba, Kinnaur, Sirmaur etc. during winter seasons. While 85 percent respondents of DySP and above ranking, 15 percent respondents of ASI and above ranking, 50 percent respondents of constable and above ranking were of the view that it was tough to work in remote areas.

It can be concluded from the above that 50 percent respondents of all the categories were of the view that it was tough to work in remote areas in winter season, while 50 percent respondents of all the categories viewed that it was not tough to work in remote area in the winter season. In fact the police personnel up to Inspectors have to work in tough conditions, has not enough facilities to work effectively, hence it results in slow working of Police as compared to lower altitude areas of Himachal Pradesh.

Table 6.10
Respondents Views about forced to work in remote area

<table>
<thead>
<tr>
<th>Responses</th>
<th>DySP &amp; above rank</th>
<th>ASI &amp; above rank</th>
<th>Constables &amp; above rank</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>No. of respondents</td>
<td>%age</td>
<td>No. of respondents</td>
<td>%age</td>
</tr>
<tr>
<td>Yes</td>
<td>18</td>
<td>90%</td>
<td>6</td>
<td>30%</td>
</tr>
<tr>
<td>No</td>
<td>2</td>
<td>10%</td>
<td>14</td>
<td>70%</td>
</tr>
<tr>
<td>Total</td>
<td>20</td>
<td>100%</td>
<td>20</td>
<td>100%</td>
</tr>
</tbody>
</table>

It is evident from the above Table 6.10 that 90 percent respondents of DySP and above ranking, 30 percent respondents of ASI and above ranking, 20 percent respondents of constable and above ranking viewed that they were forced to work in remote areas while 10 percent respondents of DySP and above ranking, 70 percent respondents of ASI and above ranking, 80 percent respondents of constable and above ranking viewed that they were not forced to work in remote areas.

It is clear from the above interpretation that majority of respondents i.e. 69 percent viewed that they were not forced to work in remote areas. While 31 percent respondents viewed that they were forced to work in remote areas, only the DySP and above ranking (i.e. 90 percent), ASI and above ranking (30
percent), 20 percent respondents of constable and above ranking have accepted that working in remote areas depends upon the Political Will. If Politicians have not found any officer suitable to work in the district according to their own interest, they were either sent to battalions or remote areas like Kaza, Pangi, Dodraquar etc. in the state.

<table>
<thead>
<tr>
<th>Table 6.11</th>
<th>Respondents Opinion Regarding Willingness to Working in Remote Area</th>
</tr>
</thead>
<tbody>
<tr>
<td>Respon-ses</td>
<td>DySP &amp; above rank</td>
</tr>
<tr>
<td>No. of respondents</td>
<td>%age</td>
</tr>
<tr>
<td>Yes</td>
<td>20</td>
</tr>
<tr>
<td>No</td>
<td>—</td>
</tr>
<tr>
<td>Total</td>
<td>20</td>
</tr>
</tbody>
</table>

It is inferred from the above Table 6.11 that 100 percent respondents of DySP and above ranking, 75 percent respondents of ASI and above ranking, 80 percent respondents of constable and above ranking were opined that they were happy to work in remote area, while 25 percent respondents of ASI and above, 20 percent respondents of constable and above ranking opined that they were not happy in working remote areas.

It can be concluded from the above interpretation that 82 percent respondents of all the categories i.e. majority of respondents opined happy working in remote areas due to low pressure from Politicians. Honest officers were always ready to go to remote areas without any pressure from senior officers and Politicians.

Moral and Job Satisfaction

<table>
<thead>
<tr>
<th>Table 6.12</th>
<th>Respondents Opinion in Regard to Duties and Job Satisfaction</th>
</tr>
</thead>
<tbody>
<tr>
<td>Respon-ses</td>
<td>DYSP &amp; above rank</td>
</tr>
<tr>
<td>No. of respondents</td>
<td>%age</td>
</tr>
<tr>
<td>Fully Satisfied</td>
<td>10</td>
</tr>
<tr>
<td>Moderately Satisfied</td>
<td>5</td>
</tr>
<tr>
<td>Not Satisfied</td>
<td>5</td>
</tr>
<tr>
<td>Total</td>
<td>20</td>
</tr>
</tbody>
</table>

It is clear from the above Table 6.12 that 50 percent respondents of DySP and above ranking, 25 percent ASI and above ranking, 40 percent
respondents of constable and above ranking were satisfied with their duties in performing their job, while, 25 percent respondents of DySP and above ranking, 65 percent respondents of ASI and above ranking, 50 percent respondents of constable and above ranking were moderately satisfied, while 25 percent respondents of DySP and above ranking, 10 percent respondents of ASI and above ranking, 10 percent respondents of constable and above ranking were not satisfied.

From the above interpretation it can be concluded that 39 percent respondents were satisfied with their duties while, majority of respondents i.e. 49 percent were moderately satisfied, while 12 percent were not satisfied.

**Table 6.13**
**Respondents Opinion in Regard to Satisfaction with Financial Assistance in Police Station**

<p>| Respon- | DySP &amp; above rank | ASI &amp; above rank | Constables &amp; above rank | Total |</p>
<table>
<thead>
<tr>
<th>-</th>
<th>No. of respondents</th>
<th>%age</th>
<th>No. of respondents</th>
<th>%age</th>
<th>No. of respondents</th>
<th>%age</th>
<th>No. of respondents</th>
<th>%age</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>20</td>
<td>100%</td>
<td>6</td>
<td>30%</td>
<td>20</td>
<td>20%</td>
<td>46</td>
<td>33%</td>
</tr>
<tr>
<td>No</td>
<td>—</td>
<td>—</td>
<td>14</td>
<td>70%</td>
<td>80</td>
<td>80%</td>
<td>94</td>
<td>67%</td>
</tr>
<tr>
<td>Total</td>
<td>20</td>
<td>100%</td>
<td>20</td>
<td>100%</td>
<td>100</td>
<td>100%</td>
<td>140</td>
<td>100%</td>
</tr>
</tbody>
</table>

It is evident from the above Table 6.13 that 100 percent respondents of DySP and above ranking, 30 percent respondents of ASI and above ranking, 20 percent respondents of constable and above ranking were satisfied with financial conditions, while 70 percent respondents of ASI and above ranking, 80 percent respondents of constable and above ranking were not satisfied with financial conditions.

It can be concluded from the above interpretation that majority of respondents, i.e. 67 percent were not satisfied with the financial conditions. Rhyme and reasons are that all the police stations have needed a lot of money for transportation, stationary etc. but a small amount of money have circulated to them to meet the day-to-day requirement. Thus they have asked a complainant person or victimized person to bring stationary etc. which is a kind of bribe to lodge FIR Only the DySP and above ranked persons have not suffered from lack of these resources and are fully satisfied.
It is clear from the above Table 6.14 that 90 percent of DySP and above ranking, 30 percent of ASI and above ranking, 30 percent of constable and above ranking respondents were satisfied with their job conditions, while 10 percent respondents of DySP and above ranking, 70 percent respondents of ASI and above ranking, 70 percent respondents of constable and above ranking were not satisfied with their job conditions.

It can be concluded from above interpretation that majority of respondents i.e. 61 percent were not satisfied with the job conditions reasons being that they had to work for 24 hours a day rather than 8 hours in normal conditions. They are like prisoners in uniform having no holidays in actually, but in papers only. They have got holiday for their family affairs and function with very hard and praying to the senior officers. In fact up to Inspectors the job conditions are very tough, having workload to perform day-to-day life in fact they have to work like slaves in real sense. In a Police Station in rural areas and urban areas they have to perform multifarious function like Traffic Police Duties, gathering intelligence of all the persons of that region, patrolling the beat, acting as Investigating Officers and munsi (clerk), etc.
It is evident from the above Table 6.15 that 90 percent respondent of DySP and above ranking, 85 percent respondent of ASI and above ranking, 85 percent respondents of constable and above ranking opined that they advice their family members to join police force, while, 10 percent respondents of DySP and above ranking, 15 percent respondents of ASI and above ranking, 50 percent respondents of constable and above ranking opined that they did not advice their family members to join police force.

It can be concluded from the above that majority of respondents i.e. 71 percent opined that they would advice their family members to join police force, due to status of police force in the modern world, while 29 percent respondents of all the categories, refused to advice their family members to join police force, due to the over burden, senior officers and the political pressures on them into day to day life.

<table>
<thead>
<tr>
<th>Table 6.16</th>
</tr>
</thead>
<tbody>
<tr>
<td>Respondents views about Satisfaction with the behavior of immediate senior officer</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Respon­ses</th>
<th>DySP &amp; above rank</th>
<th>ASI &amp; above rank</th>
<th>Constables &amp; above rank</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>No. of</td>
<td>%age</td>
<td>No. of</td>
<td>%age</td>
</tr>
<tr>
<td></td>
<td>respondents</td>
<td></td>
<td>respondents</td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>20</td>
<td>100%</td>
<td>17</td>
<td>85%</td>
</tr>
<tr>
<td>No</td>
<td>—</td>
<td>—</td>
<td>3</td>
<td>15%</td>
</tr>
<tr>
<td>Total</td>
<td>20</td>
<td>100%</td>
<td>20</td>
<td>100%</td>
</tr>
</tbody>
</table>

It is inferred from the above Table 6.16 that 100 percent respondents of DySP and above ranking, 85 percent respondents of ASI and above ranking, 80 percent respondents of constable and above ranking were satisfied with the behavior of their senior officers, while 15 percent respondents of ASI and above ranking, 20 percent respondents of constable and above ranking were not satisfied with their senior officer's behaviors.

It can be concluded from the above table that majority of respondents i.e. 84 percent were satisfied with the behavior of their senior officers while only 16 percent respondents accepted the fact that they were not satisfied with the behavior of senior officers, but, during personally interviewing them they have accepted that their senior officers have not behave in good manners, sometime they scolded them and are forced to do work in hard
conditions too. The character sheet has written by the senior officer, due to this they also sometime put pressure on them.

Table 6.17
Respondents Opinion in favor to reduce the senior subordinate gap

<table>
<thead>
<tr>
<th>Responses</th>
<th>DySP &amp; above rank</th>
<th>ASI &amp; above rank</th>
<th>Constables &amp; above rank</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>No. of respondents</td>
<td>%age</td>
<td>No. of respondents</td>
<td>%age</td>
</tr>
<tr>
<td>Yes</td>
<td>15</td>
<td>75%</td>
<td>19</td>
<td>95%</td>
</tr>
<tr>
<td>No</td>
<td>5</td>
<td>25%</td>
<td>1</td>
<td>5%</td>
</tr>
<tr>
<td>Total</td>
<td>20</td>
<td>100%</td>
<td>20</td>
<td>100%</td>
</tr>
</tbody>
</table>

Above Table 6.17 reveals that 75 percent respondents of DySP and above ranking, 95 percent respondents of ASI and above ranking, 80 percent of respondents of constable and above ranking opined that they were in favour of reducing senior subordinate gap, while, 25 percent respondents of DySP and above ranking, 5 percent respondents of ASI and above ranking, 20 percent respondents constable and above ranking were not in favor of reducing senior-subordinate gap.

It can be concluded from the above that majority of respondents i.e. 81 percent were in favor of reducing senior-subordinate gap. Their senior officers sometime scolded them and did not listen their problems carefully. In fact during interviewing police personnel have indirectly told about the senior-subordinate gape. How can their relations be effective, actually in the organization?

Recruitment of Indian Police Services

Recruitment is the process through which competent and qualified persons are selected for a job. In simpler words, it means selecting the right man for the right job without fear or favor. According to Iyer, recruitment means selecting the best and most suitable men in relation to the function not only of the rank to which the recruitment is made but also of the higher ranks to which the conditions may eligible in due course of time. So selection in a “prediction”, i.e. prediction regarding performance of the person on the given

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ranked also his performance on prediction can be right only if selection is made on the basis of objective criteria and scientific process.

The concept of recruitment has to be broad based in terms of coverage of the different cross sections of the citizens in all strata of public service and is vital to fortify the health of a democratic society. The recruitment being the entry point for the person to get into the organization, impartial and careful screening is required. The candidates selected should be administratively competent politically neutral and imbued with the spirit of selfless service. The question of recruitment of the police officials is extremely important. The efficiency of police force ultimately depends upon the quality of manpower, which is recruited to it at various levels. Recruitment to the police is essential at three levels, the constable's levels, the Sub-Inspector of the junior operative's level and the Assistant Superintendents or the senior level.¹⁸

These three levels come under two cadres. The Indian Police Service and State Police Services. The State Police Service, in turn, admits two categories, which are related to senior police service and junior police service level. And as in any other state of the Indian union, the police department in H.P. is manned by both Indian Police Service and The State Police Service.

The Indian Police Service was established in Sept. 1948 as the offshoot of the British Indian Police Service. It is organized by the Govt. of India and the Union Public Service Commission (UPSC). The All India Services Act, 1957 empowers the central Govt. in consultation with state Govt.'s to make relevant rules and regulations for IPS.¹⁹ Article 312 of the constitution provides for the creation of All India Service, which is different from both central and state services.²⁰ As member of the All India Services, the IPS officers constitute a special category. The personnel administration of the IPS cadre comes under the preview of the central govt. as per provisions of the Article 309 of the constitution and President of India is the guardian of all these police officials.²¹

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²¹. Ibid.
Under the provisions of the constitutions, Parliament passed the All India Services Act 1951 empowering the Union Govt. in consultation with the state Govt.'s to make rules and regulation for the recruitment and conditions of the service of persons appointed to these All India Services. The recruitment to the Indian Police Services is governed by numbers of rules and regulations framed under this Act. According to these rules recruitment to the IPS is made through the promotion of these officers who hold the substantive rank in the State Police Services, through an open competition examination held by the Union Public Service Commission, through the selection of persons from amongst the released Emergency commissioned officers and short service commissioned officers through a limited competitive examination.

The services of the IPS officers have been made common to the Union and the States. The ministry of Home Affairs, Govt. of India, assigns them to different state cadres and the Union Police Agencies in accordance with the quota prescribed under the rules. Like that of any other state, the govt. of Himachal Pradesh has an administrative control over the IPS officers posted in Pradesh in its armed and civilians police. As per the provision of filling up the posts of IPS cadre through promotion from substantive rank in the State Police Services, the quota in H.P. is 33-1/3 percent of the total existing vacancies. After ear marking the post for promotion from the State Police cadre, remaining 66-2/3 percent posts in the IPS cadre are filled through direct recruitment in the Pradesh. These are filled up through competitive examinations held by the Public Service Commission. Only those candidates, who successfully qualify the preliminary test also held by the UPSC as a screening test, are allowed to sit in the main competitive examination. In preliminary test is conducted in general knowledge and one optional paper. Direct recruitment to IPS is made through a competitive examination held by the Union Public Service Commission every year. Every Indian citizens possessing a bachelor degree of a recognized university and between 21 and

30 years of age on 1st August each year is eligible to the examination subject to next maximum numbers of 4 attempts to general category.24

Because of the recommendations of the Kothari Committee (1974-76) which are accepted by the Govt. of India in Oct. 1978, the new statement of direct recruitment to All India Services including IPS come into vogue since 1979. It consists of a single examination having three components viz. 1.) Civil Services (Preliminary) examinations II) Civil Services (main) examination III) an interview. The Civil Services Preliminary Examination comprises of two papers-one is General Studies with 150 marks and the Second in an optional subject with 300 marks. Those who pass the preliminary examination will appear at the Civil Services (main) examination, which includes written tests and an interview. The written test will comprises a simple paper in anyone of the languages included in the eight schedule of the constitution, a paper in English, two papers in General Studies and two papers each in two optional papers. Satish Chandra Committee recently recommended one paper on an Essay for Civil Services (main) examination, which was accepted by the Govt. of India; the successful candidates have to appear for an interview, which curries 300 marks. All together, the total marks allotted to the Civil Services (main) written examination and interview would come up to 2300 (out of 9 papers, 8 papers carry 300 marks and one assay paper carry 200 marks i.e. 2000 marks plus 300 marks for interview). There after, the UPSC prefers a separate list of successful and meritorious candidates keeping in view the reservation quota. The Govt. of India shall make the final cadre wise appointment.25

The probationers of the IPS are trained at Central Institutions. First they are sent to the National Academy of administration, Massoorie, for a five months course. Thereafter they get training for one year in the Sardar Vallabh Bhai Patel Police Academy at the Hyderabad. They are imparted in the subject

as drill, detection of crime and maintenance of law and order and law in internal security, history of police organization etc.\textsuperscript{26}

The Non-IPS Officers and Constabulary

Senior Police Officers in Himachal Pradesh Police are drawn from Indian Police Services for the post of Superintendent of Police to that of Director General of police etc. But police personnel below the post of Superintendent of Police belong to the cadres of State Police Service. These Non-IPS officers can be divided into two cadres i.e. the gazetted and non-gazetted officers of the rank of Inspector and above all in the senior cadre and below the rank of Inspector Constitute the junior cadre. The recruitment procedure to both the cadres is different as given below.

Recruitment of Non-IPS Officers (Senior Cadre)

Two categories of officers namely the Deputy Superintendent of Police and Inspector have been placed in this category. The State Public Service Commission makes direct recruitment to this cadre after observing certain formalities.

Deputy Superintendent of Police

The Deputy Superintendent of Police (DySP) is the highest post in the State Police Service cadre. This post was the creation of 1902 Police Commission. DySP is appointed by provisional Govt. from amongst persons and not already in Govt. Service and by promotion of Inspectors.\textsuperscript{27} 40 percent of the vacancies, which occurs, are filled in by the direct recruitment by HPSC through open competitive examination. Except other general conditions & candidates for the post should passes a bachelor's degree. The candidate should be between the ages of 21 to 34 years. The Himachal Pradesh Public Service Commission (HPPSC) conducts competitive examination both written and viva voce to select the candidates on merit.\textsuperscript{28} The remaining 60 percent vacancies of the DySP cadre are filled up by Inspectors of Police who have passed the upper school course from Police Training College and have two

\textsuperscript{27} Punjab Police Rule, 1934, Vol. II Chapter XII, p.3.
\textsuperscript{28} Police HQRS Shimla
years continuous service in the rank of Inspector (Both Officiating and Substantive) provided their minimum educational qualifications B.A. and those who have meritorious and clean record of service. The promotion is made in consultation with HPPSC. Although the State Public Service Commission makes the recruitment of the posts by Deputy Superintendent of Police, there are many loopholes in the recruitment procedure. Advertisement to the posts is made on All India basis in the leading papers only and Himachal Pradesh where rural population is hebetating in the far flung areas can not make contact with this media of communication. Further, majority of the youths cannot make contact with media communication. The majority of youth cannot complete the competitive examination and this opportunity, therefore, has been confirmed to urban areas. To mitigate this gap of communication, announcement for these posts should be made on radio and television. Guidance and information Bureau should be set up at district level to give wide publicity and to guide the candidates properly. Help of employment exchanges should be sought.  

Personnel to these posts are appointed on merit basis drawn after conducting written examination and viva-voce. Here is no physical test added in the selection procedure. The method of physical test at present is only medical test, which has certain limitations. Moreover, performance to services by the candidates at the state level is given to Himachal Pradesh Administrative services and police services are next I the order. At the time of filling up the examination admission forms to the HPSC, mostly candidates give order of preference according to the service and thus, the police is most of the time second preference and most of the time reluctant persons join the service due to unemployment. Generally State Public Service Commission is not free from Political interference and HPSC is not an exception. Persons who have politically patronage are appointed as members of the commission. A large chunk of marks 150 have been given in the hands of selection committee, which conduct the viva-voce. Scope of favor is wide. Therefore, to

29. Ibid.
select more deserving persons, marks of viva-voce should be lowered down to 50 or 100 to minimize the scope for favor or partiality.\textsuperscript{30}

Inspector

Inspectors are below the rank of DySP. In Himachal Pradesh, 10 percent of the total vacancies are filled through direct recruitment.\textsuperscript{31} Requisition to this effect is sent to the HPPSC which later on sends information to all the district employment exchanges to inform all the registered graduates to fill in the necessary to these vacancies. The commission then fixes the date for written test, comprising general knowledge, English and Hindi papers. Successful candidates are then asked to appear for physical efficiency test at an appointed date and time. This compulsory physical test consists of high jump, long jump, race and shot put throw. After these two stages, successful candidates are asked to face the interview board constituted by the HPPSC. Thereafter, the final list on merit bases is drawn by the commission and is sent to the Director General of Police to make the appointments to the candidates strictly from the panel drawn by the commission on merit basis. It is felt that aptitude tests be used to select right type of persons. Further, advertisement of these posts should be given wide publicity so that all interested candidates get the opportunity to appear in the test. Further, it is felt that while conducting physical efficiency test of the candidates, an all time member from the side of police department be associated with the selection committee.

Recruitment of Non-IPS Officers (Junior Cadre)

Four categories of police personnel fall under junior cadre. These are the Sub-Inspectors, Assistant Sub-Inspectors, the Head Constables and Constables. But, direct recruitment is made only in two categories, namely the Assistant Sub-Inspectors and Constables. The posts of Sub-Inspectors and head Constables are filled in through promotion after qualifying the Department Tests and other required examinations like physical efficiency tests etc.\textsuperscript{32}

\begin{itemize}
\item \textsuperscript{30} Ibid.
\item \textsuperscript{31} Punjab Police Rules, 1934, Vol. II, Chapter XII, p.3
\item \textsuperscript{32} Police HQRS Shimla
\end{itemize}
Sub-Inspector

In case of Sub-Inspector 30 percent vacancies are filled through direct recruitment and rest of the 70 percent vacancies filled by promotion who have undergone the intermediate school course conducted by the department at the Police Training College. Prior to 1994 there was no provision for direct recruitment in this rank and has introduced in the year 1994 by amending the Punjab Police Rules 12.3, 12.5, 12.6 (As applicable to H.P. State) as amended on 25.8.94.\textsuperscript{33}

Assistant Sub-Inspector (ASI)

The ASIs like the DySPs and Inspectors are recruited partly through promotion on selection from among the Head Constable and partly through direct recruitment. Such direct appointments are made up to a maximum of 10 percent of vacancies.\textsuperscript{34} the recommendation for recruitment to these posts are made by the HPPSC. The vacancies are intimated by the police department to the commission to make recruitment. A requisition to this effect is further submitted to all the district appointment exchanges by the commission to inform all the eligible registered graduates to fill in the request form and to submit the same to the commission along with the requisite fee. After scrutinizing the application of the candidates, the commission holds the written test in English, Hindi and General Knowledge. Thereafter, a list of candidates who qualify the examination is prepared on merit basis and they are called for physical efficiency test at the appointment view by the commission to judge the physical efficiency of the candidates, a selection board is constituted by the chairman of the commission and invariably a nominee of the Director general of Police is also included. Qualifying marks to test the physical efficiency is equivalent to that of the Inspectors for both the male and female candidates. Marks of both the written and physical efficiency tests are consolidated and a list is drawn on merit basis. After that the candidates are called for personnel interview and the final list of the candidates, purely on merit basis is drawn. This final list is sent to the Director

\textsuperscript{33} Punjab Police Rules, 12.3, 12.5, 12.6 (As applicable to H.P. State) as amended on 25-08-1994.

\textsuperscript{34} Punjab Police Rules, 1934, Vol. II, Chapter XII, p. 3.
General of Police for further appointments of the candidates on merit basis.\textsuperscript{35} The committee on Police Training (1971)\textsuperscript{36} has recommended that direct recruitment to the rank of Assistant Sub-Inspector be stopped and the rank be left entirely to promotion. But, surprisingly no effort to disband the recruitment to this rank has been made by the State police Department and recruitment is made as per Punjab Police Rules 1934.

**Constables**

Constables are the major part of the force, are the first come into contact with the general public and the impressions of the people regarding the conduct of the constabulary contribute greatly to the image of the police, therefore, much depends upon the selection of the constabulary.\textsuperscript{37} A Constable is not empowered to investigate offences but being a police officer; he can make arrest without a warrant under section 54 of procedure of criminal code, he can seize any property suspected to the stolen and under section 34 of the Police Act, 1861, he can also make an arrest without warrant when any of the offences specified there in is committed with in his views.\textsuperscript{38}

Some other duties while the constables attached to a Police Station are required to perform are, patrolling beat duty watching and shadowing suspects, collection of intelligence in relation to crime and criminals, to make specific enquiries as ascertaining the where about of bad character and suspicious persons, traffic duty, assisting an investigating officer in making searches, serving summons, escorting prisoners, performing VIP and other security duties handling mobs, maintenance of Police Station records etc. The recruitment of the constables in Himachal Pradesh is carried out by police Department at the district and armed battalions level. No advertisement is made in the newspapers to fill into the posts of Constables, candidates are called to appear in the physical test, written test and interview through the employment exchanges. A requisition to this effect is made by District Police headquarter or the battalion to employment exchange which further intimates the candidates who possess educational qualification of matriculation and

\begin{itemize}
\item \textsuperscript{35} Police HQRS Shimla.
\item \textsuperscript{36} Report of the Committee on Police Training 1971, p.33
\item \textsuperscript{37} Ibid.
\item \textsuperscript{38} The Police Act, 1861, pp. 11-12.
\end{itemize}

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above in respect of general category. For scheduled caste and scheduled tribes (SC/ST) minimum educational qualification is middle and above. In addition to granting relaxation in educational qualification in the case of SC/ST, they have also been granted concessions in the qualifying marks of physical standards.39

Posts are reserved for SC/ST percent and 71/2 percent respectively. The candidates who fulfill the physical standard and subject to ground test to judge their personality, strength, performance and endurance. But at present as per instructions issued by the Director General of Police, recruitment is made by a board headed by DIG of Police range with one Superintendent of Police and commandant as member of the board, there is no concession to the reserved categories for qualifying the ground test and both general and reserved categories have to go in for a combined test.40

In addition to physical ground test, now the department has started written test also. The written test consists of general knowledge to judge their general awareness. All these tests are followed by personnel interview. In the interview, the personality of the candidates is given due consideration. Preference is always given to sportsmen and the candidates who are tall and have good physique. Merit is drawn on the over all performance of the candidates and list on merit basis is drawn, out of which appointments are made accordingly. As per rules of the govt. 15 percent of the posts have been reserved for ex-servicemen in the force is sent to ex-servicemen call and names of the eligible persons are forwarded by the cell. They are also supposed to appear in the tests and interview41.

**Women Constables**

Recruitment of women constables are also made in the Police Department. The criteria of recruitment are at par with that of male constables board headed by the Director General of Police. Their recruitment is also made by the Superintendent of Police. But physical standard and ground tests requisite are a bit different from those for male candidates. However, they

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39. Police HQRS, Shimla
40. Instructions Issued by the DGP H.P. Shimla.
41. Police HQRS, Shimla.
have also to appear in written test and face the interview. Posts are also reserved for SC and ST candidates.42

Problems of Recruitments

IPS and DySP are recruited by Union Public Service Commission and State Public Service Commission, respectively on the basis of open competition examination, but still there is interference of Politicians, Corruption in State level, thus, corruption political interference, class, creed, regional and physical fitness factors affect the selection of right type of persons. Also selection and allotment of departments to selected candidates sometimes influenced by political will up to greater extent. This all results in reducing moral and motivation of these officers. So, steps need to be taken in order to improve their service conditions of IPS and HPS.

To tackle any incident, the Sub-Inspector and the Constable play a significant and vital role. More than half of the judgment is decided at the police station level. Hence, recruitment, appointment and allocation of personnel in each police station needs a strategy based on the intensity and sensitivity of the area where posted. So at the stage of recruitment, while giving sufficient representation to weaker sections and minorities, sincere efforts should be made to design a scientific and objective selection procedure in order to select 'right' type of person in the job. These persons should be capable of taking independent, impartial and objective decisions. They should have scientific outlook and capable of standing against illegal actions. These traits can be visualized and checked at the recruitment stage itself. Training may not be very helpful in developing these qualities. It is the inherent interest and aptitude with in oneself which motivates and promotes a certain specialized skill which need to be extracted from the individuals at the time of calling for application and testing them and their interest a the recruitment level stringently. Further, in the selection process equal weightage should be give to the three components of the process, i.e. the academic records, physical fitness tests and the performance in the personnel interview.

42. Ibid.
Training of the Police Officers

For the fulfillment of administrative duties and to make officers understand their responsibilities, training public servants is essential. The administration of public affairs today has become a technical job. Now the states functions are not limited to the mere maintenance of law and order but far extent beyond it. The modern state is engaged upon a number of functions in the filled of education, health, industry and social welfare. The administration has to adjust itself to the temper and ideas of people. All this requires some suitable system of training of the public servants. Particularly, police job is one of the most sensitive jobs and directly linked with public dealing. Every police personnel is required to be trained both physical and mentally to come up to the expectations of the public and tackle to growing challenges of terrorism, crimes, law and order etc. in day to day life. Administrative Reforms Commission (ARC) has defined training as an investment in human resources. It is an important means of improving the human potential and increasing the efficiency of personnel. Iyer has view that the training procedure enhances operational experience and it develops skills that the person would not otherwise have an opportunity to acquire.

Training assumed a critical importance in the entire gamut of human resource development in all the organizations. But, the development of a awareness of the socio-economic and political climate in which the Policeman have to work, hardly finds a place in police training Programmes and the inculcation of the appropriate attitudes is limited to emphasizing the need for discipline, obedience and loyalty, knowledge and skills relating to human relations, man management and higher administration receive little or no attention in these programmes. All the persons can not be, scientists, engineers, doctors etc. thus, those who are not selected any where join police force, thus, these persons do not have the goals of development of the

society and enjoys the job opportunity only. Training institutions fail to inspire or motivate them. Only imaginative and elaborate training programmes can help in correcting the situation by building the desired attitudes and skills in the police personnel. There is an urgent need for a change and improvement in police attitude and performance. Without this, they will be unable to discharge the additional responsibilities and challenges in law enforcement that they have to face in present times. While prevention and detection of crime and maintenance of law and order will remain the core responsibility, they also have to face a new range of problems emerging from a wide spectrum of social welfare ecological laws, enacted in the last five decades.46

Training to Indian Police Service Officers

Successful police work depends very largely on each individual officer acting correctly on his own initiative. The police force of a district or province can be compared to an intricate machine, the inefficiency of one cog of which may mean in some important instance, the inefficiency of the whole. It follows; therefore, that the training of each individual personnel to do the work allotted to him is of the highest importance. Police training has received considerable attention since the setting up of a National Committee of on Police Training in 1971. In the last few years particularly, the member of Police Training Institutes have increased, the infrastructure facilities have improved, the curricula have been updated and more police officers then ever before are attending refresher programmes and seminars.47

Basically the whole of police administration, runs under the effective leadership of these well trained IPS offers at different higher posts and Superintendent of Police is the head of the police force at district level all the constables, Head Constables, Assistant Sub-Inspectors, Sub-Inspectors and Inspectors work under the dynamic leadership of him (SP). They are trained and important professional training as follows.

Training of Direct Recruited IPS

There is an elaborate training arrangement for the probationers of the Indian Police Service. The training of IPS consists of a 'Functional Course' and a 'Professional Course' divided into two phases and in between the two phases, there is a practical training in the concerned stages.48 The elaborate training arrangements can be discussed as given below:

I) First Stage

After their selection, the probationers of Indian Police Service are sent for four months fundamental course at Lal Bahadur Shastri National Academy of Administration in Massoorie. IPS probationers along with officers of All Indian Service are sent to this academy immediately after their recruitment. The aim of this foundation course is to provide basic knowledge and clear understanding about Indian Constitution, economic and social framework of the country and entire working of the machinery of the Govt. In addition to studying various subjects such as Indian Constitution, Administration, Economics and Accounting System, the probationers have to do out door work such as P.T. exercise in the morning, riding and team building as well as individual games so as to make them physically strong and to develop friendship among them. After the completion of this course, they are put through 15 day's course at the National Defense College at Nagpur and 5 days attachment in the Chief Directorate of explosives, which is also located at Nagpur. After finishing these courses, the probationers are sent to the Sardar Vallabh Bhai Patel National Police Academy at Hydrabad of the first phase of the basic professional training.49

II) Second Stage

After the first stage of completion of foundational course at the Lal Bahadur Shastri National Academy of Administration, the IPS probationers are sent to the Sardar Vallabh Bhai Patel National Police Academy, which is located at Hydrabad. Here, they get the professional training and the basic objective of this training is to prepare these probationers for effective performance of their task as leader and supervisor of the police force through

out the country. It is basic training and its duration is one year. This training is further divided into two parts.\(^{50}\)

(a). During first part of training, the IPS probationers undergo various short courses on rural development, Parliament Privileges and procedures, the handling of bombs and explosives and intensive weapon training at the Central School of weapons and tactics. The IPS trainees get formal as well as informal training, vast knowledge to the probationers about police duties and responsibilities and is conducted lectures and group discussions on different subjects related to the police matters. The course contents of this 'indoor' training cover topics like the Police in Modern India, the Constitution of India, Evidence Act of 1872, the Indian Penal Code, The Code of Criminal Procedures, 1973, Crime prevention and Crime Records, Investigation Science, Maintenance of Public Peace and Order, Plan Drawing and Map reading, Wireless Communication and Hindi Language.

The subjects on whom indoor lectures are arranged are very important for the IPS Probationers because they make them aware of the Socio-economic problems and prepare them to face these problems in their professional carrier.

(b). The second part of this training is 'outdoor' and the subjects taught are Physical Fitness Program, Drill, Weapon Training, Crowd Control, Field craft Tactics, Equitation, Unarmed Combat, Games and Driving. The main aim of this training is to give trainees ability to perform their duties after finishing training in the Academy. Physical fitness is necessary for every police officer to discharge his duties. Hence, outdoor training is important for the probationers. After going through outdoor training, they become physically fit. Unarmed Combat, weapon training and field craft are also necessary and when they have to handle any problem in future, while leading different police forces in the country.

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(III) Third Stage

After the completion of the first phase of basic training at the National Police Academy, the IPS Probationers are sent to their respective stages for practical training. The duration of the practical training is about one year. They are expected to work in different branches of the state Police Department under the Supervision of competent authorities. During the practical training in the states, they gain first hand experience of the working of the police and come to know about many practical difficulties and problems concerning their work. After the completion of the practical training in the states, the IPS Probationers go back to the Academy for the second phase of training.

IV) Fourth Stage

When the IPS Probationers complete their practical training in the state, they come back to the Academy for their second phase of basic training. This stage of training in leadership and managing men. After this training, the probationers are ready to take over the responsibility in the police department of the concerned states.

Training for Senior IPS Officers

Training Programmes for Senior Officers of IPS are arranged separately in the Academy. The levels of participants are also different. These courses are known as ‘Advance Courses’ or ‘Management Courses’ of three levels, which are as follows:

1.) The first level is for IPS Officers with experience of six to ten years in service and up to the level of Deputy Superintendent of Police who is promoted to the post of Superintendent of Police and duration of the course is four weeks.

2.) The second level is for IPS officers with eleven to sixteen years of service and the duration is four weeks.

3.) The third and last level is for IPS officers with over sixteen years of service and experience and their course duration is two weeks.

51. Reets Sen, op. cit.
52. Ibid.
Officers are drawn from all over the country in order to get in service training in the National Police Academy. These senior officers who come from different parts of the country, share experience, discuss various problems and exchange their opinions while they are undergoing this training. They also prepare reports in groups as well as individual research papers.

It is useful to provide in service training to the senior police personnel throughout their career. This kind of continuous training improves the efficiency of the trainee and makes them up to date in their professional knowledge and career. During this advanced course the trainees have to take part in both 'indoor' and 'outdoor' training. Lectures are arranged in different subjects which are important for the efficiency of the police work. Subjects, which are included for discussion during this 'indoor' training, are public and security, crime and law, application of science and technology of police work, management concepts and techniques of human behavior and police attitudes.54

The 'outdoor' training consists of P.T. exercise, Yoga and various games inside the academy. It is also necessary that each officer has to submit a short note of his academy experience and is also required to deliver twenty minutes speech on any subject of his interest. Finally the trainees along with their trainers travel and visit many places and take up empirical study. Many time officers of different foreign countries also participate in this course and they share their experiences among themselves. This sharing of knowledge and experiences with each other helps them in understanding the problems of policing and crime control in a better manner.55

Police Training in Himachal Pradesh

Similarly to the training of IPS cadre there are different-2 training programmes to non-IPS cadres are done by state government.

55. Ibid., p.206.
The recruitment to the non-IPS cadre is made by the state govt. and hence their responsibility falls upon the state govt. The responsibility of the training of their personnel also lies with the State Police Department.\textsuperscript{56}

**Police Training College, Daroh:**

To provide training to the probationers DySPs, Inspectors, Sub-Inspectors and Assistant Sub-Inspectors, a police training college was established at Daroh, in 1994, near Palampur in Kangra district. This college is not still equipped with the adequate training aids, facilities required as per its statues to the trainees. All the candidates who are passed out, sent for further training to other institutes in the other states like, Punjab, Haryana etc.\textsuperscript{57}

**Training of Deputy Superintendent of Police**

It is the responsibility of the state to provide requisite training for the probationer DySP known as Himachal Police Service (H.P.S.), but they are sent to Phillaur, Punjab Police Academy (P.P.A.) or Madhuban, Police Training College in Haryana state. It is only due to lack of training resources in the state and Police Training College. The training of DySPs (HPS) is extended over two years. During first year of their probation, they have to go for training course at Police Training College Madhuban or Phillaur Private Police Academy as per availability of seats. The syllabus includes both indoor and outdoor work. The subjects which are taught as part of their indoor training include Basic Police Acts, law, Administration, Police Science, Management, Human behavior and human rights leadership, Role of Police in Modern India and Indian Constitution, while the outdoor training includes physical Training Drill, Fire Arms and games.\textsuperscript{58}

During the second year of their probation, they are put on practical training in the district. While in the district, they are attached to the CID work and rural and urban Police Stations, to work as station house officer to train them with the procedural work of the Police Station. Two months foundational


\textsuperscript{57} Police HQRS, Shimla.

course is also attended by the probationers in the Himachal Institute of Public Administration at Fairlawn, Mashobra, also attend foundational course. This way, during the training, the candidates are given practical insight into the police work along with providing them the theoretical inputs on the relevant subjects. Also the committee on police training has recommended that in future the training for Deputy Superintendents of Police should be conducted at National Police Academy. Suitable course will have to be evolved by the National Police Academy so as to clearly focus on administration, Supervision, Leadership and other managerial techniques. Also the candidates would be required to be proficient in English so that some of them who later are promoted to the IPS are not handicapped. This will go a long way in reducing the gap between the Deputy Superintendent of Police and Assistant Superintendent of Police and bring them together in the institutions.

Training of Inspectors of Police

Direct appointed Inspectors to are given training for twelve months in Police Training College at Madhuban or Phillaur. The training schedule is divided both into indoor and outdoor training. In indoor training, they have to learn the subjects like modern India and Role of Police, Organization and administration, leadership and supervision, human Behavior and Police Attitudes, law including Indian Panel Code, Code of Criminal Procedure, (Cr.PC) Indian Evidence Act, Criminology, Police Science etc. whereas outdoor training consists of physical fitness programmes, Drill, Weapon training, Unarmed combat, Games and Driving.

Thereafter, they are posted in districts for practical training, during this period they work as Prosecuting Inspectors, Police lines duties, Assistant Clerk/ Reader/Accountant in office of the Superintendent of Police and finally, they have to work in the police station in various capacities. They have to also attend all Parades in the lines. Promote Inspectors are given six weeks

training only in the Police Training College to supplement their knowledge and training which they have already acquired as Sub-Inspectors. In some years, the foundational course of limited duration for probationary DyS.P and Inspectors have been organized at Headquarters, At Battalion- II and Police Training College, Daroh, after such courses they are sent to Police Training College for Basic Professional Course.\textsuperscript{61}

**Training to Sub-Inspectors**

The Assistant-Inspectors who are to be promoted to rank of Sub-Inspectors have to undergo a course called "upper-class course" at the Police Training College, Daroh. This course was six months up to June 2002 and after this, it is reduced two and half months by the state police Training Committee.\textsuperscript{62}

In addition to basic training in administration of police stations, law, Police administration, police duties, Investigations, Specialized courses such as Photography advanced criminology, introduction to scientific aids and methods in investigations have also been introduced. The Sub-Inspectors/Inspectors occupies the most important functional area in the police hierarchy. He has enormous powers whose impact on citizen's rights is far reaching. He combines in himself the preventive, detective, and regulatory and control functions of law enforcement. Much depends upon his capacity to get the cooperation and assistance of the staff under him and the goodwill of the people whom he serves. He should be made an agent of change and develop the necessary factor in a developing society. He should also be periodically exposed to the change in technology and science pertaining to his profession by way of refresher courses. Such courses also need to be organized to increase his sensitivity and understanding of psychology and enlighten him on management techniques and behavioral sciences.\textsuperscript{63}

It needs to be kept in mind that the Sub-Inspector occupies the most critical positioning the Police hierarchy since he is usually the officer-in-charge of the Police Station and the principal Investigating officer. He comes into continuous contact with the public. He occupies the first level of

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61. police HQRS Shimla
63. O. P. Verma op. cit., pp. 211-212.
supervision and leadership in the organizational setup. He therefore needs to
be professionally competent so as to keep both the public and his superiors
satisfied. This involves a thorough training not only in legal side of his work
but also in the practical side like, scientific aids and other skills in
investigation, gathering of intelligence, adequate knowledge of forensic
science etc.\footnote{Ibid. p. 112}

In order to improve the policing and the image of the police in the state,
imaginative and adequate training programmes for Inspectors and Sub-
Inspectors have to be designed in order to equip them with the latest
techniques of investigation crime control and public relations. The Sub-
Inspectors of Police occupies the most important functional area in the police
hierarchy. He is usually the officer in-charge of the police station and principal
investigating officer. The committee on Police Training (C.P.T.), 1973 in
prescribing the training program for this level while giving the necessary
importance to professional efficiency has balanced it with a much needed tilt
towards sensitizing the Sub-Inspectors to human problems of our people and
reorienting their behavior and conduct towards the people, who are generally
afraid of the police due to a long colonial traction. A new image has to be built
up. The importance of this level in the police system is such that any training
input can only supplement the other professional inputs and can not be an
alternative or a substitute. No input can be a substitute without affecting the
functional efficiency of the Sub-Inspectors in the discharge of his duties
unless a balance is worked out.\footnote{Fifth Report of National Police Commission (1980), pp. 15-16.}

Sub-Inspectors have to be professionally competent and keep the
public and his superior satisfied if he is to come up in service. This involves a
thorough training. The committee while prescribing the revised for the training
of Sub-Inspectors has given necessary thought to be various considerations
that go in for efficiency in performance without compromising the satisfaction
of the complainant and the general aspiration of the citizens in a democratic
setup. He should be provided by refresher courses, which would increase his
sensitivity understanding of psychology and enlighten him on management
techniques and behavior sciences. These refresher courses are essential to update his knowledge in this area and also to give him a break from his long working schedule.66

**Training to Assistant Sub-Inspectors** 67

Recruitment to the rank of Assistant Sub-Inspector (ASI) is made through direct recruitment and through promotion amongst the Head Constables. Direct recruited ASIs are mostly sent to the Police Training College, Madhuban or Phillaur (PPA) in Haryana for training. The training course is of one-year duration, which commences on 1st April every year. The training of ASIs is divided into indoor and outdoor training. Indoor training includes the study of courses on Modern India and role of police, organization, human behavior, administration, police duties, law including Indian Penal Code, criminal procedure code, evidence act, local and special laws, etc. Investigation of crimes, mob control, criminology, medical jurisprudence, scientific aids, viz, finger prints, microscope, photography etc. and outdoor training schedule includes training in physical fitness, drill, musketry, weapons, route march, horse riding, driving. After successful completion of the training at the Police Training College, Assistant Sub-Inspectors are put on practical training in almost all branches where they are supposed to work later on. There is no training to promote ASIs, but all the eligible Head Constables are required to pass a course before promotion to this rank which is known as “Intermediate Training Course”, at Police Training College, Daroh. This course was of six months duration earlier, but it is reduced to 3 months from six months now a days. This course includes indoor and outdoor training also. But it is not so elaborate as in the case of direct recruits, because they have already undergone this training at the time of their entry in the force as well as for the promotion course of the Head Constables. Thus, the objectives of this training is to brush up the knowledge/already gained through sufficient experience by way of their length of service and field work, teach them

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66. Ibid.
modern methods of investigation and refresh his physical ability in the field work.

Training of Head Constables

Head Constables are promoted from amongst the Constables on the basis of written test, physical efficiency test and interview. This test is called "B-I test". The candidates so selected are sent for promotional course known as "Lower Class Course". Earlier, the training to this course was being imparted at Police Training School, Janga, but after its shifting and upgradation in 1994, this course is being conducted at Police Training College, Daroh. The duration of this course is six months and both indoor and outdoor training is imparted to personnel.68 Indoor training is imparted in the various relevant subjects of law, social sciences, Police sciences i.e. IPC, Cr. PC, Ev. Act, criminology etc. Practical training is also being imparted to the trainees in the Police Training College.69

Training of Constables

The Constable is the most frequently seen police office and first to come in contact with the people, who expect him to use his authority for safeguarding their rights and rendering them assistance in the solution of their problems. His powers of arrest, through limited, give him much scope for the use of his authority. His training, therefore should concentrate on imparting professional skills and developing his abilities and attitudes in such a way that he is enabled to discharge his functions effectively. He has to deal with individuals as well as groups of people. The one aspect, which deserves the maximum attention in his training, therefore, in his behavior and attitude towards the common man. He must be physically fit and fully trained in unarmed combat. He has also to be oriented to the requirement of urban policing.70 Constables are recruited between the age of 18 to 22 years completing their schooling and some of them while doing their graduation. They join the department without any burden on the mind and having required capacity to learn. Thus, they can be molded to the needs of the department if

an appropriate training program is designed to develop their personality and leadership qualities.⁷¹

In Himachal Pradesh,⁷² the basic training for recruits was being made at Police Training School, Junga, earlier but since 1994; the training course is being conducted at Police Training College, Daroh. The duration of this course is nine months and it is based on indoor and outdoor training. Indoor training consists of various subjects, like Modern India and Role of the Police, Organizations of Central and State govt.'s Centre and state police organizations, human Behavior, Human Rights, Police Duties, Administration, law, IPC, Cr.PC, Indian Evidence Act, Local and Special Laws, Arms Act etc. ‘outdoor’ training includes physical fitness programme, outdoor life and toughening, physical training (PT), Route Marches, Obstacles Country Courses and Cross Country Races, Road Walk and Race, Swimming Drill, Weapon Training, Crowd Control, lath and Cane drill and Tear smoke, Traffic Control, Field Craft, unarmed Combat, Games and Athletics, while recommending the syllabus for ‘indoor’ and ‘outdoor’ training, the committee on police training under the chairmanship of proof M.S. Gore in 1971, has also recommended on the role of training for constables in the various police stations and offices so that constable is adequately prepared for the Job. But this aspect is ignored while imparting training to the constable recruits.

Systematic Practical Training of constables should be introduced in a state. It should be for a duration of six months as desired by the interviews: there should be emphasis on night work and to ensure an attachment to social service institutions wherever they exist, for about two hours a week. The proper maintenance of an observation notebook should be made a regular habit with every constable. This training can be best conducted at medium sized police stations, which combine urban areas and rural areas and also the headquarters of the ranges. It should be the responsibility of a specially selected and well motivated Sub-Inspectors known for his integrity and efficiency, who might, if necessary, is an additional officer, depending on the number of Constables to be trained. The Sub-Inspector in charge of the

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⁷¹ Police HQRS, Shimla.
training should submit monthly progress report on each trainee Constable to the Deputy Superintendent of training. At the end of practical training the Deputy Superintendent training, submit a report to the inspector General of Police, training, pointing out the favorable characteristics and the defects, it enable the latter to decide whether the service of any Constables should be dispensed with or whether the period of probation should be extended in case of reported upon adversely.  

**Police Training College in Himachal Pradesh**

In Himachal Pradesh, in pursuance to the recommendations of the 'committee on police training' a Police Training School (PTS) was opened at Junga, near state capital, Shimla, in the year 1976, previously, there was 'Recruits Training Centre' which was functioning at Chamba. This centre was shifted to Junga and it was changed to Police Training School. In the beginning, a Deputy Superintendent headed this school and during 1980 the post of the Deputy Superintendent was upgraded to this rank of Superintendent of Police.

To train more and more personnel of police force in Himachal Pradesh and to increase the skill and efficiency of police force, the state govt. (upgraded the police training school) established a Police Training College at Daroh, near Palampur in Kangra district in April 1994. It is established with the purpose of train probationers of the state police also. But no batch of probationers has been imparted training so far due to lack of infrastructures and other training facilities required for probationers. They are being trained at Punjab Police Academy, Phillaur, Rapid efforts are being made to provide all infrastructure and facilities for the probationers so that they could be imparted training in this college as soon as possible.

This Police Training College was established with the purpose to train the probationer Police Officer i.e. ASIs, Sis, Inspector and DySPs. But this purpose could not be achieved so far due to non-availability of required post

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infrastructure for training to such ranks till today. Only following courses are being run in this Police College. Directly recruited Police Officers are sent to receive the training outside the state (P.P.A Phillaur and P.T.C. Madhuban). The courses conducted in Police Training College Daroh were as follows:

I) Basic Training for recruits.
II) Promotional Courses i.e. Lower inter and Upper classes.
III) Lower for Constable to Head Constables.
IV) Intermediate for Head Constable to Assistant Sub-Inspector.
V) Upper for Assistant Sub-Inspector to Sub-Inspector.
VI) Specialized and Refresher Courses:- Drill Inspector, Bugler and Traffic Course.
VII) General Courses run on specific subjects for certain ranks to develop and improve skill.

This Police Training College at Daroh is headed by a DIG Designated as Principal. A Superintendent of Police assists him in their day-to-day functioning. The District Attorney is called senior Law instructors and Assistant District Attorney is called Junior Law Instructor. Both these officers are deputed from the law department of Himachal Pradesh Government and are responsible for indoor law classes because they are professionals. The other police officers also take classes and help in managing the college.77

Training Programmes Conducted by the Police Training College78

1.) Recruit's Training Course

It is basic induction training for the new entrants in police department soon after the recruitment of suitable selected candidates through the recruitment process by the Police Selection committee. These candidates are first put in the respective police zone battalions of each district. These selected candidates are detained in battalion till the suitability of vacancy in Police Training College for training. As the training center feels convenient to impart training then the batch of the recruits starts for training generally, for nine months, but it may be extended for further period till the satisfaction of the training authorities.

2.) Lower class course

This course is meant for those Constables who are selected for the promotions in the rank of Head Constables after passing the test of B- I. In B-I test Constables, who have completed five years of their service in the department are eligible for the test (B-I) test consists outdoor and indoor tests. A list is prepared of such candidates who are declared qualified by the authority. This test is generally conducted by the armed police and training wing as per the availability of vacancies. It often happens to be conducted every year in the month of January or February or as per the direction of police headquarter. This course is of the duration of six months in the Police Training College, Daroh, earlier before 1987, the training for this course was not imparted in H.P. and selected candidates were use to send to Madhuban in Haryana or Phillaur in Punjab. This course was conducted first time during 1987 in the state police training school Junga (Shimla) and after shifting to Police Training College at Daroh, in 1994.79

Intermediate Class Course

This course is meant for the police officials in the rank of Head Constables who are in the merit list called D- List, for the promotion of the rank of Assistant Sub-Inspector. Mostly, these officials for this course are selected by the department promotion committee (known as D.P.C) as Deputy Inspector General of Police, range happens to be its chairperson and two other members nominated by the chairman. The committee is to require going through the whole, service record (Character roll) and merit order in the list of lower class course.

Upper Class Course

Assistant Sub-Inspectors are promoted to the rank of Sub-Inspectors who are selected by the department promotion committee. Such eligible candidates are required to undergo two and half months training in Police Training College, Daroh. Earlier this course was also for six months, but it is reduced to two and half months in the year 2002. A few new courses/programmes like community policing disaster management, computer applications etc. are added in the proposed syllabus and a few courses, which

79. Ibid.
have been taught in previous course, are deleted from the syllabus. There is no other promotion course for the subordinate in the police department for the promotion to the rank of Inspector, a list known as 'F-List' is prepared in police headquarters and leading eligible Sub-Inspectors who are a head in all respects of service record are promoted to rank of Inspector as per the vacancy position. Police Training College, as per its status is required to train or impart training to direct/probation Assistant Sub-Inspector, Sub-Inspector, Inspectors and DySP. But unfortunately Police Training College Daroh is not equipped with the required infrastructures, training materials equipment, equipment, training aids, faculties and other necessary facilities for the trainees in these categories so for. Efforts are being made to start training for the candidates in these categories soon.

**Bugler Training Course:**

This course is also conducted in Police Training College for the duration of six months police personnel up to the rank of Constable are sent voluntarily or by order for this course.

**Traffic Regulation Course:**

Traffic regulation course for the police personnel up to the rank of Head Constable is also conducted in Police Training College Daroh. This course is for the duration of one month.

**Basic Intelligence Course:**

The Armed Police & Training Wing in collaboration with C.I.D. Wing conducts this course for various ranks generally up to the duration of 30 days. It is also conducted in other district or Battalion Head-Quarters.

**Commando Course:**

This course is generally a very important course for every police personnel in initial stage of their job. Every Police Jawan is supposed to get this training. This course is generally of three months. In absence of training require trainers for this course, this training is mostly imparted to the police personnel in institutes of paramilitary forces like National Security Guard Training Center Manesar in Haryana, Hazaribagh in Bihar, Musorie in Uttranchal, Bahadurgarh in Punjab etc. Only such courses are conducted in Police Training College, Daroh, with the help of trainer of paramilitary forces.
Such an advanced Commando Course for the police personnel in Police Training College, Daroh is being conducted in three months by the special service Bureau Commando Instructors.

**Refresher Course**

Refresher courses for police personnel of various ranks are conducted in Police Training College, Daroh and other district and Battalion headquarters. Refresher courses for investigating officers, Commando, Traffic, Bugler, Weapon Tactics, and Bomb Disposal etc. are conducted at various places.

**Drill Instructor Course**

This course is meant for the Instructor for outdoor training to trainees in Police Training College. This course is for the duration of 6 months. Mostly, police personnel in the rank of Constable below the age of 25 years are required to undergo this course.

**Training to Trainers**

This is provision for the training to outdoor instructor trainers and not for indoor instructors. Outdoor training Instructors are only trained by the Instructors of Police Training College who themselves got trained from some institute. There is no special provision of training for trainers. Expert faculties for both indoor and outdoor are not available.

**Programmes in Outdoors Training**

**Parade**

Parade for all trainees in various courses is required to be done in two sessions morning and evening for intermediate upper class course. It is for the duration of two and half hours.

**Physical Efficiency Training:**

Physical efficiency training is scheduled to be taken place in early morning from 5.50 AM to 6.30 AM for all courses and in evening for recruits and lower class course. It is very useful to keep the body fit. Various exercises of P.E.T are included in this event. It is also called PPET.

**Field Craft:**

This is very necessary for battle skills to the police personnel. It teaches the tactics of field that how to take the position against the enemy, how to advance and in what position so that enemies could be captured.
Weapon Tactics Training and Firing:
Weapon training is also provided to the trainees. In it, rifle-assembling musketry etc. is included.

Driving Training:
There is no provision in the course for driving learning for every police personnel (trainee).

Indoor Training Programme:
There are two sessions for rank of ASIs (intermediate course) and S.I.s. (Upper class course). Morning (8.00AM to 9.30AM) and up to afternoon (10.20AM to 3.00PM). The contents of indoor include law, human behavior, knowledge, human behavior, disaster-management etc.

Computer Training:
Computer Training is not given the due attention by the training authority. Some computers are available in Police Training College, but due to non-availability of computer instructor, they are not in use.

Promotion:
The word promotion means ‘the act of rising further’ or “raising the upper grade”. For an employee it means a rise in level with change in his duties and responsibilities. According to Gupta, "Promotion is an assignment of duties of superior nature involving heavier responsibility with or without additional pay."\(^{80}\) Promotion, white felt, promotes the best qualified personnel to enter into service at lower echelons, there by rewarding the persons with a higher carrier face and service.\(^{81}\) According to Sisk, Promotion is vertical movement upward in the organizational hierarchy and usually is associated with and increase in pay.\(^{82}\) Further, promotion means progress from a lower to a higher class leading to a change in duties and responsibilities, with or without transfer from one agency to another and with or without a rise in immediate salary.

Basically, the principals of seniority and merit are conceived as the basis for promotion. Former is a regular practice and the right of an employee as he has served for a pretty long time and deserves promotion, however, there is no guarantee that the promotion personnel always prove extra ordinary exceptional, or efficient enough to come up to the expected level. However, this cannot be ignored or obscured as the employee’s right. Stahl defined merit promotion as a “personnel system in which comparative merit or achievement governs each individuals selection and progress in the service and in which the conditions and rewards of performance contribute to the competency and continuity of service.”\(^\text{63}\)

There are two factors, i.e. seniority and merit which have been accepted as principals of promotion in almost all the organizations. In the police department of Himachal Pradesh, a combination of both principals i.e. seniority-cum-merit and merit-cum-seniority have been adopted as methods to promote personnel from one rank to another.

**Promotion in Indian Police Service**

The police officers of IPS cadre occupy strategic positions in Police Administration. They operate initially to execute from the middle hierarchy and eventually reach the top.\(^\text{64}\) The direct recruit to Indian Police Service\(^\text{85}\) is designated as Assistant Superintendent of Police (ASP) and is promoted to the rank of Superintendent of Police (SP) in due course. In the fourth year of service an IPS officer is eligible to be placed in the senior scale and in the sixth year is promoted to the post of Senior Superintendent of Police (SSP). Similarly, to the higher post, promotion has been made time bound in the cadre which has provided more promotional avenue.

1.) Officers who have completed 14 years of service be promoted as DIG.
2.) Officer who have completed 18 years of service be promoted as IGP
3.) IGPs who have put in at least 26 years of service be promoted to the grade of Additional Director General of Police.

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85. Guidelines issued to all Chief Secretaries in India by the Ministry of Home Affairs vide their letter Dated 15-01-99.
4.) Officers in the rank of ADGP who have completed their 30 years of service be promoted as DGP.

The central government has a very soft corner towards its employees of the Police Department. There is no stagnation in IPS cadre and a person who has been enrolled young in the IPS cadre can expect his movement in the organization up to the rank Director General of Police.

In Himachal Pradesh there is a reasonable increase in the post of Inspectors General and Deputy Inspectors General. It has been observed that sometimes, promotion to these officials is granted on personal relations to oblige them by creating addition posts. While a person who has to be obliged, is sitting at serial number 3 in the Seniority List, the first two persons have to be promoted first to bring the third one at par with them. One post of Inspector General was created during 1983, apparently to accommodate a close person of the then Chief Minister of the State and accordingly the then DIG (CID) was promoted as Special Inspector General (Administration and CID) and another DIG Southern range was promoted Inspector General (Prisons).  

There is provision for direct recruitment only to the post of ASP and to all other higher post; recruitment is done purely through promotion. The promotion of SP to the higher-grade posts is decided accordingly to the merit-cum-seniority principal, but by the time one becomes eligible for the post of IGP, the basis of promotion becomes merit-cum-suitability.  

Superintendent of Police

Promotion to the IPS cadre is made from the officers of the State Police Service. The quota for promotion in Himachal Pradesh is 33-1/3 percent of the total existing vacancies. The members belong to the State Police Service and having complete eight years of continuous service are eligible for promotion. A selection committee is constituted under the Chairmanship of the Chairman or a member of the Union Public Service Commission. The committee includes the Chief Secretary, the Home

86. Indian Express, Chandigarh, May 6th, 1983.
87. Police HQRS, Shimla.
89. All Indian Service Manual, p. 402.
Secretary and the Director General of Police of Himachal Pradesh. A list of suitable police officers eligible for promotion is prepared in whose number is double the number of resultant vacancies anticipated to be filled during the calendar year. Before preparing the list, merit seniority and suitability are given due consideration. If any suppression is recommended, the committee has to record the reason for it. This list is sent to the Union Public Service Commission.90

The Union Public Service Commission screens the service records of all the incumbents included in the list. The commission reviews the records of the suppressed officials and examines to reasons recorded by the State Committee and also the observations made by the State Government on the recommendations Selection Committee before finalizing the select list of the officials for promotion. Therefore, appointments to the cadre posts are made strictly in order to panel approved by the UPSC. Presently there are 72-sanctioned strength of IPS in the State and 18 posts at the rate of 33 1/3 percent to be filled in through promotion out of 54-sanctioned strength of Himachal Pradesh Service. There may be variation in the sanctioned strength, which is only due to cadre review conducted by the State Government from time to time.91

The selection procedure in vogue cannot be held impartial merit and suitability of the incumbents is judged through ACRs. The Superintendent of Police writes ACRs of these officers and DIG is reviewing officer. ACRs can not be spoiled by entering negative remarks about any officer who is otherwise enough and due for promotion, because different marks are granted at the time of recommendation for promotion, to the different grade of ACRs i.e., outstanding, very good, good and fair. To plug this loophole, National Police Commission (1977) in its sixth report has recommended that selection would be based upon the qualifying of written examination, evaluation of ACRs by the UPSC assisted by police advisors including a service IGP, interview by the UPSC Board and physical fitness to be assessed by a selection Board through some tests by earmarking different marks.92 But

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90. Ibid.
91. The Himachal Pradesh Police Department, Civil List 1997.
these recommendations are still awaiting implementation. Valecha and Venkataraman in their study conducted on IGs and DIGs have found that promotions are not given impartially often they have a communal bias.\(^9^3\)

**Promotion to the Non-IPS Cadre (Senior Cadre)**

**Deputy Superintendent of Police**

The DySPs are appointed by direct recruitment and through promotion of Inspectors (which is highest post in State Police Service). Promotion from one rank to another and one grade to another in the same rank shall be made by selection tempered by seniority. Efficiency and honesty shall be the main factors governing selection and specific qualifications, whether in the nature of training course passed or practical experience shall be carefully considered in each case.\(^9^4\) The promotion from the rank of Inspector is made by His Excellency, the Governor, after the considering the recommendation of the Inspector General of Police. The quota of promotion is 60 percent and only 40 percent posts are filled through direct recruitment.\(^9^5\)

The promotion in actual practice is made on seniority basis, by giving considerations to the meritorious and clean record of service of the Inspectors whose academic qualification is B.A. They have to qualify the departmental examination conducted by the Himachal Institute of Public Administration (HIPA) in consultation with the State Police Service Commission. The Probation period for direct recruit two years and one year for promotee officers.\(^9^6\) DIG submits reports on the work, character and suitability to the Inspector General at intervals of six months. Any such probationer failing to pass any examination prescribed for him, or being unfavourably reported in two interim reports or in his final report is reverted to his substantive rank of Inspector.\(^9^7\) But, there is no such case in the police department of Himachal Pradesh. The promotion quota earmarked to the cadre of DSP is sufficient

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95. Ibid.
96. Punjab, Police Rule 1934, Chapter XII, pp. 11-12.
and majority of the young Inspectors and Sub-Inspectors are promoted to this cadre before attaining the age of superannuation.

**Inspectors:**

In the Himachal Pradesh 90 percent posts of the Inspectors are filled in through promotion from the cadre of Sub-Inspector. Merit-cum-Seniority is the sole criterion for promotion. Inspectors come second in the State Cadre of Police Department. Recommendations of these Sub-Inspectors who are considered fit for promotion to the rank of Inspectors are submitted with their annual confidential reports (ACRs) on 15th April each year to the DIG by the Superintendent of Police. The DIG decides after seeing the officers recommended and in consideration of their records and his own knowledge of them whether to endorse the recommendation of SP and forward them to the Inspector General for approval. If he decides not to endorse a recommendation, then he retains the original copy of the recommendation in the officer’s personnel file and sends a copy of his own order on it to the Superintendent concerned.98

The DIG is the competent authority to appoint Inspectors and promotions are made in accordance with the approval list termed as list (F).99 The DIG while making the recommendations to the Director General has also prerogative under rule 13.17(2) of Punjab Police Rules to recommend any officer for promotion irrespective of his seniority by giving specific reasons.100 The promotion made to the cadre of Inspector cannot purely be on the basis of seniority and partially be done while making the recommendation. However, it has been ruled out by the police dept. One of the senior police officer remarked that there is hardly any such case in the department. Promotion is made on the basis of merit-cum-seniority and this is an easy way to do so.

**Promotion to the Non-IPS Cadre (Junior Cadre) Sub-Inspectors:**

Sub-Inspector is the officer in charge of most of the police stations. Within the limits of his charge he conducts the police administration and his authority overall branches of the force. He is responsible for the efficiency of

98. Ibid. p. 12.
99. Ibid. p. 2.
100. Ibid., p. 14.
his subordinates, for the proper performance of their duties and for the correctness of all registers, records, returns and reports prepared by them. He must acquire a thorough local knowledge of his charge and become acquainted with all the principal people in it.

In case of Sub-Inspector 70 percent vacancies are filled through promotion amongst the Assistant Sub-Inspector who are undergone the intermediate School Course Conducted by the department at the Police Training College. Prior to 1994 there was no provision for direct recruitment in this rank and has been introduced in the year 1994 by amending the Punjab Police Rule (12.3, 12.5, 12.6) as amended on 25-05-1994.  

A list of all Assistant Sub-Inspectors who have been approved by the DIG as fit for trial in the department charge of a police station or for specialist post on the establishment of Sub-Inspector is maintained in card index from by each DIG officiating promotions of short duration are made within the district concerned but vacancies of long duration are filled in by the promotion of any eligible man in the range at the discretion of the DIG. No Assistant Sub-Inspector is confirmed in the rank of Sub-Inspector unless he has been tested for at least a year as an officiating Sub-Inspector in independent charge of a police station in a district other than that in which his home is situated. The Superintendent of police made all the promotions to the cadre of Sub-Inspector. Promotions are made on the basis of Seniority-cum-merit and the officers who have successfully passed the upper training course. The list of successful officers is published annually in the police gazette. Names are entered in the list in order according to the date of admission, length of police service deciding the relative position of Assistant Sub-Inspector admitted on the same date. 

The committee on police training (1971) has recommended that direct recruitment be made at the level of the Sub-Inspector. National Police Commission has also supported the view of direct recruitment to the rank of Sub-Inspectors. It also recommended that minimum education qualification for

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recruitment should be the Graduate Degree and recruitment be made through a competitive examination by the State Police Service Commission. Due weight age should be given for performance in the interview and physical efficiency test.  

**Assistant Sub-Inspector**

90 percent vacancies in the rank of Assistant Sub-inspectors are filled through promotion from the cadre of Head Constables. A list is maintained in each district of those Head Constables who have passed the intermediate school course at the Police Training College and approved by the DIG as eligible for officiating or substantive performance to the rank of Assistant Sub-Inspector. No Head Constable is admitted to this list that is not thoroughly efficient in all branches of the duties of a Constable and Head Constable, and of established integrity. Promotion to the rank is made on the basis of seniority by giving due consideration to efficiency and honesty. Therefore, it is based on Seniority-cum-merit basis. The Superintendent of Police makes promotions in accordance with the approved list. Delhi Police Commission (1966) in its report has suggested that a Head Constable must have completed three years regular service in the grade to be eligible for promotion to the rank of Assistant Sub-inspector.

**Head Constable**

As per provisions of the rules, Head Constables are appointed by promotion from the selection grade Constables. But from the practice in vogue, it can be inferred that 85 percent appointments are made by promotion on the basis of competition test. These promotions are made by selection on the basis of a B-1 test under police rule 1307. The list of successful is drawn strictly on merit basis and deputed to undergo the lower school course and after qualifying successfully, their norms are brought on list C-I. The selection

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106. Virender Kumar, Committees and Commissions in India 1947-73, p. 444.
committee judges the merit comprises a Superintendent of Police and Deputy Superintendent of Police.\textsuperscript{108}

Every Constable who has five years of continuous service is eligible to appear in this promotion test. But on the other hand concession has been granted to those Constables who stand first during their basic recruit-training course in the Police training College. Qualifying service for these Constables is only one year. After preparing the list of the candidates on the basis of written test, physical efficiency test and interview, these Constables are sent for promotional course. Earlier they use to get this training at Phillaur and Madhuban but now this course has been started in the Police Training College, Daroh according to vacancy position. This list is operative for one year. It is only after successful completion of the training, that there incumbents are brought on the promotion list C-1. The date of admission to this list does not matter, but the order of merit in which examination have been passed is taken into consideration in comparing qualification. In cases where other qualifications are equal, seniority in the police force is the deciding factor. The list is kept confidential by the superintendent of Police with this procedure of promotion 85 percent vacancies are filled in.\textsuperscript{109}

Promotion to remaining 15 percent vacancies is made on merit-cum-seniority basis. This is known as "exempted quota". Promotion to remaining 10 percent vacancies is made on the recommendation of DIG from amongst the Constables who have undergone the lower school course at the Police Training College but are otherwise considered suitable and rest of the 5 percent vacancies are filled in the form amongst the Constables who have attained the age of 50 years and completed 30 years of service.\textsuperscript{110} The vacancies of Head Constables are filled in through promotion by adopting two different methods and there is no direct recruitment from the open market, and it is purely based on merit-seniority basis.

\textsuperscript{108} Punjab Police Rule 13.7 and 13.8.
\textsuperscript{109} Himachal Pradesh Police HQRS, Shimla.
\textsuperscript{110} Punjab Police Rule, 13.8 (2).
Problems of Promotion in Himachal Pradesh

Promotion in Himachal Pradesh Police Department is made on Seniority-Cum-Merit basis where as a better course would have been to promote Constables both on seniority and suitability. The Superintendent of Police who is assisted by the Deputy Superintendent of Police makes the selection. There is no provision to associate a psychologist or a sociologist and any member from the training school to judge the proficiency of the candidates. It is a common view that selection is made on political and personal consideration up to certain extent. It is proposed that the selection for the promotion from one rank to another rank has been made by constituting proper selection boards in which along with the police officers, the police officials from the H.P. Public Service Commission/H.P Subordinate Service Board and Experts like Psychologists and Management Experts are associated. The constitutions of these boards will make the selection process more fair, thereby reducing the influence of personnel/ Political factors and enhancing the credibility of the system of promotion. Promotion is linked to the performance and motivation of the personnel. All of us know how a wrong promotion can adversely affect the moral of the force as a whole. So, a goal-oriented and objective promotion can increase the motivation and create an environment to perform better. In IPS cadre there is a provision for direct recruitment only to the post of Assistant Superintendent of Police and to all other high posts, recruitment is made purely through promotion. The general merit-cum-seniority is followed while promoting IPS officers to the next higher promotion. Whoever the Govt. interference is its peak at the higher cadres because the promotions for such positions are decided by the headquarters and the Govt. officials. Sometimes promotions to the highest level are granted on personal relation to oblige the concerned officers by creating Additional posts. Political interference, groupism, castism, nepotism and favouratism have influenced the promotion to the higher levels.

In the Non-IPS cadre, there is Stagnation at each rank because provisions for direct appointment exist on all position from that of Constable to the Deputy Superintendent of Police. It has found promotion to these ranks also depends up on the political will in the state. NGOs that are close to the
politicians are promoted easily in the state sometimes. Also the promotion of the Constable in the state is very slow which reduce the moral of the force in the Day to day life resulting in efficient and slow working of police, have required to remove as soon as possible.

**Table 6.18**

<table>
<thead>
<tr>
<th>Responses</th>
<th>DySP &amp; above rank</th>
<th>ASI &amp; above rank</th>
<th>Constables &amp; above rank</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>No. of respondents</td>
<td>No. of respondents</td>
<td>No. of respondents</td>
<td>No. of respondents</td>
</tr>
<tr>
<td>Yes</td>
<td>20 (100%)</td>
<td>16 (80%)</td>
<td>80 (80%)</td>
<td>116 (83%)</td>
</tr>
<tr>
<td>No</td>
<td>4 (20%)</td>
<td>20 (20%)</td>
<td>24 (17%)</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>20 (100%)</td>
<td>20 (100%)</td>
<td>100 (100%)</td>
<td>140 (100%)</td>
</tr>
</tbody>
</table>

It is clear from the Table 6.18 that 100 percent respondents of DySP and above ranking, 80 percent respondents of ASI and above ranking, 80 percent respondents of Constable and above ranking viewed that recruitment of police force were purely done on the basis of merit in the state. While, 20 percent respondents of ASI and above ranking, 20 percent respondents of Constables and above ranking viewed that recruitment was not done on merit basis in the state.

It can be concluded that majority of respondents i.e. 83 percent viewed that recruitments were done on merit basis in the state, while only 17 percent respondents up to Inspector accepted that recruitments were not done on the basis of merit in the state. This clearly points out the small quantity of police personnel has recruited on political basis and corruption in the state.

**Table 6.19**

<table>
<thead>
<tr>
<th>Responses</th>
<th>DySP &amp; above rank</th>
<th>ASI &amp; above rank</th>
<th>Constables &amp; above rank</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>No. of respondents</td>
<td>No. of respondents</td>
<td>No. of respondents</td>
<td>No. of respondents</td>
</tr>
<tr>
<td>Yes</td>
<td>20 (10%)</td>
<td>16 (80%)</td>
<td>40 (40%)</td>
<td>58 (41%)</td>
</tr>
<tr>
<td>No</td>
<td>18 (90%)</td>
<td>4 (20%)</td>
<td>60 (60%)</td>
<td>82 (59%)</td>
</tr>
<tr>
<td>Total</td>
<td>20 (100%)</td>
<td>20 (100%)</td>
<td>100 (100%)</td>
<td>140 (100%)</td>
</tr>
</tbody>
</table>

It is evident from the above Table 6.19 that 10 percent respondents of DySP and above ranking, 80 percent respondents of ASI and above ranking, 40 percent respondents of Constables and above ranking viewed that
recruitment of police force from constables upto Inspectors were done on nepotism, while 90 percent respondents of DySP and above ranking, 20 percent respondents of ASI and above ranking, 60 percent respondents of constables and above ranking viewed that recruitment from constables upto Inspectors were not done on nepotism.

It can be concluded from the above interpretation that, majority of respondents i.e. 59 percent viewed that recruitment of police force was not done on nepotism, but on merit basis. While 41 percent respondents viewed that recruitment of police force from constable upto Inspectors were done on nepotism. Majority of respondents up to Inspector and few i.e. 40 percent respondents of Constables has accepted the fact that recruitments have done on the nepotism i.e. approach of politician, senior officer of the police force, CM and Home Minister etc. in the state.

Table 6.20
Respondents Opinion Regarding Political Pressure over Interviewing Authority

<table>
<thead>
<tr>
<th>Responses</th>
<th>DySP &amp; above rank</th>
<th>ASI &amp; above rank</th>
<th>Constables &amp; above rank</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>No. of respondents</td>
<td>%age</td>
<td>No. of respondents</td>
<td>%age</td>
</tr>
<tr>
<td>Yes</td>
<td>15</td>
<td>75%</td>
<td>40</td>
<td>40%</td>
</tr>
<tr>
<td>No</td>
<td>20</td>
<td>100%</td>
<td>5</td>
<td>25%</td>
</tr>
<tr>
<td>Total</td>
<td>20</td>
<td>100%</td>
<td>20</td>
<td>100%</td>
</tr>
</tbody>
</table>

It is clear from the above Table 6.20 that 75 percent respondent of ASI and above ranking, 40 percent respondents of constables and above ranking opined that during interview the interviewing authority gets under political pressure by politician and senior officer. While 100 percent respondents of DySP and above ranking, 25 percent respondents of ASI and above ranking, 60 percent respondents of constables and above ranking opined that during interview, there were no political pressures on interviewing authority.

It can be concluded that majority i.e. 61 percent respondents opined that there was no political pressure on the interviewing authority during interview. While 39 percent respondents were of opinion that interviewing authority was under pressure of Politician and senior officers to recruit their own persons in the police force in the state.
Table 6.21
Respondents Views about Maintaining Physical Standard of Police Personal Continued During Promotion

<table>
<thead>
<tr>
<th>Respon­ses</th>
<th>DySP &amp; above</th>
<th>ASI &amp; above</th>
<th>Constables &amp; above</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>No. of respondents</td>
<td>%age</td>
<td>No. of respondents</td>
<td>%age</td>
</tr>
<tr>
<td>Yes</td>
<td>2</td>
<td>10%</td>
<td>11</td>
<td>55%</td>
</tr>
<tr>
<td>No</td>
<td>18</td>
<td>90%</td>
<td>9</td>
<td>45%</td>
</tr>
<tr>
<td>Total</td>
<td>20</td>
<td>100%</td>
<td>20</td>
<td>100%</td>
</tr>
</tbody>
</table>

It is shown clearly from the above Table 6.21 that 10 percent respondents of DySP and above ranking, 55 percent respondents of ASI and above ranking, 70 percent respondents of Constables and above ranking were of viewed that physical standard was followed during recruitments but was not followed during promotion. While, 90 percent respondents of DySP and above ranking, 45 percent respondents of ASI and above ranking, 30 percent respondents of Constables and above ranking denied the fact.

It can be concluded from the above interpretation that majority of respondents i.e. 59 percent viewed that for promotion from constables upto Inspectors different physical tests were necessary to attend for promotion, but for promotion from Inspector to DySP and above these tests were not necessary and were not followed up ward promotions.

Table 6.22
Respondents Opinion Regarding the Satisfaction with Training Programs Conducted by Police Training College Daroh

<table>
<thead>
<tr>
<th>Respon­ses</th>
<th>DySP &amp; above rank</th>
<th>ASI &amp; above rank</th>
<th>Constables &amp; above rank</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>No. of respondents</td>
<td>%age</td>
<td>No. of respondents</td>
<td>%age</td>
</tr>
<tr>
<td>Yes</td>
<td>10</td>
<td>50%</td>
<td>8</td>
<td>40%</td>
</tr>
<tr>
<td>No</td>
<td>10</td>
<td>50%</td>
<td>12</td>
<td>60%</td>
</tr>
<tr>
<td>Total</td>
<td>20</td>
<td>100%</td>
<td>20</td>
<td>100%</td>
</tr>
</tbody>
</table>

It is evident from the above Table 6.22 that 50 percent respondents of DySP and above ranking, 40 percent respondents of ASI and above ranking, 100 percent respondents of Constables and above ranking opined that they were satisfied with training programme imparted by Police training college Daroh.
While 50 percent respondents of DySP and above ranking, 60 percent respondents of ASI and above ranking dined the above fact.

It is clear from the above interpretation that majority of respondents i.e. 84 percent respondents of all the categories were satisfied with training programmes provided by police training college Daroh. While 16 percent respondents of all the categories denied the above fact.

### Table 6.23
Respondents Opinion Regarding the Training Programmes Provided to Guzetted Officers in the State

<table>
<thead>
<tr>
<th>Responses</th>
<th>DySP &amp; above rank</th>
<th>ASI &amp; above rank</th>
<th>Constables &amp; above rank</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>No. of respondents</td>
<td>%</td>
<td>No. of respondents</td>
<td>%</td>
</tr>
<tr>
<td>Yes</td>
<td>20</td>
<td>100%</td>
<td>20</td>
<td>100%</td>
</tr>
<tr>
<td>No</td>
<td>20</td>
<td>100%</td>
<td>20</td>
<td>100%</td>
</tr>
<tr>
<td>Total</td>
<td>20</td>
<td>100%</td>
<td>20</td>
<td>100%</td>
</tr>
</tbody>
</table>

It is inferred from the above Table 6.23 that majority of respondents of all the categories i.e. 100 percent opined that training to gazetted officers were not provided in police training college Daroh. Actually training to DySP and above ranking is not provided in police training college Daroh, it is provided in Madhuban and Phillour in Haryana. It is because of lack of financial assistance to police training in Himachal Pradesh.

### Table 6.24
Respondents Opinion in Regard to the Promotion Avenues

<table>
<thead>
<tr>
<th>Response</th>
<th>DySP &amp; above rank</th>
<th>ASI &amp; above rank</th>
<th>Constables &amp; above rank</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>No. of respondents</td>
<td>%</td>
<td>No. of respondents</td>
<td>%</td>
</tr>
<tr>
<td>Yes</td>
<td>20</td>
<td>100%</td>
<td>18</td>
<td>90%</td>
</tr>
<tr>
<td>No</td>
<td>-</td>
<td>-</td>
<td>2</td>
<td>10%</td>
</tr>
<tr>
<td>Total</td>
<td>20</td>
<td>100%</td>
<td>20</td>
<td>100%</td>
</tr>
</tbody>
</table>

It is inferred from the above Table 6.24 that 100 percent respondents DySP and above ranking, 90 percent respondent of ASI and above ranking, 90 percent respondents of Constables and above ranking opined the promotion were important in an organization, while 10 percent respondents of ASI and above ranking, 10 percent respondents of Constables and above ranking denied above fact.
It can be concluded from the above interpretation that majority of respondents i.e. 91 percent opined that promotion was important in the force as because it increasing motivation of police personnel.

**Table 6.25**

Respondents Opinion Regarding Satisfaction with the Existing Promotion System

<table>
<thead>
<tr>
<th>Respon­ses</th>
<th>DySP &amp; above rank</th>
<th>ASI &amp; above</th>
<th>Constables &amp; above</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>No. of respondents</td>
<td>%age</td>
<td>No. of respondents</td>
<td>%age</td>
<td>No. of respondents</td>
</tr>
<tr>
<td>Yes</td>
<td>20</td>
<td>100%</td>
<td>9</td>
<td>45%</td>
</tr>
<tr>
<td>No</td>
<td>-</td>
<td>-</td>
<td>11</td>
<td>55%</td>
</tr>
<tr>
<td>Total</td>
<td>20</td>
<td>100%</td>
<td>20</td>
<td>100%</td>
</tr>
</tbody>
</table>

It is clear from the above Table 6.25 that 100 percent respondents of DySP and above ranking, 45 percent respondents of ASI and above ranking, 10 percent respondents of Constables and above ranking were satisfied with existing promotion system, while 55 percent respondents of ASI and above ranking, 90 percent respondents of Constables and above ranking were not satisfied with existing promotion system.

It can be concluded from the above interpretation that majority of respondents i.e. 72 percent were not satisfied with the existing promotion system. At present the promotion system in the force was not good enough e.g. from Constables to Head Constables you have to quality B-l test etc. It took 10-15 years now days to get promoted as a head constable after doing hard work in the field. Police personnel up to inspectors were not satisfied and a sort of frustration among force was found due to lesser pay scale, late promotions and 24 hours duty in Police Stations.

**Summary**

As living in information age today, it has required a strong law and order maintaining system according to the need of hour for the purpose present policing system is inefficient to meet the challenges of cyber crimes, cyber war and cyber terrorism in the state of Himachal Pradesh. No doubt with the advancement in information and communication in society the ways and means to commit crimes are also changed but the police administration still have the old technology of crime detection and surveillance. There has no cyber crime cell in the state, thus majority of the respondents have accepted
the fact. Mobile pornography is the new way of crime a threat for society, which would spoil the moral and characters of growing up youths in the state. The police have no such mobile surveillance technology in the state to catch red handed the culprits, who are involved in such types of activities in the state. Internet is also a source of such type of pornography, which is harmful for immatures/children etc. Majority of respondents of all the categories have viewed that there has no computer facility provided by govt. to register the cases at police station level in the state. Majority of the respondents have viewed that they are not trained to tackle the cyber crime in the state by govt.

It is clear from the study that majority of respondents of all the categories of police have viewed that they are provided with modern weapon and special training to operate these weapons, but these modern weapons are in lesser quantity. Majority of respondents of all the categories have opined that police administration required to modernize in term of information and communication technology for effective working and old wireless system needed to replace by new mobile technology by the department for speedy action along with good transportation facility at police station level in the state.

The study reveals that the senior and subordinate gap is require to be reduced and promotion system has to be run fastly, so that moral and motivation required to increase in the lower subordinates in the police force in 21st century. It is inferred also that majority i.e. 87 percent respondents of all the categories have accepted that they are satisfied with working environment directly. Infact, indirectly all the respondents have opined that their working hours are required to be reduced to 8 hours per day in the state. 50 percent police personnel have opined that it is tough to work in remote areas of Himachal Pradesh, only 31 percent of police personnel have agreed with that they are forced to work in remote area. Only 90 percent respondents of DySP and above ranking have accepted the fact, rest is under fear of senior police officers and politicians in the state. They have told that politicians force them to work in remote areas, either accept their proposals to favour there near and dears in the state. Majority i.e. 82 percent respondents of all the categories of police have accepted it happy to work in remote areas rather than avoid the rule of law. 39 percent police respondents are satisfied with their duties, while 49 percent respondents of all the categories of police are moderately satisfied.
with their duties, 67 percent respondents of all the categories of police have accepted that police station are not provided by sufficient funds for stationary, transportation etc. in the state. 81 percent respondents of all the categories of police are in favour of reducing senior subordinate gap in the police department. Senior officers generally put pressure and scolded than to create their own image on subordinates, which has reduced their moral and motivation to work affectively in the state.

The recruitments in police has done on the basis of the marit in the state of Himachal Pradesh. Many respondents of all the categories of police have accepted that recruitments upto some extent has done on nepotism in the state. Further many respondents of all the categories of police have accepted that the interviewing authorities are under gone political pressure many times up to an extent in the state to do some favour in some cases. Majority respondents of all the categories of police have accepted the importance of promotion but 72 percent respondents of all the categories are not satisfied with promotion system, because of delay in promotion system in the department of police in state. Training to Inspectors and DySP ranks are not provided in the state, due to lack of modern training facilities and financial assistance to the Police Training College, Daroh, by Government of Himachal Pradesh. In the modern times, for promoting the IPS to higher level, political interference is at its peak. It is inferred that some times promotions to the highest level are granted on personal relations to oblige the concerned officers by creating additional posts in the state. It has also found that the promotions to non IPS cadre too depends upon the political will in the state up to some extent in present scenario.