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Police Training in India
Gizala Hashmi

Abstract
Training has been defined such as effort to improve and increase knowledge, skill and quality of working ability. The object of training is not only to develop professional skill for performance of duties in assigned job but also to improve his capacity for shouldering greater responsibility. Unfortunately, there has not been any meaningful endeavor improve the quality of police training in India.
Keywords: Police and urgent need of its improvement

INTRODUCTION
Police is the first civil service in the country so its necessary to think of systematic institutional training for its personnel. Police training schools were established in the first decades, in most of provinces for the training of officers of and above the rank of sub inspectors.

Unfortunately police training was patterned on the training given in military training establishments. The military model was accepted by the police training institutions due to historic reason, but the fact that police and army have different roles to perform and work in different environment were not taken into consideration.

On a view of police training, the government of India set-up a committee under a chairmanship Shri M. S. Gore committee reviewed the existing facilities in different training institutions and conclusion came that the police training had been badly neglected over the years and training arrangement are unsatisfactory quantitative both, and recommendation for improving the training such as syllabi, organization of training and instructional methods etc. Committee expressed that the most important reason for lack of conviction is not proper training for police and very rightly shifted the focus on the training to the development of proper attitudes through the modern management norms and techniques. Unfortunately, the quality of the police training in many of the states have not registered any improvement after the publication of the report of Gore committee. It is recognized that no worth while improvement in the training of police possible unless capable and senior and conscientious officers are brought in the training institutions as trainers, suitable incentives including rent-free accommodation, special pay, good parking for the trainers with a best available talent. Unfortunately, these improvement have not been made to the trainers there is not fixed tenure of the officers, no planned turnover the staff and no consequent infusion of new blood.

There is urgent need to change the methodology of training, trained schools and colleges based on lecture methods. The important point to be kept in mind is that police training institutions is a professional institution and necessary to impart to the trainees not merely knowledge of the professional subject but also to know how this knowledge can be applied to work, which they required to perform the field.

In most of police training institutions, no system of evaluation is essential for a dynamic training system. It should be continuous which is enough to cover both academic and non-academic areas and related to objectives which is relate to training programmes. The success of any training programme is depend upon a dynamic recruitment policy.

At present, because of age relaxation, higher groups are entering in the various ranks of police, who find it difficult to cope with the stress and strain imposed by a rigorous training programme during the
training, some of them arrive with frozen attitudes, negative approach so its also necessary is that the probationers should be caught young and age bracket of 24 to 28 at the time of recruitment.

The twenty first century is fast approaching which will radically affect the role performance of the police with rapid industrialization urbanization, there will be steep increase in crime. The face of crime is also changing. In tomorrow's in protract society, the police officers will be called upon to deal with crime as varied as nuclear terrorism, computer fraud, trafficking in narcotics etc.

The police officers have not only to be alert but also physically tough. There has to be a balance indoor and outdoor aspects of the job in police training. It is need to substantial degree of emphasis on physical fitness, judgmental shooting and survival training. Today's law enforcement officers is to be trained not only their knowledge, skill and abilities but on the ethical application of what they have learned. Police officers have to be motivated by a value system otherwise skills learnt may be misused or not sustained.

There are allegations against the police of gross violations of human rights. During training, the point has to be driven that human rights norms will enable the police to discharge its legal function more effectively and competently. It is necessary to build better and stronger bridges with the community without support of community the police can not function properly. Thus, for real improvement in the police work on the ground, there should be stress on the training of police training is an essential inputs. Training can be effective, provided the organization has faith in it and big responsibilities rests on the senior officers to built up a congenial organizational climate.

Conclusion:

There are urgent need to improving police training programme, because its direct related to conviction rate and Justice to all public, it will be possible only when all functionaries, which related to police department co-operate them and public also, “to get justice for all”.

Many recommendations given by "Gore committee" and "Padmanabhan committee" and other committees, related to improving police training, improving police structure will apply for improve them.

Reference:
2. Special Rapporteur & chief co-ordinator, custodial justice programme of NGRC, New Delhi.
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