

Chapter 7

Modernisation and Augmentation of Training Establishment

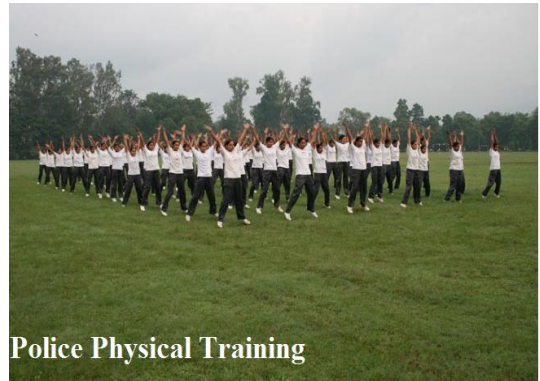
Chapter 7

Modernisation and Augmentation of Training Establishment

7.1 Introduction

Training is essential to impart knowledge and develop professional skill required for the performance of duty by the police personnel and to keep pace with fast growing challenges. The Director General of Police, Uttar Pradesh Police Training (DGPT) is the head of the training directorate in the state and is responsible for preparing annual training plan for providing basic indoor and outdoor trainings for all level of police personnel, management of human resource and supervision & inspection of training institutions/centers. Police training is imparted at nine training institutes¹² and 33 Recruit Training Centres (RTCs) in the State.

Dr. Bhim Rao Ambedkar Police (BRAP) Academy, Moradabad is responsible for basic training of Indian Police Service (Probationers), Deputy Superintendents of Police, Assistant Prosecution Officers etc. Two Police Training Colleges (PTCs) and four Police Training Schools (PTSs) provide training to inspectors and constables (Civil Police) respectively. Two Armed Police Training Colleges (APTCS) and 33 RTCs provide training to inspectors (armed police) and constables respectively. Audit noticed several deficiencies in training of police personnel in the state which are discussed below:



7.2 Equipment not procured

Allotment of fund and expenditure for strengthening of training establishment during 2011-16 is given in table below.

Table 7.1: Allotment and Expenditure during 2011-12 to 2015-16

| (₹ in crore) | | | |
|-------------------------------|--------------|-------------|-----------------------------|
| Name of the scheme | Allotment | Expenditure | Unspent (<i>per cent</i>) |
| Thirteenth Finance Commission | 4.23 | 2.28 | 1.95 (46) |
| Modernization of Police Force | 27.86 | 4.16 | 23.70 (85) |
| Total | 32.09 | 6.44 | 25.65 (80) |

(Source: Training Directorate and PHQ)

¹²Dr. Bhim Rao Ambedkar Police Academy, Police Training College and Police Training School, Moradabad; Police Training College and Armed Police Training College, Sitapur; Armed Police Training College, Mirzapur; Police Training School, Gorakhpur, Police Training School, Meerut; and Police Training School, Unnao.

It is evident from the above table that against the allotment of ₹ 32.09 crore, ₹ 6.44 crore (20 per cent) only was utilized and ₹ 25.65 crore (80 per cent) was surrendered during the year 2011-12 to 2015-16 due to delay in processing and finalisation of procurements. Audit observed that equipment such as, Interactive Fire Arms Simulator/Advanced Weapon Simulator, Cyber Crime Lab (equipment and software), Solar Water Heating Systems etc. could not be procured as planned.

Thus, due to delay in processing and finalization of procurements, intended objective of modernisation of training institutions could not be achieved.

Audit also observed that an amount of ₹ 10.87 crore¹³ was kept in PLA of Uttar Pradesh Police Awas Nigam as per order of the Government (March, 2016) with the condition that it should be utilized by June, 2016. Audit noticed that this amount deposited in PLA was not utilized as of July, 2016. Further, keeping the unspent funds in PLA beyond the close of the financial year was irregular and not permitted under the Financial Rules.

In reply, the Government stated (February 2017) that procurement of Cyber Crime Equipment/software in 2013-14 for training laboratory was assigned to Additional Director/Director Police Dr. Bhim Rao Ambedkar Police Academy, Moradabad. Delay in procurement was due to price escalation in equipment of ₹ 256.17 lakh and import of most of the equipment/software with a sanctioned cost of ₹ 697.53 lakh. At present procurement of above mentioned equipment have been made by ADG Police Technical Services Directorate and the bill for payment has been sent to PHQ (December, 2016). Thus, the time consumed in procurement of Cyber Crime Training Lab considering that tendering and rate contract process involved, was not unnatural.

Reply is not acceptable as the procurement could have been completed earlier if the process of procurement was assigned to ADG Police Technical Services Directorate. Delay in procurement of equipment deprived the benefits of imparting training on cybercrime related matters to the trainees.

7.3 Inadequate Capacity of Training Centres

Failure to provide basic infrastructure and facilities in the training institutions/centres affected the quality of training and also put the trainees to lot of inconvenience during their stay at the training institutes/centres.

As per information provided by the Training Directorate, eight per cent of available police force has to be kept as reserve for training in a year. Accordingly, the state should have a training capacity for 28,320 to 29,598 trainees during 2011-16 based on sanctioned strength. Scrutiny of records of

¹³ Cyber Forensic Lab Equipment: ₹ 9.54 crore, Solar Water Heating System: ₹ 1.33 crore.

Training Directorate revealed (July 2016) that total capacity for 10,440¹⁴ trainees only was available, which indicated that there was a deficiency of 63 to 65 *per cent* in the training capacity (efforts) of the Department.

Further, to provide quality training, Government sanctioned (March 2012) the establishment of three Police Training Schools (PTS) at Bareilly, Jalaun and Sultanpur with total training capacity of 2400 trainees (800 trainees in each PTS). However, in view of problem regarding availability of land it was decided (May 2013) that PTS sanctioned (₹ 33.00 crore) at Bareilly should be established at Kansiram Nagar.

Scrutiny of records of PHQ revealed that work of PTS at Kansiram Nagar did not start due to problem of land again and other two at Sultanpur and Jalaun (at a cost of ₹ 63.15 crore) were still incomplete (March 2017) due to change in layout plan and design / drawing of the buildings, change in construction agency and slow progress of construction work by the construction agencies. Thus, the Department failed to increase the training capacity and not even a single PTS could become functional even after a lapse of four years. Inadequate training capacity and shortage of indoor training instructor adversely affected training of police personnel in the state as discussed in paragraph 7.4 and 10.2.

In reply, the Government stated (February 2017) that though there was deficient training capacity in the State but training was being imparted by engaging external and internal instructors. In respect of slow progress of construction work of PTS at Kansiram Nagar, Jalaun and Sultanpur the Government stated that the estimate for the construction of PTS, Kansiram Nagar, amounting to ₹ 251.67 crore, was under consideration at Government level and for completion of construction work of PTS, Sultanpur and Jalaun concerned construction agency has been directed to complete the construction work within stipulate date. However, training capacity at the moment remains inadequate in the State.

7.4 Shortage of Training Instructors

The Prosecution Officer and Psychologists are responsible for giving Indoor Training to the newly inducted cadets such as Deputy Superintendents of Police, Assistant Prosecution Officers, Sub-Inspectors, Constables etc. Similarly, Physical and Infantry Training Instructors (PTIs/ITIs) are responsible for giving Outdoor training to the newly inducted cadets mentioned above.

Sanctioned Strength (SS), Person in Position (PIP) and shortages of the indoor and outdoor Training Instructors in Training Institutions/Centers during 2011-16 are as given in table below:

¹⁴ Nine training institutes; 4,090 (Dr. Bhim Rao Ambedkar Police Academy, Moradabad: 340; Police Training College, Moradabad:600; and Police Training College, Sitapur: 600; Armed Police Training College, Mirzapur:600; and; Armed Police Training College, Sitapur: 350; Police Training School, Gorakhpur: 600; Police Training School, Meerut: 300; Police Training School, Moradabad:400;and Police Training School, Unnao: 300) and 33 Recruit Training Centers: 6,350.

Table 7.2: Sanctioned strength and Person in Position of indoor and outdoor instructors

| Year | Indoor Training Instructors | | | Outdoor Training Instructors | | |
|---------|---------------------------------|--------------------|--------------------------------------|--|--------------------|-------------------------------------|
| | Prosecution Officer/ Psychology | | | Physical/Infantry Training Instructors (PTIs/ITIs) | | |
| | Sanctioned strength | Person in Position | Excess (+) Shortfalls (-) (per cent) | Sanctioned strength | Person in Position | Excess (+) Shortfalls(-) (per cent) |
| 2011-12 | 50 | 32 | (-) 18(36) | 514 | 612 | 98 (19) |
| 2012-13 | 50 | 32 | (-) 18(36) | 514 | 612 | 98 (19) |
| 2013-14 | 50 | 32 | (-) 18(36) | 514 | 612 | 98 (19) |
| 2014-15 | 56 | 18 | (-) 38(68) | 518 | 470 | (-) 48 (10) |
| 2015-16 | 55 | 18 | (-) 37(67) | 235 | 208 | (-) 27 (11) |

(Source: Budget document Volume-6)

Above table indicates that shortages in the post of Indoor Training Instructors ranged between 36 to 68 *per cent*. The shortage of Psychologists was 100 *per cent*. In respect of Outdoor Training Instructors, the persons in position against the posts of PTIs/ITIs were excess by 19 *per cent* during 2011-14. Audit observed that 16 to 34 number of PTIs/ITIs were posted without sanction in PTS, Meerut.

Scrutiny of records of five test checked training institutes revealed that shortages of PTIs/ITIs in these institutions ranged between 14 to 34 *per cent* during 2011-14 (*Appendix 7.1*).

In reply, the Government accepted (February 2017) the audit observation and stated that outdoor training programme is being imparted by engaging temporary Outdoor Training Instructors. In respect of Indoor Training Instructors no reply was furnished by the Government to the audit observation.

7.5 Indoor Training

As per syllabus of Indoor basic training courses, there should be a class room, information technology, computer, forensic science labs, cybercrime lab, hostel and library in the training institutes/ centre for imparting indoor training courses. Scrutiny of records of five test checked training Institutes¹⁵ disclosed that there was no Forensic Science Lab available in PTC, Sitapur and Cyber Crime Lab was not provided in PTCs, Moradabad and Sitapur.



In reply, the Government stated (February 2017) that necessary action for purchase of equipment of Forensic Science Lab had been completed and site preparation for installation of these equipment of Forensic Science Lab was under progress. In respect of Cyber Crime Lab, the Government stated (February 2017) that necessary action for purchase of equipment of

¹⁵Dr. Bhim Rao Ambedkar Police Academy, Moradabad; Police Training College, Moradabad; Police Training School, Moradabad; Armed Police Training College, Sitapur and Police Training College, Sitapur.

Cybercrime Lab was being done by Additional Director General of Police, Technical Services. However, the fact remains that facility of Forensic Science Lab and Cyber Crime Lab in these PTCs were not available, which resulted in police personnel were deprived of being trained for Forensic Science and Cyber Crime investigation techniques.

7.6 Outdoor Training

As per syllabus of Outdoor basic training courses, model police station, firing range, horse riding saddle, swimming pool, motor driving track, weighing and measuring etc., should be available in training institutes/centres. Scrutiny of records of five test checked training Institutes¹⁶, however, disclosed that:



- Model Police Station was not available in PTS, Moradabad; and
- *Weighing and measuring facilities were not available in PTS, Moradabad;*

In reply, the Government stated (February 2017) that direction for establishment of Model Police Station in the training Institutions / Centres had already been issued to head of the Training Institutions / Centres. Reply was not correct as during the joint physical verification, it was found that Model Police Station was not established in PTS, Moradabad.

7.7 Overburdened training centres

Training Institutions /Centres were overburdened during the year 2011 and 2015 to the extent of 187 and 153 *per cent* respectively but were underutilized in rest of the years. Scrutiny of records of five test checked training institutions (out of 42 training institutions/centres) also confirmed that the training institutions/centres were overburdened (**Appendix 7.2**) as 2464 to 7,197 trainees were trained in these test checked training Institutions/Centres which were 104 to 214 *per cent* of their capacities except in 2013. This implied that recruitment and training was not properly planned and phased out.

In reply, the Government stated (February 2017) that more personnel than capacity were trained in the training institute as the Government had done new recruitment and promotion of the police personnel. Reply of the Government proved that Training Institutions /Centres were overburdened during the year 2011 and 2015 to the extent of 187 and 153 *per cent*.

¹⁶ Dr. Bhim Rao Ambedkar Police Academy, Moradabad; Police Training College, Moradabad; Police Training School, Moradabad; Armed Police Training College, Sitapur and Police Training College, Sitapur.

7.8 Inadequate Residential Facilities for Trainees

As per provisions envisaged in the syllabus of training of Police personal/Officers, all trainees should be accommodated in the residential accommodation earmarked by the training institute and no trainees should live in other places during training period. Audit, however, noticed that there was acute shortage of accommodation for trainees in training institutions.

Year-wise details of trainees and available residential capacity during 2011-16 in 42 institutes/centres were as given in table below:

Table 7.3: Required and available residential facilities

| Year | Required residential facility (8 per cent of available police force) | No. of available residential facility | Shortfalls (per cent to requirement) |
|---------|--|---------------------------------------|--------------------------------------|
| 2011-12 | 28,320 | 21,150 | 7,170 (25) |
| 2012-13 | 28,320 | 21,150 | 7,170 (25) |
| 2013-14 | 28,320 | 21,150 | 7,170 (25) |
| 2014-15 | 28,320 | 21,150 | 7,170 (25) |
| 2015-16 | 29,598 | 21,150 | 8,448 (29) |

(Source: Budget volume-6 and Training Directorate)

It is evident from the table above that shortfall in residential facility for trainees ranged between 25 and 29 per cent during 2011-16.

Joint physical verification at PTC and APTC Sitapur also disclosed inadequacy of residential accommodation for trainees. In PTC, Sitapur, 26 trainees were residing in a dormitory which was set up for 16 trainees. In APTC, Sitapur, no wardrobe facility in the barracks was available, thus, personal belongings of the trainees were lying in the open space.



In reply, the Government stated (February 2017) that in PTC, Sitapur construction work of two hostels (one for male and one for female) for the capacity of 120 trainees each were in advance stage. After completion of construction work of these hostels, accommodation problem would be solved. In respect of unavailability of wardrobe facility in the barracks in APTC, Sitapur, the Government stated (February 2017) that there was no wardrobe facility in old barracks.

7.9 Fire Arms Simulator (FAS)

Use of Fire Arms Simulators is a modern, efficient and cost effective way of providing training to police force. Fire Arms Simulator training allows many more practice trails than would occur ordinarily and such training can be

individually tailored to meet specific instructional requirement. It also ensures minimum use of cartridges and, therefore, results in cost reduction and time efficiencies. Fire Arms Simulator training is an effective means of teaching individual, a broad range of weapons and cognitive skills.

Audit examination of information furnished (August 2016) by the Training Directorate revealed that there were ten Fire Arms Simulators installed in eight training Institutions/ Centres¹⁷ during May 2005 to February 2013. Six out of ten Fire Arms Simulators were not functioning since 2012¹⁸ to February 2016 due to technical problems and absence of Annual Maintenance Contracts (AMCs). The Training Directorate intimated that necessary steps were being taken for making the FASs functional. Further, FAS installed in PTC, Moradabad was stated to be functional, however, scrutiny of records of PTC, Moradabad by audit revealed that FAS was not functioning due to technical failure since April 2015. Apart from it, FASs were not available in one Training Institute¹⁹ and 33 Recruit Training Centres. Thus, training on advance fire arms simulator was not imparted to the police personnel in majority of the training institutes/centres as the FASs were either not functional or not available with the training institutes/centres. This could adversely impact the quality of fire arms training of police personnel.

In reply, the Government stated (February 2017) that seven²⁰ out of ten FAS, installed during May 2005 to February 2013, were functional but no documentary evidences were provided by the Government in support of functional status of these FASs. However, during physical verification of FAS in PTC, Moradabad, it was found that FAS was not functional. Further, the Government stated (February 2017) that necessary actions were being taken for making the remaining three²¹ FASs functional. In respect of unavailability of FASs in one Training Institute and 33 Recruit Training Centres, no reply was furnished by the Government.

7.10 Cyber Crime Training Laboratory not established

Dr. Bhim Rao Ambedkar Police Academy, Muradabad (Academy) submitted a proposal at a cost of ₹ 16.68 crore under MPF Scheme 2013-14 for establishment of Cyber Crime Training Laboratory (Cyber Lab.) in the Academy for providing training to combat offences related to Cyber Crimes. Against the proposals of the Academy, Government of Uttar Pradesh (GoUP) sanctioned ₹ 9.54 crore (September 2014: ₹ 2.56 crore; January 2015: ₹ 6.98 crore). Audit observed (May 2016) that Cyber Crime Training Laboratory was

¹⁷ Dr. Bhim Rao Ambedkar Police Academy (01) and Police Training College(01), Moradabad; Police Training College(01) and Armed Police Training College(01), Sitapur; Police Training School(01), Gorakhpur; Police Training School(01), Meerut; Police Training School (02), Unnao; and Armed Police Training School (02), Mirzapur.

¹⁸ Dr. Bhim Rao Ambedkar Police Academy, Moradabad: 01 no. (from 02 February, 2016); Police Training College, Moradabad:01 no. (from 01 April 2015); Police Training College, Sitapur:01 no. (from 06 August 2015); Armed Police Training College, Sitapur:01 no. (from 16March 2015); Police Training School, Meerut: 01 no. (from 27 August 2016) ; and Armed Police Training School, Mirzapur 01 out of 02 nos. (from 2012).

¹⁹ Police Training School, Moradabad

²⁰ Dr. Bhim Rao Ambedkar Police Academy, Moradabad: 01; Police Training College, Moradabad:01; Armed Police Training School, Mirzapur: 02; Police Training School, Gorakhpur:01; and Police Training School, Unnao:02.

²¹ Police Training College, Sitapur::01; Armed Police Training College, Sitapur:01; and Police Training School, Meerut:01.

not established in the Academy as of May 2016. Audit of records of ADG, Technical Services, UP Lucknow (June 2016) disclosed that procurement of equipment and software for the establishment of Cyber Crime Training Laboratory was still in progress as of June 2016. This resulted in 848 Sub Inspectors of Civil Police being deprived of Cyber Crime training during the Training Session 2015 and 2016 (524 and 324 respectively).

In reply, the Government stated (February 2017) that procedure for purchase of 15 hardware and software equipment had been completed (February 2017) for establishment of Cyber Crime Training Laboratory in different training institutions. Preparation of sites for their installation in training institutions was in progress (February 2017). ADG, Police Academy, Moradabad also confirmed (April 2017) that Cyber Crime lab is not functioning.

Recommendations

- *Procurement of equipment for modernization of training institutions should be monitored closely to ensure that there are no delays in procurement and the training institutions are equipped adequately with state-of-the-art systems to impart quality training to state police personnel.*
- *The Training Directorate should monitor and expedite the pace of construction of two PTS buildings, and bridge the gap in police training capacity available and required in the state.*
- *The Training Directorate should initiate action to fill up vacancies of indoor training instructors. Further, the available PIP of outdoor training instructors should be deployed rationally.*
- *Given the fact that Cybercrimes and their investigation is a new and complex area and require specialized skills, the Training Directorate should ensure that the cyber lab is established at the earliest and police personnel are imparted training in cybercrime investigation without delay.*