

NOTICE INVITING EXPRESSION OF INTEREST

Mid-Career Training of the Indian Police Service Officers

1. The Sardar Vallabhbhai Patel National Police Academy (SVP NPA), Hyderabad, Ministry of Home Affairs (MHA), Government of India, invites Expression of Interest (EOI) from reputed Academies and Training institutions for Phase - IV Mid-Career Training of Indian Police Service (IPS) Officers. The selected institution(s) would be required to undertake the design, development and delivery of Phase IV of the proposed Mid-Career Training programme. **A background note that includes the scope of work is enclosed (Annexure-I).** The assignment is expected to **be for duration of three years** but may be extended further. The training course is required to be conducted w.e.f. April 2014 twice a year to a batch size of 80 IPS officers with admissibility of 10% as additional strength.

2. The selected institution(s) would be required to execute the assignment in coordination with Sardar Vallabhbhai Patel National Police Academy (SVP NPA), Hyderabad, India. It is expected that the selected institution(s) would be able to demonstrate strong capabilities in the field of Police Sciences and Management and should have a commendable record of running academic and training programmes especially for senior level civil servants. In case the institution selected is a foreign one, it may be required to identify a domestic partner and shall ensure the necessary capabilities within the faculty of the domestic partner. All partners of the contract shall be active participants in the delivery of the contract. However, satisfactory delivery and conduct of the course shall be the responsibility of the principal institution. Preference will be given to the institution having a working tie-up with a foreign police organization/institution.

ELIGIBILITY

3. The selected institution(s) should have a strong track record of running academic and training programs in the area of Police Sciences and Management for mid-career civil servants as indicated in the background note. They should be able to position quality personnel, a good percentage of whom should be the best resource available on that subject and may be from outside that institution.

4. The selected institution(s) would be expected to lead the design and delivery of Phase IV of Mid-Career Training programme. If there are two institutions jointly proposing to conduct the training, both the partners of the contract should be active participants in the conduct of the Phase - IV MCTP. The principal institution would, however, have to coordinate the design and delivery.

5. In submitting the Expression of Interest, information may be furnished on the nature of business of the institution, more particularly the programmes being run in the area of Police Sciences and Management. A short resume of the key resource persons likely to be deployed may also be given. Further, names of possible institutions with which collaborations are proposed to be established for the design and delivery of these programmes may be mentioned.

6. The shortlisted institutions that have expressed interest would be sent detailed terms of reference and criteria for final selection, to enable them to submit their technical and financial bids. Such a shortlist would be prepared primarily based on the acknowledged reputation of the interested institution in conducting courses in Police Sciences and Management. SVP NPA reserves the right to shortlist even an institution that has not submitted its Expression of Interest, provided such an institution otherwise meets the short listing criteria.

7. Responses may be sent to reach the under-mentioned by 1200 hrs (1ST) on 23rd January, 2014.

Director
Sardar Vallabhbhai Patel National Police Academy
Hyderabad (India)-500052
E-mail – mctp@svpnpa.gov.in
Tel: +91-40-24015151
Fax: +91-40-24015179


(DR. T.K. VINOD KUMAR)
JOINT DIRECTOR(ADM & SC)
IN-CHARGE DIRECTOR

Note: - It may kindly be noted that no communication will be sent to the responding parties except to the shortlisted institutions. Those sending their offers electronically will, however, receive an electronic acknowledgement of the receipt of their Expression of Interest

BACKGROUND NOTE ON MID-CAREER TRAINING PROGRAMME

I INTRODUCTION

Indian Police Service (IPS) is one of the three All India Services constituted under the provisions of Article 312 of the Constitution of India. The IPS Officers provide senior level leadership to police forces both in the states and at the center. Though the minimum qualification for being selected into IPS is Bachelor's Degree in any discipline, given the high level of competition, many of the officers selected have Master's Degree and outstanding academic record. They come from a wide range of backgrounds such as history, Political Science, Literature, Economics, Sociology, Psychology, Public Administration, Physics, Mathematics, Agricultural Sciences, Engineering, Medical Sciences, etc.

2. Appointment to IPS is done in two ways, namely, recruitment through Combined Civil Services Examination conducted by the Union Public Service Commission (UPSC) every year and by promotion of the State Police Service (SPS) Officers. Upon selection through UPSC, each officer is allocated to a State Government. Thereafter, they undergo a Foundation Course for 15 (fifteen) weeks at the Lal Bahadur Shastri National Academy of Administration, Mussoorie and 46 (forty six) weeks Basic Course at Sardar Vallabhbhai Patel National Police Academy (SVP NPA), Hyderabad, followed by various attachments with Central Police Armed Forces (CPAFs), Intelligence Bureau (IB), Army, districts, etc. The Foundation Course, the Basic Course and various attachments form part of the Induction Training of about 2 (two) years duration. The Officer promoted from the State Police Services to IPS, also undergo Induction Training of 6 (six) weeks at SVP NPA, Hyderabad They are elevated to higher ranks generally at around 15th, 19th, 27th and 31st year of their service. To discharge their responsibility effectively in these higher positions, they are given in-service training from time to time.

3. On completion of the training, Officers are posted to respective states allocated to them and assigned postings as Sub-Divisional Police Officers, which require professional skills & knowledge, appropriate sensitization & orientation and management & leadership qualities. After a few years of experience, they are promoted to District level posts and are entrusted with a wide range of functions relating to the prevention and detection of crime and maintenance of law & order of the Districts.

II. PROPOSED SYSTEM OF MID-CAREER TRAINING

4. Given the highly responsible and critical positions that officers are required to hold, it is imperative that they possess the necessary knowledge, skills and attitudes to discharge their responsibilities effectively. With this in mind, a system of mid-career training has been launched which would be more intensive and would enable the IPS officers to acquire "next level competency." Performance in these MCTP courses would be evaluated and satisfactory completion of the programme would be a pre-condition for officers to get promoted to higher positions. The performance may also be taken into account in deciding some of their placements for special assignments.

5. The proposal is to conduct Mid-Career Training Programme Phase- IV as follows:-

| S. No | Phases | Training for Promotion/ Getting annual | Duration | Year of Service |
|-------|--------|--|--|--|
| 1 | IV | DIG to IGP | 6 weeks (4 weeks in India and 2 weeks abroad) | Between 14 th to 16 th year of service |

6. The above said programme would have to be delivered twice a year to the batches of 80 eligible IPS officers with admissibility of 10% as additional strength. Since the numbers are relatively large, they may be required to be divided in smaller groups for the classroom sessions/ study tours/ other group activities etc. The programme would be completely residential.

III. SCOPE OF WORK

7. The selected institution (s) would be required to undertake the following:-

- i) Carry out the detailed design of the mid-career training programme phase- IV based on the outline given in **Annexure -II**.
- ii) Evolve a training methodology which includes case studies / lectures / seminars / workshops by eminent personalities and field visits.
- iii) Develop pre-course material that a participant would be required to come prepared with and also design evaluation measures to test the level of preparation before the participant comes for the programme.

- iv) Identify the resource persons for the different components of Phase-IV MCTP, drawing such resource persons from institutions abroad or in India and also ensuring a right mix of academic faculty and practitioner faculty, considering that the participants are practicing managers and need strong practical inputs to back theoretical frameworks. At least 40% of the resource persons/faculty should be experts from outside the Institution. The institution should clearly indicate the ratio of in-house faculty to guest faculty in the EOI.
- v) Deliver the programs for a period of three years in the first instance and simultaneously help develop local resource persons (to take over from such resource persons as are drawn internationally). **The Indian leg of the program would be delivered at SVP NPA, Hyderabad, India.**
- vi) For the required design and tie up logistics for the international study visits, the interested Institutions would be required to have proper tie-up with the foreign police organizations during the exposure visit.
- vii) Evaluate the performance of each of the participants and submit an evaluation report (numerical measures) to the SVP NPA.
- viii) The participants of MCTP are required to be given single room accommodation with facilities viz. Internet, Gymnasium, Swimming Pool, Outdoor and Indoor sports during their foreign component.

Broad Scheme and Proposed Contents of Modules for Mid Career Training of IPS Officers

Phase IV

Participants at the training programmes at this Phase would have put in over 16 years of actual service in various fields of policing including, Crime Management, Public Order Management, Armed Police, Intelligence, Anti-Corruption, staff jobs, Training, HRD, etc. Most of them would have had more than one tenure as District Superintendent of Police, in charge of general policing and administration of a Force of over a thousand police personnel. Many of them would also have been posted as supervisory officers of Superintendents of Police in charge of Districts.

This Phase is intended to help them consolidate their experiences and help them analyse the current practices in developed countries in the light of the requirements of a modern police management at the top level. Emphasis would be on helping them on their skills in Human Resources management, strategic planning, planning, directing and team building.

In the India Module (4 weeks), during 4 weeks the selected institution will cover the following streams:

- Professional Topics
- Best Practices and innovations
- Leadership and Team Building
- Strategic Management

Foreign Module (2 weeks)

The emphasis- during visit abroad also shall be on the same topics suggested for the India module. In fact, the idea is to develop this visit as an extension of the Indian Module so as to learn at first hand the best practices and innovations in developed countries. During the visit abroad, the participants should be exposed to best practices in policing and management in a developed democratic country closer to Indian system. Classroom lectures, visit to field units and organizations, interaction with the most eminent personalities in the above areas and project work based on observation and study in the foreign country shall be included.
