

## **Critical Assessment: Reforms and Significance of effective Police Training to Counter Terrorism in Khyber Pakhtunkhwa Pakistan**

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### **Abstract**

Maintenance of peace in the society by improving law and order situation is the responsibility of police. Police training is one of the critical problems of the world including Pakistan. The routine application of police training is outdated now, as, in past the role of police was restricted to ordinary crime prevention only. Police responsibilities increased many fold in the shape of countering terrorism after the terrorist incident of 9/11. The rationale for this was that, in past police in Pakistan did not face such issue of terrorism. This situation significantly increases the need for new and modern training for law enforcement personnel at all levels. Every aspect of police training has a role in improving police efficiency. There is a need to reorganize the whole structure of police training. This paper serves as a focal point for law enforcement and policymakers at all levels of government to know about the constraints in police training and to see the benefits of regular training and the opening of new specialized police training schools in Khyber Pakhtunkhwa (KP), Pakistan and the need of further advance training and education.

**Keywords:** Change, significance, police, Training, Education, Reforms, Pakistan

### **Introduction**

Training of an individual is of key importance in every field. It may be of short term, task oriented and target oriented to achieve and improve a change in skills and knowledge in a specific area. Usually in professional sense we use it for job related training. Similarly education is a lifetime investment and education needs to be have in an area of his/her interest. Actual training and education

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depends on to know what is required by a person for personal, departmental and organizational needs.

Training and education both play an important role in the field of law enforcement. Training provides directions and guidance to an officer on how to perform certain tasks and duties. Haberfeld (2002) argued, well trained police officers have proven techniques and respond more consistently. In contrast, education helps train officers to resolve various problems independently as well as to communicate effectively (Haberfeld, 2002).

Policing are extremely complex and structure organization, having a multiple optional responsibilities and duties. There is a difference between training and education in policing science. For a further broad views in order to differentiate between police training and education, two police scholars Gail Dantzker and Stan Shernock quoted (2007).

*"When educated people are faced with a novel situation, they should be able to analyze, interpret, and make judgments about the situation themselves rather than relying on others to tell them what to do.....A person who has been merely trained, on the other hand, is more likely to rely on others to tell him or her what to do in a particular situation and is less likely to understand the reasons for doing what he or she is directed to." (Quoted in Birzer and Roberson, 2007).*

In police organizational hierarchy, various strata demand a separate system of human recourse management. Initial and easy ground work will need normal skills and a lower educational level, whereas highly and complex situation demand more broad education and a specialized training. According to Roos (2000), police personnel are appropriately trained at the time of their entry into police force. Subjects like basic laws, especially PPC, CRPC and Qanoon-e-Shahadat are taught to them. Besides this, they also get proper physical training. Ortmeier (2006) stated that multiple in-service trainings are also offered to police personnel, which are also mandatory for their promotion. However, each of these trainings are related to dealing with ordinary crimes, such as theft, robbery and murder etc. Police in general are not appropriately trained to tackle the problem of terrorism. Balzacq and Carrera (2006) points out that the terrorist attacks of 2001, 2007 and 2008 in USA, Iraq and India, provided a strong impulse for a broad strategy against

terrorism. For this reason what needs to be properly investigated is that whether the police is trained and equipped efficiently to counter terrorism or not.

Dahl (2010) found various constraints in the police training. Constraints are also found in forensic science tools of inquiry which is particularly essential in law enforcement (Fasihuddin, 2009). Constraints are also found in crime scene preservation. In Pakistan policing sciences or criminology has never been the focus of studies and research, in any police training colleges or educational institutions. Trainers' lack essential skills and qualifications. Policy makers in Pakistan have so far failed to generate an agreement on a state level policy for training the police personnel (Fasihuddin, Hussain and Sajid, 2012). In Khyber Pakhtunkhwa (KP), police seemingly lacks proper training to fight against the terrorists and same is the situation of police personnel in other provinces of Pakistan.

### **Significance of the Study**

The present study is designed to be of enormous significance not only for the trainers, policy makers, practitioners and common people to the strength of the problem; but to some extent some national strategies and rules may well be improved, revised and amended based upon the recommendations of the study. This study focus upon what new changes had been brought in police training and what need more to be done in police training in Pakistan, Especially in Khyber Pakhtunkhwa. Moreover, this study also analyzes the influences of training practices on police performance.

### **Objectives of the study**

The study aims to analyze various aspects of police training and to investigate significance of effective police training. The study will also put forward study based recommendations on basis observation, literature review of various police training contents and its effectiveness in the practical field.

## **Methodology**

The study is based on secondary analysis of data relate to police training and education. Systematic review of the relevant literature was carried out with the help of books, articles and journals. Online internet searches were carried out to find out relevant material regarding the issue. In addition, the researcher also visits to PTC Hangu many times as a guest speaker on various policing topics so this helps in clear observation of police training. Various police training module were studied in Police Training College (PTC) Hangu, KP and Six Specialized Police Training Schools, established after 2014 in KP, Pakistan. The researcher also visits to PTC Hangu many times as a guest speaker on various policing topics. Detail of training course in PTC Hangu and all the other specialized training schools are given in detail. Every aspect of the training was closely analyzed.

## **Police Training Initiatives**

### **Police Training Schools**

The strength of police force increased manifold but the capacity of training institute remained the same. In addition to Police training center Hangu, two training schools i.e. Police training school, Swabi, established in December, 2014 and police training school, Swat, established in December, 2014 on the directions of IG of police Mr. Nisir Khan Durrani (PSP). This increased the training capacity of police constables.

### **Police Training College (PTC), Hangu**

Police training college Hangu was established in 1935. At PTC Hangu, training programme is divided into four layers.

- i. Basic Recruit Training Programme for Constable at police training college includes theory/written subjects of Pakistan Penal Code (PPC), Criminal Procedure Code (CrPC), Islamiyat (Islamic Studies)/ Human Rights, Police Practical Work/General Police duty, Local & Special Laws/ Qanoon-e-Shahdat (Evidence Act), Police Rules, 1934, Security/General Knowledge/Finger Prints/ Wireless Telegraphy/ Attitudinal change. Besides this physical and ground work includes i.e. Squad Drill, Rifle Musketry, Extend Order Drill, Mob Dispersal, Bayonet Fighting, Traffic Control, Physical Training, Unarmed Combat and Assault

- Combat (kpptchangu, 2017). Training Programme for Head Constable includes theory/written subjects of Pakistan Penal Code, Police Rules of 1934, Criminal Procedure Code (CrPC), Local & Special Laws, Police Practical Work (PPW), Medical Jurisprudence/ Finger Prints, Islamiyat, Qanoon-e-Shahadat (Evidence Act). Besides these, physical courses include, squad Drill, Guard Duty, Rifle Exercise, Physical Training, Extend Order Drill, Unarmed Combat, Traffic Control, Assault Course, Riot Drill and Rifle Musketry (kpptchangu, 2017).
- ii. Training programme for intermediate course includes theory/written subjects of Islamiyat, Pakistan Penal Code, Criminal Procedure Code, Order Qanoon-e-Shahadat, Police Rules, Scientific Aid, Medical Juries, Attitudinal Change and Finger Print. Besides these, physical courses include Parade, Raid, Field Craft, Ambush, Mob Dispersal, Naka Bandi, Weapon Handling, Assault Firing SMG and Pistol Firing 7.62 bore (kpptchangu, 2017). Upper Course (for Upper Subordinate) includes theory/written subjects of Pakistan Penal Code, Criminal Procedure Code (CrPC), Police Rule of 1934, Local & Special Laws, Police Practical Work (Theory), police Practical Work (Practical), Scientific Aid, Plan Drawing, Medical Jurisprudence, Qanoon-e-shahadat (Evidence Act) and Islamiyat. Besides these, physical courses include squad Drill, physical Exercise, Mob Dispersal, Unarmed Combat and Raid on Proclaimed offenders (kpptchangu, 2017).
  - iii. Training Programme for Probationers ASI (Selected by PPSC) course include theory/written subjects of Pakistan Penal Code, Criminal Procedure Code (CrPC), Police Rule- 1934, Police Practical Work/General Police Duty, Local & Special Laws/ Qanoon-e-Shahadat (Evidence Act), Security/General Knowledge/ Finger Prints/ Wireless Telegraphy and Islamiyat/ Human Rights. Besides these, physical courses include squad Drill, Rifle Musketry, Extend Order Drill, Mob Dispersal, Bayonet Fighting, Traffic Control, Unarmed Combat and Assault Course (kpptchangu, 2017).
  - iv. Basic Training Programme for ASP in National Police Academy, Islamabad, course includes theory/written subjects of police Rules with Books, Police Rules without Books, Criminal Procedure Code (CrPC) With Books, Criminal Procedure Code

(CrPC) without books, Local & Special Laws with books, Local & Special Laws without Books. Pakistan Penal Code with books, Pakistan Penal Code without Books, Qanoon-e-Shahadat (Evidence Act) with books, Qanoon-e-Shahadat (Evidence Act) without books and Forensic Sciences Medical Jurisprudence. Besides these, physical courses include physical Training (PT) 4 events, obstacle 12 Events, Drill 5 Events, Firing with different weapons and Commandants Assessments (kpptchangu, 2017).

### **Establishment of specialized Schools**

The Khyber Pakhtunkhwa police have faced numerous challenges since after the event of 9/11 increased militancy and terrorism in the province. Initially, the province in general and the police in particular were not prepared to effectively tackle and defeat the terrorists. Subsequently, there was a need to focus the police training on countering terrorism.

Keeping in view this situation, six specialized schools have been established in KP province on the directions of the IG of Police Mr. Nasir Khan Durrani (PSP). These include: Police school of Investigation, Peshawar (May, 2014), Police School of Intelligence, Abbotabad (June, 2014), Police School of Explosive Handlings, Nowshera (Feb. 2015), Police School of Public Disorder and Riot Management, Mardan (April, 2014), Police school of Information Technology, Peshawar (Sept. 2014) and Police school of Tactics, Peshawar (August 2015).

These schools have been established with a few to impart specialized training of various skills to the police personnel in order to effectively counter the emerging challenges. These schools have been established by improving the existing infrastructure. Training in these schools has been linked with promotion.

#### **i. Police School of Investigation**

Police school of investigation is located in Hayatabad, Peshawar. It was established in May, 2014. The school has started functioning in June 2014. This was the first specialized school initiated by IGP KP, Mr. Nasir Khan Durrani for the professional training of KP Police. It is headed by a Director. Group captain Sohail Akhtar (Sitara-e-Imtiaz) is the first Director of this school. The school for the training purposes has been divided into three sections.

##### **a. Crime Scene Investigation Section (CSIS)**

- b. Cellular Forensic Section (SFS)
- c. File Management Section (FMS)

List of Courses taught in the School

S. No.	Title	Duration
1	Core Investigation Skill Course	2 Weeks
2	Medico Legal Reporting & Orientation Workshop	3 Weeks
3	Cellular Forensic Course	1 Week
4	HotSpot Policing & IT Based Investigation Skills	1 Week
5	Case File Management Course	1 Week

**ii. Police School of Intelligence**

Police School of Intelligence is located in Abbotabad. It was established in June, 2014. It starts working in July 2014. It is headed by a Director. Col. (Rtd.) Ishtiaq Sohail Warraich, Sitara-e-Imtiaz (Military) was the first director of this school. Modern teaching methodology is adopted for teaching in this school.

List of Courses taught in the School

S.No.	Title	Duration
1	Basic Intelligence Course	4 Weeks
2	Intelligence Awareness Course	2 Weeks
3	Intelligence Orientation Workshop	2 Days

**iii. Police School of Explosive Handling**

Police School of Explosive Handling was established in Nowshera District of KP in February 2015. It is the first of its kind in Pakistan, established by a civilian law enforcement organization for the capacity building of Police Bomb disposal unit. Asst. IGP Shafqat Malik was the first Director of this school.

List of Courses taught in the School

S.No.	Title	Duration
1	Basic EOD Course	2 Weeks
2	Refresher EOD Course	1 Weeks
3	Post Blast Investigation/Evidence Collection Course	1 Week
4	Awareness Orientation Workshop	1 Day

#### iv. Police School of Public Disorder and Riot Management

Police school of Public Disorder and Riot Management was established in Mardan, District of KP in April 2014. This is the first specialized training school of the country dedicated to training in Public Disorder & Riot Management. Col (Retd) Zafar Gul was the first Director of this school.

List of Courses taught in the School

S.No.	Title	Details
1	Public Disorder & Riot Management Course	<b>Duration:</b> 2 Weeks <b>Academic:</b> Mob Psychology Handling of Vulnerable Groups Negotiation Skills Stress Management <b>Field Training:</b> Arrest Techniques Use of Anti-riot Equipment Mob Dispersal Methods First Aid & Evacuation Procedure

#### v. Police School of Information Technology

Police school of information technology was established in Peshawar in September 2014. This is the first specialized school for the professional IT training of Khyber Pakhtunkhwa Police. Mr. Naveed Gul was the first Director of this school.

## List of Courses taught in the School

S.No.	Course Title	Duration	Participants
1	Basic Computer Course	2 Weeks	Recruits
2	Advance Computer Course	01 Week	Police Officers/Officials
3	Professional Computer Course	01 Week	Computer operators
4	Hardware Maintenance & Troubleshooting	01 Week	Hardware/LAN Technicians
5	E-Learning (Audio/Visual)	01 Week	Watch & Ward/Invest/SB/CTD Unit
6	Workshop/Seminars	01 Day	RPOs/DPOs/SDPOs
7	Application Software Training	02 Days	Data Entry Operators

**vi. Police school of Tactics**

Police School of Tactics was established in Peshawar in August 2015. Col (R) Waqar Burhan, Sitar-e-Basalat (military) was the first Director of this school. A library is also established where trainees are given full opportunity to consult crime scene investigation books, stories, old police cases & CDs.

## List of Courses taught in the School

S.No.	Title	Duration
1	Core Investigation Skill Course	2 Weeks
2	Medico Legal Reporting & Orientation Workshop	3 Weeks
3	Cellular Forensic Course	1 Week
4	HotSpot Policing & IT Based Investigation Skills	1 Week
5	Case File Management Course	1 Week

**1. Critical Assessment of the Various Training Programmes**

As it can be seen from the above section, basic police training and education are unrealistic and not according with the modern day demands and challenges of the new policing in the new era. There is greater emphasis on bookish or legal subjects throughout the training, but policing is a practical subject and it needs practical training. Although establishment of six new specialized schools is a positive step but it will take time and resources to flourish further.

2. In PTC Hangu, there is repetition of law subjects at all level, mostly taught by an old law instructor. The young filed officers are not satisfied of these law instructors and mostly unsatisfied from these officers.

3. Design of the present curriculum is not unsatisfactory and is awfully fails to tackle the new threats and challenges of the recent crime market in the world. Investigation is usually given little consideration in comparison to control and prevention. Modern policing is totally shifted to scientific investigation, profiling and forensic psychology, etc which are not on priority in police training in Pakistan. One of the reasons might be shortage of resources and technical know-how but the other is awareness and commitment.
4. According to the Commandant PTC Hangu (KP), Dr. Fasihuddin *"Modern concepts, strategies and styles of policing and latest literature on criminology, criminal theories, criminal research, studies and reports are not included in the respective curricula and are not available at the respective police college and schools. Not a single international or peer-reviewed journal on policing, criminology or criminal justice is received in any of our Police College or NPA. This is how a knowledge gap is widening between us and the rest of the world"*.

### **The Need for Effective and Responsive Training to Counter Terrorism**

Policing is a challenging and a very difficult occupation as it requires continuous professional development. Every police officer must have diverse knowledge of investigative skills, knowledge of criminal law and risk of effective decision making. Increase in terrorism throughout the world increases the significance of effective police training that can counter the terrorism more effectively.

The capacity of Pakistan police and their training is inadequate to deliver and counter the terrorism. The training syllabus and training practices in Pakistan is outdated to face the current challenges. Course books used in lower and upper level courses in police training colleges require major improvements. Abbas (2009) pointed out that trainers in police training colleges are also not fully trained and equip keeping in view the new challenges in the face of terrorism. The training colleges for police lack proper facilities available to the trainees. In Pakistan there is greater emphasis on theoretical, legal and academic work on police training. There is

repetition in most of the topics in police training from lower to upper level of training.

Fasihuddin (2009) argued that Police training should be revised in Pakistan. Police training should consist of experimental learning, tutorial discussions, individual and group presentations, practical psychological tests, physical exercises, scientific investigation and specialized training for various situations. For induction and recruitment into police service, the level of education should be increased. Birzer and Roberson (2007) stated that a police officer should be more interested in providing community service than mere a crime fighter. The technology of crime prevention should also be introduced in police training.

There is no universally applicable police training policy for counterterrorism in the world (Rineheart, 2010). Lack of proper training to counter terrorism could have serious consequences. Curriculum at all levels of police training fails to address the core problem of terrorism. For service oriented policing, the training at all levels of police training must be updated, improved and revised. New courses, related to organized crimes, suicide bombings, counter terrorism strategies, bomb blasts, suicide bombings, conflict resolution, target killings, stress management and restorative justice should also be introduced in police training colleges. In order to respond to terrorist accidents effectively, police must be fully equipped and trained.

## **Conclusion**

Police system in Pakistan is a colonial legacy that exists during British rule over Indian sub-continent. Several attempts have been made to restructure and reorganize police system in Pakistan. Police Order 2002 was the main among other efforts. It was implemented successfully but still police in Pakistan is not improved to win the war on terror. It is argued that police training system in Pakistan is outdated and old. Police personnel are facing several problems in fighting against terrorism. Terrorism is a real threat faced by police personnel since September 11, 2001. Police training in Pakistan is not so praise worthy in order to tackle the menace of terrorism. There are a lot of weaknesses and shortcomings in every aspect of police training.

## Recommendations

Every aspect in police training has a significant contribution in responding to terrorism. Government needs to realize the importance of modern training to respond the terrorists more effectively. Police training needed to be improved from lower to top level. Government should allocate more and more budget to the police training colleges. Terrorism is one of the most serious challenges and threats to the police. Hundreds of police officers as well as the civilians embraced death in terrorists' incidents. So it is the need of the hour to train the recruits on the subject of terrorism from every angle. Preventive measures against terrorism, effective investigation should become the major concern of police department. For this purpose intelligence led policing (ILP) module should be introduced in police training colleges.

The curriculum of police training colleges needed to be revised and improved. Specialized subjects related to countering terrorism should be included in the training. Subjects related to criminal justice, causes of terrorism and counter terrorism strategies, human rights, intelligence, data analysis, women studies, suicide terrorism, stress management, human trafficking, human behavior and law adjudication should be included in basic police training.

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