



सरदार वल्लभभाई पटेल राष्ट्रीय पुलिस अकादमी
SARDAR VALLABHBHAI PATEL NATIONAL POLICE ACADEMY
(भारत सरकार: गृह मंत्रालय)
(Government of India : Ministry of Home Affairs)
हैदराबाद (Hyderabad) - 500 052

No. 12011/04/2023-Trg/23rd MCTP-Ph-III(22154) Dated: 02nd February, 2024.

To

1. The Chief Secretary, Rajasthan.
2. The Director General & Inspector General of Police, Rajasthan.
3. The Director, Intelligence Bureau, New Delhi.

Sub: Acceptance of nominations for 23rd Phase-III Mid-Career Training Program (MCTP) scheduled to be held from 12.02.2024 to 08.03.2024 - Regarding

Madam/Sir,

Please refer to the Academy letter of even number dated 10th November, 2024 and your reply regarding nominations for 23rd Phase-III Mid-Career Training Program to be held at this Academy from 12.02.2024 to 08.03.2024.

2. In continuation of the Academy letters of even number dated 21.01.2024 & 30.01.2024 issued regarding the acceptance of nominations, the names of the Officers whose nominations have been subsequently accepted for the said training programme are as under:

S/No	Cadre	Title	Name of the Officer	Designation / Official Address	Remarks
1	Rajasthan	Mr.	Pradeep Mohan Sharma, IPS	Additional Director, Rajasthan Police Academy, Jaipur	Approval awaited from Home Dept.
2	Rajasthan	Mr.	Deepak Bhargav, IPS	Director, Intelligence Training Academy, Jaipur	Approval awaited from Home Dept.
3.	Rajasthan	Mr.	Sh Deshmukh Paris Anil	SP, Sikar	Approval awaited from Home Dept.
4.	Rajasthan	Mr.	Vikas Sharma	SP, Sriganganagar,	Approval awaited from Home Dept.
5.	IB, MHA (Odisha)	Ms.	Parul Gupta, IPS	Deputy Director, IB	-

3. Wherever the State Government's approval is necessary and pending, the same may kindly be obtained and conveyed to this Academy at the earliest and the concerned Officers shall be permitted to attend the said training programme **only on receipt of such clearance/approval.**

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4. It is requested to direct the selected officers to report to the Academy by **10.02.2024 (Saturday evening)**. The nominated officers may please be directed to intimate their travel plan by **05.02.2024** to enable the Academy to arrange for their reception, transport and accommodation.

5. Details of joining instructions for the program are attached as **Annexure-'A'**. The joining instructions may please be communicated to the officers selected from your State/Organization to attend the Program.

6. The selected officers may please be directed to intimate the following details by e-mail to the Academy (E-mail ID: mctp3@svpnpa.gov.in) on or before **05.02.2024:-**

Name of the Officer	Cadre & Batch	Designation with office address	Office Telephone Number	Personal whatsapp mobile number	Personal e-mail ID
(1)	(2)	(3)	(4)	(5)	(6)

7. It may please be ensured that all the selected officers are relieved in time to join the program. In this regard Ministry of Home Affairs Office Memorandum F.No.23011/40/2010-PT(Part-2) dated 22.04.2015 (copy attached) may please be referred and withdrawal of nomination of selected officers may please be avoided. In case any officer has to be withdrawn due to unavoidable circumstances, the same may be informed to the Academy at the earliest.

8. This is issued with the approval of the Competent Authority.

Encl : As above.

Yours sincerely



(Dr. A Srinivas)
Deputy Director (MCTP)

Copy forwarded to:

1. All above participants through e-mail.
2. The Director General of Police, Odisha
3. The Additional Secretary (Police-I), MHA, New Delhi



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(Government of India : Ministry of Home Affairs)
हैदराबाद (Hyderabad) – 500 052

Joining instructions for 23rd Mid-Career Training Programme (MCTP)
Phase-III (12.02.2024 to 08.03.2024)

1. Participants are requested to join Whatsapp group created for this course.

2. **Registration**

We kindly ask all participants whose nominations have been accepted to complete the registration form accessible at <https://www.svpnpa.gov.in>. Please note that travel plans will only be accepted through this form and the submission of this form is mandatory for issuing your access control pass which will be sent to your registered mobile number.

3. **Reception & Accommodation**

Arrangements for reception and transport at the airport/railway station will be made by the Academy. On arrival at Hyderabad, each participant will report to the Advanced Course Mess (ACM) at the NPA. The participants are not allowed to bring their drivers/orderlies/maids/PSOs/ Vehicles. The participants will also not be allowed to stay outside the campus, as the programme is strictly residential programme.

4. **Dress Code**

(i)	Monday(FN), Inauguration & Valedictory Session	:	Working uniform
(ii)	Tuesday to Friday (FN)	:	Formal civvies
(iii)	Monday to Friday(AN)	:	PT Dress
(iv)	Morning Outdoor	:	PT Dress

Formal Civvies

(i)	Gentleman	:	Full sleeved shirt, tie & trouser with formal shoes
(ii)	Ladies	:	Saree/SalwarKameez/Business suit with formal footwear

PT Dress

(i)	Black track pant/short
(ii)	White T-shirt with collar
(iii)	Sports shoes.

5. **Case Study**

Case studies are taken from each participant as part of their course evaluation. Participant can share any case study based on any event/ situation/ experiences/dilemma faced in their professional life. Case study should be submitted in format given in **Annexure-‘B’**. On first day of the course, there will be briefing about case study writing. Participants are requested to bring statistics, images, video links etc., from their work experience that will help them in writing of case study.

6. **Undergoing online courses meant for Civil Servants available on iGot Karmayogi platform** <https://igotkarmayogi.gov.in/#/>

Three online courses of relevance available on iGot Karmayogi platform provided by CBC have been shortlisted for the participants of 23rd MCTP Phase-III. The details of these online courses are mentioned in **Annexure-‘C’**. As a pre-course study/ preparation, each participant shall register on iGot Karmayogi platform and enroll himself/herself for one of the online courses prescribed. Each participant whose nomination has been accepted shall successfully complete one of the three online courses suggested/may be opted by him/her and obtain certification for completion of the same and shall be produced at the time of joining and filling up of the registration form for the 23rd MCTP Phase-III Prog on 12th February, 2024.

7. **Experience sharing**

Each participant is requested to come prepared for 15 minutes of experiential sharing on any of their professional experience during the course.

8. **Pay & Leave**

All participants will draw their pay and allowances from their State/Organization and no leave will be granted to them during the course time.

9. **Facilities available**

Service of Laundry and Barber are available on payment basis at this Academy. Participants can avail medical facilities from the Academy Hospital if the need so arises. The cost of Medical treatment at private hospital, if the need so arises, has to be borne by the concerned officer. They must clear all the bills at the time of discharge from such hospital.

Help desk:

Access time : 09:00 to 18:00 hrs (on working days)
I/c MCTP Section : Sub Inspector (Trg.) Ch. Srinivas
Phone No. : 040 - 24234751
Mobile No. : 8309949187
e-mail : mctp3@svpnpa.gov.in
Course Director : Phone : 040 - 24234406
9400985641
e-mail : srinivas.a@svpnpa.gov.in

Case Study Format for 23rd MCTP Phase-III

(Minimum word limit -1500 words)

1. Author - i) Name, Designation, Cadre

2. Title of the case study

Domains

Sub Domains

(Domains & Sub Domains to be selected from list given on page 2)

3. Introduction –

- Introduces the key protagonist.
- Lays the key decisions or dilemmas
- Often introduces a dramatic “hook” to catch the readers interest
- Usually a page is sufficient

4. Background

- Goals of the organization and protagonist
- Constraints and opportunities as perceived by the protagonist

5. Narrative

- Outline the trajectory of the events up to the decision point
- Explain the protagonists motivation and constraints that shaped prior decisions and events

6. The dilemma or puzzle

- In most decision cases
- What are the major options?
- What should be done now?
- Uncertainty involved
- Were appropriate decisions made?

7. Appendices / exhibits

- Any data /graph/ document to reinforce the work or idea

8. Learning / reflection

9. Declaration – I declare that the Intellectual Property Right of this case study vests with Academy on submission.

Date

Signature

Case Study Format for 23rd MCTP Phase-III

POLICING TOPICS FOR CASE STUDY			
SI No	Domains	SI No	Sub Domains
1	Intelligence	1.	Human Intelligence
		2.	Technical Intelligence
2	Crimes	3.	General Crimes
		4.	Crime against women
		5.	Crime against children/ Protection of Child Rights/ Child Sensitive policing
		6.	Crime against weaker sections
		7.	Organized Crime
		8.	Forest and Wildlife Crimes
		9.	Drugs and Psychotropic substances related crime
		10.	IPR related crime
		11.	Anti Corruption
		12.	Forensic science
		13.	Economic offences
		14.	Investigation and Prosecution
		15.	Railways
		16.	Crime Prevention
		17.	Murder
		18.	Kidnapping
3	Public Order	19.	Metropolitan and Urban Policing
		20.	Traffic Management and Road Safety
		21.	Armed Police
		22.	Negotiation skills/Effective communication
		23.	Public order management
		24.	Emergency response services
		25.	Handling of Communal situation
		26.	Community Policing
		27.	Elections
		28.	VIP Security
		29.	Religious festival management
		30.	Pandemic Policing
4	Human Resources and Logistics	31.	Personnel administration
		32.	Police Research and Development
		33.	Police Training
		34.	Leadership & Management
		35.	Project Management
		36.	Financial Management
		37.	Police Welfare
		38.	Police Station Management
		39.	Prison Management
		40.	Government Railway Police (GRP)
5	Operations	41.	Counter insurgency / LWE operations
		42.	Counter terrorism operations
		43.	Border Management
		44.	Operations against Gangs and Criminals
6	Information Technology	45.	Cyber Crime Investigation
		46.	Digital Forensics
		47.	Cyber Security
		48.	APPS/Use of IT for administration and Policing
			(+ Any other topic relevant to contemporary policing)

1.Negotiation

At a glance

Timer 3h 45m

6 Modules

35 Videos

10 Practice Tests

1 Final test

Summary

This Negotiation course explores four key components: understanding distributive negotiations, exploring value creation, handling dispute resolution encompassing emotions and principles, and navigating multi-party negotiations as observed in international arenas. Learners can anticipate an immersive learning experience, exploring these concepts through quizzes and real-world insights, enhancing their negotiation skills comprehensively.

Description

Discover the nuances of distributive, integrative, dispute and multi-party negotiations, gaining insights into effective strategies and dispute resolution techniques. Explore the intricacies of creating value, navigating complexities, and building winning coalitions, empowering yourself to excel in diverse negotiation scenarios.

Course Objectives:

- Recall and define key terms in distributive negotiation, integrative negotiation, dispute resolution and multi-party negotiation

- Apply negotiation strategies such as BATNA, anchoring, IRP framework and coalition-building in negotiation scenarios
- Analyse the dynamics of multi-party negotiations, including the significance of coalitions, power dynamics and differing interests among parties, in order to participate effectively in a winning coalition
- Evaluate negotiation scenarios, assessing the effectiveness of integrating distributive and integrative strategies, dispute resolution techniques and coalition-building in complex negotiation environments

https://portal.igotkarmayogi.gov.in/app/toc/do_113945207591919616158/overview?primaryCategory=Course&batchId=01395151771301478416

2.Evidence-based Policy Making

At a glance

Timer 1h 38m

12 Modules

12 Videos

12 Practice Tests

1 Final test

Summary

This course equips learners with essential skills and concepts in evidence-based decision-making, from understanding evidence versus data to tackling complex problems through the Muddling Through approach, all while addressing challenges in measurement modeling and adaptive systems.

Description

Welcome to the course on Evidence-Based Policy Making. This course will equip you with the knowledge and tools to evaluate complex problems and frameworks to problem solve in uncertainty. It teaches you how to navigate

wicked problems, fostering nuanced policy solutions in the dynamic landscape of governance.

Course Objectives:

- Explain the concept of evidence and differentiate it from data
- Describe self-evident truth with examples
- Describe complexity or multi-causality with examples
- Explain the science of Muddling Through and its importance
- Apply the framework of Muddling Through in decision making
- Analyse the odd and even scheme from the Delhi Government
- Explain Measurement Model and recognise time as a challenge
- Recognise scale as a challenge in the measurement model
- Recognise dynamics as a challenge in the measurement model
- Recognise Jevons Paradox as a challenge in the measurement model
- Analyse complex adaptive system with examples
- Explain the wicked problem and methods to deal with it

https://portal.igotkarmayogi.gov.in/app/toc/do_113956369201438720137/overview?primaryCategory=Course

3.Purpose-Driven Leadership

At a glance

Timer 1h 55m

10 Modules

10 Videos

10 Practice Tests

1 Final test

Summary

Unlock the essence of Purpose-Driven Leadership, blending emotional intelligence, global perspective, and a growth mindset, while conquering obstacles to drive transformative change.

Description

Embark on a transformative journey in the 'Purpose-Driven Leadership' course. Here, we delve deep into the fundamental principles of effective leadership for civil servants and explore the attributes of a Level V leader, emphasising emotional intelligence, stability and resilience. As you progress, you'll gain a comprehensive understanding of the global context, enabling you to collaborate with diverse individuals. Discover how to cultivate a growth mindset and embrace learning agility, differentiating from a fixed mindset. By the course's end, you'll be equipped with the tools to navigate obstacles, drive successful change and emerge as a proficient change agent, ready to lead effectively in today's dynamic and transformative environments.

Course Objectives

- Apply the core operating principles for civil servants
- Demonstrate the attributes of a Level V leader, including emotional intelligence, stability and resilience
- Develop strategies to cultivate a growth mindset and learning agility
- Create a robust purpose-driven leadership framework to act as a change agent

https://portal.igotkarmayogi.gov.in/app/toc/do_113952147264946176170/overview?primaryCategory=Course

F.N. 23011/40/2010-PT (Part-2)
Government of India
Ministry of Home Affairs
(Police-I Division)
Police Training Section

North Block, New Delhi
Dated: the 22nd April, 2015

OFFICE MEMORANDUM

Sub: Mandatory Mid Career Training Programme for IPS Officers – Promotion to the next grade/increment – regarding.

The undersigned is directed to refer to the subject and say that several participants among the selected and reserve list for various Phases of MCTP are withdrawing their nominations citing personal and administrative grounds or not relieved by States/UTs to attend various phases of MCTP.

2. In this connection, attention of State Govts. are invited to Rule 3(1) of IPS (Rules), 2007 which provides that a member of the service shall be appointed to the JAG only after he has completed Phase-III mandatory Mid Career Training as specified by the Central Govt. Similarly, Mid Career Training Programme Phase IV & V are mandatory training programmes, as per Rule 3 of IPS (Pay) Rules, 2007, for promotion/increment of the IPS Officers. The officers need to complete the designated phases within stipulated length of service, failing which the officers would be barred from promotion to the next grade/increment. The officers who are due for 9th, 16th and 26th years of service may have to face stoppage of promotion/increment if they do not attend the designated phases of MCTP.

3. The above rule position may please be disseminated to all concerned for strict compliance.

(Harish Chandra Rai)
Under Secretary (Police Training)
Tel. No. 011-2309 2527

- To,
1. Chief Secretaries of all States.
 2. Chief Administrators of all Union Territories.
 3. Director, SVP National Police Academy, Hyderabad.

