

## **FUNCTIONS OF THE ACADEMY**

The Academy performs the following functions

- ❖ Training – Basic Course, MCTP, Induction Course, In-Service Courses
- ❖ Research
- ❖ Publication

## **BASIC COURSE**

The primary purpose of the Academy is to prepare leaders for the Indian Police. Towards this end, the Academy organizes basic training of the new recruits to the Indian Police Service. At the conclusion of the basic training, the course aims to ensure that the trainees acquire necessary knowledge, skills, attitudes, understanding and behaviour that are required for effectively discharging their duties as Sub-Divisional Police Officers initially, and later, for various senior supervisory assignments in the rank of Superintendent of Police in Districts and Specialized units of the Police Department.






The ‘Integrated Training’ format being used at the Academy to impart training focuses on fusion of three dimensions: Sensitisation (personal and social), Orientation (ethical and legal) and Competency (domain and inter-segmental).

The Academy further aims at nurturing human values in all its areas of activity to prepare Probationers not only to be good police professionals but also sensitive and empathetic human beings.




Thus, the objectives of Basic Course training are:

1. Capacity building through the matrix of Sensitisation, Orientation and Competency.
2. Imparting professional knowledge and understanding.
3. Development of Professional, Organisational and Community skills.
4. Nurturing human values, right attitudes and appropriate behaviour in professional and personal life and inculcating sensitivity.
5. Development of overall personality (character, habits, self- discipline, soft skills, norms, values, etiquette, etc.)
6. Transforming the probationers into leaders of Police.

The training schedule of the IPS Trainees: Total 105 weeks










-  Foundation Course (15 Weeks)
-  Phase – I (49 Weeks)
-  Attachments (29 Weeks)
-  Phase –II (09 Weeks)
-  Breaks at various intervals (03 Weeks)

## Subjects








-  Indoor Subjects
-  Outdoor Subjects
-  Qualifying Subjects

### **Subject in Basic Course after TNA (Implemented from 73 RR)**






#### **Indoor Subjects:**

-  Indian Penal Code and Special laws
-  Criminal Procedure Code
-  Indian Evidence Act
-  Forensics
-  Investigation
-  Information and Communications Technology (ICT)
-  Attitudes, Ethics and Human Rights
-  Internal Security and Public Order
-  Criminology and Police Management in India

#### **Outdoor Subjects:**

-  Physical Fitness
-  Drill
-  Weapon Training & Firing
-  Yoga
-  Unarmed Combat
-  Field Craft & Tactics and Map Reading
-  Equitation

### **QUALIFYING SUBJECTS**

-  Cadre Language and Cadre Studies
-  Hindi Language
-  Motor Mechanism & Driving
-  Swimming
-  First Aid and Ambulance Drill

## TRAINING NEEDS ANALYSIS

### **Introduction:**

It is significant to note that apart from the regular challenges in day-to-day policing, our Indian Police is facing manifold challenges during the 21<sup>st</sup> century with the global village scenario, such as:

1. Terrorism and Narco-terrorism
2. Internal Security
3. Threat from Cyberspace
4. Maritime/Border Security
5. Socio-economic conflicts
6. Financial crimes
7. Cross border crimes
8. Disasters
9. Maintaining a service orientation with courage, compassion, integrity and commitment

In order to meet the rapidly evolving challenges before police leadership and to address the training needs, in 2020, SVP National Police Academy has conducted, the first ever nation-wide Training Needs Analysis (TNA) on the training requirements of IPS Officers to meet the current field challenges.

### **Training Needs Analysis:**

The SVP National Police Academy has been training IPS Officers since independence and has been revising the training content and methodology periodically. The changes have generally been guided by the recommendations of the erstwhile committees and also by the wisdom and experience available amongst the Academy faculty, along with feedback from field formations. However, it is pertinent to note that, except the observations/recommendations made by Gore Committee (1971-73) on the training imparted to the IPS recruits, since independence, there has never been a systematic study conducted by the Academy to address the gaps in the training being imparted to the IPS Probationers. The Gore Committee had observed that, the N.P.A. programme for the Probationers lays considerable stress on law, Police science, the use of weapons, drill and other outdoor activities. But it does not make adequate provision for sensitizing them to the changing social situation in the country and its implications for the role of the police. The growing

awareness among the people of the concept of a Welfare State and their rising expectations demand that public servants should be sensitive to the people's aspirations and skilled in human relations. It is necessary to establish a link between theory and reality in institutional training. Unless the trainees are exposed to real life situations in the field with reference to what they are conceptually learning in the class room, the learning will not become total or meaningful. The same was highlighted in the successive Academy Board meetings and by the Hon'ble Home Minister during his visit to this academy last year.

Moreover, the Hon'ble Prime Minister while addressing the 49<sup>th</sup> Annual Conference of Directors General of Police / Inspectors General of Police and Heads of all Central Police Organizations in Guwahati on November 30<sup>th</sup> 2014, called for making the police force of the country a "SMART" police force which is "Strict and Sensitive, Modern and Mobile, Alert and Accountable, Reliable and Responsive, Techno-savvy and Trained" to change the public perception and build positive image of the police among the people.

It is to inform that the SVP NPA Board in their 37<sup>th</sup> Board Meeting and 39<sup>th</sup> Board Meeting have recommended for taking up a comprehensive exercise of Training Needs Analysis. Further, the matter was again discussed in the 40<sup>th</sup> Board Meeting held on 12th September, 2020, chaired by Hon'ble Home Secretary, wherein SVP NPA had made a detailed presentation about the Training Needs Analysis exercise undertaken by the Academy.

The main objective of this exercise was to understand the gap in domain knowledge, skills and attitudes imparted during training to the IPS recruits at the Academy vis-à-vis the requirements in the field. Further, based on the overall analysis of the data collected, initiatives were taken to make data-based interventions for improving the curriculum and methodology of teaching/training to suit the present-day societal requirements, expectations and challenges.

Keeping in view the liaison and coordination required for carrying out this exercise and the constraints of time and resources, instead of doing a country wide survey, eight representative states viz. Assam, Delhi, Gujarat, Kerala, Odisha, Punjab, Rajasthan and Telangana, were selected across the country. We have collected about 12000 responses from these eight States by using customized questionnaires, not only from Uniformed Officers and personnel of all ranks (approx. 700 from each State), but also from allied Departments and citizenry across the cross-section of society (about 400 from each State), whom we serve.

Responses were also taken from the IPS Officers of last 10 years (61-70 RR) and the trainer SsP/SSsP of IPS Probationers of the last 5 batches (66-70 RR). All these have been analyzed to identify the gaps in basic training. In addition, responses of National Security Advisor, Union Home Secretary, Senior Security Advisor, Director Intelligence Bureau, Director CBI, Secretary R&AW, Director General BPR&D, DGs of CAPFs (CRPF, BSF, CISF & NSG) and DGsP of various State Police Formations (Assam, Chhattisgarh, Haryana, Karnataka, Maharashtra, Odisha, Punjab, and Telangana) were also incorporated.

Committees consisting of senior Police Officers and academicians were constituted on Indoor training, Outdoor training and Teaching methodologies for discussing the insights of the Training Needs Analysis to arrive at the actionable points and suggest changes to be brought about in the basic course training. Subsequently, presentations were made before MHA on 13<sup>th</sup> November, 16<sup>th</sup> December 2020 and on 8<sup>th</sup> January 2021. MHA has permitted the Academy to implement the findings of TNA for the basic course training of 73 RR.

### **Changed Approach to Training Based On TNA:**

The Insights obtained from the nation-wide survey have been included into the curriculum and methodology of basic course training of IPS Probationers from the year 2020 and the approach also changed towards training as explained below: -

#### **1. Outdoor Training – Following are focus areas in outdoor:**

- (a) Focus on scientific training in outdoor activities – Injury free training, Modular Approach, Benchmarks Evaluation.
- (b) Inculcating physical fitness as a lifelong habit.
- (c) Training in tactical operations to combat insurgency and terrorism in various scenarios – cadre specific inputs.
- (d) 16 KM runs, 40 KM route march, night navigation and jungle camp with tactical training weapon training.
- (e) Individualised attention in Drill, firing skills etc.

#### **2. Investigation and Basic Policing - The revised curriculum covers:**

- (a) Latest trends in cyber, financial and cross border crimes.
- (b) Application of technology in investigation.
- (c) Use of CCTNS and ICJS.

- (d) Introduction to various government initiatives like Integrated Cyber Crime Coordination Centre Scheme, Cyber Crime Reporting Portal etc.
- (e) Greater number of simulation exercises to understand practical aspects of investigation.
- (f) Moot courts for imparting training about functioning of trial courts.
- (g) Importance of basic policing like beat/ patrolling, foot patrols, village visits and night halts etc.
- (h) Exposure to intelligence gathering techniques.

### 3. **Law and Legal Studies:**

- (a) Improved training in basic laws of the land through **Simulations**.
- (b) Discussions and debates on the latest and **landmark judgements** of Hon. Supreme Court and various hon'ble High Courts.
- (c) Changed methodology of teaching LAW by introducing **pre- reads, discussions, role plays and narratives & case studies** etc.

### 4. **Cadre Language and Cadre Studies:**

- (a) Learning the **regional language** of the cadre as a separate subject.
- (b) Knowledge of the **history, culture, demography and crime patterns** of the cadre states before they take charge of field posting.

### 5. **Introduction of Continuous and Comprehensive Evaluation as a process of assessment of training inputs to ensure gaps are addressed before they pass out.**

### 6. **Emphasis on Right Attitudes - Attitudinal training with a focus on holistic personality development of the officer to face the challenges of the field and to stay on the right path.**

- (a) New subject of '**Attitudes, Ethics and Human Rights**' introduced.
- (b) **Mentorship Scheme:** DGsP of the cadres requested to appoint able, efficient and sincere officers in the cadre as mentors to the probationers to guide them through the district practical training as well as through their career in the cadre.
- (c) **Profiling and Attitudinal training:** to stress on Positivity, resilience, integrity, empathy team work and courage.
- (d) **Humane approach** to policing with empathy, compassion and sensitivity towards women, children and disadvantaged.
- (e) **Leading by example Habit of reading / openness to learning**

## IN - SERVICE COURSES

Senior Course Section of the Academy is responsible for conducting the following:

- (a) Short Term Courses for senior IPS Officers and Officers from other Services.
  - (b) Reunion Seminars of IPS Officers with 25, 30, 35 & 50 years' service.
  - (c) Courses for Foreign Officers
  - (d) Training for other services officers such as IRS, Central Vigilance Officers, Indian Forest Service, Indian Statistical Service, Sports Authority of India, Judicial Officers etc.
  - (e) Matter related with training courses attended by Faculty of SVP NPA in India & Abroad.
- (A) **In-Service Courses** - Courses are designed taking into consideration the current job requirements of the Police Officers in India.
- (B) **Reunion Seminars** - These are two days seminars conducted for Officers who have completed service of 25, 30, 35 & 50 years. Brainstorming is done on a theme of contemporary policing issue in these seminars.
- (C) **Courses for Foreign Officers** -Academy has been getting lot of requests to train foreign Police Officers on various subjects like Cyber Crime Investigation, Counter Terrorism, Transnational Organised crimes, De-radicalisation, Financial Crime Investigation, Leadership etc. Courses conducted and proposed for foreigners in the Academy are as follows –

Sl. No.	Name of the Courses with Duration	Participants	Country
Year 2022			
(1)	2 weeks course on “Counter Terrorism, Cyber Terrorism, Counter National Crimes for National Security Officers of BIMSTEC countries (4 – 15 July, 2022)	26	Bhutan (03)
			Nepal (05)
			Sri Lanka (06)
			Thailand (05)
			Bangladesh (07)
(2)	5 days course on “Advance Digital Forensic” (28 November – 02 December, 2022)	09	Ghana (01)
			Maldives (03)
			Sudan (02)
			Tanzania (03)
Year 2023			
(3)	5 days course on “Counter Terrorism” (13-17 March, 2023)	07	Cambodia (01)
			Mozambique (04)
			South Sudan (02)

Sl. No.	Name of the Courses with Duration	Participants	Country
(4)	3 days course on “Dark Web and Cryptocurrency” (27 – 29 March, 2023)	09	Maldives (02)
			Cambodia (01)
			Brazil (01)
			Nepal (02)
			Vietnam (01)
			Tuvalu (01)
			Mauritius (01)
(5)	5 days course on “Introduction to Ethical Hacking” (10 –14 April, 2023)	10	Belarus (02)
			Brazil (01)
			Guyana (01)
			Maldives (04)
			Mauritius (02)
(6)	2 weeks course on “Tactics” (24 April – 4 May, 2023)	09	Ethiopia (01)
			Fiji (04)
			Nigeria (01)
			Nepal (02)
			Tuvalu (01)
(7)	5 days course on “Cyber security Investigation” (08 –12 May, 2023)	11	Brazil (01)
			Fiji (01)
			Guyana (01)
			Jamaica (01)
			Kenya (01)
			Kiribati (01)
			Morocco (01)
			Maldives (01)
			Nepal (01)
			Togo (01)
			Thailand (01)
(8)	5 days course on “Economic Officers) (22 –26 May, 2023)	11	Brazil (01)
			Guatemala (01)
			Guyana (01)
			Honduras (01)
			Kenya (02)



			Srilanka (01)
			Maldives (01)
			Nepal (01)
			Es-Salvador (01)
			Thailand (01)
(9)	3 days course on “OSINT & Social Media Analysis” (21 – 23 June, 2023)	16	Belize (01)
			Brazil (01)
			Chile (01)
			Guyana (01)
			Croatia (02)
			Jamaica (01)
Sl. No.	Name of the Courses with Duration	Participants	Country
			Kenya (01)
			Nigeria (01)
			Nepal (01)
			Philippines (01)
			Suriname (01)
			Seychelles (01)
			Togo (01)
			Thailand (01)
			Tunisi (01)
(10)	5 days course on “Mobile Forensics CDR & Analysis” (09 –13 October, 2023)	13	Kenya (12)
			Nigeria (01)
(11)	One week course on “Facility Management” for Maldives Police (15 –21 November, 2023)	04	Maldives (04)
(12)	5 days course on “Explosives, Improvised Explosive Devices and Post Blast Procedures”	12	Guyana (02)
			Kenya (03)

	(20 – 24 November, 2023)		Morocco (01)
			Maldives (02)
			Philippines (02)
			Tanzania (01)
			Zimbabwe (01)
(13)	One week course on “Academic and Administrative Support” (01 – 07 December, 2023)	10	Maldives (10)
(14)	5 days course on “Outdoor Instructional Training of Trainers” (11 – 15 December, 2023)	10	Maldives (10)
<b>Year 2024</b>			
(15)	Basic Cybercrime Investigation (05-09 February, 2024)	04	Maldives (04)
(16)	Counter Terrorism for Vietnamese	25	Vietnamese (25)
(17)	Darkweb & Crypto Currency Investigation	20	Nepal (20)

## MID CAREER TRAINING PROGRAMME (MCTP)

The Ministry of Home Affairs, had introduced:

**(A) Induction Training Course** - This is a mandatory course for State Police Service Officers who are inducted into IPS. This is a six weeks course with one-week foreign component. (Started from December 2018). The one week foreign component from 2021 onwards was replaced by one week Bharat Darshan due to foreign travel restrictions by DoPT, New Delhi in wake of Covid Pandemic.

**(B) Mid-Career Training Programme:** This is a mandatory programme for IPS Officers to prepare them for the next level competency.






According to the IPS (Pay) Rules, 2007, a member of the service shall be appointed to Junior Administrative Grade after completion of Phase III-MCTP and Officers to be appointed to the 2nd Super Time Scale after completion of Phase-IV MCTP. Completion of Phase-V MCTP is mandatory for drawing next annual increment from 28th year and beyond.

### PHASES OF MCTP PROGRAMME:


#### **Phase – III** –Theme – Honing up Skills with Global Perspective






This Phase intends to build upon the field exposure and experience gained by the Officer in the initial years of service, helps to improve personal performance levels and to gather new skills and knowledge for applying at work place for professionally improving the performance of the Force commanded, and thus to improve their own management skills in the context of the emerging scenario.

Main Streams of topics covered


-  Updating Professional Skills and Knowledge
-  Responsive Policing
-  Welfare and Leadership
-  Self-Improvement
-  Innovation

#### **Phase-IV** – Theme – Strategy, Innovation and Management






-  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 to hone their skills in Human Resources management, strategic planning, directing and team building.

-  Main Streams of topics covered
-  Professional Topics
-  Best Practices and innovations
-  Leadership and Team Building
-  Strategic Management

#### **Phase-V – Theme – Leadership and Change Management**

-  This Phase is meant for Officers who would be expected to occupy the top positions in Police and other Government departments. The idea is to broaden their world view and invest them with conceptual management skills suitable for a world class organization head, not restricting to managing of Police force alone.

#### **Main Streams of topics covered**

-  Basic concepts of Strategic Management
-  Top level leadership
-  Change Management
-  Team Building
-  Interaction with top level Government leaders/ management experts

#### **Details of MCTP Courses**

<b>MCTP</b>	<b>Duration</b>	<b>Eligibility</b>
Phase - III	04 Weeks training in India without any foreign component	For appointment to Junior Administrative Grade
Phase - IV	04 Weeks (Residential program in Management Institution in India)	For appointment to 2 <sup>nd</sup> Super Time Scale (IGP Rank)
Phase - V	02 Weeks training in India without any foreign component	For availing annual increment on completion of 28 years

## SPECIAL TACTICS WING

The 26/11 attack in Mumbai was a turning point for the role of Indian Police. It highlighted the need for tactical preparedness at all levels of Indian Police to effectively address any internal security threats faced by the country. In response, SVP National Police Academy established the Special Tactics Wing in 2009 to enhance the tactical skills of Police Officers from State Formations and Central Armed Police Forces.

### **Primary Objectives:**

The main aim of the courses/modules conducted by this wing is to familiarize the participants with conducting operations in rural/jungle and urban areas, tactical drills and procedures to optimize the use of available resources and terrain. The tactical training at SVP NPA also provides exposure to the latest lethal and non-lethal weapons and equipment. Additionally, participants are given exposure to the latest technology such as drone/anti-drone technology to keep them updated with the latest advancements.

### **Courses offered by STW:**

**Foundational Level:** This involves training IPS Probationers in various tactics related to Urban Ops., Police Tactics, Explosives, Navigational Tactics, etc.

**Functional Level:** Deputy SP and SP level Officers from various State Police Formations, CAPFs and CPOs are trained in the field of Tactics such as Urban Operations, Jungle Exercises, Explosives, IEDs, and PBP. The courses also cover many latest case studies to keep participants informed about the latest trends in different operational scenarios.

**Directional Level:** IPS Officers of the rank of DIG to IG level are exposed to Planning, Supervision, and Management of Tactical Operations.

### **Tactical Inputs to IPS (Probationers):**

Among the outdoor subjects taught to the IPS Officer Trainees, 160 marks are allocated to the "Field Craft and Tactics" subject.

IPS Officer Trainees receive basic inputs on various field craft tactics through lectures and demonstrations on Jungle/Urban Ops, Explosives and IEDs, Map reading, use of Navigational Aids, Combat Firing, Team Building, and Improving psychomotor skills through practical training. The tactical training is designed in progressive modules, which are then integrated into other training streams, giving the Officer Trainees the opportunity to understand the planning, briefing, and execution of tactical operations independently. Further, specialized inputs such as operations against LWE, hinterland urban terrorism, terrorism, northeast insurgencies, etc., are provided to the IPS Probationers in the Phase – II training of the basic course.

## NATIONAL CENTRE FOR TACTICS

The National Centre for Tactics (NCT), to be established at Ibrahimpatanam Campus, of SVP NPA aspires to sharpen the professional skills in Police tactics, Jungle warfare and Urban Operations of Police forces from all around the country.

The Ibrahimpatanam campus spans over 391 acres and shares boundaries with other elite forces like OCTOPUS (special force raised by Telangana State for the Urban operations) and NSG. The land is about 50 Km away from the main campus of SVP NPA (1 hr. by road). It is in the outskirts of the Hyderabad city and the topography is characterised by undulating land with rock formations and sparse bush and stunted trees, with adequate flat land for construction purposes.

### **Primary Objective:**

To develop NCT as a global centre of excellence for Tactical training in India, catering to the tactical training needs of State Police formations and CAPFs/CPOs with special focus on IPS Officers, both at the basic course and in-service courses. It is intended to upgrade the skills of senior Police officers through capacity building, so that then will be in a position to effectively deal with any emerging security challenges. The key objective of this institution is to train as many Police officers and policemen as possible, who in turn would effectively train and lead their men.

### **Outcomes:**

The major outcome anticipated in creating this State-of-the art training facility is strengthening the first responders to tackle any security challenges on their own. The following professional knowledge/skills will be acquired by the participants after tactical training at this institute: -

- (a) Basic knowledge on countering the IEDs.
- (b) Familiarization in carrying out Post Blast investigation.
- (c) Basic knowledge on Urban Operations and Intervention/Extraction/Neutralization drills
- (d) Exposure to firing with advanced weapons in tactical environment.
- (e) Basic inputs on Navigational Aids used during various jungle operations.
- (f) Basic inputs on team building as well as capacity building and intelligence sharing.
- (g) Familiarization with best practices adopted by other organizations while fighting terrorists / extremists / insurgents etc.
- (h) Plan and execute jungle operations as well as urban operations confidently.
- (i) Jungle survival exercises for staying in jungle for extended periods and adapt to the Jungle environment for longer durations.

### **Tactical Inputs to be included through NCT:**

- (a) Tactics Course
- (b) Urban Warfare Course.
- (c) BDDS to Counter IED Course.
- (d) Post Blast Investigation Course.

**Futuristic Goals:**









- (a) To establish unique and comprehensive tactical training institution in policing, catering to the futuristic needs of internal security challenges.
- (b) To raise this institute as an elite tactical training institution for all ranks of various state police formations and CAFPs/CPOs who can train at world-class tactical training infrastructure available at one place in India.
- (c) To establish linkages with similar premier institutions around the world for constant updation and symbiotic learning.

## CyberX (erstwhile, NDCRTC)

The CyberX has continued to work under the IT Wing of SVP NPA and has organized various courses related to Cyber Crime Investigation, Cyber Forensics, Cyber Security to the benefit of various law enforcement agencies both at the National Police Academy and in other State/Central Police Academies. The centre has successfully conducted 332 courses since its creation in year 2015 and trained more than 15987 personnel of various ranks belonging to around 24 agencies/organizations including banks and Judiciary. The centre Offers both physical and online courses for the benefit of the participants. The experts of Cyber X have travelled across the breadth of the country and organized these courses at the door step of state police establishments and central organizations. CYBER X successfully trained the trainers and the personnel at all ranks in these agencies, thereby contributing greatly in capacity building of these units in tackling Cybercrimes.

This Centre functions under the overall supervision of Director, SVP NPA. The main focus of this centre is to train officers from various Law Enforcement Agencies, in the domain of cyber crime investigation and Digital Forensics along with special emphasis on Information Technology Act, Digital Evidence, Malware Analysis and Cyber Security. The long-term vision is to make this Centre as a “Centre of Excellence” in the field of Cyber Crime Investigation Training and Research in the country.

### CyberX Mandate

-  Training of various stakeholders of Criminal Justices System in Cyber Crimes, Cyber Forensic and Electronic Evidence.
-  Design and development of course curriculum.
-  Standardization of investigation of cyber crimes by taking best practices from across the world.
-  Liaison with national and international agencies working in the same field.
-  Creation of resource portal with – learning capabilities.
-  The centre charges course fees from the participants to make the centre self-sustainable.
-  This approval is subject to the condition that extent financial rules/guidelines shall be followed in procurement of goods and services.
-  CyberX has developed its own courseware for the following topics:
  - Cyber Crime Investigation
  - Mobile Phone Investigation
  - CDR Analysis
  - Disk Forensics



- Network Forensics
- Basic Course on Cyber Crimes
- Investigation of Internet Based Crimes
- Reading Material on Data Analysis
- Cyber Security
- Blockchain & Cryptocurrency
- SOP (Standard Operating Procedure) of Handling Digital Crimes
- Developed several tools on Hashing (Make-Hash) and Registry Analysis (Reg-Reporter), IP Grabbing, WhatsApp database analysis, Browser Login Session Grabbing etc
- Created several case studies on training



Conducted 332 courses & trained 15987 Officers from around 24 units of LEA, Banks & Judicial / Prosecution Officers.

### **New Initiatives:**

The following **new initiatives** have been undertaken for improvement in police training so as to meet the challenges in policing: -

1. **Virtual Training Wing:** To develop E-learning content in various core policing subjects to expand its reach to all corners of the nation. NPA has developed 80.2 hours of e-content and hosted on the iGot portal.

The breakdown on engagement is as follows: