

Training and human resource development for law enforcement and security management services

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Compared with the past, society today is complex, torn by threat of political polarization debility, unemployees frustration, tendency to be rich quickly, decays of moral values inadequate response to the rising expectations. Thus the criminal element is more organized, mobile, sophisticated and immediate. Law abiding residents look for improve quality of life from the peace officers more than before.

The maintenance of internal security is one of the greatest challenges that enforces face today , without internal security there can be no good governance and rule of law will remain a far cry. With that back drop the police are required to maintain not only law and order but hundred other non- police jobs which are thrust upon them which they are to do at the cost of the efficacy of security and safety in particular and criminal and administration in general.

In this back drop the private security or organizations do have a favorable background to come up to the expectation of people and this conception has been growing steadily but rapidly from the perception that government functionaries can not adequately protect the citizens and their property. It is not surprising that innovation, initiative participation and quick response of the private entrepreneurs will help them to fill in the gap and make brisk business to start with. But the continued effort of the organizers and management to update their skills and attain desired result depends mostly on training and that is the main panacea to increase professional acumen security service personnel, which is indeed a growing concern throughout the world.

The ultimate aim of training of program is the change of attitude and behavior towards the desired direction on the part of the trainers and the trainee. To appreciate the dynamics in training on has to understand;

- (a) How attitudes are developed in the security personnel
- (b) What are the factors that influence there behavioral pattern.

Professionalism demands code of ethics and its rigid enforcement. Teaching the ethics in discharging their responsibilities is not an easy task to accomplish rather both the participants and trainers have to bear in mind the question of blending their arduous duties with human attitude and dedicated sprite.

As It is seen in the present perspective there are lot of discussions going on in every sector, highlighting the importance of training both fundamental and refresher i-e basic and In-service to enhance the capabilities and efficacies of the incumbents who are to run the show. And fact it is these days whenever a project is undertaken right at the planning stage some budgetary provisions are kept for the training purposes. Though belated, the very awareness of the authorities about the role of trainers and impact on trainees is a welcome feature indeed ! It is further elaborated as participatory, group work, Assignments, Friendship, Feedback, Training course, Module development, Preparation of Presentation are also being gradually attitude to serve the purpose better. Specially the NGOs have played quite significant role in building the capacity development in the scrotal arena to make syllabi and user friendly teaching aids. Hopefully, in due goal. This may be lot more to say about the wretched condition of the training in the country. As a long time trainer I do advocate the minimum welfare requirements to create an atmosphere to attrite better brains by giving special allowance, Extra facilities, scope for out turn promotion and likewise other privileges which may act as incentives to

make the trainer's profession lucrative. And they in turn may their disciples through teaching sincerely and meaningfully to attain the positive results thereof, which is surely as step forward for efficient discharge of their duties and responsibilities towards 'Good Governance'.

Security management is just like any other management, rather all the more difficult and complicated specially when they are supposed to act within legal framework (but not being equipped with arms and powers of government machineries). The profession itself invite inherent problems of law enforcement (in private capacity) and hence the incumbent himself is to assume the leader's role to gain people confidence in the safety and security of person and organization i.e clientele's person and property. And this may required him to have clear perception to achieve his target through 'Order and law' to make it in fact law convenience within the framework of their charter of duty.

Among many other qualifications and qualities a true professional needs within himself food for thought of 'self-development' i-e personal qualities a true of management on the other hand the security practitioner needs to be as far as practicable well informed, self-correcting, acceptable, of good performance of their colleagues and others.

But another factor need taken into consideration i-e. evolution and assessments. These could be there types diagnostic, prognostic or prescriptive. The gist of these could be (a) to develop an assessment format including questions and inventory checklist to provide structure to the resource and capability of investigation; (b) compare and contrast summary for the property crime project; (c) Identify the objectives task timetable required for developing remedial of new and potential capabilities within the law enforcement functions relating to security.

Security industry is growing fast to be suitable replacement with transparency to the user and client- oriented services. Professional leadership needs to be enhanced specially to make the country aware about credibility, integrity, reliability and of course cost benefit ratio. That needs in-depth research and study, befitting training, continuous supervision, monitoring evaluation, adaptability, innovative and dynamic ideas, frugal and programmatic approach which is a must for the pundits to ponder over the rising expectations to meet the demand of the day.

Success means learning from the past Understanding the present planning for the future and in that backdrop an evolution of public security system of government of both the person and property of industrial sector particularly for productive and efficient client oriented service. In the new millennium time is ripe to broaden the focus of policy beyond increasing the quality of service. But above all is the main task to create further awareness amongst public for private security, which in turn need that behavioral pattern of the personnel should come up to the expectation of clientele and for that motivation, due training, monitoring, evaluation and follow up has become a must to meet the challenge ahead i. e. not only the vision but accomplishment of the mission and sooner we are ready the better for us to meet the challenge of this millennium.

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