

THE EFFECTIVENESS OF TRAINING IMPARTED TO THE POLICE FORCE IN THE NEWLY MERGED DISTRICT OF KHYBER, KHYBER PAKHTUNKHWA PROVINCE, PAKISTAN

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ABSTRACT

Training is Pivotal for the capacity building of Police investigation officers, as it enhances their service delivery and professionalism. This research endeavour aimed to assess the nature and efficiency of police training of the three Tehsils including Jamrud, Bara and Landikotal of the newly merged district of Khyber. In this regard, quantitative research was carried out by selecting 40 trained male police investigation officers from district Khyber through purposive sampling technique and data was collected through interview schedule. Research findings showed that majority of police investigation officers received practical training on the use of different types of firearms and ammunition, including Short Machine Gun (SMG), Long Machine Gun (LMG), pistol, and Anti-tank Rocket Grenade Launcher 7 (RPG7) during their training. In addition, the investigation officers who have undergone through the training also received physical training (running, strength training and drill), fingerprints taking, public disorder and riot management, interrogation skills, community oriented policing, communication skills etc. Additionally, two weeks core investigation training was provided to the investigation officers of Khyber to enable them to collect the evidence properly. The overall duration of training was three months and each batch comprises around two hundred and fifty investigation officers. Further, it was found that majority of the respondents were not satisfied from the training process, and there were some problems including accommodation as some of the police officers of Khyber were in vulnerable age group, being over 40, making it difficult for them to undergo training after many years of service as they were serving khasadar before merger in Khyber and even have not received the initial recruit course. Further, they lack proper educational credentials and faced difficulties to receive the theoretical aspect of training, and training lack modules like digital forensics and use of IT in investigation. This study recommends providing proper accommodation for police officers during training, specialized training on crime scene processing, recreational activities, and leniency in physical training for the senior officers to ensure their successful completion of training program.

Key words: Police training, Khasadar, crime scene, newly merged districts, district Khyber.

INTRODUCTION AND LITERATURE REVIEW

Training programs enhance the police investigation officers' capabilities and expertise in investigation, interrogation, court proceedings and eventually bring efficiency in their service delivery. Stanislas (2015) demonstrated that either initial training or in-service training is crucial for the investigation officers to equip them with the modern world investigation requirements and confront the criminality in the

society. Birzer (2003) indicated that police training is essential to bring transformation in the police organization as traditional police training was based on reactive responses towards the crime, self-defence, shooting, arresting; however, modern policing is a proactive response towards crime prevention and to provide training on communication, physical, cognitive, emotional, and interpersonal skills as well.

Police training provides officers with unambiguous instructions for completing the tasks and to train them to control the emergency conditions (Blumberg et al., 2019). Different natures of training are essential for the effective performance of police investigation officers like crime scene preservation and evidence collection which is the very first spot in criminal investigation. Further, interviewing and interrogation skills, understanding criminal psychology, fingerprint collection, case management, cellular forensics, intelligence gathering, mob and riot management and especially combating the menace of terrorism (Fasihuddin, 2009).

Lone (1990) stated that training management structures in Pakistan are categorized into federal and provincial levels. The head of National Police Training Management is the commandant of the National Police Academy. In Federal, it consists of the board of governors of the National Police Academy, National Police Training Management Board, National Police Training Advisory Committee and the Central Police Training Unit. Sadiq (2020) stated that, the main function of the National Police Training Management Board is to standardize courses and delivery of training, approve the annual work plan of the National Police Academy, renew present curricula and select the vulnerable and appropriate police officers for training.

At the provincial level, the training management structure consists of a separate training branch in each central provincial headquarters as per Police Order 2002 and so Khyber Pakhtunkhwa province has a separate directorate of training. The significance of the training branch is to supervise all matters related to training, formulation and implementation of training policy, ensuring standardization of training quality, instructions methods and its techniques, analysis of course completion reports and annual training progress reports, organization of training courses and annual planning for police training institutes (Fasihuddin, 2010).

In England, Peacock (2010) concluded that until the Second World War police training was inconsistent, lacking standardization, but post-war, a standardized training program was established, notably with the creation of the District Police Training Centres, a militaristic

approach was implemented during this period, lasting until 2006. In 2002, Her Majesty's Inspectorate of Constabulary (HMIC), an independent body that inspects the effectiveness of the police force, the report criticized the outdated 60-year probationary police training, leading to the establishment of the Initial Police Learning and Development Programme (IPLDP) in 2006. It aimed to modernize and professionalize police culture. Moreover, Ramshaw (2018) revealed that Police Education Qualifications Framework (PEQF) was introduced in 2018, focusing on knowledge, skills, attitudes, and behaviour to meet contemporary policing demands and rooted in higher education for police officers.

Furthermore, Berlin (2013) stated that in America, the first formal in-service police training school was established in California in 1908 by August Vollmer, who was the Chief of police administration, and the school was referred as August Vollmer Barkley Police School. This school offered courses in law, first aid and photography. The National Academy of FBI was established in 1935. In 1966, the Police Training Institute and the Police Training Academy were established in Chicago. Traditionally the police academy had conducted paramilitary fashion training which was more disciplined, but it was not fit for modern policing. It lacks community and problem-solving police service models and neglects the basic principles of adult learning theory, because it shows more verbal harassment and lack proactive response towards crime reduction and promoting community engagements.

Jamal (2010) concluded that in Pakistan, before independence there were Police Training School, Hangu (NWFP), Shahdadpur (Sindh) and Phillaur (East Punjab/India) had been established. The first formal police training was established, in 1891 at district Jalandhar Phillaur. The building of this school was built by Emperor Shahjahan. In the post-independence era, different Police Schools were established at different places. The first school established after independence of Pakistan in Sradha (former East Pakistan) called National Police Academy. After the separation of East Pakistan in 1971, the National Police Academy remained in East Pakistan where Pakistan needed a new building

and infrastructure for high level training for the police officers. The new building of National Police Academy was established in 1978 in Sihala, Islamabad. In 1999, National Highway and Motorway Police (NHMP) established their academy at Chagri Islamabad and later relocated to Sheikhpura near Lahore in 2002.

In Khyber Pakhtunkhwa province, the Police Training College Hangu (PTC) was originally established in 1935. In the beginning, it provides training to the non-commissioned police officers of the Royal Indian Army. After independence, it was renamed as Police Recruits Training Centre (PRTC) and placed under the provincial police department to conduct training programs for newly recruited police personnel. In 1938, it was upgraded to a Police Training School and in 1992 it became Police Training College. It has a capacity of 2500 trainees. Further, in Khyber Pakhtunkhwa the Elite Police Training School, Nowshera was established in 2013 with the help of Bureau of International Narcotics and Law Enforcement Affairs. It is the first formal Police Training School in Khyber Pakhtunkhwa. Further, Traffic Management School Kohat was established in 2017. Police Training School Swabi was established in 2014 in the district Police Headquarter Swabi and Police training School Swat was established in 2004 at Swat. The former IG of Khyber Pakhtunkhwa Nassir Khan Durrani established six specialized training schools in Khyber Pakhtunkhwa namely Police School of Counter Terrorism, Police School of Explosive Handling, Police School of Information Technology, Police School of Investigation, Police School of Tactics & Combat and Police School of Traffic Management which played a significant role in the capacity building of in-service police personnel (Sadiq, 2020).

Furthermore, a significant development took place as the US government inaugurated a modern police training centre at Shah kas, Jamrud in district Khyber on November 17, 2021. It is the first of its kind in the district, and aims to enhance the skills and capabilities of law enforcement personnel in the region (US embassy and consulate in Pakistan, 2021). The United Nations Development Programme in collaboration with Khyber Pakhtunkhwa Police, had launched a training program for former Khasadar and Levies personnel. The aforesaid training was funded by

the European Union under the ‘Deliver Justice Project’ which was conducted at the Police Training School Shahkas, district Khyber. The aim of training was to enhance capacity building and shape the personality of Police officers of the erstwhile FATA (UNDP, 2024).

Moreover, various training courses offered in Pakistan for police force. Training courses offered for higher police officers in Pakistan consist of initial command course, capacity building course, senior command course, and special design course. The newly ASP’s get training in National Police Academy (NPA), while the lower police rank officers or constables have been trained in police school and colleges of each province. The Initial Command Course is Specialized Training Programme offered by NPA for newly recruited Police officers. The duration of course is 18 months and has four different phases’ foundation, development, field attachment and consolidation. Senior Command Course is offered for DPOs. The course covers a wide range of topics, including crime management, law and order maintenance, administrative supervision, security management, media relations, intelligence gathering and community policing strategies. Capacity Building Course is 1-2 weeks training programme to build the capacity of an officer and the subjects include counter-terrorism and anti-terrorism, mass demonstration and mob control, management and leadership skills, investigation and criminalistics, organized crime, operational policing, modern techniques in policing , personal grooming, health and attitude and special skills in policing. Special Design Course is offered for a batch of mid-level of police (DSPs) and law enforcement agencies (Jamal, 2010).

The Khyber Pakhtunkhwa Police conduct training at various police training schools. The nature of training offered in the respective schools are swimming, martial arts, armed combat, rescue operations in natural catastrophes, stop and search operations, operational tactics, investigative skills and other specialized courses. Additionally, the Elite Police Training School offered nine basic courses including an elite course and their duration is six months, a leadership course their duration is eight weeks, an elite tactical course, ladies’ basic elite course, a

jail warden course and a sniper course. Further, the courses offered in Police School of Explosive Handling Nowshera are the Explosive Ordinance course, Post Blast Investigation course etc. In addition, the two main basic courses offered in the Police School of Public Disorder and Riot management are mob management course and mid-level management course. The course content in these courses includes about leadership and effective communication skills, conflict management skill, negotiation skills, handling of vulnerable groups, mob management and human rights etc. Similarly, courses offered in Police School of Investigation comprise of three main training sections includes Crime Scene Investigation Section, Cellular Forensic Section and File Management Section. The aforementioned sections covered areas like investigation skills, cellular forensics, crime scene management, criminal investigation, medico-legal reporting and DNA orientations sessions and hotspots policing. The basic courses offered in the Police School of Tactics are field command tactics, rapid reaction force commander planning and officer crisis management etc. Further, the courses offered in the Police School of IT are Basic Computer Course, Advance Computer Course, Professional Computer Course and Application Software Course. Besides these schools, the courses offered in the Police School of intelligence are basic intelligence course, basic intelligence awareness course, technical intelligence course and basic surveillance course (Training Review of KP Police Schools, 2016).

(H. Shah, Personal communication, January 16, 2023) confirmed that currently, the Khyber Pakhtunkhwa police are delivering a 3-month basic recruit and in-service training course to police personnel from NMDs including District Khyber. According to the Police official of district Khyber the courses include physical training focusing on fitness and personal wellbeing, firearm training, national laws including PPC, Police Rules 1934, Crime scene Management, collection and preservation of evidence and practical police works. The aforesaid courses cannot fulfil the modern day requirement of policing. Police training institutes in district Khyber and in other merged districts are still confronted challenges such as

infrastructural issues, implementation and monitoring of training strategies and plans, resource issues, lack of professional trainers, deficient curriculum and instructional designs and out-dated mode of examinations. There is a need of reforms in the basic recruit course of Khyber Police with the rest of the training curricula of Police. It needs the inclusion of specialized police training courses, corresponding to relevant ranks for all police personnel in Khyber District. It is necessary to have focused on practical and the daily duties of Police officers, such as recording FIR, case file writing, drawing layout plans for crime scenes, filling forms of requests for medico-legal examination, court attendance procedures, basic investigation techniques, use of mobile phone forensics in criminal investigations and gender-responsive policing.

Significance of the Study

Since there are not many indigenous studies in Pakistani academia that focus on the police officers (formerly known as Khasadar) of recently amalgamated districts, this research endeavor may be able to fill the gaps in the literature. The study will identify procedural inefficiencies and shortcomings and make recommendations for how to make the training materials for the police officers of the erstwhile FATA better. This study may increase the efficacy of law enforcement, lower misconduct, promote skill development, and give legislators proof to support the funding and distribution of resources for training initiatives. Along with providing guidance for future research, the study also emphasizes the long-term advantages of training, including as ethical behavior, legal compliance, and sustainable police development. The research will emphasize the value of training in lowering crime rates in communities by explaining the significance of scenario-based training and community policing in particular. Lastly, the research will also show how training programs enhance police officers' performance of their jobs, which in turn improves community relations, pro-active response to crime, and investigation mechanism.

Research Objectives

1. To identify the nature of training provided to Police investigation officers of the newly merged district of Khyber, Khyber Pakhtunkhwa province.
2. To find out the problems confronted by the police investigation officers of Khyber while receiving training after merger in the Khyber Pakhtunkhwa Province.

Methodology of Research

This research work has been carried out in district Khyber which is the newly merged district of Khyber Pakhtunkhwa province. The researcher has chosen the aforementioned district to assess the effectiveness of police training in newly merged districts. The author completed this study in order to fulfil prerequisites for the degree at University of Peshawar. The work was supervised by Syed Aizaz Ali Shah, who provided guidance throughout the study. Together with the co-author, the study technique was created to guarantee academic integrity and adherence to ethical guidelines. To accomplish the objectives of the research work the police investigation officers from three Tehsils of district Khyber including (Jamrud, Bara and

Landikotal) who received training after merger were selected as respondents for this research study. There were total 40 police investigation officers in the study of the ranks of Assistant sub-inspector, Sub Inspector and Inspector and opted through purposive sampling technique. The sampling technique was therefore utilized as it was the need of the study to consider those police officials of Khyber who have undergone training after merging into the provincial Police force. They received training at Police Training College, Hangu and Police Training School Shah Kas, Jamrud. Further, the primary data was collected through Interview schedule consists of close ended questions. Interview schedule was designed in English and questions were asked in their native language that is Pashto in order to collect prominent data and make the respondents comfortable during data collection process. Moreover, consent for data collection was taken from all the respondents, ensured them that their identity will remain confidential and informed them regarding the objectives of the study, Lastly, this study employed a quantitative approach and data was presented in tabular forms and analysed statistically on SPSS by using descriptive statistics.

Results and Discussion

Table 1: Number of Participants in Training

S. No	How many participants received training in each batch?	Frequency	Percentage
1.	200-250	23	57.5%
2.	250-300	17	42.5%
3.	300-350	-	-
4.	350-400	-	-
Total		40	100%

Table 2: Transformation & Learning after training

S. No	What kind of transformation did you feel after training?	Frequency	Percentage
1.	Discipline	12	30%
2.	Theoretical knowledge about crime scene, criminal law	10	25%
3.	Role and responsibilities of police	5	12.5%
4.	Communications skill & investigation techniques	8	20%
5.	Others	5	12.5%
	Total	40	100%

Table 3: Problems faced by police officers during training

S. No	Problems faced by police officers during training	Frequency	Percentage
1.	Accommodation issues	15	37.5%
2.	Vulnerable age of respondents	13	32.5%
3.	No Travel allowances	2	5%
4.	Others	10	25%
Total		40	100%

Table 4: Respondents view on Nature of training

S. No	Statements	Yes	No	Up to Some Extent	Total
1.	Have you received Core investigation course?	35 (87.5)	-	5 (12.5)	40 (100%)
2.	Do untrained IOs create hurdles in Investigation?	33 (82.5)	7 (17.5)	-	40 (100%)
3.	Do you Know how to collect physical evidence such as finger prints, DNA from Crime scene after training?	34 (85%)	6 (15%)	-	40 (100%)
4.	Have you received training sessions on communication skills and interpersonal skill?	36 (90%)	-	4 (10%)	40 (100%)
5.	Were there any Proper availability of resources for training?	11 (27.5%)	24 (60%)	5 (12.5%)	40 (100.0%)
6.	Have you received training on Public Disorder and Riot Management?	27 (67.5%)	5 (12.5%)	8 (20%)	40 (100%)
7.	Have you received training on Community Oriented Policing?	33 (82.5%)	-	7 (17.5%)	40 (100%)
8.	Was there any PSP level trainer?	7 (17.5%)	33 (82.5%)		40 (100%)
9.	Are you Satisfied from the training sessions?	3 (7.5%)	30 (75%)	7 (17.5%)	40 (100%)
10.	Do you know how to conduct Investigative Interviews?	32 (80%)	2 (5%)	6 (15%)	40 (100%)

11.	Do you know how to handle and process digital evidence such as Phones, CCTV recordings?	13 (32.5%)	20 (50%)	7 (17.5%)	40 (100%)
12.	Did you get any Physical & Practical training?	35 (87.5%)	-	5 (12.5%)	40 (100%)
13.	Did you receive theoretical sessions regarding law, fingerprints etc?	40 (100%)	-	-	40 (100%)

Discussion

The capacity building training for the police officers is the essential component for their service growth and professional career and eventually enable them to combat the menace of heinous offences efficiently. As the erstwhile FATA had khasadar force which has been merged in Khyber Pakhtunkhwa police after 25th amendment of constitution of Pakistan. Before the 25th amendment the khasadar force did not received initial recruit training and responsible for the function of Policing in newly merged districts which usually hampers the process of investigation. The main purpose of this study was to know about the effectiveness of training and hurdles faced by Police investigation officers of district Khyber. In this context, it was found that the duration of each batch of the trainees was 3 months and 23 (57.5%) revealed that the number of participant in each training session were around two hundred and fifty.

In today’s modern world the professional behaviour of police officers is very important to serve the community efficiently. Their behaviour, way of interaction with the community members, legal knowledge, awareness about police duties and responsibilities, communication skills, investigative interviews techniques are very crucial to be known to them. In this regard police investigation officers were asked whether they have observed any behavioural change after receiving training. In response 12 (30%) police investigation officers reported that they observed changes in themselves with regard to discipline and 10 (25%) talked about the learning of legal knowledge like criminal law, investigation process pertaining to Crpc etc. Further, they stated that before training they were not fully aware of the law, roles and responsibility of police, but now they have a command on the aforesaid areas.

Crime is a dynamic phenomenon and carried out sharply and sophisticatedly in the global milieu. Traditionally, the police used militaristic approach in training, however with time a shift has emerged from militaristic approach to crime prevention and pro-active approach, which is more effective proven technique in reducing the crime ratio. In terms of nature of training, the research findings revealed that the training programs covered essential aspects such as investigation, crime scene management, communication skills, interpersonal skills, and riot control. In this regard, the investigation officers were asked about nature of training they undergone; so in response 35 (87.5%) respondents reported that they got training on core investigation skill which lasts for 2 weeks. Core investigation skills were about crime scene processing, case management, evidence collection etc. Moreover, question was asked about the investigation, that whether untrained investigation officers create hurdles in investigation process. In response out of 40 respondents 33 (82.5%) respondents revealed that yes, that due to lack of training and experience they create hurdles which is barrier in the investigation process and successful chain of custody of the evidences. In addition, 34 (85%) respondents stated that they know to collect physical evidence such as finger prints, blood, firearms properly.

In criminal investigation the skill of interview is very important in order to dig out information from witness, accused and victim. Conducting investigative interviews professionally helps to extract relevant information regarding the criminal case. In this regard, they were asked whether they received training on the techniques of investigative interviews. In response 32 (80%) respondents stated that they know to conduct an interview, but the training lack international

standard of investigative interviews techniques and lack practical way and scenario based activities to perform interviews which is a good way to learn the investigative skills. Further, nowadays communication skills are also very important for the police officials to coordinate with the people smoothly and to prevent any disorder and to promote community policing. When they were asked whether they received training on communication and interpersonal skills. In response, out of 40 respondents, 36 (90%) revealed that they have received training on communication and interpersonal skill and it proved quite helpful in their service delivery and dealing the case parties at station level.

Another issue of violent extremism is the mob attack on the government infrastructure or on individual usually on the rumours of blasphemous or honour issues where sometimes police fails to secure the vulnerable location and person. In this regard the capacity of police shall be built to take proper measure and to counter such mob effectively without any collateral damage. When the Investigation officers of Khyber were asked that either they have received training on Public Disorder and Riot Management. In response 27 (67.5%) reported that they have received training on public disorder and riot management, but training didn't proven helpful as one time training is not so much effective; such training need to be give frequently after a certain period. Similarly, 33 (82.5%) stated that they got some training sessions on community policing to promote community engagements. Further, majority of the respondents revealed that they underwent physical training and legal courses. Physical training includes, but not limited to running and drill while legal courses include criminal law (Criminal procedure code, Pakistan penal code and Law of evidence). When they were asked about the practical training with different weapons, 35 (87.5%) revealed that they used different types of firearms and ammunition, including SMG, LMG, pistol, and Anti-tank Rocket Grenade Launcher 7 during the training program.

In this research endeavour further questions were asked about the availability of resources during training to the police officers of district Khyber. In response, 24 (60%) showed that there were no

proper availability of resources like rooms, shoes, shortage of LMG during training. Meanwhile, question was asked regarding trainer qualification and experience. It was revealed that trainers were from police department as well as from the military. However, 33 (82.5%) respondents stated that there were no PSP level trainer and 30 (75%) respondents were not satisfied from the training technique of the trainers.

However, despite the overall positive feedback on the training from the investigation officers; several challenges were identified too in this research endeavour. One of the significant issues faced by police investigation officers in Khyber during training was the lack of proper accommodation facilities for the trainees. There were concerns regarding the age of respondents, as many of them were in vulnerable age and found it difficult to cope with the hard training requirements. Moreover, issues related to travel allowance and budget constraints were highlighted, indicating systemic challenges in resource allocation for police training programs. In this context, questions were asked from the respondents, whether they faced any problems during training, majority of the respondents 15 (37.5%) out of 40 faced problem of accommodation and vacation during training and 13 (32.5%) stated that they were in vulnerable age group, being over 40 and face difficulty in physical training during the course of training.

Conclusion

Summing up, the police investigation officers of erstwhile FATA started receiving training after merging in Khyber Pakhtunkhwa province through 25th amendment of constitution of Pakistan. The study aimed at digging out the effectiveness of police training in newly merged district Khyber. This study found that around two hundred and fifty police personnel (formerly Khasadar) received training from the newly merged districts and training programs are ongoing and continue. Mostly, the police officers were not highly qualified as per the standard of Police force and availed officers' ranks. Further, it was found that training played crucial role in the transforming the behavior and communication skills of the investigation officers. The training enhanced professionalism and discipline among the officers which was a

positive change. Moreover, this study found that training empowered the police officers by educating them about criminal law, awareness about their duties and responsibilities, investigation process, conducting interviews, crime scene processing, evidence collection, firearms training etc. Further, police officers came to know about the techniques of Public disorder and riot management and to control violent crowd. The training also aimed to promote community policing which is the need of modern policing. In spite of these, the training to the Instigation officers of Khyber lacked forensic training, IT training, bomb disposal training, and scenario based practical training. Further, the trainings did not meet the high standard for crime scene processing, DNA sampling from the crime scene and was just attempt to fulfill the formality of training. The management did not conduct post assessment of the trainees to know about the performance and effectiveness of the training programs. Other problems includes accommodation issue, and vulnerable age of some of the investigation officers. It was also reported that there were no proper meal and room and total twenty five trainees were accommodated in one barrack which was high in number and eventually results in a disturbing situation. The study also revealed that trainers were of low caliber and there was no subject specialist who have command over a subject and also a language barrier existed between the trainers and trainee. Lastly, travel allowance was not provided to the trainees which was a financial hurdle for the investigation officers.

Recommendation

- Accommodation remains a significant problem for the investigation officers. Therefore, provisions of proper rooms, food and accommodation shall be made, especially for older officers, to ensure their comfort during training.
- The trainers should be subject specialists with expertise in their respective topic. The only affiliation with the police department does not meet the standard requirement for the trainer. The trainers shall know the native language (Pashto) as trainees of Khyber were khasadar before merger and were not academically highly qualified and belongs to Pakhtun

belt. This language barrier can hamper the training process.

- The duration of courses and trainings were very short and theory based. The duration should be extended and shall focused on the scenario based approach as well.
- There should be pre- and post-assessment of the trainees to evaluate their performance throughout the training.
- The training was tough and stressful with a lack of recreational activities. There shall be the provision of recreational activities.
- Additional training modules, such as digital forensic, IT training, and fingerprint collection should be incorporated.
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