

# Key to be successful IPS

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# Responsibilities

- Professional
  - Supervisory officer of a sub-division
  - Unit in charge of district, zone, battalion
  - Staff officer
- Deputation
  - Set strategic goal for you and be a master of your career
  - Opportunities in specialized units in VIP security, Intelligence, crime ,training, battalions in the Centre
  - Decide about tenure of deputation
- Personal
  - Family , financial, health ( you & spouse) ( Yoga, P.T. Outdoor activities)

# Guiding Principles

- Have detached attachment
- Volunteer for challenging assignments
- Don't say no to any transfer
- Be guarded from any negative forces
- Involve as many stake holders as you can
- Manage the environment well
- Anticipate the situation and be seized with difficult issues
- Remain accessible at all the time

# Precautions

- Be cautious as certain persons would try to be around you , but may be working as middlemen
- Remain away from hoteling and liqueur without making payment
- Say no to costly gifts and unsolicited presents
- Don't demand anything from subordinates /public persons
- Don't accept anything which you didn't ask
- Be extra guarded from corrupt practices either by yourself or your family members or your assistants including driver/peon/assistant/PA
- Criminals against whom you took action would be itching to take revenge on you

# Detached attachment

- मुक्तसङ्गोऽनहंवादी धृत्युत्साहसमन्वितः ।
- सिद्ध्यसिद्ध्योर्निविकारः कर्ता सात्विक उच्यते ॥

भ. गीता अ.18 श्लोक 26

This means: One who does his duty without attachment to the modes of material nature, free from egotism, and with determination and enthusiasm is said to be in the mode of goodness.

As long as you are performing the task given to you, do it with all enthusiasm, if it succeeds , well and good, remain cool about it but if it doesn't succeed, even then don't feel disappointed.

For example: In spite of all my efforts, I could not stop chain snatchings.

# Volunteer for challenging assignments

- Some assignments are considered as executive and therefore glamorous
- Some are considered as tough , & many prefer to remain away from these
- However, if you volunteer for tough postings, that gives you an opportunity to prove your metal and everyone starts recognising you
- न द्वेष्यकुशलं कर्म कुशले नानुषज्जते। भ. गीता (18/10)
- This means, 'The wise neither dislikes inauspicious work nor is attached to auspicious work.'

# Don't say no to any transfer

- Transfers are generally effected after completing your tenure of two years
- But there are many pull and push factors
- There may be someone who is interested in joining at that very place
- Your services may be considered as important at some other place because of your uprightness, dynamism
- May be result of weak political masters who under pressure from vested interests might have effected it
- In your career, transfer makes very little difference and certainly no adverse impact. Look at it positively.

# Be guarded from negative forces

- Immediately after you take over, several middlemen would approach you and develop intimacy.
- Following your stern actions against the local mafias, goondas, bad elements, these persons would gang up against you and demoralise you to ensure you desist from taking action against them.
- Section of media would also join with these and a vilification campaign may be launched against you. Mostly it would be based on false things.
- Keep things on record so that seniors are aware about the same from the beginning



# Formula for service providing

- Formula for service providing is one of pragmatic pluralism in which the State establishes and enforces the rules, but at the level of operations, it performs as one of many actors, participating in the production and provision of economic and social goods and services.
- Identify the stake holders and be an ambassador to promote the cause through active help of all stake holders सबका प्रयास
- Implemented the idea of Police मित्र in all police stations throughout the State with great success.
- Link to my article : <https://praveendixit.com/innovative-way-to-promote-peace-and-justice/>

# Manage the environment well

- Environment is a wider term than just air, water and soil
- Includes relations with those who matter to keep you mentally happy
- This is a dynamic situation and these persons would differ depending upon your daily assignment
- It would include your seniors, juniors, local politicians, elected representatives, court officers, magistrates, municipal officers, NGOs, press, media persons, influence makers such as academicians, writers, specialized groups such as chambers of commerce, trade unions, student union leaders, women activists, environmentalists and many more.
- Create personal rapport with them to have smooth working.

# Anticipate the situation

- For every major event, there is a long history behind it.
- Inter-religious, inter-caste marriages is a strong flashpoint for provocations
- Accidents involving casualties another trigger
- Religious rallies invite attacks from other groups
- Vandalising of statues, desecration of holy books, robberies/thefts in religious places becomes emotional flashpoint
- Rapes/Deaths in police custody, deaths in police action
- Rapes/deaths of SC/ST woman a sour point

# Accessibility

- People try to reach you by meeting you personally, by telephone, through social media, sms, email and many more ways
- Remain engaged with them actively
- After interacting you may decline their request if you consider it not legal
- But if you do not respond, it may result in adverse impression
- When in office, meet visitors with open doors so that there is transparency and no false accusations against you would be possible
- Advertise your mobile number publicly.

# Out of box solutions

- To overcome absenteeism, drinking , addictions to tobacco, gutkha, consider organizing monthly deaddiction camps
- Same persons can be used as reserves to meet emergency response
- Have a panel of forensic experts, C.As, professionals, who can be requested to join through video calls to guide field staff in complicated cases
- Organize skill training programs with charitable NGOs for juveniles
- Plan visits to police stations for members of self-help groups, office bearers of housing society members, girl students from class eleven onwards
- Implement cycle patrolling for police 'mitra' under supervision of policemen

# Conclusion

- Monitor the performance every scheme on weekly basis
- Make necessary amendments without hesitation taking into account various difficulties
- Remain in constant contact with seniors and gain their confidence.
- Keep your motto: “सदैव सतर्क”
- Remain connected with world e.g. through Reuters app, nationally through News on AIR app, with local developments by reviewing local YouTube channels which would keep you abreast about what to expect and prepared to face any contingencies.