

NATIONAL INDUSTRIAL SECURITY ACADEMY
CENTRAL INDUSTRIAL SECURITY FORCE

NISA



NEWS

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The National Industrial Security Academy is a Centre of Excellence in industrial security and fire safety management. It is the premier training institution of the Central Industrial Security Force, engaged in organizing basic induction training and other professional and specialized courses for officers and men of CISF, police officers and corporate executives. The Mission of the Academy is to produce professionals in the field of industrial security management.



Shri Anurag Sharma, IPS, Director NISA, awarding "Sword of Honour" to AC (LDCE) Gurjeet Singh

DIKSHANT PARADE- 2nd BATCH AC(LDCE)

The 2nd Batch Assistant Commandant (LDCE) passed out on 4th July 2008. 08 trainees who completed their Basic Training took part in the Dikshant Parade held on the occasion at NISA.

Shri Anurag Sharma, IPS, Director NISA, was the Chief Guest. The occasion was also graced by the presence of Shri V K Bakshi, DIG/NISA and other senior officers of NISA.

During the training, the probationers were provided with 25 weeks of intensive and specialized training in various fields such as Aviation Security, Industrial Security Management, VIP Security and Disaster Management among others, to equip them to face the challenges ahead. In his speech, the Chief Guest reminded them that the road ahead is not smooth, considering the prevailing security scenario in our country. He wished them every success in their future endeavours.

The Chief Guest gave away the All Round Best Trophy to AC (LDCE) Gurjeet Singh.

**DIKSHANT PARADE-7TH BATCH
ASI(Steno)/HC(CLK)**



Oath Taking by Passing Out Trainees

The 7th Batch Asstt Sub Inspector (Steno)/ Head Constable (Clerk) passed out on 11th July 2008. 12 trainees took part in the Dikshant Parade held on the occasion at NISA.

Shri V K Bakshi, DIG/NISA was the Chief Guest. The occasion was also graced by the presence of other senior officers of NISA and FSTI.

The Chief Guest gave away All-Round Best Trophy to HC/Clk Vishnu Deo Kumar.

**OATH TAKING CEREMONY OF 5TH BATCH
EX-SERVICEMEN SI/EXE**



*The All Round best trophy being awarded by
Director NISA*

Oath Taking Ceremony of 5th Batch of SI/Exe (Ex-Servicemen) was conducted on 14.08.08 at NISA Quarter Guard. Shri Anurag Sharma, IPS, Director NISA, was the Chief Guest on the occasion.

The Chief Guest handed over the trophy of All Round Best to SI/Exe Dilleswar Samul.

PLANTATION AT NISA CAMPUS



*Shri Anurag Sharma, Director NISA, inaugurating the
plantation drive during onset of monsoon*

A drive to plant saplings and green NISA campus was conducted on the onset of monsoon. Shri Anurag Sharma, IPS, Director NISA, inaugurated the drive by planting a sapling at the approach of the Training Block. Shri V K Bakshi, DIG NISA, Dr. D P Parihar, Sr.Comdt/Trg, and other senior officers, members of faculty, Staff and trainees planted various saplings. The already lush campus has been further enriched with another 3000 saplings, planted from 28.07.08 to 15.08.08.

NOT YET DEAD

The Emperor asked his Master, “ What happens to a man of enlightenment after death?”

“ How should I know?” replied the Master.

“ Because you are a master”, answered the Emperor.

“Yes sir,” said the Master, “ but not a dead one.”

**ATA-6644 INDIA INSTRUCTORS
DEVELOPMENT COURSE**



Participants receiving Course Certificates

ATA-6644 Indian Instructors Development Course was held at this Academy from 15th Sept 2008 to 25th Sept 2008 organized through collaboration of US Deptt of State and B.P.R&D

Director NISA expressed happiness at the course being conducted at NISA. His advice to participants was to take the knowledge learnt in the two weeks training back to their Institutions and implement the changes to improve the quality of training being imparted at their Institutions.

He emphasized the need for commitment and love for the job as well as the need to set up a stream-lined system which will continue to perform and deliver results long after the officer stands transferred. He urged the participants that the way in which the trainer approaches training, will affect the attitude of the trainees. He reiterated to the participants, the need to feel a responsibility towards young minds in their charge and to give them the best inputs and train them so that they become productive members of their Organization

“We may have different religions, different languages, different colored skin, but we all belong to one human race. We all share the same basic values.”

- Kofi Annan

62nd INDEPENDENCE DAY PARADE



Director NISA, giving away prize to prize winners



Trainees paying compliments to the National Flag

The 62nd Independence Day Parade was celebrated at Ceremonial Ground, NISA on 15.08.08. Shri Anurag Sharma, Director NISA, unfurled the National Flag. On this auspicious occasion, Director NISA exhorted the gathering to further the cause of National Unity by remembering the sacrifices of our freedom fighters

OBITUARY

HC/GD Swati Ram of CISF NISA passed away on 04.09.08. Armed Guard paid “Shok Sastra” at his Quarter. Shri Anurag Sharma Director NISA and other Senior officers paid homage to the departed soul.

SADBHAVNA DIVAS

Sadbhavna Divas was observed at NISA Ceremonial Parade Ground on 18.08.08. Shri Anurag Sharma, IPS, Director NISA, and all members of faculty, staff and trainees of NISA and FSTI swore allegiance to the Nation in a Pledge Taking Ceremony.



Officers of NISA leading from the front on the occasion of Sadbhavna Divas

TREE PLANTATION PROGRAMME



The Chief Guest being warmly led to the plantation site

A Tree Plantation programme was organized at NISA under the aegis of Times of India Group. Shri Kingshuk Nag, Resident Editor, Times of India was the Chief Guest on the occasion.

Shri Anurag Sharma, IPS, Director NISA, Shri V K Bakshi, DIG/NISA, Shri S C Mishra, ADIG/FSTI and other senior officers of NISA were also there to grace the occasion.

The Times of India Group started this campaign to protect the city's green cover after seeing the mindless cutting down of precious trees in the name of various developmental projects in the city. They have served this cause ably by arousing awareness among public and also by going a step further in supporting such exercises in various organizations all over the city.

Director NISA thanked his predecessors for the large scale aggressive afforestation programmes undertaken in the campus since its inception in 1987. The direct fall-out of such long term planning and systematic efforts has been the raising of the ground water level of the campus. NISA has an impressive survival rate of over 75% of all saplings planted. Apart from this, NISA has expanded a man-made lake which works as a water reservoir.

NISA has also established a well maintained nursery which has over 25,000 plants. 1600 saplings of various varieties have been planted in the last year. This monsoon season around 3000 saplings have already been planted. The target set by year end is for planting another 5000 saplings.

RECIPIENTS OF POLICE MEDAL FOR MERITORIOUS SERVICE - 2008



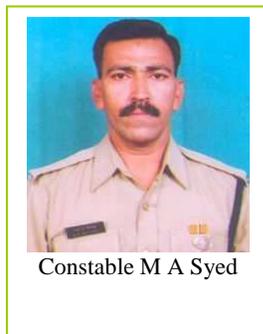
Insp/Exe S Murugaraj



HC/GD Rambali Singh



HC/GD M S Thapa



Constable M A Syed

GLIMPSES OF TREE PLANTATION PROGRAMME



FREE MEDICAL CAMP



A free medical camp was organized for the personnel and family members of NISA, FSTI, Group Hqrs Hyderabad and civilians residing in and around Hakimpet, Singapally and Staff of APSRTC Hakimpet. The Medical Camp was inaugurated by Shri. Suryanarayana Reddy, Ex-MLA, Executive Director, SIGMA Hospital in the presence of Shri. Anurag Sharma, IPS Director NISA. A total of 175 personnel attended the camp.

YOU CANNOT LEARN ANYTHING IF YOU ALREADY FEEL THAT YOU KNOW

A University professor went to visit famous Zen master. While the master quietly served tea, the professor talked about Zen. The master poured the visitor's cup to the brim, and then kept pouring. The professor watched the overflowing cup until he could no longer restrain himself. "It is overfull! No more will go in!" the professor blurted. "You are like this cup," the master replied, "How can I show you Zen unless you first empty your cup."

TRAINING NEEDS AND PERFORMANCE APPRAISALS

K Mahbub Ali, Sub-Inspector/Steno

Training and development play a crucial role in the growth and survival of any Organization. The objectives of training can be achieved only if the training needs of the Organization are correctly identified and appropriate training programmes are designed accordingly. As training ultimately aims at bringing effectiveness in action, correct identification holds key here. If the need identification itself is wrong, whatever be the experience and expertise of the trainers, it would be of little use. Further, identification of training needs has become all the more necessary in the light of ever changing technologies. The fact that technology is changing so fast means we have to cover that extra ground to stay afloat for mere survival especially in this highly competitive environment. The word 'covering' involves carrying out training needs analysis meticulously from time to time as per the requirements of the Organization and identifying the needs correctly in the process, designing suitable training programmes to suit to the present day requirements and thereby effectively face the emerging challenges.

There are various ways and means to carry out the exercise of identifying the training needs of the Organization. However, here, our focus is on identifying the training needs through performance appraisals. As writing of ACRs is an objective assessment, based on actual performance of the employees, whose inputs will have a direct bearing on the professional growth of an employee, the Reporting Officers are required to supervise the performance of his subordinates meticulously and have it as their bounden duty to point out the deficiencies, if any are noticed during the process to bring about improvement in their performance. While assessing the performance of the subordinates, it would give an opportunity to find out the training needs of the personnel. For example, the personnel who are finding it difficult to operate MS-Word, Excel, Lotus Notes, etc. because of lack of exposure and expertise in them, their training needs can easily be identified. As zeroing down the gap between theoretical aspects and practicalities is also one of the important aims of training needs analysis, this can also be possible through performance appraisals. Though writing of ACRs is a year ending exercise, in the fitness of things, the Reporting Officer

would discuss about the performance of his subordinate from time to time and know about his difficulties and find out where he is lacking.

Further, while initiating the ACRs, the Reporting Officers are required to give their comments against various columns like a) Initiative and drive b) administrative ability, c) leadership qualities and most notably d) Has the officer any special characteristics, and/or any abilities which would justify his/her selection for special assignment, etc., While commenting on these qualities/attributes, the reporting officer can bring out the strengths/weaknesses, which will also enable us to identify the training needs of the personnel. While reviewing the performance of the subordinates, the Reporting/Reviewing officers should ask themselves the following questions:-

- a. Do I know the present job description of my subordinates?
- b. Do I know the problems faced by my subordinates in performing their jobs and how they deal with them?
- c. Do I know their strengths and weaknesses in relation to the job performed by them?
- d. Do I know how they deal with their subordinates and colleagues?
- e. Have I kept in view the above mentioned factors while recommending suitable training for my subordinates?

If the answer to the above questions are in the affirmative, it is possible to identify the training needs correctly. Further, the discussions between the Reporting Officer and the officer reported upon will also give an excellent opportunity to find out the shortcomings and needs of the subordinates thereby enabling us to identify the training needs.

It can therefore be concluded that Training Needs Analysis is a very crucial factor in identifying the training needs of the employees, which will ultimately have a direct bearing on the overall efficiency and operational preparedness of any Organization. Therefore, writing of ACRs if exercised in its true spirit and entirety will certainly come in handy to identify the correct training needs of the personnel resulting in immense benefit to the Organization.



Indian Air Force officers visited Academy



Sh. Adamzhir Commissioner of Police, Maldives with delegates visited NISA



Smt Manjari Jaruhar, IPS, IG (Hqrs) CISF New Delhi Visited Academy



Smt Jija Madhavan Hari Singh, IPS, DGP Home Guard, Karnataka visited NISA



Shri S C Mishra ADIG/CISF assumed the charge of DIG/FSTI



IPS trainees from NPA visited Academy

SPECIALIZED COURSES CONDUCTED: JULY – SEPTEMBER 2008				
S.No	COURSE	LEVEL	FROM	TO
1.	14 th PPC for AC to DC	GOs	21.07.08	16.08.08
2.	1 st Replication course on Preventing Attacks on Soft Targets	GOs	24.07.08	30.07.08
3.	35 th Basic AVSEC & 16 th X-BIS (OTS)	GOs/SOs/ORs	11.07.08	04.08.08
4.	5 TH X Ray course for DMRC personnel	SOs/ORs	28.07.08	31.07.08
5.	5 th Batch Induction level trg for SAG II Parliament Security	SOs	12.05.08	23.08.08
6.	34 th Basic AVSEC and 15 th X-BIS (OTS) simulator course	GOs/SOs/Ors	30.06.08	23.07.08
7.	19 th Indoor Instructor Course	GOs/SOs	07.07.08	26.07.08
8.	8 th Batch of PPC of Insp/Min/Stn to AC/JAO	SOs	08.04.08	26.07.08
9.	6 th Batch Refresher course for Indoor Instructor of STCs	SOs	07.07.08	26.07.08
10.	Vital Institution Security for Royal Bhutan Police Personnel	GOs/SOs/Ors	03.07.08	09.07.08
11.	1 st Batch Refresher Course for Ministerial Staff on PROVISIONING MATTERS	SOs	07.07.08	19.07.08
12.	TOT Course by IIPA for Officers	GOs/SOs	14.07.08	18.07.08
13.	3 rd Batch Post Protection Course	SOs/Ors	14.07.08	19.07.08
14.	36 th Basic AVSEC & 17 th X-BIS (OTS)	GOs/SOs/Ors	11.08.08	04.09.08
15.	14 th Batch Capsule course on Installation Security, IDS & IEDs for SNCOs of IAF	SNCOs	18.08.08	23.08.08
16.	28 th PPC for ASI/Clk to SI/Min	SOs	18.08.08	20.09.08
17.	12 th Batch DDO Course for DC/AC	GOs	18.08.08	30.08.08
18.	1 st Refresher course on General Administration for Ministerial Staff	SO's	04.08.08	16.08.08
19.	1 st Course on Psycho-Analysis and Counseling Skills	GOs/SOs	11.08.08	14.08.08
20.	ATA-6644 India Instructor Development Course	GOs/SOs/ORs	15.09.08	26.09.08
21.	37 th Basic AVSEC and 18 th X-BIS (OTS) simulator course	GOs/SOs/ORs	15.09.08	08.09.08
22.	8 th Fire Safety in Power Plant*	SOs	14.07.08	19.07.08
23.	15 th Station Officer Course*	SOs	14.04.08	12.09.08
24.	19 th ASI/F to SI/F PCC*	SOs	07.07.08	12.09.08
25.	18 th CT/F Basic Course*	ORs	23.06.08	07.11.08
26.	25 th HC/F to ASI/F PCC*	ORs	02.06.08	08.08.08
27.	26 th Gp. DM Bn. Course*	GOs/SOs/ORs	19.06.08	13.07.08
28.	TOT NBC Course for Nuclear and Radiological Emergencies*	GOs/SOs	30.07.08	19.08.08
29.	1 st Fire Consultancy Course*	GOs/SOs	25.08.08	29.08.08
30.	16 th Ref. Course*	ORs	04.08.08	23.08.08
31.	27 TH GP DM BN Course	GOs/SOs/ORs	21.08.08	01.10.08
32.	14 TH NBC First Responder Course	GOs/SOs/ORs	18.08.08	30.08.08
33.	3 rd TOT on Radiological Emergencies	GOs/SOs	30.07.08	19.08.08
34.	3 rd Fire Fighting Course for Eastern Naval Command 25 th Gp DM Bn Course	ORs	15.09.08	18.10.08
BASIC COURSES CONDUCTED: JULY – SEPTEMBER 2008				
1.	23 nd Batch AC(P) Basic Course	GOs	07.07.08	27.06.08
2.	32 st Batch SI/Exe Basic Course	SOs	03.03.08	07.03.09
3.	33 st Batch SI/Exe Basic Course	SOs	09.06.08	13.06.09
4.	5 th Batch SI(Exe) / Ex-servicemen Basic Course	SOs	03.03.08	16.08.08
5.	10 th Batch of SI/Exe LDCE	SO	18.08.08	31.01.09
*Courses conducted at FSTI				

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