



## **TWO DAY TRAINING PROGRAM ON HAPPY STATION OFFICERS (HSO)**

Dates: From 21/07/2023 to 22/07/2023

**Time: 09.30 am – 5:00 pm**

### **PROGRAMME SCHEDULE**

**Joint initiative of  
Tamil Nadu Police, Central Zone,  
National Institute of Mental Health and Neuro-Sciences  
(NIMHANS), Bangalore &  
M.S Chellamuthu Trust and Research Foundation, Madurai**

**In Association with  
Department of Social Work  
Central University of Tamil Nadu, Thiruvarur, Tamil Nadu, Thiruvarur**

**Programme Venue  
CUTN Guest House, Conference Hall, Nagakudi, Thiruvarur**

# TWO DAY TRAINING PROGRAM ON HAPPY STATION OFFICERS (HSO)

## PROGRAMME INAUGURAL SCHEDULE

Date: 21/07/2023

Venue: CUTN Guest House

<b>9.30 AM - 10.30 AM</b>	<b>Registration &amp; Inaugural Function</b>	
	<b>Welcome</b>	<b>PROF. SIGAMANI PANNEER, PHD.</b> Dean, School of Behavioural Sciences & HOD, Department of Social Work, Coordinator, Centre for Happiness, CUTN
	<b>Programme brief</b>	<b>DR. M. KANNAN, PHD.</b> Asst. State Nodal Officer-Police Well Being
	<b>Inaugural Address</b>	<b>DR. C. RAMASUBRAMANIAN, M.D, PH.D.</b> Member Police Commission & State Nodal Officer, TN Police Well Being, & Consultant Psychiatrist
	<b>Keynote Address</b>	<b>TR. G. KARTHIKEYAN, IPS</b> Inspector General of Police (IG)- Central Zone
	<b>Presidential Remarks</b>	<b>PROF. M KRISHNAN, PHD.</b> Honorable Vice Chancellor, Central University of Tamil Nadu, Thiruvarur
	<b>Guest of Honour</b>	<b>TR. JAYACHANDRAN, IPS</b> Deputy Inspector General of Police (DIG)- Tanjore Range
	<b>Special Address</b>	<b>DR. C. JAYA KUMAR, PHD.</b> Department of Psychosocial Support in Disaster Management, NIMHANS, Bengaluru
	<b>Felicitation</b>	<b>PROF. R. THIRUMURUGAN, PHD.</b> Registrar, Central University of Tamil Nadu, Thiruvarur
	<b>Vote of Thanks</b>	<b>TR. T.P. SURESH KUMAR., IPS</b> Superintendent of Police (SP)- Thiruvarur

## PROGRAMME SCHEDULE

Date: 21 & 22/07/2023

Venue: CUTN Guest House

No.	Sessions	Methodology	Duration	Timings
<b>Day-1</b>				
1	Registration and Inauguration	Individual work and Group activity	30	09:30 – 10:00
2	Training instruction	Presentation	15	10:00 – 10:15
3	Pre-Assessment	Individual work	15	10:15 – 10:30
4	Sources of stress	Activity and Group discussion	30	10:30 – 11:00
	Break			11:00 – 11:15
5	Anger and Rage Management	Activity and Group discussion	45	11:15 – 12:00
6	Emotional regulations	Activity and Group discussion	60	12:00 – 13:00
	Lunch Break		60	13:00 – 14:00
7	Coping with emotions	Activity and Group discussion	45	14:00 – 14:45
8	Family enrichment	Group Activity and discussion	45	14:45 – 15:30
	Break			15:30 – 15:45
9	Identification of mental health issues	Presentation and group discussion	60	15:45 – 16:45
	Q & A, Summarising		15	16:45 – 17:00

**Day-2**

	Recap	Buzzer session and discussion	15	09:30 – 09:45
<b>10</b>	Basic counselling skills	Activity and group discussion	60	09:45 – 10:45
	Break		15	10:45 – 11:00
<b>11</b>	Psychosocial assessment and referral	Activity and group discussion	60	11:00 – 12:00
<b>12</b>	Role of Happy Station Officer	Group Activity and discussion	30	12:00 – 12:30
<b>13</b>	Demonstration	Role play and presentation	30	12:30 – 13:00
	Lunch Break		60	13:00 – 14:00
<b>13</b>	Demonstration	Role play and presentation	90	14:00 – 15:30
	Break		15	15:30 – 15:45
<b>14</b>	Action Plan	Presentation	30	15:45 – 14:15
	Post- Assessment		15	16:15 – 16:30
	Valedictory		15	16:30 – 16:45
<b>15</b>	Ethics and Oath taking		15	16:45 – 17:00

## TWO DAY TRAINING PROGRAM ON HAPPY STATION OFFICERS (HSO)

**Date: 22/07/2023**

**Venue: CUTN Guest House**

Time	Valedictory Function	
<b>16.30- 16.45</b>	<b>Welcome Address</b>	<b>DR. M. KANNAN, PHD.</b> Asst. State Nodal Officer-Police Well Being
	<b>Feed Back Session</b>	<b>NIMHANS, BENGALURU AND CUTN TEAM</b>
	<b>Presidential Remarks</b>	<b>TR. JAYACHANDRAN IPS</b> Deputy Inspector General of Police -Tanjore Range
	<b>Special Address</b>	<b>PROF. SIGAMANI PANNEER, PHD.</b> Dean, School of Behavioural Sciences & HOD, Department of Social Work, Coordinator, Centre for Happiness, CUTN
	<b>Felicitation</b>	<b>DR. C. RAMASUBRAMANIAN, M.D, PH.D.</b> Member Police Commission & State Nodal Officer, TN Police Well Being, & Consultant Psychiatrist
	<b>Special Observation</b>	<b>DR. C. JAYA KUMAR, PHD.</b> Department of Psychosocial Support in Disaster Management, NIMHANS, Bengaluru
	<b>Vote of Thanks</b>	<b>TR. T.P. SURESH KUMAR., IPS</b> Superintendent of Police - Thiruvarur
	<b>National Anthem</b>	

## **LIST OF TRAINERS/ RESOUC E PERSONS**

**1. DR. C. RAMASUBRAMANIAN, M.D, PH.D.**

Member Police Commission & State Nodal Officer, TN Police Well Being, & Consultant Psychiatrist and Founder, M.S.Chellamuthu Trust & Research Foundation (MSCTRF), Madurai

**2. DR. C. JAYA KUMAR, PHD.**

Department of Psychosocial Support in Disaster Management, National Institute of Mental Health and Neuro-Sciences (NIMHANS), Bangalore  
And Team

**3. DR. M. KANNAN, PHD.**

Asst. State Nodal Officer-Police Well Being and M.S.Chellamuthu Institute of Mental health and Rehabilitation, Former Director, Madurai Institute of Social Sciences, Madurai.

**4. DR. G. GURUBHARATHI**

M.S.Chellamuthu Institute of Mental health and Rehabilitation, Former Director, Madurai Institute of Social Sciences, Madurai.

**LIST OF MASTER TRAINERS/  
PARTICIPANTS**

**Revised Particulars of Master Trainers**

District/City	Sl.No	Name	Designation	Phone Number	Present serving place
<b>Trichy City</b>	1	Tmt.P.Azeem	Inspector of Police	94981 06582	Trichy City
	2	Tmt.S.Sonia Gandhi	Sub - Inspector of Police	94981 53096	Trichy City
	3	Tmt.Raja Rajeswari	Sub - Inspector of Police	98420 66024	Trichy City
	4	Tr.Manoharan	Sub - Inspector of Police	94981 57672	Trichy City
	5	Tmt.Malathi	Spl. Sub - Inspector of Police	94981 56911	Trichy City
<b>Trichy</b>	6	Tmt.Sumathi	Inspector of Police	94981 10774	Thiruverumbur PS
	7	Tmt.Kamalaveni	Inspector of Police	99432 84659	BHEL PS
	8	Tmt.Anupallavi	Inspector of Police	94981 07930	Jeeyapuram AWPS
	9	Tmt.Pushpakani	Sub - Inspector of Police	94981 82207	Thuvakudi PS
	10	Tr.Rajiv Gandhi	Sub - Inspector of Police	94981 03384	Thiruverumbur PS
<b>Perambalur</b>	11	Tmt.S.Vijayalakshmi	Inspector of Police	98407 77909	ACTU, Perambalur
	12	Tmt.A.Ranjana	Inspector of Police	94981 59149	PEW, Perambalur
	13	Tmt.Chitra	Sub - Inspector of Police	94981 59086	AWPS, Perambalur
	14	Tr.S.Raja	Sub - Inspector of Police	94981 59115	Kai - Kalathur PS
	15	Tr.Jayabal	Sub - Inspector of Police	94435 90438	Dog Squad, Perambalur
	16	Tmt.Gunamathi	Inspector of Police	94981 07757	CWC, Ariyalur

<b>Ariyalur</b>	17	Tr.Gobinath	Inspector of Police	99767 88959	Ariyalur PS
	18	Tr.Tamilarasan	Inspector of Police	94981 59929	CWC, Ariyalur
	19	Tmt.Amarajothi	Sub - Inspector of Police	94981 15904	District Crime Wing
	20	Tr.Ravi	Sub - Inspector of Police	94981 97741	ALGSC, Ariyalur
<b>Karur</b>	21	Tmt.Arokiya Jansi	Inspector of Police	90476 13330	ACTU, Karur
	22	Tr.Akilan	Sub - Inspector of Police	94981 58644	Lalapettai PS
	23	Tmt.Bharathi	Sub - Inspector of Police	94981 56199	AWPS, Kulithalai
	24	Tr.Saravanan	Sub - Inspector of Police	94981 61585	Velayutham Palayam PS
	25	Tmt.Sathiyapriya	Sub - Inspector of Police	94981 61250	DCB, Karur
<b>Pudukkottai</b>	26	Tmt.Russia Suresh	Inspector of Police	94981 58812	ACTU, Pudukkottai
	27	Tr.Thirugnanam	Sub - Inspector of Police	94981 61092	Malaiyur PS
	28	Tmt.K.Sathiyabama	Sub - Inspector of Police	94981 21202	AWPS, Thirumayam
	29	Selvi.N.Nathiya	Sub - Inspector of Police	94981 63671	AWPS, Alangudi
	30	Tmt.M.Saranya	Sub - Inspector of Police	94860 78469	AWPS, Pudukkottai Town
<b>Thanjavur</b>	31	Selvi. Sharmila	Inspector of Police	9865057141	Thiruppananthai PS
	32	Tmt.Vijayalakshmi	Reserve Inspector of Police	9498162033	Armed Reserve
	33	Tmt.Sasirekka	Sub - Inspector of Police	9750993038	Oraththanadu PS, OD at Oraththanadu AWPS
	34	Tr.Eswaran	Sub - Inspector of Police	9498190694 9095697365	Natchiyarkoyil PS



	35	Tmt.Renuga	Sub - Inspector of Police	9498157676	AWPS, Vallam
	36	Tmt.M.Bhuvanewari	Sub - Inspector of Police	94981 63368 96776 22719	AWPS, Vallam
<b>Thiruvarur</b>	37	Tmt.R.Manimegalai	Inspector of Police	94981 64124	ACTU, Thiruvarur
	38	Tmt.G.Mahalakshmi	Inspector of Police	94981 65050	AWPS, Muthupettai
	39	Tmt.B.Mahalakshmi	Sub - Inspector of Police	94981 08506	Vaipoor PS
	40	Tr.K.Sivanesan	Sub - Inspector of Police	94981 63442	Thirumakottai PS
	41	Tmt.J.Kanimozhi	Sub - Inspector of Police	94981 63761	Vadapathimangalam PS
<b>Nagapattinam</b>	42	Tmt.Valli	Inspector of Police	94981 10530	DCRB, NGT
	43	Tmt.B.Pasupathi	Inspector of Police	94981 10543	AWPS, Vedaranyam
	44	Tr.Saravanan	Sub - Inspector of Police	94981 64943	Valivalam PS
	45	Tmt.Vembu	Sub - Inspector of Police	94981 05158	ALGSC
	46	Tr.Mariyappan	Sub - Inspector of Police	94981 64867	Vettaikaraniruppu PS
<b>Mayiladuthurai</b>	47	Tr.Puyal Balachandran	Inspector of Police	94981 64770	CCW, Mayiladuthurai
	48	Selvi.Nagarathinam	Inspector of Police	79047 61238	ACTU, Mayiladuthurai
	49	Tr.Jayakumar	Sub - Inspector of Police	97901 16211	Mayiladuthurai
	50	Tr.Kumaravelu	Sub - Inspector of Police	94880 55880	Palaiyur PS
	51	Tmt.C.Subashree	Sub - Inspector of Police	94981 65266	Mayiladuthurai

### CONCEPT NOTE:

The present day policing demands are dynamically changing and police are required to often deal with the issues of individuals, families and communities and solve their problems which requires inter personnel and communication skills, pleasant behaviour and positive attitude and approachability by. The lack of skill to address the police public interface has shown the entire police force in poor light and demoralises the personnel in spite of their best efforts. This is also contributes to various biopsychosocial issues of the personnel. Recent research study by NIMHANS confirms that work stress forms two third of the contributory factors in comparison to other professional groups. This coupled with family stress, personal stress with lesser social support and appropriate coping mechanisms pushes them to the extremes of ill being. This impacts that work as well as adjustment with public, colleagues, higher officials and others.

In view of the above the Inspector General of Police (IG) Central zone along with his team reviewed the current situation and decided to build capacities of the personnel to improve better police public interface with the expert help of NIMHANS an Institute of National Importance and an apex body in mental health service, capacity building and research in brain and behaviour. MSCTRF is a leading mental health organisation widely working in Tamil nadu credited with implementing of police wellbeing programme. The recent evaluation of the programme along with the directions of the Chennai High Court at Madurai to train the Police personnel on behaviour, attitude and communication for better police public interface prompted the Police headquarters at Trichy to request NIMHANS to provide a proposal for the **TRAINING PROGRAM ON HAPPY STATION OFFICERS (HSO)**. This program aims at creating a holistic change in attitude and behaviour of the personnel and enhancing the image of police in the eyes of the public.

#### Aim:

1. To enumerate the various psycho social determinants of wellbeing among the police personnel of Trichy zone
2. To incorporate and institutionalise Police Skill Education among personnel of Trichy zone



**Objectives:**

1. To assess and identify the various psycho social factors that contribute to wellbeing and positive mental health among the Police personnel.
2. To facilitate and sustain appropriate mental health referral and care for the identified personnel.
3. To develop a Police public interface training programme for police personnel.

**Strategies:**

1. Psycho social assessments consisting of constructs in the personal, professional, family and social domains.
2. Understanding and profiling the different psycho social determinants.
3. Referral of the identified personnel to appropriate mental health care and intervention services.
4. Developing a facilitators workbook and information pamphlet for Police skills education.
5. Training the police personnel of selected police stations in Police skills education.
6. Creating a model police station in each of the selected districts.
7. Evaluating the efficacy of the program.

**Methodology:**

The universe considered for the current programme is the central zone police personnel. The central zone having jurisdiction over 9 Districts Thanjavur, Trichy Perambalur, Ariyalur, Karur, Nagapattinam, Tiruvarur, Pudukottai and Mayiladuthurai. In an effort to draw representative samples from the entire universe, in the first phase four districts namely Trichy, Thanjavur, Karur and Pudukkottai will be selected for the program. Each district will be represented by one police station, this process will be facilitated by the Central zone police. The program will be rolled out in a phased manner spanning around 6 months. Entire staff of the selected police station will be included for the project. The following are the phases involved.

**Phase 1:**

- Sensitisation to Higher officers
- Different psycho social factors assessed for identification of mental health issues among the personnel will be facilitated by NIMHANS - MSCTRF
- Appropriate referrals and follow-ups of these personnel will be facilitated. The process is to be facilitated by MSCTRF

**Phase 2:**

- Field level training for two days for the entire police personnel of each of the police station would be carried out by the expert team from NIMHANS with support of MSCTRF.
- Every field training programme would minimally have 25- 30 personnel from the selected police station.
- Experts group to conduct the training programme for two days and facilitate the training.
- The programmes would be preferably held on Friday, and Saturday. The process to be facilitated by the Master Trainers.

**Session details (Tentative):**

1. Police public interface
2. Emotional regulations and empathy
3. Enhancing Coping with stress and emotions

4. Anger and rage control
5. Negative emotions and maladaptive behaviour
6. Threat and conflict resolution
7. Behaviour change communication
8. Leadership and team building
9. Identification of mental health issues
10. Plan of action

The trained personnel will be supported with periodic handholding and guidance through DPSSDM virtual platform. The programme would incorporate scientific tools to assess and evaluate the various parameters of police public interface, police skill and well-being services at various point of time to bring out scientific evidence-based understanding to track the changes and recovery process. An evaluation by tracking a few indicators of change would be designed. These indicators would be behaviour and attitudinal changes, self-awareness, and communication, absenteeism, desertion and mental health issues.

Periodic handholding will be conducted through existing DPSSDM, NIMHANS (NAAPSEE Portal) by e-connecting with four police stations and District Police Head Quarters (DPHQ) and IG central zone.

The Project coordinator along with the technical support from NIMHANS and field level coordination, supervision and handholding from MSCTRF would implement, referral and follow up, logistics in capacity building, data management, monthly, quarterly reporting and compilation of the field implementation report to the District/ Zone HQ. Both public private mental health resources will be utilized as per the help seeking preferences and intensity of the issues related to provision of treatment and follow-up.

**The expected outcome of the program:**

1. Comprehension of psychosocial factors affecting the lives of police personnel at police level
2. Psychosocial care and mental health support to the personnel in need.
3. Enhanced police public interface leading to positive engagement between police and civilians.
4. Behaviour and attitudinal changes among the personnel
5. Better quality of work and person life of the personnel
6. Creating a model police station in each of the four districts characterised by accessibility and approachability of the public, happy and gratified cadre who enjoy optimal physical and mental health!

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*Joint initiative of Tamil Nadu Police, Central Zone,*

*NIMHANS, Bangalore & M.S Chellamuthu Trust and Research Foundation, Madurai*

*In Association with Department of Social Work, Central University TN*

**21ST & 22ND JULY,2023**

**Central University-Tamil Nadu, Thiruvarur**