

# NEWSLETTER

September-December 2012

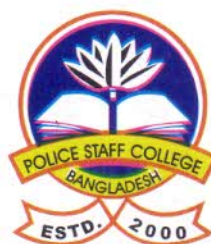


**POLICE STAFF COLLEGE  
BANGLADESH**

## The Board of Governors of Police Staff College Bangladesh

- |     |  |            |                  |
|-----|--|------------|------------------|
| 1.  | <b>Honourable Minister</b><br>Ministry of Home Affairs   |            | Chairman         |
| 2.  | <b>Honourable State Minister</b><br>Ministry of Home Affairs   |            | Vice-Chairman    |
| 3.  | <b>Secretary</b><br>Ministry of Home Affairs   |            | Vice-Chairman    |
| 4.  | <b>Secretary</b><br>Ministry of Public Administration  | Ex-officio | Member           |
| 5.  | <b>Secretary</b><br>Finance Division, Ministry of Finance  | "          | "                |
| 6.  | <b>Secretary</b><br>Ministry of Education  | "          | "                |
| 7.  | <b>Secretary</b><br>Legislative and Parliamentary Affairs<br>Division; Ministry of Law, Justice and<br>Parliamentary Affairs | "          | "                |
| 8.  | <b>Inspector General</b><br>Bangladesh Police  | "          | "                |
| 9.  | <b>Rector</b><br>Bangladesh Public Administration<br>Training Centre   | "          | "                |
| 10. | <b>Commandant</b><br><b>Defence Services Command and<br/>Staff College</b>   | "          | "                |
| 11. | <b>Vice Chancellor</b><br>Jahangirnagar University   | "          | "                |
| 12. | <b>Additional Secretary</b><br>Cabinet Division  | "          | "                |
| 13. | <b>Rector</b><br>Police Staff College Bangladesh   | "          | Member Secretary |





## Preface

**Police Staff College  
Bangladesh**  
Newsletter, 3<sup>rd</sup> Issue,  
September-December 2012

It is a great pleasure for me to welcome you all to the 3rd Issue of Police Staff College Bangladesh Newsletter, September-December 2012.

An organization without a solid policy, backed by constant training, evaluation and monitoring, is asking for trouble when it comes time to enforce the law. Police officers should enjoy the luxury of skill, competence and knowledge in the legal and operational areas being developed through training at Police Staff College Bangladesh. The outcome of training can formulate best practices to help police in managing field level activities.

The Newsletter may attract readers to identify a work-related purpose that we do here. I would like to spell out our priorities that we are setting to achieve desired results.

I hope you will enjoy our endeavor!

**Md. Nazmul Haque PPM**

Rector

Police Staff College Bangladesh

Mirpur-14, Dhaka-1206



*14<sup>TH</sup> Meeting of the Board of Governors of Police Staff College Bangladesh on 26 December 2012*

**Dr. Muhiuddin Khan Alamgir**, Honorable Minister, Ministry of Home Affairs, Government of the People's Republic of Bangladesh, presided over the meeting. **Advocate Shamsul Hoque Tuku**, State Minister, Ministry of Home Affairs, Government of the People's Republic of Bangladesh, **Mr. C. Q. K. MUSTAQ AHMED**, Senior Secretary, Ministry of Home Affairs, **Mr. Abdus Sobhan Sikder**, Secretary, Ministry of Public Administration, **Mr. Hassan Mahmud Khandker**, BPM PPM ndc, Inspector General, Bangladesh Police, **Mr. S M Golam Farook**, Additional Secretary, Ministry of Education, **Mr. Istiak Ahmed**, Addl Secretary, Cabinet Division, Secretariat of Bangladesh, Professor **Mr. M. Anwar Hossain**, Vice Chancellor, Jahangirnagar University, **Mr. Md. Nazmul Haque PPM**, Rector, Police Staff College Bangladesh and other Directing Staff of Police Staff College Bangladesh were present in the meeting.

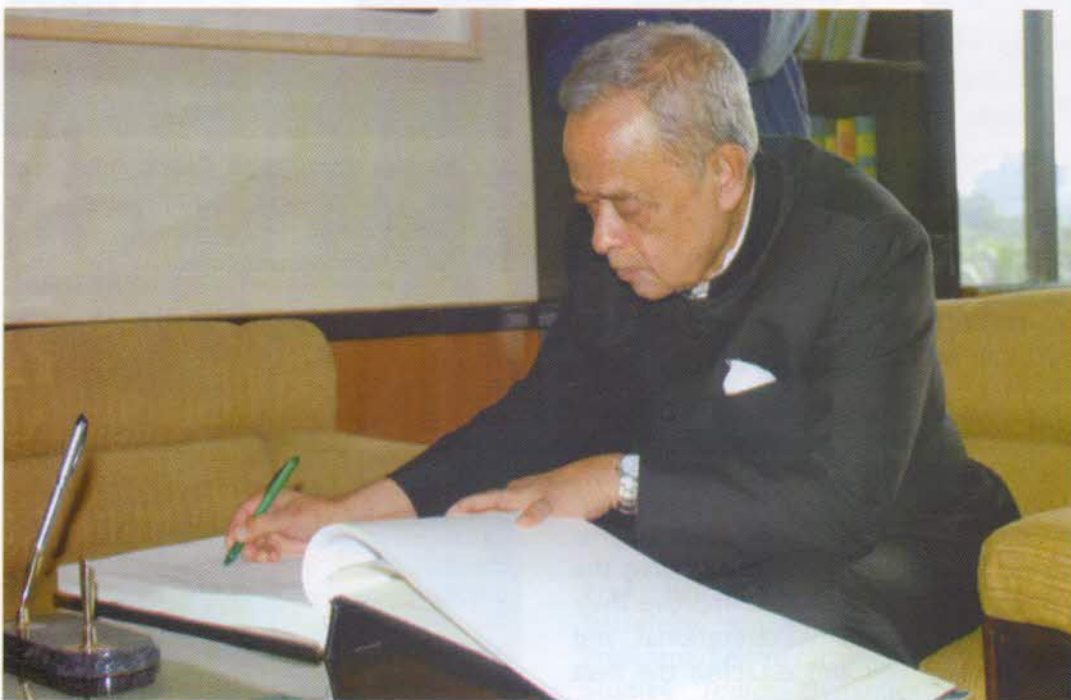


*Honorable Chairman, Vice-Chairmen, Members, Member Secretary of Board of Governors of Police Staff College Bangladesh with the Directing Staff of Police Staff College Bangladesh*





*Dr. Muhiuddin Khan Alamgir, Honorable Minister, Ministry of Home Affairs, Government of the People's Republic of Bangladesh is receiving a token of remembrance from **Mr. Hassan Mahmud Khandker**, BPM PPM ndc, Inspector General, Bangladesh Police and **Mr. Md. Nazmul Haque PPM**, Rector, Police Staff College Bangladesh*



*Dr. Muhiuddin Khan Alamgir, Honorable Minister, Ministry of Home Affairs, Government of the People's Republic of Bangladesh is writing comments on Visitor's Book during his visit at Police Staff College Bangladesh*

## Police Management Course

Police Management Course is one of the core courses of Police Staff College Bangladesh. The course is intended for young police professionals of the rank of Assistant Superintendent of Police (ASP) to make them competent in their respective fields. The objectives of this course are:

- To develop present and future leadership in policing.
- To have knowledge on different aspects of Human Rights and Fundamental Rights.
- To know about the different Components of Criminal Justice system.
- To be acquainted with different system of policing like people oriented policing or intelligence based policing for crime prevention.
- To examine organized crimes like terrorism, human trafficking and so on.
- To familiarize with gender approaches to uphold gender sensitive policing.
- To know the techniques and strategies for facing the regular policing problems like work stress, road traffic, violence against women etc.
- To analyze image of police through investigating police accountability mechanism.

After the completion of this course the participants will be able to improve their managerial capability, operational and commanding skill and establish the best practices for efficient use of management resources whereby attaining organizational and managerial goal.

Police Staff College Bangladesh organized 19th and 20th Police Management Course respectively from 02 - 13 September 2012 and 07 - 18 October 2012. From different units of Bangladesh Police forty-three Police Officers of the rank of Assistant Superintendent of Police (ASP) participated in those two courses.

During the inauguration and certificate distribution programs, **Md. Nazmul Haque PPM, Rector, Police Staff College Bangladesh**, in his addressing, emphasized the fact that professionalism through dynamic leadership and management can play the key role in forming and shaping positive image of Bangladesh Police.



*Md. Nazmul Haque PPM, Rector, Police Staff College Bangladesh, addressing the participants during the Inaugural Ceremony of 19<sup>th</sup> Police Management Course*

Md. Matiur Rahman Sheikh, Director (Training), Md. Shah Alam, Director (Curriculum), Md. Moazzem Hussain, Director (Administration), Md. Anwar Hossain Khan, Director (Research) and other Directing Staff of Police Staff College Bangladesh were present in both Inaugural and Graduation Ceremony of the aforesaid courses.

Police Staff College Bangladesh always sets a high standard in the selection of Guest Speakers for its Core Courses. 19th and 20th Police Management Courses also featured a number of renowned Guest



Speakers who have illustrious career and expertise in their related areas. If we have a glimpse at the list of the Guest Speakers and their Session-Topics we will be able to understand the richness of the Course Contents.



*Prof. Dr. Mizanur Rahman, Chairman, National Human Rights Commission is conducting a session in 20th Police Management Course*

**Prof. Mizanur Rahman Ph.D.** Chairman, National Human Rights Commission **Topic:** Human Rights Condition in Bangladesh: Present Context

**Mr. Abdus Sobhan Golap,** SA to Honorable Prime Minister **Topic:** Digital Bangladesh and Social Changes

**Dr. Borhan Uddin Khan,** Prof. and Dean, Faculty of Law, University of Dhaka **Topic:** UDHR and the Constitution of Bangladesh: Human Rights and Fundamental Rights



*Dr. Ainun Nishat, Vice Chancellor, BRAC University, conducting a session in 20th Police Management Course*

**Mr. Mohammad Javed Patwary,** Additional IGP (SB), Bangladesh Police **Topic:** Stress Management with Special Reference to Police Manager

**Dr. Ainun Nishat,** Vice Chancellor, BRAC University **Topic:** Climate Change and Ecological Balance: Impact on South ASIAN Region

**Dr. A.I. Mahbub Uddin Ahmed,** Prof. Dept. of Sociology, University of Dhaka **Topic:** Sociology of Crime

**Dr. Md. Aminur Rahman,** PS to Honorable Home Minister, Ministry of Home Affairs, Government Republic of Bangladesh **Topic:** Human Rights

**Mr. A K M Shahidul Haque,** bpm, ppm, Additional IGP (Admin), Bangladesh Police **Topic:** Police Magistracy Relations



*Mr. Mohammad Javed Patwary, Additional IGP (SB), Bangladesh Police, in a session of 19th Police Management Course*

**Mr. Md. Nazmul Haque,** ppm, Rector, Police Staff College Bangladesh and Addl. IGP, Bangladesh Police **Topic:** Role of Police in UN Peace Keeping Mission; Supervision of the Functions of I/O by the Higher Authority

**Prof. Ishrat Shamim,** Department of Sociology, University of Dhaka, and President, Centre for Women and Children Studies **Topic:** Dynamics of Human Trafficking in Bangladesh: Measures to Combat





**Mr. Benazir Ahmed BPM (bar)** Police Commissioner, DMP, Bangladesh Police, conducting a session of 19th Police Management Course

**Dr. Kamal Abdul Naser Chowdhury**, Secretary, Ministry of Education, Government Republic of Bangladesh  
**Topic:** Education Policy 2010: Bangladesh Perspective

**Prof. Sadeka Halim Ph.D**, Information Commissioner, Information Commission Bangladesh  
**Topic:** Right to Information Act, 2009: An Overview

**Mr. Main Uddin Khandaker**, Addl. Secretary (Police & Political), Ministry of Home Affairs, Government Republic of Bangladesh  
**Topic:** Genesis of Law & the Constitution of Bangladesh

**Mr. Benazir Ahmed BPM (bar)** Police Commissioner, DMP, Bangladesh Police  
**Topic:** Scope and Importance of Intelligence in Modern Policing: Bangladesh Perspective



**Mr. Main Uddin Khandaker**, Addl. Secretary (Police & Political), Ministry of Home Affairs in a session of 20<sup>th</sup> Police Management Course

**Prof. Dr. Nazmul Ahsan Kolimullah**, Dept. of Public Administration, University of Dhaka  
**Topic:** Election & Electoral Process: Roles and Responsibilities of Related Organizations for Democratic Election Standards

**Dr. ANM Meshquat Uddin**, Vice Chancellor, South-East University, Dhaka  
**Topic:** Concept of Quality Management: Role of Quality and Team Building in Total Quality Management

**Dr. Abul Monsur Ahmed**, Associate Professor, Dept. of Journalism and Mass Communication, University of Dhaka  
**Topic:** Police Media Relations

**MR. Abu Bakar Siddique**, Deputy Secretary (PS to Secretary, Internal Resources Division, Ministry of Finance) & Chairman, National Board of Revenue, Government of Bangladesh  
**Topic:** Civil Service Sub-Culture in Bangladesh



**Prof. Sadeka Halim Ph.D**, Information Commissioner, Information Commission Bangladesh, in a session of 20<sup>th</sup> Police Management Course

**Mohammed Bin Kashem**, Associate Professor of Sociology & Chairman, Social Science Group, National University  
**Topic:** Comparative Policing: Developed and Developing Countries

**Mr Robaet Ferdous**, Associate Professor, Dept. of Journalism and Mass Communication, University of Dhaka  
**Topic:** Basics of Media and Communication and Police Media Relations





*Mr Robaet Ferdous, Associate Professor, Dept. of Journalism and Mass Communication, University of Dhaka, in a session of 20th Police Management Course*

**Mr. A H Mostafa Kamal Khan**, Director BIM Concept of a Manager, **Topic:** Nature of Managerial Functions, Principles of Personnel Management

**Mr. S M Ruhul Amin**, Addl DIG (CID), Bangladesh Police **Topic:** Terrorism and Counter Terrorism: Bangladesh Perspective

**Mr. Md. Matiur Rahman Sheikh**, Director (Training) Police Staff College Bangladesh **Topic:** Basics of Leadership and Leadership in Management

**Mr. Md. Shah Alam**, Director (Curriculum) Police Staff College Bangladesh **Topic:** Crime Data Management System; Crime Intelligence Analysis: In Context of Organized Crime

**Mr. SM Akteruzzaman**, SP Pirojpur, Bangladesh Police **Topic:** Strategic Management and Formulating Strategic Plan: Bangladesh Police Perspective

**Mr. A N Hossain**, (Former Addl.IGP) Director; Procurement, Estate and Management Service. BRAC, **Topic:** Enforcement of Road Safety

**Barrister Zillur Rahman**, Deputy Commandant, TDS, Bangladesh Police **Topic:** Conduct Rules, 1979, Discipline and Appeal Rules, 1985 and PRB 1861: How to Draw and Conclude a Departmental Proceeding

**Ms. Taptun Nasreen**, AIG (Crime), Police Headquarters, Bangladesh **Topic:** Police Accountability Mechanism

**Mr. Mohiul Islam**, Addl SP, UN Desk, PHQ, Bangladesh Police **Topic:** Bangladesh Police in UN Mission: Scope and Challenges

**Ms. Rawshan Sadia Afroze**, Deputy Director (Training), Police Staff College Bangladesh **Topic:** Criminal Justice System in Bangladesh: An Overview

Police Management Course usually starts with Pre-Course Evaluation and a Briefing on Police Staff College Bangladesh. Mr. Md. Matiur Rahman Sheikh, Director (Training), Police Staff College Bangladesh, conducted the Session in 19th Police Management Course while Rawshan Sadia Afroze, Deputy Director (Training), Police Staff College Bangladesh conducted the Session in the 20th Police Management Course.

## Police Financial Management Course

Police Financial Management Course is one of the core courses of Police Staff College Bangladesh offered to Addl. SP of Bangladesh Police.



*Mr. Md. Nazmul Haque PPM, Rector, Police Staff College Bangladesh is receiving a crest from the senior of 17<sup>th</sup> Police Financial Management Course*



Police Staff College Bangladesh organized 17<sup>th</sup> and 18<sup>th</sup> Police Financial Management Courses during the last quarter. **Md. Nazmul Haque PPM**, Rector, Police Staff College Bangladesh, **Md. Matiur Rahman Sheikh**, Director (Training), **Md. Shah Alam**, Director (Curriculum), **Md. Moazzem Hussain**, Director (Administration) and **Md. Anwar Hossain Khan**, Director (Research) were present in the inaugural session. They all put emphasis on the smooth and effective financial management of police units.

It is undeniable that the improvement of operational performance of today's police service irrespective of both developing and developed countries of the world calls for high quality training; delivering the challenging management, leadership and operative program; reflecting need-based priorities for senior police officials.



17<sup>th</sup> Police Financial management Course

Keeping this in mind, the course program has been designed for the participants to enhance organizational capability so that they can provide an integrated response to different financial issues.

**After the completion of this course the participants will be able:**

1. To enhance the knowledge on financial management skills to run different police units.
2. To conceptualize with the formulation of budget and other related aspects.
3. To acknowledge the DDO in respect of budget, procurement, accounts and audit system.

4. To be briefed with PPR and PPA.
5. To get acquainted with rules relating to pension, gratuity and other govt. welfare funds.
6. To enhance the knowledge on government accounts system in police office.
7. To have an overview of income tax and related issues.



18<sup>th</sup> Police Financial management Course

17<sup>th</sup> and 18<sup>th</sup> Police Financial Management Courses featured a number of renowned Guest Speakers who have illustrious career and expertise in their related areas. If we have a glimpse at the list of the Guest Speakers and their Session-Topics we will be able to understand the richness of the Course Contents.

**Mr. Md. Abdul Mazid**, Former Chairman, NBR **Topic:** General Idea on Budget, New Budget Process and Budget Preparation; Preparation, Analysis, Monitoring and Approval Procedure of Revenue and Development Budget (with special reference to Police)

**Mr. Naim Ahmed BPM**, Principal (Addl. IGP), Bangladesh Police Academy, Sardah, **Topic:** Financial Management in unit level

**Mr. Ekram Ahmed**, Joint Secretary, Deepening MTBF and Strengthening Financial Accountability Project. **Topic:** Medium Term Budgetary Framework: An Approach to Budget Management





*Mr. Md. Nazmul Haque PPM, Rector, Police Staff College Bangladesh is in a session of 17<sup>th</sup> Police Financial Management Course*

**Mr. Mosta Gausul Haque**, DS (Finance and Services), Bangladesh Public Service Commission. **Topic:** Delegation of Financial Power; An Overview of Government Accounting and Public Sector Financial Management System in Bangladesh

**Mr. Abdur Rahim Khan**, DS, National Consultant, Finance Division, Secretariat of Bangladesh. **Topic:** Fund Release Procedure and Rules & Regulations Governing Budgeting and Expenditure Control

**Mr. Md. Shahab Uddin Quareshi**, DIG (Current Charge) PBI, Bangladesh Police **Topic:** Procedure of Investigation Cost

**Prof. Dr. Mohammad Mohabbat Khan**, Dept. of Public Administration, University of Dhaka **Topic:** Good Governance: Bangladesh Perspective

**Ms. Shireen Sultana**, Director (Local and Revenue Audit), Segun Bagicha. **Topic:** Audit Observation and its Settlement

**Mr. Md. Faruque Hossain**, Deputy Secretary (Public Private Partnership Unit), Finance Division, Ministry of Finance **Topic:** An Overview of PPA and PPR 2008

**Mr. Abdullah Al Zahid**, Deputy Director, Anti-Corruption Commission **Topic:** Money Laundering: Critical Analysis with a Case Study

**Mr. Khan Md. Ferdausur Rahman**, Consultant, PIU-BARC **Topic:** An Overview of core financial rules and regulations giving emphasis on Police Issues

**Mr. ASM Kabir**, Deputy Director, Govt. Employees Welfare Dept. **Topic:** Rules relating to Pension, Gratuity, Welfare Funds, Group Insurance, GPF, Benevolent Fund etc.

**Dr. Enamul Haque**, Former IGP, Bangladesh Police **Topic:** Child Rights and Juvenile Delinquency

**Mr. Md. Shah Alam**, Director Curriculum, Police Staff College Bangladesh **Topic:** Black Money Analysis

**Mr. Md. Nurul Islam**, Chief Accounts Officer, Finance Division, Bangladesh Secretariat **Topic:** Internal Control and Internal Audit

**Mr. Shah Alam**, Divisional Accounts Officer, Divisional Control of Accounts, Dhaka Division **Topic:** Power, Functions and Responsibilities of Drawing and Disbursing Officer and Their Interfacing with the Accounts Office

**Mr. Md. Abdul Khaleque**, Budget Officer, Police Headquarters **Topic:** Police Budget (Revenue and Development); Inspection and Auditing of Accounts Section of the Police Office

**Mr. Shohelur Rahman Chowdhury**, Procurement Specialist (Deputy Secretary) **Topic:** An Overview of PPA 2006 AND PPR 2008

**Mr. M.M. Fazlul Haque Arif**, Addl Commissioner of Taxes **Topic:** Overview of Income Tax: Personal Tax, Corporate Tax and the Tax Payment Against Govt. Expenditure Bill; Rights and Obligations

**Mr. Md. Altaf Hossain**, Deputy Chief, Ministry of Communication, Bangladesh Secretariat **Topic:** Project Management



## Senior Officers' Training on Intelligence for proactive crime control

Intelligence is considered as eye or ear of a law enforcing agency, although almost none of the field units of Bangladesh Police either has institutional infrastructure to collect or collate crime-related intelligence or has trained or skilled manpower to store or process it.



*Mr. Md. Moazzem Hussain, Director (Administration) addressing the participants of 3<sup>rd</sup> Crime Intelligence Course*

Nonetheless, Police time and again prove their far above the ground proficiency in reactive policing and often draw positive attention of mass media for its laborious investigation skill. But in maintaining (or updating) personal profile of habitual criminals or to monitor their activities/movements, few field police units have any organizational infra-structure. Of course, Bangladesh Police time and again demonstrated its success in preventing militant attacks, subversive or anti-state activities through proactive intelligence; and credit goes to Police Intelligence Agencies like Special Branch. Nevertheless Bangladesh Police have more than enough potentialities to develop or to maintain intelligence on criminal activities like women and child trafficking, drug trafficking, motor cycle lifting, bank note forgery, 'Jiner Badsha', 'Hello Party', cattle lifting, transformer theft, multi-level marketing or pyramid fraud, trafficking in

human being etc. These kinds of organized crimes are hardly kept under surveillance institutionally and as a result, when something really bad occurs, such absence of proactive policing cause engagement or deployment of additional man, materials and attention than it would generally require. Moreover, investigation in absence of criminal intelligence leads merely arrest of some field operatives, which hardly do have any functional impact on the continuous operational capability of crime-dealers or godfathers deployed in the field.

Undoubtedly, technology plays a crucial role in today's police investigations. But repeated usage of CDR as evidence leads to leaking investigators' formula out causing future criminals smarter to avoid similar mistakes and to setting him or his associates off in further-trapped into investigators' technique. CDRs are, therefore, to be used as indicators of crime intelligence, not as 'evidence', like it is mistakenly done very frequently. Another amazing crucial factor is that CDRs are usually dealt and analyzed by the officers, who neither have any skill or training on this kind of analysis nor have necessary software to analyze or generate necessary intelligence. This results in very low output even from a source of potential high-quality data. The question is how long we will allow low-skilled investigators to deal with such crucial data. Also, how long we will continue our reactive policing - a policing without support of criminal intelligence?



*4<sup>th</sup> Crime Intelligence Course*



It has therefore become mandatory now to form a kind of Crime Intelligence Cell (CIC) or Criminal Intelligence Unit (CIU) in each operational unit. Under direct supervision of SP or Police Commissioner, such CIC/CIU will be responsible primarily for analyzing CDR.



*Mr. Md. Nazmul Haque PPM, Rector, Police Staff College Bangladesh is awarding certificate to one of the Participants of 5<sup>th</sup> Crime Intelligence Course*

This will also collect, collate or analyze crime intelligence, identify field operatives or their associates/godfathers involved in various organized crime and will maintain individual criminal's profile [it is hardly done by any organization now - even VCNB is something that hardly exists in today's policing]. CIC is to assist investigators in collecting evidence against arrested/suspected accused, lastly not the least will predict future crime trend of the locality. CIC will optimistically enable Unit Commanders to monitor activities of criminals of their AOR and allow him to take necessary preventive actions controlling disturbances made by field operatives or crime-dealers involved in drug trafficking, motor cycle lifting, bank note forgery, 'Jiner Badsha', 'Hello Party', cattle lifting, transformer theft, even dealings like illegal banking or pyramid fraud, which causes loss of property of many low-income people and creates serious annoyance to the governance or mistrust to the rule of law.

## Link chart of Jiner badsha /Hello party prepared by the participants

As it has been mentioned at the beginning, in spite of intelligence being the eyes and ears of a law enforcing agency, none of the field units of Bangladesh Police [including CID] either has any institutional infra-structure to collect or collate crime-related intelligence or has trained or skilled manpower to store or process it. Considering such gigantic slit in functional policing, a number of steps have been taken by Police Staff College Bangladesh, as mentioned below:

- a. A total number of 140 senior officers from various operational units including 64 districts, 6 Metropolitans, Special branch, CID, Highway, Railway, industrial police have been provided training on Crime Intelligence with a special focus on Call Data Record analysis. Participants have also been provided training on specially-developed software solely for this purpose.
- b. Each officer was accompanied by a computer operator of rank ASI/Constable, who also received operational training on the application software. Hence, upon arrival to own unit, officer from each unit will be capable to run a Crime Intelligence Unit or CIU, as mentioned above.



*Inaugural Ceremony of 6<sup>th</sup> Crime Intelligence Course*



A letter was also sent from Mr. Md. Nazmul Haque PPM, Rector, Police Staff College Bangladesh to Inspector General with a request to advise the field units to utilize their trained manpower in analyzing crime related information and converting/processing raw information to crime intelligence. It was expected that each unit will grow up its own skilled manpower that are to be capable of dealing crime intelligence and of contributing through CIC/CIU to enhance the operational capability of Superintendent of Police or Police Commissioner in proactive policing.

Police Staff College Bangladesh is grateful to the concerned resource persons including **Mr. Mohammad Javed Patwary**, Additional Inspector General of Police of Special Branch, **Mr. Benazir Ahmed**, BPM (bar), Commissioner of Dhaka Metropolitan Police, also the proud founder first ever institutionalized Crime Intelligence Division solely responsible for crime intelligence of the capital, **Mr. Abdul Jalil**, Additional Commissioner of the same unit, **Ms. Yasmeen Ghafur**, Commandment of Special Branch Training School and some other prudent mid-ranking officers from SB, CID and DMP. **Mr. Md. Shah Alam**, Additional DIG and Director of Police Staff College Bangladesh developed the course curriculum and conducted the training with the sincere and hard-working support of his prudent colleagues and associates.

Police Staff College Bangladesh is also planning to provide training to newly formed Police Bureau of Investigations or PBI to facilitate them in collecting, collating or analyzing criminal intelligence.

## Border Control Management

Border Control Management is a 2-week course for mid- to senior-level border control managers and supervisors with on-site operational responsibility for border ports of entry. This course is intended to introduce the tools and techniques required to understand and address current border management issues.

Through a series of lectures, discussions, and problem-solving activities, you will learn how to identify terrorism threats to borders and solutions for neutralizing and mitigating those threats. You will also learn about current terrorist methods and threats, including an awareness of chemical, biological, radiological, nuclear, and explosive (CBRNE) materials and the equipment and methods used to build these devices. A variety of strategies for hardening the border against terrorist attack and exploitation by terrorists, from equipment and placement to policies and personnel, will be introduced. Throughout the course, you will apply strategies and tactics to fact-based, fictitious tactical problems in varied border environments.



*Participants of Border Control Management Course with the management of Police Staff College Bangladesh*

This course will cover such topics as respecting human rights, trends in terrorism, conducting a threat assessment, physical and operational vulnerabilities at the border, combating vulnerabilities at the border, controlled materials at the border, managing



personnel and equipment, communication at the border, preservation of evidence, integrity controls, providing information to the public, and interagency and international cooperation.

At the conclusion of this course, the participants will be able to:

- Plan, organize, and manage border operations.
- Develop plans and methods for better port of entry security.
- Develop guidelines for the dissemination of intelligence.
- Coordinate efforts among agencies.
- Implement border monitoring equipment and techniques.

Twenty-Eight officers from Bangladesh Army, Bangladesh Police, Border Guard Bangladesh, Customs & Excise, and Passport Office participated in Border Control Management Course.

## Major Case Management Course Description

The Major Case Management course uses lecture, group discussion, small group breakouts, group exercises, and case reviews to identify and illustrate currently accepted best practices of investigative management.



*Bernard N. Nixon, RSO, Regional Security Office, US Embassy, Dhaka addressing the Participants in the Graduation Ceremony of Major Case Management(MCM) Course*

This course provides participants with an understanding of the principles used to effectively manage all aspects of major criminal investigations, including multi-organization and terrorism-related investigations, in a manner that preserves the integrity of the case for successful prosecution.

The course topics include:

- Preliminary investigation
- Major case management planning and organization
- Internal and external communications
- Major case coordination
- Post-case analysis

Upon completion of this course, participants will be able to:

- Describe the characteristics of a major case and the overall management processes for a successful investigation
- Given a scenario, develop objectives and an initial action plan
- Given a scenario, develop a plan specifying objectives, tasks, and required resources for an investigation
- Given a scenario, determine the operational and support functions and organizational structure needed for an ongoing investigation
- Given a scenario, develop and deliver a briefing that identifies methods for managing investigative information
- In a role-playing environment, deliver a media briefing
- Given a scenario, develop a plan for forming a task force to manage a major case

## Community Policing for Senior Officers

"The closer a Police Officer's relationship is with people of his unit, the more people s/he knows and the more those people trust her/him, the greater her/his chances of reducing crime"

--- Charles Eliot Silberman, 'Criminal Violence, Criminal Justice', 1978, USA



*Md. Matiur Rahman Sheikh, Director (Training), Police Staff College Bangladesh, addressing the Participants of Training on Community Policing for Senior Officers*

Community policing focuses on crime and social disorder through the delivery of police services that include aspects of traditional law enforcement, as well as prevention, problem-solving, community engagement, and partnerships. It balances reactive responses to calls for service with proactive problem-solving centered on the causes of crime and disorder. It requires police and citizens to join together as partners. Since Bangladesh is a densely populated country, police-people ratio is obviously higher, and this may be the prime cause why we have to resort to community policing.

In the last quarter (September - December 2012) two courses on Community Policing were held at Police Staff College Bangladesh organized by Police Reform Programme (PRP). The first one was held



*Participants of the Training on Community Policing for Senior Officers with the Management of Police Staff College Bangladesh*

from 24 September to 26 September 2012 and the second one from 20 November to 22 November 2012. A total number of 43 Police Officers from Additional SP to ASP attended the Courses.

## Training Needs Assessment

Three-day long course organized by Police Reform Programme (PRP) titled 'Training Needs Assessment' was held in two phases during the last quarter (September - December 2012). The first phase was held from 25 September to 27 September 2012 in which 16 participants of the rank of Inspector to Addl SP from different units of Bangladesh Police participated. On 19 November 2012, 48 Officers from DMP took part in a day-long Workshop on Training Needs Assessment.



*Mr. Andre Redman, Capacity Building Specialist, Police Reform Programme, UNDP, speaking on the Inaugural Ceremony of the course on 'Training Needs Assessment'*



It is presumed that after the completion of the training, the participants will be able to:

1. Describe the basic concepts related to Training Needs Assessment (TNA)
2. Identify stakeholders for TNA for Bangladesh Police
3. Select appropriate tools for TNA and apply those for collecting data
4. Analyze data and make recommendations as TNA outputs

## Basic Computer Course

Police Staff College Bangladesh is taking regular initiatives to upgrade the qualities of its supporting staff by training them and familiarizing them with modern technologies. Basic Computer Course is one of the examples of such kind of initiatives. Twelve participants of the rank of SI, ASI, Constable and civil staff attended the course and successfully completed it. The course started on 24 July 2012 and continued up to 21 October 2012.



*Md. Shah Alam, Director (Curriculum), Police Staff College Bangladesh, addressing on the Graduation Ceremony of Basic Computer Course*

## Celebration of Victory Day

Victory Day is celebrated at Police Staff College Bangladesh with due respect patriotic fervour. On the eve of the Victory Day, the whole campus of Police Staff College Bangladesh was beautifully decorated. A program titled 'Bijoy Dibosh: Amader Protyasha o Koroniya' was held at Police Staff College Bangladesh. Mr. Md. Nazmul Haque PPM, Rector, Police Staff College Bangladesh was the Chief Guest in the programme.



*Md. Anwar Hossain Khan, Director (Research), Police Staff College Bangladesh, speaking on the Victory Day Programme*

## Transnational Organized Crime: SAARC Perspective For SAARC Police Officers

This International Course will be held at Police Staff College Bangladesh from 27 January 2012 to 14 February 2012. Participants from SAARC countries are expected to join the course.

### Course Objective:

- Combating Transnational Crimes in SAARC Region
- Sharing Knowledge and Experience in Professional Issues of Common Interest
- Maximizing SAARC Police Co-operation
- Exchanging the Best Practices of Policing



" One learned man is harder on the devil than a thousand ignorant worshipper. "  
-Prophet Muhammad (sm)

## Picnic 2012



*PSC Management with their family members*



*Drawing Competition*



*Chocolate Race*



*Special Guest, Mrs Nazmul Haque is receiving a gift from Mr. Md. Nazmul Haque PPM, Rector, Police Staff College Bangladesh*



*1st Prize for Memory-Test*



*Pillow-Passing*



## PSC MANAGEMENT

**Md. Nazmul Haque PPM**  
Rector

**Md. Matiur Rahman Sheikh**  
Director (Training)

**Md. Shah Alam**  
Director (Curriculum)

**Md. Moazzem Hussain**  
Director Admin (In-charge)

**Md. Anwar Hossain Khan**  
Director (Planning, Evaluation & Coordination)

**Kazi Muhammad Shafi Iqbal**  
Sr. Assistant Director (Curriculum & Methodology)

**Mohammad Fayezul Kabir**  
Deputy Director (Curriculum)

**Md. Farook-Ul Haque**  
Deputy Director (Research & Publication)

**Md. Zahid Hossain Bhuiyan**  
Deputy Director (Admin)

**Rawshan Sadia Afroze**  
Deputy Director (Training)

**Sarker Omar Faroque**  
Sr. Assistant Director (Staff Officer to Rector)

**S M Nazmul Haque**  
Sr Assistant Director ( Training)

**Md. Ohabul Islam Khandker**  
Sr. Assistant Director (Research & Publication)

**Muhammad Mujibul Huq**  
Sr. Assistant Director (Logistic)

**Md. Aminul Haque**  
Assistant System Analyst





An aerial view of Police Staff College Bangladesh



## **POLICE STAFF COLLEGE BANGLADESH**

Mirpur-14, Dhaka-1206

Phone: 02-8034991, 8058370, 8058315

Fax: 8058302

e-mail: [psc@psc.gov.bd](mailto:psc@psc.gov.bd)

[www.psc.gov.bd](http://www.psc.gov.bd)