

# NEWSLETTER

SEPTEMBER-DECEMBER 2014



**POLICE STAFF COLLEGE BANGLADESH**

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## Message

I am pleased with the significant progress made so far by the Police Staff College Bangladesh reflected in this issue of Newsletter, which has added newer meanings to this state-of-the-art training institute of Bangladesh.

In a word, our core activities are in providing participants with quality and timely trainings programs, being passionate in adapting ourselves to updated methodology & curriculum, maintaining institutional linkage at national and international levels. In line with that, the activities performed from September to December this year by this college ranging from conducting research to publishing journal, imparting knowledge to officers at a leadership level based on up-to-date methodology; arranging seminars, workshops to organizing public events, etc. are undoubtedly laudable. The Police Staff College Bangladesh leaves no stone unturned in inculcating, in the long run, sound professional knowledge and skills into its trainees in order to extend quality services to the marginalized people.

PSC has been creating a new horizon in effective communication in warm collaboration with academicians, intellectuals and police officers at multisectoral levels, different embassies and development partners to brighten up the image of the Bangladesh Police. This issue of Newsletter bears the symbol of the value & role it generates within, and the impacts it has on the overall policing activities in Bangladesh. In this innovative way, it has opened up a whole new vista of communication excellence for all stakeholders.

I am thankful to all faculties and staff who extended their helping hands to bring out this issue. Moreover, I would like to acknowledge and convey the sincerest of my thanks to all members of the editorial board, publishers and backstage heroes who made our journey an easy sailing. At long last, I hope we will all continue to make every possible stride from our respective positions, in the days to come focusing more and more on our sense of patriotism for the betterment of Bangladesh police.

**Fatema Begum**

Rector

Police Staff College Bangladesh

## PSC Management



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Rector



**Md. Matiur Rahman Sheikh**  
MDS  
Research, Planning and Evaluation



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**Md. Aminul Haque**  
Assistant System Analyst



**Dr. Kamrun Nahar Siddique**  
Medical Officer

## Welcome Note



**Fatema Begum**  
**Rector, Police Staff College Bangladesh**

Police Staff College Bangladesh (PSC) would like to congratulate and welcome Ms. Fatema Begum, Additional Inspector General of Bangladesh Police (Addl. IGP) on being appointed as Rector of PSC. She joined in PSC on October the 27th, 2014 as the successor of Mr. Nazmul Haque ppm who has departed on retirement. She is the first ever lady Rector at PSC and even the first ever Addl. IGP in the history of Bangladesh. Immediately before her joining, she was attached to the Police Headquarters (PHQ).

Ms. Fatema has extensive experience on policing in diversified fields including both operational and administrative jobs. She joined in Bangladesh Police on January 21, 1986 as an Assistant Superintendent of Police (ASP) making a history of being the first BCS woman Police Officer. During her ASP tenure, she served as ASP (HQ) Tangail and ASP (Circle) Khagrachari. Being promoted to Addl. SP, she worked in CMP as ADC (HQ) and in Police Telecom. After getting promoted to the Superintendent of Police, she served as SP Telecom, SP Thakurgaon, AIG (Welfare), PHQ, SS (Protection) and SS (Admin) in SB. As Addl. DIG she served as Commandant, SB Training School and Director (Investigation) in RAB. She has an experience of working as DIG (Training), PHQ and DIG in SB.

Not only having her outstanding career in the national level, Ms. Fatema also excelled in foreign commitments. During the tenure at Thakurgaon, she went to Sierra Leone in UN Peacekeeping Mission for one year and was awarded Peace Medals for her outstanding service to Mission. Her passions for knowledge prompted her to the pursuit of a foreign degree from Adelaide University, Australia on Environmental Studies under the prestigious AusAID scholarship. She has contributed to various research journals during her study in the University of Dhaka (DU), Bangladesh and Adelaide University, Australia. Besides, she visited many countries of the world including the USA, UK, France, Australia, India, Philippines, Qatar etc.

Ms. Fatema has completed her post graduation from DU in Botany. She obtained her bachelor degree from Central Women's College, Dhaka. She was born on April 14 of 1958 in Munshiganj and is married in personal life.

## EVENTS

## US Ambassador at PSC

## PSC-ICITAP collaboration



*Floral reception of HE the Ambassador Dan W. Mozena.*

On October 26, 2014, Police Staff College was honoured to receive a visit from the Ambassador of the US Embassy to Dhaka, HE Mr. Dan W. Mozena. The Ambassador was accompanied with the US Embassy New Delhi's Legal Attaché Mr. Daniel C Clegg, Dhaka's Assistant Legal Attaché Mr. Frank Heckendorn, and International Criminal Investigative Training Assistance Program (ICITAP)'s Program Coordinator Ms. Katie Stowe. This was an excellent opportunity for the Ambassador and his delegation to better understand the PSC's role as Bangladesh Police's academic institution, the structure of the college and its academic activities.

On arrival, HE Ambassador Mozena was graciously welcomed by PSC senior officials. After that, he had

a cordial meeting in the Rector's office hosted by the Rector, PSC, Ms Fatema Begum (Addl IGP). Mr. Md. Matiur Rahman Sheikh, Additional Deputy Inspector General (Addl DIG) representing PSC's Research, Planning & Evaluation wing; Mr. Md. Golam Rasul (Addl DIG) representing PSC's Training wing and Mr. Md. Feroz Al Mozahid Khan, Addl DIG (Training & Sports), PHQ attended the meeting. Rector and the PSC senior leaderships discussed increasing importance of partnerships and focused on how the college contributes to national priority through its educational, research and outreach initiatives. He was briefed on college's roles, mission and functions. Following the briefing, PSC's senior leaderships led the Ambassador on a short tour of the College and its facilities.



US Ambassador HE Dan. W. Mozena, MS Fatema Begum, Rector, PSC; Mr. Md. Golam Rasul, MDS (Training), PSC; Mr. Md. Feroz Al Mozahid Khan, Addl DIG (Training & Sports), PHQ and Mr. Daniel C. Clegg, Legal Attaché, US Embassy New Delhi were in the graduation ceremony of Major Case Management Course.

After the meeting, Ambassador Mozena, as Chief Guest, participated in the graduation ceremony of the FBI based ICITAP organized training course on 'Major Case Management Training' held at International Conference Centre (ICC), PSC. In their addresses, the Ambassador and the PSC Rector continued to talk on the importance of the partnerships and PSC's appreciating efforts in maintaining such partnership. In his speech, Mr. Mozena showed high appreciation about Bangladesh. He discussed his diplomatic strategy and informed his all around visit in Bangladesh which

covered almost all sixty four (64) districts of the country that gave a new dimension to the bilateral relationships between USA and Bangladesh. Before his speech as Chief Guest, Mr. Mozena distributed certificates to the participants of the Major Case Management Training course. His gracious presence inspired not only the participants, but also PSC in its endeavor to knowledge and wisdom. The visit concluded over a photo session with the PSC faculties and the participants.





Rector, Addl DIG from PHQ and PSC's senior leaderships accompanied Ambassador Mozena on a tour at PSC premises.



HE Ambassador Mozena in a group photo with the participants of Major Case Management Course. MS Fatema Begum, Rector, PSC; Mr. Md. Matiur Rahman Sheikh, MDS (Research, Planning & Evaluation), PSC; Mr. Md. Golam Rasul, MDS (Training), PSC; Mr. Md. Feroz Al Mozahid Khan, Addl DIG (Training & Sports), PHQ and other directing Staff of PSC were also present in that occasion.

## PHQ & PSC jointly launched an innovative workshop

### Reviewing the Key Performance Indicators (KPI) of Bangladesh Police Budget



*Mr. Abu Hasan Mohammad Tarique, Addl DIG (Finance & Budget), PHQ speaks as key note speaker in the joint workshop on 'Reviewing the Key Performance Indicators (KPI) of Bangladesh Police Budget'*

**P**olice Staff College Bangladesh (PSC) and Police Headquarters (PHQ) have launched a joint workshop on 'Reviewing the Key Performance Indicators (KPI) of Bangladesh Police Budget' to introduce a new terminology for measuring police performance which is a key factor for producing Mid-Term Budgetary Framework (MTBF). KPI, in other words, the Key Performance Indicator is a term which is very new and innovative for Bangladesh Police. It helps an organization to define and measure progress toward organization goals. PSC has stated its mission, and defined its goal already. As directed by this workshop, PSC is now looking for identifying its stakeholders and a way to measure its progress toward those goals. KPI will be those units of measurement.

It was a day long workshop conducted at the International Conference Centre (ICC) of PSC. The workshop was held on 30 December 2014. The target participants were SP and above, however ASP and Addl. SP representing some units were also present. The workshop was moderated by Mr. Abu Hasan Mohammad Tarique, Addl DIG (Finance & Budget). Officials from the rank of ASP up to Additional DIG from PSC, PHQ, DMP, SPBN, PSCB etc. have participated in this workshop.





*Mr. Md. Matiur Rahman Sheikh, MDS (RP &E) is moderating the group discussion in the workshop on 'Reviewing the Key Performance Indicators (KPI) of Bangladesh Police Budget'*

## Police-Diplomat Interface

### Young diplomats' visit at PSC

PSC was delighted to receive a visit from the participants of the 19th Specialized Diplomatic Training Course of Bangladesh Civil Service (Foreign Affairs) cadre on 11 November, 2014. Bangladesh Foreign Service Academy organized such visit to have interaction with the centre of excellence-PSC's leaderships so that the distinguished PSC faculties would share their knowledge and experiences with these future ambassadors of the country. This kind of interaction also encourages the inter-cadre coordination, which is essential to smooth functioning of the government. The diplomats' group was headed by Ms. Ishrat Jahan, Director (Training), Bangladesh Foreign Service Academy. A total of twelve (12) very new and fresh diplomats accompanied with her. The young diplomats were warmly welcomed by Ms. Kanij Fatima, Director (Training) of PSC.

PSC arranged an interactive session for the trainee

diplomats with the PSC senior faculties. After a welcome speech by Ms. Kanij Fatima, Director (Training), Mr. Md. Maniruzzaman, Director (Administration) briefed them about PSC-its vision, mission and goals. After such informative briefing, Mr. Md. Matiur Rahman Sheikh, MDS (Research, Planning & Evaluation) and Mr. Md. Golam Rasul, MDS (Training) gave presentations on their respective fields. These presentations were followed by a lively question & answer session, where all the trainee diplomats, distinguished directing faculty from Bangladesh Foreign Service Academy had the opportunity to engage with the esteemed faculties on many points of interest emerging from their presentations.

Following the briefing, Director Training led the trainee diplomats on a tour of the college and its facilities. This visit was concluded over a group photo session with the visiting diplomats and PSC faculties.



*A warm welcome to future ambassador*



*Mr. Md. Matiur Rahman Sheikh, MDS (RP &E); Mr. Md. Golam Rasul, MDS (Training); Mr. Md. Maniruzzaman, Director (Administration); Ms. Ishrat Jahan, Director (Training), Bangladesh Foreign Service Academy in an interactive session with the young diplomats.*





Mr. Md. Matiur Rahman Sheikh, MDS (RP &E) is presenting a crest to Ms. Ishrat Jahan, Director (Training), and Bangladesh Foreign Service Academy



The future ambassadors are captured in a PSC's group photo. Rector, PSC's senior faculties and other directing staff were present with them.

## 'All for one and one for all'

### PSC's move towards branding

To develop the relationship with others and its image, PSC is moving forward to its branding. PSC, as a center of excellence, needs to brand training & research so that it can be differentiated from other training organization through the use of branding strategies. PSC thinks that corporate engagement would be a crucial strategy in its branding and marketing as it takes into account the perspectives of various stakeholders associated with organizations.

With this motto, PSC starts its corporate engagement highlighting the theme, 'All for one and one for all'. In such persuasion, PSC Convention Hall Management Committee & Swift Solution jointly organized an engagement event with corporate sectors that took

place on 6 December, 2014 at PSC Dormitory Dining Hall. Rector, PSC's senior officials and all the directing staff were present in that occasion. This event has followed a formal briefing on PSC facilities and amenities, addresses by Mr. Md. Golam Rasul, MDS (Training) and an open discussion session. The lively open discussion has moderated by both Member Directing Staff (MDS) - Mr. Md. Matiur Rahman Sheikh and Mr. Md. Golam Rasul; and finally, a concluding remark was given by the Rector Ms. Fatema Begum. After that, the delegation members followed a campus tour. The event was concluded over a courtesy dinner. The speakers laid emphasis on the promotion of PSC branding, which will be a unique scope for engaging in different purposes.



*Rector, PSC acknowledging the importance of corporate sectors in branding of PSC in the event of PSC-Corporate interface.*





*Distinguished representatives from corporate sectors and the PSC faculties in the occasion of PSC-Corporate interface.*

## PUNAK at PSC Premises

### A Visit of Police Nari Kolyan Samity

PSC was privileged to receive the members of Police Nari Kolyan Samity (PUNAK). PUNAK is a welfare organization comprised of the respected spouses of BCS Police Cadre officers. As a tradition, the respected spouse of the IGP holds the position of president in this committee. As such, Mrs. Romaisa Samad held the

office of the PUNAK and presided over the meeting at PSC. Before attending the meeting, Punak members took a short tour to PSC premises, got acquainted with the history of the college and its daily activities. The meeting was followed by a cordial barbeque evening.



*The President of Police Nari Kolyan Samity (PUNAK) Ms. Romaisa Samad is in a colorful snap with other PUNAK members.*



*PUNAK's meeting is going on.*

## Reunion at PSC Convention Hall

### 24th and 25th BCS Police Batch in their Service Anniversaries

**P**SC Convention Hall arranged gala programs for the 24th and the 25th BCS Police Forum in commemorating their 9th and 8th service anniversaries in September, 2014. Mr. Hassan Mahmood Khandker bpm, ppm, ndc—the Inspector General of Bangladesh Police was present in both of the occasions as Chief Guest. His presence in the occasion inspired happiness and confidence in fellow colleagues.

Celebrating such anniversary is a kind of showing gratitude for commitment to service which boosts everyone's morale also. Taking a day for such celebration perhaps seems to be extravagant, but it

makes the event memorable as an achievement. Both of the groups made the occasions very colourful and cheerful. Profound singers Samina Nabi, Subir Nandi and famous lyricist Shafiq Tuhin performed in that occasion. Noteworthy that 24th BCS Police batch is the biggest batch ever. However, Mr. Proloy Kumar Jourder, bpm, AIG (P&R), PHQ and the President of 24th BCS Police Forum was pragmatic enough to manage such a huge batch and to make the event momentous. At the same time, President of the 25th BCS Police Forum deserved highest appreciation for the successful accomplishment of their program too. PSC senior leaderships were present as invitees in both of the occasions.



*The honourable IGP Mr. Hassan Mahmood Khandker bpm, ppm, ndc at PSC Convention Hall during the reunion program of 24th BCS Police Forum*



## TRAINING ACTIVITIES

### Police Executive Management Course (PEMC)

Core course for SP

**P**SC resigned and reintroduced the Police Executive Management Course (PEMC) for the Superintendents of Police after a long time to fulfill its core requirement on training as this course is one of its core courses. As a result, after a long time, PSC successfully conducted the program for two weeks from 19 October to 30 October 2014. The gracious presence of Mr. Hassan Mahmood Khandker bpm, ppm, ndc—the Inspector General of Bangladesh Police (IGP) as Chief Guest and Mr. Md. Moinur Rahman Chowdhury, Additional Inspector General (HRM) as Special Guest at its inaugural session made the course colourful and significant. While articulating its importance on participants' development, the IGP, in his inaugural speech, expressed his deep interest in training and advised PSC to arrange massive training programs to strengthen capacity development initiatives. Being present as Chief Guest in the closing ceremony, Ms. Fatema Begum, Rector, PSC officially closed this course. The overall course management was furnished by Mr. Md. Golam Rasul MDS (Training) as course advisor, Ms. Kanij Fatima, Director (Training) as course Director and Mr. M. A. Jalil Deputy Director (Training) as course coordinator.

#### Course Highlight:

SP's course has been re-introduced  
Initiatives of rigorous research  
Introducing APA referencing style in the term paper  
Change of the participant's evaluation system  
Presence of women leadership



*The honourable IGP, Addl IGP (HRM), and PSC senior faculties during the inauguration of PEMC*



*Ms. Shabnaaz Zahereen from UNICEF is facilitating a workshop on child protection during investigation.*

Together with Director (Curriculum), PSC, total thirteen participants in the rank of Superintendents of Police from different police units including Armed Police Battalion (APBN), Dhaka Metropolitan Police (DMP), Range Reserved Force (RRF), District Police, Criminal Investigation Department (CID), Special Branch (SB) attended this course. The purpose of this course was to make them acquainted with their roles & responsibilities in police management, crime & intelligence management, combating organized crime, using modern techniques & tools, creating good command in applying contemporary laws in investigation. Moreover, participants enriched themselves considering their knowledge and skill on best practices of financial management at different police unit levels, combating IT based crime, best human resource management and professional accountability while discharging their duties.

Not only is for the academic development, the course is also designed for the enhancement of the interpersonal and cognitive skills of the participants. In such persuasion, PSC's Research, Planning &

Evaluation wing introduced a very rigorous research based activities albeit in the same name- term paper in this course under the able leadership of the wing's commander Mr. Md. Matiur Rahman Sheikh, MDS (Research, Planning & Evaluation). This wing very strictly maintains the research requirements including proper referencing style. PSC, for the first time, fixed APA system for its official referencing style. The participants of this course were actively involved in preparing their term paper manuscripts and presented in front of the audience in the presentation sessions. Further more, in this course, this wing also developed a new style of evaluation system to assess the analytical skill of the participant. From this course, the evaluation of the participants was conducted with open source unlike the traditional without book examination system. Introducing this new evaluation system, although reduces participants' grading, however is widely accepted by the participants. That's why, PSC wants to continue this evaluation system so that the participants can broaden their thinking ability and reflect their thoughts on their day-to-day policing jobs.

PSC would like to congratulate all the participants of this course for their successful completion- Abu Naser Mohammed Khaled, CO, 4thApbn, Bogra; Barrister M. Zillur Rahman, SP, TDS, Milbarack; Md. Ekramul Habib, DC (Transport), DMP; Imtiaz Ahmed ppm, DC (Traffic-West), DMP; Mohammad Abu Sufian, SSP, CID, Dhaka; Mohammad Nazrul Hossain, Director (Curriculum), Police Staff College; Md. Rezaul Haq ppm, DC, Feni; Md. Walid Hossain, DC (Establishment & Development), DMP; Md. Nizamul Haque Mollah, SP, Bagerhat; Sultana Nazma Hossain, SSP, SB, Dhaka; Rebeka Sultana, AIG (Crime-West), PHQ; Md. Jalal Uddin Ahmed Chowdhury, AIG (Media), PHQ, and Nehar Ronjon Howlader, DC (POM), CMP, Chittagong.





The IGP, Addl. IGP (HRM), MDS (RP & E), MDS (Training) and other Directing Staff, PSC with the participants of PEMC.



Mr. Md. Mokhesur Rahman BPM (bar), Addl IGP and head of CID is conducting a session.



Water resource and climate change specialist professor Dr. Ainun Nishat is facilitating a workshop.



Mr. Monirul Islam, Jt. Commissioner (DB), DMP in a panel discussion with Mr. Monjurul Ahsan Bulbul, CEO of Boishakhi TV





*Dr. Syed Munir Khasru, Professor, IBA is conducting a session on leadership.*



*A panel discussion on pornography and cyber crime by the panelists Mr. Md. Saiful Alam, DIG (CID) and Mr. Motashim Al Razi, Digital Forensics Specialist.*



*Participants are busy in a group discussion*



*Participants are being briefed on research methodology by MDS (Research, Planning & Evaluation).*



Participants are preparing the presentation paper



MDS (Training) is giving feedback over participants' presentation.



## Police Financial Management Course (PMC)

### Core course for Additional SP

**P**olice Financial Management Course (PFMC) is another core course of PSC offered to the Additional Superintendents of Bangladesh Police. PSC is very regular in conducting this course. In the September-December tenure, two PFMCs were organized. The 23rd & 24th PFMCs were conducted from 18 August to 04 September and from 16 November 2014 to 04 December 2014, respectively. Eighteen (18) participants of the 23rd and nineteen (19) of the 24th PFMC have participated and completed the course, whereas PSC's maximum capacity is twenty two (22). In total, thirty seven (37) Additional Superintendents of Police have been graduated in this course during this tenure. Of them, only four were women (10%).

#### Course Highlight:

Two PFMCs have been accomplished  
Thirty seven Addl SsP have been graduated  
Dummy Office visit in FIMA  
Field visit in CPTU & Gazipur SP office.

#### The topics on which the course is based on are:

- Financial management issues of different Police units.
- Formulation of budget and other related topics.
- The responsibilities of Drawing & Disbursement Officer (DDO) in respect of budget, procurement, accounts and audit system.
- Public Procurement Regulation/ Act.
- Rules relating to pension, gratuity and other Govt. welfare funds.
- government audit and accounts system for different Police units
- Project planning, implementation and monitoring.
- An overview of income tax and related issues.
- Govt. audit system, audit observation and its settlement



*MS. Fatima Begum, Rector, Police Staff College Bangladesh; Mr. Matiur Rahman Sheikh, MDS (RP&E); Mr. Md. Golam Rasul, MDS (Training); Directing Staff, PSC and the Participants of 24th PFMC after its inauguration on 16 November 2014.*

The overall course management was furnished by Mr. Md. Golam Rasul MDS (Training) as course advisor, Ms. Kaniy Fatima, Director (Training) as course director and Mr. M. A. Jalil Deputy Director (Training) as course coordinator.

In the course of the training, the participants took part in various study tours designed to make a hands-on orientation on police financial management system to the participants. As such, both the group visited Financial Management Academy (FIMA), the training wing of the office of the Comptroller and Auditor General (OCAG), where there are some dummy offices

so that the participants were able to gather knowledge through observing various files, registers, reports etc. in an office environment. Similarly, the participants had a field visit. Accordingly, 23rd PFMC batch visited Central Procurement Technical Unit (CPTU) and their 24th counter parts to Gazipur SP office.



*Participants of 24th PFMC at SP Office, Gazipur*



*PFMC visit to FIMA*



*Rector and the senior faculties during the inauguration of 24th PFMC*



## Police Management Course (PMC)

### Core course for ASP/Sr. ASP

**P**olice Management Course (PMC) is the 3rd type core course of PSC among the four. PMC is offered for the Assistant/ Senior Assistant Superintendents of Police (ASP/ Sr. ASP). It is a three-week long course. In this quarter, PSC conducted three PMCs- the 27th, 28th and 29th in September, November and December respectively. In total, sixty (60) ASsP/ Sr. ASsP have been graduated in this course; of them only five (5) were women. Among the three, 28th PMC accommodated the highest number of participants (24), which even exceeded PSC's maximum capacity (22) and the 29th had the exact number of participants (22), while 27th got the lowest (only 14). However, despite having the lowest number, 27th became unique in the last entire year by throwing a gala cultural night, usually known as Rector's night. Thanks to the incumbents of this course for such initiatives. The 27th PMC was coordinated by Mr. M.A Jalil, Deputy Director (Training), 28th by Rawshan Sadia Afroze, Deputy Director (Research & Publication) and 29th by Mr. Ruhul Amin, Assistant Director (Research & Publication).

The curriculum of this course is regularly updated according to the contemporary needs. In view of that, two topics have been inserted into the 28th PMC course curriculum as per the advice from the Government. These two topics are: National Integrity Policy and Autism. These are conducted by Mr. Md. Golam Rasul, MDS (Training) and Mr. Shafiqul Islam from Rajarbag Police Hospital, respectively. Moreover, this course becomes delightful with the presence of

#### Course Highlight:

Three PMCs have been accomplished  
Sixty ASP/ Sr. ASP have been graduated  
Women participants were negligible (only 8%)

Inclusion of National Integrity Policy & Autism in the course curriculum

the high officials from Police and other government services and renowned academicians. Consequently PMC becomes resourceful with sessions conducted by Additional IGP (Administration) Mr. A K M Shahidul Haque bpm, ppm; Mr. Shah Mohammad Sanaul Hoque, PhD from Access to Information (A2I) program, Prime Minister's Office and Professor Dr. Syed Munir Khasru from IBA, University of Dhaka. PSC's aim is to make the training sessions more interactive at the same time truly effective. Hence, it encourages the inclusion of right instructor for the right topic no matter what the person would be other than the police, which not only makes the session fruitful & lively but also boosts up inter-services coordination. For example, PMC arranges training sessions to be conducted by the officials from Bangladesh Public Service Commission, Election Commission or even from Fire Services. This course has a program of field visit to the Police Liberation War Museum, Dhaka to get the young leaders realize about the sacred place of Rajarbag premise and what sacrifices had Bangladesh Police made in the liberation war of Bangladesh during 1971.



Mr. Md. Matiur Rahman Sheikh, Rector-In-Charge, Directing Staff and the Participants of 27th PMC in occasion of the inaugural ceremony.



*Ms. Fatima Begum, Rector and the Directing Staff with the 28th PMC batch after inauguration.*



*MDS (Training) in a session of Job Task Analysis.*

**After completion of this course, the participants are expected to**

- Develop a sound leadership and managerial skills to run different police units under different working environments
- Acquire a strong mental capability to face the challenges in the different arena of the profession like disaster management, public order management or even stress management.
- Aonceive the idea of ethics, accountability and transparency.
- Attain an attitudinal change in their service delivery to public
- Broaden their knowledge on good governance, human resource management.
- Extend their acquaintance with other communities.





*Participants in a brainstorming session*



*Mr. A K M Shahidul Haque bpm, ppm, Addl IGP (Admin) in a PMC session*



*Participants of 28th PMC at Police Liberation War Museum*



## SPECIALIZED COURSE

### Comprehensive Police Case Management Course (CPCM)

Specialized course for Addl SP

The Comprehensive Police Case Management course (CPCM) is a specialized course designed for the Additional Superintendents of Police, jointly organized by the PSC and CID. It is a six-week long course. In this tenure, PSC organized the 4th terms CPCM course from 19 October 2014 to 06 November 2014. The 1st, 2nd and 3rd CPCM were wholly organized at PSC. However, the 4th CPCM was divided into two parts. The first half was arranged at PSC and the rest at CID. Its specialty is that, every participant has to undergo individual case docket analysis and present before the class regarding the strengths and weaknesses of the case. Twelve Additional SsP from Police Bureau of Investigation (PBI), CID, Chittagong Metropolitan Police (CMP) and DMP took part in the course. Mr. Mohammad Fayezul Kabir, Deputy Director (Curriculum) was the course coordinator of this course. As investigation is a vital part of policing, PSC is compelled to develop the course to provide an extensive knowledge on investigation to the participants. Hence, it covers a wide-ranging subjects focusing on investigation. The areas it should cover

#### Course Highlight:

A joint course by PSC & CID  
One course has been accomplished with graduating twelve Addl SP  
Critical analysis of case docket for every individual  
Visit of police station to have real world experience

are: First Information Report (FIR); Place of occurrence (PO), Arrest, Search, Seizure; Physical and Digital Evidence; Interrogation & Interview; Matters relating to the section 164 of Criminal Code of Procedure (Cr. PC); Crime map, crime chart & card index; Crime Scene Management & Investigation Procedure; Case Diary; Admission, Confession & Dying Declaration; Forensic Science; Inquest Report; Fire and Arson Investigation; Ballistics & Fire Arms; DNA & Police Investigation; Problems relating to Supervision made by Superior Officers; Investigation on revival of cases & in-absentia trial and so on.



Participants of 4th CPCM with the PSC's senior leaderships and directing staff.



Mr. Md. Matiur Rahman Sheikh, MDS (Research, Planning & Evaluation) is addressing as Chief Guest during the inauguration of 4th CPCM. Mr. Mohammad Nazrul Hossain, Director (Curriculum) and Mr. Md. Maniruzzaman, Director (Administration) were also present in that occasion.



Rector and her two associates (MDS) in course of the certificate awarding ceremony of the 4th CPCM course.





*Mr. Tanvir Parvez, Barrister at Law in a session of 4th CPCM course*



*Mr. Mohammad Fayezul Kabir, DD (Curriculum) with the Participants of 4th CPCM course are in a field visit at Kafrul PS, DMP*

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

- Attain the knowledge on investigation related basic laws, regulations and procedures
- Understand the inter-relation among investigation, supervision and prosecution
- Have the practical knowledge by individual analysis of case docket
- Have a field experience on investigation
- Conceptualize with forensic investigation
- Broaden the knowledge on supervision of investigation



## SPECIAL COURSE

### Clarity on Functional Policing Course

#### Special course for the ASP Probationers

**C**larity on Functional Policing Course is a kind of exceptional training course, rather than the regular in-service training of PSC. This course is specially designed for the ASP probationers who just finished both Sardah's basic training and district attachment. It has some specific purposes. First is to warm welcome the very fresh ASsp to this centre of excellence, so that their first steps in policing begin with a high morale, a step of inspiration for the young chaps. Second is to get them familiarized with the present policing system in Bangladesh so that the fresh minds can envisage and plan for its future betterment. And the last but not

the least, is to motivate them to embrace ethical and moral conducts maintaining honesty, integrity and professionalism in discharging their duties. With this aim, this course is designed with the sessions of high profile personnel ranging from government officials, intellectuals, academicians etc. For example, in this 4th batch, a session was conducted by Mr. H T Imam, Political Advisor to the Honorable prime Minister.

With this fourth course, the Clarity on Functional Policing course is concluded for now. The next course of this type will be opened upon the official welcome of the next BCS (Police) Batch.



*Last batch of the Clarity on Functional Policing Course for this year*

## Courses conducted with partnership

### Partnership with PRP, ATA, ICITAP & UNICEF

**N**ot only with sole production, PSC also conducted courses in collaboration with national and international development partners, e .g. Police Reform Programme (PRP) from UNDP, both Anti-Terrorism Assistance Program (ATA) from US Department of State and

International Criminal Investigative Training Assistance Program (ICITAP) from US Department of Justice through the liaison of US Embassy and UNICEF etc. It is a regular phenomenon of PSC. In this tenure, PSC went for joint courses of four (4) with PRP, three (3) with ATA, one (1) with ICITAP and two (2) with UNICEF.

## PSC partnership with PRP

### Focus on trainer development and quality investigation

**P**RP conducted several types of courses namely, Training of Trainers course and Interview and Interrogation course. These are very short in duration courses, only three-day long. The training sessions are

facilitated by local instructors, primarily from Police. 56 participants from the Interview & Interrogation Course and 18 from the ToT course have been awarded certificates.

## Special Training of Trainers Course (ToT)

**I**n this tenure, PSC & PRP jointly organized one special ToT course from 31 August to 04 September 2014. A total of 18 participants of the rank of ASP and Addl. SP attended this course. This course mainly focused on the police trainers who work on different police training institute. Its aim is to enhance their training

skill so that they can methodically and efficiently deliver their knowledge to the trainees. Usually, PRP courses are hosted by Mr. Md. Zahid Hossain Bhuiyan, Deputy Director (Administration). Mr. Andre Redman, Capacity Building Specialist, PRP was present in one of its graduation ceremonies.



*Mr. Md. Matiur Rahman Sheikh, MDS (Research, Planning and Evaluation), PSC, the Directing Staff, Instructors and Guests from Police Reform Program (PRP), UNDP, Dhaka standing in a photo session after inauguration of ToT Course.*





*Certificate awarding ceremony of special ToT course*

## Interview and Interrogation course:

Interviewing and Interrogation is the process by which an officer seeks, obtains and evaluates information given by persons having personal knowledge of events or circumstances of a crime. However, it is not an easy process, rather is a daunting task. Moreover, ambiguity is there between the terms of interview and interrogation. Are they similar in police investigation, or different? If so, how they should be managed? Keeping these in mind, PRP arranges another specialized course for the officers involved in police investigation

to enhance their investigation skill and to make them understand what the basic difference between interrogation and interview are and what should be the standard techniques for effective investigation. It is a three-day long course conducted one each in every month of this tenure: September, October and November. The participants were in the rank of Sub-Inspector and Inspector. These three training courses awarded certificates to a total fifty six (56) participants on their successful accomplishments.



*Inaugural ceremony of Interview of Interrogation course.*



*Mr. Md. Zahid Hossain Bhuiyan, Deputy Director (Administration) is anchoring the interview and interrogation course.*

## PSC collaboration with US Embassy

- Major focus on instructor development, quality management of major case and fraudulent document recognition
- Instructors from ATA and FBI

**U**S Embassy has conducted a number of courses at PSC for the capacity building of Bangladesh Police officials in the arena of terrorism, transnational crime, human rights, corruption etc. In doing so, ATA is specific to counterterrorism and related phenomena while ICITAP possesses a comprehensive range of public safety related issues including terrorism, human rights, corruption, transnational crime and other national security related major crimes.

Similar to PRP, US Embassy sponsored courses are also conducted at PSC in a regular basis. However, unlike to PRP, these courses are facilitated by foreign instructors, and hence, there is a provision of language assistance for clear understanding of this course. Moreover, these courses are a bit longer than the PRP, usually ten (10) working days. In Sept-Dec. tenure, US Embassy, Dhaka organized three different types of courses. A total sixty one (61) participants from police and military have been awarded certificates after successful completion of their respective courses.

## ATA conducted courses

**T**wo (2) ATA courses have been accomplished within Sept-Dec. tenure, one was Fraudulent Document Recognition-TTT course and the other one Instructor Development Course (IDA) both in September. Both are of two-week long course with participants of

varying ranks ranging from Sub-Inspector to Addl. Superintendent of Police. Moreover in IDA course, officers from Special Security Force (SSF) in the rank of Major attended. A total of thirty four (34) participants have been awarded certificates after their successful completion.



## Fraudulent Document Recognition Course- TTT



*ATA facilitator in a course*



*Mr. Daniel J Wilhelm Regional Security Officer (RSO), US Embassy Dhaka in a cordial meeting with the PSC management.*



*Mr. Daniel J Wilhelm Regional Security Officer (RSO), US Embassy Dhaka is addressing during the graduation ceremony of TTT course.*

It is designed to develop the skills to recognize characteristics of altered or counterfeit or other fraudulent travel documents. Mr. Daniel J. Wilhelm,

Regional Security Officer (RSO), US Embassy Dhaka was present in the graduation ceremony. Total seventeen (17) participants were graduated from this course.

#### Course contents:

- Understanding Principles and Enhancing Skills
- Preparation Skills and Practice Presentations
- Detecting Fraudulent Travel Documents
- Meeting the Traveler
- Examining Travel Documents
- Document Examination Tools
- Fraudulent Use of Travel Documents
- Current Trends
- Human Rights and Community Engagement

## Instructor Development Course

The very aim of this training is to make the participants confident in delivering and facilitating training sessions. The participants are taught on adult education, conceptualized with the difference between

education and training, prepared to develop lesson plan, acquainted with different training methods & methodology. Besides, the participants had to undergo individual teaching practice session in a class room environment.



The instructors were Mr. Richard Wallace, Mr. Robert Muehlenhort and Mr. Scott Delong. A total seventeen (17) participants were graduated from this course in the rank of Sub-Inspector, Inspector, ASP/Sr. ASP, Addl. SP, Assistant Director (AD) and Major. Among the participants, only two (2) were women. The participants' units were one (1) from Border Guard Training Center Bangladesh, one (1) from Traffic and

Driving School (TDS) Dhaka, four (4) from CID, two (2) from PSC, one (1) from Special Security Force (SSF), two (2) from SB, one (1) from PBI, one (1) from DMP, one (1) from Bangladesh Police Academy Sardah, two (2) from PTC Khulna & Tangail each and one (1) from Fire Services and Civil Defense. Women's participation was very insignificant.



ATA instructor in IDC course

## ICITAP Headed Courses

ICITAP had arranged one course titled 'Major Case Management Training' in October. Similar to ATA courses, ICITAP courses are also two-week long; however, participants are from the command levels, such as ASP,

Additional SP, SP or even Deputy Inspector General (DIG) from Bangladesh Police and the counterparts from Bangladesh Army or other government organizations.

## Major Case Management Training Course

PSC and ICITAP jointly organized 'Major Case Management Training Course' during 18 October - 28 October 2014. This course is designed for command-level officers and managers from law enforcement, civil defense, emergency management, fire, emergency medical and rescue, public health, and other locally identified public safety entities and government administrative personnel whose duties and responsibilities are vital during critical incident management, policy development, planning, and program evaluation. The training sessions were conducted by foreign instructors: Mr. Rolland Avedician Jr., Mr. Matteo Valles Jr. and Mr. Michael B. Hood. The course is a two-week course focusing on transnational investigative techniques, the enterprise theory of investigation, forensic evidence collection, crime scene management, post bomb blast investigation,

introduction to bomb crime scene processing, interview and interrogation, report preparation, financial crimes investigations, terrorism financing and money laundering and country case consultation. It is designed with a wide range of practical exercises which made it interactive and interesting. In this course, a total of twenty seven (27) participants of the rank of ASP, Addl. SP and Major attended the course, of them only two were women. Among the participants, nine (9) were from Dhaka Metropolitan Police (DMP), seven (7) from Police Bureau of Investigation (PBI), four (4) from Criminal Investigation Department (CID), five (5) from Special Branch (SB), and two (2) were from Rapid Action Battalion (RAB). As a whole, ten (10) were Addl SP, while one was Major and the rest were ASsP/Sr. ASsP. It is highlighted that DMP's participation was the highest among other units, the lowest was from RAB. On the all the hand, women participation was very negligible.

In this term, Major Case Management Training was highlighted enough with the gracious presence of Mr. David Meale, Deputy Chief of Mission and His Excellency Mr. Dan W Mozena the Ambassador, Embassy of the United States of America, Dhaka both as Chief Guest in its inaugural and closing ceremony respectively. Other representatives present in the closing ceremony were

Mr. Daniel C Clegg, Legal Attache, US Embassy, New Delhi, Mr. Frank Heckendorn, Assistant Legal Attache, US Embassy and Ms. Katie Stowe, Program Coordinator, Department of Justice, ICITAP. Mr. Md. Feroz Al Muzahid Khan, Additional DIG (training & Sport), PHQ was present as the representative from Police Headquarters.



*Mr. David Meale, Deputy Chief of Mission in the opening of the 'Major Case Management Course'*



*FBI facilitator in a training session.*





*Mr. Andre Redman, Capacity Building Specialist, PRP, UNDP is conducting a session in Interview and Interrogation Course*

### Training in partnership with UNICEF

In this term, PSC & UNICEF jointly organized a ToT course on Child Friendly Interview Skill. Two of this course have been conducted, one for Bangladesh Police and another for Border Guard Bangladesh (BGB) and Bangladesh Coast Guard. Its main objective is to enhance the investigation skill for the incumbents who are involved in combating human trafficking.

### Training of Trainers (TOT) Course on Child Friendly Interview Skill (CFIS)

Police Staff College Bangladesh organized 'TOT Course on Child Friendly Interview Skill' in two batches from 25 - 29 November 2014, and from 01 to 05 December 2014. In total 40 participants from Bangladesh Police, Border Guard Bangladesh (BGB) and Bangladesh Coast Guard attended the training. Ms. Ayesha Sinha was the facilitator of this course.



*Participants from Border Guard Bangladesh in a PSC-UNICEF joint training.*

## TRAINING HIGHLIGHTS



*Dr. Borhan Uddin Khan, Professor, Department of Law, University of Dhaka in a session on Human rights issue.*



*Mr. Md. Nazmul Haque ppm, Former Rector, PSC in a session on stress management.*



*Ms. Jesmin Tuli, Jt Secretary, Election Commission is conducting a session on election and electoral process.*





*Dr. Abul Kashem Mozumder, Member, Bangladesh Public Service Commission is discussing on good governance*



*A speaker from Fire Service and Civil Defence – Major AKM Shakil Newyaz speaks on disaster management.*



*Participants in a field demonstration, a session facilitated by Mr. Md. Abdul Jalil, Addl Police Commissioner (Admin & Finance), DMP.*



Mr. Md. Shah Alam, Addl DIG, CID is in a session on digitalization on Bangladesh Police.



Dr. Hasan-UI Haider, Addl DIG, APBNs (HQ) in a session on Police Accountability and related phenomena.



Mr. Md. Alamgir Alam, Addl DIG, PHQ in a session on government service conduct rules and related things.



Mr. Md. Maniruzzaman, Director (Administration) in a training session



## ACTIVITIES OF RESEARCH PLANNING & EVALUATION (RP & E) WING

**P**SC has a separate research wing which was introduced two years ago. It has some dedicated officers to pursue its research activities. Among them, Mr. Md. Matiur Rahman Sheikh, MDS (Research, Planning and Evaluation) can be considered as the cornerstone of this wing. He is followed by very devoted police personnel Mr. Mohammad Shahjahan ppm, Director in-Charge (Research, Planning and Evaluation), an appropriate second-in command of him. These leaderships are assisted by a dedicated research team.

PSC has done some significant contribution to its endeavor for excellence under the able leadership of Mr. Matiur. The remarkable achievements are:

### Research Highlight:

PSC Journal, October 2014 has been published  
Publication of Newsletter Sept-Dec issue  
Four research projects are in progress.

administering research projects on policing issues and publishing the outcome; a regular publication of PSC journal, Newsletter and Annual Report; press release of important events and so on. With these research findings, the planning section of this wing provides new ideas and concepts for strengthening training activities and increasing its effectiveness.

In this continuation, PSC's RP & E wing published its October 2014 journal in a regular manner. In this volume, total seven (7) articles have come out successfully with the issues on quality investigation, dynamic of policing, dynamics of urban crimes in dhaka, victimization of garments workers, problems associated with criminal investigation and macroeconomics.

### Planning & Evaluation Highlight:

Critical analysis has been introduced in the participant's evaluation system.  
APA referencing system has been fixed as formal referencing style.  
The total marks have been rearranged in the grading system.

Similarly, this wing accomplishes all evaluation tasks of the training courses and oversees the term paper works of the participants. The wing introduced a new style of evaluation system for the participants, started from PEMC course. The participants are now evaluated on the basis of their critical thinking ability on some specific issues using open source information. Besides the individual critical analysis, term paper manuscript and its presentation are another important part of evaluation system. PSC's Research, Planning & Evaluation wing is responsible to supervise this part of training. This wing makes a continuous research on selecting term paper and rigorously maintains the training requirement of developing the cognitive skill

of the participants. Correspondingly, PSC pays special attention to term paper construction and referencing style. That's why, the allocated marks for this assignment are increased and APA referencing style has been introduced and maintained very rigorously. The total marks for the evaluation is re-allocated to be fit the above fashion. Participants' critical thinking ability is considered as the top-level evaluation indicator (60%), followed by term paper (30%) and at the bottom level is class performance (10%).

At this time, the following research projects have been undergoing under the supervision of MDS (RP&E).



*Rector and the directing staff of PSC with the participants from Bangladesh Police in a PSC-UNICEF joint training program.*

## Research Project 1:

**Exposure of Illegal Firearms' and Potential Threats in National Security:** An Assessment.

**The prime researcher:** Mr. Prakash Chandra Roy

**Synopsis:** Illegal firearms are extremely lethal weapon to spread panic, malice and fear of crime in a society. A very densely populated country like Bangladesh has greater impact of a crime occurred by firearms. Here, firearms not only can injure a greater number of people from the single criminal act but also can traumatize many more. There are a number of arms recovery cases handled by Bangladesh Police and Rapid Action Battalion (RAB) which points out the significant existence of illegal firearms in Bangladesh. There is also an upward trend in crimes associated with firearms, observed in the crime statistics. The research is based on mixed methods which aims to analyze the nature and extent of illegal firearms' involvement in crime and violence in Bangladesh and intended to anticipate the future trends accounting for Bangladesh for its recent socio-economic changes.

**Research Progress:** The details Inception plan has been developed, literature review has been accomplished, research tools have been finalized and questionnaire & check have been produced.

The research outcome is expected to reveal at the end of this financial year.

## Research Project 2:

**Understanding Police Investigation and Operation in Bangladesh:** A Base Line Survey (Phase II)

**Main Researcher:** Mr. Towhidul Alam Chowdhury

**Synopsis:** Investigation is essential to in ensuring criminal justice. Still now in Bangladesh, many law enforcing agents have the authority to conduct investigation. However, the performance of those organizations does not meet the public demand. It is obvious that police is entrusted in investigation as per Criminal Procedure Code. The present study is the Phase II of the Baseline Survey earlier conducted by the Agenda for Culture and Society (ACS). Limitation is that, ACS was unable to include all PBI PSs due to budget constraints. The study is a cross-sectional one and relevant quantitative and qualitative data will be collected from both primary and secondary sources. The study will try to establish a database in addition to the earlier which would be used by the PBI to address the issues relating to police investigation and operation more specifically emphasizing the loop holes regarding FIR, limitations of investigation, causes of acquittal, type of cases and situation of major case management including schedule cases of PBI.

**Research Progress:** Research design has been developed, literature review has been accomplished, research tools such as questionnaire & check list have been finalized and a pilot survey is in progress.

The expected date of completion is at the end of this financial year.



### Research Project 3:

**Pattern of Service Delivery System in Police Station:** Urban and Rural Perspectives PSC

**Main Researcher:** Mr. Towhidul Alam Chowdhury

**Synopsis:** The police provide vital services to individual members of the public as well as to society as a whole. Many of us depend on them for information and advice and for help when we are victims of crime; and in turn the police depend heavily on the active support of the general public in the fight against crime. The police service must routinely consider 'what best looks like' from the individual citizen's viewpoint and aim to meet and exceed that standard. But in Bangladesh, most of the people always claim that they are not getting better services from police whereas police stated that they constantly try their best to serve the people though they have different types of limitations. In this research, both methodological triangulation (quantitative and qualitative) and data triangulation (primary and secondary source) methods will be used. The research is based on triangulation of Survey, KII and FGD. Moreover, secondary review will be carried out for the enhancement of the study.

**Research Progress:** Research design has been developed, literature review has been accomplished, theoretical framework has been prepared, research tools such as questionnaire & check list have been finalized.

The expected date of completion is at the end of this financial year.

### Research Project 4:

**Stakeholder's expectation: challenges and potentialities of tourist police (a study on Cox's Bazar and other tourist place).**

**Main Researcher:** Mr. Mujib Ahmmad Patwary

**Synopsis:** Tourism offers immense potentiality for employment generation, poverty alleviation and maintaining ecological balance. Although Bangladesh Tourism Industry has a very high potentiality, there are some challenges hindering the proper utilization of such potential opportunities. The most challenging factor is the lacking of ensuring the security of the visitors. Tourist police is a new introduction to Bangladesh considering such weaknesses. The study is mainly the dynamics of tourist police and its expected outcome.

**This study had the following research question:**

- What are the expectations of the tourist stakeholders from the tourist police?
- What type of security measures have been ensured by them and how the effective security can be provided?
- What are the strength and weakness of them?
- What types of underlying potentialities are in the newer unit of Bangladesh police
- What types of challenges are faced by this unit and how to solve these?

**Research Progress:** Research design has been developed, literature review has been accomplished, theoretical framework has been grounded, finalizing of research tools such as questionnaire & check list is in progress.

The expected date of completion is at the end of this financial year.

## DEVELOPMENT ACTIVITIES

### Vertical Extension of Administrative Building:

Administration building expansion work is going on in order to accommodate Vice Rector's Office, a conference room with a capacity of 150 seats and a big library. Besides, a well-facilitated Mock test room is being constructed for simulation and other training purposes. About 80% of the construction work has been completed which is financed by the Government of Bangladesh. Hopefully, this project will be completed by the financial year 2014-2015.

### Vertical Extension of Dormitory Building:

The expansion work of third floor of the dormitory building is in progress. After completion, this floor will be able to provide twenty six (26) more rooms for the trainees which will, hopefully, be finished by the end of 2014-2015 financial year. This project is also financed by the Government of Bangladesh.

### Future development proposals:

**PSC has some future strategies in accordance with its master plan. The future development projects of this college include:**

- Establishment of Rector's/Vice Rector's Bungalow
- Establishing Academic Building According to the PSC New Master Plan
- Establishing Multistoried Housing for the Officers at all level
- Barrack Establishment for the Forces/Guards
- Building of Mosque

## MISCELLANEOUS ACTIVITIES

### English Language Course

#### A capacity building initiative of PSC

The 'English Language Course' as an initiative of PSC for the capacity building of its directing staff was finished in October. It was started at PSC from 24 June 2014 and continued upto 03 (Three) months. This course organized by Genius Bangladesh. All Directing Staff of Police Staff College Bangladesh took part in the course. The course stressed on the phonetics of English speech so that the participants be able to grasp the orthodox sounds of the English words and can speak fluently using proper pronunciation.

### Monthly Welfare Meeting

PSC tries to arrange Monthly Welfare Meeting in a regular fashion. In this quarter, PSC could arrange only one Welfare Meeting, held on 9 September 2014. Mr. Md. Matiur Rahman Sheikh, MDS (RP & E) and Mr. Md. Golam Rasul, MDS (Training) were present to address the welfare issues of the staff raised from that meeting. The meeting was presided over by Mr. Md. Maniruzzaman, Director (Administration).





*PSC staff in the lecture gallery during monthly welfare meeting*

### Farewell program of Addl SP Rakib and ASP Ashraf

PSC arranged farewell program to Mr. Muhd. Abdur Rakib, Addl SP, served as DD (Research & Publication) and Mr. Md. Ashraful Karim, ASP, served as AD (Admin) and Staff Officer to Rector acknowledging their time and support during their tenures at PSC. Mr. Rakib joined as Addl SP in Jhalkathi District and Mr. Ashraf in DMP. All directing staff were present in both the occasion and appreciated their contribution to PSC.



*Rakib's Farewell.*



*Ashraf's farewell.*

## Eid Re-union



*The PSC staff are in a cheerful mood during Eid reunion program.*

## Sr. ASP Mahrufa under Medical Treatment

Ms. Mahrufa Hossain, Sr. AD (Training-Advance Course) is suffering from a rare and complicated disease-brain tumor. She admitted to Singapore General Hospital for medical treatment in November. PSC arranged a Doa Mahfil seeking her quick recovery. The doa mahfil was held after asar prayer on mid-November in the PSC mosque. A munajat was offered seeking divine blessings for early recovery of Mahrufa. PSC's senior faculties and directing staff attended the mahfil.



*Sr. ASP Mahrufa in a training session.*

## Welcoming new staff

PSC is pleased to welcome the following members who joined in the September-December tenure as directing Staff. PSC offers and ensures them a great team of co-workers and does believe that they will show their utmost interest and sincerity towards its endeavour for excellence.



Please have a look at the short biographies of those newly joined directing staff:



**Rawshan Sadia Afroze** joined on 2 September 2014 as Addl SP. She got her assignment as Deputy Director (Research & Publication) with additional charge of Deputy Director (Planning, Evaluation & Coordination). Before her joining to PSC, she went for a higher study in Australia with the prestigious Australian Development Scholarship (ADS) awarded by Australian Agency for International Development (AusAID). She was conferred the Master degree on 'Policing, Intelligence & Counter Terrorism with the Degree of Master of International Security Studies' from Macquarie University, Sydney, Australia in 2014. She is not a new member of PSC, rather she served PSC from her first appointment to Bangladesh Police, just after the probation period, and up to her departure to Australia in the capacities of Sr./Asst. Director (Training) and Deputy Director (Training). She is from 24th BCS Police Batch. She replaced Muhd. Abdur Rakib (Addl SP) from 25th Batch.



**Md. Ruhul Amin** has joined on the 4th September, 2014 as the Assistant Director (Research & Publication), the first posting after completion of his probation period. After joining to Bangladesh Police on 15 January 2013, he has done his basic training from Bangladesh Police Academy (BPA), Sardah and completed his district attachment at Chapainawabganj district. Academically, he did his Master of Pharmacy (M.Pharm) degree, and then Post Graduate Diploma on International Relation (PGDIR), both from the University of Dhaka.



**Md. Shahinul Islam Fakir** has joined on 25 September 2014. He got his assignment as Assistant Director (Administration) with additional charge of Assistant Director (Logistics and Estate). He is from 31st BCS (Police) Batch. After completion of probation period from BPA Sardah and Sherpur District, he joined PSC as his first posting. He has completed his BSc (Engg) in Computer Science and Engineering (2005) and MBA with Marketing Major (2007), both from the Military Institute of Science and Technology (MIST) under the University of Dhaka.



**SM. Raju Ahamed** has joined on 9 October, 2014. He belongs to the 31st BCS Police Batch. After having basic training in BPA, Sardah, his district attachment was at Madaripur district. In PSC, he is serving as Assistant Director (Staff Officer to Rector). He obtained his BA (Hons) and MA degree in English Literature from Govt. B.L. College, Khulna under National University.



Md. Tareq Jubayer, the most recent addition to PSC, belonging to 28th BCS police batch joined on 16 November 2014 as an Assistant Director (Curriculum and Methodology). Before his joining to PSC, he served as an acting company commander, crime prevention special company, RAB-6, Khulna. Academically, he obtained his Master degree on Development Studies, specialization on Women, Gender and Development from Institute of Social Studies (ISS) under Erasmus University, Holland in 2007. He has done his second Masters in Police Science from Bangladesh Police Academy, Sardah, under Rajshshai University in 2011.

### Upcoming Events:

For the next Newsletter, the upcoming important events are:

**PSC Picnic 2015**  
**Police Week Dinner**  
**SAARC International Course**



*PSC offers a gender-sensitive working environment.*



*US Army at PSC premises: PSC's initiative of collaborative efforts.*



*We belong to one Police Family- PSC's team building effort.*





Police Staff College (PSC) Bangladesh headed forward its formal journey in 2000 with a vision 'To Maximize Human Welfare through Quality Policing'. In 1998, it was initiated by police policy group and within a few years, in 2002, it has been being governed by a Board of Governors chaired by the Honorable Home Minister. The Rector is the chief executive of the institution.

Police Staff College conducts the courses for the participants, in particular police officers, to raise awareness about new ideas, thinking, perception, insight and vision to respond to changing needs of the society. The institute endeavors to provide wisdom to the participants to improve managerial capability, operational performance, commanding skill and ability to identify root cause(s) of problems with package prescription for solution in the context of national and international scenario.

PSC works for the professional improvement of the senior police officers and executives from other security and law enforcing agencies under the umbrella of Ministry of Home Affairs. It provides quality training to the trainees with the help of a group of resource people in and/or out of police, including university academicians, scholars, lawyers, bureaucrats, justice and officers from Armed Forces.

The college always emphasizes conducting quality research on contemporary issues in policing and national development. Police Staff College will work with the aim to establishing the college not only as 'Endeavour for Excellence' but also as a regional 'think tank' for Bangladesh Police as well as SAARC region.

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