

NEWSLETTER

May - Aug 2015

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Rawshan Sadia Afroze-Bangladesh



CLOSE X

I studied a double masters course on policing, intelligence and counter terrorism (PICT) with international security studies at [Macquarie University](#). It was an exclusive and unique course, hardly ever found in Australia or anywhere in the world. As a police officer in Bangladesh, this course greatly enhanced my professional competence and critical thinking ability.

The PICT courses are extraordinarily fascinating because most of them are based on real-world experiences. I was thrilled to learn about West African and Syrian issues of insurgencies. Sometimes I would become excited with the theory on Asian values or the clash of civilization. I occasionally got bored but felt energized again with the critical analysis of Australia's National Security Strategies 2013.

My teachers were simply outstanding. For example, I took courses in Insurgency and International Security Studies and was spellbound by those lectures, even if those are theory-based classes. I still miss the lectures of Dr. Julian Droogan and Mr. Vince Williams for their outstanding styles of delivery. The teachers were cordial, friendly and supportive. I had a compulsory course: Security II during my third semester. While it was very hard for me initially I scored a HD in my last assignment. This was certainly because of the excellent mentorship and guidance of the teacher of that course.



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Message

I have the pleasure of sharing with you the second edition of our newsletter for 2015. Like the last issue, this issue also focuses on the achievement of our staff. This time we present the splendid achievement of Rawshan Sadia Afroze, Deputy Director (Planning, Evaluation & Coordination) in the international arena which also increases the fame of Police Staff College (PSC) across the world.

Correspondingly, this is a time for tremendous achievement of PSC. The IGP's visit to PSC was the landmark event in PSC's history, since a number of significant decisions came out from his meeting, such as: introduction of mandatory training course for mid-level police executives, commencement of professional masters course from the next academic year (2016-17) and offer of foreign training for the top three participants in recognition of their training excellence at PSC. Similarly, the publication of PSC's Annual Report 2014 in completely different mode is another milestone for PSC. In this report, PSC prefers to introduce its performance analysis, identifies challenges and sets out its future planning aligned with its mission. In such endeavour, RP&E Wing's relentless effort is highly commendable. In other side, the first ever Interpol sponsored course was highly significant amongst the partnership courses because it offered the certificate course for the participants. Combating tiger crimes seem to be more prominent topic for training in this tenure. Interpol and US embassy both arranged their programs with utmost interest. In this term, US Embassy has contributed to a substantial growth on PSC's partnership trainings. The completion of eleven courses in just four months is certainly a significant contribution. Furthermore, I am happy that PSC has conducted its every core course very successfully in this period and PSC's Training Wing deserves the appreciation for that. They are working relentlessly for the continual development of PSC's course curricula and course design. Likewise, the progression of PSC's infrastructure development is highly satisfactory. Furthermore, PSC staff's participation in BPWN's regional networking is a step forward towards gender-sensitive policing. This edition of PSC Newsletter gives you details of these and other issues and developments which would lead to make 2015 a successful and dynamic year.

Finally, I would like to acknowledge the efforts of all the staff that make our work at PSC possible. I have received constant support from all the dedicated colleagues of PSC, in particular devoted staff of RP&E Wing and its prudent head Mr. Matiur in publishing this newsletter. I would like to thank you all for hours of untiring work you have put into advancing our efforts.

I look forward to seeing what the future brings for PSC.

Fatema Begum

Rector

Police Staff College Bangladesh



Fatema Begum
Rector



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



Md. Golam Rasul
MDS, Training



Mohammad Nazrul Hossain
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Director, Research, Planning and Evaluation



Dr. Md. Al-Mamunul Ansary
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SM. Raju Ahamed

Assistant Director, Staff Officer to Rector



Md. Ruhul Amin

Assistant Director, Research & Publication



Md. Shahinul Islam Fakir

Assistant Director, Logistics & Estate



Dr. Kamrun Nahar

Medical Officer



Md. Aminul Haque

Assistant System Analyst



Abdul Alim Sarder

Deputy Asst. Director, Admin



Md. Akhtarul Haque Sheikh

Deputy Asst. Director, Logistics

Major Events:

IGP in his Courtesy Visit at PSC Eagerness on Academic Excellence



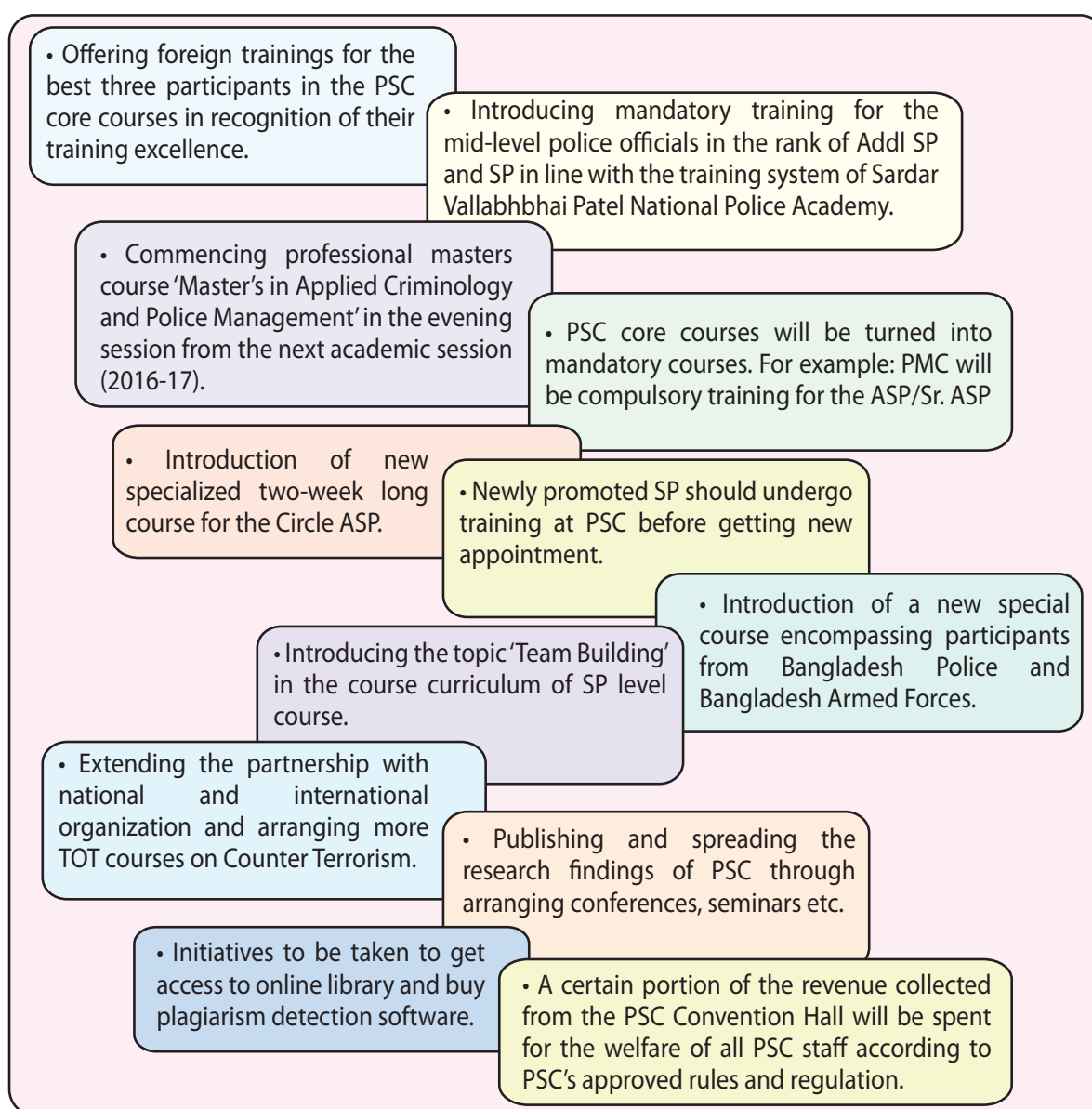
The IGP with the delegations from PHQ in a cordial meeting with PSC faculties

On August 10, 2015, Police Staff College was honoured to receive a gracious courtesy visit from the honourable Inspector General of Bangladesh Police Mr. AKM Shahidul Hoque bpm, ppm. The IGP was accompanied with a bunch of dignitaries from the Police Headquarters such as Mr. Md. Moinur Rahman Chowdhury, Addl IGP (HR&P), Mr. Md. Atiqul Islam bpm (bar), ppm, DIG (HR), Mr. Md. Feroz Al Mozahid Khan, Addl DIG (Training & Sports), and Mr. Abu Hasan Muhammad Tarique, Addl DIG (Finance & Budget). This was an excellent and encouraging effort made by the IGP and his delegation to visit PSC. This indeed signifies the eagerness, compassion and empathy of IGP towards police training and research which inspired PSC to work coherently align with its strategic vision. This visit has given opportunity for the IGP and his delegations to better understand the PSC's present activities, its role as Bangladesh Police's academic institution as well as its future challenges and planning outlook to way forward. Rector greatly appreciated IGP and his delegation to have their precious visit at PSC and urged IGP's continual support, heartfelt inspiration and pragmatic directions to PSC in its endeavour towards excellence.

On arrival, the IGP and his delegations were graciously welcomed by the Rector and PSC senior officials. After that, they had a long and cordial meeting in the Rector's Conference Room. The faculties from the rank of DD to upwards were present in the meeting.

In the Rector's Conference Room, the Rector formally welcomed everyone to the meeting and thanked the attendees for coming. Then she asked the respective officials to present before the meeting about the activities of PSC's administration, training and research related works and to articulate its on-going challenges. Accordingly, Mr. Md. Matiur Rahman Sheikh, Additional Deputy Inspector General (Addl DIG) and head of PSC's Research, Planning & Evaluation wing; Mr. Md. Golam Rasul (Addl DIG) and head of PSC's Training wing and Mr. Md. Iqbal Hossain, Director (Administration) presented the Wing-wise activities of PSC. Apart from this, Mr. Md. Shahjahan, ppm, Director (RP&E) and the CEO of PSC Convention Hall gave a brief of its ongoing activities. As the meeting progressed, the attendees followed the agenda and gave their feedbacks on necessary areas of concern. A number of important decisions came out through this meeting which can be considered as the milestones of PSC history.

These are some important decisions came-up from the meeting:



Release of PSC's Annual Report 2014

It is indeed a great pleasure that PSC's RP&E Wing has successfully released PSC's Annual Report 2014 in its scheduled time, i.e. in this tenure. As a part of its legal mandate, PSC has been regular in publishing its annual report since 2013, just after PSC's Research, Planning and Evaluation Wing (RP & E) started its journey with full responsibility.

It is an outstanding and highly commendable work done by the Head of RP&E Wing with his supporting staff. PSC would greatly acknowledge this effort and contribution and hope that this fashion would continue further.



Content Highlights of PSC Annual Report 2014



PSC Annual Report Articulates PSC's Major Achievements in 2014

- **Increase of training hours by 48%**
- **A slight increase of participants' enrolment**
- **Women participation remains more or less steady**
- **PSC's achievement in quality training, academic effectiveness and physical effectiveness is above 80%**
- **5% increase of PSC's achieved training hour compared to targeted one**
- **PSC's Individual outcome was almost twice as much as its outcome with partnership.**
- **100% achievement on conducting research, planning and evaluation activities.**

PSC has made a significant impact in 2014 on Bangladesh Police by means of human resource development and policy recommendations through its innovative and cognitive approaches.

Last year, PSC developed an orientation course for newly promoted Superintendent of Police (SP) considering the need of academic leadership knowledge. It redeveloped and reintroduced the course for SPs named Police Executive Management Course (PEMC) after almost five years. Moreover, it continued to conduct SAARC training course successfully, encompassing superintendents from SAARC member countries for the second consecutive year.

It is worthwhile to mention the inclusion of the new topics like public service innovations, autism, vehicle and fuel management, national integrity policy and a range of topics on budget and project management in its core courses.

Similarly, RP&E wing has accomplished four research projects last year with its tireless efforts, the other four are in progress.

PSC refined its evaluation system in 2014 for the participants and focused more on cognitive development, where exercising participants' critical thinking ability was encouraged.

In addition, substantial progress has been made in vertical extension of both the academic and the dormitory building of this college.

PSC has continued to expand its strategic partnership both at home and abroad with its stakeholders, such as National Human Rights Commission, Asia Foundation, Bangladesh Environmental Association, US embassy, Denmark Government, PRP, ICPVTR and UNICEF.



View of the PSC swimming pool

International Trainings Focus on Tiger Trafficking

Interpol and US Embassy pledge to help Bangladesh to fight against tiger crimes

The development partners and international law enforcing agency are now much more concerned on tiger trafficking. Because, it is very much frustrating that the world's precious and endangered species – the tigers are under threat to illegal smuggling and extinction. If we lose such emblematic species like the tiger, mankind will be acknowledging that it is prepared to lose any animal on the planet. This must not be allowed to happen. By our actions, we must show that we have the capacity, the ability and the commitment to protect other species living on this planet.

Further, the tiger crime has many aspects. It concerns transnational organized crime, high profits, widespread corruption, money laundering, fraud, counterfeiting and violence. So this tiger crime is a serious international problem with the detrimental impact on global economy and security. The task of bringing the perpetrators to justice requires full cooperation and collaborative arrangement among the countries where wild life trafficking happens. In such endeavour, there is no alternative other than intelligence led enforcement by the relevant countries

In this changing dynamics of crime, we need to be more prompt, smart and efficient in dealing the issues. Under these contexts, two courses have been conducted based on fight against wild life trafficking under different international and foreign bodies: one was from Interpol and another was from ICITAP.

Interpol's certificate course on Intelligence Analysis: Encompassing participants from 10 Tiger Range Countries



A warm reception of IGP with a floral wreath on his arrival at PSC to open Interpol course.

PSC is delighted to host INTERPOL sponsored special training course on 'Intelligence Analysis for Tiger Range Countries' - the first of its kinds happened in Bangladesh from 23 Aug. - 03 Sept. 2015. These tiger range countries are: Bangladesh, Bhutan, Cambodia, India, Indonesia, Laos, Malaysia, Nepal, Thailand and Vietnam. However, Bhutan did not participate in this training program.

It is much appreciated that INTERPOL recognizes the importance of the tiger range countries in protecting these endangered creatures and commits to provide support and assistance in combating

tiger crime. Total 21 delegates participated in this program. The participants are mainly from Police and forestry department who are operating in the field of tiger conservation and wildlife crime. The main instructor was Mr. Alan Blaney- a former British intelligence expert and the course was coordinated by an experienced intelligence analyst Mr. Dario Galasso Emanuele working now in INTERPOL.

This training course is developed to aiming at introducing the participants with the basic practical and theoretical elements of intelligence analysis, with a focus on the application of this discipline to wildlife crime. From the INTERPOL's experience, although a large amount of data is available, the tiger range countries are yet to have professionally trained analysts to analyze this data for intelligence led enforcement. Hence, the course is designed to increase the analytical capability of these countries to better respond to wildlife crime.

In this training program, the ANACAPA MODEL of criminal Intelligence analysis was introduced to the participants. The benefit of this model is that it can be applied to both tactical (short-term) and strategic (long-term) intelligence levels. This model would give all concerned a better understanding about the issues like how to collect data, what questions to ask of the data, how to group items of data, how to produce arguments and how to test theories and establish inferences. As a whole, the participants will be accustomed with what the analysis actually means.

Interpol Course Highlights

- The first ever of such training course in Bangladesh
- A ten-working day certificate course introduced by Interpol
- After completion, the participants get international qualification on Intelligence Analysis.
- Ten tiger range countries were Bangladesh, Bhutan, Cambodia, India, Indonesia, Laos, Malaysia, Nepal, Thailand and Vietnam.
- 21 participants from 9 tiger range countries attended the program except Bhutan
- Anacapa model of intelligence analysis was introduced

Inaugural Ceremony



The IGP is addressing in the inaugural ceremony of Intelligence Analysis course.

The course was inaugurated by the honourable Inspector General of Bangladesh Police, Mr. A K M Shahidul Hoque bpm, ppm, Ms. Fatema Begum, Rector, PSC was the chair, Mr. Dario Galasso Emanuele from Interpol was the special guest and Mr. Md. Golam Rasul, MDS (Training), PSC gave welcome notes. The high officials of Bangladesh Police including the officials from NCB, PHQ were present in that occasion.

The IGP, in his inaugural address, affirmed his full support to work collectively with the related organizations at home as well as abroad and to enhance international cooperation to combat wildlife crimes. He thanked to the INTERPOL for organizing such an important and timely befitting international training course and choosing Bangladesh as the venue. He aspired that such kind of initiatives will continue in days to come.

Mr. Dario from the INTERPOL stressed on increasing the professional analytical skill of the law enforcement agencies as they are the only solution to address this multifaceted threat. He also mentioned that this course is a certificate course and after completion the participants will get equal credit to the western intelligence analysts.

Mr. Rasul in his opening remarks gave a warm welcome the participants to PSC and advised them to take the course seriously to get the best from it. Ms. Fatema Begum, the Rector in her concluding notes gave thanks to the governments of the participating countries to make this course successful. She also acknowledged the wholehearted initiatives of Bangladesh Government and the continuous patronization of IGP for the quality development of Bangladesh Police through welcoming such partnership trainings.

Graduation ceremony:



Dr. Mohammad Javed Patwary BPM (bar), Acting IGP has a warm welcome with a bouquet of flowers after his arrival at PSC in the graduation ceremony of Interpol course.

Attending graduation is one of the most exciting parts of obtaining the qualification. The graduation ceremony of the Interpol sponsored Intelligence Analysis course took place on 3rd September, 2015 at ICC hall PSC. In recognition of their accomplishment, all the 21 participants were awarded certificates by the Chief Guest Mr. Asaduzzaman Khan, the honourable Minister, Ministry of Home Affairs. Dr. Mohammad Javed Patwary BPM (bar), Acting IGP also delighted the ceremony with his kind presence as special guest. The Rector of PSC Ms. Fatema Begum chaired the occasion. High ranking police officials and representatives from USAID were also present in that occasion.

The honourable Minister, in his closing speech, emphasized introducing intelligence-led investigation to our criminal justice system. The honourable Minister, the IGP and the Rector congratulated the participants for their active approach to the course and willingness to learn. Mr. Prodeep Thoppil from Nepal made his feedback comments on behalf of the participants. In his speech, he praised highly about the training program and its management. He expressed his deep feelings about

the visionary approach of the PSC leadership. Mr. Dario from Interpol acknowledged the great hospitality rendered by PSC. The ceremony was ended with light refreshment.

In a nutshell, all stakeholders thanked each other with the hope that this kind of training will essentially increase collaboration between tiger range countries in transnational investigations, information sharing and identification of criminal networks. And, such stronger communication between enforcement agencies at the national level combined with greater transnational cooperation will have a lasting impact on reducing tiger crime.

Rector's night



Mr. Phetmany of Laos amazed the audience with a soft English melody

PSC hosted a gala cultural night to celebrate the graduation of the course on 'Intelligence Analysis for Tiger Range Countries'. In the evening of 3rd September, PSC's dormitory anteroom became gorgeous, colorful and vibrant with the rich decoration and bouncy participation of the participants as well as all the guests. A bright and classic cultural program was arranged by PSC. The cultural extravaganza became more striking with the performance of Laos's participant Mr. Phetmany Khemman, of Natural Resource and Environment Police Department, who performed a melodious English song. The participants kept the night on with their active participation. DMP cultural group – the main performers of that night simply made the night rocking. The whole program was conducted by Mr. Shafi Sr. AD (PE&C). The cultural program was followed by a delicious banquet dinner at the end.



L-R: Mr. Iqbal, Director (Admin); Mr. Alan Blaney, Instructor, Intelligence Analysis course; Mr. Akhter, Staff Officer to Honb'le IGP, Dr. Al-Mamun Ansary Director (Training), and Mr. Aminul, Assistant System Analyst, PSC are sitting together during the inauguration of Intelligence Analysis Course.

The participants of Intelligence Analysis course : The national flags on the left side showing us which countries they are coming from.



1. Ayesha Siddika, Sr. ASP, Special Branch, Dhaka, Bangladesh Police; 2. Md. Jahidur Rahman, Sr. Assistant Superintendent of Police, Circle Office, Bagerhat District, Bangladesh Police; 3. Mahbubur Rahman, ASP, Police Headquarters, Bangladesh Police; 4. Mst. Shamima Nasrin Khanam, ASP, Criminal Investigation Department, Dhaka, Bangladesh Police; 5. Abu Naser Mohsin Hossain, Assistant Conservator of Forests, Bangladesh Forest Department.



1. Preap Borey, Deputy Chief Officer, Internal Security Department, Cambodia; 2. Vannarith Soun, Major, Section Deputy Chief, Anti-Economic Crime Police, Cambodia



1. Gopala Krishna Rao Rapaka, Superintendent of Police, CBI, Anti-Corruption Branch, Visakhapatnam, Andhra Pradesh, India; 2. Pradeep Thoppil Padmanabhan, Inspector, Wildlife Crime Control Bureau, India



1. Erlinda Cahya Kartika, Head of Resort, Ministry of Environment and Forestry, Indonesia



1. Kayasith Mansulith, Officer, Anti Transnational Crime Division, (NCB Vientiane) Interpol Department, Laos; 2. Phetmany Khemmana, Officer, Natural Resource and Environment Police Department, Laos



1. Zainal Abidin Bin Mat, Wildlife Senior Assistant Officer, Department of Wildlife and National Parks, Malaysia; 2. Mohd Fauzi Bin Mohd Zain Wildlife Senior Assistant Officer, Department of Wildlife and National Parks, Malaysia



1. Kishor Dhungana, Inspector of Police National Central Bureau-Kathmandu Nepal Police, Nepal; 2. Raj Kumar Thing, Inspector of Police, Central Investigation Bureau, Nepal Police, Nepal



1. Anothorn Sritongbai, Police Major, Thailand; 2. Suraset Pobkhuntod, Police Major, Thailand



1. Hung Hai Nguyen Police Lieutenant Colonel – Deputy Head of Team Police Department on Environmental Crime, Vietnam; 2. Dung Van To Specialized Police in charge of crime in Southwest Asia, NCB Ha Noi – Department for Foreign Relations, Vietnam



1. Ioana Botezatu Partnerships and Outreach, Interpol Headquarter

ICITAP & USAID have jointly launched a Workshop on Tiger Crimes Focus on Combating Wildlife Trafficking in Bangladesh



Mr. Anisul Huq, honourable Minister, Ministry of Law, Justice and Parliamentary Affairs, HE Ms. Marcia Bernicat, US Envoy to Bangladesh and Ms. Fatema Begum, Rector PSC in the podium during the closing ceremony of workshop on combating wildlife trafficking in Bangladesh.

PSC has arranged a two days long workshop on 'Combating Wildlife Trafficking in Bangladesh: Protecting and Preserving our Tigers' on August 12-13, 2015 with the collaboration of ICITAP & USAID. In total, 57 participants from diversified backgrounds including Judge, Prosecutor, Police officers (ASP - Addl. DIG), Customs, Coast Guard, and representatives from USAID attended the workshop.

This workshop was sponsored by

- U.S. Department of Justice, Office of Overseas Prosecutorial Development, Assistance and Training (OPDAT)
- International Criminal Investigative Training Assistance Program (ICITAP)
- U.S. Agency for International Development (USAID)
- U.S Department of State, Bureau of International Narcotics and Law Enforcement Affairs (INL)

A good number of methodologies were used in this workshop including lecture, panel discussion, case study and group practical exercises. And, it covers many relevant topics, for example:

- Current state of tigers in the Bangladesh

Workshop Highlights

- A two-day workshop concerning on tiger crimes
- Offered by US Embassy
- Gracious presence of Law Minister of GoB and US Envoy to Bangladesh in the workshop
- High profile presence indicates seriousness of the issue.

- Tiger conservation efforts in Bangladesh
- Overview of Bangladesh Wildlife Trafficking Law
- Issues and challenges in interagency cooperation on combating wildlife trafficking in Bangladesh
- U.S approach to wildlife trafficking criminal enforcement
- Techniques for investigating and prosecuting wildlife trafficking
- Identifying resources, inter-agency coordination, international cooperation
- U.S approach to combating wildlife trafficking

Opening Ceremony:

The two-day workshop on 'Combating Wildlife Trafficking in Bangladesh: Protecting and Preserving Our Tigers' was inaugurated on 12 August, 2015. The ceremony was presided over by Dr. Kamal Uddin Ahmed, honourable Secretary, Ministry of Environment and Forest. The other guests included Ms. Janina Jaruzelski, Mission Director, USAID Bangladesh and Mr. Md. Yunus Ali, Chief Conservator of Forests. Ms. Fatema Begum, Rector, Police Staff College Bangladesh chaired the occasion. The chief guest and other guests pledged on protecting and preserving the tigers in a coordinated way.

Closing Ceremony:

The closing ceremony of this workshop became worthy and elegant with the gracious presence of Mr. Anisul Huq, honourable Minister, Ministry of Law, Justice and Parliamentary Affairs, Government of Bangladesh as Chief Guest and Her Excellency Ms. Marcia Stephens Bloom Bernicat, US Ambassador to Bangladesh as special guest. Both the dignitaries emphasized on keeping strong collaboration at national and international level to fight against tiger crimes. The closing ceremony was ended with light refreshment.



Participants, dignitaries and PSC faculties with the Law Minister, US Chief of Mission and the Rector during the closing ceremony of the workshop on Combating Wildlife Trafficking in Bangladesh on 13-08-2015.

Cover Story

PSC Faculty in Australian Government's Website Sharing Her Great Experience at Macquarie University, Australia

"I studied a double master's course on policing, intelligence and counter terrorism (PICT) with international security studies at Macquarie University. It was an exclusive and unique course, hardly ever found in Australia or anywhere in the world. As a police officer in Bangladesh, this course greatly enhanced my professional competence and critical thinking ability".....Rawshan Sadia Afroze, DD (PE&C), PSC

PSC always feels proud and excited when one of our staff makes an achievement. We would like to happily announce the recent achievement made by our staff Rawshan Sadia Afroze, Deputy Director (Planning, Evaluation & Coordination), PSC. She has recently (in 2014) successfully finished her double master's course from the Department of Policing, Intelligence and Counter Terrorism with the major in intelligence from the world reputed Macquarie University, Australia under the prestigious AusAID scholarship. She has written a beautiful story about her wonderful experience at Macquarie University for the Australian Government's <http://www.studyinaustralia.gov.au/> website. It is released in the late September 2015.

Congratulations Sadia for your achievement at Macquarie University which gives not only you but also PSC a flavor of international recognition. We know this comes out as a result of your hard work, dedication and a very positive attitude. We feel great pride to have you in our team. This is not the first and certainly not the last time you surprise us with your talents. We would like to wish you even more success in the future. Hope this achievement encourages others to do the same. Let the sky be our limit.

Keep dreaming, keep achieving!



Sadia in front of the Macquarie University Lake.

Please read and enjoy her full story in the following:



Rawshan Sadia Afroze – Bangladesh

I studied a double master's course on policing, intelligence and counter terrorism (PICT) with international security studies at Macquarie University. It was an exclusive and unique course, hardly ever found in Australia or anywhere in the world. As a police officer in Bangladesh, this course greatly enhanced my professional competence and critical thinking ability.

The PICT courses are extraordinarily fascinating because most of them are based on real-world experiences. I was thrilled to learn about West African and Syrian issues of insurgencies. Sometimes I would become excited with the theory on Asian values or the clash of civilization. I occasionally got bored but felt energized again with the critical analysis of Australia's National Security Strategies 2013.



My teachers were simply outstanding. For example, I took courses in Insurgency and International Security Studies and was spellbound by those lectures, even if those are theory-based classes. I still miss the lectures of Dr. Julian Droogan and Mr. Vince Williams for their outstanding styles of delivery. The teachers were cordial, friendly and supportive. I had a compulsory course: Security II during my third semester. While it was very hard for me initially I scored a HD in my last assignment. This was certainly because of the excellent mentorship and guidance of the teacher of that course.

One thing that makes Macquarie University unique and advantageous is its 24/7 online facilities. The audio lectures before and after the class available online was really helpful when I missed any session. Full online access to the library and the online submission of the assignments gave extra privilege when I was not on campus.

PICT provided a diversified learning environment. Its students come from all over the world (almost seven continents) with different professional backgrounds: Police, Army, Navy, Air-force and policy makers. That made a good platform for sharing diverse experiences between students.

I also liked Macquarie University's convenient and beautiful location. It is near Sydney with great weather comfortable for living and a big multicultural society to make anyone feel familiar with the society. Its transport facilities are excellent. I was attracted by the beautiful, green landscape on campus and the bright multi-colored structure of the library.

Last but not the least, Australians were very friendly, gentle and polite by nature throughout my Sydney journey. The people I met in day-to-day businesses always greeted me with a beautiful smile and gave extra effort to understand me as if I was one of them. I never felt like a stranger".

PSC's Regular Courses:

Total 114 participants have been graduated of which 20 were female

PSC accomplished five courses of its four regular core courses in this tenure which is unlike to last tenure. Due to political unrest and the subsequent engagement of police officers to the public order management, PSC could not run its official core courses in the early 2015 except the SAARC training course. Among the total five courses, two PMCs have been accomplished, such as 30th & 31st Police Management Course (PMC) and one each of other courses like 2nd Orientation course for the newly promoted SP, 25th Police Financial Management Course (PFMC) and 5th Comprehensive Police Case Management Course (CPCM) etc. In this term, total 114 participants graduated from PSC of which females were 20.

There are some significant changes in the course design of those courses. For example:

- One week extension in PMC course duration
- New topics like team building and career planning are included in the management course
- E-learning system has been progressing from 30th PMC
- Assign of one mentor in each term paper group for effective presentation

The followings here are the details of these courses:

Orientation Course for Newly Promoted SsP:



Newly promoted SsP with the Rector and PSC faculties during the inauguration of '2nd Orientation Course for Newly Promoted SsP'.

For the second time PSC has arranged an orientation course for the Superintendents of Police who got fresh appointment as SP. Before joining to their respective appointments, they have to undergo this short leadership-based training at PSC.

One week long course has been successfully arranged from 23 to 28 May 2015 for the field level supervisors ought to lead Bangladesh police in the years ahead. The objective of this course was to grasp on-ground reality on cotemporary policing, leadership and management so that the fresh SPs achieve professional competencies to lead their organization in a better and professional manner. In total 45 Addl. SPs were promoted to the rank of SP, of which 38 personnel successfully attended and graduated in the course. Mr. M.A. Jalil Deputy Director (training) coordinated the course.

Orientation Course Highlights

- Course for the newly promoted SsP before joining to respective assignments
- 6 modules covered 31 topics over 5 working days
- Total 38 participants attended the course of which 6 were females.

Congratulations to Participants:

The following participants received their certificates after successful completion of the orientation course for newly promoted SPs.

Md. Iqbal	Md. Asad Ullah Chowdhury	Probir Kumer Roy
Sana Shamimur Rahman	Md. Shajid Hussain,	Jaydeb Chowdhury
Md. Mostafizur Rahman	Belal Uddin	Mohammad Anwar Hossain
Md. Humayon Kabir	Dr. A. K. M. Iqbal Hossain	Mohammad Rashidul Islam Khan
Md. Gias Uddin Ahmed	Md. Mashruqur Rahman Khaled	Dr. A H M Qumruzzaman
Md. Abdur Razzak	Ali Ahmed Khan	Sarder Rokonuzzaman
Ms. Farida Yeasmin	Md. Nizam Uddin	Subhash Chandra Saha
Shahina Amin	Nasima Akter	Muntashirul Islam
Rumana Akhter	Mohammed Shah Jalal	Md. Mizanur Rahman
Md. Zobayedur Rahman	Shymal Kumar Mukherjee	S, M, Rashidul Huq
Muhammed Saidur Rahman Khan	Md.Shazzadur Rahman	Syeda Zannat Ara
Shamsunnahar	Bijoy Basak ppm	Mohammad Anwar Hossain
Md. Sarwar Hossain	Mohammad Muazzem Hossain Bhuiyan	



PSC Staff in a cheering mood.

Police Financial Management Course (PFMC) Core course for Addl SP



Mr. Md. Feroz Al Mozahid Khan, Addl DIG (Training & Sports) is addressing during the inaugural ceremony of 25th PFMC.

Police Financial Management Course (PFMC) is one of the core courses of PSC offered to the Additional Superintendents of Bangladesh Police. In the May-August tenure, PSC organized only 25th PFMC conducted from 10 to 28 May 2015. Sixteen Police officials in the rank of Additional Superintendents of Police have been graduated in this course of which four (4) were female. The participants came from different police units: District Police, PBI, Metropolitan Police, SB, CID, SPBN, PTC etc.

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.
- PPR 2006 and PPA 2008, PPA 2011
- 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

PFMC Course Highlights

- 1 PFMC has been accomplished
- Total 16 participants attended the course of which 4 were females.
- Participants had a visit on FIMA and DMP Headquarters to have practical experience.

In the course of the training, the participants took part in a field trip to be designed to make them available a practical orientation on police financial management system to the participants. As such, the participants of 25th PFMC visited to FIMA and DMP Headquarters

Comprehensive Police Case Management Course (CPCM) Specialized course for Addl. SP



Mr Md. Fayezul Kabir , DD (Curriculum) is anchoring the inauguration of 5th CPCM course

This course is aimed at enhancing the investigation and supervision skills of the Additional Superintendent of Police. Till now PSC has conducted 05 batches of this course for participants from Police Bureau of Investigation (PBI), In-service training center, Detective Branch and CID.

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

The 5th CPCM course held in PSC dated (02-20) August 2015 where 16 participants attended of which 2 were females.

For the practical training purpose participants have visited Savar Model police station for the inspection of investigation procedures and other relevant activities.

Police Management Course (PMC) Core course for ASP/Sr. ASP



Mr. Md. Golam Rasul, MDS (Training) is addressing during the inauguration of 31st PMC

PSC has conducted two Police Management Courses (PMC) in the second quarter (May-August). 30th PMC was held from 04-21 May 2015 and 31st PMC was accomplished from 07 June to 02 July, 2015. PMC is offered for the Assistant/Senior Assistant Superintendents of Police (ASP/Sr. ASP). In total, 47 Police Officers have been graduated on PMC during the May-August tenure. This course is now of four week long course, extended from three weeks to four weeks in 31st PMC. Both courses were coordinated by Mr. Md. Tariqur Rahman, Asst. Director (Training).

PMC Course Highlights

- 2 PMC's have been accomplished
- Course duration has been increased from 3 weeks to one month.
- E-learning system has been introduced from 30th PMC
- Total 44 participants attended the course of which 8 were females.

The curriculum of this course is regularly updated according to the contemporary needs. In view of that, two topics have been inserted in the 30th PMC as per the advice from the Government. These two topics are: Autism and National Integrity Policy.

Moreover, this course becomes delightful with the presence of the high officials from Police and other government services and renowned academicians. Consequently, PMC becomes resourceful with sessions of Professor 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 the person is other than a police personnel, 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 regular field visit to the Police Liberation War Museum, Dhaka to get oriented the

young leaders to realize about the sacred place of Rajarbag premise and what sacrifices Bangladesh Police had made in the liberation war of Bangladesh during 1971.

The next 32nd PMC will start on 30 August 2015, and will be finished on 17 September 2015.

The outcomes of this course are: the participants are expected to

- Develop a sound leadership and managerial skills to lead effeciently 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.
- Conceive 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.

Partnership Courses/Workshops

With 404 attendees of which 69 were in Workshop, symposium

Partnership with ATA/ICITAP

In this tenure, US Embassy conducted massive courses at PSC. Total 9 different courses with 11 in number were conducted by them in various durations ranging from border control, investigation of terrorist incidents, mentorship program on explosive incidents countermeasures, response to active shooter incident, Basic Drug Law Enforcement Training-Mentorship Program, Tactical Commander Course (TCC), overview of the overseas criminal investigation unit and wild life trafficking etc. The workshop emphasizing on wild life trafficking is discussed earlier as it was highly focused workshop among the others. Other partnerships included UNFPA and PRP.

Border Control Management (BCM) Course



Lead instructor of Border Control Management Course Mr. Goldsmith is giving his opening remarks

Following the first group of Border Control Management course held on 19-30 April 2015, the second consecutive group was conducted on 04-14 May 2015. The participants were mainly from BGB in the position of Company Commander, JCO, BOP Commander, Platoon Commander etc. The other participants included: four (4) inspectors from immigration Police of Special Branch (SB) and one Asst. Director from the Department of Immigration and Passport (DIP). A total of 20 participants attended the course and graduated accordingly.

Course Highlights (BCM)

- A ten-day course designed for the managerial positions
- Mainly BGB participants in the Commander positions
- Other participants included Inspectors from SB and AD from DIP

Border Control Management course was a ten-day long course designed to introduce the participants with the tools and techniques required to understand current border management issues. The target audience included mid-to-senior level border control managers and supervisors with onsite operational responsibility for land border ports-of-entry and the land between ports and the concerned officials engaged in the same areas.

Through a series of lectures, discussions and problem solving activities, a team consisting of border guard, police and passport officials were able to identify terrorism threats to land borders and solutions for addressing and mitigating those threats. The participants received an overview of current terrorist techniques and threats including an awareness of Chemical, Biological, Radiological, Nuclear and Explosive (CBRNE) materials, equipment and methods used to build these devices. State-of-the-art surveillance, sensor and inspectional technologies used in land border operations worldwide were also introduced. The discussion also included border-wide communications, public information and affairs, and integrity management system.

The participants underwent group discussions and small group exercises to discuss human rights and the need to develop humane procedures for lawfully treating all people transiting a border, including terrorist suspects and detainees. The course was designed in such a way so that the participants could apply solution-centric strategies and tactics problems applied to varied fact-based and tactical land border problems. The course was concluded with a tabletop exercise designed to encourage participants to consider all aspects while working a substantial problem-solving scenario. The topics included: Human rights, land border vulnerabilities, movement of people and goods, MANPAD identification and tracking, managing responses to suspected terrorists and dangerous goods, threat analysis, managing evidence for investigations, information management, integrity controls, public information, border communications and interagency and international cooperation.

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

1. Plan, organize and manage border operations
2. Develop plans and methods for better entry-point security
3. Develop guidelines for dissemination of intelligence
4. Coordinate efforts between agencies, and
5. Implement border monitoring equipment and techniques.

Course on Investigating Terrorist Incidents (ITI)



Mr. Mohammad Nazrul Hossain, Director (Curriculum) is giving concluding remarks during the inauguration of ITI course

A 10-day long ATA Investigating Terrorist Incidents (ITI) training course was scheduled at Chameli (203), PSC from May 24 to June 04, 2015. The course is developed for the instructors of training institutes, counter-terrorism investigators, and mid-level officers who supervise investigation regarding terrorist incidents. Total 24 participants in the rank of Sub-Inspector to Additional SP attended the course. Besides the members of Bangladesh Police, the members of Border Guard Bangladesh in the rank from Subedar to Wing Commander also participated in this training program.

This two-week course was designed to expose the participants with the need to develop skills in investigations and identifying and prosecuting terrorist suspects. This course has successfully provided police agencies with the tools and instruction to understand the latest investigative skills; manage criminal violations of the law; develop plans and methods to conduct complex investigations; disseminate intelligence; and coordinate efforts between various law enforcement agencies within a country.

Participants received an overview of topics like criminal investigation techniques including crime scene investigation, interviewing, case file management, and processing and analyzing investigative information. Participants also learn techniques for working with media and other law enforcement partners and discuss regional threats. Using mock scenarios, participants apply lessons learned to plan and prepare for the investigation of a terrorist incidents.

To institutionalize this training, a good number of instructors (11) were nominated for this class so that they could further assist the US ATA instructors to teach and instruct the future ITI classes. The

Course Highlights (ITI)

- A ten-day course designed for the instructors of the training institutions, counter terrorism investigators and mid-level police officers.
- It equips the participants with the understanding of the latest investigation skills on complex environment, dissemination of intelligence and coordinating efforts between other related agencies within the country
- Participants are from Police (SI to Addl SP) and BGB (Subedar to Wing Commander).

end goal is to incorporate the ITI curriculum in the training curriculum of the participatory training institutes who train the fellow participants.

This ten-day is designed to expose police investigators to investigations and identifying and prosecuting terrorism suspects. This course provides police agencies with the tools and instruction to understand the latest investigative skills; manage criminal violations of the law; develop plans and methods to conduct complex investigations; disseminate intelligence; and coordinate efforts between various law enforcement agencies within a country.

At the conclusion of this course, participants will be able to investigate, identify, and prosecute suspects responsible for terrorist incidents and activities. Participants receive an overview of criminal investigation techniques, including crime scene investigation, interviewing, case file management, and processing and analyzing investigative information. Participants also learn techniques for working with the media and other law enforcement partners and discuss regional threats. Using mock scenarios, participants apply lessons learned to plan and prepare for the investigation of a terrorist incident.

Course on ‘Explosive Incidents Countermeasures (EIC) Mentorship’



Mr. Md. Asaduzzaman Mia, bpm, ppm is awarding certificate to the EIC Mentorship course participant. Ms. Fatema Begum, Rector PSC and Mr. Md. Feroz Al Mozahid Khan were also present in that occasion.

Explosive Incidents Countermeasures (EIC) Mentorship course was organized at PSC for 17 participants belonging to the rank of Addl. SP to Sub-Inspector of Bomb Disposal Unit (BDU), Dhaka Metropolitan Police (DMP) dated 24 May to 11 June 2015.

This course was aimed to help GoB build and sustain the skills developed through the basic seven-week EIC course. U.S. Instructors will work with GoB to build standard operating procedures and provide a short and long-term training schedule to ensure

Course Highlights (EIC)

- A three-week long course designed for the positions of SI to Addl. SP
- Equip the participants with threat Assessment for Bomb Techs, Disruption Techniques, X-Ray Ops and Interpretation, Energetic disruption and disablement, and Range safety brief and so on.
- Two of its type will be accomplished

skills are maintained. Instructors will help participants develop threat assessments, conduct training drills and reinforce best practices. This mentorship will also assist GoB bomb technicians to apply a systematic process when handling and disposing of commonly found explosives in Bangladesh.

This three-week long course was designed to equip participants with the knowledge and skills on threat Assessment for Bomb Techs, EMR Issues, AA&E Issues, discussions on Cocktail Devices and Petro Bombs, Disruption Techniques, X-Ray Ops and Interpretation, Energetic disruption and disablement, and Range safety brief. Moreover, it included Live-Fire Exercise for participants on PSC playground.

Discussions and presentations Walk-thru Exercise, Classroom Presentations, as well as field exercise.

The second phase of EIC mentorship has been started on 30 August 2015, and to be continued up to 17 September 2015.

Course on 'Response to an Active Shooter Incident (RASI)'



Mr. Dan Wilhelm, RSO of US Embassy is addressing to the participants of 'Response to an Active Shooter Incident Course' during its graduation ceremony on 4 June 2015.

'Response to an Active Shooter Incident (RASI)' course offered by the US Department of State Anti-Terrorism Assistance (ATA) program was held at PSC in two consecutive terms dated 31 May to 04 June 2015, and 07-11 June 2015 respectively. This course was designed for 24 participants in the rank of Asst. Sub-Inspector to Addl. SP. ATA Instructors gave training to the participants of this course.

Course description and objectives:

Participants were trained with some contemporary issues like human rights and community engagement, the active shooter, case studies, direct movement to contact, introduction of improvised explosive devices (IEDs), developing standard operating procedures, training considerations, scenario-based practical exercises, pre-incident risk assessments, unified command and control etc.

Course Highlights (RASI)

- A ten-day course designed for 24 participants ranking ASI-Addl. SP
- Introduction of improvised explosive devices (IEDs), developing standard operating procedures, scenario-based practical exercises, pre-incident risk assessments etc. Other participants included Inspectors from SB and AD from DIP
- Two of its type were accomplished

The objective of this five-day long course was

- to enable the participants to respond effectively to an active shooting incident.
- to educate police commanders to delegate authority to field level officers.
- to enhance the ability of street-level police officers to take immediate action in order to save lives.
- to train the first responding police officers with essential tactical skills to help mitigate the loss of innocent lives caused by an active shooter.

This five-day course is designed to provide participants with the knowledge and skills necessary to effectively respond to an active shooting incident. This course is also designed to educate police commanders on the need to delegate authority to street-level police officers to enhance their ability to take immediate action in order to save lives. Effectively responding to this type of terrorist event may require a change in paradigm.

Responding to an active shooting requires extensive training, specialized skills and tactics, and a comprehensive approach. This course will provide first responding police officers with essential tactical skills to help mitigate the loss of innocent lives caused by an active shooter(s).

Consequently, participants will have opportunities to apply their own experience as well as knowledge learned from the course to practice formulating action plans to counter a variety of terrorist active shooter threats. They will be able to define what an active shooter incident is and explain why the need to take immediate action is so important in order to save lives.

Course topics include human rights and community engagement, the active shooter, case studies, direct movement to contact, introduction of improvised explosive devices (IEDs), developing standard operating procedures, training considerations, scenario-based practical exercises, pre-incident risk assessments, unified command and control, and course review.

Training on “Basic Drug Law Enforcement Training-Mentorship Program”

This was a two weeks long course for 24 participants from Dhaka Metropolitan Police and Department of Narcotics Control held in Police Staff College Bangladesh dated 26 July-06 August, 2015. This course was organized by Drug Enforcement Administration (DEA) New Delhi Country Office (CO) on International Training and the Foreign-Deployed Assistance and Support Team (FAST), and it was organized by US Embassy, Dhaka. The participants were belonging to the rank of Addl. SP to SI.



Mr. Md. Matiur Rahman Sheikh, MDS (RP&E) is addressing as Chief Guest to the participants of Basic Drug Law Enforcement Training-Mentorship Program' during inauguration.

“Hospital Based Management of Mass Casualty Incidents (HBMMCI)”



Ms. Robin Ebmeyer, Lead Instructor of HBMMCI course is giving welcoming remarks to the participants.

The HBMMCI is a one-week course each, designed to provide senior hospital administrators, doctors, nurses, ambulance service staff, and most importantly emergency responders (e.g., law enforcement, fire, emergency management services personnel, civil defense, military and as appropriate etc.) the skills required to coordinate the preparation for and management of mass casualty incidents. HBMMCI is presented to hospitals and emergency medical personnel to better prepare the medical facilities to manage hospital operations during a mass casualty incident, whether terrorist-related, accidental, or natural. This course introduces participants to the organizational skills and knowledge requirements to maintain healthcare facility continuity of operations and coordination while protecting staff and patients as well as to prepare for planning and managing mass casualty incidents.

Course Highlights (HBMMCI)

- A one-week course designed for the hospital administrators, doctors, nurses, ambulance service staff and emergency responders like law enforcement, fire services & civil defense, military personnel etc
- Two of its type were accomplished

This course was held in PSC in two phases: 09-13 August and 16-20 August 2015. In total, 45(24+21) participants have successfully completed the course. It was organized by ATA, US Embassy, Dhaka.

Symposium on “Multiagency Investigation and an Overview of the Overseas Criminal Investigation Unit”



Federal Agent Mr. Mathew Kelley is addressing in the Symposium on “Multiagency Investigation and an Overview of the Overseas Criminal Investigation Unit”

This consultation session, offered by U.S. Department of State, on multiagency investigation happened at PSC on 15 June 2016 organized by US Embassy, Dhaka. 15 mid to senior ranking police officials ranging from Addl. Deputy Inspector General (DIG) to ASP attended the session. Special agent Matthew Kelley from US Embassy was also in the discussion panel. Many overviews and scenarios were included in the discussion. Mr. Shah Alam, Addl. DIG, CID has conducted Bangladesh presentation and discussion which included Interdepartmental Investigations, Case Management and National Tracking, and some case studies.

Symposium Highlight

- A one-day consultation session offered by US Department of State on multiagency investigation.
- Attendance of police high-ups ranging from ASP-DIG
- Presence of special Agent from the US Embassy

The consultation session included

- Imposter detection (overview and scenarios)
- Fraudulent document analysis
- Interviewing
- US domestic investigative endeavours
- Police and prosecutors working together: case initiation/investigation, cooperation, arrest, court proceedings, conviction
- Local, regional and global cooperation

Tactical Commander Course (TCC):



Participants are engaging on group exercise with the ATA instructor of TCC course



Mr. Wilbert Vaughn is addressing to the participants of TCC course during its inauguration

PSC has arranged Tactical Commander Course (TCC) course for participants ranging from ASP to SP from 02-20 August 2015.

The objective of this course was to make participants able to plan for tactical operations in a WMD Contaminated environment.

The TCC course is designed to introduce 24 tactical commanders and team leaders to the modern command and staff procedures necessary to command police tactical antiterrorism and special operations units.

TCC focuses on developing leadership, management, and tactical skills key to organizing and leading a tactical team as well as managing tactical responses to a variety of terrorist incidents Using lecture, group discussion, case studies, and practical exercises,.

Course topics include human rights, trends in terrorism, equipment readiness, establishing and maintaining a crisis response team, action planning, tactical and media communications, less than lethal options and specialty impact munitions, vulnerability analysis, suicide bomber and IED threats, planning considerations, hostage incidents, developing standard operating procedures, tactical unit training, warning and operational orders, command and control, crisis incident management, low-light operations, tactical deployment in contaminated environments, emergency assault orders, and management of major events.

TCC includes five exercises around mock buildings or real-life targets, such as businesses, schools, and government buildings to conduct a target vulnerability analysis, a leader's reconnaissance, low-light target reconnaissance, tactical management of a special event, and the final training exam. TCC introduces 24 current and future tactical commanders and tactical team leaders to the command and staff procedures necessary to command police tactical antiterrorism and special operations units.

Course Highlights (TCC)

- A three-week course designed for commander level police officers (ASP-SP)
- Participants can able to plan for tactical operations in a WMD contaminated environment

Partnership with UNFPA

Training on “Training of Master Trainers on Gender Based Violence (GBV) SOP and Training Module”



Participants of 'Training of master Trainers on GBV SOP and Training Module with PSC faculties and instructor from Nepal.

This specialized course was conducted at PSC in two different Modules (Module-1 and Module-2). Module-1 was arranged for 20 participants comprising of Inspectors and Sub-Inspectors of Bangladesh Police from 08-11 June 2015. Consecutively, Module-2 was arranged for 20 participants comprising of Superintendents of Police (SP), Addl. SP and Asst. Superintendent of Police (ASP) of Bangladesh Police from 13-14 June 2015. This course was arranged under the “Protection and Enforcement of Women Rights (PEWR)” project of UNFPA.

Course Highlights (GBV)

- A two-day specialized course conducted in two phases: I (SI-Inspector) and II (ASP-SP)
- It provides a manual on how to train GBV related matters and
- Develops an standard operating procedure to deal with the issue



A participant is receiving certificate from the Rector in PRP sponsored ToT course

In this quarter, only one type of two courses have been done at PSC in partnership with the Police Reform Programme (PRP): ‘ToT on Human Rights Course’. The course was conducted in two phases 10-14 May 2015 and 26-27 May 2015 respectively.

In first batch 14 officials in different capacities of Bangladesh Police ranking from Inspector to Sr. ASP attended the programme.

In second batch, 18 officials of different capacities of Dhaka Metropolitan Police (DMP) ranking from Addl. DC to AC attended the programme.

These courses are arranged to let the police officers who are engaged in Public Order Management (POM) aware on human rights issues. PRP had already developed a group of officers (ASP-Addl. SP) as facilitators through Training of Trainers (ToT) course so that a large amount of participants can get acquainted with this burning issue. For example, the facilitators of the first phase were:

1. Ratan Kumar Ded, Capacity Building Officer, PRP
2. Taposh Barua, Police Training Expert, PRP

3. Bijoy Basak, Addl. SP, Faridpur
4. Md. Belayet Hossain, Addl. SP, BPA, Sardah, Rajshahi
5. Shorif Mostafizur Rahman, Addl. SP (Finance & Budget), PHQ

Facilitators of second phase:

1. Mohiul Islam, Addl. SP, UN Affairs, PHQ
2. Sufian Ahmed, Addl. SP, BPA, Sardah, Rajshahi
3. Anirvan Chakma, Addl. SP, ITC, Bandarban.

Workshop on Research methodology:

Total 24 participants attended this workshop



Mr. Md. Ruhul Amin is anchoring the inaugural program of the workshop on Research Methodology on 3 May 2015.



Participants are in a session on research methodology

Like the previous tenure, PSC's RP&E wing conducted a three day long workshop on 'Research Methodology' for the police officers of Bangladesh Police and the young social scientists from 3-5 May, 2015. Around 24 participants who were interested in research participated in that workshop. Mr. Md. Matiur Rahman Sheikh, MDS (RP&E) was the Course Advisor and Professor Rezaul Karim, PhD, Chairman, Department of Social Work, Jagannath University, Dhaka was the Course Director of the workshop. Mr. Md. Shahjahan ppm Director (Research, Planning & Evaluation) conducted the workshop as course coordinator.

In conducting research, PSC's RP&E Wing faces crucial challenges in creating, nurturing and maintaining the level of quality research in social science areas. Hence, there is a need to develop a sound methodological base of research among growing researchers to cope up with future challenges. A good research methodology is a key to sound research output. To operationalize this vision, there is a need to train, reorient and reactivate the research scholars in social science on research methodology.

The present workshop is an effort to enrich the research scholars in social science research methodology. It covered the basics of research methodology focusing on theoretical and practical inputs. Specifically the formulation of research problem, generating research hypothesis and testing hypothesis, conducting literature review, data collection methods, selection of appropriate parametric or non-parametric statistical method for analyzing data and report writing.

The objectives of this workshop are:

1. To enable the participants to define research problem, developing an approach to research problem and selection of suitable design
2. To impart capabilities for formulation and testing of hypothesis based on the nature of research
3. To enable the participants to understand report writing and writing research proposals
4. To make aware the participants about latest trends in social science research discipline.

PSC's faculty in the Regional Networking of BPWN Promotion of gender based policing



Rawshan Sadia Afroze, DD (RP&E) attended a whole-day consultation workshop of Bangladesh Police Women Network (BPWN) at Barisal on 26 Aug. 2015 sponsored by the Police Reform Program (PRP). As an Executive Member of BPWN, she was accompanied by Ms. Shamima Begum ppm, SP, BPWN's Vice President as well as PRP's Gender Expert and Ms. Kanij Fatima SSP, Member of BPWN Executive Committee in that journey.

PSC is very proud that one of its staff has become the Executive Committee member of BPWN and got the opportunity to involve in BPWN's regional networking activities. This regional consultation workshop was an attempt to spread the message on promoting equal rights and women empowerment in the police units. This participation is definitely considered as PSC's move towards gender sensitive policing.

Sadia presented a brief of BPWN and its activities before the attendees. The participants were female police ranging the rank from Constables to SI. The senior level police officers in Barisal Metropolitan Police and Barisal Range were present in the inaugural session. In her presentation, she discussed on the gradual development of female police in Bangladesh and its present status. Then she talked about various activities of BPWN in its way forward and mentioned some remarkable successes of it, such as getting the position of Asia Region Coordinator of International Association of Women Police (IAWP) for the three consecutive times: Ms Mily Biswas, DIG for the current period (2015-17) and Ms Amena Begum, SP for 2012-14 and 2010-2011, organizing the first ever International Conference for women police in Bangladesh, conducting two national conferences, establishing BPWN's website and helpline etc. In that workshop, BPWN's Barisal Divisional Committee has been formed headed by one female ASP of Barisal Metro.

Notable that, the workshop was amazed and stunned with a female SI, named Sufia Begum having 35 years of working experience in police service who has more seven years to go. She joined in Bangladesh Police back in 1979. She made the workshop very remarkable through sharing her touchy experience on her entering into police profession. In the then socio-cultural context, her family was kept aside from the society for certain times as a punishment of her enrolment in Police Service. As being a pioneering police member, she and her family, in particular her father, should deserve the honour from us to overcome such obstacles and made the path smooth for her fellow female colleagues. She becomes the role model for us. Hats off to her and her parents!

Another noteworthy to mention that, PSC always extends its hands to BPWN. PSC was the host of the first ever International Women Police Conference in 2012, providing its training, dormitory and service facilities in full time. PSC was also the host of BPWN's 2nd Annual Conference in 2013 which was held in PSC Convention Hall.



PSC's female staff are enjoying the iftar.

PSC's administrative and dormitory buildings are in progress

Administrative Building:



PSC Administrative Building

The third floor construction work of PSC's administrative building is at the final stage. It is now served for academic Purposa as well. Top floor of this four storied building is going to accommodate Vice Rector's office, one 150 seated conference room, one mock test room, two Superintendent of Police's office, offices for Additional and Assistant Superintendents of Police and accounts office.

Dormitory Building:



The vertical expansion of ten-storied-foundation dormitory building of Police Staff College Bangladesh (PSC) is in progress. To date, the construction work of the third floor is done with a capacity of 17 suites and 4 VIP rooms. Moreover, it is worth mentioning that 50% construction work of the fourth floor is completed.

Welcoming New Faculties

We would like to welcome the new members in our team. We have many resources, programs, and opportunities to support your faculty positions and to help you to become accomplished, productive and successful in your chosen areas of endeavour, including teaching and research.

Please visit our web pages and familiarize yourself with the various activities and programs. While it is our goal to support you in all ways possible, we strongly encourage you to take charge of your own professional development at PSC. We look forward to working with you as you become an integral part of our faculty and family at the Police Staff College.

Dr. Ansary Appointed as Director (Training)

Please join us in welcoming Dr. Md. Al Mamunul Ansary as our new Director of Training. He replaces Ms. Kanij Fatima, SP who left PSC for CID. Dr. Ansary will be leading the enhancement of our training initiatives. He started on June 09, 2015, and Mr. Ansary belongs to the 20th BCS (Police) batch and joined Bangladesh Police in 2001.

Dr. Mamunul Ansary has a long and successful track record on policing and we are happy to have him in our team. Throughout his 15 years of career, he served in different capacities and diversified areas such as ASP (BQM), 6th APBn, Barobunia, Rangamati; ASP (Sadar Circle), Barisal; ASP (Mothbaria Circle), Pirojpur; ADC (BMP); ADC (DMP) and Addl. Superintendent of Police (CID), Dhaka. He also served in UN Peace Keeping Mission in MONUSCO, DR Congo in 2012-2013.



Dr. Mamunul Ansary earned his graduate and post graduate degree in Applied Chemistry and Chemical Engineering from the University of Dhaka. He was awarded PhD degree on criminology from the Institute of Bangladesh Studies (IBS), University of Rajshahi in 2009. He hails from Shariatpur. He is married and blessed with two sons.

We hope Dr. Mamunul Ansary will provide an immense quality to his new position. We have no doubt that he will help us meet our goals so that we can serve Bangladesh Police in a better way.

Congratulations Dr. Mamunul Ansary. We wish you all the best here at PSC!

Mr. Dewan Jalal Uddin Chowdhury Appointed as Assistant Director

Police Staff College Bangladesh (PSC) would like to welcome Mr. Dewan Jalal Uddin Chowdhury on being appointed as Assistant Director, PSC. He joined on PSC on 23 June 2015 after returning from one year (2014-2015) UN Mission in MINUSMA (Mali). He replaces Mr. Md. Tariqur Rahman, ASP who got the new assignment in Natore District Police as ASP Headquarters. Mr. Jalal belongs to the 27th BCS (Police) batch and joined on Bangladesh Police in 2008.

He has completed his B.S.S (Hons.) in Political Science from the University of Chittagong. He completed his 1st Master degree in Peace & Conflict Studies from the University of Dhaka, 2nd Master degree in Political Science from Chittagong University and 3rd Master degree in Police Sciences from the University of Rajshahi. He hails from Hobigonj.

Mr. Dewan Jalal is married and blessed with one son and one daughter.





Miscellaneous Events

Being Father Being Proud:

PSC Staff's Son Achieved Golden GPA 5.00 in the SSC Exam, 2015

PSC is happy to applaud Mr. Rafi Ahmed, son of Mr. Kabir Ahmed (Accountant, PSC) and Israt Jahan, for his extraordinary achievement in SSC exam, 2015. He scored Golden GPA 5.00 from science group from National Ideal College, Khilgaon, Dhaka and is now studying at Notre Dame College, Dhaka in class 11. This is not his first success. He was awarded JSC Scholarship in the talent pool grade in 2012.

Congratulations Rafi and your proud parents. You have done remarkably well. We are overjoyed with your success. Our best wishes are always with you. Shine on!



Iftar Mahfil at PSC



PSC staff is observing Iftar with due solemnity

Eid Re-Union:



The artists are performing in the reunion program of Eid-ul-Fitre on 23-7-2015

Farewell of PSC Faculties



Rector has in conversation with Mr. Md. Maniruzzaman, Director (Administration) during his farewell party at PSC swimming pool premise. PSC faculties are also standing beside her.

Farewell of Director (Admin) & Director (Training)



Rector is presenting crest to Mr. Md. Maniruzzaman, Director (Admin) on the left and Ms. Kanij Fatima, Director (Training) on the right on the eve of their departures. Mr. Maniruzzaman has gone to USA for his overseas study and to join his family and wife SP Taptun Nasreen who got a high-level prestigious appointment at UN Headquarters. Ms. Fatima joined to CID.

Farewell of DD (Training) and AD (Training-Core Course)



Rector is presenting crest to Mr. MA Jalil Deputy Director (Training) on the left and Mr. Md. Tariqur Rahman, Assistant Director (Training-Core Course) on the right on the eve of their departures. Mr. Jalil has joined to PHQ and Mr. Tariq to Natore District Police.



MDS (Training) and (RP&E) are with the newly promoted Ssp & other faculty of PSC.

Important upcoming training programme dates

Name of Event	Date of Event
32nd Police Management Course (PMC)	30 August – 17 September 2015
ATA EIC Mentorship (Second Phase)	30 August – 17 September 2015
ATA Instructor Development Course	31 August – 10 September 2015
ATA Interviewing Terrorist Suspects- Train the Trainers (ITS-TTT)	13 Sept. – 22 Sept. 2015
26th FMC	11 October-29 October 2015
ICITAP Conference on ‘Transnational Organized Crime A Global Challenge	12-14 Oct. 2015
ATA Major Events Security Tactical Management (MESTM)	01-12 November, 2015
ATA Police Station Commander Course Interviewing Terrorism Suspects	15-19 Nov, 2015



Rector's night & cultural soiree at PSC



A Moment of fishing at PSC pond.



Rector & other senior officials of PSC at Ifter Mahfil 2015



PSC faculty with visiting Ansar Academy officers.



Senior officials of PSC with visiting DSC & Staff College



PSC faculty with visiting foreign police officer at Bangabandhu Safari Park in Gazipur.



Visiting 5th CPCM course members are in front of Savar Model Thana.



Rector, PSC are enjoying food at Eid Reunion 2015 with PSC members famely.



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 but 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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