

NEWSLETTER

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POLICE STAFF COLLEGE BANGLADESH

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Message

Spearheading the apex training centre for Bangladesh Police, it is indeed a great sense of pleasure on my part to bring forth this edition of newsletter to the readers. As always, Police Staff College Bangladesh has been thriving towards turning itself into a centre of excellence through & by its endeavour. This edition is composed of myriads of activities both national and international in terms of training types and patterns, which includes courses, workshop, seminar and other similar programs.

As the readers flick through the pages of this newsletter, they will find specific as well as detailed information on different types of training activities and programs either fully conducted by Police Staff College or arranged in association with other native and foreign organizations. Nowadays, Police Staff College Bangladesh has also put emphasis on rapport building with the scholars, academicians, members of civil society and educational institutions as well. In this connection, several workshops and seminars have taken place throughout the couple of months in Police Staff College.

Through the same token of its endeavour, the readers will, surely, be happy to know that the course for the senior police officers from SAARC countries has earned applause in all respects.

The newsletter of Police Staff College aims at building an effective bridge between the college and its stakeholders. While Bangladesh police has been putting its best efforts in multidimensional ways and manners, Police Staff College Bangladesh has so far been adding values to achieve the same goal; and this newsletter is nothing but a sincere effort by Police Staff College that can at least keep our readers abreast of the updated status of our recent activities.

I would like to thank the contributors and express my gratitude to all, especially to the editorial board for their sincere and great efforts but for which it would not have been possible to reach this far when the readers can get in touch with us through the 'NEWSLETTER' of Police Staff College.

I wish all our readers and stakeholders a very prosperous and blissful both personal and professional lives.

Md. Nazmul Haque PPM

Rector

Police Staff College Bangladesh

PSC Management



Md. Nazmul Haque ppm
Rector



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MDS
Research, Planning and Evaluation



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Md. Tariqur Rahman
Assistant Director, Training



Md. Ziaur Rahman
Assistant Director, Logistic



Md. Ashraful Karim
Assistant Director & Staff Officer to
Rector



Md. Aminul Haque
Assistant System Analyst



Dr. Kamrun Nahar Siddique
Medical Officer

Transnational Organized Crime: SAARC Perspective

Police Staff College Bangladesh organized a three-week long course titled “Transnational Crime: SAARC Perspective” from 16 March to 03 April 2014. The objectives of the course were to combat transnational crimes in SAARC Region, to share knowledge and experience in professional issues of common interest, to maximize SAARC Police Cooperation and to exchange the best practices of policing.



Mr. Asaduzzaman Khan, Honorable State Minister, Ministry of Home Affairs, addressing in the inaugural ceremony of the 2nd SAARC Course on “Transnational Crime: SAARC Perspective” on March 16, 2014

“Transnational Organized Crime: SAARC Perspective” course was inaugurated by Mr. Asaduzzaman Khan, Honorable State Minister, Ministry of Home Affairs, Government of the People’s Republic of Bangladesh. Mr. Md. Nazmul Haque PPM, Rector, Police Staff College Bangladesh, also spoke on the occasion. Two senior police officers from Bhutan, two from Sri Lanka, two from India and two from Maldives along with ten Bangladeshi participants of the rank of SP took part in the training course.

The course had six modules:

- Module 01: SAARC: Concept, Structure and Law & Order Approach
- Module 02: Extremism, Terrorism and Crime Management
- Module 03: Organized Transnational Crime
- Module 04: Community Policing, Women Empowerment and Human Rights
- Module 05: Contemporary Issues Affecting SAARC Countries
- Module 06: Course Paper Presentation

Course Objective:

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



Mr. Asaduzzaman Khan, Honorable State Minister, Ministry of Home Affairs, Government of the People's Republic of Bangladesh, **Mr. Md. Nazmul Haque PPM**, Rector, Police Staff College Bangladesh along with faculty members and participants of the 2nd SAARC Course on "Transnational Crime: SAARC Perspective"

The sessions were conducted by renowned professionals who have illustrious career and expertise in their related areas. The participants had field trips to Bangabandhu Museum, 32 Dhanmondi, Dhaka; Father of the Nation Majar Complex, Tungipara, Gopalganj; National Museum, Shahbag, Dhaka and National Mausoleum, Savar, Dhaka. They also enjoyed a cricket match of ICC T20 World Cup 2014 at Mirpur Sher-e-Bangla Stadium, Dhaka. A cultural program upholding the tradition of Bangladesh was arranged in honour of the participants. Mr. Hassan Mahmood Khandker BPM, PPM, ndc, Inspector General, Bangladesh Police and other senior police officials also were present in the occasion.

Expected outcome of the Course:

- Potent and Functional Policing Network within the SAARC Countries
- Sharing and Discussion of Common Issues
- Integrated Approach to Facilitate Combating Transnational Crimes
- Exercising Best Practices in Dealing with Conventional and Other Crimes



Mr. Hassan Mahmood Khandker BPM, PPM, ndc, Inspector General, Bangladesh Police, awarding certificates to the graduation ceremony of the 2nd SAARC Course on "Transnational Crime: SAARC Perspective" on April 03, 2014

The closing ceremony of this course was held on April 03, 2014. Mr. Hassan Mahmood Khandker BPM, PPM, ndc, Inspector General, Bangladesh Police, was present in the programme as the chief guest and awarded certificates to the participants. Mr. Md. Nazmul Haque PPM, Rector, Police Staff College Bangladesh, presided over the function. Senior officials from Bangladesh Police, Ministry of Home Affairs and Ministry of Foreign Affairs, representatives of media and the directing staff of Police Staff College Bangladesh were also present there.

The Chief Guest emphasized the need for strongest possible cooperation in the fight against terrorism and transnational organized crime amongst the relevant agencies of the Member States of SAARC especially in the area of information and expertise sharing. He expressed his heartfelt thanks to Police Staff College Bangladesh for the successful completion of the course.

Mr Md Nazmul Haque PPM

Rector, Police Staff College Bangladesh
having a memento from the participants



Responding to Terrorism: Alternative Approaches

Police Staff College Bangladesh and the International Centre for Political Violence and Terrorism Research (ICPVTR), Singapore, jointly organized the workshop on “Responding to Terrorism: Alternative Approaches”. The workshop lasted for four days from 21 to 24 April, 2014. Twenty-Three participants from police and other law enforcing & intelligence agencies took part in the workshop.



Mr. Hassan Mahmood Khandker BPM, PPM, ndc, Inspector General, Bangladesh Police, addressing the participants in the inaugural ceremony of the workshop, “Responding to Terrorism: Alternative Approaches”



Mr. Asaduzzaman Khan, Honorable State Minister, Ministry of Home Affairs; Mr. Hassan Mahmood Khandker BPM, PPM ndc, Inspector General, Bangladesh Police; Mr Md Nazmul Haque PPM, Rector, Police Staff College Bangladesh; Representatives from the International Centre for Political Violence and Terrorism Research (ICPVTR), Singapore; Directing Staff, Police Staff College Bangladesh and the participants of the workshop on “Responding to Terrorism: Alternative Approaches”

Police Financial Management Course

Police Financial Management Course is one of the core courses of Police Staff College Bangladesh offered to Additional SP of Bangladesh Police. Police Staff College Bangladesh organized 21st Police Financial Management Course from 09 to 27 March 2014. Nineteen Participants from different units of Bangladesh Police attended in the course.



Mr. Md. Matiur Rahman Sheikh, MDS, Research, Planning & Evaluation; **Mr. Md. Golam Rasul**, MDS, Training; **Kanij Fatima**, Director, Training; and **Mr. Mohammad Shahjahan PPM**, Director, Research, Planning & Evaluation; **Directing Staff**, Police Staff College Bangladesh and the **Participants of 21st Police Financial Management Course** on 09 March 2014.

It is undeniable that the improvement of operational performance of today's police service irrespective of both developing and developed countries of the world calls for high quality training; delivering the challenging management, leadership and operative program; reflecting need-based priorities for senior police officials. Keeping this in mind, the course program has been designed for the participants to enhance organizational capability so that they can provide an integrated response to different financial issues.

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

1. To enhance the knowledge on financial management skills to run different police units.
2. To conceptualize with the formulation of budget and other related aspects.
3. To orient the DDO in respect of budget, procurement, accounts and audit system.
4. To be briefed with PPR and PPA.
5. To get acquainted with rules relating to pension, gratuity and other govt. welfare funds.
6. To enhance the knowledge on government accounts system in police office.
7. To have an overview of income tax and related issues etc.



*Participants of **21st Police Financial Management Course** are seen in the visit programme at Financial Management Academy(FIMA)*



***Mr. Md Nazmul Haque PPM**, Rector, Police Staff College Bangladesh, awarding certificates on the graduation ceremony of the **21st Police Financial Management Course** on 27 March 2014*

Police Management Course

Police Management Course (PMC) is one of the core courses offered by Police Staff College Bangladesh for the Assistant Superintendent of Police. Police Staff College Bangladesh organized 24th and 25th Police Management Course respectively from 02 to 20 February 2014 and 13 to 30 April 2014. Thirty-Two Assistant Superintendent of Police took part in those courses.

Md. Nazmul Haque PPM, Rector, Police Staff College Bangladesh; Md. Matiur Rahman Sheikh, MDS, Research, Planning & Evaluation; Md. Golam Rasul, MDS (Training); Md. Maniruzzaman, Director, Administration; Mohammad Nazrul Hossain, Director, Curriculum and Kanij Fatima, Director (Training) were present in the inaugural session of 24th Police Management Course. The chief Guest Mr. Md. Nazmul Haque PPM, Rector, Police Staff College Bangladesh put emphasis on the smooth and effective financial management of police units.



Mr. Md. Nazmul Haque PPM, Rector, Police Staff College Bangladesh; **Directing Staff**, Police Staff College Bangladesh and the **Participants of 24th Police Management Course** on 02 February 2014

The overall objectives of the course are to make the participants competent in the following areas:

- To enhance the knowledge on management skills to run different police units
- To conceptualize the formulation of police line management and other related aspects
- To build up the core competence of leadership
- To be prepared for combating challenges in the different arena of the profession
- To get acquainted with rules relating to public order management, force mobilization and big event management
- To enhance the knowledge on ethics, accountability and transparency
- To acquire the knowledge of legal service delivery
- To have an overview of file management as part of the office management and its impact
- To have a clear idea on good governance, human resource management, vehicle management and its maintenance



Mr. Md. Matiur Rahman Sheikh, MDS, RP&E
Police Staff College Bangladesh, in a session of
25th Police Management Course



Mr. Md. Golam Rasul
MDS, Training
Police Staff College Bangladesh
conducting a session of 25th Police
Management Course



Participants of 24th Police Management
Course at 'Bangladesh Police
Muktijuddha Jadughar' (Bangladesh
Police Liberation War Museum)



Mr. Md. Maniruzzaman
Director, Administration
Police Staff College Bangladesh, in a
session of 25th Police Management
Course



Mr. Mohammad Nazrul Hossain
Director, Curriculum
Police Staff College Bangladesh
conducting a session of 25th Police
Management Course



Mr. Mohammad Shahjahan PPM
Director, RP&E
Police Staff College Bangladesh
in a session of 25th Police
Management Course





Mr. Md Matiur Rahman Sheikh, MDS, Research, Planning & Evaluation; **Mr. Md Golam Rasul**, MDS, Training; **Mr. Md Maniruzzaman**, Director, Administration; **Mr. Mohammad Nazrul Hossain**, Director, Curriculum, **Ms Kanij Fatima**, Director, Training; **Directing Staff**, Police Staff College Bangladesh and the **Participants** of 25th Police Management Course on 13 April 2014

Evaluation of the course

To evaluate this course, participants have opined that this course has opened up a new chapter before them with renewed attitude regarding the management activities as a police manager. Through group discussions and problem-solving exercises, they have already developed innovative strategies, honed their managerial skills, and grasped the concept of multi-jurisdictional information sharing. This course contents have fulfilled their expectations through and by developing present and future leadership; making them acquainted with different systems of policing like pro-people & intelligence based policing; acquiring knowledge on case management, supervision and office management at unit level. Moreover, they have learnt how to use the digital equipment and technology along with the modern management thoughts and gathered the knowledge to examine the latest trends and patterns of crime in home and abroad.

The knowledge and attitude they got from this course is considered sufficient enough to get the ability to adore and flourish themselves with the highest professional competency in their area of responsibilities. After the completion of the course, the participants are now confident in managerial issues bestowed to them. On the other hand, they have put some recommendations like duration of the course can be increased up to four weeks; more exercises and tests can be included to make the course more fruitful and visit to police station can be arranged to make the course more effective.

PMC is an effective and pragmatic course for the Assistant Superintendant of Police. It is obvious that this training program has enabled them to be more confident in policing through sharing experiences and exchanging ideas with the experienced and prudent instructors. They would be able to discharge their duties and responsibilities through practicum of this training program better than they could do.

Training of Trainers on Human Rights

The effective training of police in human rights is an essential element in the global efforts to promote and protect human rights in every country. In order to protect human rights, the police must first know and understand the fact that international human rights standards concerning their work were developed to provide invaluable guidance for the performance of their crucial functions in a democratic society. Keeping this in mind, Bangladesh Human Rights Commission and UNDP jointly organized a ToT course for police officers of the rank of Sub-Inspector to Additional SP. Twenty-Eight officers from different units of Bangladesh Police took part in the course from 04 to 05 March 2014.



Professor Jeremy Sarkin, International Consultant, Capacity Development Project, Bangladesh Human Rights Commission and UNDP; **Directing Staff**, Police Staff College Bangladesh and the **participants** of 'Training of Trainers of Human Rights' on 04 March 2014

Professor Jeremy Sarkin
International Consultant
Capacity Development Project
Bangladesh Human Rights Commission
and UNDP, addressing the participants
in the graduation ceremony of 'Training
of Trainers on Human Rights' on 05
March 2014



Police Reform Programme (PRP) organized 'Training of Trainers on Human Rights' from 20 to 24 April 2014. Twenty-Six police officers of the rank of ASP to Additional SP participated in the course. The facilitators were Mr. Taposh Barua, Police Training Expert, PRP; Mr. Sarker Omar Farooque, Training Consultant, PRP; Mr. Sufian Ahmed, Addl. SP, BPA, Sardah and Mr. Md. Ohabul Islam Khandker, Sr ASP, Police Staff College Bangladesh.



Directing Staff of Police Staff College Bangladesh, **Representatives** from PRP and the **participants** of 'Training of Trainers on Human Rights' on 20 April 2014

Course Objectives

The overall objectives of this course are to emphasize that knowledge of human rights is an essential professional requirement of all personnel serving in law enforcement agencies, to clarify the idea about policing in a democratic society and to have a sound knowledge about the maintenance of public order especially during the election period.



Participants of the course involved in a number of activities during their 5 day-long course



Presentation and Facilitation Skills

Making presentations can be a daunting task, particularly when the issue comes for many people as public speaking. Finding ways to calm those jitters, adequate and appropriate preparation, structure and delivery of material are essential to successfully getting message across. Therefore Police Reform Program (PRP), UNDP organized a four-day training program on Presentation and Facilitation Skills from 27 April to 30 April 2014. There were 14 participants of the rank of Sub-Inspector to ASP participated in the course.



Directing Staff of Police Staff College Bangladesh, **Representatives** from PRP and the **participants** of 'Training on Presentation and Facilitation Skills' on 27 April 2014

The very aim of this training is to make the participants confident in presentation and facilitation skills so that they are able to facilitate different training sessions in different in-service training institutions of Bangladesh Police. The participants are taught adult education, difference between education and training, lesson plan, different methods & materials of training. Besides, the participants had hands-on exercise on conducting a session in class room environment.

Participants doing pair work in a session of 'Training on Presentation and Facilitation Skills'



Border Control Management Course

Border Control Management is a two-week course for mid-level to senior-level border control managers and supervisors with in sight operational responsibility for border ports of entry. This course is intended to introduce the tools and techniques required to understand and address current border management issues. Border Control Management (BCM) Course was held at Police Staff College Bangladesh from 02 to 13 February 2014. The course was sponsored by U.S. Department of State Anti-Terrorism Assistance (ATA) Program and coordinated by the Regional Security Office, U.S. Embassy, Dhaka. Twenty-Six officers from Bangladesh Police, Bangladesh Army, Border Guard Bangladesh, Coast Guard Bangladesh, Customs & Excise, and Immigration & Passport Office participated in Border Control Management Course.



Mr. Md. Nazmul Haque PPM, Rector, Police Staff College Bangladesh; **Ms. Viraj LeBailly**, Deputy Chief of Mission of U.S. Embassy Dhaka; **Mr. Bernard N. Nixon**, Regional Security Officer, U.S. Embassy Dhaka; **Directing Staff**, Police Staff College Bangladesh and the **participants** of Border Control Management Course

Through a series of lectures, discussions, and problem-solving activities, the participants learnt how to identify terrorism threats to borders and solutions for neutralizing and mitigating those threats. They also learnt about current terrorist methods and threats, including awareness of chemical, biological, radiological, nuclear, and explosive (CBRNE) materials and the equipment and methods used to build these devices.

The course covered such topics as respecting human rights, trends in terrorism, conducting a threat assessment, physical and operational vulnerabilities at the border, combating vulnerabilities at the border, controlled materials at the border, managing personnel and equipment, communication at the border, preservation of evidence, integrity controls, providing information to the public, and interagency & international cooperation.

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

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

Identifying and Developing Investigative Information (IDII) Course

Investigation plays the most important role in the detection and prevention of crime. There is no denying the fact that we are lagging behind the international standard in terms of applying investigation techniques. Our conventional approach to investigation does not match the organized criminal networks at local, regional and international levels. So, we have to apply global investigation techniques to strengthen our investigation. Keeping this in mind, 'Identifying and Developing Investigative Information (IDII)' Course has been arranged for field level Police Officers who are mostly engaged in investigation in their day to day professional activities.



Mr. Md. Nazmul Haque PPM, Rector, Police Staff College Bangladesh; **Mr. Bernard N. Nixon**, Regional Security Officer, U.S. Embassy Dhaka; Instructors from ATA ; **Directing Staff**, Police Staff College Bangladesh and the participants of **Border Control Management Course**

The course was held from 23 February to 06 March 2014 and 31 participants of the rank of Sub-Inspector to Addl. SP attended the course. "Identifying and Developing Investigative Information" was developed to provide the participants with the knowledge and skills they need to plan, establish or enhance the capability of, and effectively manage a law enforcement intelligence unit. The participants examined best practices for establishing or improving investigative information, and gained knowledge and skills needed to effectively manage both the analytic process and work with those contributing to the process.

Developing investigative information is indispensable for law enforcement investigators or investigative information analysts who are knowledgeable of current radical tactics and practices. In addition, it is so important to be well-known with the investigative information, identifying process, analysis, latest thinking on investigative analysis, intelligence process, information sharing, terrorist motives and adapt at problem solving in a variety of instructional strategies, through group exercises, demonstrated management and administrative experience. The skill and knowledge gained through the IDII course will obviously enhance the participants' ability to use innovative strategies and apply effective analytical methods to improve their abilities to identify and develop investigative information.

Workshop on 'Role of Police in Environment Protection'

Police Staff College Bangladesh and Bangladesh Environmental Lawyers Association (BELA) jointly organized a day-long workshop at the International Conference Centre (ICC) of PSC on "Role of Police in Environment Protection". The workshop was held on 12 February 2014. Twenty-seven participants took part in the workshop.



Mr. Md. Nazmul Haque PPM, Rector, Police Staff College Bangladesh, **Dr. Ainun Nishat**, Vice Chancellor, BRAC University, **Syeda Rizwana Hasan**, Advocate, Supreme Court & Chief Executive, BELA, **Directing Staff**, Police Staff College Bangladesh and the **Participants** of the workshop on 12 February 2014

Dr. Ainun Nishat, Vice Chancellor, BRAC University, and water resource and climate change specialist, spoke about 'Environmental Issues and Concerns: National and International Perspectives' as well as 'Sustainable Development: Issues and Concerns in Bangladesh'. His discussion was divided into three sections covering global, regional and national issues. He talked elaborately about global issues like 'Climate change and climate variability', 'Desertification processes', 'Loss of biodiversity' and 'Ozone layer depletion'. Regional issues like 'Water regulation in upper reaches', 'Deforestation in upper watershed', 'Cross-boundary Pollution', 'Threat of oil spillage' and 'Over-Fishing in the Bay' came alive in his speech. Then he focused on national issues like 'Population and bearing capacity', 'Food security, water security, energy security, health security and security for livelihood', 'Sustainable Agriculture', 'Depletion of Forest resources', 'Disappearance of Wetland and Fisheries', 'Loss of Biodiversity and medicinal plants', 'Rapid Urbanization' and 'Degradation of natural resources base'.

Syeda Rizwana Hasan discussed the 'Role of Police in Enforcing Environmental Laws'. She pointed out duties and responsibilities of police on environmental issues focusing on relevant articles and sections of the Constitution, the Police Act 1861, the Penal Code 1860, the Environment Conservation Act 1995, the Water Act 2013, the Brick Burning (Control) Act 1989, the Building Construction Act 1952, Wildlife (Preservation and Safety) Act 2012, and local government laws.

Basic Interview Skill

Basic Interview Skill Course was held at Police Staff College Bangladesh from 23 February to 06 March 2014 with the initiative of the Government of Denmark and the United States of America. Twenty-One participants of the rank of Sub-Inspector and Inspector attended the course.



Directing Staff of Police Staff College Bangladesh, **Representatives** from Royal Danish Embassy and ICITAP, and the **participants** of 'Basic Interview Skills' on 23 February 2014

Interviewing 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. The course is intended to enhance the capabilities of the investigating officers in Identifying and Developing Interview skills. In the graduation ceremony, Mr. Md. Nazmul Haque PPM, Rector, Police Staff College Bangladesh was present as the chief guest. Mr. Jon F. Danilowicz, Deputy Chief of Mission, US Embassy Dhaka and Mr. Duncan Brown, Senior Adviser, Royal Danish Embassy Dhaka, were present as special guest. Mr. Md. Golam Rasul, MDS, Training, Police Staff College Bangladesh, presided over the graduation ceremony.

Mr. Duncan Brown
Senior Adviser
Royal Danish Embassy Dhaka
speaking in the graduation
ceremony of Basic Interview Skills



Strategic Counter Terrorism Course

Strategic Counter Terrorism Course (SCTC) was held at Police Staff College Bangladesh from 16 March to 27 March 2014. The course was organized by Royal Danish Embassy Dhaka. Nineteen senior officials from Directorate General of Forces Intelligence (DGFI), Bangladesh Bank and Bangladesh Police attended in the course.



Directing Staff of Police Staff College Bangladesh, **Representatives** from Royal Danish Embassy, **Instructors** and the **participants** of 'Strategic Counter Terrorism Course' on 16 March 2014

The participants of the course learnt about the definition of terrorism, Universal Declaration of Human Rights, strategic intelligence management, tactical intelligence management, information management and sharing, radicalization, counter radicalization and risk assessment.



A session of Strategic Counter Terrorism Course

Juvenile Justice System

Ministry of Law, Justice and Parliamentary Affairs, Bangladesh organized an orientation program on 'Juvenile Justice System' with the assistance of UNICEF from 01 March to 02 March 2014. A total number of 35 participants attended the program. Police Inspectors, advocates and probation officers from Social Service Department were the participants of the workshop.



Mr. Md. Nazmul Haque PPM, Rector, Police Staff College Bangladesh, **Mr. Mohammad Shahidul Haque**, Secretary, Legislative & Parliamentary Affairs Division, MOLRP, **Ms. Nasreen Begum**, Additional Secretary, Legislative & Parliamentary Affairs Division, MOLRP, **Directing Staff** of Police Staff College Bangladesh, and the **participants** of the workshop on '**Juvenile Justice System**' on 01 March 2014

Bangladesh lacks a functioning juvenile justice system. The legislation covering juvenile justice is still inadequate. It is very poorly enforced; rather it is covered with confinement of children in a separated environment. The principle of diversion (diverting children from the justice system through the provision of support and care services), is the cornerstone of international standards on juvenile justice but is not yet well practiced in our home country. A key limitation of our system is that the child victims of crime, witnesses and children alleged of committing crime are put forwarded very often into the same system, set for the adults not giving much attention to the child protection service. The workshop was an attempt to bring the officers in one platform so that they can coordinate and have multiple effects on the juvenile system.

Mr. Md. Nazmul Haque PPM
Rector, Police Staff College
Bangladesh conducting a
session in the workshop,
'Juvenile Justice System'



Seminar on 'Police and Human Rights: Bangladesh Perspective'

A seminar on 'Police and Human Rights: Bangladesh Perspective' was organized at Police Staff College Bangladesh on 03 March 2014. It was a joint-effort of Police Staff College Bangladesh and University of Asia Pacific. Sixty-Four participants took part in the seminar. Faculty members of Police Staff College Bangladesh and the teachers and students of the Department of Law & Human Rights, University of Asia Pacific were the participants of the seminar. Prof. Dr. Jamilur Reza Choudhury, Vice Chancellor, University of Asia Pacific was present as the chief guest and Prof. Dr. Mir Shamsur Rahman, Head, Department of Law & Human Rights, University of Asia Pacific was present as the special guest in the seminar. Mr. Md. Nazmul Haque PPM, Rector, Police Staff College Bangladesh, presided over the seminar.



Professor Dr. Jamilur Reza Choudhury, Vice Chancellor, University of Asia Pacific, **Prof. Dr. Mir Shamsur Rahman**, Head, Department of Law & Human Rights, University of Asia Pacific, **Directing Staff**, Police Staff College Bangladesh, Teachers and Students of the Department of Law & Human Rights, University of Asia Pacific on 03 March 2014



Professor Dr. Jamilur Reza Choudhury
Vice Chancellor, University of Asia Pacific
addressing the audience in the workshop



Feedback Session with ATA Coordinators

A feedback session of ATA Courses was held at the International Conference Centre (ICC) on 01 April 2014. About thirty-five participants of different courses conducted by ATA took part in the feedback session. They discussed in detail how they are benefited by the course they attended.

ATA Coordinators having
feedbacks from the
participants



ATA coordinators also sat with the Directing Staff of Police Staff College Bangladesh and, after a long discussion, they agreed upon strengthening bilateral cooperation:

- To set up institutional linkage with Police Staff College Bangladesh and police training centers/academy from the USA
- To exchange training programme between Police Staff College Bangladesh and relevant training institutions from the USA and
- To facilitate institutional Capacity Building of Police Staff College Bangladesh

ATA Coordinators with the
Directing Staff of Police Staff
College Bangladesh



Seminar on 'Role of Police and Other Organizations in Disaster Management Program'

A seminar on the "Role of Police and Other Organizations in Disaster Management Program" was held at Police Staff College Bangladesh on 22 April 2014. Fifty-Seven participants of the rank of ASP and above attended the workshop.

Keynote presenters were Mohammad Abdul Qayyum, Additional Secretary, National Project Director, Comprehensive Disaster Management Programme (CDMP), Ministry of Disaster Management and Relief; and Mr. Md. Matiur Rahman Sheikh, MDS, Research, Planning & Evaluation, Police Staff College Bangladesh. Mr. Md. Nazmul Haque PPM, Rector, Police Staff College Bangladesh was present as the chief guest in the seminar and Mr. Md. Golam Rasul, MDS, Training, Police Staff College Bangladesh, presided over the seminar.



Mr. Mohammad Abdul Qayyum, Additional Secretary, National Project Director, Comprehensive Disaster Management Programme (CDMP), Ministry of Disaster Management and Relief, conducting a session in the seminar on 'Role of Police and Other Organizations in Disaster Management Program'

The presenters spoke about crucial role played by police in disaster management. Police are engaged in dissemination of warning, evacuation, controlling the crowd, ensuring public safety, directing the traffic, organizing the search teams, preventing and apprehending the looters, distribution of relief, ensuring safety of emergency goods and services and so on. He pointed out that community and police cooperation and coordination along with structural, non-structural and legal measures is essential for mitigation or reduction of disasters as well as providing support on time.

Violence against Women Conference 2014

A two-day long Justice Sector Conference on 'Violence against Women' was held at Rupashi Bangla Hotel on 15 and 16 March 2014. Justice Md. Muzammel Hossain, Honourable Chief Justice of Bangladesh, was present as chief guest on the opening day of the seminar. Nick Beresford, Deputy Country Director, UNDP Bangladesh, was the guest of honour. Mr. Md. Nazmul Haque PPM, Rector, Police Staff College Bangladesh, spoke on "The Role of a Law Enforcement Agency in the Administration of Gender Justice" on 15 March. Mr. M K Rahman, Additional Attorney General of Bangladesh, talked about "The Role of the Prosecution in Ensuring Access to Justice for Women and Vulnerable Justice Seekers".



Mr. Md. Nazmul Haque PPM, Rector, Police Staff College Bangladesh, speaking on 'The Role of Law Enforcement Agency in the Administration of Gender Justice' on 15 March 2014

On the second day of the conference there was a panel discussion on "Violence against Women – Procedural laws and the reflection on the practical experiences in the district courts". Justice Naima Haider presided over the meeting. Panel members were Syed Aminul Islam, Director, NLASO; Mr. SM Quddus Zaman, Special Officer, Supreme Court & NPD, Just Project; Mr. AKM Salimullah, Solicitor, Solicitor's Office; Md. Abdul Majid, District and Session Judge, Dhaka; Ms. Tanjina Ismail, Judge, Nari-O-Shishu Nirjatan Daman Tribunal, Dhaka; Mr. Bikash Kumar Saha, Chief Metropolitan Magistrate, Dhaka; Md. Maniruzzaman, Superintendent of Police, Police Staff College Bangladesh and Advocate Fawzia Karim, Advocate, Supreme Court.

Workshop on 'Review of Curriculum for ASP (Probationers)

Workshop on 'Review of Curriculum for ASP (Probationers)' was held at Police Staff College Bangladesh on 11 March 2014 & 08 April 2014. **Mr. Hassan Mahmood Khandker BPM, PPM, ndc**, Inspector General, Bangladesh Police; Mr. Naim Ahmed BPM, Principal, Bangladesh Police Academy, Sardah and other senior police officers who have vast experiences as a faculty of different training institutions were present in the workshop.

The aim of this workshop is to review & analysis of the 'Basic Training Program' with a view to making it more effective and goal oriented. This curriculum reform demonstrates the guiding thought for facing modernization, deepening Police reform and enhancing the quality training for ASP Probationers.

Objectives

- To meet the need of the pragmatic demand of the field service
- To incorporate new ideas and thoughts
- To reschedule the time frame putting emphasis on training components and
- To achieve the goals all through

Mr. Hassan Mahmood Khandker BPM, PPM, ndc
Inspector General, Bangladesh Police
is addressing in the workshop



Senior Police Officers were present
in the workshop on 'Review of
Curriculum for ASP (Probationers)'



Workshop on 'Team Building'

A day-long workshop on "Team building" was held at Police Staff College Bangladesh on 17 February 2014. It was jointly organized by Police Staff College Bangladesh and Police Reform Program (PRP).

Team building is a philosophy of job design in which employees are viewed as members of interdependent teams instead of as individual workers. Team building is pursued via a variety of practices, and can range from simple bonding exercises to complex simulations and multi-day team building retreats designed to develop a team.

The overall goals of team building are to increase the teams understanding of team dynamics and improve how the team works together. Team building encourages the team approach to working on a project. Advantages to this approach include:

- Increased flexibility in skills and abilities
- More productive than work groups with individual mindset
- More beneficial in times of organizational change
- Encourage both individual and team development and improvement
- Focuses on group goals to accomplish more beneficial tasks
- Improved range of team building objectives such as collaboration, communication and increased creative or flexible thinking.



Mr. Md. Nazmul Haque PPM, Rector, Police Staff College Bangladesh; **Mr. Andre Redman**, Capacity Building Specialist, PRP, UNDP and the **Participants** were in a practical session during the workshop on 'Team building'

Seminar on 'Climate Change, Our Bangladesh and Public Awareness'

A day-long Seminar on "Climate Change, Our Bangladesh and Public Awareness" was jointly organized by Police Staff College Bangladesh and Dharitri Bangladesh on 01 February 2014. Participants from Dharitri Bangladesh and the faculty of Police Staff College Bangladesh took part in the Seminar.



*Professor A A M S Arefin Siddique , Vice Chancellor, University of Dhaka is speaking in the Seminar on " **Climate Change, Our Bangladesh and Public Awareness**" held at Police Staff College Bangladesh on 01 February 2014*



Participants of the Seminar on "Climate Change, Our Bangladesh and Public Awareness"



MOU signing ceremony for the Extension of E-Learning Platform



MOU signing ceremony between **Police Staff College Bangladesh** and **Access to Information (a2i program)** on 17 April 2014 at Honourable Prime Minister's Office, Tejgaon, Dhaka

Monthly Welfare Meeting

Monthly Welfare Meeting is regularly held at Police Staff College Bangladesh. In this quarter, Welfare Meetings were held on 07 January, 29 January and 13 March 2014.

Md. Nazmul Haque PPM, Rector Police Staff College Bangladesh is speaking in the monthly Welfare Meeting on 13 March 2014



Picnic 2014



Ball Passing Events for Kids



Memory Test



Children are busy with different rides



Md. Nazmul Haque PPM, Rector
Police Staff College Bangladesh
distributing prizes among the
winners of different events



An Event of Musical Chair



An exciting Moment of Ball Throwing



Some Special Moments



Pitha Utsob on the Eve of Winter Fair



Volleyball Competition as a part of Annual Sports



Friendly Football Match among Staff & Faculty Members





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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