

# Annual Report 2018



**Police Staff College Bangladesh**

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# Message from The Rector



Established in 2000, Police Staff College (PSC) Bangladesh has paved its way towards being able to manoeuvre excellence in imparting quality training, pursuit of higher education, conducting cutting-edge research in policing issues and disbursing its other mandated activities. Like other years, 2018 has also been marked as a successful year for PSC in terms of its achievements. We are highly gratified to present the Annual Report 2018 to our readers. This report includes descriptions of achievements of PSC in its all related arena.

Being the focused activity of PSC, training courses in 2018 increased significantly compared to those in 2017. A number of courses with native and foreign participants organized by INTERPOL were the most significant part of training programs at PSC in 2018. Apart from that, though the number of core courses decreased in 2018 in comparison with those in 2017, the number of partnership courses soared in 2018. As for research activities, 2018 involved workshop on methodology of research work. Moreover, PSC arranged seminars on final presentation of previously conducted research activities. Furthermore, workshops on finalization of methodologies for four research work to be conducted in 2018-19 year were held at PSC. The result of 2nd Batch of Master of Applied Criminology and Police Management has been published in this year and the 3rd Batch is continuing its study program. A good number of renovation work of PSC establishments and campus have been accomplished.

The results of 2018 are reflections of what we are capable of and have made us more confident and more ambitious about our future. We believe we will repeat our current strong performance in 2019 and we want to build new strengths from what we have been achieving. We want to thank our partners and stakeholders for their continued trust.

2018 was an eventful year for PSC, full of change and progress. Everything we do is aligned with the interests of our participants. We approach challenges with analytical insight, diligence, and resilience. At PSC, we choose to look at every challenge as an opportunity.

As you read the report, I hope you will gain insight into the breadth and depth of our activities. The accomplishments over the past year and the work ahead depend on the support and contributions of our partners and dedicated staff. I am immensely grateful to those individuals and partners whose energy and support strengthened us. Thank you and I look forward to another amazing year at PSC.

SK. Md. Maruf Hasan bpm, ppm  
Rector  
Police Staff College Bangladesh



# Message from The Vice-Rector



On publishing this Annual Report 2018, we take immense pleasure in sharing the accomplishments of PSC in 2018. PSC, the apex training centre of Bangladesh Police and an institute for higher education and research work in policing issues, makes a difference every year and gets one step ahead, which is portrayed in the Annual Report. Therefore, this Annual Report is a snapshot of performance, achievements and prospects of PSC.

We have been going through transformation over the past years and it is not easy to assess the transformation impact from one single year's results, but when compared, it becomes clear just how much change has taken place. Our teams feel engaged and empowered to always do better and push our shared ambitions to greater heights. Our journey will continue to build from what we have been achieving.

We have revealed all relevant information in the form of Annual Report for the clients and the citizens of the nation. Publication of this Annual Report will promote the transparency and accountability to its stakeholders; I personally appreciate this laudable effort on the part of PSC.

I would like to record my sincere and heartiest thanks to all the members of the Board of Governors, members of the faculty, and the employees for their talent and passion; guest resource persons, participants of various courses and well-wishers for their unremitting efforts and continuous assistance to PSC since its inception. My genuine gratitude is also due to the Rector and the Research and Publication Wing of PSC for publishing this report. We look forward to bring it to a new height, a step closer to its vision of becoming a centre of excellence. Also, I would like to thank you, the reader, for your interest in PSC.

We want to thank our partners and stakeholders for their continued trust. Heartfelt thanks are extended to all concerned personnel, especially to editorial ones who contributed significant inputs to the report. Any observation, view and recommendation from the valued readers would be highly appreciated and will be considered as precious contribution towards enriching the future publication of the report.

With Best Wishes



Md. Ibrahim Fatemi, bpm, ppm  
Vice-Rector  
Police Staff College Bangladesh



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# PSC Achievements 2018



# Abbreviations

AD : Assistant Director	NHRC : National Human Rights Commission
Addl. DIG : Additional Deputy Inspector General	PBI : Police Bureau of Investigation
Addl. IGP : Additional Inspector General of Police	PE & C : Planning, Evaluation & Coordination
Addl. SP : Additional Superintendent of Police	PEMCC : Police Executive Management Certificate Course
APBn : Armed Police Battalion	PFMCC : Police Financial Management Certificate Course
ASP/Sr. ASP : Assistant/Sr. Assistant Superintendent of Police	PHQ : Police Headquarters
ATA : Anti Terrorism Assistance	PMCC : Police Management Certificate Course
BGB : Border Guard Bangladesh	PSC : Police Staff College Bangladesh
CID : Criminal Investigation Department	PTC : Police Training Center
CMP : Chittagong Metropolitan Police	R & P : Research & Publication
DD : Deputy Director	RAB : Rapid Action Battalion
DIG : Deputy Inspector General	RP&E : Research, Planning & Evaluation
DMP : Dhaka Metropolitan Police	SAARC : South Asian Association for Regional Cooperation
FGD : Focus Group Discussion	SB : Special Branch
HW : Highway Police	SP : Superintendent of Police
ICC : International Conference Centre	SPBn : Special Security and Protection Battalion
ICITAP : International Criminal Investigative Training Assistance Program	TDS : Traffic Driving School
IGP : Inspector General of Police	UNDP : United Nations Development Program
MDS : Member Directing Staff	UNESCO : United Nations Educational, Scientific and Cultural Organizations
MoU: Memorandum of Understanding	UNICEF : United Nations Children's Fund

# Executive Summary

Each year builds up a milestone for PSC in attainment of the holy grail, its success. In the year 2018, PSC has invigorated significantly with its values to achieve its strategic goals. It has been a great year for PSC remarkably for making a considerable impact on the capacity development of Bangladesh police. PSC's image has been uplifted through offering contemporary quality based training, providing research-based recommendations, and collaborating with organizations around the globe. It has widened its businesses not only to the police but also to other government and non-government sectors. Annual Report 2018 has sequentially portrayed the performance details of training, curriculum, evaluation, academic & research and administration branches of PSC.

In 2018, PSC has conducted 7 core courses, 33 partnership courses including a number of courses with foreign participants organized by INTERPOL, and 7 workshops. Though the number of core courses in 2018 has decreased to as low as half as that of 2017, the number of partnership courses has soared to twice as much as that of 2017. The number of total participants both in core and partnership courses in 2018 was 884 while that of 2017 accounted for 748.

PSC accommodated extensive participants ranging from new to the most experienced ones during last year. These courses provided training to total 387 police participants of varying ranks. The highest number of trainees came from ASP/ Senior ASP rank followed by the rank of Addl. SP. Among the total graduates 218 were ASP/ Senior ASP, 146 were Addl. SP, 19 were SP and only 4 were Addl. DIG/DIG.

PSC has purposefully aligned its delivery to national priority areas. In this context, new topics have been introduced in PSC course curricula, for example, the inclusion of research methodology workshop, criminal

intelligence analysis, critical infrastructure security and resilience, preventing terrorist attacks, response to active shooter incident, intellectual property rights, digital evidence & forensic, financial investigations and internet investigation in addition to the old courses.

Furthermore, the digitalization process of a curriculum is the innovative initiative of Police Staff College, which is partly implemented in collaboration with Access to Information Program (A2I), which has created a conducive environment to e-learning process. Thus, the distant participants have been able to easily access to course materials of Police Staff College. It is mentionable that the curriculum section always updates the course curriculum with necessary contemporary issues so that participants can easily handle their upcoming professional challenges.

Since its inception, PSC has been committing to providing outstanding training, cutting-edge research, and world-class education and to standardize its institutional capacity. As parts of its academic endeavour, PSC has already published the final result of 2nd Batch of Master of Applied Criminology and Police Management (MACPM) and all the students have successfully passed. The 3rd Batch is continuing its study at present. It is to be noted that the curriculum of MACPM has been revised and a more concentrated, concise and smarter curriculum has been prepared. Instead of total 16 courses each having 3 credit hours, there are now 10 courses in total each bearing 4 credit hours. Apart from that, earlier, there was a thesis course that carried 4 credit hours while the same now has 6 credit hours. In addition, inclusion of capstone project as an alternative to the thesis has incorporated flexibility for the students. The number of total credit hours increased to 42 from 40 albeit the number of courses decreased. Students from diversified professional areas have been included in the newer batches.



2018 was another year of notable success for the Research & Publication (R&P) branch of PSC as it provided platforms for conducting cutting-edge research programs for criminology scientists, researchers, and academicians to achieve excellent and useful outcomes. Our key research investments, planning, and evaluation programs have made commendable progress. The momentum has now shifted to more qualitative research with a wide and diversified array of subjects more closely involved and engaged with the constantly evolving trends of the police and policing. Last year, four research projects have been accomplished. Another four are underway and expected to be completed in the 2018-19 fiscal year.

**Md. Golam Rasul**  
MDS (Academic & Research)  
Chief Editor, Annual Report 2018  
Police Staff College Bangladesh

PSC is always committed to providing a standard training and learning environment. To ensure these, its infrastructure development initiatives have got a new dimension last year. Renovation work of PSC campus, classrooms, swimming pool and dormitory has given new looks to PSC.

The continuous, sincere, diligent and concerted efforts of PSC staff in making it a center of excellence in the arena of knowledge-based organization are worthy of great appreciation. I am truly delighted to thank them all!



# Who We Are

Police Staff College Bangladesh (PSC) is the apex training and research institute of Bangladesh Police. It is responsible for imparting quality training to Bangladesh Police offering professional, academic degree and conducting cutting edge researches on criminological issues for the improvement and operational performance of police and the community to make our place safe and secured.

PSC has come to light as a statutory organization in 2002 under the Police Staff College Act, 2002, through an auspicious inaugural by the Honourable Prime Minister Sheikh Hasina on November 30, 2000. It is the first of its kind in the South Asia region. It has a beautiful landscape of approximately 19.5 acres of land located at Mirpur-14 - the heart of Dhaka, the capital of Bangladesh.

PSC is governed by the Board of Governors composed of a high level 13-members body headed by the Honourable Minister, Ministry of Home Affairs. The dignitary members include Secretaries of Ministry of Home Affairs; Ministry of Public Administration; Ministry of Finance; Ministry of Education and Ministry Law, Justice and Parliamentary Affairs, the Inspector General; Rector, Bangladesh Public Administration Training Centers (PATC); Commandant, Defence Services Command and Staff College (DSCSC); Vice Chancellor, Jahangirnagar University; Additional Secretary, Cabinet Division and the Rector, PSC who is the member secretary of the board.

The Rector, an Additional Inspector General of Bangladesh Police, is the head of the executive of PSC. The Vice Rector in the rank of Deputy Inspector General assists the Rector in regards to academic, research and training matters and all administrative concerns. PSC has two functional wings: Training Wing and Academic & Research Wing headed by two Member Directing Staff (MDS) - MDS (Training) and MDS (Academic & Research). Besides, PSC has Administration and Finance Branch for the support services to the other wings. A Director in the rank of Superintendent of Police provides all administrative supports to smooth functioning of PSC according to the directives of the Rector and Vice Rector.

PSC's Training Wing is dedicated to impart quality training to the senior police officers in the rank of ASP

and above, and other equivalent government officials. The aim of PSC training is to equip participants with the appropriate knowledge, skill & attitude to respond to the changing needs of the society, to improve their operational capabilities, capacities & efficiencies and to raise their awareness on new ideas, perceptions and critical insights on the ever evolving security domains. The Training Wing is headed by a Member Directing Staff (MDS) in the rank of Addl. Deputy Inspector General (Addl. DIG) of Bangladesh Police. This Wing consists of two Branches named 1) Training Branch and 2) Curriculum Branch, each led by a Director in the rank of Superintendent of police.

The Academic and Research Wing (A&R) is dedicated to perform two distinct jobs: 1) to administer PSC's academic programs such as the administration of its professional Master degree program, 'Master of Applied Criminology and Police Management' and 2) to conduct cutting edge researches as directed by PHQ. This Wing is headed by a Member Directing Staff (MDS) in the rank of Addl. Deputy Inspector General (Addl. DIG) of Bangladesh Police. This Wing is composed of two Branches: i) Academic Branch and ii) Research & Publication Branch each headed by a Director in the rank of Superintendent of Police. While Academic Branch is engaged in pursuing academic endeavors; Research & Publication Branch is dedicated in conducting cutting edge researches across a range of eco-social, criminological, security, policing and counter-terrorism issues.

PSC's journey since its inception has gradually been very worthy and promising. PSC is now more confident to achieve its strategic vision within the target period. Our present outstanding performances align with our assertion. We have broadened our network in the international arena, most prominently with Macquarie University, Australia. We are making regular arrangement of SAARC international training course and a number of international conferences/seminars in collaborative partnerships with the international and foreign partners including Sydney's Macquarie University, Interpol, US Embassy, Australian/Canadian High Commission and so on. In this way, PSC is moving forward and endeavouring for excellence with a vision to establish it as the regional and global 'think tank'.



## Our Legal Basis

PSC works under the provisions of Police Staff College Act, 2002.

## What We Do

### The purpose of PSC

The purpose of Police Staff College Bangladesh (PSC) is to create a sustainable, sound and work-based learning model which supports police, government officials and relevant professionals of Bangladesh and around the globe to build safer and resilient communities.

### Vision

to enhance professionalism in policing through need based training and applied research

### Mission

to develop human resources with sound capability and integrity to modernize policing within the framework of national development policy

### Values

Prudence  
Innovation  
Readiness  
Commitment  
Teamwork

### Objective

to create an effective and meaningful learning and research opportunities, outstanding educational facilities, networks and collaborative partnerships for police and other relevant professionals from home and abroad to make our world safe and secured.

## Our Goals:

- To influence and enhance police leadership, prudence and professionalism
- To establish innovative and work-based graduate learning programs
- To provide value and insights gained from security, criminology and policing research to the national and international platforms
- To promote mutual partnership and networking
- To create a vibrant and quality learning environment

By our prudence, we make excellence in providing training and conducting research. We make a promise to be innovative to bring PSC to the international standards. We are ready and prompt in every relevant response of the government. We are committed to develop police professionals compatible to meet contemporary needs of policing. Our endeavor for excellence is the effort of our team work.

## How We Do It

To meet our goals, our strategies are to:

- Develop and maintain outstanding training programs to make police leaders capable of meeting contemporary policing needs.
- Offer graduate learning programs to our communities to enhance academic literacy and wisdom.
- Perform evidence-based and applied research to inform policy and practice.
- Organize integrated programs through augmenting national/international partnerships and networks.
- Ensure capacity building of Staff and high quality learning environment

## Where We Customize Our Culture:

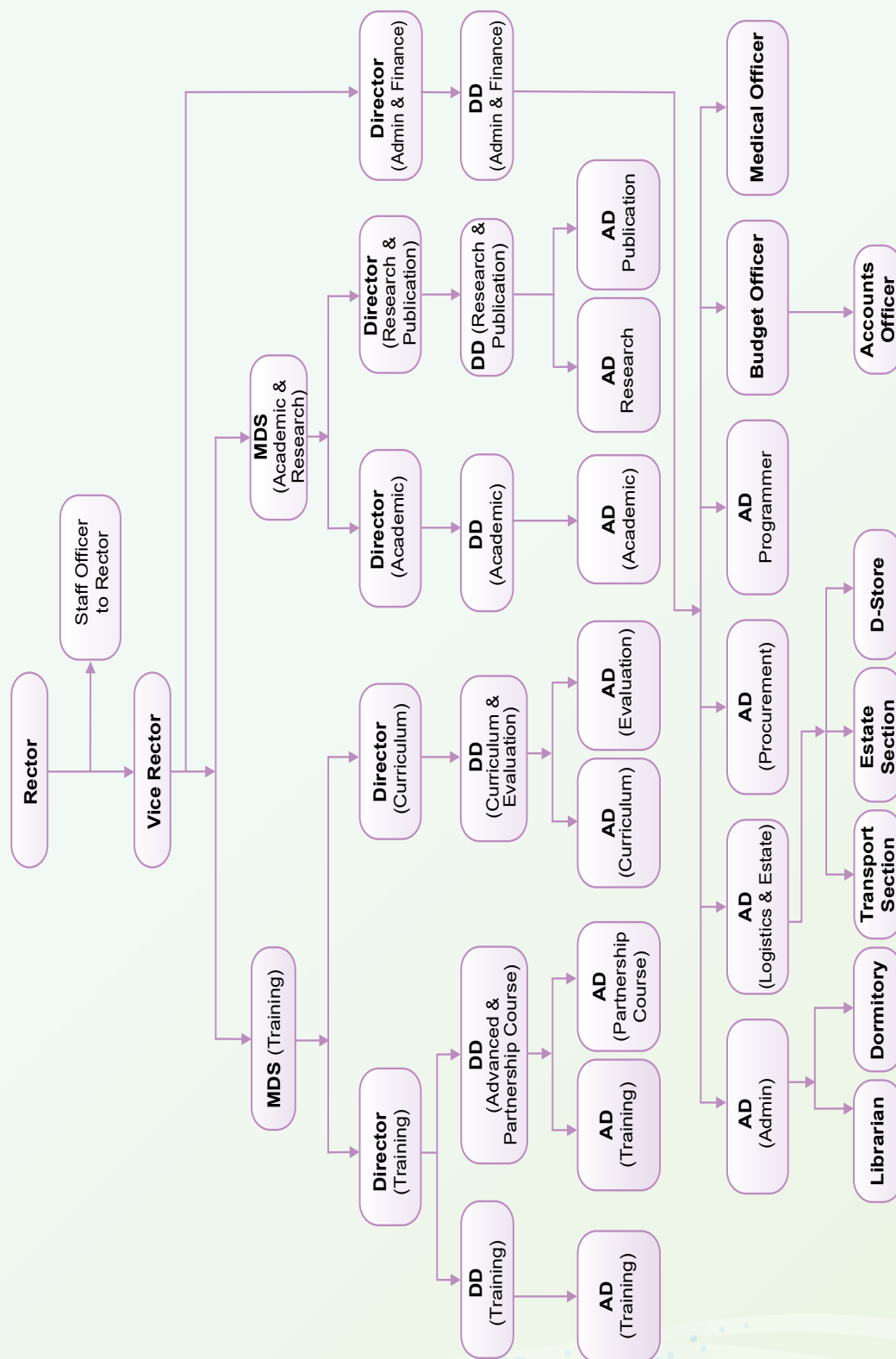
- We worth our fellows and respect their values to deliver quality training outcomes and services.
- We encourage critical thinking on barriers against smooth functioning of policing
- We support and promote partnership contribution
- We underpin our success with spirit of unity
- We collaborate to make a difference

### Our Strategic Goals



# Organizational Structure

PSC is governed by a Board of Governors chaired by the Honorable Home Minister. The BoG is responsible for executive decisions of PSC. Board of Governors has the provision to meet PSC on a quarterly basis to provide strategic input into the planning and delivery of PSC business. PSC is led by the Rector who is the member secretary of BoG. The Rector is supported by the executive management team of PSC who provide critical inputs into the planning, operation and delivery of PSC business. Since 2000 till date, PSC has employed 15 Rectors who are in the rank of Additional Inspector General of Police. At present, SK. Md. Maruf Hasan bpm, ppm is the Rector of PSC.



# PSC Management: At a Glance

**As the chief executive, Rector is responsible for PSC management.**



Rowshan Ara Begum, ppm, ndc joined PSC as the Rector on November 07, 2018. After earning a Master of Social Science degree from the University of Dhaka, Rowshan Ara Begum, ppm, ndc joined Bangladesh Police in February, 1988 and served in a variety of high-profile positions including Assistant Police Commissioner of the Accounts Section, Reserve Office, Traffic Division and Training Unit of Dhaka Metropolitan Police. She successfully performed her duty as the SP of Munshiganj district from 1998 to 2000. She later served in different units as Deputy Commissioner, Additional Commissioner and Acting Commissioner of Police. She was promoted to the post of additional IGP on November 6, 2018. She is interested in human rights and gender issues, especially women's rights.



Md. Matiur Rahman Sheikh has spent 9 years of his career at PSC as a contributor to training, research and development activities. He joined Bangladesh Police in 1991 as a BCS cadre officer. During his professional endeavour Mr. Sheikh was assigned to many operational units including the district police units as SP. He served as UN peacekeeper in East Timor and Liberia. He studied Business Administration and received MBA degree. He obtained another Masters Degree in Criminology and Criminal Justice from the DU. He has recently been honoured with IGP's exemplary good services badge for his contribution to research and publication. His professional interests focus on thematic planning, applied research and evaluation of pragmatic training activities of PSC. He also takes a keen interest in crime and criminology.



Md. Ibrahim Fatemi, bpm, ppm joined PSC on 30 March, 2016 as the Vice Rector-PSC's Second-in-Command. He joined Bangladesh Police in 1989. He has completed MSS from the University of Dhaka in International Relations. Before joining Police, he was a news caster and a presenter in Radio Bangladesh and Bangladesh Television. He worked with internationally reputed NGO Oxfam. He is an enlisted lyricist and prominent reciter in different media. In Bangladesh Police, he served at Districts of Mymensingh, Narayanganj and Dhaka; PHQ; DMP; SB and CID. He served in UN mission in Bosnia and Herzegovina, and in East Timur. He is interested on terrorism, crisis management and policing issues.



Md. Golam Rasul joined PSC on 30 Jan 2013. He is a member of the 12<sup>th</sup> BCS Police batch. He has devoted his education in Mass-Communication from the University of Dhaka and went on to receive another Masters in Development Studies from AIUB, Dhaka. He served at different important police units in Bangladesh including DMP, SB, BPA and different districts. He served in the UN Mission in East Timor. He received Inspector General's 'Exemplary Good Service Badge' in 2001. He was the editor of the Bangladesh Police magazine, 'The Detective'. He has several publications and frequently contributed to professional report writings on various police issues. He was the Member Secretary of the 'Investigation Directives Committee' that yielded the 'Oporadh Todonto Nirdeshika': a handy manual of criminal investigation for police officers. His areas of interest are police policy planning and police reform issues.



Md. Sibgat Ullah, ppm joined PSC on 01 July, 2018. He belongs to 15<sup>th</sup> BCS Police Batch. He completed his BSC (Hons.) and MSC in Zoology from Rajshahi University. He worked in DMP, APBn, Police Head Quarters (PHQ), Pirojpur, Mymensingh, Narayanganj and Feni district. He served in UN Peacekeeping Mission in Kosovo, Ivory Coast, and Sudan. He also worked in P-4 level job stationed in Italy.



Md. Masud Karim joined PSC on September 25, 2016. He belongs to the 18<sup>th</sup> BCS Police cadre and joined Bangladesh Police in 1999. He did his BSS (Hons) and MSS in Political Science from the University of Dhaka. During his tour of service he served in RRF Chittagong, Special Branch, Manikganj, Narayanganj and Dhaka District, DMP and RAB in various designation and capacities. He served in UN mission in Kosovo (UNMIK), in Sudan (UNMIS) and BANFPU Commander in East Timor (UNMIT).



Md. Iqbal Hossain joined PSC on 18 January 2015. He belongs to the 17<sup>th</sup> BCS (Police) batch and joined Bangladesh Police in 1998. He completed his B.Com (Hons.) and M.Com in Accounting from the University of Dhaka. He worked at different police units like Bogra APBn, Khagrachhari, Chandpur, DMP, Rangpur, Chittagong, Kishoregonj, Meherpur and RRF Chittagong. He served in UN Peace Keeping Mission UNMIS & UNAMID in Sudan.



Mohammad Fayeazul Kabir has been working at PSC since 6 November 2012. He belongs to the 20<sup>th</sup> BCS (Police) Batch. He studied BSC (Hons) and MSC in Botany. He worked at DMP, RAB, District police of Netrokona, Chittagong, Munshigonj and Kishoregonj, Bangladesh Police Academy and Industrial Police. He served at UN Peace Keeping Mission in UNAMID, Sudan. His study interests include Law, investigation and management.



Being the member of 17<sup>th</sup> BCS Police Batch, Mohammad Shahjahan ppm (Bar), PhD. joined PSC on 11th March, 2008. He got his Bachelor and Masters in Social Welfare from the University of Dhaka. He worked at different police units like DMP, CID, Faridpur district, Parliamentary Standing Committee etc. His research interest includes policing and victim rights issues.



Md. Hasan Nahid Chowdhury has been working at PSC since 31<sup>st</sup> July 2016. He is an officer from the 24<sup>th</sup> BCS (Police) Batch. He obtained graduation in Mechanical Engineering from BUET. He worked in different police units such as DMP & Police HQ. He also served as Police Liaison Officer to the Hon'able President. He was a UN Peacekeeper in Darfur, Sudan.



Afroza Parvin joined PSC on 20 November 2016. She belongs to the 24<sup>th</sup> BCS (Police) batch and joined Bangladesh Police in 2005. She worked at RAB, SB and served in Female BANFPU-2 in Haiti UN mission. She completed her B.Sc (Hons.) in Agriculture from Bangladesh Agricultural University, Mymensingh and Masters in Plant Pathology from Bangabandhu Sheikh Mujibur Rahman Agricultural University. She is from Mymensingh. She is married and blessed with two sons.



Sarker Omar Faroque joined PSC on 27 October, 2015. He belongs to the 25<sup>th</sup> BCS (Police) Batch and has experience to work in RAB, SMP and PBI. He worked with UNDP's Police Reform Programme (PRP) as a National Training Consultant. He has completed his Masters and Bachelor in English from DU. He is a Chevening scholar, having his master degree from the University of York, UK. With the Australian Award Fellowship, he has a professional development programme on Countering Violent extremism from the Macquarie University, Sydney, Australia. He was at the University of Hongkong with Asia Global Fellowship programme. He is an International Visitor's Leadership Programme (IVLP) alumnus of US State Department. His research interests include human rights, green criminology etc.



Mohd. Sunahor Ali joined PSC on 1<sup>st</sup> January 2017. Before joining PSC he has served Tongi Model Thana, Gazipur as Assistant Superintendent of Police. He did his Masters in Nutrition and Food Science from the University of Dhaka. He did his second Masters in Police Science from Bangladesh Police Academy, Sardah under Rajshahi University in 2014. He is from the 31<sup>st</sup> BCS (Police) Batch.



Muhammad Shah Emran joined PSC on 5 June 2016. He belongs to the 30<sup>th</sup> BCS (Police) Batch. He did his Masters in Anthropology from the University of Dhaka and Master of Police Science (Law) from Rajshahi University. He did his third Master degree in Applied Criminology and Police Management from Police Staff College Bangladesh under National University. He worked in CID before joining PSC.



Md. Mahadi Hasan joined PSC on 6 June 2016. He has completed his Masters in Chemistry from the University of Dhaka and Master of Police Science (Law) from Rajshahi University. He did his third Master degree in Applied Criminology and Police Management from Police Staff College Bangladesh under National University. He is from the 31<sup>st</sup> BCS (Police) Cadre.



Mahmudul Hasan is the 33<sup>rd</sup> batch police official, and joined PSC on 26 June 2016. PSC is his first career posting as police. He has completed his BSc. (Hons) and MSc. degrees in Fisheries from the University of Dhaka. He is interested on cyber crime.



S. M. Ashikur Rahaman joined PSC on 28 December 2017. He has completed his Masters in Accounting from Dhaka College under National University. He is from 34<sup>th</sup> BCS (Police) Batch. He is interested on Crime, Criminology and Investigation.



Dr. Kamrun Nahar joined PSC on Dec. 2006. She is the medical practitioner of Bangladesh Police since 1 January 2004. She received MBBS degree from Sher-e-Bangla Medical College, Barisal Post Graduate Diploma from Dhaka Medical College and CCD from BIRDEM. Before joining PSC, she worked in the Divisional Police Hospital, Chittagong.



Md. Aminul Haque joined PSC on 3 July 2007, just eight months after joining PHQ. He got appointment to work for Bangladesh Police in the area of ICT development. He got his masters in Mathematics from Jahangirnagar University and masters in Computer Science and Engineering from Uttara University. His research interest includes Information Technology.



Abdul Alim Sarder has joined PSC on 1 November 2007. He has been working at Bangladesh Police for 23 years. He is a Science graduate and is interested on police investigation.



Mosharrat Banu has joined PSC on 06 September 2016. She has around 37 years policing experience. She worked at DMP, SB and CID. She took her HSC from Mymensingh and joined Bangladesh police as ASI in 1980. She comes from Faridpur district.



Shahadat Hossain Proadhan joined PSC on 6 December 2016. He has 17 years of policing experience. He joined Bangladesh Police as Sergeant in 1999. He took his bachelor degree from Rangpur Carmichael College. Before joining PSC, he spent his entire police life at DMP.



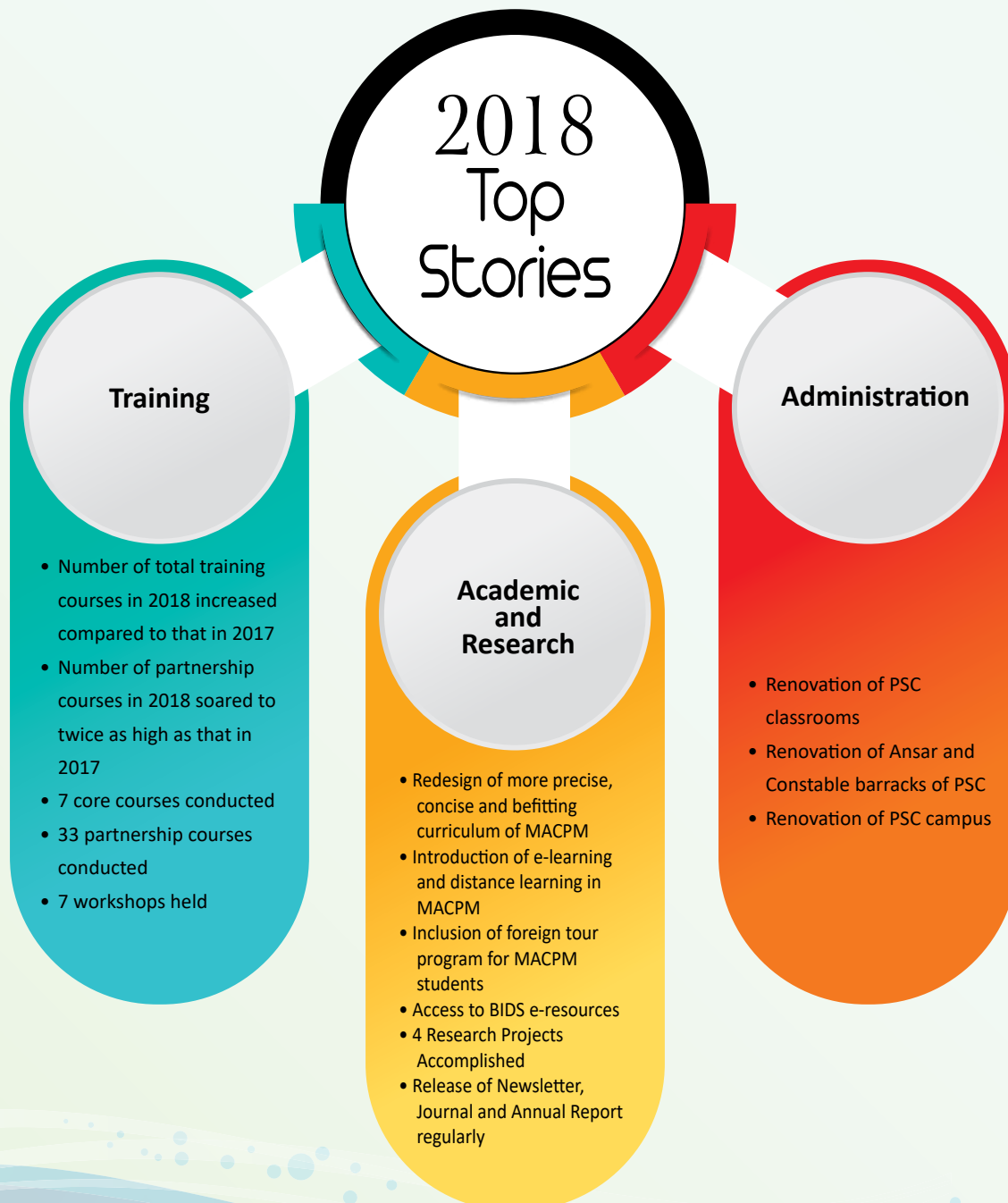
Luna Begum joined PSC on 10th August 2016. She has around 15 years of policing experience. Before joining here at PSC, she served the whole time at Comilla Sadar Thana. She took her Bachelor degree from Sitakundo Degree College, Chittagong. She joined Bangladesh Police as Sub-Inspector in 2003. She is interested in police investigation and victim support.



Md. Abdul Aziz joined PSC on 12 Jan 2016. He has around 37 years policing experience. He worked at Police Academy Sardah, RRF, Industrial Police, DMP, Jessore, Mymensingh, Norshingdi, and Brahmanbaria District.

# 2018 Top Stories

Over the year 2016, the PSC has invigorated significantly with its values to achieve its strategic goals. It has broadened its businesses not only to the police but also to other government and non government sectors. It has delivered more updated training, more focused research, more learning opportunities and extended avenues of potential collaboration with international academia than ever before.





Police Staff College Bangladesh



### Campus Location:

PSC is located across 19.5 acres of land adjacent to Shahid Police Smrity School & College and POM (Public Order Management) at Mirpur-14, Dhaka-1206. Strategically, it is located near Mirpur Circle 10 & Dhaka Cantonment.

# Training

PSC conducts the courses for the participants to raise the awareness about new ideas, perception, thinking and develop appropriate knowledge, skill & attitude to respond to the changing need of the society. Improvement of operational performance of today's police service irrespective of developing and developed countries of the world usually calls for high quality training reflecting need based priorities for senior police officials.

Police Staff College Bangladesh conducts the courses for the participants to raise awareness about new ideas, thinking, perception, insight and vision to respond to the changing needs of the society.

The institute endeavors to provide wisdom to the participants to improve managerial capability, operational performance, commanding skill and identification of problems with package prescription for solution in the context of national and international scenario. It helps the participants understand different aspects of Human Rights issues. In future, the College will be a centre for research studies on police subjects and will share ideas and experiences with similar institutes in and outside the country.

Police Staff College Bangladesh has a vision for future prospect. It encourages the visitors and guest speakers from diverse background; for example government officials, academicians, renowned professors from different public & private universities, specialists on respective fields, former advisors of the caretaker government, former chief justice, reputed political personalities and high officials from Defense Services to come often to share their thoughts, experiences and ideas with the participants which have made the institute a center of excellence.

## Training Highlights 2018

- Number of training courses increased in 2018 compared to that in 2017
- 7 core courses
- 33 partnership courses and
- 7 workshops



Participants of INTERPOL Investigative Support Meeting in Classroom Session

## Core Courses of PSC Training

- Police Management Certificate Course (PMCC) for ASP
- Police Financial Management Certificate Course (FMCC) for Addl. SP
- Crime Administration Management Certificate Course (CAMCC) for ASP & Addl. SP
- Police Executive Management Certificate Course (PEMCC) for SP
- Police Leadership and Management Certificate Course (PLMCC) for Addl. DIG/DIG



*Participants of 41st PMCC with the senior faculties of PSC*

## International and Regional Training Courses

- International Course Jointly Organized with Interpol
- International Course jointly organized with NGO

## Foreign Partners

- Anti-terrorism Assistance (ATA) Programme, US State Department
- International Criminal Investigative Training Assistance Program (ICITAP), USA
- Office of Overseas Prosecutorial Development Assistance and Training (OPDAT) of DOJ, USA
- United Nations Office on Drugs and Crime (UNDOC)
- International Committee of Red Crescent (ICRC)
- The Deutsche Gesellschaft for Internationale Zusammenarbeit (GIZ), GmbH



## PSC Conducted Courses (2018) at a glance

### Core Courses:

Sl.	Name of the Courses	Duration & Date	Designation	Number of Participants
01	41st Police Management Certificate Course	7-25 January	ASP-7, Sr. ASP-10	17
02	36th Police Financial Management Certificate Course	25 March-12 April	Addl. SP	20
03	11th Crime Administration Management Certificate Course (Circle ASP/Addl. SP)	08- 19 April	Circle ASP/Addl. SP	22
04	42nd Police Management Certificate Course	24 June-12 July	ASP-10, Sr. ASP-7	17
05	12th Crime Administration Management Certificate Course	08-19 July	ASP to Addl. SP	19
06	37th Police Financial Management Certificate Course	29 July-16 August,	Addl. SP	18
07	43rd Police Management Certificate Course	09-27 September	ASP to Sr. ASP ASP -14, Sr. ASP-9	23
				Total=136

### Advanced & Partnership Courses

Sl.	Name of the Courses and Organizers	Duration & Date	Designation	Number of Participants
01	Instructor Development Course Org: ATA, US Embassy	7-17 January,	Addl. SP-3, Sr. ASP-1, Inspector-6, Sub-Inspector-5	15
02	Investigation and Prosecution Certificate Course for PBI Officer Org: PBI	21 January-01 February	Addl. SP-1, ASP-1, Inspector-23,	25
03	Follow the Money Org: US, Department of Justice, OPDAT, US Embassy, Dhaka	22-25 January	ASP-3, Inspector-3, SI-2 (Police)  DD-5, AD-3, Revenue Officer-2, Asst. Revenue Officer-2,(Customs), DD-1, AD-2, Superintendent-1, Inspector-1(DNC), Asst. Attorney General-5, DD-3, AD-1 (BB), DD-2, AD-2 (ACC), PP-5,	43
04	1st Intelligence, Investigation and Prosecution Certificate Course for DNC Officer Org: Department of Narcotics Control	28 January-08 February	DD-2, AD-11, Inspector-12	25



Sl.	Name of the Courses and Organizers	Duration & Date	Designation	Number of Participants
05	Managing an Antiterrorism Training Program (MATP) ATA	4-15 February	DC-1, Addl. SP-3, Sr. ASP-5, AC-3	12
06	INTERPOL Criminal Intelligence Analysis Training for South & Southeast Asia Org: INTERPOL (Scorpius)	19 February-02 March	Corporal-1, SI-1, Investigator-2, Sergeant-1, Inspector-7, Sr. ASP-2, Asst. Director-1, Addl. SP-2, SP-3, (Sub Inspector to SP)	20
07	Terrorist Crime Scene Investigation (TCSI) Org: ATA, US Embassy	25 February-08 March	Addl. SP-2, ASP-3, Inspector-8, Sub-Inspector-7	20
08	Basic Training to Countering the Use of Social Media for Terrorism Purposes under Project TRACE of INTERPOL	26 February-08 March	Sr. ASP-4, Other Officers-16	20
09	Critical Infrastructure Security and Resilience (CISR) Org: ATA, US Embassy	11-22 March	Sub-Inspector to Addl. SP & FSCD (Add.SP-2, ASP-3, Inspector-7, SI-5, DAD-3 FSCD)	20
10	Mock Criminal investigation and trial exercise Coordinated by: UNODC Bangladesh	13-15 March	ASP to Addl. SP, PP-5, Judicial Magistrate-5, Assistant Judge-1 to Addl. Judge-4 (ASP-6, Add.SP-3, Inspector-1)	25
11	Operational Training Session I-24/7 Global Police Communications System Coordinated by: UNODC Bangladesh	18-21 March	SP-1, Addl.SP-9, Programmer-2	12
12	Preventing Terrorist Attacks on Bus and Rail Systems (PTABRS) Coordinated by: Regional Security Office, U.S. Embassy Dhaka, ATA	01- 10 April	Sr. ASP to Sub- Inspector	17
13	Response to Active Shooter Incident (RASI) Org: ATA, US Embassy	15-19 April	Sr.ASP-2, ASP-1, Inspector-2, Sub-Inspector-12, ASI-1	18
14	Response to Active Shooter Incident (RASI) Org: ATA, US Embassy	22-26 April	ASP-2, Inspector-2 SI-11, ASI-1	16



Sl.	Name of the Courses and Organizers	Duration & Date	Designation	Number of Participants
15	Improvement of Standard of Investigation: RAB Perspective Org: RAB	24 April	Major-7, Addl. SP-10, ASP-15, Inspector-7, DAD-1, Sub-Inspector-14	54
16	2nd Intelligence, Investigation and Prosecution Certificate Course for DNC Officer Org: Department of Narcotics Control	22 April-08 May	DD-2, AD-9, Inspector-14	25
17	Cyber Security: A Challenging issue for Contemporary Policing Org: Cisco Networking Academy Program	06 May	Addl. DIG-1, SP-5, Addl. SP-17, Sr. ASP-9, System Analyst-3	35
18	Investigation and Prosecution Certificate Course for PBI Officer Org: PBI	6-17 May	Addl. SP-2 Inspector-23	25
19	3rd Intelligence, Investigation and Prosecution Certificate Course for DNC Officer Org: Department of Narcotics Control	13 -24 May	DD-3, AD-8, Inspector-13	24
20	Identification and Seizure of Digital Evidence (ISDE) Org: ATA, US Embassy	18-21 June	Addl. SP-1, Sr. ASP-1, ASP-1, Inspector-2, SI-8, ASI-1	14
21	Introduction to Digital Forensics and Investigations Consultation (IDFI) Org: ATA, US Embassy	24-28 June	Addl. SP-1, Sr. ASP-1, ASP-1, Inspector-2, SI-8, ASI-1	14
22	Train the Trainers Course for Commercial and Slaughterhouse based Biogas Org: the Deutsche Gesellschaft for Internationale Zusammenarbeit (GIZ), GmbH	30 June-04 July	Officers of Different Rank from different organizations	24
23	Advanced Digital Forensic Consultation (ADFC) Org: ATA, US Embassy	22-26 July	ASI to ADC	12



Sl.	Name of the Courses and Organizers	Duration & Date	Designation	Number of Participants
24	INTERPOL Investigative Support Meeting  Interpol	23-25 July	Sr. ASP to Addl. DIG & Officials of different rank and files from various national and international offices and organizations	14
25	Instructor Development Course ICITAP	29 Jul-09 August	ASP to Addl. SP, SP	21
26	Mobile Device Forensics Consultation (MDFC)  Org: ATA, US State Department, US Embassy, Dhaka	5-9 August	ASI to ADC	12
27	Public Order Management (POM): Policing Challenges and constraints  Org: International Committee of the Red Cross (ICRC) Head of Delegate, Dhaka	7-8 August	ASP to SP, AFD, BCG, Ansar, Media, NGO & Others	44
28	Tactical Commanders Course (TCC) ATA	03 - 20 September	ADC-3, AC-3, Sr. AC-1, Inspector-5, SI-10	22
29	Preventing Corruption and Protecting Public Integrity in Bangladesh  OPDAT	04 - 06 September	PP-11 & AD-14, DD-11 (ACC)	36
30	Principles of Internet Investigation Consultation (PIIC)  Coordinated by: Regional Security Office, U.S. Embassy Dhaka	16 - 20 September	ADC to ASI (ADC-1, Sr.AC-2, AC-1, Inspector-2, SI-7, ASI-1)	15
31	Tactical Medical Course (TACMED)  Coordinated by: ATA, Regional Security Office, U.S. Embassy Dhaka	14-18 October	ADC to Constable  (ADC-1, Sr. AC-2, Inspector-2, SI-6, ASI-2, Naik-2, Constable-9)	24
32	Tactical Medical Course (TACMED)  Coordinated by: ATA, Regional Security Office, U.S. Embassy Dhaka	21-25 October	ADC to Constable  (ADC-1, Sr. ASP-1, Sub-Inspector-4, ASI-5, Naik-2, Constable-8)	21



Sl.	Name of the Courses and Organizers	Duration & Date	Designation	Number of Participants
33	Tactical Medical Course (TACMED)  Coordinated by: ATA, Regional Security Office, U.S. Embassy Dhaka	28 October-01 November	ADC to Constable  (ADC-1, Sr. ASP-2, Inspector-2, Sub-Inspector-6,  ASI-1, Naik-3, Constable-9	24
				Total= 748

### Workshops:

Sl. No	Course Title & Organized by	Duration	Rank	Number of Participants
1	Train-the-Trainers Workshop "Countering Violent Extremism leading to terrorism, including Incitement, Recruitment, Training over the Internet"  Coordinated by: UNODC Bangladesh	18-20 March	SP-5, Addl.SP-8, ASP-10, AD-2(NSI) Major-3, Squadron Leader-1, Lt.comandar-1, DGFI-1, Chief Chemical Examiner-2	33
2	Case Preparation and Trial Skills Workshop for Prosecutors  Org: OPDAT, US Embassy	19-22 March	Addl.PP-3  Asst. PP-11	14
3	Counterterrorism Legal Workshop  Org: OPDAT( ICITAP)	16- 18 April	AC-3, ADC-2 (Police), JD-2, Ad-5 (BFIU), Deputy Atony-2 Asst. Atony-4	18
4	Intellectual Property Rights Border Enforcement Workshop  Org: United States Department of Justice, US Embassy, Dhaka  (ICITAP)	8 May, 2018	Second Secretary(NBR)-01,  Additional DG (CIID)-01, Asst. Commissioner (CIID)-01, Asst. Revenue Officer(CIID)-03, Legal Counsel, BD IP Forum-01, Sr. ASP-01, Deputy/Asst. Registrar, DPDT-02, Country Head Legal, Novartis-01, Sr. Country Security Manager/Senior Manager, Johnson & Johnson, Mumbai, India-02, Litigation & Commercial Council, Marico Bangladesh LTD.-01, Joint Commissioner, Customs Exercise & VAT-01, Manager, Unilever Bangladesh LTD.-01	16

5	Residential Workshop on "Innovation of Services for Citizens" Org: PHQ & A2I	03-07 June	Addl.SP-11, Sr. ASP-10, ASP-10, Programmer-1	32
6	Financial Investigations workshop Venue: Police Staff College Bangladesh Coordinated by: U.S. Department of Justice, US Embassy, Dhaka (ICITAP)	28-30 August 2018	SI-2, Inspector-2, ASP-3, Addl. SP-2  DD-4, JD-1-BFIU, ARO-7, DD-2-Customs, DNC-4, ICD-1, Foreign Participants-3	31
7	APG II Financial Investigations Workshop	1 0 - 1 2 December	ASP-1, Inspector-3, SI-6 (Police), NBR, Customs-11, ACC-5, DNC-4, BB-4, PP-2	36
				Total= 180



Participants of 11th CAMC in Case Study Work



Inauguration Ceremony of Train the Trainers Workshop by UNODC



Facilitator of Train the Trainer Course for Commercial & Slaughterhouse based Biogas by GIZ, GmbH



Participants of 36th PFMC in Group Work

## Curriculum Branch: A vital component to design quality training

**Curriculum Development Grounded Under Various Methods of Training Evaluation such as Training Impact Analysis and Training Need Assessment.**

PSC curricula are planned in a purposeful, progressive, and systematic way to create positive improvements of the course contents. Every time there are changes or developments happening in the law enforcement related affairs or around the world, the PSC curricula are affected. It comes through a process of requirements from research output, organizational requirements, job task analysis, government and organizational training policy and Police policy group. It gives priority on Training Need Assessment (TNA) and Impact Analysis of training. Findings from these processes are used to design the courses of PSC. Discussion groups, problem-solving exercises, case studies, field visits, panel discussions are arranged to provide necessary and advanced knowledge, skills and positive attitude to the participants. To put emphasis on these requirements, PSC invites resource persons and makes expert panel from different public universities, research organizations, policy analysts and retired experienced police officers. Course curricula are developed by PSC faculty in association with resource persons.

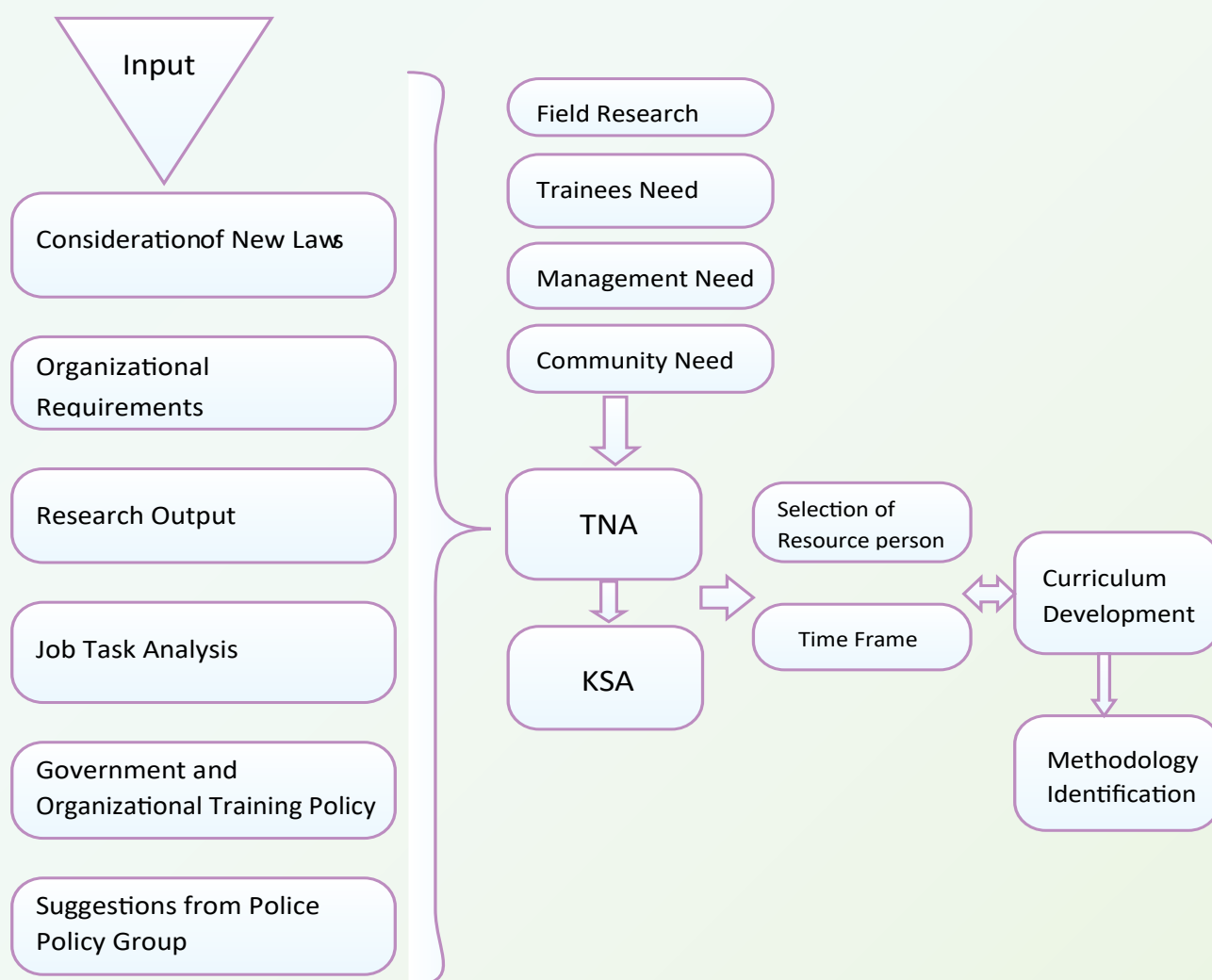


Diagram: Flow Chart of Curriculum Development

## Curriculum Development

Curriculum development is an integral part of training. To make the training effective, fruitful and time befitting review of curriculum is necessary. Moreover, as time changes in a globalized world, new trends of crime emerge. Assessing threat of new trends of crime, especially crime related to terrorism, Police Staff College Bangladesh formulated the curriculum of the course on counter terrorism for SPs. This course curriculum covers transnational organized crime, investigating terrorist cases, terrorist financing, intelligence and counter intelligence, cyber terrorism, militancy, and counter terrorism strategy.

Another initiative of formulating training for Circle ASPs/Addl. SPs named 'Crime Administration Management Certificate Course' covering crime prevention and crime management, functions of Circle ASP/Addl. SP on the basis of Provision of PRB, inspection guidelines for Circle ASP/Addl. SP, supervision of investigation, recent crime trends and its management, community engagement, intelligence gathering, VCNB, TQM in investigation and other relevant issues.

Furthermore, the digitalization process of curriculum is the innovative initiative of Police Staff College which is in the process of implementation in collaboration with Access to Information Program(A2I). It will create an conducive environment of e-learning process. Thus, the distant participants will be able to easily access to course materials of the Police Staff College Bangladesh. It is mentionable that curriculum section always updates the course curriculum with necessary contemporary issues so that participants can easily handle their upcoming professional challenges.

## Curriculum Development Process of PSC

Courses conducted by PSC are generally formulated through a long passage of curriculum development. It comes through a process of requirements from research output, organizational requirements, job task analysis, government and organizational training policy and Police policy group. It gives priority on Training Need Assessment (TNA) and courses are designed based on TNA findings. Discussion in groups, problem-solving exercises, case studies, field visits, panel discussions are arranged to provide up-to-date knowledge, skills and positive changes in attitude. To put emphasis on those requirements, PSC invites resource persons and makes expert panel from different public universities, research organizations, policy analysts and retired experienced police officers. Course curricula are developed by PSC faculty in association with resource persons.

## Selection of Resource Persons

Resource persons do not just add expertise but also make the course more interesting and attractive for the participants, as they can integrate their own experiences. Police Staff College Bangladesh selects resource persons from within or outside the organization. From outside the organization resource persons are generally from renowned university faculty, NGOs, senior civil service officers from ministry, senior officers from Armed Forces Division (AFD) etc.

## Curriculum enrichment through Foreign Partnership courses

Police Staff College Bangladesh is proud of conducting a significant number of courses with foreign collaboration. Through such partnership efforts PSC's curriculum section is continually developed.

Many International Training Organizations like INTERPOL, UNODC, Macquarie University, ATA, ICITAP, US Department of Justice and Organization like US Embassy took interest to train the participants of Bangladesh Police with their scheduled programs which are very much relevant to stakeholders.



US Embassy



ATA



USDoJ



ICITAP



Macquarie University  
Sydney • Australia  
Macquarie University,  
Australia



INTERPOL



UNODC

## Study Tour/ Field Visits of the Participants:

Father of Nation Bangabandhu Sheikh Mujibur Rahman Memorial Trust & Museum	Father of the Nation Mazar Complex, Tongipara, Gopalganj
Visit to the National Museum	Visit to Police Liberation War Museum, Dhaka
Visit to National Mausoleum, Savar	Visit to Manikganj District Police
Visit to Shahid Minar, Dhaka	Visit to Narsingdi District Police
Visit to Sonargaon Folk Art and Craft Museum, Narayanganj	Visit to Bangabandhu Safari Park, Gazipur
Visit to Bangladesh Bank	Visit to Narayanganj District Police
Visit to Financial Management Academy (FIMA)	Visit to Industrial Police, Gazipur
	Visit to Foreign Service Academy, Bangladesh

## Evaluation:

Evaluation is considered as an important process of a training event in order to reflect, analyze and improve its effectiveness and efficiency. Police Staff College Bangladesh always incorporates an evaluation process in order to analyze and learn which elements have successfully achieved objective and which have failed to achieve purpose.

Participants evaluation is done by following 2 levels:

### Level 1: Reaction:

To what degree participants react favorably to the training.

To measure reaction, develop ways to address some of the following questions:

- Did the training course participants believe that the training was worth the investment of their time?
- Which topics were most valuable; least valuable?
- Would they recommend this course to colleagues?

### Level 2: Learning:

To what degree participants acquire the intended knowledge, skills, attitudes, confidence and commitment based on their participation in a training event. These information are acquired by arranging a series of evaluation strategy like;

- Pre-course evaluation
- Spot assessment

Area	Distribution
Evaluation-70	Class Test (20), Post Course (50)
Presentation-20	1 Presentation
Participation-10	Attitude/Discipline/Attendance/Recap

- Class test
- Presentation (Individual assignment, Group study, Docket analysis, Book review)
- Final evaluation
- Participation (Recap, Performance, Attendance, Discipline)

#### i. Pre-course Evaluation:

The pre-course evaluation is an assessment of the participants through some short questions, multiple choice questions. It is administered at the very start of the each training course to assess what level the participants are in regards to knowledge and course contents.

#### ii. Class Test:

Class test is conducted at the middle of each course to assess participants knowledge level and to accelerate their performance during the program.

#### iii. Final Evaluation:

Once the course lectures are concluded, a final evaluation is conducted which extracts lessons learned from the course.

Letter	GPA	Numerical %	Comments
A+	4.00	94 -100	
A	3.50-3.75	86-93.99	
B+	3.25	82-85.99	
B	2.75-3.00	74-81.99	
C+	2.50	70-73.99	
C	2.00-2.25	62-69.99	
C-	1.75	60-61.99	
D	1.50	Below 59.99	Fail

#### iv. Presentation:

Police Staff College has arrangements for multimedia presentation to help the participants to:

- Communicate complex information in simple and interesting ways to give better understanding
- Communicate thoughts and feelings effectively
- Develop self-confidence
- Gain real-world skills, such as the ability to present accomplishments and skills

#### v. Participation: Recap, Performance, Attendance, Discipline

Course coordinator of any course evaluates every participant on the basis of performance in recap session, Performance, attendance and discipline.

#### Speakers Evaluation:

Every participant is supplied a speaker evaluation sheet each day and speaker's evaluation is done by the percentage marks given by the participants on the basis of the speaker's performance.

#### Criteria for evaluating the speakers are:

##### I. Analysis and Content

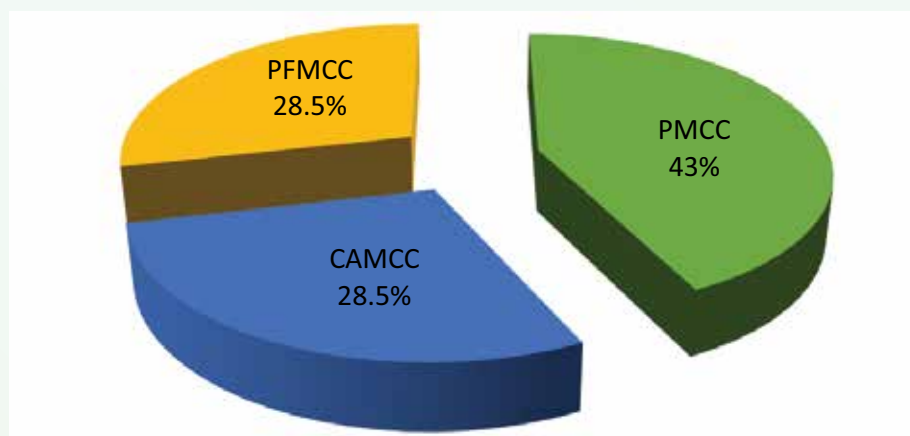
- Did the speaker answer the question?
- Was the content informative?
- Was there sufficient use of logic, facts, examples, and/or expert opinion?
- Was the information adequately documented?
- Was the information pertinent to the specific topic?

##### II. Delivery

- Language Style
- Was the language suitable to informing the audience?
- Was the delivery natural and spontaneous?
- Did it reinforce the ideas of the speech?

## Core Courses held at 2018:

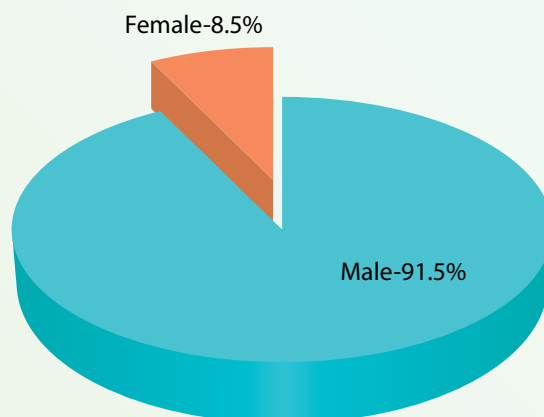
Name of the Core Course	Number of Course
Police Management Certificate Course (PMCC)	03
Crime Administration Management Certificate Course (CAMCC)	02
Police Financial Management Certificate Course (PFMCC)	02
<b>Total=07</b>	



## Gender Inclusiveness in PSC Courses:

PSC courses are inclusive to and focused on gender although the current scenario does not show an impressive picture due to the poor male female ratio in police, hence women are underrepresented in terms of number of participants. A total of 668 police personnel took part in various courses and workshops among whom 611 were males and only 57 were females. Therefore, males constituted the major share of participants at 91.5% while females accounted for only 8.5%. PSC, however, is eyeing for more inclusiveness of female participants in the upcoming courses.

### Females were less attendees at PSC



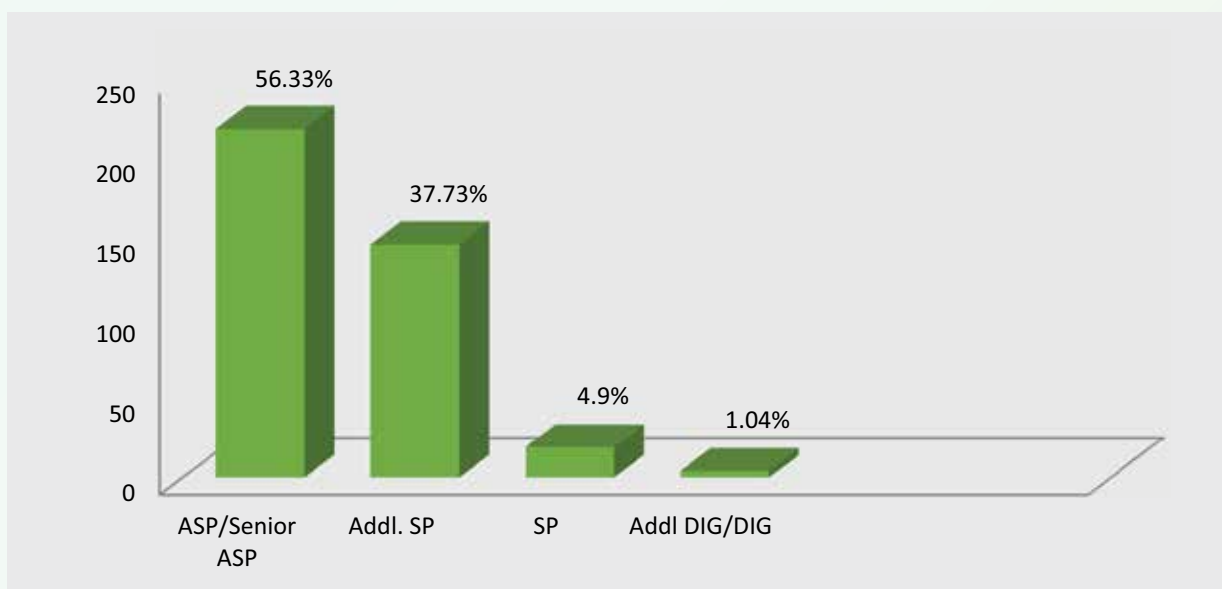
## Accommodating Wide-Ranging Participants:

PSC accommodated extensive participants ranging from new to the most experienced ones in the last year. These courses provided training and workshops to total 387 police participants of varying ranks. The highest numbers of trainees came from ASP/ Senior ASP rank which was followed by the rank of Addl. SP. Among the total participants, 218 were ASP/ Senior ASP, 146 were Addl. SP, 19 were SP and only 04 were Addl. DIG/DIG.

**PSC is mostly attended by Asst. Superintendents and Addl. Superintendents of Police**

### Ranks & Number:

Ranks	Number
ASP/ Senior ASP	218
Addl. SP	146
SP	19
Addl. DIG/DIG	04
	Total=387



## Incorporating Participants from Diverse Professional Backgrounds:

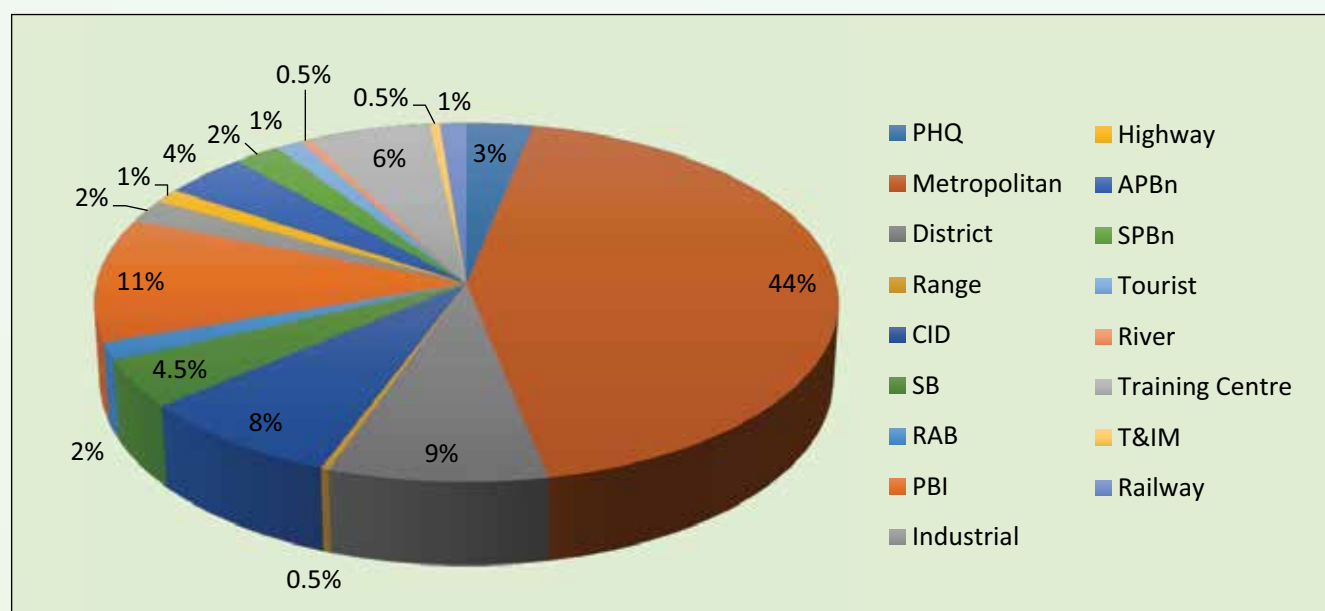
PSC participants came from varying police units. During the year, PSC trainings were heavily dominated by the participants from Metropolitan Police (273) which was followed by participants from PBI (70). District Police came out to be the third (54) in terms of number of participants closely followed by participants from CID (51). The lowest number of participants were from Range Office (02) and the second lowest came from T&IM (03).

**PSC attracted participants mostly from Metropolitan Police followed by PBI**

Units	Number	Units	Number
PHQ	20	Highway	08
Metropolitan	273	APBn	25
District	54	SPBn	14



<b>Range</b>	02	<b>Tourist</b>	08
<b>CID</b>	51	<b>River</b>	03
<b>SB</b>	27	<b>Training Centre</b>	37
<b>RAB</b>	10	<b>T&amp;IM</b>	03
<b>PBI</b>	70	<b>Railway</b>	08
<b>Industrial</b>	13		
<b>Total= 626</b>			



## Embracing Speakers from Diverse Sectors

PSC is delighted to have country's eminent personalities as its speakers such as profound police leaders, renowned academicians, scholars, bureaucrats, lawyer, justice, defense personnel etc. In 2016, total speakers' accounted for 435 out of which speakers from police were the bulk of the numbers followed by the members from civil society.

### Our Speakers:

- Mostly Police Professionals.
- Civil Society Scholars
- Scholars from Academia
- Bureaucrats
- Other Government Officials

During 2018, PSC organized partnership programs in collaboration with Anti-Terrorism Assistance Program (ATA), US Department of State; International Criminal Investigative Training Assistance Program (ICITAP)-USA; United States Department of Justice, OPDAT; INTERPOL; International Committee of the Red Cross (ICRC); and the Deutsche Gesellschaft for Internationale Zusammenarbeit (GIZ), GmbH .

## Comparison between 2018 and 2017 in terms of participants and courses including partnership courses and its participants

In 2017, PSC conducted more core courses (total 15 courses) comparing to 2018 which accounted for only 7 core courses. In stark contrast, number of partnership courses in 2018 skyrocketed to 33 from only 17 in 2017. Total number of participants of core courses in 2018 decreased to 136 from 291 in 2017. On the other hand, the number of participants of partnership courses in 2018 increased sharply to 884 from 457 in 2017.

	2017	2018
Core Courses	15(Participants-291)	07(Participants-136)
Partnership Courses	17(Participants-457)	33(Participants-748)
Total Course	32(Participants-748)	40(Participants-884)





# Academic & Research

PSC's Academic and Research Wing (A&R) is dedicated to performing two distinct jobs- 1) to administer PSC's academic programs such as the administration of its professional Master degree program, 'Master of Applied Criminology and Police Management' under the direction of the National University Bangladesh, and 2) to conduct cutting edge researches as directed by PHQ. This Wing is headed by a Member Directing Staff (MDS) in the rank of Addl. Deputy Inspector General (Addl. DIG) of Bangladesh Police. This wing is composed of two Branches i) Academic Branch and ii) Research & Publication Branch each headed by a Director in the rank of Superintendent of Police. This wing maintains a close relation with the civil society where academicians, professionals and intellectuals are actively involved to provide academic insights on crime and criminology as well as research advice to Bangladesh Police for making a time befitting futuristic strategic policy.

## Academic Branch

Academic branch is responsible for the conduction and supervision of academic degree of PSC. PSC is affiliated with National University having prime responsibility to monitor and administer the academic program. PSC has been offering a Master's degree on Applied Criminology and Police Management since 2016.

A set of dedicated staff members are engaged in pursuing academic endeavors and conducting cutting edge research across a range of eco-social, criminological, security, policing and counter-terrorism issues.

This Branch maintains a close relation with civil society where academicians, professionals and intellectuals are actively involved to provide academic insights on crime and criminology as well as research advice to Bangladesh Police for making a time befitting futuristic strategic policy.

**Goal: To establish innovative and evidence-based graduate learning programs**

### Strategic Priorities:

- Offer Graduate Learning Programs to Our Communities to Enhance Academic Literacy & Wisdom
- Access to Online Resources and Ensure Academic Honesty and Ethics

## Responsibilities of Academic Branch

- Enrolment of students from diverse background to make the program more broad and interactive to fit with the public domain.
- Review of existing curriculum on the basis of work-based learning models to familiarize students with contemporary theory and best practices so that they can apply this knowledge to their real-world situations.
- Redesign the program structure and make it to trimester form to reduce the study load and provide a flexible learning structure
- Plan to introduce more graduate programs on various disciplines of crime and criminology arenas grounded under operational priorities of Bangladesh Police



- Engagement with international reputed academia for the credit transfers, exchange of lectures, developing pathways to undergo foreign degree/diploma/certificate programs and conducting joint research programs.
- Developing online resource access.

## Overview of Master of Applied Criminology and Police Management

Master of Applied Criminology and police Management (MACPM) is designed to provide education to mid-level/ senior police officers (and non-police relevant personnel) on crime and justice with a strong emphasis on evidence-based policy and practice. The program also prioritizes the development of leadership, management and policy skills, which will help to successfully run their organizations.

This degree focuses on managerial and administrative issues that are faced by the police and non-police (relevant) organizations; methods to assess the issues in terms of their nature/ cause and probable effect on the organization; and impact of these issues on effective police (public) service delivery. Upon completion of the degree program, graduates will be better prepared to assume leadership roles and act as change agents in the (respective) department by conducting improved policy analysis, assessing police (service delivery) effectiveness through a rigorous research approach, and identify current trends in the areas of policing, criminal justice and criminology.

## Program Objectives

The program is designed to-

- Enhance the career and professional development of police officers and the eligible candidates who are advancing to enrich their academic prudence.
- Offer and up-to-date and high quality course, introducing senior police officers and suitably qualified others to some of the most important theories and practices of the contemporary policing, criminology and police management issues.
- Develop the skills necessary to locate, interpret and analyze critically the various dynamics evolving in the current security domains.
- Develop the conceptual understanding necessary to evaluate research methods and findings.
- Facilitate course members to disseminate their acquired knowledge, skill, ideas and understanding to their respective field.
- Enhance the capacity of course members to apply current research in applied criminology and police management in their work arenas.

## Program Structure

Students are required to complete and pass a total of 42 credit points to be conferred the degree. Each course of the study is equivalent to 4 credits except Capstone Project/ Master Thesis which carries total 6 credits. The length of each semester is 20-22 weeks. Coursework in the program is asserted in a range of ways that include assignments, class presentations, class test, mid-term, final examinations and thesis.

**Total Credits:** 42

**No. of courses:** 10

**Duration:** 12 months

**Teaching Period:** Semester 1 (July), Semester 2 (January)

## Outline of the Program

Course Code	Course Title	Credit
<b>Semester 1</b>		
810501	Bangladesh: State, Law and Criminal Justice System	4
810503	Applied Criminology	4
810505	Criminal Investigation and Forensic Science	4
810507	Research Methods and Applied Statistics in Criminology	4
810509	Organized Crime and Terrorism	4
SUB-TOTAL		20
<b>Semester 2</b>		
820511	Contemporary Issues in Policing	4
820513	Police Leadership and Management	4
820515	Cyber Crime and Cyber Security	4
820517	Intelligence and Crime Control	4
820519	Capstone Project/ Master Thesis	6
SUB-TOTAL		22
TOTAL		42

## Reflection of Academic Branch in 2018

- The course and curriculum of the degree have been redesigned with a view to maximizing learning of the students.
- PSC got an online access to the BIDS (Bangladesh Institute of Development Studies) e-resources of library and documentation center. As a result, students of MACPM and faculties can get access to world famous journals like: Cambridge University Journals, Springer e-Journals, Wiley Online Library, Oxford University Press Journals, JSTOR (Economic and Political Weekly) etc.
- A seminar on “Countering Violence Extremism and Terrorism” was held at ICC, PSC, where the seminar was chaired by Dr. Julian Droogan, Sr. Lecturer, Dept. of Security Studies and Criminology, Macquarie University, Australia on February 18, 2018. Police officers from different branches (LIC, CTTB, DB, TS, DTS and FTI) have participated in it.
- The Senior Police Officers of Police Staff College Bangladesh have joined in the seminar on “Social Media and Terrorism” by Dr. Julian Droogan, Sr. Lecturer, Dept. of Security Studies and Criminology, Macquarie University, Australia on August 6, 2018 at ICC, PSC.
- MACPM program arranged a 10-day Study Tour in Malaysia and Thailand for the first time. The students along with their family members of the first 02 batches of the program participated in the Tour from 2nd October to 11th October, 2018 and visited Penang, Langkawi, Kuala Lumpur, Phuket and Bangkok.

## MACPM 3rdBatch: A Fusion of Police and Non-police Students with Redesigned course curriculum and a new Edu-ambience

### Embracing Change for the Best

PSC has shifted toward modern, time demanded, smart and need based curriculum for its unique Master's Program. This move has incorporated the much needed issues, debates, narratives and contexts in the field of Criminology and Policing. The new curriculum is slimmer, smarter and more effective one catering to the need of the professionals in their respective fields. Under the flagship of National University a Curriculum Committee finalized the new curriculum.

This shift is built on with the professional consultancy from the top institutions in the field of Criminology and Policing. PSC is proud to have their hands in the redesign of the course. PSC has consulted the top universities of home and abroad and here are the names:

Foreign Universities		Domestic University	
1	University of New Haven, USA	1	Dhaka University
2	University of Portsmouth, UK	2	Mawlana Bhashani Science and Technology University, Tangail
3	Macquarie University, Australia	3	National University

### The more concentrated, concise and smart curriculum:

MACPM program for the 3rd Batch is running with more updated curriculum that caters to the demand of the time, technology and upgraded version of knowledge in the field of Criminology and other related fields.

The present curriculum is furnished with more time befitting, need based and practical orientation that strengthens the program with more Credit Hours for Total Curriculum and Per Course, reduced Number of Courses which relieved the students from course loads and others as portrayed in the following table.

Components	Present Curriculum	Previous Curriculum
Number of Course	10	16
Credit Hour Per Course	4	3
Total Credit Hour	42	40
Capstone Project	Yes	No
Thesis Credit Hour	6	4
Areas Covering	Relevant	Extraneous
Course Contents	Concise	Verbose

Table: Distinction between Present and Past Curriculum

### Capstone Course: A feather in cap

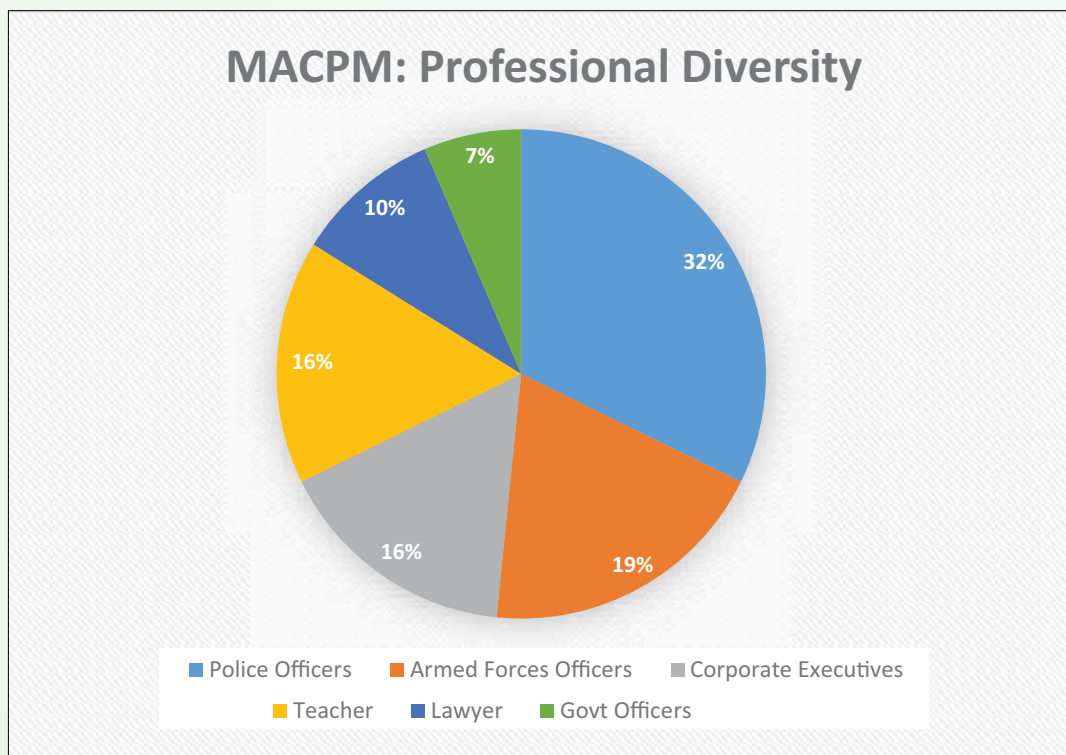
The new curriculum has accommodated the Capstone Course which requires the students to undergo attachment with some Corporations/Organizations to learn from and report the learning knowledge under the supervision of a mentor to MACPM Program.

### Diversity: A strength and beauty of MACPM Program

This program has brought a new dimension in the field of diversity. The blending of Police Officers, Armed Forces Officers, Corporate Executives, Lawyers, Educationists and others have made the program a full house of diversity. The class room environment has been filled with the knowledge from diverse fields shared by the students. MACPM program is now the proud program of diversity. The table and the graph have reflected the diversity more clearly.

Students	Number
Police Officers	10
Armed Forces Officers	6
Corporate Executives	5
Teacher	5
Lawyer	3
Govt. Officers	2
<b>Total Students</b>	<b>31</b>

Table: MACPM: Professional Diversity



Graph: MACPM: Professional Diversity

Police Officers constitute 32% of the total students with 10 officers followed by 19% students from Armed Forces Officers (Army and Navy officers) with 06 officers. Both Corporate Executives and Teacher constitute 16% of students each with 5 students. The rest are Students who are Lawyers and Govt. Officers accounting for 03 and 02 students respectively.



## List of Students of MACPM 3rd Batch:

Police Personnel		
Sl.	Name	Designation and Posting
1	Md. Kamrul Ahsan	AIG, PHQ
2	Abida Sultana	AIG, PHQ
3	Ayesha Siddika	AIG, PHQ
4	Shahjada Md. Ashadujjaman	AIG, PHQ
5	Syed Rafiqul Islam	Inspector, PHQ
6	Mohammad Emdadul Islam Toib	Inspector, SB (Immigration)
7	TantoSaha	Inspector, PBI (B. Baria)
8	Md. Habibul Islam	Officer-in-Charge, Kamarkhand Thana, Sirajganj
9	Elias Hossen	Inspector, CID, Dhaka
10	Taslima Akter	Inspector, VSC, Dhaka
Non-Police Personnel		
1	Md. Shahidur Rahman	Lt. Col., Bangladesh Army
2	Md. Asif Iqbal	Lt. Col., Bangladesh Army
3	Md. Mustakin Wadud	Lt. Col., Bangladesh Army
4	Mohammad Jashim Uddin	Lt. Commander, Bangladesh Navy
5	Md. Shameem Reza	Lt. Col., Bangladesh Army
6	Md. Emtiaz Azad	Major, Bangladesh Army
7	Md. Ashraful Hasan	Thana Trainer, Ansar/VDP
8	Md. Abu Sayem	Asst. Manager, Digicon Telecommunication
9	Md. Mirajur Rahman	Assistant Teacher, Nabarun School and College
10	Romel Milki	Trainee Lawyer
11	Md. Omar Faruque	Software Architect, Dekko Group
12	Mohammad Sowkat Hayat	Lawyer, Judge Court, Dhaka
13	Momena Mannan	Senior Assistant Teacher, City School
14	Md. Shajedul Alam	Editor
15	Shakhawat Hossain Swapan	HR (Admin), M & J Group
16	Dr. Md. Khalilur Rahman	Assistant Professor, Jamalpur Homio Medical College
17	Mohammad Lokman Hossain	Assistant Teacher, West Depapai Primary School
18	Afia Akter	Trainee Lawyer
19	Ashraful Kabir	Program Officer, LGD
20	Philip Parag Sen	Manager, Grameen Phone
21	Dr. Sheikh Asif Shahareia Mizan	Assistant Professor, Asian University Bangladesh
Total Students		31

## Distance Learning: Bringing the Best Experience

MACPM program run by the Academic Branch is a pioneer platform in Distance Learning. The classes on burning issues, important debates and criminology discourse are held through Distance Learning.

Classes through Zoom, Skype and other video conference medium are conducted where the eminent scholars from the reputed foreign Universities chair the sessions and shares the learning and years of experiences in their respective fields of knowledge. This mode of education has enriched the PSC learning capacity way better than the traditional mode.

## Progress Status of MACPM Program

PSC is dedicated to offering advanced study on contemporary policing, criminology, criminal justice system and security studies. It offers an up-to-date and high quality course, equipping police officers and suitably other relevant professionals with critical insights on contemporary criminological issues such as crime criminology, law and order maintenance, and security oriented issues so that they can effectively and efficiently discharge their duties. The program also offers to introduce some of the most important theories and researches in applied criminology, leadership and police management. The program aims at developing the necessary to locate, interpret and analyze the research and other relevant source materials. At the same time, it also develops the conceptual understanding necessary to evaluate research methods and findings. The Master's program facilitates students in communicating the results of their ideas, research and its conclusions in written form as well as orally.

The introduction of the post graduate learning program on MACPM has shed light on PSC's academic endeavor. The program was launched with a strong work based functional curriculum designed to provide a sound police education. The curriculum and course credits of Master's program reflect broader education objectives in applied criminology, police leadership, management and contemporary issues in policing in order to achieve a safer community. The first two batches already got their final results and the 3rd batch is continuing the program. Today, Police Staff College Bangladesh is one of the nation's premier criminal justice institutions. The college envisioned to bring together a very capable faculty and post-graduate students in diverse criminology discipline to efficiently engage with issues on crime, criminality, victim and justice.

## Way Forward

- Enrolment of eligible students from different relevant backgrounds to make the program more broad and interactive to fit with the public demands.
- Review of existing curriculum on the basis of work based learning models to familiarize students with contemporary theory and best practices, so that they can apply this knowledge to their real world situations.
- Introduction of several degree programs on various disciplines of crime and criminology grounded under operational priorities of Bangladesh Police and security issues.
- Engagement with international reputed academia for the credit transfers, exchange of lectures, developing pathways to undergo foreign degree/diploma/certificate programs and conducting joint research programs.

## Research & Publication Branch:

PSC is committed to undertaking and support research to deliver best practice police service to Bangladesh Police Community. PSC ensures research to be aligned with strategic priorities of Bangladesh Police Research Agenda.



PSC's Research & Publication Branch is one of the research and knowledge centers on crime and justice in Bangladesh Police. It promotes the establishment of justice and reduction of crime through communicating evidence-based research findings into policy and practice. The research works here are regulated under Police Staff College Act, 2002.

## **The Functions of Research & Publication Branch:**

- Conducting research on policing, criminology, security and terrorism issues
- Communicating the results of research for police policy makers and other stakeholders
- Conducting or arranging conferences and seminars
- Publishing materials arising out of PSC's work in the form of newsletters, journals, books etc.

These above functions are performed by two different Sections of this Branch:

## **Fields of Research**

Our research themes speak for changes, provide gateway of modern policing and detect the impediments of existing policing system for its betterment.

### **Goal:**

**To provide value and insights gained from security, criminology and policing research to different stakeholders**

### **Strategic Priorities:**

- Communicate Evidence-Based Research to Policy and Practice
- Focusing and Broadening of PSC Functions

To meet its strategic goals, PSC is committed to undertake and support quality research to deliver best to the community. In this persuasion PSC's Academic & Research Wing is a dedicated research and knowledge center on crime and justice in Bangladesh Police. Its research priorities are aligned with Bangladesh Police Research Agenda. The main motto of PSC's research is to promote justice and reduce crime through communicating evidence-based research to policy and practice. The research works here are regulated under Police Staff College Act, 2002. The research outcomes are sent to the Police Headquarters for further action.

During the year, PSC was regular in its research and publications. Four research projects were accomplished in 2016-17 and four were undergoing. The research outcomes were valuable and insightful. Apart from this, PSC published its Newsletters and Annual Report as a regular fashion. Through academic persuasion, research and journal publication, PSC continues to build the bridges between contemporary policing and academia.

PSC's research themes speak for changes, provide gateway to modern policing and detect the impediments of existing policing system for its improvement. The research activities of this Wing are guided by the Bangladesh Police Research Committee.

## **Salient Features of Research and Publication Branch:**

- It conducts research mainly on policing, criminology, security and terrorism issues.
- Communicates the results of research for police policy makers and other stakeholders.
- Conducts/arranges conferences and seminars.
- Publishes materials arising out of PSC's work in the form of newsletters, journals, annual report and books.
- It provides information to different stakeholders according to the Right to Information Act.

## Major Achievements

- Accomplishment of 17 Research Projects
- Timely publication of bi-annual Journals, tri-annual Newsletters and Annual Report.
- Arrangements of several workshops and seminars on research methodology and research findings
- Furnishing press release on mega events
- Professional handling of mass media

## Glimpses of PSC Publications



## Ongoing Research activities (2018-19):

1. Factors that Influence Police Personnel's Behavior in Professional Work : A Study
2. Capacity Building of Bangladesh Police : Higher Study as a Tool for Professional Development
3. Police Mobility and Demand of Police Transport : A Rural and Urban Comparative Study
4. Socio-economic Dimensions of Police Works in the Society: An impact Analysis

## **PSC Research Ventures 2018: Revolutionizing through more involvement, engagement and integration of the faculty and the researchers**

Being one of the premier research and knowledge centers on crime and justice in Bangladesh Police, PSC is devoted to promoting the establishment of justice and reduction of crime through communicating evidence-based research findings into policy and practice. The research works here are regulated under Police Staff College Act 2002. PSC's Research Branch is dedicated to conducting or arranging workshops, conferences, and seminars on policing, criminology, security and terrorism issues.

This year PSC undertook 04 research projects on diverse stimulating areas encompassing policing and criminological issues. Subject matter experts were assigned with each of the projects to coordinate with the researchers. Researchers were required to present the progress of the projects before the faculty from time to time. In this connection, PSC, at different times, arranged four workshops on research methodology of the ongoing research projects one apiece for each of the projects in order to know and ascertain the progress of the researches. In animated conversations, faculty members gave their opinions and put valuable suggestions so that the most accurate results come out.



*During the session at Research Methodology workshop*

### **Workshop on “Research Methodology”**

PSC has organized a workshop on “Research Methodology” for Subject Matter Experts and Substitute Subject Matter Experts on Bangladesh Police conducted researches for the fiscal year 2018-19. Total 13 research works will be conducted during this tenure. The workshop was conducted with the direction of Police Headquarters from 28- 30 August 2018 at PSC. Police officers from ASP to Additional DIG from different police units attended the workshop for supervision and cooperation of those research projects. Distinguished Experts and Professors of Research field has conducted the sessions on various aspects of research methodology. Topics of the course included the following issues-

- Definition, Purpose, Scope, Concept, Objective, Variable and Scientific Paradigms of Research
- Quantitative and Qualitative Research
- Research Monitoring, Supervision and Responsibilities of Supervising officers and Area of Supervision
- Research Design and It's Types
- Survey, Type of Survey
- Title Selection, Identification of Research Problem
- Methodology and Types of Research
- Bangladesh Police Research Policy, Budget & Funding source, Action Plan
- Bibliography and Referencing

### Participants of Research Methodology Workshop

SI No	Name, Designation & Posting Place	SI No	Name, Designation & Posting Place
1	Md. Matiur Rahman Sheikh MDS (Training), PSC	2	Md. Golam Rasul MDS (Academic & Research), PSC
3	Mohammad Shahjahan Director (Research & Publication), PSC	4	S M Akteruzzaman Addl. DIG (O&M), PHQ
5	Muntasirul Islam DC (Crime), DMP	6	Md. Sohel Rana AIG (Media & PR), PHQ
7	Shahedul Akber Khan Deputy Director(Academic), PSC	8	Sarker Omar Faroque Deputy Director(Admin & Finance), PSC
9	A H M Yeadul Islam Addl. SP, PHQ	10	Muhammad Matiur Rahman Siddiquey Addl. SP, (Planning & Research), PHQ
11	Marufa Yasmin Addl. SP, PBI HQ	12	Khaleda Begum Addl. SP, PBI
13	Rubaiyet Zaman ADC, DMP	14	Khandaker Shafiqul Alam Addl. SP, RAB HQ
15	Muhammad Shah Emran Asst. Director(Publication), PSC	16	Md. Mahadi Hasan Asst. Director(Logistics), PSC
17	Md. Ahsan Habib Sr. ASP, Forensic DNA Lab, CID	18	Chatak Chakma ASP, Cyber Forensic, CID
19	Md. Ariful islam Siddique Asst. Director(Core Course), PSC	20	S. M. Ashikur Rahaman Asst. Director(Admin), PSC

### Seminar on Final Presentation on PSC Conduced Researches

PSC conducted workshops on final presentation on PSC conducted research projects for fiscal year 2017-18. Researchers submitted their final report in stipulated time. PSC co-operated the research teams in enormous ways.

#### The impact of Bangladesh Police Training on Field Level Policing: An Analysis

The titled research work conducted by Dr. Diba Hossain was an attempt to assess the effectiveness of Bangladesh Police training on field level and identify strength and weakness of courses with prescribing some recommendations for better impact of the training.



Professor Diba Hossain presenting the final report of her research

## Conviction of Rape Cases: A Study on Metropolitan Cities of Bangladesh

This research work was done by Professor Md. Rezaul Karim, Ph.D. The final report of the research work was submitted on the workshop that was held on 11 June. All PSC faculties attended and made comment on the research report. With all his effort, researcher was able to fulfill the objectives of the study. He properly show the ins and outs of rape cases and showed us the facts regarding rape cases and finally made recommendations for better results of the rape cases.

## Workshop for Finalization of Methodology of Research Work

### Socio-economic Dimensions of Police Works in the Society: An Impact Analysis

Professor Abul Barkat, PhD; Human Development Research Centre (HDRC) has presented the methodology of the mentioned research project. The seminar was held on 20 November 2018 at PSC.



Professor Abul Barkat presenting research methodology

### Police Mobility and Demand of Police Transport: A Rural and Urban Comparative Study

The titled research work will be done by Professor Md. Rezaul Karim, Ph.D. The methodology of the research work was submitted on the seminar held on 16 October 2018. All PSC faculties attended and made comments on the research presentation.

### Capacity building of Bangladesh Police: Higher Study as a tool for Professional Development

The titled research work will be done by Professor Dr. Diba Hossain, Institute of Education and Research (IER), University of Dhaka with her associates. The methodology of the research work was submitted on the seminar that was held on 11 October 2018. All PSC faculties attended and made comments on the presentation.



PSC faculty's participation at the presentation of Professor Diba Hossain

### Factors that Influence Police Personnel's Behavior in Professional Work: A Study

The titled research work will be done by Professor Dr. Shuchita Sharmin with her associates. The methodology of the research work was submitted on the seminar that was held on 11 October 2018. All PSC faculties attended and made comments on the presentation.

## Challenges of Research & Publication Branch:

- Lack of experienced and interested personnel
- Insufficient funds for quality research
- The research works become sometimes difficult to accomplish within the existing legal framework of financial Acts, rules and regulations.

- Time constraints to ensure quality research
- No access to online research materials
- No plagiarism detection software to maintain academic honesty which is considered as a serious issue for research in national and international contexts.

## Way Forward:

Academic & Research Wing considers the following points for its future improvement :

1. Focus on capacity building: PSC should focus more on capacity building initiatives for its research staff. In that case more academic training is needed for them especially overseas training. More participation on international seminars and conferences would be much worthwhile.
2. Selection of experienced officers who are committed to research: PSC needs closer contact with PHQ so that officers who are dedicated and have thirst to research could be posted to PSC.
3. MoU with national and international universities/research institution: PSC can explore potential avenues of collaborations with local and foreign universities regarding joint research, capacity building, guest lectureship, faculty exchange, study tours of faculties and students. For example, PSC has an ongoing linkage with Macquarie University, Australia which offers a short training to PSC in its Sydney Campus in 2017 under Australia Awards Fellowships R 16.
4. Higher Studies for PSC Faculty: Prioritizing PSC faculties for research and higher studies (M Phil /PhD) so that they get interest to serve at PSC.
5. Academic honesty: Ensuring academic honesty and quality research through plagiarism detection software.
6. Online Access: Police Staff College Bangladesh has access to electronic information resources through the UGC Digital Library (UDL). UDL is hosted by the University Grants Commission (UGC) of Bangladesh. UDL is providing access for the Staff College to a numerous international e-resources like Wiley, IEEE, World Scientific, Taylor and Francis Group, SAGE, Cambridge University Press, Springer, Pearson and Oxford University Press. This opportunity now offers police officers to get access to research articles from international journals on sociology, criminology and police science. The users can search, read and print the articles from these journals for personal use and academic purpose.
7. Strengthening of manpower & logistics: Institutional persuasion is needed to increase permanent staff so that R&P Wing can run quality research independently.



# Administration & Finance

PSC's Administration and Financial Branch is responsible for the smooth administrative functioning of Police Staff College Bangladesh in particular, maintaining financial discipline is one of its crucial roles. Its other activities include: maintaining discipline of the staff and general control and supervision of them both police and ministerial level employees as per the direction of the Rector. This wing is headed by a Superintendent of Police, posted as Director (Administration & Finance).

## Goal:

**To create a vibrant and quality learning environment.**

## Strategic Priorities:

- Capacity Building of PSC Staff through Overseas Training
- High Quality Campus Environment
- Establish and Maintain High Quality Learning Environment

## Activities in Detail

Administration and Financial Wing is responsible for the smooth administrative functioning of Police Staff College Bangladesh where maintaining financial discipline plays a vital role. Its activities cover areas like maintaining discipline, general control and supervision of the officers and other members- both police and ministerial- of the institute as per the direction of the Rector. This wing is headed by a Superintendent of Police, posted as Director (Administration and Finance).

## Duties and Responsibilities of Administrative and Finance Branch:

- 1) Maintaining overall administrative and financial activities as per the direction of the Rector.
- 2) Personnel management
- 3) Infrastructure management
- 4) Logistics and supply management
- 5) Ensuring timely procurements, maintenance and other related works of PSC.
- 6) Annual procurements and maintenance of other related works of this institution.
- 7) Verifying cash in hand and custodian of cash operation by the head of this wing
- 8) Submission of all reports and returns and making routine correspondence with police.
- 9) Providing administrative and messing facilities of the trainee officers as well as foreign and national trainers while the program runs.
- 10) Supervising construction works and maintaining liaison with concerned department.
- 11) Granting leave of the subordinate officers/staff.

## Reward

Administration wing is vibrant to reward police members and ministerial staff for their good services. A total of 203 police personnel ranking from Constable to Sub-Inspector

were awarded with money reward in the year of 2018. A total of 189 police personnel were awarded Good Service (GS) mark in 2018

## Punishment

On the contrary, punishment is awarded to the offender for their undisciplined and unlawful activities. Only 03 police personnel were given punishment in 2018.

## Renovations and Constructions at PSC Campus

- PSC classrooms
- Ansar and Constable barrack of PSC
- Toilets of 2nd and 3rd floor of Administrative Building
- Dormitory building
- Construction of guidewall of ceramic bricks from residential area to Convention hall of PSC
- Swimming Pool of PSC



*There's a lot of ingredients go into being a good tennis player.*

## Facilities

### IT Facilities

PSC has a computer lab with modern computers and high-speed internet facility which is available for multi-purpose uses. By virtue of an unceasing support with sufficient number of computers, laptops, projectors, the process of establishing E-classroom is in progress. Police Staff College Bangladesh campus is covered with

a strong Wi-Fi internet facilities at different points through which concerned personnel can log in his devices (i.e. laptop, computer and mobile etc.) using Wi-Fi password.

**Online Access:** PSC has access to electronic information resources through the UGC Digital Library (UDL). This opportunity now offers police officers to get access to research articles from international journals on sociology, criminology and police science. The users can search, read and print the articles from these journals for personal use and academic purpose.

### Medical facilities

PSC has one medical officer. A number of almost 2500 patients received treatment by the PSC doctor during the year of 2018.

## Outdoor Games

PSC has arrangements for Football and volleyball for officers and forces. They are at liberty to take part there after office hours. Badminton and table tennis are regularly played by the trainees and officers. A couple of beautifully decorated Tennis courts are there by the western side of the dormitory. Officers and trainees can play tennis during leisure time and holidays.

## New PSC Library: A Window of Enlightenment

PSC's newly renovated library is a unique and valuable resource of books of all types, journals, newspapers, magazines, research papers, encyclopedias, documents, periodicals, prints and so on. Employees and trainees use it to improve job skills and satisfy their thirst to know about different things.



*Where architecture at its very best*

PSC library has been shifted from 1<sup>st</sup> floor to 3<sup>rd</sup> floor of PSC main building. It has got a very new and amazing look with the new setting, decoration and well fit furniture. PSC library contains of all types of books, related to history, culture, science, economics,

psychology, sociology, politics, criminology and other subjects such as law, human rights Police management, investigation and supervision techniques etc. The books of new and contemporary domain of knowledge are added to PSC library those:

- Green Criminology
- Environmental Criminology
- Cyber Criminology
- Forensic Criminology



*Beauty and brains blend*

## Global Connectivity

A rich collection of international dailies, magazines, periodicals, journals enriches PSC library and ensures its global connectivity. Some of the most prominent of those are:

- The New York Times
- Business Tribune
- Financial Times
- Reader's digest
- The Economist
- BISS
- Security Studies
- The Journal of Strategic Studies

Moreover PSC bought a good number of academic books, collected famous journals, newspapers and periodicals. The new library is indeed an outstanding place considering its collection, beauty and atmosphere.

## New Conference Room

The new Conference Room was conveniently built at the top floor of PSC administration building. There are extended seating arrangements for a meeting. There are portraits of all former Rectors of PSC in the room. Three multimedia projectors and screens are there to facilitate any presentation to the participants. The outer view of the conference room is very nice. All modern equipments are used in the conference room. It's a great place to host meetings and events, indeed.



*Conference maketh a ready man*



*Hands are on what to be learnt*

## Training Lab:

Right opposite to the library at the top floor of PSC administration building, there is a very spacious training lab. The lab was built aiming to facilitate the participants through hands-on training techniques. PSC ensures a cozy environment through fittingly decorated furniture supported by required tools. The lab is fully equipped with professional documents, registers, class lectures, handouts, booklets, inspection notes, course assignments, training manuals, different types of soft components etc.

## Dormitory:

PSC dormitory was renovated last year. The 3<sup>rd</sup> and 4<sup>th</sup> floor of the dormitory is reserved for the senior police officers. Moreover foreign delegates and participants are also kept on those floors. All the rooms are adorned with gorgeous furniture and electronics. Especially, the lobbies are decorated with great interior design with furniture and electronics. Those two floors are made well planned and exclusive. PSC Dormitory provides 3-star like facilities where there are 66 rooms available for the accommodation of 61 trainee officers at a time. Another 42 rooms are made ready for trainees at 3<sup>rd</sup> & 4<sup>th</sup> floor including 8 VIP rooms.

## PSC Forces Accommodation

Police staff college Bangladesh has four tin shade barracks for the accommodation of forces and ansar members. A very good and big tin shade room was built for the recreation of the force working here in the year 2017.

## Welfare and Recreational Activities

PSC remains in a very festive mood in line with the country on days of important national festivals. Throughout the year of 2017, PSC observed a number of festivals. Last year, it commemorated important days like National Mourning Day with full respect and solemnity. All staff including the forces along with their family members had an active participation in events like-

- 1) Iftar Mahfil
- 2) Eid Reunion
- 3) Cultural programs



*A holy communion*



*We meet to eat, talk and party*

# PSC's Challenges & Way Forward

## Challenges:

PSC is now facing the following significant challenges that need to be considered for its future course of action.

- Insufficient internal facilitators: PSC is very much dependent on outside speakers. Because of the frequent transfer of the faculty, PSC cannot develop its internal resource persons. It should have an internal panel of facilitators specialized on particular subject so that it can run its training sessions independently.
- Lack of manpower: Apart from facilitators, PSC's endeavor has also been hampered by a lack of other supporting staff. PSC is still suffering from a shortage of skilled manpower. Most of the under commands are working under deputation from various police units.
- Lack of experienced person to conduct quality research: PSC needs more experienced as well as interested person to conduct quality research.
- Limited infrastructural facilities: It has limited scope of infrastructure facilities. Now the present facilities only can accommodate several certificate programs. Some long term courses need more facilities like seminar room, syndicate room etc.
- Insufficient accommodation & logistics for the staff: PSC cannot provide sufficient accommodation for its staff. Not only that, it also has some significant shortage of logistic supports specially vehicle support. In that case the staff faces severe transport problem that eventually impact the management of training and research.
- Insufficient vehicle support for the participants and the guest speakers: Correspondingly PSC is lacking vehicle support for the participants and the guest speakers even for research which needs field study. It needs to be dependent on DMP or PHQ for vehicle support especially during its mega event like international conference or SAARC training.
- Constraints of library: PSC's library needs to be more advanced in terms of both spaces and richness. It still does not have on line access to online books, journals and reports.

## Way Forward:

Further points that need to be addressed are:

1. Focus on capacity building: PSC should focus more on capacity building initiatives for the directing staff. In that case more training is needed for the PSC faculties.
2. Selection of officers committed to training and learning: It needs closer contact with PHQ so that officers who are dedicated and have thirst to knowledge are posted to PSC.
3. Engagement with national and international universities: PSC can make partnership with local and foreign universities who teach criminology and policing related issues. Based on such partnership PSC can make an exchange program for its faculties and this would also help its research activities.
4. Focus on research based study: Bangladesh Police needs more research based



policy implication that PSC can offer. Considering such significance, PSC faculties should be encouraged for having more research higher degrees either from local or from foreign universities. Devotion for PhD research would be highly appreciated in this regards. In that case, PSC can arrange some financial support for those personnel.

5. Giving importance on academic honesty for quality research: PSC has to buy plagiarism detection software to ensure academic honesty.
6. Taking initiatives for getting access to online resources: PSC should take necessary steps for getting online access to academic resources.
7. Implementation of E-learning process: In line with the Government of Bangladesh's vision -2020, PSC should take necessary step for the immediate adoption of e-learning system.
8. Strengthening of Manpower: Institutional persuasion is needed to increase permanent staff so that PSC would not have to depend on deputation.
9. Strengthening of logistic support: For smooth functioning of education, training and research activities, PSC's logistic support should be upgraded, in particular vehicle. Hence, a close official communication with PHQ is needed to increase those facilities.
10. Accommodation for PSC staff: Since there are insufficient residential facilities for officials of PSC, initiatives are needed to prepare a plan for building up a multi storied dormitory for senior officers to mitigate this problem.
11. Efforts to move pending rules of PSC: Active and continuous drive is urgent to make sure that those rules come into existence.
12. Ensuring green commitment: In order to keep its premise as environmental friendly, PSC should follow some green commitments, such as installation of automatic timing for lights and air conditioning controllers to reduce energy consumption, embracing e-learning software and reducing paper use, recycling of paper, printer, toner cartridge and waste.



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