

Annual *Report* **2021**



Police Staff College Bangladesh

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Inspector General, Bangladesh Police

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Message from The Rector

It is our great pleasure to present Police Staff College Bangladesh's Annual Report 2021 to our readers. This report includes descriptions of achievements of PSC in its all related arenas, showcases our success stories, and provides a glimpse of our future plans.

Like the previous year, 2021 was also a saga of fighting against the coronavirus pandemic. The contagion led to disruptions in our training schedules. Amidst all the intermittent lockdowns this year, we arranged the first-ever Certificate Awarding Ceremony of Masters in Applied Criminology and Police Management (MACPM) degree, formally awarding certificates to three batches of graduating students. We have also completed enrolment of students of the sixth batch in the Master of Applied Criminology and Police Management course. The students of MACPM are composed of personnel from Bangladesh Police, the Armed Forces Division, as well as members of various government organizations, private corporations, alongside legal and media practitioners.

During the year, PSC conducted four mid-career courses as well as some partnership courses. We conducted several seminars on methodology of research projects, which will be instrumental in guiding the researchers to achieve optimum results and findings. Besides, the Research and Publication wing arranged four seminars on human rights issues in collaboration with UNDP. The final works of two research projects were accomplished in the fiscal year 2020-21.

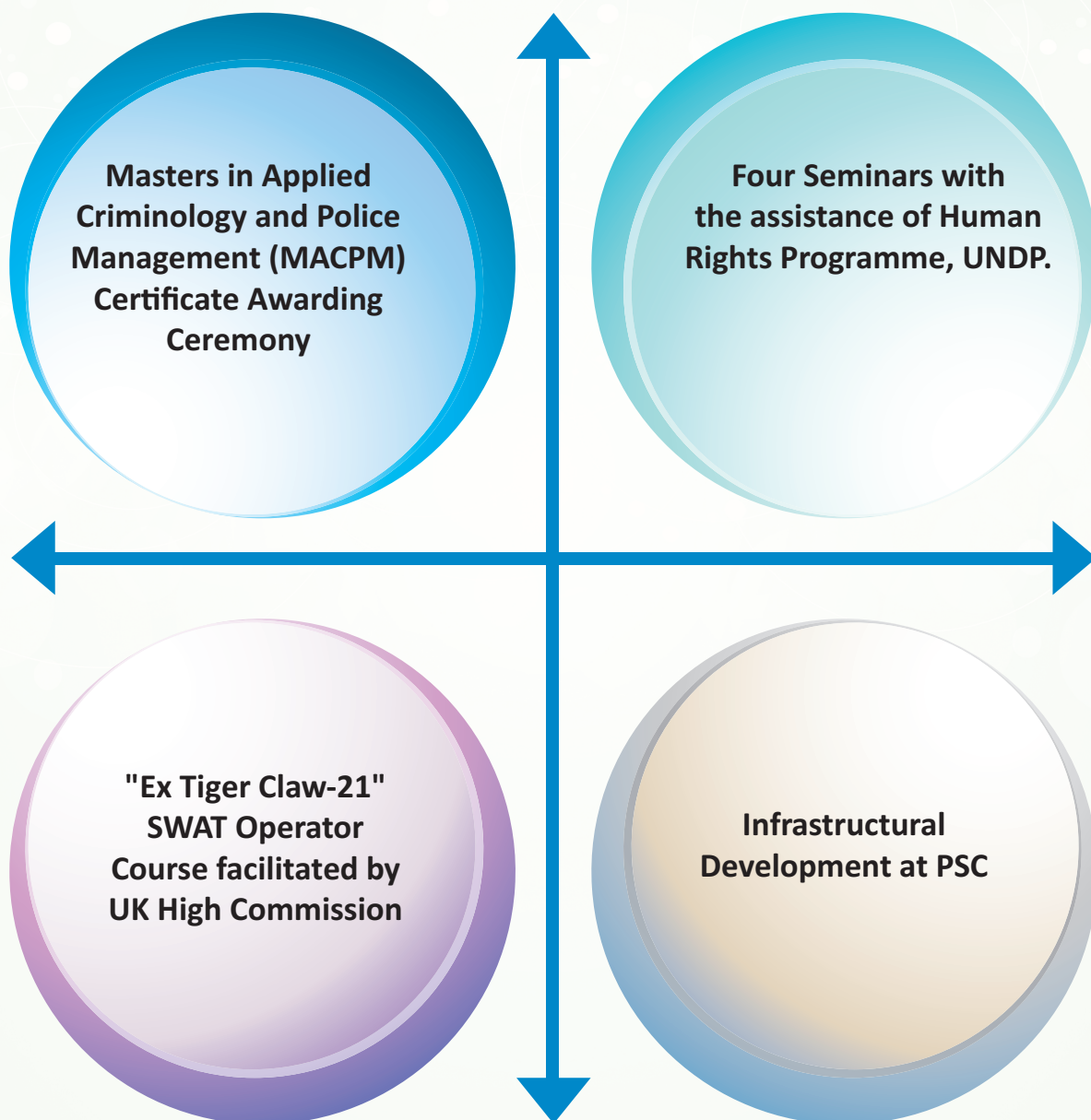
Over the past year a good number of infrastructural development and renovation initiatives are in progress. PSC. We now have a professional-standard cricket grounds and a brand new futsal field. Besides, a renovated walkway and a new café with extensive amenities are among the infrastructural additions in the year 2021. As you read this report, I hope you will gain insight into the breadth and depth of our activities. The ultimate success of our accomplishments depends on the dedicated contribution of our partners and dedicated staff. I am immensely grateful to those individuals and partners who energize and strengthen us with their phenomenal support. As we look forward to another wonderful year at PSC, I wish all the very best for your good health and safety in these testing times.

Khandker Golam Faruq, BPM (Bar), PPM
Additional Inspector General
Rector, Police Staff College Bangladesh.

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PSC Highlights of the Year 2021



Abbreviations

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



Executive Summary

The annual report is a factual and visual representation of Police Staff College Bangladesh's journey towards implementing and sustaining its long-term vision. Aspiring to become a renowned think-tank and law enforcement training center in the greater region, this institution looks to continue the constant endeavor for excellence in policing and related fields.

This report details our efforts to train and influence police leaders, showcases our academic endeavors, provides the highlights of significant collaborations, and elaborates our overall activities geared toward achieving the PSC mission. The year 2021 marked another milestone in the journey to strengthen PSC through both academic and infrastructural development.

In the midst of the global Covid-19 pandemic, we had to reframe and adjust a major portion of our program, in accordance with national pandemic control strategies. Like the first wave of the pandemic in 2020, this year's spread of COVID-19 in Bangladesh and beyond forced the postponement of many activities. As cases and casualties from the global pandemic surged in Bangladesh, PSC decided to postpone all its programs from 4th March 2021. The ongoing courses were postponed while upcoming courses were put on hold, including ATA courses. The 2nd Police Leadership and Management Certificate Course had to be postponed in the middle of the training. Similarly, the Bomb Disposal Unit Mentorship course had to be held up due to the Covid-19 scenario.

PSC succeeded in completing almost all of the scheduled activities with the exception of training programs that were hampered due to the spread of Covid-19. In 2021, PSC hosted 21 training courses that included four Mid-career courses comprising of 657 participants from various professions, ranks, and backgrounds. PSC also conducted several partnership courses with ATA, US Embassy, and held four seminars on human rights in collaboration of UNDP.

In 2021, PSC's flagship Masters-level course in Applied Criminology and Police Management (MACPM) saw the completion of the 2nd semester final of the fourth batch of students and the 1st semester final of the fifth batch of students. Like the previous year's classes, virtual classes were arranged for the students of MACPM, following government guidelines during the pandemic. The admission process of 6th batch students has been completed. Besides, The "Evidence Based Policing (EBP)" Conference was held this year in July by the Police Executive Programme of Cambridge University. Professor Dr. Lawrence W. Sherman, Director, Institute of Criminology, University of Cambridge, UK invited all the faculty members of PSC to participate in the virtual session, which centered on "Reducing Serious Violence". Through online platform (Zoom), faculty members of PSC ranked Inspector and upwards attended this conference from 13th to 14th July 2021. At the local end, this virtual session was coordinated by the Academic wing of PSC.

The Research and Publication wing completed two research project in the fiscal year 2020-21, with three research projects in collaboration with UNDP at the final stages.

The development of PSC's infrastructure is a continuous process, aimed at improving organizational efficiency by ensuring quality facilities for in-house staff and trainees. Over the past year, carefully planned infrastructural development projects and renovation works were undertaken. Construction of A brand new futsal field, new café for PSC personnel, an international-standard cricket ground were finished in the year 2021. A major highlight is the construction of the Police Memorial in the southeast portion of the PSC campus. This memorial – a majestic tower with subterranean museum – has been erected in memory of the fallen police personnel who laid down their lives in the Liberation War and in the line of duty in present-day Bangladesh. A good number of infrastructural initiatives and renovations, including the revamped entrance gate of PSC, are in progress as well.

I would like to show my profound gratitude to the Rector and Vice-Rector of PSC for their unconditional support and valuable advice in preparing this Annual Report. I appreciate and thank all the PSC staff, in particular, the Research Wing for their diligence, hard work, sincerity, and assiduous effort to bring this report into existence. It is my solemn hope that as the top think-tank of Bangladesh Police, Police Staff College will continually adapt and shine brighter in its goal of imparting relevant knowledge, which trainees, partners an faculty members will constantly strive for transforming into wisdom through their dedication and perseverance

Thank You



Md. Golam Rasul
MDS (Academic and Research Wing)
Chief Editor, Annual Report 2021

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 degrees, and conducting cutting-edge research on criminological issues, improvement of police operational performance, and community engagement – all geared toward the aim of enhancing safety and security. The purpose of Police Staff College Bangladesh (PSC) is to create sustainable, sound and work-based learning models which would support the police, government officials and relevant professionals of Bangladesh and around the globe to build safer and more resilient communities.

PSC works under the provisions of the Police Staff College Act, 2002. PSC was inaugurated by the Honorable Prime Minister Sheikh Hasina on November 30, 2000 and emerged as a statutory organization in 2002, under the Police Staff College Act. The first of its kind in the South Asia region, this institution is situated on a scenic 19.5 acres of land located at Mirpur-14 in the heart of Dhaka, the capital city of Bangladesh.

Police Staff College Bangladesh is governed by a Board of Governors (BOG) chaired by the Honorable Home Minister. The Board of Governors is responsible for executive decisions of PSC. According to the Police Staff College Act 2002, the Board shall meet at PSC on a quarterly basis to provide strategic input into the planning and delivery of PSC operations. PSC is led by the Rector, who is the member secretary of the Board. The Rector is supported by the executive management team of the PSC who provide critical inputs into the planning, operation and delivery of the PSC's activities. Since 2000, 15 illustrious Rectors have led and inspired PSC and its staff.

PSC is governed by a 13-member Board of Governors headed by the Honorable 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 of Law, Justice and Parliamentary Affairs, the Inspector General of Police, the Rector of Bangladesh Public Administration Training Centers (BPATC), the Commandant of Defense Services Command and Staff College (DSCSC), the Vice Chancellor of Jahangirnagar University, and the Additional Secretary of the Cabinet Division, with the Rector, PSC as the member secretary of the board.

The Rector is the executive head of PSC. Holding the rank of Additional Inspector General, the Rector is among the most senior officers in Bangladesh Police. The Vice Rector, of 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) respectively, holding the rank of Additional Deputy Inspector General of Police. Besides, PSC has Administration and Finance Section 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.

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 policies

Values

- Prudence
- Innovation
- Readiness
- Commitment
- Teamwork

PSC's Academic and Research Wing is engaged in conducting academic courses and facilitating cutting edge research across a range of eco-social, criminological, security, law enforcement and counter-terrorism issues. Under the supervision of this Wing, the second batch of the Master's degree program on 'Applied Criminology and Police Management' underway as a continuation PSC's commitment to excellence in academic endeavors.

The Training Wing of PSC offers training to enhance managerial capabilities, operational skills, leadership and farsightedness with a commitment to developing sound professionalism among police personnel. PSC's core training programs are primarily internal and conducted on campus, and it has a strategic vision to offer distance education programs. The durations of the core programs differ generally range from 2-3 weeks. PSC conducts courses in collaboration with national and international partners as well.

The Administration and Finance Wing constantly works on ensuring smooth operations and facilitates advancements in terms of infrastructure and facilities, including a new eco-friendly academic hub and the vertical extension of dormitory building. Since its inception, PSC's journey has been characterized by continual improvement and has gradually built a momentum of sustained progress.

PSC's current performance has put it on track of achieving its strategic vision. The institution has broadened its network in the international arena, including the recent strengthening of collaboration with Macquarie University, Australia. PSC regularly arranges training courses for SAARC nations and hosts international conferences and seminars in partnership with the Interpol, the US Embassy, and with support from the Australian High Commission as well as with the Canadian authorities. PSC is moving forward and endeavoring for excellence with a vision to establish itself as a regional and global think tank.

PSC's objective is to create an effective and meaningful environment for learning and research opportunities, provide outstanding educational facilities, and facilitate networks and collaborative partnerships for police and other relevant professionals from home and abroad to ensure safety and security. Specific functions include:

1. Providing training, particularly for the ranks of Assistant Superintendent of Police and above
2. Organizing and conducting national and international conferences, seminars and symposiums on police administration, law enforcement management and other related issues.
3. Determination of training topics and syllabus
4. Issuance of certificates, diplomas and degrees etc. to officers upon completion of training
5. Conducting and disseminating research related to training and curriculum, law and order, and public safety
6. Performing any other function as directed by the government.
7. Provides training to suitable foreign nationals according to the direction of Board of Governance (BoG)

Strategic Goals of PSC

To influence and enhance police leadership, prudence and professionalism

To establish innovative and work-based graduate learning programs

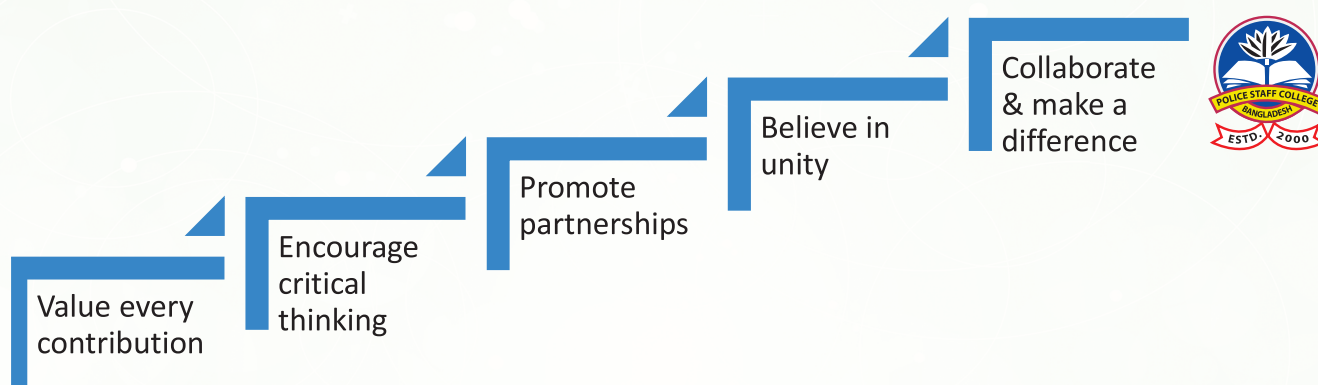
To provide value and insights gained from security, criminology and policing research to the national and international platforms

To promote mutual partnership and networking

To create a vibrant and quality learning environment

To meet these goals, PSC has outlined some overarching strategies.

- Develop and sustain current training programs to produce police leaders capable of meeting contemporary policing needs
- Offer graduate learning programs to the community to enhance academic literacy and wisdom
- Conduct evidence-based and applied research with a view to facilitating informed policy-making and assisting field-level practice
- Undertake integrated programs and augmenting partnerships and networks in the national and international level
- Ensure capacity building of staff and facilitate a quality learning environment

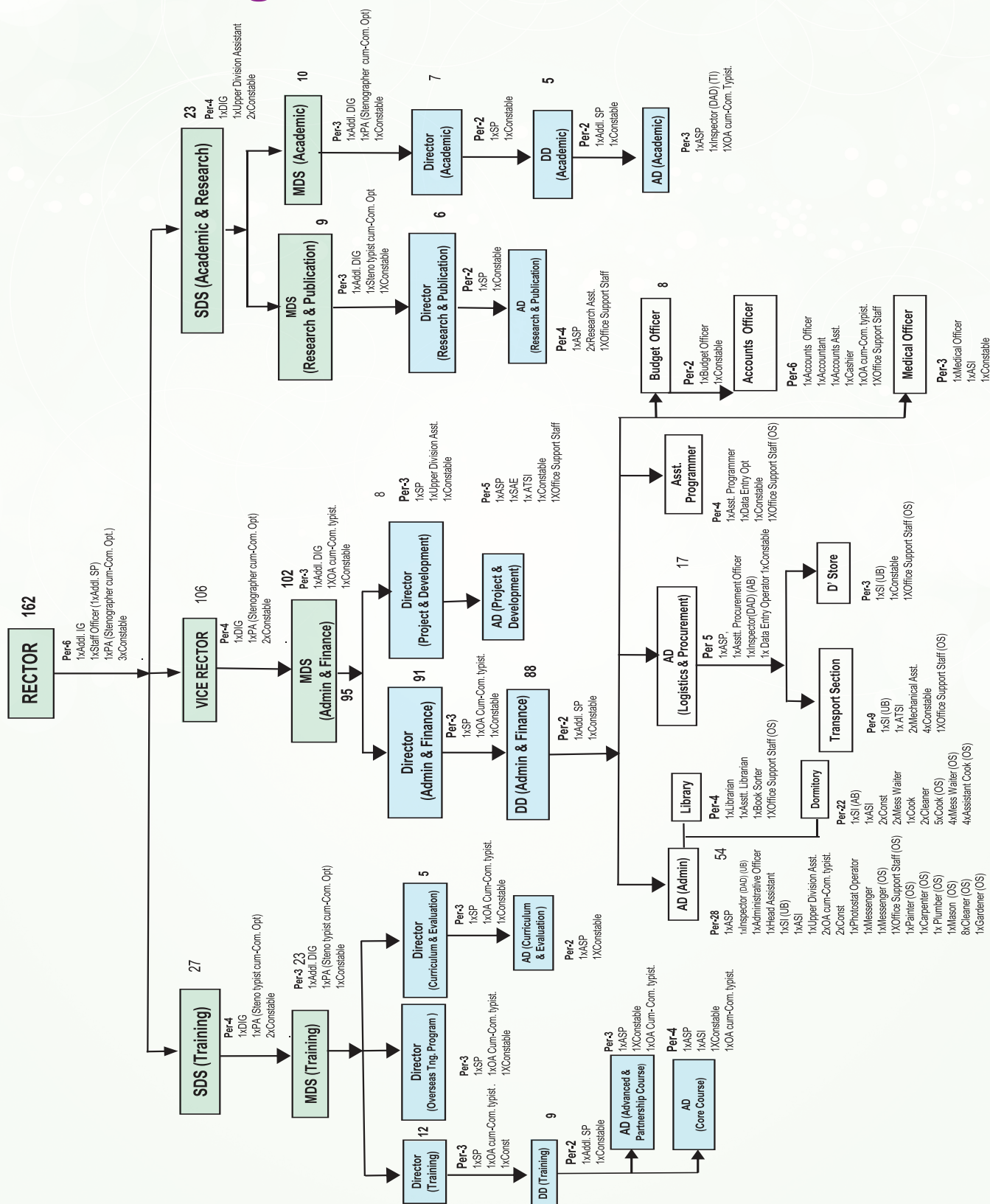


PSC's Cultural Tenets: The foundational stairway to achieving organizational goals

Overall, PSC tries to cultivate a high-performance culture in order to achieve excellence. The primary tenets include the following.

- We value our fellows and respect their potential to deliver quality training outcomes and services.
- We encourage critical thinking on barriers against smooth functioning of policing
- We support and promote partnerships and joint contributions
- We believe that a spirit of unity underpins our success
- We collaborate to make a difference

Organizational Structure



PSC Management at a Glance



Khandker Golam Faruq, bpm (bar), ppm, Additional Inspector General of Police, is the current Rector of PSC. He has obtained his Honors in BSc (Agriculture) from Sher-e-Bangla Agricultural University, Dhaka. He holds Master's Degree in Political Science from the Asian University of Bangladesh. He began his professional career as a member of Bangladesh Civil Service (Police). He joined police on 20 January 1991. He is a member of the 12th BCS batch. He started his career as Assistant Superintendent of Police at 4-APBN Bogra. After serving there, he joined CMP Chattogram. His next workplace was Khagrachori District where he served diligently for more than three years. His last workstation as ASP was DMP Dhaka. Afterwards, he served as Additional SP at the districts of Khulna and Satkhira. After he was promoted as Police Super, his first posting place was Police Headquarters as AIG Confidential. Mr. Faruq was appointed also as Superintendent of Police (SP) in numerous districts such as Thakurgaon, Kishoreganj, Jhalokathi, Jamalpur, and Mymensingh. In the next stage of his career he worked at DMP and Dhaka Range Police as Additional DIG. He also served as DIG of Rangpur Range Police and Chattogram Range Police. He was appointed as Vice Principal of Bangladesh Police Academy, Sardah, Rajshahi. Later on, he was promoted as Additional IGP and took over the charge of Principal. A warm welcome to Mr. Faruq and heartiest congratulations and best wishes for the new Chief of PSC.



Md. Abdul Quddus Amin, Deputy Inspector General of Bangladesh Police, joined Police Staff College as the Vice Rector on 25 February, 2021. As the second-in-command of PSC, he will be responsible as one of the senior administrators directing the both academic and administrative affairs of this institution. Md. Abdul Quddus Amin belongs to 17th BCS (Police) batch and joined Bangladesh Police in 1998. He completed MSS from the University of Dhaka in Social Science. He served at different important police units in Bangladesh including PHQ, DMP, SMP and different District Police units including Gopalganj and Nilphamari. He served at UN missions in Kosovo (2007) and in East Timor (2012). He holds a number of professional certificates from home and abroad. His credentials include the completion of the Traffic Police Capacity Development course in South Korea, Asia Regional Law Enforcement Training in Vietnam, and a degree from Sri Lanka under the Strengthening Government through Capacity Development project. He hails from Barisal. His areas of interest include terrorism studies, crisis management and policing issues.



Md. Matiur Rahman Sheikh has spent 13 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 endeavor Mr. Sheikh was assigned to many operational units including the district police units as Superintendent of Police. He served as a UN peacekeeper in East Timor and Liberia. He studied business and received MBA degree, and obtained another Master's Degree in Criminology and Criminal Justice from the University of Dhaka. He has been honored with IGP's exemplary good services badge for his contribution to research and publication. His professional interests focus on thematic planning, applied research and pragmatic evaluation of training activities of PSC. He also has a keen interest in crime and criminology.



Md. Golam Rasul joined PSC on 30 Jan 2013. He is a member of the 12th BCS Police batch. He has studied Mass Communications in the University of Dhaka and went on to receive another Master's in Development Studies from AIUB, Dhaka. He served at different important police units in Bangladesh including Dhaka Metropolitan Police, Special Branch, Bangladesh Police Academy, and district police. He served in East Timor as part of the UN Peacekeeping Mission. 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, is working as the Director (Admin) at PSC. Mr. Sibgat belongs to 15th BCS (Police) batch and joined Bangladesh Police in 1995. Mr. Sibgat holds includes Bachelor of Science and Master of Science degrees from Rajshahi University. In addition, he holds a number of professional certificates from home and abroad including specializations in the fields of logistics, management and leadership. He contributed to major infrastructural developments in various units of Bangladesh Police, including the introduction of the Automated Fingerprint Identification System (AFIS). He has extensive global experience, having served UN Peacekeeping missions and international assignments in Europe and beyond.



Md. Iqbal Hossain joined PSC on 18 Jan. 2015. He belongs to the 17th 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 Dhaka Metropolitan Police, Khagrachhari, Chandpur, Rangpur, Chittagong and Kishoregonj districts. He served in UN Peace Keeping Mission in Sudan.



Mohammad Shahjahan PPM joined PSC on 11th March, 2008. He is a member of the 17th BCS (Police) Batch. He achieved Ph.D from the Department of Government and Politics, Jahangirnagar University. He obtained his Bachelors and Master's degrees on Social Welfare from the University of Dhaka. He worked at different police units like Dhaka Metropolitan Police, CID, Faridpur District Police, Parliamentary Standing Committee etc. His research interest include the past and present of policing and victim rights issues.



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



Kazi Muhammad Shafi Iqbal is a member of the 18th BCS (Police) batch. Before joining PSC on February 02, 2019, was Additional Special Superintendent of Police (Addl. SS) at Criminal Investigation Department (CID). At present, he is working as Deputy Director (Curriculum).



Sufian Ahmed, Director (Academic) joined Police Staff College Bangladesh on 17th January, 2021. He belongs to 24th BCS (Police) batch. He is a Bachelor and Master in Urban and Regional Planning from BUET. Before joining Police Staff College, he worked at Chittagong Metropolitan Police, Dhaka Metropolitan Police, Bangladesh Police Academy, Sardah and Police Headquarters. He worked at Bangladesh Police Kallyan Trust (BPKT) as second-in-command for about five years. He is distinguished from others as he is one of the two members who worked from the planning to execution of Community Bank Bangladesh Limited. He feels that he is fortunate enough to find his seniors all the time as patrons for his ideas and developments.



Afroza Parvin joined PSC on 20 November 2016. She belongs to the 24th BCS (Police) batch and joined Bangladesh Police in 2005. She worked at RAB, Special Branch, and served in the United Nations in the female BANFPU-2 at Haiti. She completed her B.Sc (Hons) in Agriculture from Bangladesh Agricultural University, Mymensingh and holds a Master's degree in Plant Pathology from Bangabandhu Sheikh Mujibur Rahman Agricultural University.



Superintendent of Police Mr. Kazem Uddin joined PSC on July 12, 2020. He belongs to the 25th BCS (Police) batch and joined Bangladesh Police in 2006. Before joining PSC, he served as Additional SP in Dinajpur District. He also served in different working station as Additional SP of In-service training center Naogaon, Circle ASP of B-circle Bogura, ASP (Admin) at T&IM, Dhaka, and as Circle ASP of Puthia, Rajshahi. He served as Operations Officer in BANFPU-4 (Rotation-4) UNAMID, Sudan for one year. He obtained BSc in Civil Engineering from Rajshahi University of Engineering and Technology. He hails from Chapainawabgonj District.



Md Tahsin Mashroof Hossain Mashfi is currently working as Deputy Director (Academic) at PSC. He belongs to the 28th BCS (Police) batch and joined Bangladesh Police in 2010. He is the only member of Bangladesh Police with a degree in Masters in Public Administration (MPA) from Harvard University. He also obtained degrees in Economics from North South University (NSU), Master in Police Science (MPS) from Rajshahi University and M. Engg. from Tokyo Tech.



Tahura Jannat, Deputy Director (Research and Publication wing), joined PSC on June 12, 2019. She belongs to 28th BCS (Police) batch and joined Bangladesh Police in 2010. Before joined PSC she served at UN mission as the second in command of BANFPU-1, Rotation -12, MONUSCO, in the Democratic Republic of Congo. Previously she worked at Special Branch and had an earlier stint at Police Staff College Bangladesh. She received the Inspector General's 'Exemplary Good Service Badge' in 2019. She did Honors and Master's degree from Jahangirnagar University under the department of History and holds an MPS degree from Rajshahi University. She hails from Dhaka.



Nilufa Yeasmin PPM joined PSC on 06 February 2018. She belongs to the 28th BCS(Police) batch and joined Bangladesh Police in 2010. She worked at RAB, APBn and served in Female BANFPU-2 MONUSCO mission in DR Congo. She completed her BBA(Hons.) and MBA in Finance from Business Faculty, University of Dhaka and holds an MPS degree from Rajshahi University. She received President Police Medal (PPM-Sheba) in 2021. Her interests include studying development process and the field of peace and conflict studies.



Md. Sakibul Islam Khan being appointed as Deputy Director (Training), PSC. He joined PSC on March 4, 2020. He belongs to 28th BCS (Police) batch. Before joining the PSC, he served Dhaka District Police, RRF Dhaka and Rapid Action Battalion and served as Company Commander in Chapainababganj, Shirajganj, Pabna and Bogra. He also served as Staff officer to DIG, Dhaka Range. He served at UN mission in BANFPU-1, Rotation-8, and Darfur, Sudan in 2016-2017 and as an Individual Police Officer (IPO) in South Sudan in 2019. He completed honors in Computer Science and Engineering (CSE) from East West University and Master of Business Administration (MBA) from North South University. He also did Master in Police Science (MPS) from Rajshahi University.



Mahmudul Hasan is a member of the 33rd BCS (Police) batch. He joined PSC on 26 June 2016 in his first career posting as a police official. He completed his BSc. (Hons) and MSc. degrees in Fisheries from the University of Dhaka. His major area of interest is cyber-crime.



Abu Sofian joined PSC on 6th December 2018. Before joining PSC, he served as ASP (Probationer) at Narsingdi District. He did his honors and Masters from the Institute of Education and Research (IER), University of Dhaka. He is from 34th BCS (Police) Batch and hails from Mymensingh district.



Arifa Ashraf Pinky is working as Assistant Director (Training) at PSC. She joined PSC on December 30, 2019 and belongs to the 34th BCS batch. Previously she worked at Criminal Investigation Department (CID). She obtained her M.Sc and B.Sc. degrees in Biochemistry and Molecular Biology from Jahangirnagar University. Her area of interest includes cyber security and counter terrorism.



Md. Mominul Hoq is working as Assistant Director (Academic) at PSC. Before joining PSC on 20 December 2018, he completed his District Attachment (after 01 year Basic Training in BPA) as an ASP Probationer in Bandarban District. He completed his BBA and MBA in Finance from the University of Dhaka scoring 3rd highest CGPA in both and was recognized with Dean's Award 2016. He belongs to 35th BCS (Police) Batch.



Md Al Mamun is working as Assistant Director (Logistics and Equipment) at PSC, where he joined on 20 May, 2020. He belongs to the 36th BCS (Police) batch. He obtained his Bachelor of Science degree in Geography & Environment and Master of Science degree in Urban Planning & Development from the University of Dhaka. He hails from Jessore. He is fond of swimming, listening to music, travelling, and reading.



Siam Rahman is working as Assistant Director (Research and Publication). He joined PSC on 18 July, 2021 after completion of practical field attachment in Kurigram district. He belongs to the 37th BCS (Police) batch. He obtained BBA and MBA degrees from Dhaka University's Institute of Business Administration (IBA). He hails from Cumilla district. His areas of interest encompass the future of security, police management and public service delivery.



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 the topics under information technology.



Dr. Kamrun Nahar joined PSC on Dec. 2006. She has worked with Bangladesh Police as a medical practitioner since 1 Jan 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. Murad Khan, Assistant Director (Curriculum), joined PSC on June 28, 2020 as an ASP. Before joining PSC he had been working as Inspector (Training) in Traffic & Driving School, Dhaka. His areas of interest include public order management and law enforcement.



Md. Mizanur Rahman, Assistant Superintendent Of Police (ASP), Joined PSC on July 09, 2020 as Assistant Director (Research). Before joining PSC, he worked as Officer-in-charge at Madhukhali and Bhanga police stations in Faridpur, Dewangonj police station in Jamalpur, and Issorgonj police station in Mymensingh district. He also served at Special Branch and Rapid Action Battalion -2.

Attractions of the Campus

The PSC campus sprawls across 19.5 acres of land adjacent to Kafrul Police Station and POM (Public Order Management) at Mirpur-14, Dhaka-1206. It is located midway between Mirpur 10 roundabout & Dhaka Cantonment's west entrance. With its open fields, tranquil waterbody and well-kept premises, the PSC campus is a pleasantly scenic location in the heart of Dhaka metropolis. It offers a soothing breathing space amidst the hustle and bustle of one of the world's largest capital cities.



A the beginning of the new year 2022, the PSC compound saw the hallowed addition of the Police Memorial. This stately tower on the placid shores of a waterbody has been placed to commemorate the police personnel who laid down their lives in the line of duty.



Inner portion of the PSC campus, with a view of the cricket grounds



PSC's Tennis Grounds now has special training facilities



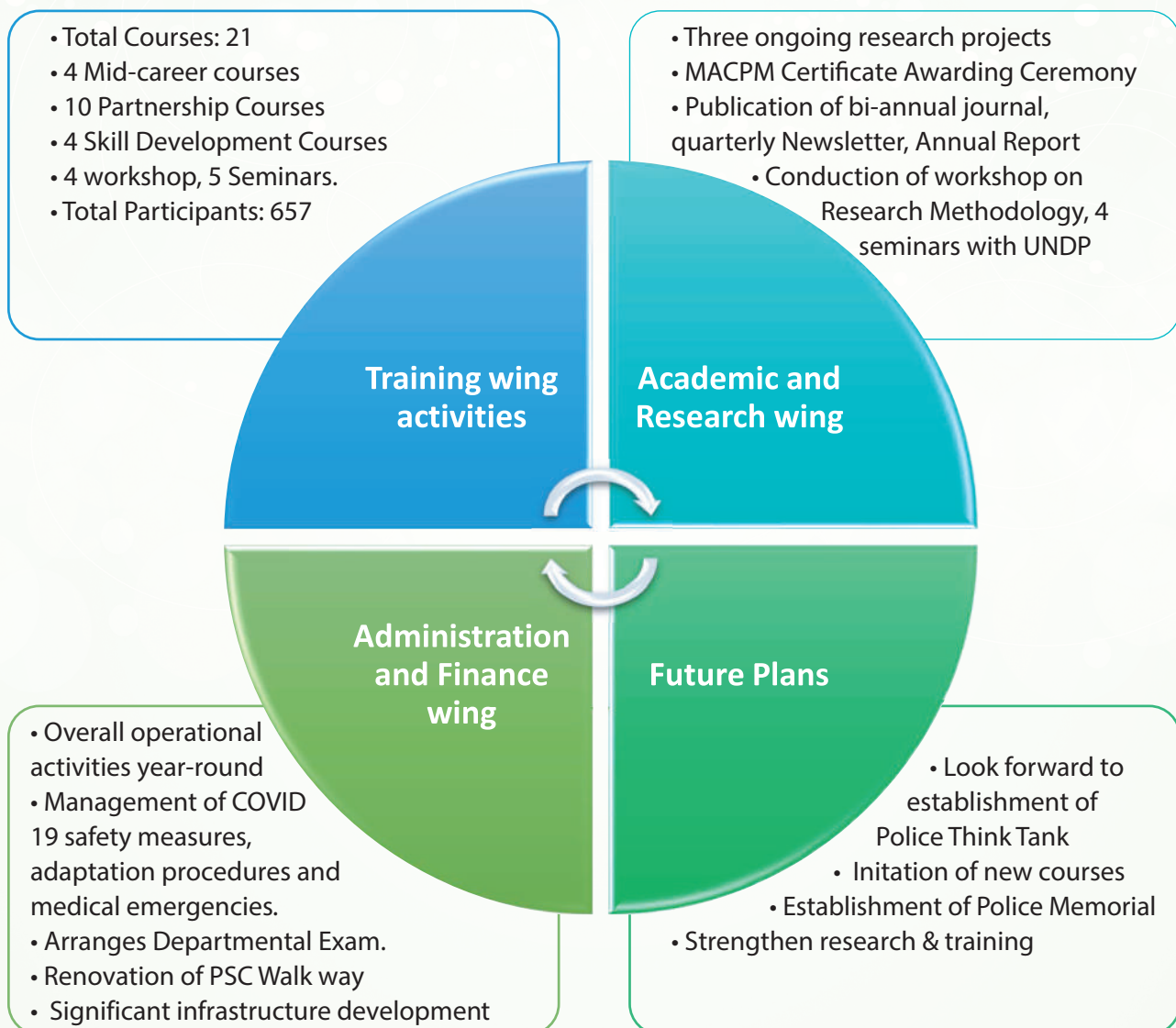
Basketball Grounds, with adjacent spectator and resting gallery





Main Points of Focus

The year 2021 saw PSC progress with considerable momentum in an organization-wide drive to achieve its strategic goals. It has broadened its area of work beyond law enforcement to include other government agencies and the non-government sector. It has delivered updated training, more focused research, greater learning opportunities and has extended avenues of potential collaboration with international academia to unprecedented levels.



PSC's 2021 Highlights

“Masters in Applied Criminology and Police Management (MACPM)” Certificate Awarding Ceremony

Masters in Applied Criminology and Police Management” (MACPM) is one of the professional education programme of PSC. The 6th batch of the MACPM course has started its course operations. The Certificate Awarding Ceremony for the 1st, 2nd and 3rd batches of the MACPM programme was held on March 9, 2021 at the premises of Police Staff College Bangladesh.

The chief guest of this program was Dr. Benazir Ahmed BPM (Bar), Inspector General of Bangladesh Police. Md. Mashiur Rahman, Ph.D., Pro Vice Chancellor, National University Bangladesh was present as the special guest. The ceremony was presided over by Md. Nazibur Rahman ndc, Ph.D., Rector of Police Staff College Bangladesh. Members of the top brass of Bangladesh Police, faculty members from different universities, students of the Master's program and faculties of PSC attended the ceremony. In this certificate awarding ceremony, a total of 57 students from the the 1st, 2nd and 3rd batches of MACPM programme formally received their certificates.

Table: The list of the top performers in the three MACPM batches

Name	Designation	Current working place	Session	Batch
Mahadi Hassan	Addl SP	Borguna District Police	2015-16	1 st Batch
Abdur Rahman	Addl SP	UN Mission (Darfur Sudan)	2016-17	2 nd Batch
Ayesha Siddika	SP	SP, Gopalganj District Police	2017-18	3 rd Batch



Addl SP Abdur Rahman, who stood first in the 2nd batch, receiving his certificate from Benazir Ahmed, Inspector General of Bangladesh Police

Conducted 4 seminars on Human Rights with the assistance of Human Rights Programme, UNDP.

In the year 2021, PSC organized four seminars with the support of the United Nations Development Fund (UNDP). The UNDP's Human Rights Programme (HRP) funded these seminars as a component of the project "Enhancement of Training and Research Activities of Police Staff College Bangladesh for Promoting Human Rights". The seminars were held with the following titles.

1. Addressing Gender-based Violence and Human Rights: A Discussion on Related Laws Exercised by Bangladesh Police
2. Bangladesh Police in Peacekeeping Mission: Duties, Responsibilities and Major Human Rights Concerns
3. The Rise of populism, Fundamentalism, Extremism and protection of Human Rights: New Challenges of Bangladesh Police
4. Best Practice of Human Rights Protection: National and International Perspective



Chief guest Ms. Van Nguyen, Deputy Resident Representative, UNDP Bangladesh giving her speech as the Chief Guest of the seminar "Addressing Gender-Based Violence and Human Rights: A Discussion on Related Laws Exercised by Bangladesh Police"

Participants from various police units as well as civil society members, development practitioners, academicians and researchers attended these seminars. The keynote speakers were carefully chosen from among subject matter experts, police leaders, leading researchers and faculty members of reputed universities. Three of these seminars were organized in Police Staff College Bangladesh, with one held in Police Training Centre Tangail. The keynote sessions were followed by participatory group exercises, where all the participants were spread out in groups which later presented their group work in the form of presentations. Overall, the seminars contributed to Bangladesh Police personnel's increased sensitization and awareness regarding human rights issues. It is hoped that the seminar proceedings would result in enhanced perception and operational application of human rights-related knowledge among the participants.

Ex Tiger Claw-21 “SWAT Operator Course”

The United Kingdom Strategic Command’s Joint Counter Terrorist Training Advisory Team (JCTTAT) & UK High Commission, Dhaka facilitated the jointly organized SWAT Operator Course (Ex Tiger Claw-21) from 29th October 2021 to 19th November 2021. Officers and specially trained constables of the Counter Terrorism & Transnational Crime (CTTC) unit of Bangladesh Police attended this special course.

The Joint Counter-Terrorism Training and Advisory Team (JCTTAT) is a part of the United Kingdom’s central armed forces. Its capabilities for combat and anti-terrorist actions is widely respected across the world. This special training was arranged as part of the United Kingdom’s overseas assistance to global law enforcement with a view to capacity enhancement for Bangladesh Police.



JCTTAT instructors, participants from CTTC and PSC faculty members posing for a photograph after the opening ceremony of the course

The SWAT team of Bangladesh Police’s CTTC (Counter Terrorism & Transnational Crime) unit is currently regarded as one of the elite sections of the force capable of dealing with any emergency situation with the highest levels of professional acumen. Focusing on quick response times, clinical operational procedures, and excellent team work, the SWAT team is comprised of highly capable police personnel. They are provided further training with a view to enhancing their aptitude and skills, regarding which Police Staff College Bangladesh has been a tried and tested training ground over the years.

In continuation of the capacity development support provided to CTTC, this special training was organized with support from the United Kingdom. The UK’s special forces capabilities are widely regarded as one of the best in the world. This training gave Bangladesh Police’s SWAT team members the opportunity to gather hand-on knowledge imparted by some of the best special ops personnel in the world. The trainees were provided practical lessons on some important aspects of close quarter combat, explosive and munition handling, detection and dismantling as well as on topics relevant for emergency response and special operations.

A unique element of the course was the highly scientific and comprehensive evaluation criteria that was applied by the trainers. The end-of-course presentation ceremony saw special awards given out on behalf of the trainers, for “Best Operator”, “Best Academic Performer”, “Best Commander” and “Best Improver”. It is hoped that this course will remain a hallmark in the realm of special ops training and pave the way for even greater standards of performance.

2021 Review: Courses, Workshops and Seminars at PSC

Sl. no	Name of the Courses	Course Coordinator	Course Type	Date	Designation of Police Participants	Number of Participants & Gender Breakdown	
1	2 nd General Administration & Financial Management Certificate Course	Nilufa Yeasmin	Core course	10 Jan to 4 Mar 2021	Additional SP	23	22 Male 1 Female
2	2 nd Police Leadership and Management Certificate Course (postponed in the middle of the training due to growing concerns over coronavirus)	Arifa Ashraf Pinky	Mid-Career Course	7 Mar 2021	ASP	21	16 Male 5 Female
3	3 rd General Administration and Financial Management Certificate course	Nilufa Yeasmin	Mid-Career Course	26 Sept to 11 Nov 2021	Addl SP from 28 th BCS	24	23 Male 1 Female
4	3 rd Police Leadership and Management Certificate Course	Nilufa Yeasmin	Mid-Career Course	5 Dec 2021 to 20 Jan 2022	ASP	17	16 Male 1 Female
5	Seminar on Research Methodology	Abu Sufian	PSC Event	19 Jan 2021	Additional DIG to ASP	31	25 Male 6 Female
6	Research Report Receiving Seminar on Bangabandhu's Vision of Law Enforcement: Policing in Bangladesh	Tahura Jannat	PSC Event	25 Jan 2021	Additional IGP to Inspector	41	31 Male 10 Female
7	Tactical Training on Counter Terrorism operations	Arifa Ashraf Pinky and Nilufa Yeasmin	PSC and JCTTAT (UK) joint event	25 Feb to 16 Mar 2021	CTTC and ATU personnel	24	-
8	Bomb Disposal Unit Mentorship (postponed in the middle of the training due to growing concerns over coronavirus)	Nilufa Yeasmin	ATA, US Embassy & PSC joint event	24 Mar to 29 May 2021	CTTC personnel from SAG, DMP	14	-
9	Development of training Curriculum on Drug and HIV/AIDS for Bangladesh Police	Md Mominul Haq	UNODC & PSC joint event	6 June 2021	ASP to upward	20	16 Male 4 Female
10	National Integrity Strategy: Policy, Practice, Implementation	Tahura Jannat	PSC Event	23 June 2021	Police Staff College Bangladesh personnel	-	-
11	Best Practice of Human Rights Protection: National and International Perspective	Tahura Jannat	UNDP, PSC joint event	24 June 2021	ASP to upward	45	33 Male 12 Female
12	1 st Skill Development Course for constable	Nilufa Yeasmin	In House course arranged by Admin Wing, PSC	4 Sept to 9 Sept 2021	Nayek/ Constable	45	1 Female
13	Seminar on "The Rise of Populism, Fundamentalism, Extremism and Protection of Human Rights :New Challenges of BD police "	Tahura Jannat	Jointly organized with UNDP	20 Sept 2021	Inspector to Upward	57	47 Male 10 Female



14	2 nd Skill Development Course for constable	Arifa Ashraf	In House course arranged by Admin Wing ,PSC	2 Oct 2021 to 7 Oct 2021	Nayek/ Constable	32	30 Male 2 Female
15	Bangladesh Police in Peacekeeping Mission: Duties, Responsibilities and Major Human Rights Concerns	Tahura Jannat	Jointly organized with UNDP in PTC, Tangail .	21 Oct 2021	Inspector to Upward	50	37 Male 13 Female
16	4 th Intelligence, Investigation and prosecution Certificate course for DNC officers	Arifa Ashraf	Jointly organized with Narcotics Control Directorate	24 Oct 2021 to 4 Nov 2021	Inspector to Deputy Director from Narcotics Control Directorate	20	19 Male 1 Female
17	Advanced Mobile Digital Forensic Consultation	Siam Rahman	US Department of State Anti –Terrorism Assistance ATA, US Embassy, Dhaka.	24 Oct 2021 to 28 Oct 2021	Sub inspector to Additional SP	14	-
18	Ex Tiger Claw-21 “SWAT Operator Course”	Arifa Ashraf	JCTTAT & UK High Commission, Dhaka.	29 Oct 2021 to 19 Nov 2021	Constable to SP	24	-
19	Chip off Consultation	Siam Rahman	US Department of State Anti –Terrorism Assistance ATA, US Embassy, Dhaka.	31 Oct 2021 to 4 Nov 2021	Participants from CTTCU of Bangladesh police	12	-
20	Close Circuit TV Consultation	Siam Rahman	US Department of State Anti –Terrorism Assistance ATA, US Embassy, Dhaka.	7 Nov 2021 to 11 Nov 2021	Participants from CTTCU of Bangladesh police	12	-
21	Advanced Close Circuit TV Consultation	Siam Rahman	US Department of State Anti –Terrorism Assistance ATA, US Embassy, Dhaka.	14 Nov 2021 to 18 Nov 2021	Participants from CTTCU of Bangladesh police	12	-
22	3 rd Skill Development Course for constable	Nilufa Yeasmin	In House course arranged by Admin Wing ,PSC	20 Nov 2021 to 25 Nov 2021	Nayek/Constable	33	2 female



23	Seminar on "Addressing Gender-based Violence and Human Rights: A Discussion on Related Laws Exercised by Bangladesh Police"	Tahura Jannat	Jointly organized with UNDP	25 Nov 2021	Inspector to Police Super	45	Male 12 33 Female
24	4 th Skill Development Course for constable	Luna Begum	In House course arranged by Admin Wing ,PSC	4 Dec 2021 to 9 Dec 2021	Nayek/Constable	32	1Female
25	Workshop on "Road Safety and Human Rights Interface: The space and specificity of Bangladesh police as the prime mover"	Tahura Jannat	Arranged by Research and Publication wing	9 Dec 2021	Representative from LGED, RHD,CIPRB, DNCC, Sujuki/Rancon Bangladesh, BUET, Nirapod Sarak Chai,.DMP, PHQ & Highway Police	30	29 Male 1 Female

Performance of the Wings

Training and Curriculum Wing

This Wing is headed by a Member Directing Staff (MDS) in the rank of Additional Deputy Inspector General (Addl. DIG) of Bangladesh Police. This wing is composed of two Sections: 1) Training and 2) Curriculum Section, with each Section headed by a Director ranked Superintendent of Police.

Training Section:

PSC arranges courses, primarily for police participants, with a view to raising awareness of new ideas, increasing perception, initiating innovative thinking, and developing appropriate knowledge, skill & attitude to respond to the changing needs 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. 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 also helps the participants and trainees understand different aspects of human rights-related issues.

In future, the College will be a center 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 long-term vision for future training prospects. It encourages the visitors and guest speakers from diverse backgrounds, including government officials, academicians, renowned professors from different public and private universities, specialists on respective fields, former judges of the higher courts, reputed political personalities and high officials from Defense Services. This diverse array of local and international resource persons, sharing their thoughts, experiences and ideas with the participants, alongside hand-on practical training on strategic and operational affairs marks PSC's hallmark of quality training.

Training Highlights 2021

- 4 Mid-career courses
- 10 partnership courses
- 4 Skill Development Courses
- 9 Workshops

Training Mandate

- ♦ To impart training to officials ranked ASP and above within the police organization
- ♦ To organize & conduct national & international conferences, seminars, and symposiums on subjects related to police administration & management, and other relevant topics.
- ♦ To develop training curricula
- ♦ To award certificates, diplomas and others degrees after successful completion of courses and trainings

Evolution of Training

- ♦ PSC puts emphasis on conceptual integration among the BCS cadre officers
- ♦ PSC nourishes innovation and creativity in training activities
- ♦ PSC focuses on need-based training
- ♦ Training courses are reviewed in line with the current priorities
- ♦ PSC always keeps an eye on future trajectories

Mid-career Courses of PSC

- Police Leadership and Management Certificate Course (PLMCC) for ASP
- General Administration and Financial Management Certificate Course (FMCC) for Addl. SP
- Police Executive Management Certificate Course (PEMCC) for SP

Core Courses of PSC

- Crime Administration Management Certificate Course (CAMCC) for ASP & Addl. SP

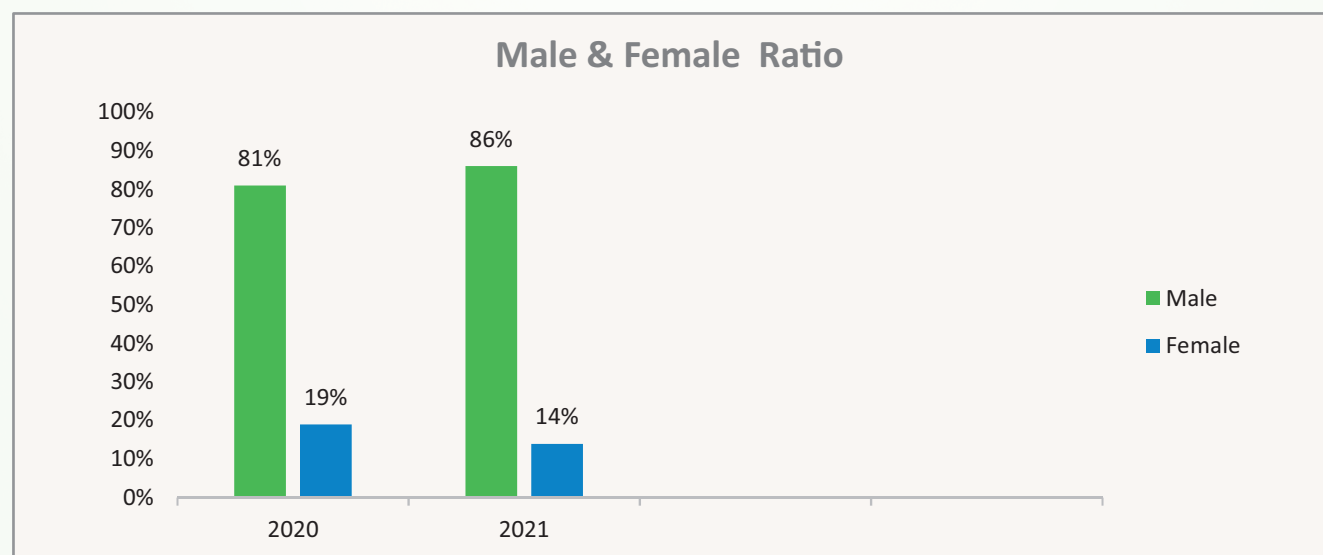
These courses have been designed with a view to enhance the professional pedigree and individual expertise of officers of Bangladesh Police. In particular, these courses prepare police personnel for leadership positions. The mid-level managers play a vital role in any law enforcement structure. From this perspective, it is crucial that ASPs, Addl SPs and SPs are provided with necessary tools and skillsets to thrive in positions of command. For instance, the post of Superintendent of Police in a district is very important in the criminal justice system of Bangladesh. The mid-career and core courses of PSC have been designed to provide essential training for the future leaders of Bangladesh Police who will take up the mantle of crime-fighting and strive to keep the peace. Therefore, PSC endeavors to provide the trainees with the arsenal and skillsets necessary to ensure quality policing and to establish a wealth of talent among the ranks of the national police force.

Accommodating Wide-Ranging Participants:

During the last year PSC provided training to total 657 participants of Bangladesh Police officials in varying ranks. The highest numbers of trainees came from Additional SP rank which was followed by the rank of ASP. Among the total graduates, 81 were ASP, 110 were Addl SP, 36 were SP, 12 Additional DIG and DIGs were 4 in number. On the other hand, 69 participants were from outside the police force.

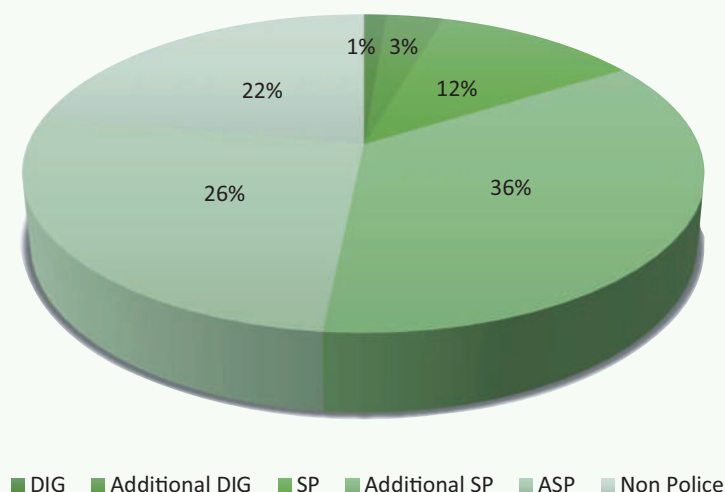
Gender Inclusiveness in PSC Courses:

PSC always strives to be gender-inclusive in terms of its course attendees. However, the current scenario does not show an impressive figure since the male-female ratio in police is still heavily disproportionately skewed toward a large number of males in the force. Since women are underrepresented in policing, its reflection is found in PSC courses, which are often not as inclusive as expected. In 2020, a total of 575 males and 93 females participated in different PSC courses. The male and female participants' ratio was 81:19 for 2020. For the year 2021, we find an improved scenario in terms of gender inclusiveness, with a males comprising female ratio of 86:14.



Comparison of Male and Female Participants in PSC courses: 2020 and 2021

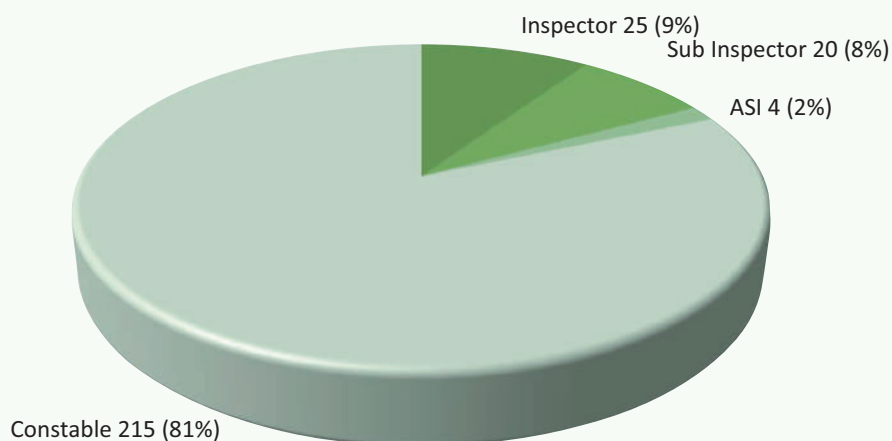
ASP to Upwards Participants



Ratio of participants ranked ASP and above in PSC courses in the year

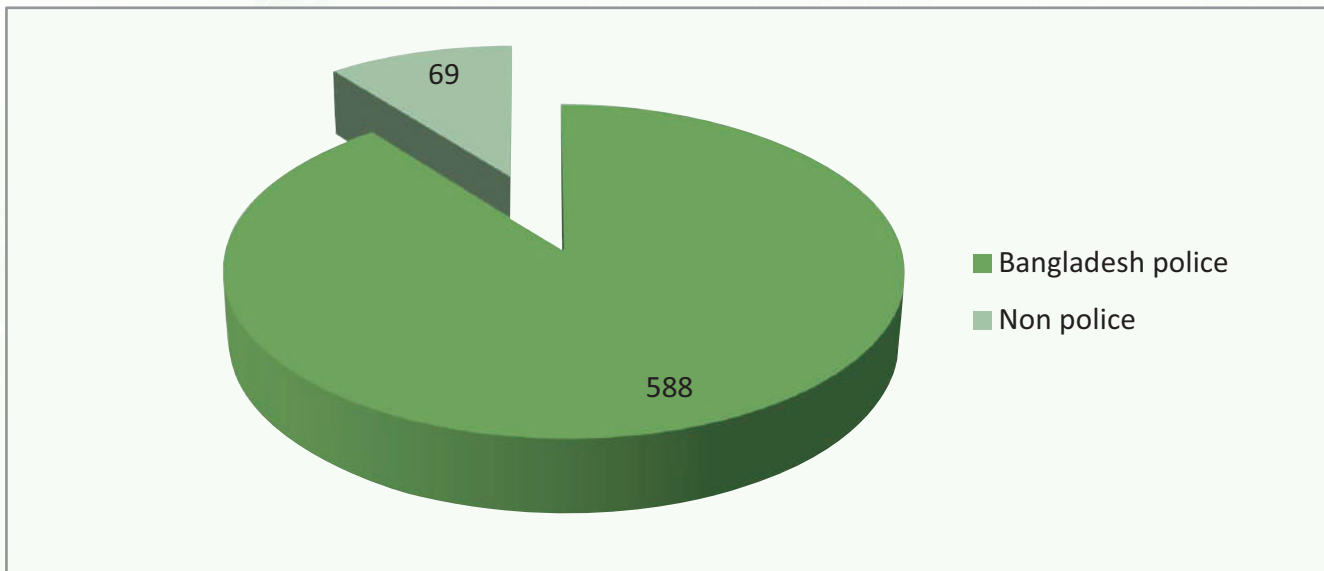
Among the total graduates of to the ranks of Inspector downwards, 215 constables, 8 ASIs, 20 Sub Inspectors and 25 Inspectors attended training programs at PSC. This year, a large number of constable graduates were trained under the aegis of the Skill Development Course.

Inspector To Downwards participants



Ratio of Participants ranked Inspector and below in PSC courses in the year

Among the total graduates, a total of 215 constables, 8 ASIs, 20 Sub Inspectors and 25 Inspectors attended training programs at PSC. This year, a large number of constable graduates were trained under the aegis of the Skill Development Course. Another point of consideration is the

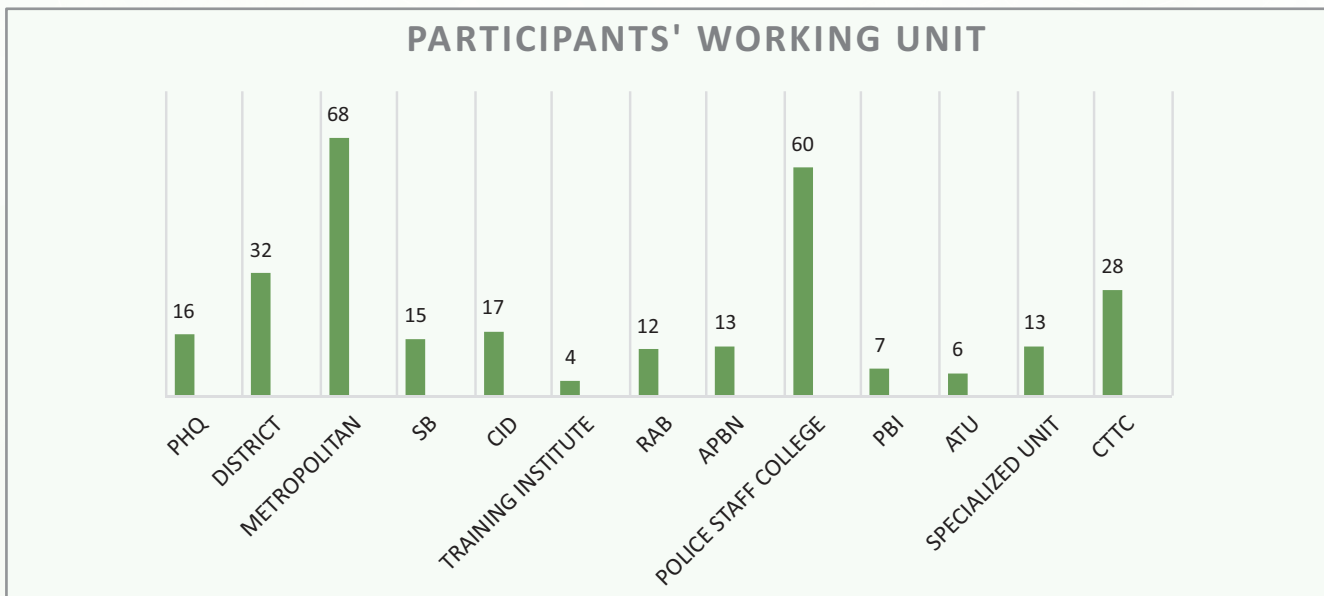


Ratio of Bangladesh Police participants in PSC courses in the year

Incorporating Participants from Diverse Professional Backgrounds

Participants came from varying police units. During the year, PSC trainings were heavily dominated by the participants from Metropolitan Police which was followed by Police Staff College and district police gradually. The minimum came from Industrial Police and RAB.

PSC attracted participants mostly from Metropolitan Police followed by District Police and CTTC.

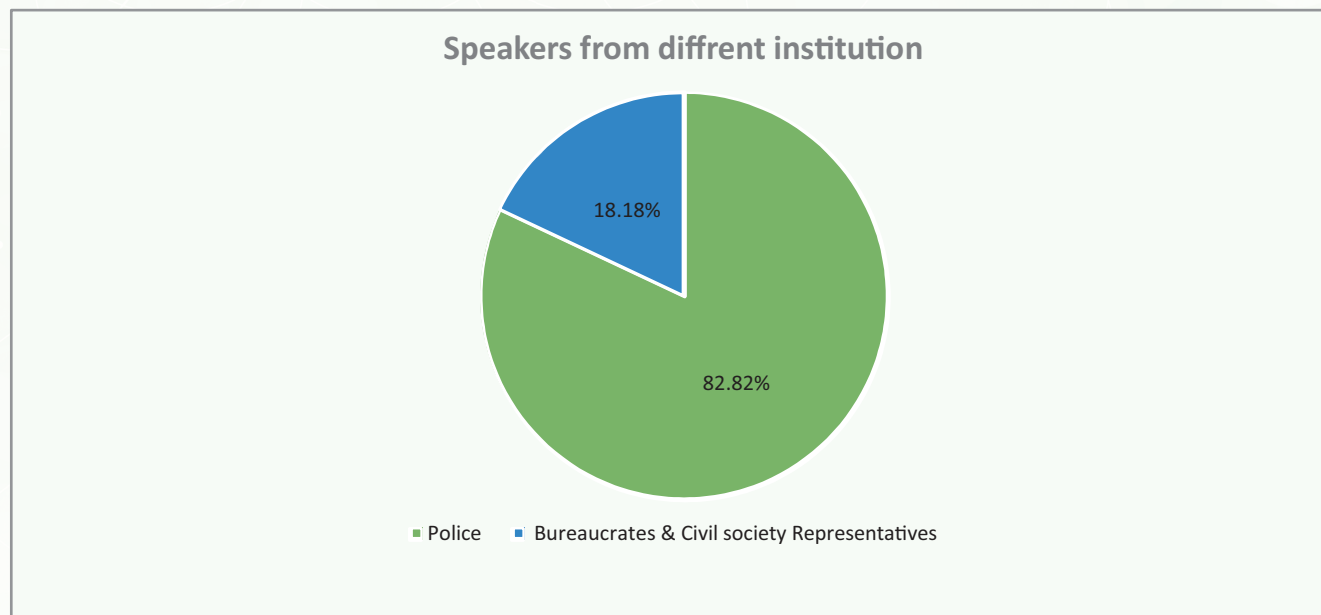


Working Units

Embracing Resource Persons from Diverse Sectors

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.

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 2021, total speakers' list was 100 of them speakers from police were heavily dominated which was followed by the members from civil society.



Our Speakers are mostly from Police Professionals

Study Tour/ Field Visits of the Participants:

Father of Nation Bangabandhu Sheik Mujibur Rahman Memorial Trust & Museum

Visit to the National Museum

Visit to National Mausoleum, Savar

Visit to Shahid Minar, Dhaka

Visit to Sonargaon Folk Art and Craft Museum, Narayanganj

Visit to Bangladesh Bank

Visit to Financial Management Academy (FIMA)

Father of the Nation Bangabandhu Sheik Mujibur Rahman

Mazar Complex, Tongipara, Gopalganj

Visit to Police Liberation War Museum, Dhaka

Visit to Manikganj District Police

Visit to Narsingdi District Police

Visit to Bangabandhu Safari Park, Gazipur

Visit to Narayanganj District Police

Visit to Industrial Police, Gazipur

Visit to Foreign Service Academy, Bangladesh



Participants visited Father of the Nation Bangabandhu Sheikh Mujibur Rahman, Mausoleum Complex, Tungipara, Gopalganj



Participants at the Office of the Chief of Narsingdi District Police



Participants visiting Police Liberation War Museum, Rajarbagh, Dhaka

Our Partners who are always with Us

Every year, PSC organizes partnership programs in collaboration with the Anti-Terrorism Assistance Program (ATA)-US Department of State; International Criminal Investigative Training Assistance Program (ICITAP)-USA, United States Department of Justice, and a host of other international partners.

United States of America (OPDAT)



Ministry of Public Security, People's Republic of China



United States of America (ATA)



Republic of Turkey



United States of America (Department of Justice)



United States of America (ICITAP)



Access to Information (a2i) program



Bangladesh Police Women Network



UNDP (Human Rights Programme)



United Kingdom (JCTTAT)



United Nations Office on Drugs and Crime (UNODC)



International Committee of Red Crescent (ICRC)



Germany (Deutsche Gesellschaft for Internationale Zusammenarbeit)



Training activities postponed due to COVID-19 pandemic

Training activities were postponed due to COVID-19 pandemic as cases and casualties from the global coronavirus pandemic surged in Bangladesh, PSC decided to postpone all its programs from March the 4th 2021. The ongoing courses were postponed while upcoming courses were put on hold, including ATA courses. The 2nd Police Leadership and Management Certificate Course had to be postponed in the middle of the training. Similarly, the Bomb Disposal Unit Mentorship course had to be held up due to the Covid-19 scenario.

Curriculum Section:

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.

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, and 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 a 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.

FLOW CHART OF CURRICULUM DEVELOPMENT:

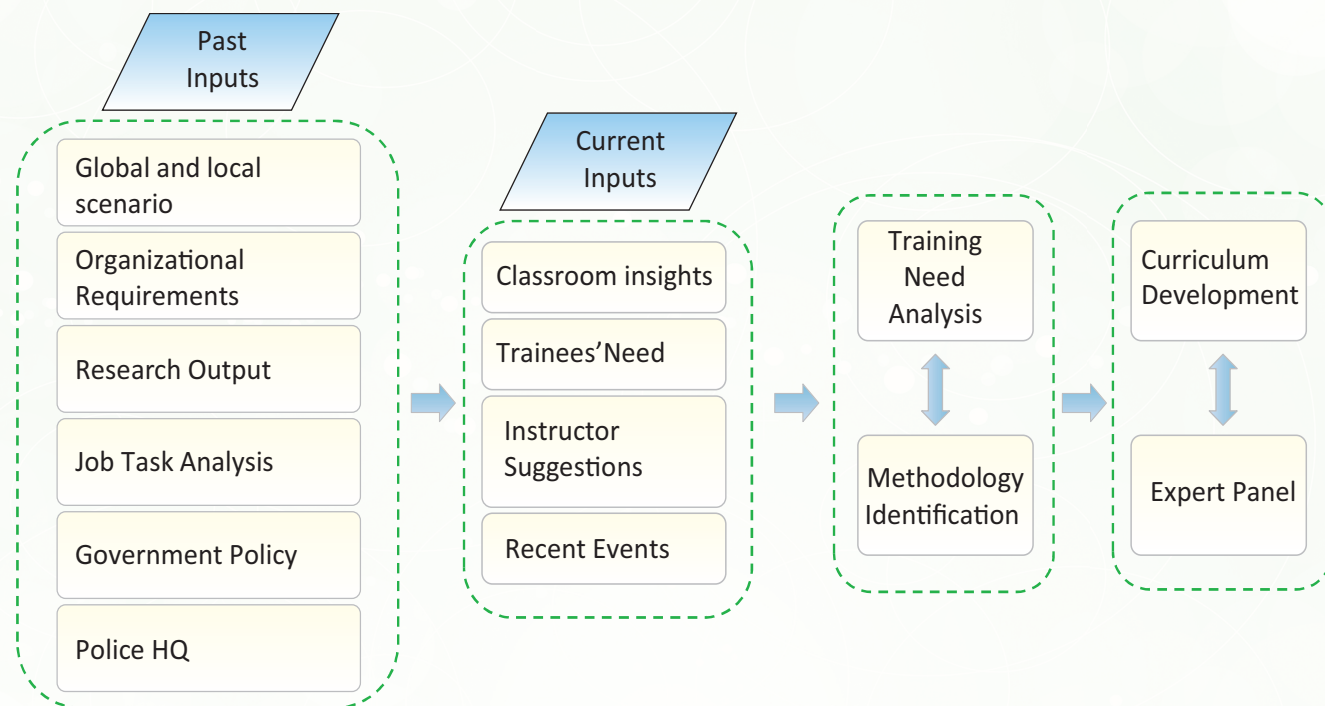


Figure: Flow Chart of Curriculum Development

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

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.

Level 2: Learning: To what degree participants acquire the intended knowledge, skills, attitudes, confidence and commitment based on their participation in a training event.

Pre-course evaluation

i. Spot assessment

ii. Area Distribution Class test

iii. Presentation (Individual assignment, Group study, Docket analysis, Book review)

iv. Final evaluation vii. Participation (Recap, Performance, Attendance, Discipline)

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 reg

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 participant's 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.

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.

Challenges and Way Forward for Training Wing

- **In-house facilitators:** The current model for arranging resource persons depends 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.
- **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.
- **Vehicle support:** Correspondingly PSC is lacking vehicle support for the participants and the guest speakers even for research which needs field study. In needs to be dependent on DMP or PHQ for vehicle support especially during its mega event like international conference or SAARC training.
- **Future orientation:** A core agenda for PSC's training efforts lies in preparing Bangladesh Police for the future. In this regard, its training activities need to focus on future trajectories and shifts in the local and global scenario.

Academic and Research Wing (A&R)

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 Sections i) Academic Section and ii) Research & Publication Section 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 Section

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 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 Section 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 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 Section

- 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 midlevel/ 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.

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.

MACPM Program Structure

Total Credits: 42

No. of courses: 10

Duration: 12 months

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

Reflection of Academic Section in 2021

MACPM 4th Batch: Academic Section of Police Staff College (PSC) has been conducting the Master of Applied Criminology and Police Management since 2016. Already 4(four) batches have graduated from PSC. This year Academic wing completed the 2nd semester final of the 4th batch.

MACPM 5th Batch: 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 1st semester final of the 5th batch was held at 26th November to 11th December 2021 at the Multipurpose Hall of the PSC.

PSC is on its way to launch another Master Degree Program related to Security Studies in near future.

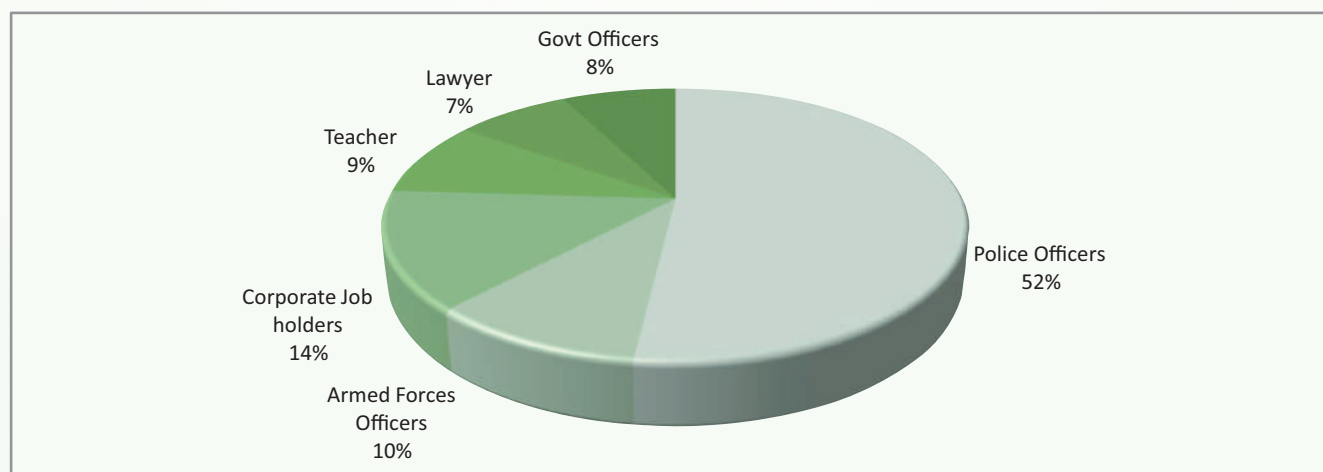


Students of MACPM are giving exam

Diversity: A strength and beauty of MACPM Program is 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.

Table: MACPM: Professional Diversity from 1st batch to 5th batch of students

Category	Number
Police Officers	67
Armed Forces Officers	9
Corporate Job holders	21
Teacher	11
Lawyer	13
Govt. Officers	9
Total Students (up to 5 th batch)	130



Diversity of professional background of MACPM from up to 5th Batch

Distance Learning:

MACPM program run by the Academic Section 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 in comparison t than the traditional mode. 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.

Online Participation of PSC Faculty Members in Cambridge EBP 2021 Conference: Reducing Serious Violence

The “Evidence Based Policing (EBP)” Conference was held this year in July by the Police Executive Programme of Cambridge University. Professor Dr. Lawrence W. Sherman, Director, Institute of Criminology, University of Cambridge, UK invited all the faculty members of PSC to participated in the virtual session, which centered on “Reducing Serious Violence”. Through online platform (Zoom), faculty members of PSC ranked Inspector and upwards attended this conference from 13th to 14th July 2021. At the local end, this virtual session was coordinated by the Academic wing of PSC. Md. Mominul Hoq, Assistant Director (Academic), moderated the session. The vibrant and enlightening conference yielded major insights on how to reduce serious violence, with particular emphasis on criminal violence



PSC faculty members at a session of the Cambridge EBP 2021 Conference

Research & Publication Section

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 Section 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 Section:

- 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 Section: 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. Two research projects were accomplished in 2020-21 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 Section:

- 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

- Jointly organized 4 seminars with UNDP.
- Timely publication of bi-annual Journals, tri-annual Newsletters and Annual Report.
- Arrangements of several workshops and seminars on research methodology and research findings

Glimpses of PSC Publications



Research Ventures 2021:

The following research projects were accomplished during the year:

- A. **“Trainee recruits constable and quality training: A study with special reference to police training centers of Bangladesh”** Dr. Diba Hossain Professor, Education and Research Institute, University Of Dhaka
- B. **“Policing in the pandemic situation, lesson learned and its way forward”** Dr. Mohammad Ali Zinnah Professor, Institute of Education and Research (I E R), D.U

Jointly Organized 4 seminars with UNDP

In the year 2021 Research and publication Section of PSC organized 4 seminars which was Supported by the United Nations Development Fund's HRP, these 4 successful seminars was organized by Police Staff College as a component of the project "Enhancement of Training and Research Activities of Police Staff College Bangladesh for Promoting Human Rights". Besides, research wing organized 2 Research methodology seminars.

Organized Workshop On

Road Safety and Human Rights Interface: The Space and Specificity of Bangladesh Police as the Prime Mover

As part of the research work of the abovementioned title, the Research & Publication Section organized a workshop with the participation of stakeholders from academia, law enforcement, government agencies, road safety activists and civil society members. The workshop yielded vital insights into the background issues contributing to fatalities on our roads. The discussion made pertinent inroads regarding the collaborative and sustainable solutions to these issues, all of which were incorporated in the framework of the ongoing research.

Challenges and Way Forward for Academic and Research Wing:

- Updating current academic programs and introducing new programs:
- Managing experienced persons to conduct quality research: PSC needs more experienced as well as interested person to conduct quality research. R PSC needs closer contact with PHQ so that officers who are dedicated and have thirst to research could be posted to PSC. Selection of experienced officers who are committed to research: The research works become sometimes difficult to accomplish within the existing legal framework of financial Acts, rules and regulations Insufficient funds for quality research
- Focusing 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. Prioritizing PSC faculties for research and higher studies (M Phil /PhD) so that they get interest to serve at PSC.
- Ensuring digital library content : 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, R No plagiarism detection software to maintain academic honesty which is considered as a serious issue for research in national and international contexts. 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.
- Increasing scope of international and regional collaboration: 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 the Australia Awards Fellowship.

Administration and Finance Wing

PSC's Administration and Finance wing 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 Section:

- 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.

Departmental Promotion Exam-2021

The supplementary written exam for the promotion of police personnel from the rank of Assistant Sub-Inspector to Sub-inspector was held on the 27th and 28th of August, 2021. Shahid Police Smrity School, located adjacent

to PSC and the Public Order Management (POM) premises, was selected as the exam venue. A total of 668 examinees attended, with 500 from Dhaka Metropolitan Police, 141 from Special Branch and 27 from Police Headquarters. The Vice-Rector of PSC, DIG Md. Abdul Quddus Amin, was the head of the exam management committee, with Sufian Ahmed, Director (Academic) as the Member Secretary. Sarwar Murshed Shamim, Additional DIG (Transport) of PHQ, Abdullah Al-Zaheer SS of Special Section, and Md. Tarique Bin Rashid PPM, DC (CT) of DMP were present as the representatives of the three units. PSC faculty members including the MDS (Training), Director (Training), Director (Research & Publication), Director (Overseas Program) and staff were involved in all aspects of the work. Invigilators and floor supervisors, posted at PSC, DMP, PHQ and SB as ASP and above, ensured a smooth and disciplined environment at exam hours. The authorities and the staff of Shahid Police Smrity School cooperated extensively for the successful completion of the examination.

Fire Drill

The Annual Fire Safety Drill-2021 for PSC staff was held on the 29th of August. PSC organized the drill in collaboration with Bangladesh Fire Service and Civil Defence. The drill was held on the PSC field and Administration building, combining theoretical classes as well as mock exercises. The entire drill was designed to improve the collective response in case of fire hazards and disasters. Bangladesh Fire Service and Civil Defence members contributed resource persons for the drill.



*Md. Kazem Uddin, Director (Project & Development), participating in the Annual Fire Drill 2021
Snapshot of Seminar on NIS Strategy and Implementation*

Seminar on National Integrity Policy, Practice, Implementation in every units of Bangladesh police

This seminar was hosted by Tahura Jannat, Deputy Director Research and Publications wing, PSC on 23 June, 2021. All the members of police staff college Bangladesh participated in this program which was arranged by Administration and Finance wing,



Snapshot of seminar on unit-level NIS Strategy and Implementation

Renovations and Constructions at PSC Campus



Newly designed entrance gate on south facade of PSC

The construction of the new entrance gate is nearing its completion. The height of the newly renovated and newly designed entrance gate will be 22 feet, with a width of 20 feet. This gate is designed for vehicles to pass through. The adjacent Pedestrian gate is also 22 feet high, keeping the two entrances on a similar level. The pedestrian gate is smaller in terms of width. The reconstruction work of the entrance gate started on 8 November 2021. Overseen by the Project and Development wing of PSC, it is scheduled to be finished by the end of February 2022.

Professional Standard Cricket Grounds and Futsal Field



Bangladesh Police cricket grounds - a momentous addition to the PSC campus

Under the constant supervision and direct involvement of the officials of the Administration wing of PSC, there is now a professional standard cricket field in the premises. The field is located to the west of the PSC office building. It boasts multiple world-class pitches, modern drainage systems and a well-managed grass surface. There are practice nets in the southwestern corner for both bowling and batting practice. The long-term aim of this cricket field is the creation of highly skilled cricketers from the ranks of Bangladesh Police. Already, the field has started operations and a carefully scouted team of dedicated players, all of whom are serving members of Bangladesh Police, are practicing here on a regular basis. The field and the support of the PSC faculty members and staff have created a facilitative environment for the flourishing of cricketing talent within the force.

PSC also saw the inauguration of a futsal field near its southern walls. Futsal is a form of football, which is a variation of mini football played on a hard court. International standards require it to be smaller than a football pitch, Futsal has similarities to five-a-side football and is akin to indoor soccer. In a futsal game, the game is played between two teams of five players each, one of whom is the goalkeeper. The cricket field, along with the futsal facility, has greatly added to the sports and athletic endeavors of PSC.



PSC Café

The development of the infrastructure of PSC is a continuous process. In this tenure, the Administration wing of PSC inaugurated a new canteen beside the force barrack. The canteen boasts a tidy and clean environment. This canteen will hopefully contribute to provide quality full and delicious food to the faculties, trainees, students and other staff of this institution.



PSC Café Building

Walkway

PSC has a 1500-feet long walkway surrounding the pond. This year, the walkway was renovated by the Project and Development wing of PSC. The beautiful lamps on both sides of the walk way contributes to the night-time beauty of PSC. The walkway is an excellent place to unwind and exercise by the scenic waterfront.



PSC Walkway

Challenges & Way Forward for Administration and Finance Wing:

- **Manpower:** Adequate number of supporting staff and skilled manpower are vital for achieving PSC's strategic goals. At present, the majority of PSC's workforce are working under deputation from various police units. This creates considerable administrative difficulties. Streamlining the human resource allocation structure by could facilitate smoother and more efficient functioning of this institution.
- **Accommodation and logistics:** PSC currently provides in-campus accommodation for a partial number of its staff. Vehicle support is often limited and the fleet of vehicles is yet to be sufficient for present capacity requirements. . Solving the transport issue by adding required variety and quantity of vehicles will contribute to better management of training, study trips and field research.

National Events and Welfare Activities

PSC remains in a very festive mood in line with the country on days of important national festivals. Throughout the year of 2021, 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) National Mourning Day observed by PSC.
- 2) Celebrating Bangabandhu's 7 March Speech & Bangladesh's Elevation to LMIC Status
- 3) Celebrating the birth centenary of the Father of the Nation Bangabandhu Sheikh Mujibur Rahman
- 4) Special Welfare meeting
- 5) Farewell Programs



Rector Md. Nazibur Rahman, ndc, Ph.D. speaking at the Special Welfare Meeting



The Rector presenting ex-PSC faculty Md Jahangir Alom, newly promoted as Superintendent of Police, with a bouquet



Prime Minister Sheikh Hasina virtually inaugurated the celebration program of Mujib Barsho



The PSC Rector and senior faculty members inaugurating the festival on occasion of the birth centenary celebration of Bangabandhu Sheikh Mujibur Rahman on 17 March, 2020

Training Forecast 2022

S.I	Name of Course	Participants Rank and Age	Duration of Course	Opening date of the course	Closing date of the Course	No of the participants	Total course
1	Police Leadership and Management Certificate Course	ASP 25-50	08 Weeks	01.08.21	23.09.21	25	03
			08 Weeks	09.01.22	03.03.22	25	
			08 Weeks	08.05.22	30.07.22	25	
2	General Administration and Financial Management Certificate Course	Addl. SP 25-55	08 Weeks	12.09.21	04.11.21	25	03
			08 Weeks	23.01.22	17.03.22	25	
			08 Weeks	08.05.22	30.07.22	25	
3	Police Executive Management Certificate Course	SP 35-58	06 Weeks	07.11.21	15.12.21	25	03
			06 Weeks	23.01.22	03.03.22	25	
			06 Weeks	29.05.22	07.07.22	25	
4	Police Planners Course	ASP & Addl. SP	02 Weeks	07.11.21	18.11.21	50	02
			02 Weeks	20.03.22	31.03.22	50	
5	Police Planners Course	SP & Addl. DIG	01 Weeks	12.12.21	15.12.21	25	02
		SP & Addl. DIG	01 Week	16.01.22	20.01.22	25	
6	Police Planners Course	DIG & Addl. IGP	01 Week	03.04.22	07.04.22	25	01
7	Training Programme on Research Methodology for Police Officers	ASP to Above 25-58	01 Week	19.09.21	23.09.21	25	02
			01 Week	10.04.22	14.04.22	25	
8	Foreign Partnership Course (ATA)	Determined by US Embassy	-	-	-	-	15/17
9	Overseas Course (SAARC)	Determined by SAARC	02 Weeks	-	-	-	01
10.	Seminar/ Workshop	ASP to Above	1/2 Days	-	-	-	03



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