

PSC NEWSLETTER

Vol. 17, Issue 1 & 2, January–August 2025



Police Staff College Bangladesh



Police Staff College Bangladesh

Endeavour for Excellence



The Police Staff College Bangladesh (PSC) is the apex training and research institute of the Bangladesh Police force. It is responsible for imparting quality training to the Bangladesh Police, offering professional academic degrees, and conducting cutting-edge research on criminological issues, improving police operational performance, and community engagement, all geared toward the aim of enhancing safety and security. The Police Staff College Bangladesh (PSC) was established as a statutory organization in 2002 under the Police Staff College Act, 2002, and officially inaugurated on November 30, 2000. The Rector, holding the rank of Additional Inspector General, serves as the executive head of the Police Staff College Bangladesh (PSC).

The Police Staff College Bangladesh (PSC) is committed to developing professional police leaders equipped to meet the dynamic demands of modern law enforcement and public safety. It designs and implements need-based, competency-oriented, and future-focused training programmes that enhance leadership, management skills, and operational effectiveness, while emphasizing ethical conduct, human rights, accountability, and community-oriented policing. Through collaboration with national and international organizations-including foreign embassies, universities, and global agencies-PSC ensures alignment with international standards and broadens its global exposure. Furthermore, PSC sustains the relevance of its training through continuous curriculum review and rapid innovation to address evolving crime patterns and emerging security threats.

The Police Staff College Bangladesh (PSC) offers accredited academic degrees and is actively engaged in education and research across multiple domains of policing and security studies. In July 2016, PSC launched its first professional master's programme, the Master of Applied Criminology and Police Management (MACP). The institution also offers the Postgraduate Diploma in Security Management (PGDSM) and the Postgraduate Diploma in Cyber Security (PGDCS). PSC conducts systematic research on public perceptions of law enforcement, employing innovative methodologies to incorporate diverse societal perspectives. These research initiatives inform the development of inclusive, people-centred policing strategies in Bangladesh, contributing to enhance public trust, transparency, and police-community collaboration.

The Police Staff College Bangladesh (PSC), guided by its motto "Endeavour for Excellence," functions as a national centre dedicated to police education and research. The institution's overarching vision is to promote professionalism in policing through tailored training programmes and applied research initiatives. Its mission is centred on the development of human resources characterised by high professional competence and integrity, thereby supporting the ongoing modernisation of policing within the broader context of national development. These strategic objectives are underpinned by core institutional values, including a commitment to learning, innovation, operational readiness, integrity, and teamwork.

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Message

It is with profound pleasure that I extend a warm welcome to this edition of the Police Staff College Bangladesh Newsletter, which reflects an unwavering commitment to excellence in police training, leadership development, and organizational growth. The initiatives showcased within these pages stand as a testament to our collective resolve to enhance professional competence, uphold the highest standards of ethical policing, and promote a people-centric approach to service delivery across the Bangladesh Police.



The Police Staff College Bangladesh has implemented a diverse range of advanced training programs to improve operational effectiveness and reinforce accountability at all levels of policing. Notably, the Pro-People Policing through Conventional and Tech-Based Management training for Superintendents of Police served as a landmark initiative, reaffirming core values such as public trust, proportional use of force, respect for human rights, and responsive policing. Additionally, the successful completion of the 9th General Administration and Financial Management Certificate Course for Additional Superintendents of Police, as well as the 9th Police Leadership and Management Certificate Course for Assistant Superintendents of Police, has enhanced their leadership capacity, administrative efficiency, and prepared them to shoulder them for greater responsibilities.

At the core of the Police Staff College Bangladesh's training philosophy lies an unwavering commitment to human rights and citizen protection. The workshop on Police Responsibilities in Restoring Public Trust through Harassment-Free and Lawful Service Delivery at Police Stations reinforced rights-sensitive policing, professional accountability, and transparent service delivery. Complementing these initiatives, UNODC-supported training on Drugs and HIV/AIDS for Dhaka Metropolitan Police Inspectors strengthened understanding of the link between policing, community safety, and public health.

The Police Staff College Bangladesh remains committed to innovation, academic excellence, and capacity building aligned with national priorities and modern policing demands. The College appreciates the dedication of its faculty, officers, staff, and partners and encourages all members to continue demonstrating professionalism, integrity, empathy and resilience in serving the nation.



Kazi Md. Fazlul Karim, BPM- Sheba
Rector
Police Staff College Bangladesh



The First Step Towards Excellence: 12th Orientation Course

The Police Staff College Bangladesh hosted the 12th Orientation Courses for newly recruited Assistant Superintendents of Police (Probationers) from the 43rd BCS (Police) batch, from February 11 to 25, 2025. As part of this initiative, the PSC developed the course curricula to address the dynamic needs of policing and the changing societal context. The programs were designed to be comprehensive, well-structured, evidence-based, and effective in preparing the officers for their future duties.

In the initial weeks, the Assistant Superintendents of Police (Probationers) were introduced to the Police Staff College Bangladesh and familiarized with key concepts such as the mission, vision, and strategic plan of Bangladesh Police. They also explored a broad spectrum of topics, including human rights, socio-economic trends, psychological aspects of human behavior, social attitudes, cultural perspectives, legal and regulatory frameworks, scientific policing methods, modern management principles, and the development of analytical and innovative skills.



12th Orientation Course: PSC Faculty and Newly Joined Assistant Superintendents of Police from the 43rd BCS (Police) batch.

Special emphasis was placed on fostering a commitment to pro-people policing, discipline, and dedication to national goals. The orientation also highlighted the importance of community engagement, ethical conduct, and effective law enforcement strategies. Altogether, it provided a strong foundation for the probationers, preparing them to serve with professionalism, integrity, and a focus on building trust and safety within the community.

Sharpening Skills, Strengthening Justice: Training of Trainers on Lie Detection Technique Course

The 1st Training of Trainers (TOT) on Lie Detection Technique Course was conducted at the Police Staff College Bangladesh from February 17 to 19, 2025, followed by the 2nd TOT held from February 24 to 26, 2025. Each course was concluded successfully with the graduation of 29 officers, ranging in rank from Assistant Superintendent of Police (ASP) to Superintendent of Police (SP).



1st Training of Trainers (TOT) on Lie Detection Technique Course: PSC faculty and participants.

The objective of the training was to equip police officers with practical theoretical knowledge on interviewing strategies, including statement analysis, rapport building with suspects, questioning techniques, and advanced testing methods such as voice stress analysis, eye tracking, polygraph, and interpretation of verbal and non-verbal behavior to aptly verify the truthfulness of statements made by witnesses and suspects.



2nd Training of Trainers (TOT) on Lie Detection Technique Course: PSC faculty and participants.

The course also emphasized on experience sharing by senior police leadership, who provided factual examples and real-case insights to enrich the participants' understanding. As part of the programme, participants visited the PBI interrogation room to observe and



learn about practical applications of lie detection technologies and interrogation methods.

The training marked a significant step forward in strengthening investigative skills and enhancing the professional capacity of Bangladesh Police officers in the field of truth verification.

Empowering Safety, Saving Lives: Fire Safety Training and Demonstration

Police Staff College Bangladesh hosted a comprehensive training program on April 9, 2025, focusing on fire safety, rescue operations, and first aid, in collaboration with the Fire Service and Civil Defence Division. The initiative aimed to enhance the preparedness and response capabilities of officers and staff of the Police Staff College. The training session included structured theoretical and practical modules covering essential topics such as fire prevention strategies, safe evacuation procedures, and emergency first aid protocols.



Fire Safety Training and Demonstration: Training for safety- Fire extinguishing techniques.

Subsequently, a live firefighting demonstration was organized. Participants received hands-on training on the proper use of fire extinguishing equipment, risk assessment and mitigation techniques for various flammable substances, and effective evacuation procedures. The program also incorporated simulated emergency scenarios through mock drills, designed to reinforce practical skills, build confidence, and improve overall responsiveness during actual fire emergencies. This initiative significantly contributed to strengthening the institutional capacity for emergency management among PSC personnel.

Policing with Heart and High-Tech Efficiency: Pro-People Policing through Conventional and Tech-based Management Training

The Police Staff College Bangladesh successfully conducted a series of specialized training programs on Pro-People Policing, integrating conventional and technology-based management approaches. These programs were specifically designed for Superintendents of Police (SPs) from all police units across the country. The initiative was formally inaugurated on December 22, 2024, and concluded on May 29, 2025, following the completion of thirteen training courses. A total of 358 Superintendents of Police participated in this initiative, with the primary aim of enhancing leadership, management, and people-centered policing skills.



3rd Pro-People Policing through Conventional and Tech-based Management Training Course: Mr. Baharul Alam, BPM, Inspector General of Bangladesh Police, as chief guest at the inaugural ceremony.

The program covered a wide range of topics, including community engagement, leadership and supervision, financial management, ethical decision-making, and strategies for building public trust. The sessions were facilitated by experienced faculty members and senior police officials, ensuring both academic depth and practical relevance. The specialized training on Pro-People Policing through Conventional and Tech-based Management was designed with the following objectives:

- To promote a people-centric approach in all aspects of policing.
- To strengthen participants' understanding of forensic and technology-based methods in policing.
- To encourage active collaboration between police and citizens in maintaining law and order.
- To highlight the importance of integrating traditional practices with modern, tech-based methods for effective policing.

Participants of this course explored modern strategies and tools for effective crime management, emphasizing crime prevention and detection through both technology-driven and community-oriented approaches. Through the lens of module-based learning, participants will gain targeted knowledge and practical skills to implement these strategies effectively in real-world scenarios.



A. Crime Management

The module emphasized on ensuring quality investigation and supervision, utilization of the Crime Data Management System (CDMS) and Village Crime Note Book (VCNB), and strategies for combating transnational organized crimes such as cybercrime, money laundering, and human trafficking through international cooperation.



*1st Pro-People Policing through Conventional and Tech-based Management Training Course:
PSC faculty and participants.*

B. Investigation and Prosecution

This module also focused on the importance of ensuring quality criminal case investigation and supervision to deliver justice for victims. Additionally, emphasis was placed on land-related disputes, highlighting the roles and responsibilities of the Superintendent of Police.



*2nd Pro-People Policing through Conventional and Tech-based Management Training Course:
PSC faculty and participants.*

C. Resource Management

This module addressed enhancing financial management responsibilities of Superintendents of Police (SPs) as Drawing and Disbursing Officers (DDO), proper disposal of audit objections, and adherence to procurement procedures, resource allocation, and financial rules and regulations to ensure transparency and efficiency.



3rd Pro-People Policing through Conventional and Tech-based Management Training Course: PSC faculty and participants.

D. Public Order Management

The module covered the rational and proportionate use of force in line with the United Nations standards, the Code of Criminal Procedure (CrPC), and the Police Regulations (PRB). A key emphasis was placed on respecting human rights and exercising lawful authority of the police. A practical drill on public order management (POM-Drill) provided hands-on experience for field-level application.



4th Pro-People Policing through Conventional and Tech-based Management Training Course: PSC faculty and participants.



E. Media Management

The module was designed to develop strategic approaches to effective media engagement, with particular emphasis on the responsible and ethical use of social media platforms. It underscored the significance of maintaining a positive public image and fostering transparent, trust-based communication with the community. In addition, interactive sessions on interpersonal communication, public relations, and scenario-based reporting were conducted to enhance and refine the level of professional communication of competence of Superintendents of Police.



5th Pro-People Policing through Conventional and Tech-based Management Training Course: PSC faculty and participants.



6th Pro-People Policing through Conventional and Tech-based Management Training Course: PSC faculty and participants.

F. Intelligence Management

The module provided insights into intelligence management to enhance security while safeguarding legal and ethical standards. It focused on enhancing the capability of Superintendents of Police, as intelligence analysis and assessment play a crucial role in evaluating threats and determining the effectiveness of intelligence efforts, which directly contribute to crime prevention and efficient police operations.



*7th Pro-People Policing through Conventional and Tech-based Management Training Course:
PSC faculty and participants.*



*8th Pro-People Policing through Conventional and Tech-based Management Training Course:
PSC faculty and participants.*



*9th Pro-People Policing through Conventional and Tech-based Management Training Course:
PSC faculty and participants.*



*10th Pro-People Policing through Conventional and Tech-based Management Training Course:
PSC faculty and participants.*



*11th Pro-People Policing through Conventional and Tech-based Management Training Course:
PSC faculty and participants.*



*12th Pro-People Policing through Conventional and Tech-based Management Training Course:
PSC faculty and participants.*



*13th Pro-People Policing through Conventional and Tech-based Management Training Course:
PSC faculty and participants.*

In conclusion, the comprehensive training initiative is a landmark step towards transforming the Bangladesh Police service into a more responsive, effective, and people-centric institution. By prioritizing respect for human rights, responsible use of force, and community engagement, the program aims to deeply foster a culture of professionalism, empathy, and integrity within the force. By empowering Superintendents of Police with advanced knowledge and skills, it is expected that the program will lead to results which will significantly improve overall policing standards and the delivery of services to the people of Bangladesh, ultimately contributing to a safer and more just society.



Management Mastery: 9th General Administration and Financial Management Certificate Course

The 9th General Administration and Financial Management Certificate Course, was held at Police Staff College Bangladesh, from May 4, 2025, to June 26, 2025. The course was specially designed for officers of the rank of Additional Superintendent of Police (Addl. SP).



*9th General Administration and Financial Management Certificate Course:
PSC faculty and participants.*

The training course was designed to improve their skills in handling government accounts, financial rules, procurement, and project management. It also covered auditing, financial crimes, and measures to prevent terrorist financing. The course aimed to help officers perform their duties more efficiently and professionally by strengthening their knowledge in administration, budgeting, and accountability.



*9th General Administration and Financial Management Certificate Course:
Participants during training session.*

Leadership Excellence: 9th Police Leadership and Management Certificate Course

The 9th Police Leadership and Management Certificate Course, was held at Police Staff College Bangladesh, from May 4, 2025, to June 26, 2025. This specialized course was designed for Assistant Superintendents of Police (ASPs) to magnify their leadership and management skills.



*9th Police Leadership and Management Certificate Course:
PSC faculty and participants.*

This training programme was designed to provide participants with valuable insights into contemporary policing strategies, effective leadership techniques, crisis management, and organizational development. Through exposure to international best practices and cutting-edge research, participants refined their decision-making abilities and enhanced operational efficiency. The course also fostered a deeper understanding of ethical policing, community engagement, and the importance of integrity. Ultimately, the training aimed to empower officers to perform their duties more effectively and professionally by strengthening their knowledge of administration and management.



9th Police Leadership and Management Certificate Course: Participants at inaugural ceremony.



Prevention at the Frontline: Training on Drugs and HIV/AIDS for Inspectors of Police Stations of DMP

Police Staff College Bangladesh organized two training programmes on Drugs and HIV/AIDS for Inspectors of Police Stations within Dhaka Metropolitan Police (DMP), held from July 21 to 24, 2025, and August 10 to 13, 2025, respectively. Each course was attended by 25 Inspectors representing 50 police stations of Dhaka Metropolitan Police.



1st Training on Drugs and HIV/AIDS for Inspectors of Police Stations of DMP: PSC faculty and participants.

These four-day programmes comprised sessions on drug awareness and its societal impact, challenges faced by drug users, HIV/AIDS prevention and management, gender issues and stigma, and the vital role of law enforcement in supporting public health initiatives.



2nd Training on Drugs and HIV/AIDS for Inspectors of Police Stations of DMP: PSC faculty and participants.

The sessions were facilitated by distinguished experts from UNODC, the Department of Narcotics Control (DNC), Save the Children International, and the Directorate General of Health Services (NASP). Through discussions, case studies, and reflective exercises, participants gained a comprehensive understanding of the complex interrelations between drugs, HIV/AIDS, and policing. Both courses successfully enhanced the professional knowledge and agility of the Inspectors, empowering them to contribute more effectively to drug control, community safety, and public health protection.

Trust Restoration: A Workshop on Police Responsibilities in Restoring Public Trust through Harassment-Free and Lawful Service Delivery at Police Stations

The Police Staff College Bangladesh, in collaboration with Police Headquarters, organized a series of three comprehensive day-long workshops from July 31 to August 7, 2025, under the theme "Police Responsibilities in Restoring Public Trust through Harassment-Free and Lawful Service Delivery at Police Stations," aimed at enhancing police officers' capacity and awareness for delivering services free from harassment to restore public trust in the police force. A total of 180 officers participated, divided into three groups of 60 each, including senior district-level officers such as Circle ASPs/Additional SPs and Metropolitan Zonal ACs/ADCs (first phase, on July 31, 2025), Officers-in-Charge (both current and former) of police stations (second phase, on August 3, 2025), and inspectors (both investigation and operations, current and former) of police stations (third phase, on August 7, 2025).

The workshops commenced with an inaugural speech delivered by Mr. Baharul Alam, BPM, Inspector General of Bangladesh Police. The keynote address was delivered by Kazi Md. Fazlul Karim, BPM (Sheba), Deputy Inspector General of Bangladesh Police. Distinguished speakers, including Mr. Md. Ahsan Habib Palash, BPM-Sheba, DIG of Chittagong Range, and Mr. Mohammad Shahjahan, PPM, (Bar) PhD, MD. Rezaul Haq, PPM, DIG of Khulna Range along with other senior officers, participated as discussants.



Mr. Baharul Alam, BPM, Inspector General of Bangladesh Police, graced the inaugural ceremony as the Chief Guest on July 31, 2025.

The primary goal of these workshops was to identify and promote best practices for police officers to deliver legal services at police stations without harassment, thereby fostering public trust. The specific objectives included clarifying and defining the responsibilities of officers stationed at police stations and ensuring accountability, simplifying service delivery mechanisms such as online FIR registration, General Diary (GD) entries, and emergency services like 999 to meet public expectations, this would empower duty officers with operational independence while ensuring responsibility and accountability, promoting the use of modern technology for accurate and efficient investigation processes, and ensuring a clear separation and accountability in the division of investigative and operational duties within police stations.



Participants engaged in detailed deliberations on implementing and sustaining a harassment-free legal service environment at police stations, emphasizing accountability, transparency, and technology to enhance investigation quality and public service delivery. The sessions addressed challenges faced by officers in adhering to these principles and explored practical solutions through keynote addresses, group work, expert presentations, and interactive discussions. Key topics included the application of modern technology in policing, innovative approaches to community engagement, and practical strategies for effective law enforcement.



Mr. Kazi Md. Fazlul Karim, BPM-Sheba, Deputy Inspector General of Bangladesh Police, delivered the keynote speech at the inaugural ceremony of the second phase of the workshop on August 3, 2025.

The workshops are anticipated to substantially contribute to reforming police service delivery by fostering a culture of accountability and transparency. They aim to encourage officers to adopt a people-centric approach that ensures legal services are accessible, efficient, and conducted free from harassment. Enhancing public trust in police functions is expected to improve community relations and bolster confidence in the Bangladesh Police. The workshops reaffirmed Bangladesh Police's passionate commitment to establishing a professional, accountable, and community-oriented law enforcement service. Key objectives such as emphasizing rights-based service delivery and reducing harassment were implemented, leading to participants' commitment to efforts aimed at building public confidence in policing and promoting a safer society for all.



Inaugural ceremony of the third phase of the workshop on August 7, 2025.



A well-maintained cricket ground at Police Staff College Bangladesh: A symbol of teamwork and discipline.



A serene waterbody at Police Staff College Bangladesh: A symbol of well-being.



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