

# **ANNUAL** *REPORT* **2022**



**Police Staff College Bangladesh**

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Inspector General, Bangladesh Police

### ***Patron***

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**Mr. Md. Sohel Rana, Director (Project and Development)**

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### ***Published by***

Academic and Research Wing  
**Police Staff College Bangladesh**  
Phone : +88-02-41000512-4, Mobile : +88-01320 216120  
Email : rector@psc.gov.bd, Website : www.psc.gov.bd  
<https://www.psc.gov.bd/annual-report>



## Message from The Rector

We are highly pleased to present the Annual Report 2022 to our esteemed readers. This report includes descriptions of activities and achievements of PSC in its all related arenas, portraying the organization's continuous journey towards excellence. This year, the 11th Annual Conference of the International Association of Police Academies (INTERPA) was held in Dhaka from 12 to 14 September 2022 with the theme of "Digitalization of Policing". Police Staff College Bangladesh had the honor of hosting this conference. This year, Bangladesh was elected vice-president of INTERPA, a matter of great pride for us. The College also hosted the 18th Board of Governors (BoG) meeting of PSC.

Training is one of the most important tools for enhancing professional knowledge and capability of an organization. Proper and relevant training can give rise to a professional and qualified police service. PSC emphasizes problem-based and career relevant learning that enhances problem solving and critical thinking skills. This year, PSC has successfully completed all its scheduled courses. Throughout the year, PSC conducted five mid-career courses & twenty five partnership courses. The Research and Publication wing conducted two major research projects in the fiscal year 2021-22. Four seminars were organized in collaboration with the Human Rights Programme of UNDP Bangladesh. Besides, the Research and Publication wing conducted several seminars on methodology of research projects, which is expected to be instrumental in guiding the researchers to achieve optimum results and findings.

We have also completed enrollment of students of 7th Batch in the Master of Applied Criminology and Police Management (MACPM) course. The students of MACPM are composed of personnel from Bangladesh Police, the Armed Forces Division, as well as members of various government organs and private corporations. The Administration and Finance wing has worked all year for ensuring operational support. Over the past year a good number of infrastructural initiatives and renovations have been completed. The renovation work of the 2nd floor of the PSC Convention Hall was accomplished this year.

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.

**Dr. Mallick Faqrul Islam, BPM, PPM**  
Rector  
Police Staff College Bangladesh.



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## Key Achievements of the Year at a Glance

**11<sup>th</sup> INTERPA  
conference 2022**

**The 18<sup>th</sup> Board of  
Governors Meeting**

**5 Mid-Career Courses,  
25 Partnership Courses**

**Champion IGP Cup  
2022**

## 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	PEMCC: Police Executive Management Certificate Course
ASP/Sr. ASP: Assistant/Sr. 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	SAARC: South Asian Association for Regional Cooperation
DIG: Deputy Inspector General	SB: Special Branch
DMP: Dhaka Metropolitan Police	SDS: Senior Directing Staff
FGD: Focus Group Discussion	SP: Superintendent of Police
GAFMCC: General Administration and Financial Management Certificate Course	SPBn: Special Security and Protection Battalion
HW: 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 Organization
IGP: Inspector General of Police	UNICEF: United Nations Children's Fund



## Executive Summary

This annual report is a testament to the journey of Police Staff College Bangladesh towards its long-term vision. Our annual goals are aligned with the aims and objectives of this institution, and signify a commitment towards achieving higher and aiming for greater goals. This report details our efforts to influence police leadership through training and research, sheds light on academic endeavors, highlights significant collaborations and elaborates our overall activities in the year 2022.

PSC succeeded in completing almost all of the scheduled activities in 2022. PSC hosted 42 training courses that included five Mid-career courses comprising of 1132 participants from various professions, ranks, and backgrounds. PSC also conducted several partnership courses with support from the United States and Spain, and organized four seminars on human rights and law enforcement related issues in collaboration with UNDP. Three research projects were completed under the UNDP project. The Research and Publication wing also accomplished two research projects in the fiscal year 2021-22.

This year, PSC's flagship Masters-level course on Applied Criminology and Police Management (MACPM) completed the 2nd semester final of the 5th batch. The 1st semester final for the students belonging to the 6th batch students was also completed. The admission process of the 7th of batch students is ongoing.

The Academic wing arranged several high-profile collaborations with globally renowned scholars in the field of law enforcement and criminology. Dr. Julian Droogan, an Associate Professor of Terrorism Studies at the Department of Security Studies and Criminology, Macquarie University visited PSC. He was the keynote speaker at a seminar titled "Global Trends of Terrorism." Dr. Peter William Neyroud, Director of the Police Executive Programme, Institute of Criminology of the University of Cambridge visited Police Staff College Bangladesh on 8 December, 2022. During his visit, PSC faculty members discussed collaboration efforts including Fellowship programs to facilitate the visit of Bangladeshi police officers to Cambridge.

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. A good number of infrastructural initiatives and renovations are in progress. Renovation work on the upper floor of the PSC Convention Hall was completed in this year.

Overall, I am happy to see that PSC is marching forward with utmost vitality and creative energy on its journey toward excellence. In line with the institution's founding vision and the evolving strategies of Bangladesh Police within the broader perspective of Bangladesh's development journey, we at PSC are striving to attain excellence in all spheres of performance.

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 and Publication 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 will be transformed into wisdom through dedication and perseverance.

Thank You.



**Mr. Md. Mehedul Karim, PPM**  
MDS (Research & Publication)  
Chief Editor, Annual Report 2022





# 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.

## Establishment

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.

## Board of Governors

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.

## Organizational structure

The Rector is the executive head PSC, holding the rank of Additional Inspector General. The Vice Rector, of the rank of Deputy Inspector General, assists the Rector in regards, all administrative concerns. PSC has two divisions under two Deputy Inspector Generals – a Senior Directing Staff (SDS) who supervises Training and another Senior Directing Staff (SDS) who oversees Academic & Research affairs. Three Member Directing Staff (SDS) are responsible for the activities of their respective charges. PSC has an Administration and Finance Wing for the support services to the other wings. Directors ranked Superintendent of Police, provide all necessary managerial and supervisory supporting activities for smooth organizational functioning of PSC according to the directives of the Rector

## PSC's Academic and Research activities

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.

**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



Under the supervision of this Wing, the seventh batch of the Master’s degree program on ‘Applied Criminology and Police Management’ is underway and research activities are conducted regularly as a continuation of PSC’s commitment to excellence in academic and research endeavors.

### PSC’s Training activities

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.

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 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 Spanish, Canadian and Turkish authorities. PSC is moving forward and endeavoring for excellence with a vision to establish itself as a regional and global think tank.

### Our Legal Basis

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

### What We Do

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.

### Objective

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 make our world safe and secure.

## Our Strategic Goals:

To influence and enhance police leadership, prudence and professionalism

To establish innovative and work-based graduate learning programs

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

To promote mutual partnership and networking

To create a vibrant and quality learning environment

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.

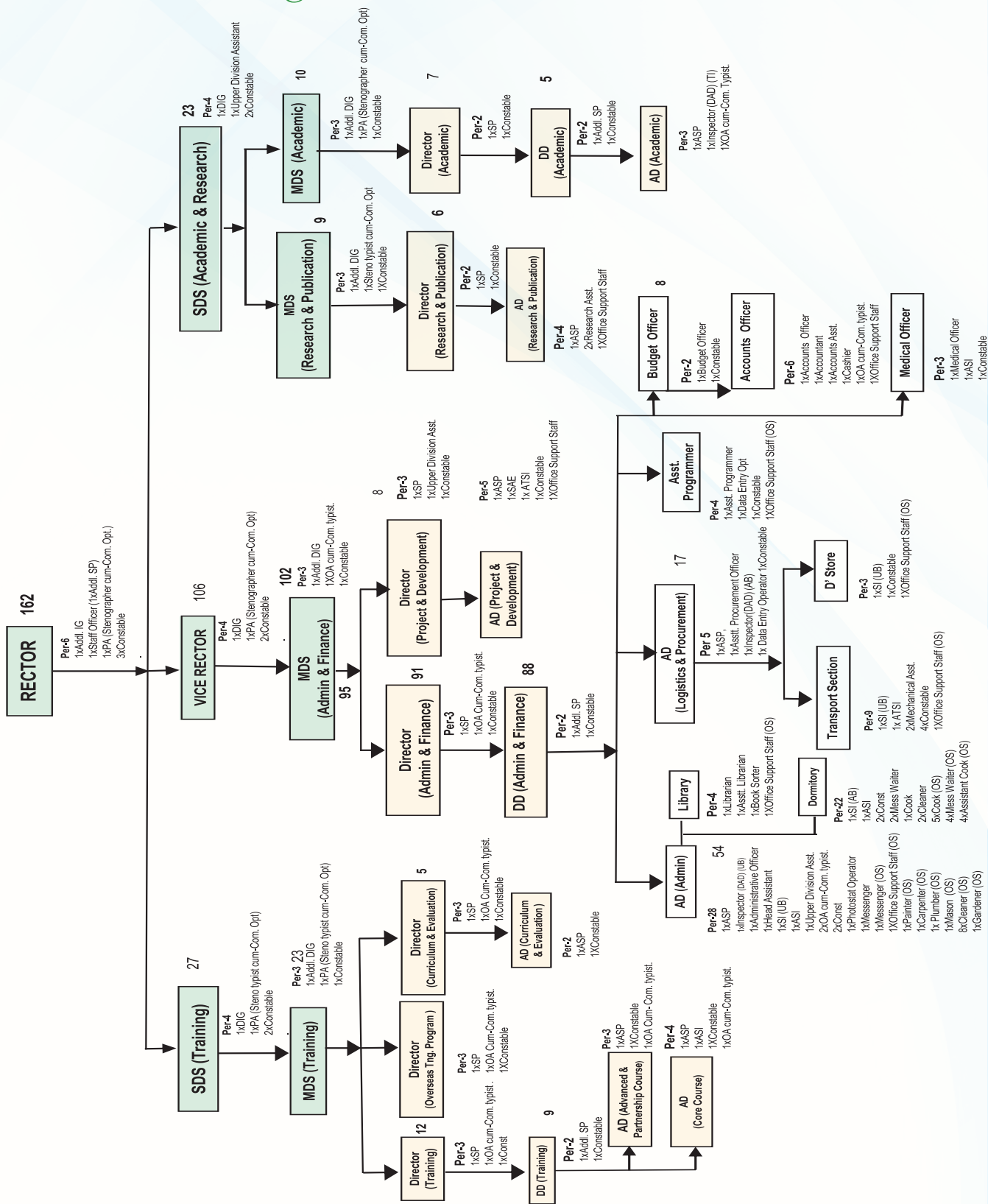
- We value our fellows and respect their potential to deliver quality training outcomes and services.
- We encourage critical thinking on barriers against smooth functioning of policing
- We support and promote partnerships and joint contributions
- We believe that a spirit of unity underpins our success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

## Our Structure

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.



## Organizational Structure



## PSC Management at a Glance



Rector Dr. Mallick Faqrul Islam, bpm, ppm, Additional Inspector General (Addl. IG) of Bangladesh Police, was born and raised in a renowned family in Bagerhat District. He joined Bangladesh Police in 1991 as an Assistant Superintendent of Police in the 12th Special BCS. He obtained his Bachelor's degree in Law. Later on, he completed Masters in Business Administration (MBA) and obtained his Ph.D. on "Crime Prevention and Social Changes: Bangladesh Perspective." In his professional endeavor, he served in various capacities and responsibilities of Bangladesh Police. He worked as Superintendent of Police at Bhola, Kishoreganj, Sylhet and Feni districts, as Deputy Police Commissioner at Dhaka Metropolitan Police, and as AIG (Training) at Police Headquarters. Mr. Faqrul also served Rapid Action Battalion, the elite force of Bangladesh Police, as the Commanding Officer of RAB-3. As Deputy Inspector General (DIG), he served at Special Branch (SB) and led Railway Police, Highway Police and Tourist Police. As Additional IGP, he also led Highway Police with utmost professionalism and competence. Mr. Faqrul was awarded UN Medal for his service as FPU Commandant in the United Nations peacekeeping mission in East Timor – UNMIT. In his distinguished professional career, he has been adorned with the award of Bangladesh Police Medal (BPM) and President's Police Medal (PPM). He also achieved IGP's Exemplary Good Services Badge twice in recognition of his high efficacy and professional standards. His rich base of experience and knowledge has been enhanced with various professional training courses both home and abroad, including in the United States, Malaysia, Nepal and South Africa.



Md. Rezaul Haq, ppm Deputy Inspector General of Bangladesh police, joined Police Staff College on 26th September 2022. He is the Vice Rector of this prestigious institution and is also serving as Senior Directing Staff in Academic & Research Wing. He belongs to 18th BCS police Cadre batch and joined Bangladesh police on 25 January 1999. He completed B.Sc. (Hons) & M.Sc. degree in Soil, Water and Environmental Science from the University of Dhaka. He also received Master's degree in Criminology and Criminal Justice and obtained MBA degree in MIS, both from the University of Dhaka. He was assigned to serve as Superintendent of Police in Rajbari & Feni District. Mr. Reza served at different police units in Bangladesh including Police HQ, Dhaka Metropolitan Police, Khulna Metropolitan Police, Chuadanga District Police, Police Telecom & Narail District. He contributed as UN Peacekeeper in Liberia and Congo. He has been adorned with the award of President's Police Medal (PPM) in recognition of his gallantry & exceptional services to up hold Police image. Mr. Reza has been honored with IGP's Exemplary Good Services Badge. He holds a number of professional Certificate from home & abroad. He is studying on Law & has keen interest on Human Rights Law.



Dr. A.F.M Masum Rabbani, Deputy Inspector General of Bangladesh Police, joined Police Staff College as a Senior Directing Staff (SDS) on 26 July, 2022. As the SDS of PSC, he will be responsible as one of the senior administrators directing the training and curriculum affairs of this institution. He belongs to 15th BCS (Police) batch and joined Bangladesh Police in 1995. He completed B.Sc. and M.Sc. in Applied Physics from the University of Dhaka. He achieved Ph.D.

in Nuclear Engineering from Jahangirnagar University. He served at different important police units in PHQ, DMP, SB, CID, and different District Police units including Pabna and Rajshahi as SP. He was the first BANFPU commander of UN missions in Ivory Coast. He holds a number of professional certificates from home and abroad. He visited more than forty countries. He hails from Dhaka. His areas of interest include Counter terrorism, crisis management and contemporary policing issues. He loves to serve for the people.



Md. Matiur Rahman Sheikh has spent 14 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 evaluation of pragmatic training activities of PSC. He also has a keen interest in crime and criminology. Mr. Matiur is involved with planning for digitalization of police and police work, and has represented Bangladesh and PSC in the 11th INTERPA Conference.



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 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. Mr. Golam Rasul is involved with preparing strategic plans for Bangladesh Police and formulating roadmaps for accelerating organizational improvements.



Mohammad Jahangir Hossain, Additional Deputy Inspector General of Bangladesh Police, joined Police Staff College as a Member Directing Staff (MDS) on 17 August, 2022. He has been appointed MDS (Training) of PSC, and responsible for training and curriculum affairs of this institution. He belongs to 20th BCS (Police) batch and joined Bangladesh Police in 2001. He completed B.Sc. and M.Sc. in Soil Science from the University of Dhaka. He did MBA (HR) from Stanford University, Dhaka. He also received a diploma degree from NALSAR University, Hyderabad, India in Humanitarian law. He served at different important police units in Bangladesh including PHQ, DMP, SB, Highway Police, RAB, and District Police units Khagrachori and Dhaka. He served at UN missions in Ivory Coast, Darfur Sudan. He holds a number of professional certificates from home and abroad including Singapore, Malaysia, and Austria. He hails from Netrokona. His areas of interest include Human resource management, terrorism studies, crisis management and policing issues. Mr. Jahangir is an experienced police leader with a passion for improving and enhancing training efforts and introducing innovation in training.



Mohammad Mehedul Karim, ppm Additional Deputy Inspector General of Bangladesh Police, joined Police Staff College Bangladesh on 17 September 2022. Currently he is serving as Member Directing Staff-MDS (Research & Publication) of this institution. He belongs to the 20th BCS (Police) batch and joined Bangladesh Police in 2001. He completed B.Sc. and M.Sc. in Pharmacy from the University of Dhaka. He served at different police units Bangladesh including Chittagong Metropolitan Police, Khulna Metropolitan Police, Range Reserve Force Rangpur, and worked as Additional Commissioner in Rangpur Metropolitan Police. He also served at district police units in Gaibandha and Tangail. He served with distinction as Superintendent of Police (SP) in Sherpur and Kurigram districts. He served at UN missions in Ivory Coast. He holds a number of professional certificates from home and abroad.



Md. Sibgat Ullah ppm, is working as the Director (Administration and Finance) 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 the field of logistics, management and leadership. He contributed to major infrastructural developments in various units of Bangladesh Police. 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 Peacekeeping 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, Parliamentary Standing Committee etc. His research interest include the past and present of policing and victim rights issues.



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 (Training).



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.



Md Hatem Ali, Superintendent of Police, joined Police Staff College as a Director on 8 September, 2022. He is currently appointed a Director (Training) of this institution. He belongs to 24th BCS (Police) batch and joined Bangladesh Police in 2005. He completed MBA in Accounting from the University of Rajshahi. He served at different police units in Bangladesh including, Rajshahi Metropolitan Police, RAB, CID and District Police units in Kishoregonj Jamalpur and Nilphamari. He served at UN missions in East Timor. He holds a number of professional certificates from home and abroad. His areas of interest include transnational crime, UN peacekeeping missions and international affairs and contemporary policing issues.



Superintendent of Police Afroza Parvin joined PSC on 20 November 2016 and is currently working as Director (Overseas Programme). 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 Md. Sohel Rana joined Police Staff College Bangladesh on 2 February 2023. He is a joined Bangladesh Police through through 24th BCS (Police Batch). Primarily with a Masters in English Literature from the University of Dhaka, he ventured for his second Masters in Criminology and Criminal Justice from the same alma mater. He is a Chevening Scholar of the Govt. of the United Kingdom. He achieved a Masters in Human Rights from the University of Sussex, UK. During his tour of service, he has widened his professional horizons serving in the capacity of AIG (Media & Public Relations) and AIG (Training-3) at the Police Headquarters. He has worked as a Deputy Commissioner in Chattogram Metropolitan Police. His profile also reads him as the Chief Protocol Officer to two consecutive IGPs. A feather to count for in UN Peacekeeping Missions, he has served in UNAMID (Darfur) as an UNPOL Training Officer and in UNMISS (South Sudan) as an FPU Coordinator (Admin & Personnel) at the Mission Headquarters (UNPOL).



Tahura Jannat, Deputy Director (Research and Publication), 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 and 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.



Fatema Islam, Additional Superintendent of Bangladesh Police joined Police Staff College Bangladesh as Deputy Director (Academic) on 16 November 2022. She joined Bangladesh Police in 2012 as a member of 30th BCS Police Batch. Before joining Bangladesh Police, she started her career as an Assistant Director of Bangladesh Bank. She completed her BBA from Dhaka University's Department of Finance and MBA from the Department of Banking of the same university. Later, she obtained Master in Police Science degree from the University of Rajshahi. Finally, she achieved a government scholarship and completed another MA degree from the University of Nottingham, UK in "International Security and Terrorism".



Arifa Ashraf Pinky is working as Deputy Director (Overseas Programme) at PSC. She joined PSC on December 30, 2019 and belong 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. She is married. Her area of interest includes cyber security and counter terrorism.



Md. Rajibul Ahsan is working as Assistant Director (Admin). He joined PSC on 9 May 2022 and belongs to the 35th BCS (police) batch. Previously he worked at Rapid Action Battalion as Company Commander, OPS officer and Adjutant for three and half years. He obtained DG's Gallantry Award in recognition of his commendable work in combating drug trafficking and illegal arms businesses. He did his graduation in Pharmacy from North South University. His area of interest includes cyber security and investigation.



Rakibul Islam is working as Assistant Director (Academic). He joined PSC on 03 October 2022 and belong to the 36th BCS (police) batch. Previously he worked at CID as ASP (LIC) for two years. He completed his graduation in International Relations from Jahangirnagar University.



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.



Md. Ehsanul Haque is working as Assistant Director (Logistics and Procurement). He joined PSC on 9 October 2022 and belongs to the 37th BCS (police) batch. Previously he worked as an ASP at CID (Barisal Metro & District). He obtained his BBA and MBA degrees from the Accounting & Information Systems Department of Dhaka University. His areas of interest includes cyber security and investigation. He hails from Lohagara of Narail District.



Md. Mizanur Rahman, Assistant Superintendent Of Police (ASP), joined PSC on July 09, 2020. Currently he is serving as as Assistant Director (Estate and Development). 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.



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 obtained his masters in Mathematics from Jahangirnagar University and masters in Computer Science and Engineering from Uttara University. His research interest lies in 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.

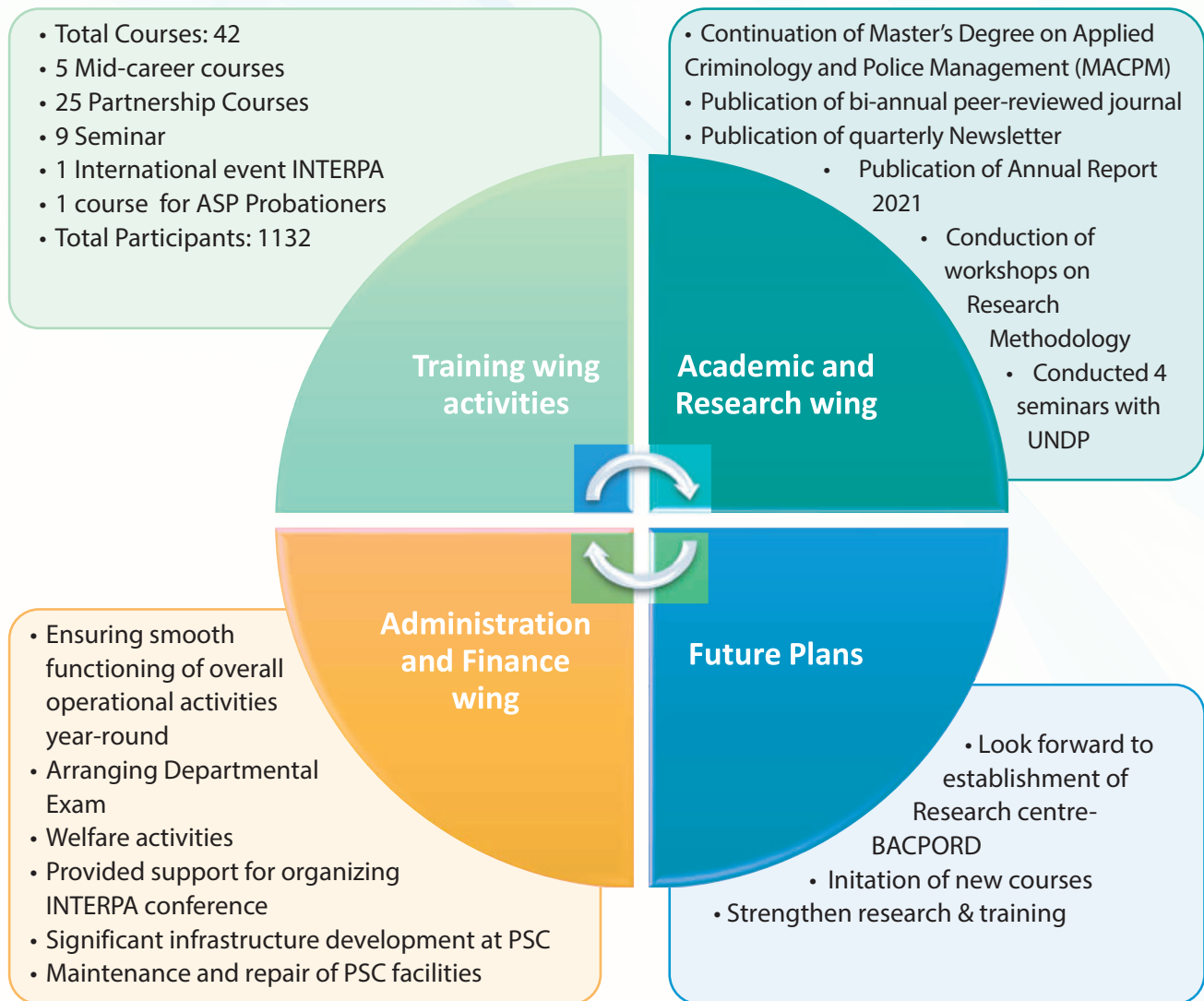
# Location of Campus

The PSC campus sprawls across 19.5 acres of land adjacent to Shahid Police Smrity School & College and POM (Public Order Management) at Mirpur-14, Dhaka-1206. Strategically, it is located near Mirpur Circle 10 & Dhaka Cantonment. 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 an oasis of refreshing comfort and a soothing breathing space amidst the hustle and bustle of one of the world's largest cities.



# Points of Focus

The year 2022 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 Top Stories of 2022

### 11th INTERPA conference in Dhaka, Bangladesh

### PSC elected INTERPA vice-president

Bangladesh was the proud host of the 11th Annual INTERPA Conference held in September 2022 at Pan Pacific Sonargaon Hotel, Dhaka. Honorable Prime Minister Sheikh Hasina inaugurated the event through a virtual platform from her official residence Ganabhaban.



Honorable Prime Minister Sheikh Hasina virtually inaugurated the 11th Annual INTERPA Conference



Asaduzzaman Khan, MP, Minister, Ministry of Home Affairs handing over a memento to the President of INTERPA Prof. Dr. Yılmaz Çolak

INTERPA stands for International Association of Police Academies. This worldwide association for cooperation in police training among police academies was founded in 2011. INTERPA membership includes 80 member institutions from 63 countries. The headquarters and secretariat of INTERPA are located in Ankara, Turkey.

The aims of INTERPA include the following, as per the official mandate.

- Maximizing the cooperation and coordination among the member police training institutions in the field of police training by optimizing the existing sources and sharing the best practices and researches carried out in this field,
- Making possible to conduct exchange programs among the national training institutions for directors, trainers and students from these institutions,
- Increasing the management capability of the high-level directors by means of joint programs.

Since the foundation of the association, INTERPA successfully organized and carried out 10 (ten) International Conferences. The 11th Annual INTERPA Conference with the theme of “Digitalization of Policing”, the General Council Meeting, and the 22nd Executive Board Meeting was held from 12th-14th September 2022. The four plenary sessions were held after the General Council Meeting and the Executive Board Meeting.

The General council meeting was attended by all participating institutions of member countries. The Executive Board consists of the President, Vice Presidents of the INTERPA, and five representatives from the highest level executives of member institutions. The Executive Board is the approval authority of activities and projects. It monitors the execution of the activities by the Secretariat. Executive Board makes decisions on structuring of the



1st Plenary Session of INTERPA

Association and establishing new councils, committees or commissions. After the successful completion of the Executive Board Meeting, the initiation of new members were conducted.

As the chief guest of the inaugural ceremony, Prime Minister Sheikh Hasina stressed the need for enhanced cooperation among the member countries of International Association of Police Academies (INTERPA) to fight tech-based crimes for furthering global peace, stability and development. “Enhanced technology, expertise, intelligence sharing and coordination among law enforcement agencies of all these countries will go a long way in curbing violent extremism and transnational tech-based crimes around the globe,” she said.

It is hoped this conference would afford all the member countries an opportunity to reach a general consensus to explore an innovative, viable, prompt and effective mode of communication and cooperation among INTERPA member countries.

“Digitalization of Policing” is really a time-befitting one, since violent extremism and transnational organized crime pose an enormous threat to national and international security in this age of globalization where boundaries matter little. In recent years, new development in technology and communications has enabled such crime networks to carry on their anti-human schemes with increased mobility. The theme of “Digitalization of Policing” was selected with a view to enhancing the global law enforcement efforts serve people better in a technology-enabled world.



*INTERPA participants in a single frame*

Participants of the INTERPA conference visited Jatiya Sangsad, Father of the Nation Bangabandhu Sheikh Mujibur Rahman’s memorial museum at Dhanmondi 32 and Rajarbagh Police Lines.

During the Conference, all members exchanged their experiences and best practices, shared research works in the field of policing and collaborated for the enhancement of management and training capacities of their national police training institutions. Institutionalizing a demand-driven and outcome-based platform to curb violent extremism and tech-based transnational crimes can ensure global peace and stability. We believe, the collective will and joint efforts by INTERPA members can make a marked difference in the security landscape of the globe.



*The INTERPA platform embodies the spirit of cooperation and global collaboration in law enforcement training and research*



INTERPA participants paid rich tributes to Father of the Nation, Bangabandhu Sheikh Mujibur Rahman by placing floral wreaths at Dhanmondi 32

## The 18th Board of Governors Meeting

The 18th meeting of the Board of Governors (BoG) of Police Staff college was held at Police Staff College on 26 July 2022 presided over by the chairman of the board Honorable Minister of home Affairs Mr. Asaduzzaman Khan, MP. With the kind permission of the Chair. Md. Khandker Golam Faruq bpm(Bar), ppm, Rector, PSC and also the member secretary of the board welcomed and expressed his gratitude to the presence before commencing the proceedings.

The member secretary state that the board meeting had delayed due to pandemic situation of covid 19. Furthermore he, excepting some decisions due to the administrative and practical limitations, nearly all the decisions taken by the previous board meeting have been implemented. He hopes that with the instructions and suggestions of the board members the unfulfilled tasks can be completed very soon.



18th Board of Governors Meeting ongoing



## Respected Members of the Board of Governors

- 1. Asaduzzaman Khan, MP**  
Minister, Ministry of Home Affairs  
& Chairman, Board of Governors, PSC
- 2. Md Akhter Hossain**  
Senior Secretary, Ministry of Home Affairs  
& Vice-Chairman, Board of Governors, PSC
- 3. Dr. Benazir Ahmed, BPM (Bar)**  
Inspector General of Police
- 4. Ms. Fatima Yasmin**  
Senior Secretary  
Finance Division, Ministry of Finance,  
Bangladesh Secretariat.
- 5. Md Mainul Kabir**  
Secretary, Legislative & Parliamentary Affairs  
Division, Bangladesh Secretariat.
- 6. Major General Md Ibn Fazal Sayekhuzzaman**  
BSP (Bar), SGP, AFWC, PSC  
Commandant, Defense Services Command &  
Staff College, Dhaka
- 7. Md Nurul Alam, PH.D**  
Vice Chancellor  
Jahangir Nagar University, Savar, Dhaka.
- 8. Md Nabirul Islam**  
Additional Secretary, Ministry of Public  
administration, Bangladesh Secretariat.
- 9. Md Abdul Barik**  
Additional Secretary,  
Cabinet Division, Bangladesh Secretariat.
- 10. Ramendra Nath Biswas**  
Rector, Secretary,  
Bangladesh Public Administration Training Centre,  
Savar, Dhaka.
- 11. Md. Khandker Golam Faruq bpm(Bar), ppm,**  
Rector, Police Staff College Bangladesh  
& Member Secretary, Board of Governors, PSC



Ongoing Meeting of the BoG

## 2nd Police Executive Management Certificate Course for SP

The 2nd Police Executive Management Certificate Course was held from 22 May to 23 June, 2022. This five-week long training course is followed by a one-week foreign segment. The number participants totaled 24. This course was designed for participants of the rank of Superintendent of Police (SP). This batch of participants were all from the 27th BCS (Police) batch. The course was formally inaugurated by the Rector of PSC Khandker Golam Faruq, bpm (Bar), ppm.



Participants of PEMCC paid rich tributes to Father of the Nation, Bangabandhu Sheikh Mujibur Rahman by placing floral wreaths at his portrait.

## PSC emerges victorious at IGP Cup

### Cricket Championship 2021-22

The IGP Cup Cricket Championship is among the biggest sporting events within Bangladesh Police. It is organized by Bangladesh Police Cricket Club and is attended by every police unit, including all the Ranges, Metropolitan and specialized police units. At total of 22 teams participated in the 2021-22 tournament. For Team PSC, this was the first time it participated in this prestigious event. Throughout the tournament, Police Staff College Bangladesh maintained a consistent form, beating reigning champions APBn in the first round and eventually beating CMP in the semifinals.

On May the 23rd, PSC faced off reigning champions APBN again, this time in the final match. In an amazing feat, won Team PSC won the match by 22 runs. Abdus Salam of PSC was awarded Man of the Match. Inspector General of Police Benazir Ahmed was present in the award presentation ceremony. PSC congratulates its indomitable cricket team for the amazing victory. Md. Sibgat Ullah ppm, Director (Administration & Finance) gave full support and guidance to the team throughout this journey. ASI Md. Aminul Islam also did a commendable job as team manager. PSC looks forward to defending the title in the upcoming tournament of the IGP Cup Cricket Championship.



Victorious PSC Cricket Team along with Inspector General of Bangladesh Police, guests and PSC faculty members

## 2022 Review: Courses Conducted by PSC

### Mid-Career Courses

Serial no	Name of the Courses	Course Coordinator	Type of course (Advanced /Core/ Partnership /Foreign course)	Duration & Date	Designation	No of Participants	Type of participants
1	4 <sup>th</sup> General Administration and Financial Management Certificate course	Nilufa Yeasmin ppm	Mid-Career Course -	6 January to 24 March 2022	Additional SP from 28 <sup>th</sup> BCS Police	23	Police
2.	4 <sup>th</sup> Police Leadership and Management Certificate Course	Arifa Ashraf	Mid-Career Course -	27 March to 19 May 2022	ASP from 34 <sup>th</sup> BCS Police	19	Police
3	2 <sup>nd</sup> Police Executive Management Certificate Course for SP	Nilufa Yeasmin ppm	Mid-career	22 May to 23 June, 2022	SP	24	Police
4	5 <sup>th</sup> General Administration and Financial Management Certificate Course	Nilufa Yeasmin ppm	Mid-career	24 July	Addl SP from 28 <sup>th</sup> BCS batch	22	Police



5	5th Police Leadership and Management Certificate Course	Nilufa Yeasmin ppm	Mid-career	25 September to 10 November 2022	ASP	17	Police
6	Course for 40 <sup>th</sup> BCS ASP Probationer	Sufian Ahmed	PSC	13 December 2022 to 28 March 2023	ASP Probationer	70	Police
7	INTERPA	Sufian Ahmed	PSC (International)	12 to 14 September 2022	-	101	Foreign and Local

### Advanced and Partnership Courses, Workshop and Seminar

Serial no	Name of the Courses	course coordinator	Type of course (Advanced /Core/ Partnership/ Foreign course)	Duration & Date	Designation	No of Participants	Type of participants (police/ Non police)
1	Seminar on "Draft Final Report Sharing "	Tahura Jannat	Organized by R&P wing of PSC	7 <sup>th</sup> March 2022	Professors, Faculties of PSC, and police personals from different units of PSC	30	Police
2	Investigating Terrorist incidents and interviewing terrorist suspects	Arifa Ashraf	Partnership Course	6 <sup>th</sup> March to 24 <sup>th</sup> March 2022	Nayek/Constable	32	Police
3	Fraudulent Document Recognition and Behavioral Analysis Train The Trainer	Nilufa Yeasmin ppm	Partnership with US Embassy	3 <sup>rd</sup> April to 14 <sup>th</sup> April 2022	ASI to Addl SP		Police
4	Behavioral Observation Skill	Siam Rahman	Partnership with US Embassy	3 <sup>rd</sup> to 7 <sup>th</sup> April 2022	Constable to Addl SP of BD police & Air Force		police & Air Force
5	Fraudulent Document Recognition and Behavioral Analysis Train The Trainer	Nilufa Yeasmin ppm	Partnership with ATA , Embassy	17 <sup>th</sup> April to 25 <sup>th</sup> April	ASI to Addl SP		
6	FTK Digital Forensics Certification	Siam Rahman	Partnership with ATA, Embassy	10 <sup>th</sup> to 14 <sup>th</sup> April	Sub Inspector to Addl SP		
7	Tactical Medical Course	Abu Sofian	Partnership with U.S. Department of Justice, ATA, US Embassy, Dhaka	29 May to 3 June	ASP to Constable	21	Police



8	Homemade Improvised Explosive Device and Chemical Response Consultation	Abu Sofian	Partnership with U.S. Department of Justice, ATA, US Embassy, Dhaka	29 May to 9 June	Addl SP to Constable	17	Police
9	Criminal Intelligence Analysis Training	Abu Sofian	Partnership with U.S. Department of Justice, ATA, US Embassy, Dhaka	19 to 29 June	Addl SP to Inspector	12	Police
10	Leadership Training on Gender Responsive Policing	Abu Sofian	Partnership with U.S. Department of Justice, ATA, US Embassy, Dhaka	25 <sup>th</sup> May	ASP ,Addl Sp	25	Police
11	Home Made IED & Chemical Response Consultation	Abu Sofian	Partnership with U.S. Department of Justice, ATA, US Embassy, Dhaka	19-29 June 2022	Addl SP to Inspector	17	Police
12	Improvised Explosive Device Awareness Seminar	Abu Sofian	Partnership with U.S. Department of Justice, ATA, US Embassy, Dhaka	3-7 <sup>th</sup> July 2022	Addl SP to Constable	24	Police
13	Bomb Squad Commanders Workshop	Arifa Ashraf	Part U.S. Department of Justice, ATA, US Embassy, Dhaka Partnership with	17-20 July 2022	Addl SP to Constable	23	Police
14	Bomb Technical Threat Assessment Workshop	Abu Sofian	Partnership with U.S. Department of Justice, ATA, US Embassy, Dhaka	24 July	Addl SP to Constable	17	Police
15	Advanced Travel Document Examination	Abu Sofian	Partnership with U.S. Department of Justice, ATA, US Embassy, Dhaka	24 July	Addl SP to Constable	16	Police
16	Instructor Development course	Abu Sofian	Partnership with ATA	17 <sup>th</sup> July	Inspector to Addl SP	17	Police
17	Critical Infrastructure Security Resilience course	Abu Sofian	Partnership with U.S. Department of Justice, ATA, US Embassy, Dhaka	17 <sup>th</sup> July	Addl SP to Constable	24	Police
18	Intro to Seizure of Digital Evidence Train the trainer	Abu Sofian	Partnership with U.S. Department of Justice, ATA, US Embassy, Dhaka	7 <sup>th</sup> to 18 <sup>th</sup> August 2022	ASI to SI of BD police	12	Police
19	Research Report Findings Sharing Seminar Quality Policing in Bangladesh: Life, Sacrifice and Commitment of Women Police	Tahura Jannat	Partnership with UNDP	22 August 2022	ASP to Upward of Bangladesh Police & Academician, Development Worker Researcher	70	Mixed



20	Research Findings Sharing Program 'Road Safety and Human Rights Interface: The Space and Specificity of Bangladesh Police as the Prime Mover'	Tahura Jannat	Partnership with UNDP	17/8/22	ASP to Upward of Bangladesh Police & Academician, Development Worker Researcher	70	Mixed
21	Counter Terrorism Investigating and Intelligence Analysis	Tahura Jannat and Abu Sofian	Partnership with Spanish embassy	25 <sup>th</sup> September to 28 <sup>th</sup> September 2022	SP to Inspector		Police
22	First responder mobile device collection	Abu Sofian	Partnership with US Department of state, ATA, US Embassy.	11 <sup>th</sup> September to 22 <sup>th</sup> September 2022	SP to Inspector		Police
23	Seminar on "Global Trends of Terrorism Focusing South Asia and the world"	Tahura Jannat	Academic wing, PSC	18 September 22	SP to Inspector		Police
24	Basic Intelligence Course	Abu Sofian	FBI/LEGAT, US Embassy.	30 <sup>th</sup> October to 2 <sup>nd</sup> November	SP to Inspector		Police
25	First Responder Mobile Device Collection Train the Trainer	Abu Sofian	Partnership with US Department of state, ATA, US Embassy.	25 - 29 September, 2022	SP to Inspector	180	Police
26	Seminar on 'Role of police to implement the Tobacco Control Act, 2005'	Siam Rahman	Partnership with Work for better Bangladesh, Tobacco Control Research Cell	20 October 2022		50	Mixed
27	Course on preventing & countering Terrorism and violent Extremism	Arifa Ashraf	Partnership with Anti-Terrorism Unit	4 <sup>th</sup> December to 15 <sup>th</sup> December 2022			Police
28	Renewable Energy	Tahura Jannat	PSC	22 <sup>nd</sup> December 2022			Police
29	Annual Training Conference-2022	Tahura Jannat	Partnership with BPWN				Police
30	Research Report Findings Discussion Seminar	Tahura Jannat	PSC	20 <sup>th</sup> December 2022			Police

31	Basic Intelligence Course	Abu Sofian	Partnership with FBI, US Embassy	30 October-02 November	ATU, CID, SB, PBI		Police
32	Terrorist Use of Technology	Abu Sofian	ATA	06-07 November	CTTC, SMP, RMP, CMP		Police
33	Ex Tiger Claw 22	Abu Sofian	JCTTAT & British High Commission	13-30 November	SWAT, CTTC		Police
34	Training on Drugs and HIV/AIDS for Bangladesh Police	Arifa Ashraf	UNODC	18-24 December	DMP	24	Police
35	Seminar on An Analysis of Using GIS in the robbery & Dacoit Cases: A Study on selective District of Bangladesh	Siam Rahman	Research & Publication wing		ASP to Add. DIG & Researchers of Research Organization	10	Mixed

## Performance Analysis of PSC, 2022

### Training and Curriculum wing

This Wing is headed by a Senior Directing Staff (SDS) in the rank of Deputy Inspector General (DIG) of Bangladesh Police and has a Member Directing Staff (MDS) ranked Additional Deputy Inspector General (Addl. DIG). This wing is composed of two Branches 1) Training and 2) Curriculum branch each branch headed by a Director in the rank of Superintendent of Police.

### Training wing

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

Police Staff College Bangladesh conducts the courses for the participants to raise awareness about new ideas, thinking, perception, insight and vision to respond to the changing needs of the society. The institute endeavors to provide wisdom to the participants to improve managerial capability, operational performance, commanding skill and identification of problems with package prescription for solution in the context of national and international scenario. It helps the participants understand different aspects of Human Rights issues.

In future, the College will be a 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 vision for future prospect. It encourages the visitors and guest speakers from diverse backgrounds.

For example, government officials, academicians, renowned professors from different public & private universities, specialists on respective fields, former chief justices and members of the judiciary, reputed political personalities and high officials from Defense Services to come often to share their thoughts, experiences and ideas with the participants.

The Training wing constantly endeavors to update its training provision, curricula, delivery methods, and synchronize training outcomes with the field-level realities and evolving scenario of technology and crime.



### Training Highlights 2022

- Total Courses: 42
- 5 Mid-career courses
- 25 Partnership Courses
- 9 Seminars
- 1 International event INTERPA
- 1 course for ASP Probationers
- Total Participants: 1132

### 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

### Mid-career Courses of PSC

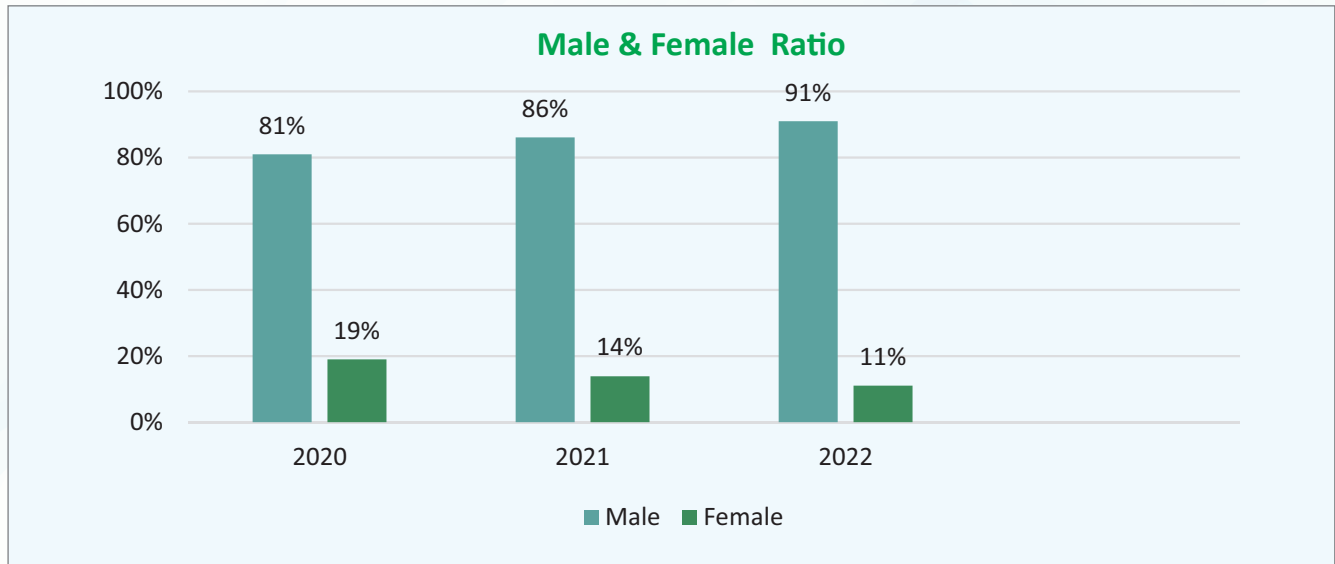
- Police Leadership and Management Certificate Course (PLMCC) for ASP
- General Administration and Financial Management Certificate Course (FMCC) for Addl. SP
- Police Executive Management Certificate Course (PEMCC) for SP





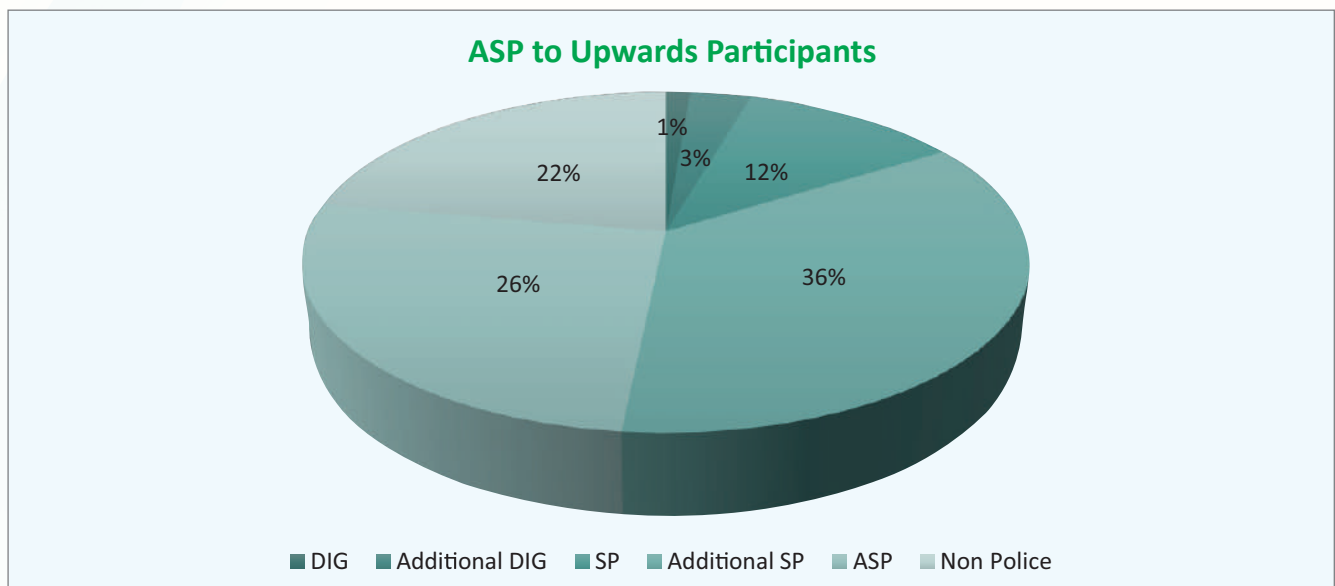
## Gender Inclusiveness in PSC Courses

PSC courses are inclusive to and focus on gender although the current scenario does not show an impressive figure due to the male female ratio in police is still heavily disproportionate, hence women are underrepresented in policing. A total of 1004 male and 126 female had participated in different PSC courses in this period. Last year male and female participant's ratio was 86:14. While this year male and female participant's ratio is 89:11.



## Accommodating Wide Range of Participants

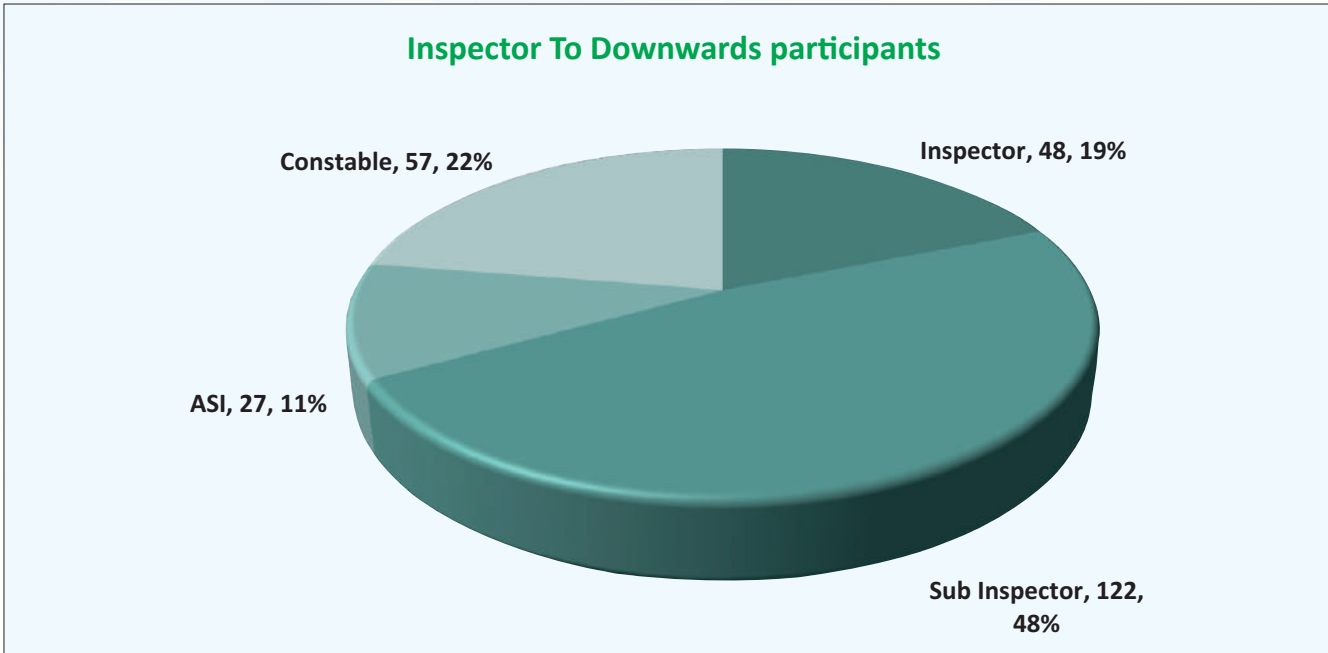
During the last year PSC provided training to total 1132 participants of Bangladesh Police officials in varying ranks. The highest numbers of trainees came from Additional SP rank which was followed by the rank of ASP. Among the total graduates, 72 were ASP, 133 were Addl SP, 63 were SP, 35 Additional DIG and 12 were of the rank of DIG. On the other hand, 85 were from outside police, and 91 were foreigners. These statistics show that PSC training programs are mostly attended by participants ranked Superintendent of Police, Additional Superintendent of Police and Assistant Superintendent of Police .



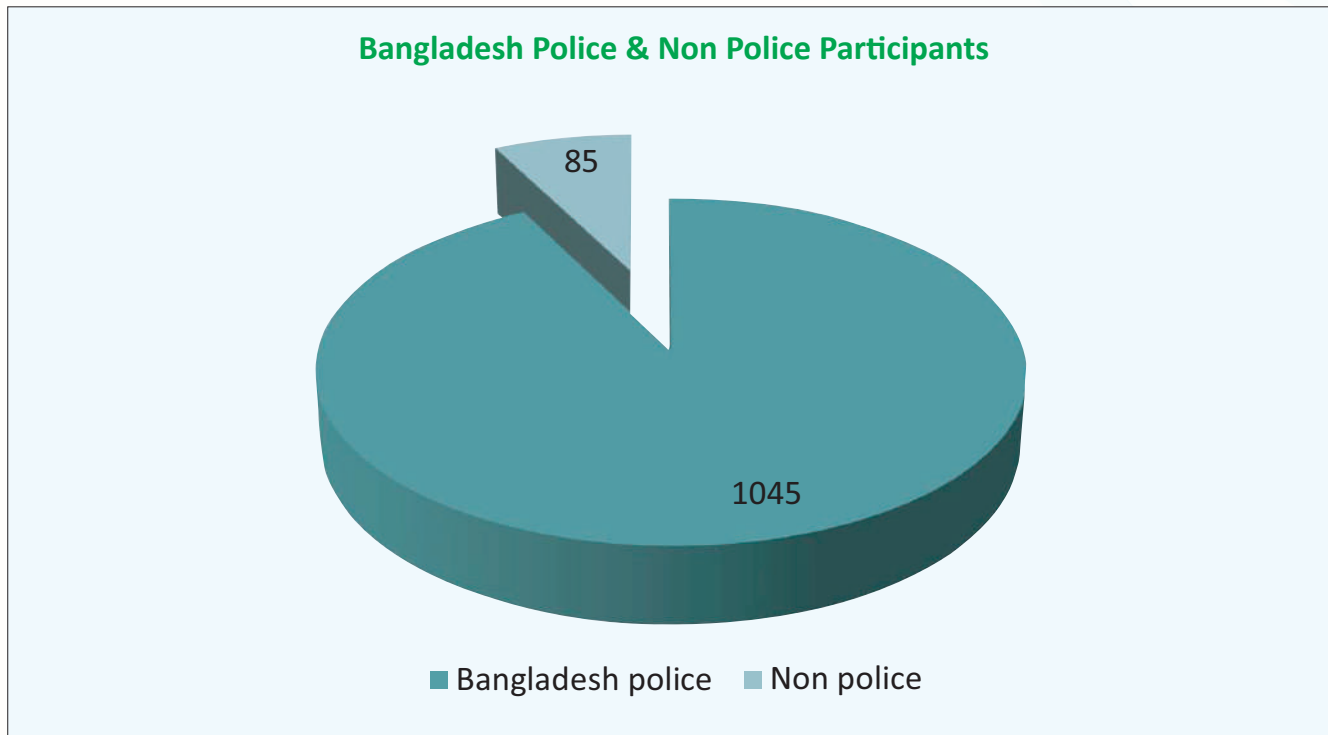
Participants' ratio of different ranks of Bangladesh Police



Among the total graduates of to the ranks of Inspector downwards, 57 constable, 27 ASI ,122 Sub Inspector and 48 were inspector. Last year the highest number of Sub Inspector graduates from the PSC under the training of ATA Courses.



Participants' ratio of the ranks of Inspector to Downwards of Bangladesh Police

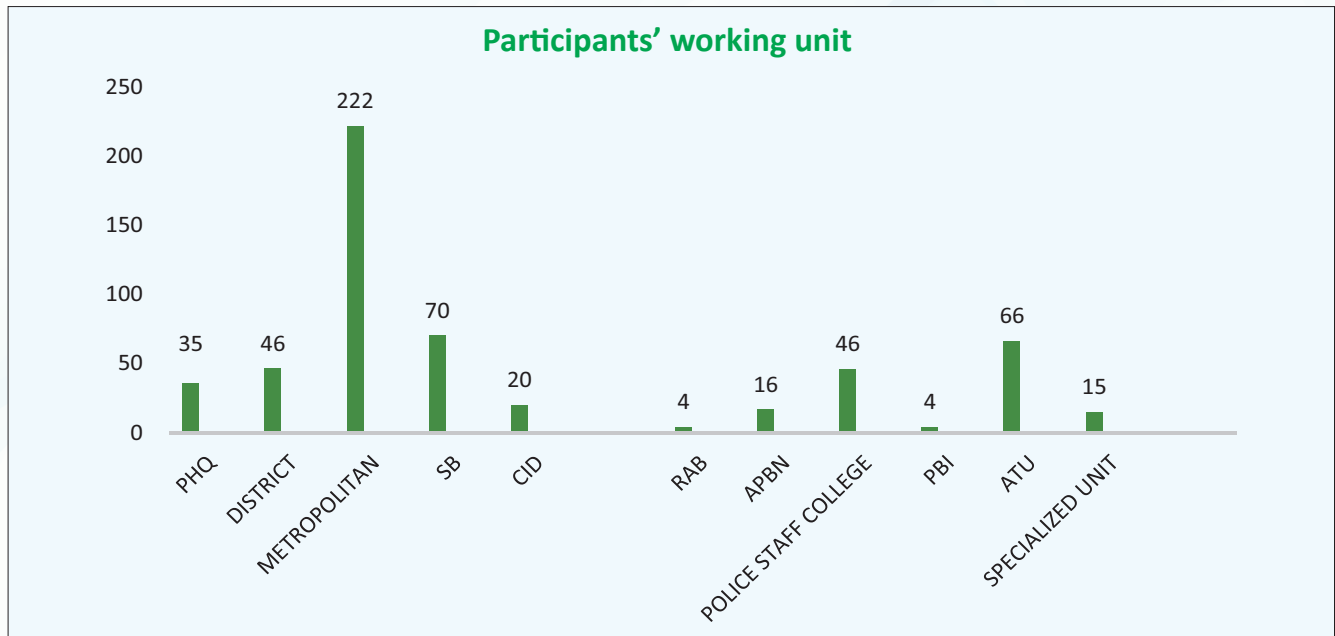


Ratio of participants from Bangladesh Police and from outside police

## 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 Special Branch and Anti-Terrorism Unit gradually. The minimum came from SPBN and RAB.

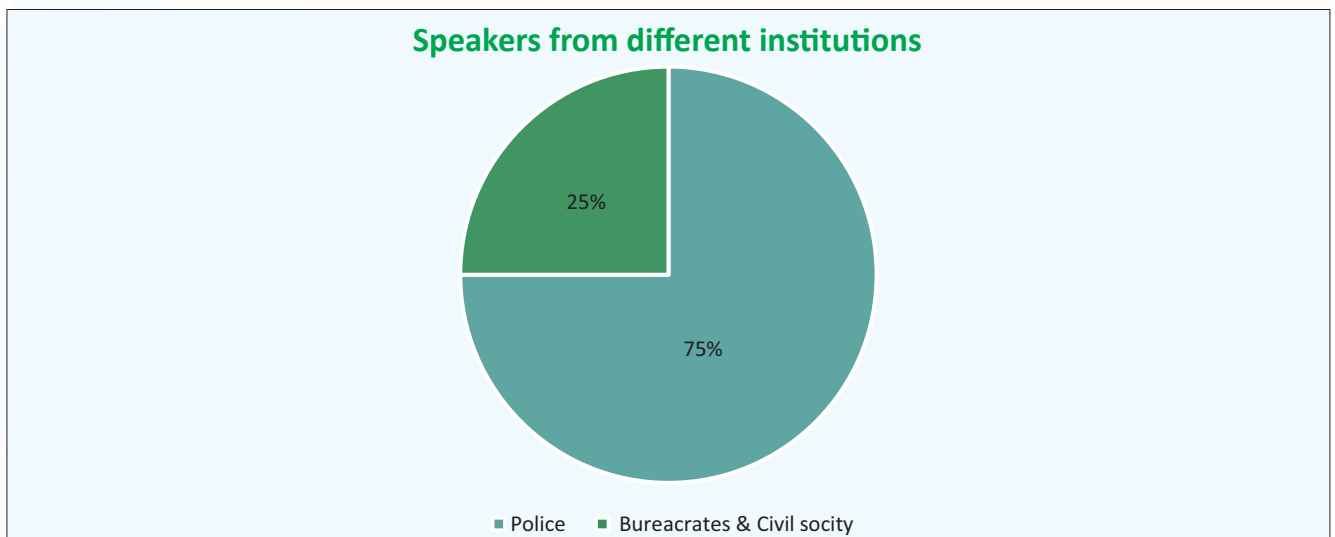
PSC attracted participants mostly from Metropolitan Police followed by Special Branch and CTTC.



Participants' Working Unit

## Embracing Speakers from Diverse Sectors

PSC is delighted to have country's eminent personalities as its speakers such as profound police leaders, renowned academicians, scholars, bureaucrats, lawyer, justice professionals, 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

## Foreign Partners

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 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)	
Embassy of Spain	
Macquarie University	

## Curriculum Branch

### A vital component to design quality training

Curriculum development in PSC is grounded under various methods of training evaluation such as Training Impact Analysis and Training Need Assessment. PSC's 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.

### Selection of Resource Persons

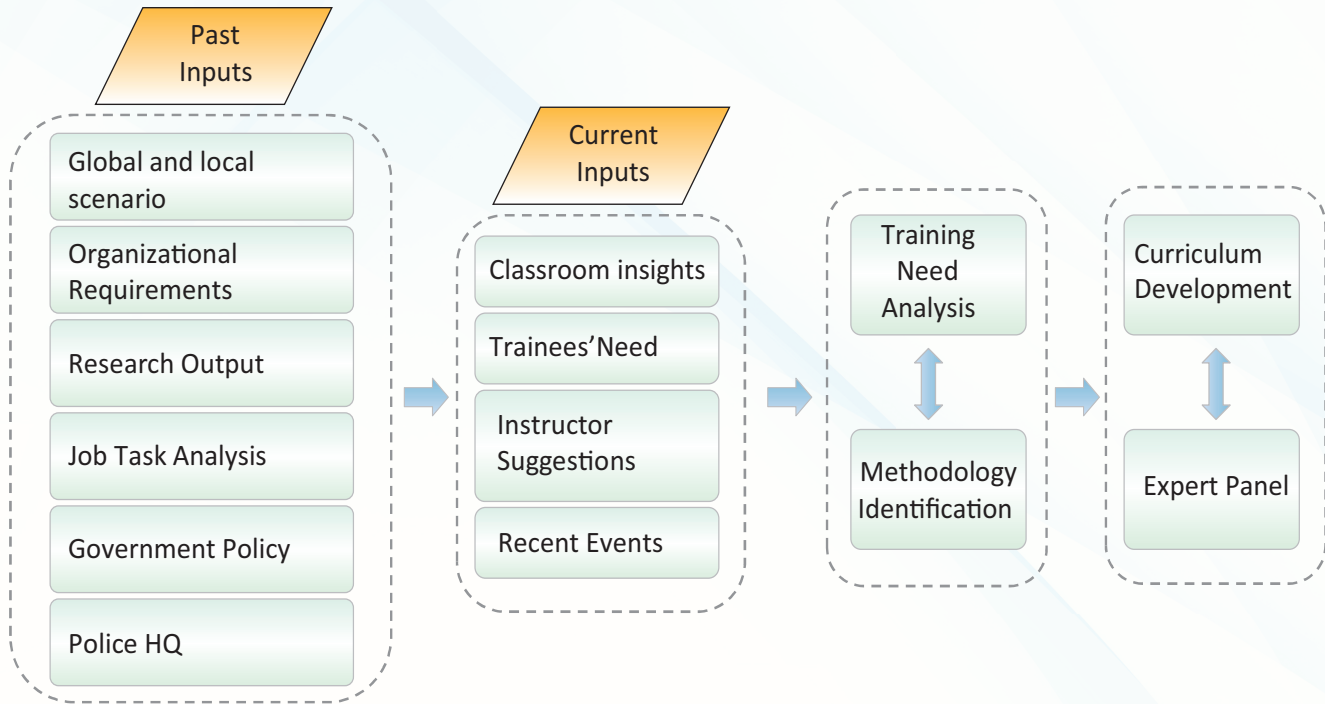
Resource persons do not just add expertise but also make the course more interesting and attractive for the participants, as they can integrate their own experiences. Police Staff College Bangladesh selects resource persons from within or outside the organization. From outside the organization resource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

### Curriculum 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:



### Curriculum developed for 11 short courses in 2022

- Course Topic 1: Audit objections & its disposal System
- Course Topic 2: Criminal psychology and its importance in criminal investigation.
- Topic 3: Traffic management.
- Topic 4: Crime Management: Special emphasis on Investigation and supervision
- Topic 5: Land management & its impact on law and order.
- Topic 6: Drugs & narcotics: Duties & responsibilities of police & other stakeholders
- Topic 7: Communication and Public speaking
- Course Topic 8: Transnational organized
- Course Topic 9: Evidence Act and its practices in Investigation
- Course Topic 10: Intelligence Analysis
- Course Topic 11: Cyber Security and Upcoming Policing challenges.

## 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.

## Study Tour/ Field Visits of Participants of various PSC courses

- Father of Nation Bangabandhu Sheikh 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, Dhaka



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



Participants at the Office of the SP, Cumilla District Police



Participants at the Shalbon Bihar at Cumilla District





Participants in front of the Police Liberation War Museum at Rajarbagh

## 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. Participant's evaluation is done by following 2 levels:

**Level 1: Reaction:** To what degree participants react favorably to the training. To measure reaction, develop ways to address some of the following questions:

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

**Level 2: Learning:** To what degree participants acquire the intended knowledge, skills, attitudes, confidence and commitment based on their participation in a training event. These information are acquired by arranging a series of evaluation strategy like;

Pre-course evaluation

- 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 regi

## 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.

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

#### iv. Presentation:

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

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

#### v. Participation:

Recap, Performance, Attendance, Discipline Course coordinator of any course evaluates every participant on the basis of performance in recap session, Performance, attendance and discipline. Speakers Evaluation: Every participant is supplied a speaker evaluation sheet each day and speaker's evaluation is done by the percentage marks given by the participants on the basis of the speaker's performance.

Criteria for evaluating the speakers are:

Analysis and Content

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

#### II. Delivery

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



## 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.

## PSC's 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 Senior Directing Staff (SDS) in the rank of Deputy Inspector General (DIG). This wing is composed of two Branches i) Academic Branch and ii) Research & Publication Branch each headed by a Member Directing Staff (MDS) in the rank of Addl. Deputy Inspector General (Addl. DIG) of Bangladesh Police. Each branch has a Director in the rank of Superintendent of Police. This wing maintains a close relation with the civil society where academicians, professionals and intellectuals are actively involved to provide academic insights on crime and criminology as well as research advice to Bangladesh Police for making a time befitting futuristic strategic policy.

### Academic Branch

Academic branch is responsible for the conduction and supervision of academic degree of PSC. PSC is affiliated with National University having prime responsibility to monitor and administer the academic program. PSC has been offering a Master's on Applied Criminology and Police Management since 2016. A set of dedicated staff members are engaged in pursuing academic endeavors and conducting cutting edge research across a range of eco-social, criminological, security, policing and counter-terrorism issues. This Branch maintains a close relation with civil society where academicians, professionals and intellectuals are actively involved to provide academic insights on crime and criminology as well as research advice to Bangladesh Police for making a befitting futuristic strategic policy.

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

#### Strategic Priorities:

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

#### Responsibilities of Academic Branch

- Enrolment of students from diverse background to make the program more broad and interactive to fit with the public domain.
- Review of existing curriculum on the basis of work-based learning models to familiarize students with contemporary theory and best practices so that they can apply this knowledge to their real-world situations.

- Redesign the program structure and make it to trimester form to reduce the study load and provide a flexible learning structure
- Plan to introduce more graduate programs on various disciplines of crime and criminology arenas grounded under operational priorities of Bangladesh Police Engagement with international reputed academia for the credit transfers, exchange of lectures, developing pathways to undergo foreign degree/diploma/certificate programs and conducting joint research programs.
- Developing online resource access.

## Overview of Master of Applied Criminology and Police Management

Master of Applied Criminology and police Management (MACPM) is designed to provide education to 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.

Overall, the Master's program offers an exciting blend of police and professional practioners from various disciplines, providing a unique classroom experience. The learning experience is further enhanced by the experienced and skilled faculty members, who bring in years of field experience and professional teaching expereince into the classroom. The constantly updated curriculum provides students with the opportunity to learn the subject matter in-depth. They can also avail the rich library support and enjoy the scenic PSC campus.



MACPM students with faculty Members



## Program Objectives

### The program is designed to-

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

## Program Structure

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

Total Credits: 42

No. of courses: 10

Duration: 12 months

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

## Outline of the Program (Total 42 credits)

### Semester 1

Course Code	Course Title	Credit
810501	Bangladesh: State, Law and Criminal Justice System	4
810503	Applied Criminology	4
810505	Criminal Investigation and Forensic Science	4
810507	Research Methods and Applied Statistics in Criminology	4
810509	Organized Crime and Terrorism	4
SUB-TOTAL		20

## Semester 2

Course Code	Course Title	Credit
825101	Contemporary Issues in Policing	4
820513	Police Leadership and Management	4
820515	Cyber Crime and Cyber Security	4
820517	Intelligence and Crime Control	4
820519	Capstone Project/ Master Thesis	4
SUB-TOTAL		22

## Reflection of Academic Branch in 2022

### Enrolled students of MACPM 6th batch

Academic Branch 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 one batch and enrolled students for the next batches. The 1st semester final of the 6th batch was held at 26th November to 11th December 2022 at the Multipurpose Hall of PSC.



*Md Golam Rasul, MDS (Academic) is giving speech in the inaugural session of new MACPM batch*

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 Academic Wing of PSC is on its way to launch new programs in the near future.

## MACPM 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 to 6th batch*

SL.	Profession	Number of students
1	Police Officers	91
2	Armed Forces Officers	9
3	Corporate Job holders	46
4	Teacher	17
5	Lawyer	25
6	Govt. Officers	18
7	Doctor	1
8	Business	5
9	Self-employed	1
	Total Students (up to 6th batch)	213

## Distance Learning

The MACPM program run by the Academic Branch is a pioneer platform in Distance Learning. The classes on burning issues, important debates and criminology discourse are held through Distance Learning. Classes through Zoom, Skype and other video conference medium are conducted where the eminent scholars from the reputed foreign Universities chair the sessions and shares the learning and years of experiences in their respective fields of knowledge. This mode of education has enriched the PSC learning capacity way better than the traditional mode. 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.

## Seminar On Global Trends of Terrorism

This seminar, organized by Academic wing of PSC, was held on 18th September 2022. The participants of this seminar were ranked ASP to DIG. A total of 35 participants attend this program. The seminar was coordinated by Tahura Jannat, Deputy Director, Police Staff College Bangladesh. The keynote speaker was Dr. Julian Droogan, Associate Professor of Terrorism Studies at the Department of Security Studies and Criminology, Macquarie University.



Seminar on "Global Trends of Terrorism"

## University of Cambridge Delegate's Visit to PSC

Dr. Peter William Neyroud CBE, QPM, CCMI, Director of the Police Executive Programme, Institute of Criminology, University of Cambridge, visited Police Staff College Bangladesh on 8 December, 2022. During this visit, professional development through Fellowship programs to facilitate the visit of Bangladeshi police officers to Cambridge was discussed. PSC looks forward to the massive potential for future collaboration with the University of Cambridge.



Sufian Ahmed, Director (Academic) presenting a bouquet to Dr. Peter William Neyroud CBE, QPM, CCMI, Director of the Police Executive Programme, Institute of Criminology University of Cambridge





## Research & Publication Branch

PSC is committed to undertaking and support research to deliver best practice police service to Bangladesh Police Community. PSC ensures research to be aligned with strategic priorities of Bangladesh Police Research Agenda. PSC's Research & Publication Branch is one of the research and knowledge centers on crime and justice in Bangladesh Police. It promotes the establishment of justice and reduction of crime through communicating evidence-based research findings into policy and practice. The research works here are regulated under Police Staff College Act, 2002.

### The Functions of Research & Publication Branch

- Conducting research on policing, criminology, security and terrorism issues
- Communicating the results of research for police policy makers and other stakeholders
- Conducting or arranging conferences and seminars
- Publishing materials arising out of PSC's work in the form of newsletters, journals, books etc. These above functions are performed by two different Sections of this Branch: Fields of Research Our research themes speak for changes, provide gateway of modern policing and detect the impediments of existing policing system for its betterment.

#### Goal:

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

#### Strategic Priorities:

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

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

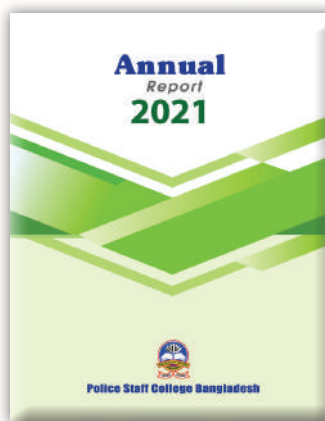
### Salient Features of Research and Publication Branch:

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

## Major Achievements

- Completed research work under Bangladesh Police Research Guidelines (revised) 2018
- 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
- Furnishing press release on mega events
- Professional handling of mass media

## Glimpses of PSC Publications



## Research Ventures 2021

The following research projects were accomplished during the year:

1. An Evaluation of Beat Policing Activities: A Case Study of Sylhet Range Police
2. An Analysis of Using GIS in the Robbery & Dacoity Cases: A Study on Selective Districts of Bangladesh

## Jointly Organized 4 seminars with UNDP

In the year 2021 Research and Publication branch of PSC organized 4 seminars 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, R&P wing organized two research methodology seminars.



*Nasima begum,ndc,Chairman of Human Rights Commission is giving speech as the Chief Guest at the research findings sharing seminar*

## Challenges of Research & Publication Branch

- Managing experienced persons to conduct quality research: PSC needs more experienced as well as interested person to conduct quality research. 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.

## Way Forward

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

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

## Administration and Finance Wing

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

Overall, the 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.

## Duties and Responsibilities of Administrative and Finance Branch:

- 1) Maintaining overall administrative and financial activities as per the direction of the Rector.
- 2) Personnel management
- 3) Infrastructure management
- 4) Logistics and supply management
- 5) Ensuring timely procurements, maintenance and other related works of PSC.
- 6) Annual procurements and maintenance of other related works of this institution.
- 7) Verifying cash in hand and custodian of cash operation by the head of this wing
- 8) Submission of all reports and returns and making routine correspondence with police.
- 9) Providing administrative and messing facilities of the trainee officers as well as foreign and national trainers while the program runs.
- 10) Supervising construction works and maintaining liaison with concerned department.
- 11) Granting leave of the subordinate officers/staff. Reward Administration wing is vibrant to reward police members and ministerial staff for their good services. A total of 203 police personnel ranking from Constable to Sub-Inspector

## Departmental Promotion Exam-2022

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, 2022. 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 Branch, 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.

## Project & Development Wing

### Renovated Convention hall 2nd floor

On the morning of October 27, 2022 the inauguration ceremony was held for the newly renovated PSC Convention Hall. The revamped 1st floor was inaugurated by **Inspector General of Bangladesh Police Chowdhury Abdullah Al-Mamun bpm, ppm**, & Rector of PSC Khandker Golam Faruq bpm (bar), ppm. A grand opening and ribbon cutting ceremony was held at 10. p.m.

After the ceremony, all the faculties and guests toured around the Convention hall.



*Renovated PSC Convention Hall*

## 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) Iftar & Doa Mahfil
- 3) Special Welfare meeting
- 4) Farewell Programs
- 5) Rectors Night.



Special Welfare Meeting



Md Masud Karim, newly promoted as Additional Deputy Inspector General of Police, awarded with a crest



Caption: PSC Cricket Team and Management at Celebration of Winning IGP Cup Championship



Md. Matiur Rahman Sheikh giving a presentation introducing PSC at the 11th Annual INTERPA Conference



Additional SP Harun Ur Rashid Performing at the Rector's Night for the 5th GAFMCC



PSC faculty members and staff in the Iftar & Doa Mahfil



## Training Forecast 2022 -2023

No.	Name of Course	Designation	Duration	No of Participants	No of Courses
1	Police Leadership and Management Certificate Course	ASP 25-50	08 Weeks	25	04
			08 Weeks	25	
			08 Weeks	25	
			08 Weeks	25	
2	General Administration and Financial Management Certificate Course	Addl. SP 25-55	08 Weeks	25	04
			08 Weeks	25	
			08 Weeks	25	
			08 Weeks	25	
3	Police Executive Management Certificate Course	SP 35-58	06 Weeks	25	03
			06 Weeks	25	
			06 Weeks	25	
4	Training Programme on Research Methodology for Police Officers	ASP to Above 25-58	01 Week	25	02
			01 Week	25	
5	Foreign Partnership Course (ATA)	Determined by US Embassy*	-	-	19
6	Seminar/ Workshop	ASP to Above	1/2 Days	-	03

- Note: Generally 19 ATA courses are held every year. The time schedule of these courses are determined by US Embassy. So, the schedule of partnership training with the development partners are inserted in the training calendar on the basis of their need, approach & prior agreement.



**Published by**

Academic and Research Wing

**Police Staff College Bangladesh**

Phone :+88-02-41000512-4, Mobile : +88-01320 216120

Email : rector@psc.gov.bd, Website : www.psc.gov.bd

<https://www.psc.gov.bd/annual-report>

