Police Staff College Bangladesh
Mirpur-14, Dhaka

Annual Report 2013
January 2014/ Poush 1420

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Patron:	Mr. Md Nazmul Haque ppm Rector, Police Staff College Bangladesh

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Annual Report 2013

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Foreword

Bangladesh Police is the core law enforcement agency of Bangladesh. It is administered by the Ministry of Home Affairs of the Government of Bangladesh. It plays a premier role in maintaining peace and enforcement of law and order within the country. Though the police are primarily concerned with the maintenance of law and order and security of persons and property of individuals, it plays a significant role during different crisis period of Bangladesh, in addition to its regular duties.

The image of a government extensively depends on the law and order situation as well as efficiency and effectiveness of police. Training is expected to enhance the efficiency and effectiveness of police member to the highest possible level. It is a set of purposeful efforts aimed at human resource development, which is a key element of modern policing.

Since the inception of PSC, officials from different organizations and NGOs have taken part in its training programs. Besides, PSC organizes national and international workshops, and seminars; and conducts research work in different fields related to law and order as well as safety and security of people. The main objective of training program is to provide professional knowledge, appropriate management skill and positive attitude for problem solving to ensure public safety and to enable the trainee officers to face the challenges of the new millennium. In addition, PSC management is keen on making this institution a regional hub of intellectual discussion and innovation with a view to establishing the rule of law in the society.

According to Police Staff College Act 2002, PSC is going to publish 'Annual Report' in every calendar year. The present Annual Report illustrates the different activities of administration; training & curriculum; research, planning & evaluation wings of the College during the year 2013.

The members of PSC devoted their sincere efforts and labor to implement every activity throughout the year. I express my earnest gratitude and appreciation to all of them. I also extend my thanks and gratitude to the members of the Editorial Board and other faculty members for their hard work for publishing the annual report.

Md. Nazmul Haque, PPM
Rector
Police Staff College Bangladesh

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Chapter-1
Police Staff College Bangladesh

1.1 Introduction

Police Staff College Bangladesh has been able to prove its existence as the symbol of 'Human Resource Development' in Bangladesh Police since the year 2000. Bangladesh Police have dedicated themselves for this country since their significant contribution to the liberation war in 1971 till today. Thus, they have a remarkable and glorious contribution to the stability of law and order situation of the country. The spirit of such dedication as that during the liberation war have had rippling effects creating synergie in all police activities in Bangladesh, including training endeavours.

In today's police service, it is essential that police personnel prepare themselves armored with all the qualities needed by the changing circumstances, which has created the compulsion for high quality training reflecting need-based priorities.

Police Staff College Bangladesh, Mirpur, Dhaka

PSC conducts the courses and programmes for the participants to raise the awareness about new ideas, perception, thinking to enable them to acquire appropriate appropriate knowledge, necessary skilland required attitude ultimately to be able to respond to the changing need of the society.

Police Staff College Bangladesh, the first of its kind in the South Asian region, was established in 2000. It stands on 19.5 acres of land in the capital city at Mirpur, Section-14. It emerged as a statutory organization in 2002 under Police Staff College Act, 2002. Police Staff College is accommodated with modern facilities having a campus with scenic beauty.

Vision

To enhance professionalism in policing through need based training

Mission

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

1.2 Functions

Improvement of operational performance in 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 College imparts advanced training to the senior police officers from home and abroad and arranges both national & international courses, seminars, symposia, and workshops. It also organizes research and publishes reports on law & order and public safety related issues.

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

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

According to Police Staff College Act, 2002; the functions of the college are-

i) To provide training to the rank of ASP and above of Bangladesh Police on various subjects
ii) To arrange national and international conference, seminar and symposium on police administration & management and other related issues
iii) To determine and develop subjects and curriculum of training
iv) To provide certificates, diploma and degree to the participants
v) To conduct research on various police related issues in relation to training & curriculum, law & order and public safety matters
vi) To publish book, journal and report on the research results
vii) To accomplish any other tasks as instructed by the government
viii) To perform any other duties needed to fulfill the aims of the law
ix) To provide training to the foreign trainee officers as determined by the board of governors

1.3 Board of Governors

Police Staff College Bangladesh is governed by a Board of Governors chaired by Honorable Home Minister and the Rector is the chief executive. The Board of Governors is responsible for all kinds of academic and administrative decisions. According to the Police Staff College Act 2002, the composition of board of governors is as follows:

Board of Governors

1.	Minister Ministry of Home Affairs	:	Chairman
2.	State Minister, Deputy Minister(if available) Ministry of Home Affairs	:	Vice-Chairman
3.	Secretary Ministry of Home Affairs	:	Vice-Chairman

4.	Secretary Ministry of Public Administration	:	Member
5.	Secretary Finance Division, Ministry of Finance	:	"
6.	Secretary Ministry of Education	:	"
7.	Secretary Legislative and Parliamentary Affairs Division; (Ministry of Law, Justice and Parliamentary Affairs)	:	"
8.	Inspector General, Bangladesh Police	:	"
9.	Rector Bangladesh Public Administration Training Centre	:	"
10.	Commandant Defense Services Command and Staff College	:	"
11.	Vice Chancellor Nominated by the Govt. from any recognized University	:	"
12.	Additional Secretary of Cabinet Division as nominated by the Cabinet Secretary	:	"
13.	Rector Police Staff College Bangladesh	:	Member- Secretary

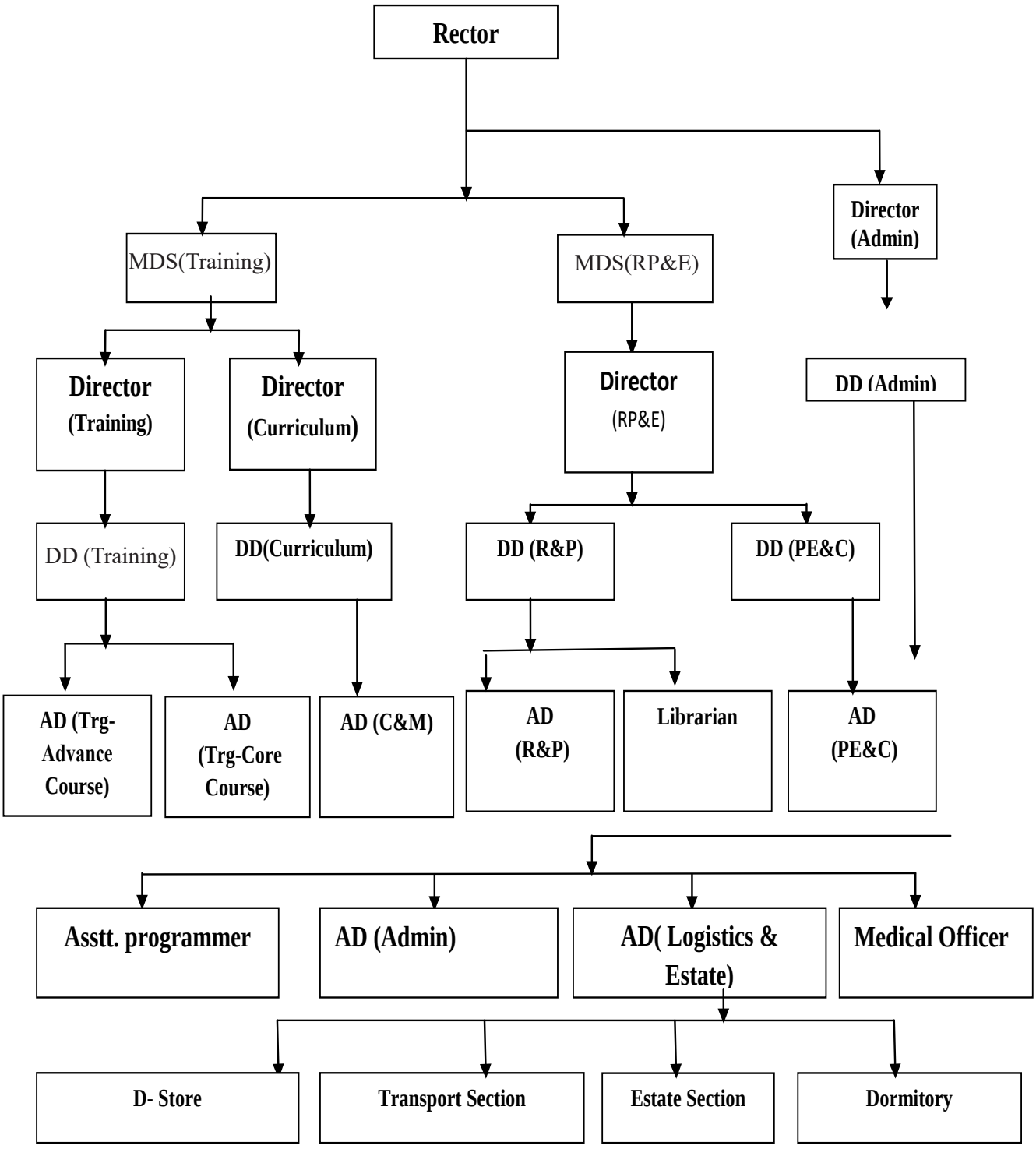
The Board of Governors along with Faculty of Police Staff College Bangladesh

The Board of Governors during the 14th BOG meeting at Police Staff College Bangladesh

1.4 Personnel

PSC has an outstanding policy in its administrative structure. The institute is headed by the Rector, who is the Additional Inspector General of Bangladesh Police. The College comprises 03(Three) wings viz. (i) Training Wing, (ii) Research, Planning & Evaluation Wing and (iii) Administrative Wing. The organogram of the College and a list of PSC management are shown below:

Organogram



Note: Rector (1xAddl IGP), MDS (2XAddl DIG), Directors (4xSP), Deputy Directors (5 x Addl SP), Senior Assistant Directors/ Assistant Directors/ Staff Officer (8 x Sr ASP/ASP), Assistant Programmer (1) and Medical Officer (1).

Md. Nazmul Haque, PPM Rector	
Md. Matiur Rahman Sheikh	Member Directing Staff (RP&E)
Md. Golam Rasul	Member Directing Staff (Training)
Md. Harun-Or-Rashid	Director (Admin)
Mohammad Shahjahan, PPM	Director-Research, Planning & Evaluation (In-charge)
Kanij Fatima	Director (Training)
Kazi Muhammad Shafi Iqbal	Assistant Director (Admin)
Mohammad Fayezul Kabir	Deputy Director (Curriculum)
M. A Jalil	Deputy Director (Training)
Md. Zahid Hossain Bhuiyan	Deputy Director (Admin)
Muhd. Abdur Rakib	Deputy Director (Research & Publication)
Md. Ohabul Islam Khandker	Assistant Director (Research & Publication)
Md. Tariqur Rahman	Assistant Director (Training)
Md. Aminul Haque	Assistant System Analyst

PSC Management

The number of officers and employees of the College is 100. The manpower status is shown (as on 31 December, 2013):

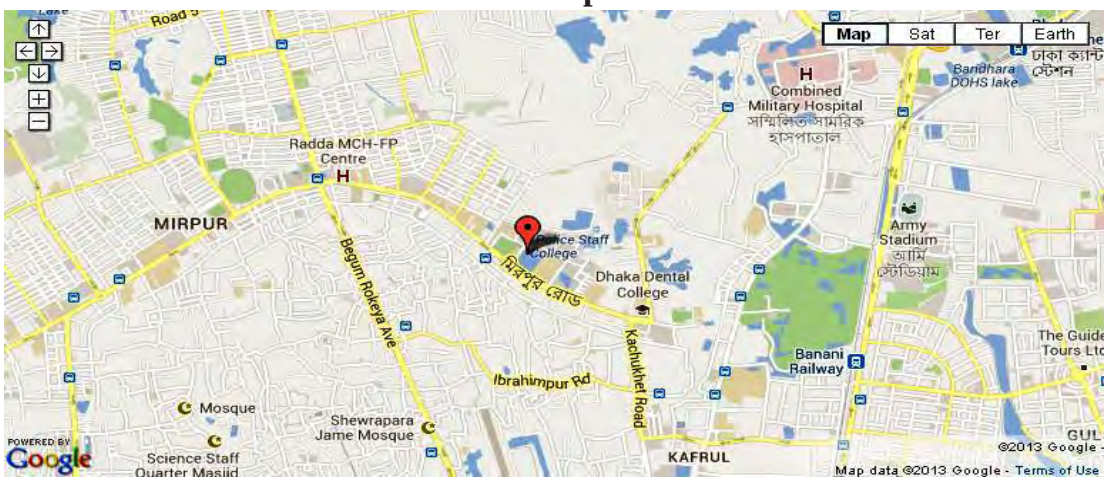
Name of post	Authorized Strength	Present Strength	Vacancy	Deputation	Remarks
Rector (Addl. IGP)	1	1	-		
MDS (Addl. DIG)	2	2	-		
Director (SP)	4	3	1		
Deputy Director (Addl. SP)	5	5	-		
Sr. Assistant Director (Sr. ASP)/ Assistant Director (ASP)	8	4	4		
Sub Inspector (UB)	3	2	1		
Sub Inspector (AB)	1	0	1		
Assistant Sub Inspector	6	5	1		
Constable	31	29	2		
Assistant Programmer	1	0	1	1	
Medical Officer	1	0	1	1	
Administrative Officer	1	0	1		
Librarian	1	0	1		
Assistant Librarian	1	0	1		
UDA	3	0	3		
Stenographer	3	3	-		
Steno Typist	3	2	1		
Accountant	1	1	-		
OA cum Computer Operator	7	2	5		

Data Entry Operator	2	0	2		
Book Shooter	1	0	1		
Photostat Operator	1	1	-		
MLSS	3	3	-		
Messenger	1	1	-		
Mess Waiter	2	2	-		
Cook	2	2	-		
Sweeper	4	4	-		
Gardener (Mali)	1	1	-		
Total	100	73	27	02	

1.5 Location Map and Master Plan of PSC

PSC emerged as a statutory organization under Police Staff College Act, 2002. It is located in the capital city Dhaka at Mirpur section number 14 (Mirpur-14), and stands on a total of 19.5 acres of land with green scenic beauty. The College stands proudly in the city's most prestigious location, near the Shahid Police Srity School & College and POM (Public Order Management) in Mirpur-14, Dhaka-1206. Strategically, Police Staff College, Bangladesh is located on Road-14, near Mirpur Golchokkor (Mirpur-10) & Mirpur Cantonment.

Location Map of PSC



Master Plan of PSC

Chapter-2
Training Activities and Training Facilities

2.1 Introduction

Police Staff College Bangladesh, in brief PSC, is known as the official apex training centre for Bangladesh Police. 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 ability to identify problems with package prescription for solution in the context of national and international scenario. It helps the participants understand different aspects of Human Rights issues. In future, the College will be a centre for research studies on police subjects and will share ideas and experiences with similar institutes home and abroad.

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

Going with the Vision, PSC imparts advanced training to the senior Police Officers from home & abroad. The Principles of this training are -

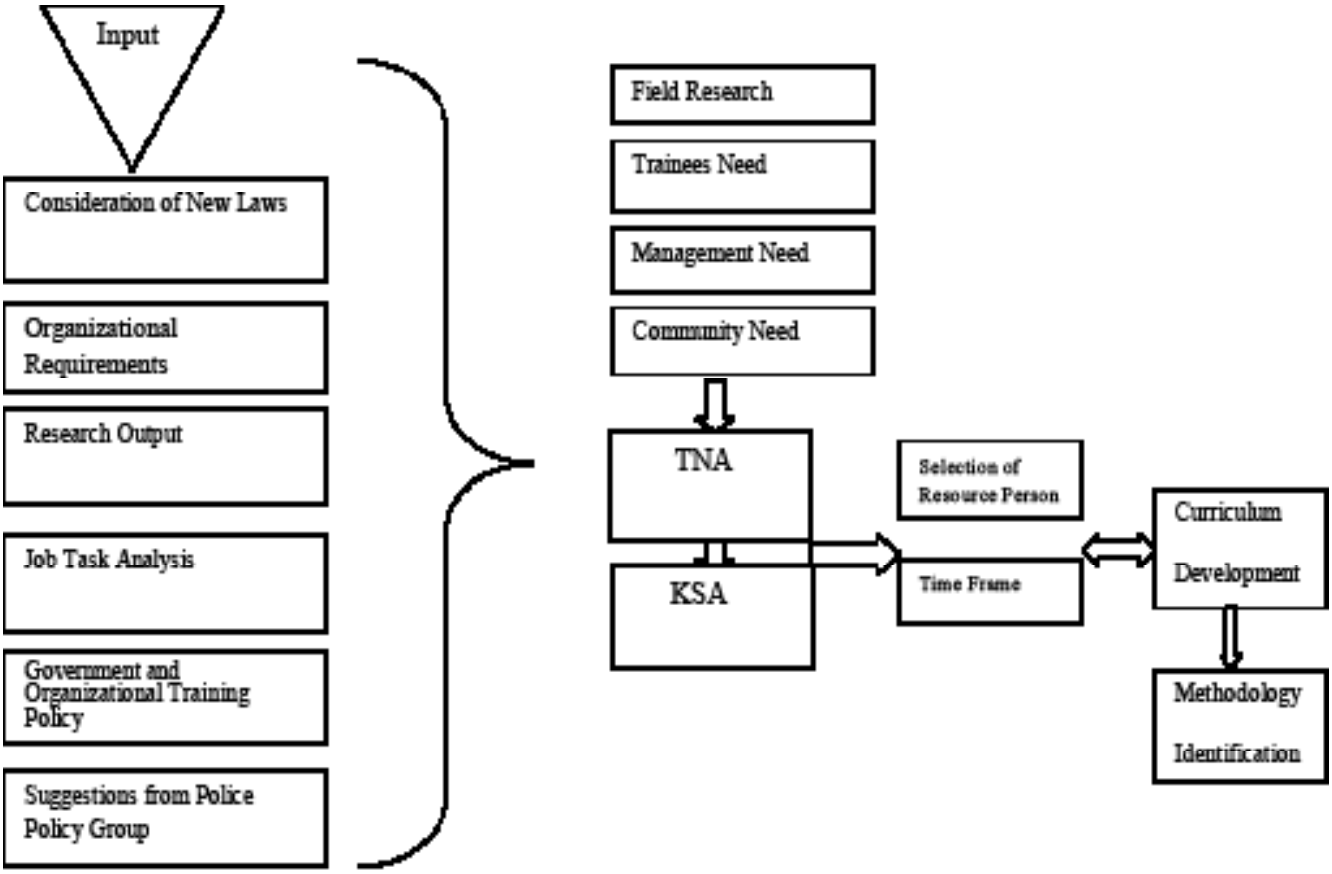
- Need based training
- Learner centered approach
- Experience based knowledge sharing
- Participatory method
- Exercise oriented training
- Homogeneity of participants

Inspector General of Bangladesh Police Mr. Hassan Mahmood Khandker, BPM, PPM, ndc, speaking on the opening ceremony of the Panel Discussion, 'Policing Based on Citizen Consensus

2.2 Curriculum Development

Courses conducted at PSC are generally formulated through a set method 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. Exercises, group discussions, 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 to provide quality learning within the timeframe. Course curricula are developed by PSC faculty in association with resource persons.

The current practice of curriculum development at PSC is furnished below:



Flow chart of curriculum development

2.3 Courses/ Trainings/ Seminar/ Workshop conducted at PSC in 2013

2.3.1 Courses/ Trainings conducted by PSC in 2013

Sl No	Name of the Training/ Course	Duration	Ranks/Designation of Participants	No of Participants
1.	Police Investigation & Forensic Science	13.01.13 to 17.01.13	ASP to Addl. SP	19
2.	Orientation Course for 31st ASP (Probationers) Batch	20.01.13 to 31.01.13	ASP	177
3.	Comprehensive Police Case Management Course	10.03.13 to 25.04.13	Addl. SP	24
4.	19th Police Financial Management Course	05.05.13 to 16.05.13	Addl. SP	19
5.	21st Police Management Course	26.05.13 to 06.06.13	ASP	21
6.	Training Program on Research Methodology for Police Officers and Young Social Researchers	04.06.13 to 06.06.13	Teachers, Students of DU,JU & Police officer	17
7.	22nd Police Management Course	16.06.13 to 04.07.13	Addl. SP to ASP	15
8.	Conflict Resolution: Concepts and Techniques	23.07.13 to 25.07.13	ASP to Addl. SP, Students Ju, Du & Teacher	34
9.	Prevention of Gender Based Violence	30.07.13 to 01.08.13	ASP to SI, Zilla Upazilla Women officers NGO & officers	24
10.	20th Police Financial Management Course	18.08.13 to 29.08.13	Addl. SP	18
11.	French Course (Elementary)	03.09.13 to 18.03.14	ASP to DIG	35
12.	French Course (Intermediate)	03.09.13 to 16.09.14	ASP to Addl. IGP	15
13.	23rd Police Management Course	08.09.13 to 26.09.13	ASP	17
14.	Clarity on Functional Policing 30th Batch (Proby)	29.09.13 to 03.10.13	ASP (Probationer)	46
		06.10.13 to 10.10.13	ASP (Probationer)	47
		03.11.13 to 07.11.13	ASP (Probationer)	48
		17.11.13 to 21.11.13	ASP (Probationer)	42
15.	2nd Comprehensive Police Case Management Course	08.12.13 to 26.12.13	Addl. SP	18

Mohammad Javed Patwary, Addl IGP(SB), Bangladesh Police, in a session of 22nd Police Management Course

A.K.M. Shahidul Hoque BPM, PPM, Addl IGP (A & O), PHQ, conducting a session of 23rd Police Management Course

2.3.2 International Course

Sl No.	Name of the Training/ Course	Duration	Ranks/ Designation of Participants	No of Participants
1.	Transnational Organized Crime: SAARC Perspective	27.01.13 to 14.02.13	ASP to SP	18

"Transnational Organized Crime: SAARC Perspective"
Venue: Police Staff College Bangladesh
Duration: 27 January to 14 February, 2013

Session on 'General Aspects of Human Rights and International Standards: In Context of Police Operations', conducted by **Prof. Mizanur Rahman Ph.D,** Chairman, National Human Rights Commission

Sl No.	Name of the Training/ Course	Duration/ Days	Ranks/ Designation of Participants	No of Participants
1.	Refresher Training on Community Policing for Community Policing Officers	27.01.13	Inspector to Sub- Inspector	33
2.	Refresher Training on Community Policing for Community Policing Officers	28.01.13	Inspector to Sub- Inspector	30
3.	Refresher Training on Community Policing for Community Policing Officers	29.01.13	Inspector to Sub- Inspector	32
4.	Training Needs Assessment	02.04.13 to 03.04.13	ASP to Addl. DIG	16
5.	Training on Trafficking in Human Being (THB) Investigation	07.04.13 to 11.04.13	Sub Inspector to Inspector	25
6.	Training on Presentation and Facilitation Skills	21.04.13 to 24.04.13	Sub-Inspector to Addl. SP	19
7.	Conference on Heads of Training	21.04.13l	Additional IGP to Additional DIG	12
8.	Training on Presentation and Facilitation Skills	19.05.13 to 22.05.13	Inspector to Addl. SP	13
9.	Investigation Management Training	16.06.13 to 20.06.13	SI to SP	26
10.	Training Needs Assessment (TNA)	23.06.13 to 24.06.13	ASP to Addl.DIG	15
11.	Community Policing for Senior Police Officers	02.07.13 to 04.07.13	ASP to Addl. SP	23
12.	Detection of Forged Travel Documents	22.07.13 to 24.07.13	ASP to Sub-Inspector	15
15.	Detection of Forged Travel Documents	25.07.13 to 29.7.13	ASP to Sub-Inspector	18
16.	Detection of Forged Travel Documents	30.07.13 to 01.08.13	ASP to Sub-Inspector	13
17.	Training of Trainers (TOT) on Human Rights	18.08.13 to 22.08.13	ASP to Addl. SP	17
18.	Human Rights Training for the POM Commanders	31.08.13 to 01.09.13	ASP to Addl. SP	25
19.	Human Rights Training for the POM Commanders	02.09.13 to 03.09.13	ASP to Addl. SP	23
20.	Training on Community Policing for Senior Police Officers	03.09.13 to 05.09.13	ASP to Addl. SP	19
21.	Human Rights Training for the POM Commanders	06.10.13 to 07.10.13	ASP to Addl. sP	21

2.3.4 Courses conducted by Asia Foundation

Sl No.	Name of the Training/ Course	Duration	Ranks/ Designation of Participants	No of Partici-pants
1.	Community Based Policing	1401.13 to 17.01.13	Inspector to Sub-Inspector	11
2.	Community Based Policing	14.07.13 to 17.07.13	Sub-Inspector to Inspector	15

Mr. Md. Nazmul Haque PPM, Rector, Police Staff College Bangladesh, Directing Staff of Police Staff College, Representatives from Asia Foundation and the Participants of the Course on 'Training for the Master Instructors of Community Policing'

2.3.5 Courses Conducted by ATA (US Embassy)

Sl No.	Name of the Training/ Course	Duration	Ranks/Designation of Participants	No of Participants
1.	Hospital Based Management of Mass Casualty	25.02.13 to 27.02.13	Major, Sub- Inspector tor Addl. SP , Doctor, Station officer, AD, DS	23
2.	Hospital Based Management of Mass Casualty Incidents Course	03.03.13 to 07.03.13	ASP to Inspector, Station Officer, Doctor, Asst, Secretary	18
3.	Investigating Terrorist Incidents Coordinated by: Regional Security Office, U.S. Embassy Dhaka	31.03.13 to 11.04.13	Sub-Inspector to Addl. SP, Lieutenant, Asst. attorney General	25
4.	Police Leader's Role in Combating Terrorism (PLRCT)	05.05.13 to 16.05.13	ASP to Addl. DIG & AD, DD for NSI	23
5.	Tactical Management of Special Events	12.05.13 to 23.05.13	ASP to Addl. SP & AD, DD for NSI	22
6.	Investigative Information Management	08.12.13 to 19.12.13	Addl. Sp to Inspector	21

2.3.6 ICITAP Courses (USA Embassy)

Sl No.	Name of the Training/ Course	Duration	Ranks/ Designation of participants	No of Partici-pants
1.	1st Arson investigation Training	16.06.13 to 20.06.13	Major, SI to Addl. SP, Station officer (FSCD)	32
2.	2nd Arson investigation Training	23.06.13 to 27.06.13	Major, SI to Addl. SP, Station officer (FSCD)	34

2.3.7 Courses conducted by Royal Danish Embassy

Sl No.	Name of the Training/ Course	Duration	Ranks/ Designation of participants	No of Partici-pants
1.	Strategic Counter Terrorism Course	21.04.13 to 02.05.13	1st Class officer from Police, NSI, RAB,DGFI, BGB, B. Bank, Coast Guard	19
2.	Initial Investigation Course	15.09.13 to 26.09.13	Inspector to Sub-Inspector	20

Mr. Md. Nazmul Haque PPM, Rector, Police Staff College Bangladesh, presenting a photograph of PSC Bangladesh to Mr. Dan W. Mozena, Ambassador, Embassy of the United States of America, Dhaka during the graduation ceremony of 'Arson Investigation Course'

Her Excellency Ms Hanne Fugl Eskjaer, the Danish Ambassador to Bangladesh, is handing over certificate to one of the participants in the Graduation Ceremony of Initial Investigation Course. Md. Nazmul Haque PPM, Rector, Md. Golam Rasul, MDS (Training), Police Staff College Bangladesh and Mr. Duncan Brown, Senior Adviser, Royal Danish Embassy, Dhaka, are also present on the occasion.

2.3.8 Workshops organized by PSC

Sl No.	Name of the Workshops	Days	Ranks/ Designation of participants	No of Partici-pants
1.	Money Laundering & Legal Frame-work	03.04.13	ASP to Addl.SP & Ad, DD, Bangladesh Bank, Sonali, Dutch, Prime etc	30
2.	Rape: Cause, Investigations & Justice	29.04.13	ASP to Above, Rep-resentative of DU, Journalist	46
3.	Stress Management	02.05.13	Students of private University	24
4.	Investigation Manual	27.05.13	ASP to DIG	22
5.	Money Laundering & Legal Frame-work in Bangladesh	20.09.13	Chartered Accountant	50
6.	Human Rights on Policing	09.12.13	Addl. SP to Addl.IGP	22

Mr. Naim Ahmed BPM, Principal, Bangladesh Police Academy, Sardah, **Mr. Md. Nazmul Haque PPM,** Rector, Police Staff College Bangladesh, **Mr. Moinur Rahman Chowdhury,** Addl IGP (HRM), Police Headquarters, Dhaka, **Mr. Md. Manzur Kader Khan,** DIG (Training) Police, Headquarters, Dhaka and other high officials of Bangladesh Police were present in the Conference on Heads of Training(HOT) Mr. Andre Redman, Capacity Building Specialist, Police Reform Program, was the chief moderator of the Conference.

2.3.9 Panel discussion/ Seminar held at PSC

Sl No.	Name of the Panel discussion/ Seminar	Days	Ranks/ Designation of participants	No of Participants
1.	Panel discussion on: Policing Based on Citizen consensus	03.06.13	Retired police officer, representative of civil society, development worker, human rights worker, representative of women forum and media personnel	46
2.	Criminal Justice System; Functional Reality: Challenges and Remedies	14.09.13	Addl. SP to ASP, Asst. Judge, Doctor (DMCH), Chief Chemist, CID, Mohakhali, Dhaka, CID, Advocate	60

A section of audience in the Panel Discussion on 'Policing Based on Citizen Consensus'

Panel Discussants (from left to right) **Prof Syed Manzoorul Islam,** Department of English, University of Dhaka, **Mr. Golam Sarwar,** Editor, the Daily Samakal, **Dr. M. Enamul Huq,** , Former IGP and President of Retired Police Officers' Welfare Association, **Mr. Dalem Chandra Barman,** VC, ASA University, **Ms Wahida Banu Swapna,** Executive Director, Oprajeo Bangladesh and **Mr. Md. A. Arafat,** Faculty Member, Independent University.

Barrister Mahbubur Rahman PPM, DIG (Special Investigation & Intelligence), CID, Bangladesh Police, **Mr. Md. Golam Rasul,** MDS (Training), Police Staff College Bangladesh, **Mr. Md. Zakir Hossain,** Director (Training), Judicial Administration Training Institute, Directing Staff, Police Staff College Bangladesh and the Participants of the Seminar on 'Criminal Justice System; Functional Reality: Challenges and Remedies'.

2.3.10 Conference/Workshop organized by PRP

Sl No.	Name of the Conference/Workshop	Days	Ranks/ Designation of participants	No of Partici-pants
	Heads of Training	21.04.13	Additional IGP to Additional DIG	12
2.	Developing In-Service-Training Centre	18.06.13	Sub-Inspector to Addl.SP	27
3.	Nation Building	03.12.13	1st Class officer	18

Lead Instructor, **Mr. Andre Ten Caat,** Senior Trainer, Royal Netherlands Military Police, addressing audience at the opening ceremony of 1st Detection of Forged Travel Documents.

Mr. Md. Nazmul Haque PPM, Rector, Police Staff College Bangladesh, Directing Staff of PSC and the Participants (Sub-Inspector to ASP, Zilla & Upazilla Women Officers, NGO Workers) of the Course on 'Prevention of Gender Based Violence'

2.3.11 ICITAP (US Embassy) Workshops

Sl No.	Name of the Workshop	Days	Ranks/Designation of participants	No of Participants
1.	Senior Leadership Workshop	10.03.13	DIG to Addl. SP	16
		11.03.13	Addl. DIG to Addl. SP	20
		12.03.13	Addl. IG to Addl. SP	15

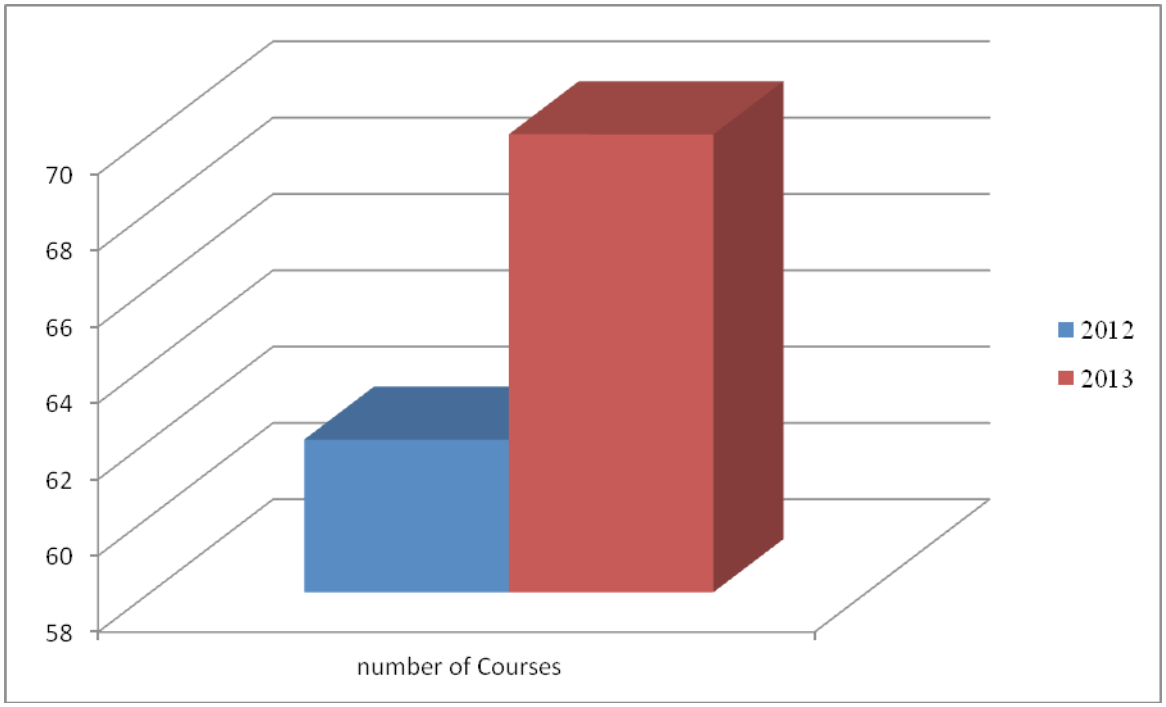
2.3.12 Workshops organized by Bangladesh Environment Lawyers Association (BELA)

Sl No.	Name of the Workshop	Days	Ranks/ Designation of participants	No of Participants
1.	Role of Police in Environment Protection	15.03.13	ASP to Addl.IGP	38
		21.12.13	ASP to Addl.IGP	43

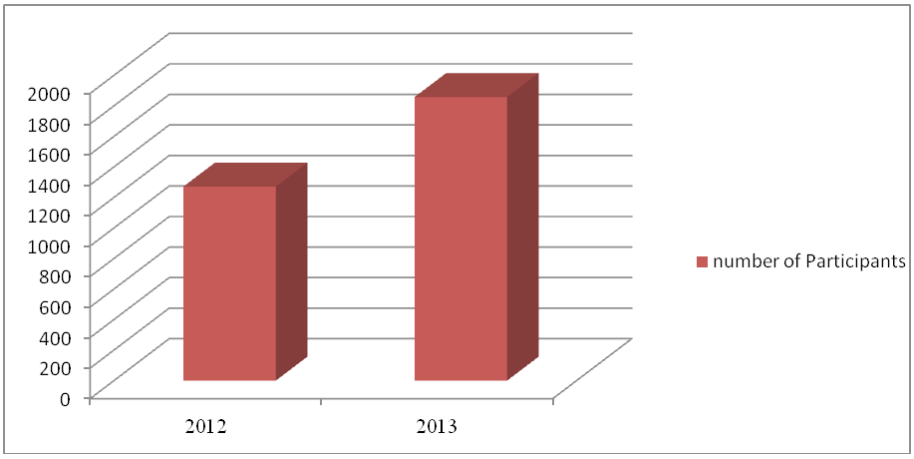
Dr. Ainun Nishat, Vice Chancellor, BRAC University in the Workshop on Role of Police in Environment Protection

Syeda Rizwana Hasan, Advocate, Bangladesh Supreme Court & Chief Executive, BELA, in the Workshop on 'Role of Police in Environment Protection'

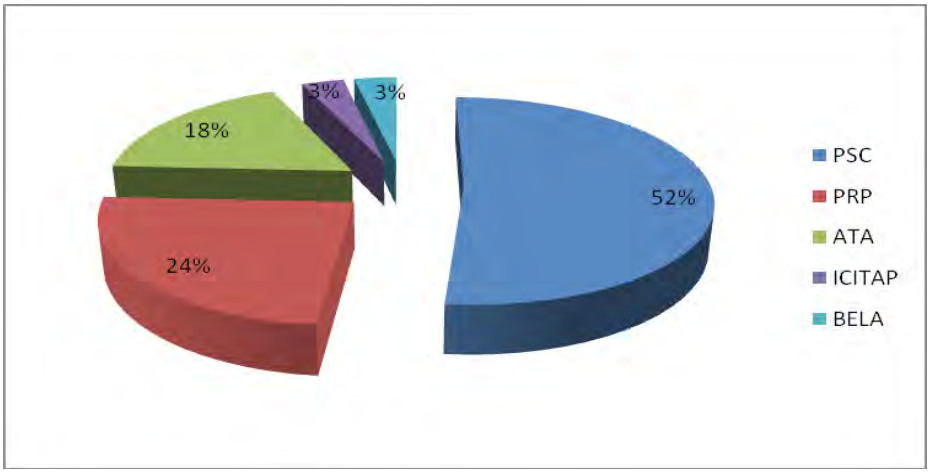
2.3a: Comparative study on number of courses between 2012 and 2013:



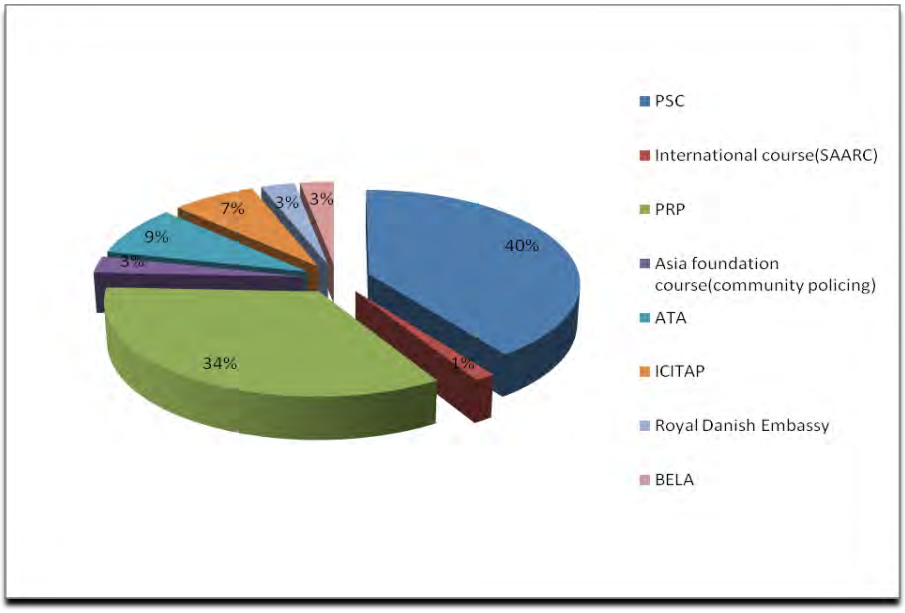
2.3b: Comparative study on number of participants between 2012 and 2013:



2.3c: Ratio of courses conducted by different organizations in 2012:



2.3d: Ratio of courses conducted by different organizations in 2013:



2.4 Core Courses of PSC:

(i) Police Management Course: This course is assigned for Assistant Superintendents of Police (ASsP) and Senior ASsP of Bangladesh Police for 3 weeks. The course content is formulated in such a way as participants can develop leadership quality and also can improve decision making process, managerial capability, operational and command skills for better management of the department.

Objectives:

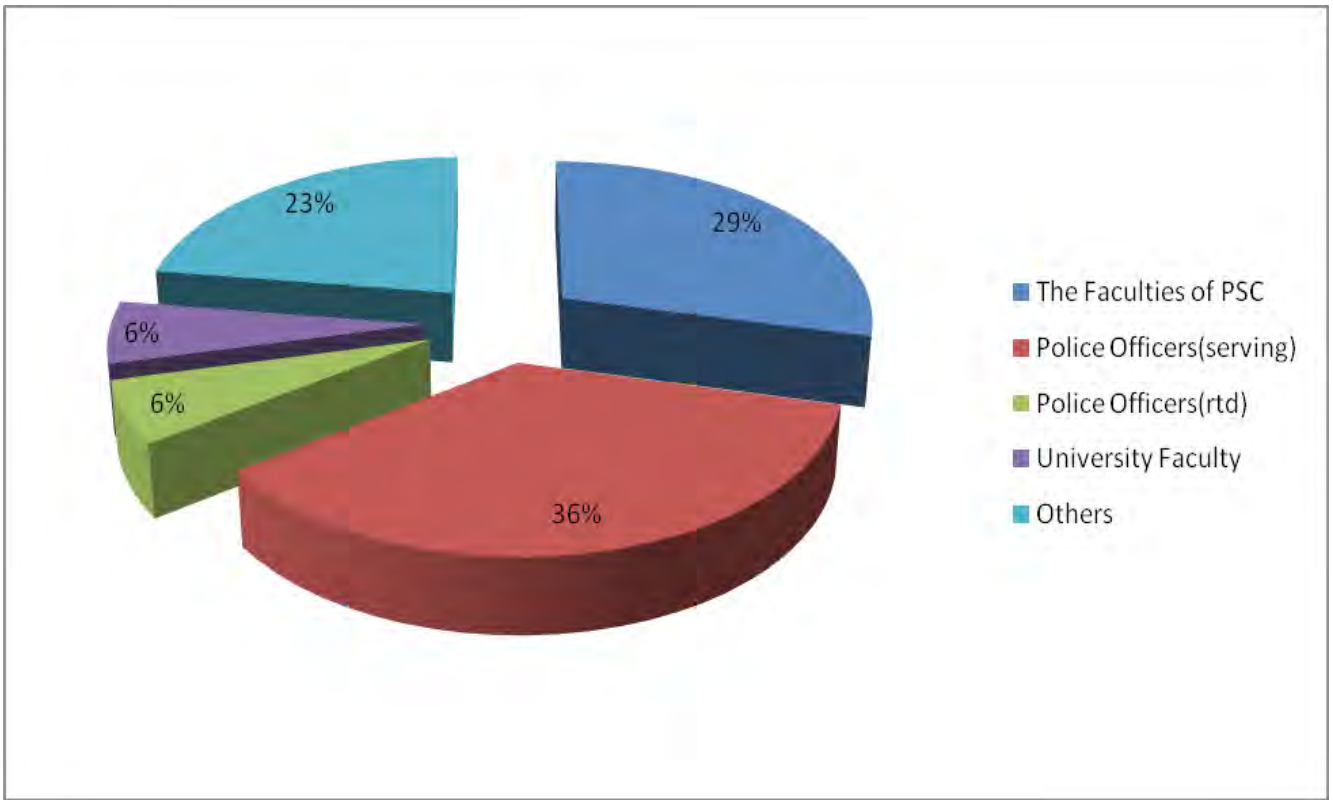
The overall objectives of the course are to make the participants competent in the following areas:

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

Table-2.1: PMC courses conducted at PSC in 2013:

Number of courses	Ranks	Duration	Number of participants	Remarks
3	ASP	3 weeks	53	

2.4a : Percentage of different categories of resource persons in PMC:



(ii) Police Financial Management Course:

Police Financial Management Course (FMC) is one of the core courses offered by Police Staff College Bangladesh for the Additional Superintendents of Bangladesh Police. It is undeniable that the improvement of operational performance of today's Police Service irrespective of both developing and developed countries of the world calls for high quality training; delivering the challenging management, leadership and operative programme; reflecting need-based priorities for senior police officials. Keeping this in mind, the course programme has been designed for the participants to enhance organizational capability so that they can provide an integrated response to different financial issues.

Objectives:

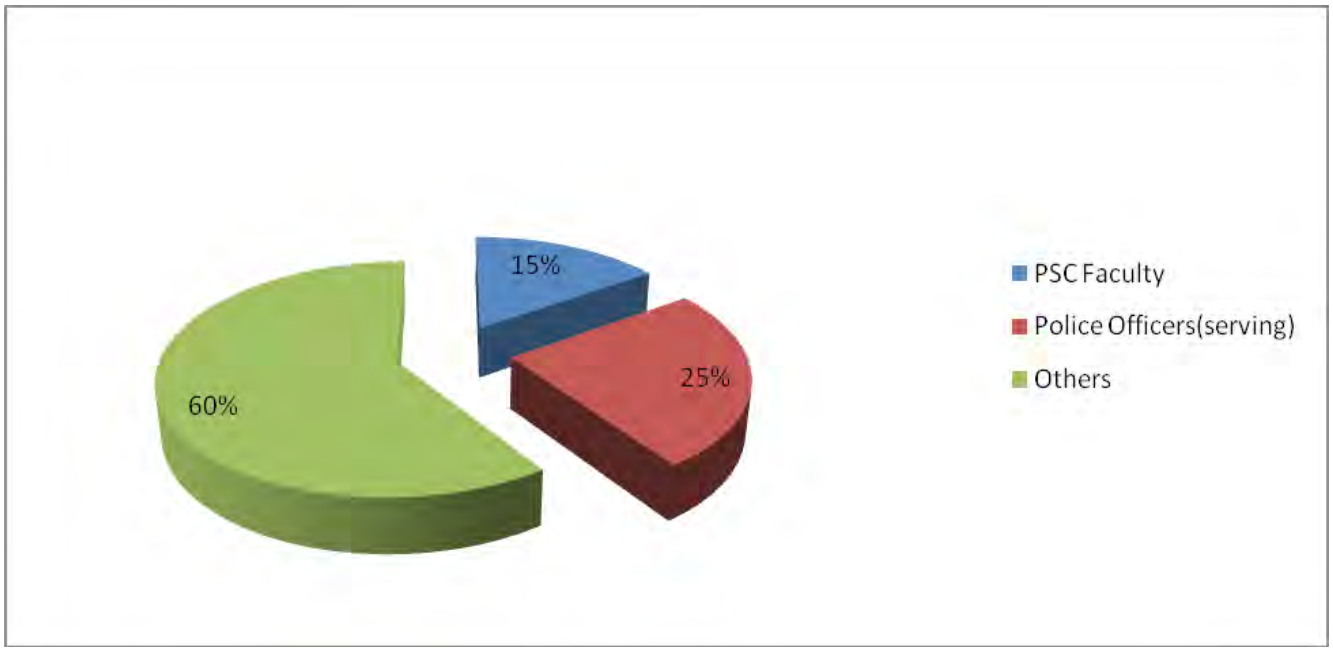
The overall objectives of the course are to make the participants competent in the following areas:

- To enhance the knowledge on financial management skills to run different Police units.
- To conceptualize the formulation of budget and other related topics
- To prepare police officers as Drawing & Disbursement Officer (DDO) in respect of budget, procurement, accounts and audit system.
- To provide knowledge on PPA 2006 and PPR 2008
- To get officers acquainted with rules relating to pension, gratuity and other Govt. welfare funds.
- To enhance the knowledge on government audit and accounts system for different Police units
- To develop capability of project planning, implementation and monitoring.
- To provide an overview of income tax and related issues.

Table-2.2: FMC courses conducted at PSC in 2013

Number of courses	Ranks	Duration	Number of participants	Remarks
2	Addl. SP	2 weeks	37	

2.4b: Percentage of different categories of resource persons in FMC:



(iii) Comprehensive Police Case Management:

It is undeniable that the improvement of operational performance of today's police service irrespective of both developing and developed countries of the world calls for high quality training; delivering the challenging management, leadership and operative programme; reflecting need-based priorities for senior police officials. To address the growing concern over the capability and quality of investigation of Police, Creation of the Police Bureau of Investigation (PBI) is the time befitting step to meet the demand of all the stakeholders especially the mass people who is in the dire stair of the legal service. To place the PBI as the apex investigating unit, Police Staff College Bangladesh, upon the need based assessment organized this six week long training programme on Comprehensive Police Case Management for the Additional SPs who will be in driving seat of investigation in PBI.

Keeping this in mind, the course programme has been designed for the participants to enhance the capability of investigation, supervision and prosecution as well as use of modern technology so that they can provide an integrated response to different investigation issues.

Course Objectives:

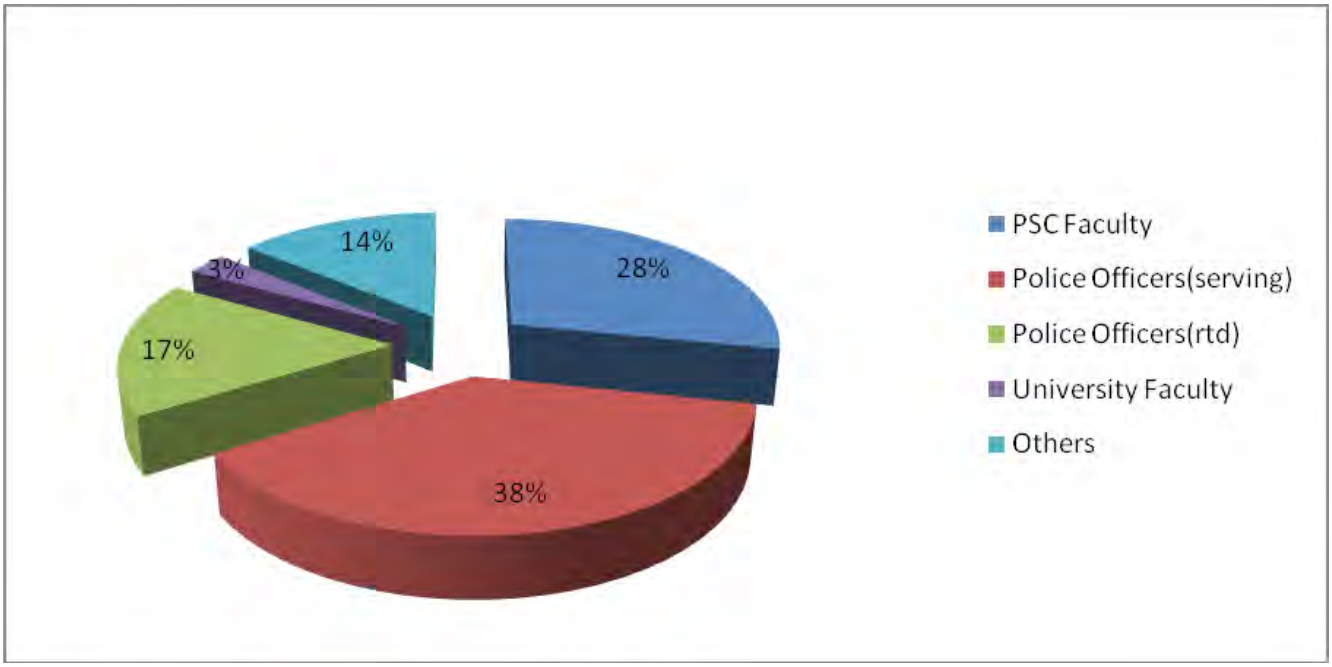
After the completion of this course, the participants will be able:

- To attain the knowledge on basic investigation skills and related laws, regulations and procedures
- To understand the inter-relation among investigation, supervision and prosecution
- To get the practical knowledge on police case management
- To be acquainted with certain operation based investigation through field visit and interaction
- To have a sound knowledge of forensic investigation and modern technology
- To enhance the knowledge and techniques of supervision of investigation

Table-2.3: CPCM courses conducted at PSC in 2013

Number of courses	Ranks	Duration	Number of participants	Remarks
2	Addl. SP	3 weeks	42	

2.4c: Percentage of different categories of resource persons in CPCM:



(iv) Police Executive Management Course: This course has been designed for Superintendents of Police. It is a two-week course to improve managerial capability, operational & commanding skill and to develop ability to identify problems with package prescription for solution in the context of national and international scenario.

Objectives:

1. To conceive and visualize new idea, thinking, perception, insight and vision which will enable them to react effectively to the changing needs of the dynamic environment of the society
2. To improve the operational performance with regard to basic Police jobs with special emphasis on monitoring, supervision and crime data management
3. To equip with modern techniques and approach to combat terrorism and trans-national crime
4. To increase their capability in preparing the budget and other finance related proposals involved in planning and strategic development of Bangladesh Police
5. To develop monetary management skills regarding to observance of financial rules and procedures, strictly to the letter and spirit
6. To develop skill and knowledge for identification, formulation, monitoring and development of Police Projects
7. To develop intelligence management for proactive policing
8. To improve managerial capability, operational and commanding skill and to be able to identify problems with package prescription for solution in the context of national and international scenario
9. To understand different aspects and issues of social responsibility and Human Rights respectively.
10. To increase knowledge in corporate values and strategic management
11. To develop executive capabilities for better leadership in policing.

(v) Senior Executive Management Course:

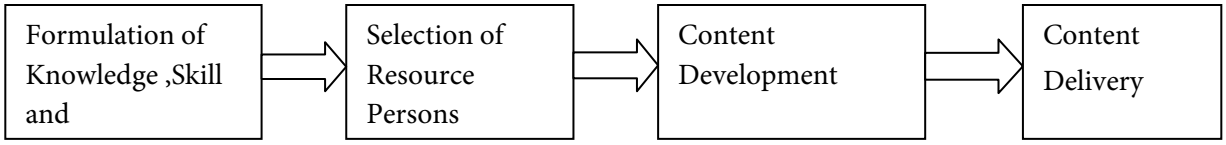
It is undeniable that the improvement of operational performance of today's police service irrespective of both in developing and developed countries of the world calls for high quality training delivering the output of challenging management, leadership and knowledge as wells skill of operative programme reflecting need-based priorities for senior police officials. Keeping this in view the course has been designed for the participants for the rank of DIG & Addl. DIG.

Objectives:

1. To update the knowledge on highly important concurrent issues and policies
2. To keep in touch with the professional issues of Bangladesh Police
3. To develop insight regarding strategic plan of Bangladesh Police
4. To sharpen personal qualities, individualities and interpersonal conducts
5. To increase the knowledge in formulating research programme and in developing risk management strategies as well as related implementation techniques
6. To acquaint with the best practices of international policing

2.5 Development of Course Contents:

Contents are designed in such a way as lecturers can use all modern training aids including multimedia. Content delivery process is shown in the diagram below:



Course content formulation process

Police Staff College has always emphasized the attainment of an international standard in terms of training program features. Considering different course contents in national and international training institutions, PSC has always been thriving to establish itself as a centre of excellence.

2.6 Training Methodology:

L & D	=	Lecture and Discussion
P D	=	Panel Discussion
R T D	=	Round Table Discussion
S D	=	Syndicate Discussion
O P	=	Open Discussion
G D	=	Group Discussion
G E	=	Group Exercise
R A	=	Reading Assignment
B S	=	Brain Storming
F T	=	Field Trip
R P	=	Role Playing
C S	=	Case Study
SP	=	Simulation Process

2.7 Visit / Study Tour

1. National Mausoleum
2. Father of the Nation Bangabandhu Sheikh Mujibur Rahman Mazar Complex
3. Bangabandhu Memorial Museum
4. Bangladesh National Museum
5. Liberation War Museum
6. Bangladesh Police Muktijuddah Jadughar
7. Important Police Units, PHQ,DMP,SB,CID, PBI
8. RMG Sectors
9. Geo-Political Strategic Area (Cox's Bazar District)
10. Financial Management Academy (FIMA)

2.8 Personnel Development Programme

- English Language Course for PSC staff
- Basic Computer Learning Programme for PSC staff
- Advanced English Language Course for PSC Faculty
- French Courses for senior officers of different units in Bangladesh Police.
- TOT course
- Visual Learning Course
- Workshop
- Seminar
- Conference
- Simulation

2.9 Yearly Training Calendar

POLICE STAFF COLLEGE BANGLADESH

Mirpur 14, Dhaka

Training Calender for the Year 2013-2014

Month	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
July	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed
														Community Based Policing									Conflict Resolution							Gender Issue	
																						False Travel Documents (PRP)									
	English Language Course																														
August	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat
	Gend										Inter Personal (PRP)							20th Police Financial Management Course													
	PRP																	International Seminar(Singapur)							seminar						
	French Language Course																														
September	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	
	Election Commission							23th Police Management Course																							
	3rd Police Executive Management Course														Workshop							Human Rights (PRP)									
	TOT Course (PRP)																												IIM		
	French Language Course																														
October	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu
	IIM Course(ATA)																			Human Rights (PRP)							21th FMC		
																											POM Techniques (PRP)			
	English Language Course																														
	French Language Course																														
November	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	
	21th Police Financial Management Course																24th Police Management Course													
			2nd Comprehensive Police Case Management Course																												
			2nd SAARC Course																								seminar				
			Human Rights (PRP)							IDII Course(ATA)																Workshop				
	French Language Course																														
December	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue
	24th PMC														22th Police Financial Management Course																
	2nd Comprehensive Police Case Management Course																									seminar					
	TOT Course (PRP)									Workshop																					
	French Language Course																														
January	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri
					Inter Personal Develop (PRP)																										
	English Language Course																														
	French Language Course																														
February	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu			
			25th Police Management Course																			Human Rights (PRP)									
		3rd Senior Police Executive Management																					seminar								
	French Language Course																														
March	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon
			23th Police Financial Management Course															Workshop						26th Police Management Course						
	French Language Course																														
April	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	
	26th Police Management Course															seminar				23th Police Financial Management Course										
	French Language Course																														
May	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat
				3rd Comprehensive Police Case Management Course																											
				TOT Course (PRP)						International Seminar															Human Rights (PRP)						
	French Language Course																														
June	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mo	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	
								27th Police Management Course																							
	3rd Comprehensive Police Case Management Course													Workshop								Inter Personal Develop (PRP)									
								POM Techniques (PRP)																							
	French Language Course																														

Sl. No	Course Title	Duration	Days		
1	Police Management Course (05 Batches)	08.09.13- 26.09.13	15	Days	Seminar
		17.11.13-05.12.13	15	Days	
		03.02.14-20.02.14	15	Days	
		24.03.14-10.04.14	15	Days	
		08.06.14-26.06.14	15	Days	
2	Police Financial Management Course (05 Batches)	18.08.13-29.08.13	10	Days	Workshop
		27.10.13-07.11.13	10	Days	
		15.12.13-30.12.13	10	Days	
		03.03.14-14.03.14	10	Days	
		20.04.14-30.04.14	10	Days	
3	Comprehensive Police Case Management Course (2 Batches)	03.11.13-12.12.13	30	Days	
		04.05.14-12.06.14	30	Days	
4	Police Executive Management Course (1 Batch)	01.09.13-12.09.13	10	Days	
5	Senior Executive Management Course (1 Batch)	02.02.14-07.02.14	5	Days	
6	Training on Gender Issue	30.07.13-01.08.13	3	Days	
7	Conflict Resolution : Concepts and techniques	23.07.13-25.07.13	3	Days	
8	Election Commission	01.09.13-05-09-13	5	Days	
9	False Travel Document (PRP)	22.07.13-01.08.13	9	Days	
10	Inter Personal Development (PRP) (3 Batch)	11.08.13-14.08.13	4	Days	
		05.01.14-09.01.14	5	Days	
		22.06.14-26.06.14	5	Days	
11	Human Rights (PRP)	22.09.13-26.09.13	5	Days	
		20.10.13-24.10.13	5	Days	
		03.11.13-07.11.13	5	Days	
12	Public Order Management Techniques (PRP)	27.10.13-31.10.13	5	Days	
		08.06.14-12.06.14	5	Days	
13	Training of Trainers (TOT) Course (PRP)	01.09.13-05.09.13	5	Days	
		01.12.13-0512.13	5	Days	
		04.05.14-08.05.14	5	Days	
14	International Seminar (Singapur)	18.08.13-22.08.13	5	Days	
15	International Seminar	11.05.14-22.05.14	10	Days	
16	2nd SAARC Course	03.11.13-21.11.13	15	Days	
17	Investigative Information Managment (IIM) Course (ATA)	29.09.13-10.10.13	10	Days	
18	Identifying and Developing Investigative Information(IDII) Course (ATA)	10.11.13-21.11.13	9	Days	
19	Language Course (English)	01.07.13-31.07.13	8	Days	
		01.10.13-31.10.13	8	Days	
		01.01.14-31.01.14	8	Days	
20	Language Course (French)	01.08.13-31.10.13	24	Days	
		01.11.13-31.01.14	24	Days	
		01.02.14-31.03.14	24	Days	
21	On the Job Training	11.08.13-22.08.13	9	Days	
22	TOT on Community Based Policing(The Asia Foundation)	14.0713-17.0713	4	Days	

Summary Statement

Total Type of Courses	24
Total No of Courses	50

No of Courses as per rank (Conducted by PSC)

ASP	5
Addl SP	7
SP	1
Addl DIG/DIG	1
Mixed	36

2.10 Training facilities

2.10.1 Lecture Gallery and International Conference Centre (ICC)

Lecture Gallery and International Conference Centre are on the 2nd floor of the administrative building. Lecture Gallery sitting arrangements for 100 people and International Conference center has around 80 members capacity with all modern facilities. Lecture Gallery and International Conference center can be used for the following purposes:

1. Holding National/International conference on policing and relevant events
2. Arranging multifarious professional programme
3. International training programme
4. Holding various national or multinational agencies' programme as a process of formulation of policy/ guide lines for Bangladesh Police
5. Holding seminar, symposium, workshops, supported by the development partners of Bangladesh

International Conference Centre (ICC) of Police Staff College Bangladesh

Lecture Gallery of Police Staff College Bangladesh

2.10.2 Class Rooms :

Class Rooms (Polash, Shimul, Maloti ,Chameli & Tulip) in the Administrative building are ideal for large interactive presentations as well as group discussions, round table talks, training and seminars.

Class Rooms of Police Staff College Bangladesh

Facilities:

- Fully air-conditioned with international standard.
- The classrooms are located in a quiet, sound-resistant environment to ensure privacy and comfort for any meeting.
- Each classroom is equipped with multimedia projector & high speed WIFI Internet
- Overhead projectors, whiteboards, DVD/VCR player and flipcharts are available.
- Flexible sitting arrangements-each classroom can accommodate 30 to 40 participants comfortably; more can be accommodated depending on the seating arrangements.
- Classrooms activities can be monitored by the Rector and other faculty for quality training through CCTV.

2.10.3 Dormitory (Ante room, Accommodation, Dining)

Ante-room

Fully air conditioned ante room is in the ground floor- suitable for meetings, gatherings & recreation for 150 persons in a hollow square or theatre-style

- Spacious and well decorated ante room offers indoor games facilities- billiard, table tennis, chess etc.
- LCD TV with satellite cable & DVD/Video operation.
- Supplementary attraction is karaoke system for recreation and amusement.

Ante- room

2.10.4 Accommodation of Participants

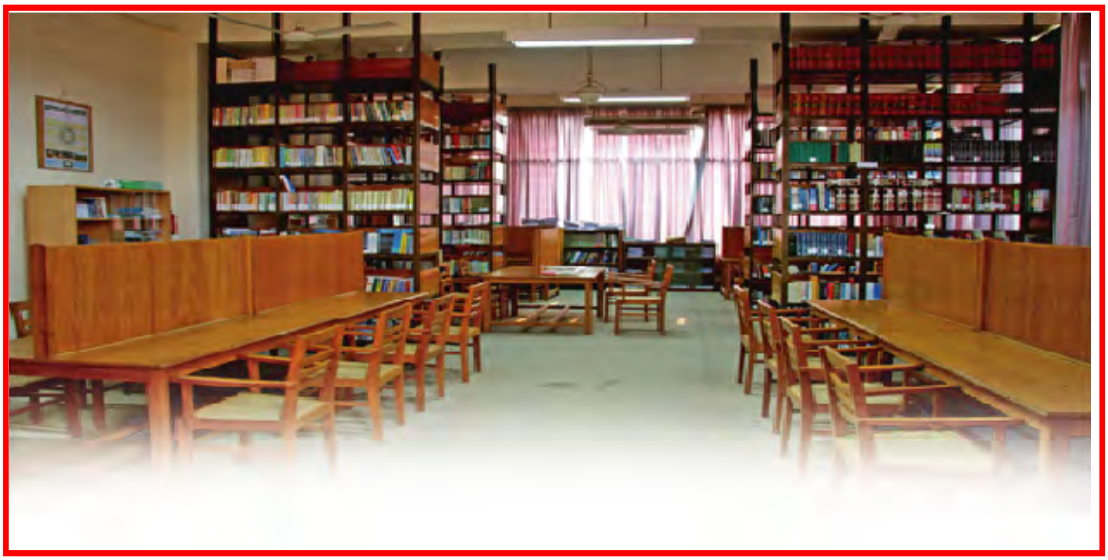
- 23 air-conditioned suits on the 1st floor of the dormitory are well furnished with modern facilities- geyser, refrigerator, TV, washing machine and high speed WIFI internet access.
- The suits are well designed with soft colors, nice detailing and attractive appointments and enough space to address guest.

Accommodation of Participants

- During their stay in Dormitory, participants are supposed to follow the rules of the dormitory. Trainees will have to bear the cost of any loss or damage of property caused by personal negligence or carelessness.
- During their stay in the dormitory they have to follow time table for meals or any other activity as instructed by the authority.

2.10.5 Library

Police Staff College Bangladesh has a modern library with a rich collection of books, journals and other documents. More than 7,000 books, local and foreign journals, periodicals and magazines are kept in the library. The participants and members of the library can issue books from the library during the training course and office hour respectively. The library remains open from 8:30 am to 06.00 pm on working days.



Police Staff College Library

2.10.6 Computer Lab and Internet Facilities:

PSC has a computer lab on the 1st floor of the Administrative Building. There are 22 computers for participants and instructors with high speed WIFI internet facilities. An Assitant System Analyst is attached at PSC for immediate troubleshooting regarding computer related malfunctioning.

Computer Lab

2.10.7 Games & Physical Training facilities:

PSC has the facilities of GYM equipment & games for physical fitness of the participants and faculty members. There is a walkway round the pond and field with nice scenic beauty .Participants can walk and jog there. They can play badminton, football and volleyball also. Modern swimming pool is made as an added advantage for all users for physical fitness. Lawn tennis & basketball facilities will be available soon. There are indoor games facilities, like billiards, table tennis and chess at dormitory.

Gymnasium

2.10.8 Medical facilities

The college provides medical support with reasonable medical facilities. One Medical Officer and 2 Medical assistants are assigned to provide the required assistance regarding health care. Participants are entitled to get free medical care and some medicine from the college.

2.10.9 Dining

A spacious dining hall on the ground floor adjacent to the ante room accommodates 200 persons comfortably.

Dining Hall

2.10.10 Dietary Services

- Food and beverage services are provided upon request.
- Special menu requests are available.
- Banquet & Party dishes are available.
- Meals to be catered according to desire.
- Meals could be prepared and served during the stay at dormitory.

Chapter-3
Research and Publication

3.1 Introduction

Modern policing needs research work for making time-befitting future plan. Therefore, Police Staff College has another prime responsibility regarding research and publication. Long cherished intellectual inclusion in policing is being realized through research by a set of dedicated officers of the college. It has also opened up the gateway to research on police and contemporary social issues by academicians, professionals and intellectuals. Meanwhile, PSC has a regular newsletter published in every four months.

3.2 Activities of Research Wing

Conducting research work is one of the mandates of the College. Research wing carryout and coordinates all research activities. The main functions of this wing are as follows-

1. To formulate yearly research plan.
2. To plan for conducting research activities and its publications.
3. To develop guidelines for the improvement of research methodology and implementation.
4. To contribute in formulating ongoing and future strategic programme and planning
5. To initiate critical thinking and materialize for organizational development of Bangladesh Police.
6. To establish a systematic approach to curriculum & instructional planning, development, implementation and publication etc.
7. To compare training activities of various training institutions and include innovation and initiative in training programme of PSC.
8. To organize, integrate and materialize research works.
9. To fix research methodology for current need of PSC
10. To publish research journals of PSC.
11. To secure new publications of various important books and journals for the enrichment of PSC Library
12. To conduct research on training activities of Police Staff College Bangladesh and publish those accordingly
13. To initiate brainstorming to develop strategic and creative direction of PSC research programme
14. To provide valuable directives and guidelines based on research outcomes
15. To provide systematic assistance for smooth run of research programme

3.3 Fields of Research

The College always emphasizes conducting quality research on contemporary issues in policing and national development. Findings of research work would enable police and people to adapt many activities in changing environment. Policing requires adjustments to changes to the greatest extent. Clearly, police need to do a lot of research work to detect the loopholes in the entire working system with a view to finding pragmatic solutions to the setbacks. This will establish the gateway to the modern policing with a unique blend of on-going research work and making future plans accordingly. To achieve the goal of research work, the research management determined the following fields of research:

1. Development of safer and secured society
2. Democratic policing and challenges in developing societies
3. Protection, promotion and uphold human rights
4. Establishment of women rights and control of gender based violence
5. Protection of children
6. Contemporary public safety issues
7. Police peoples engagement and community policing
8. Terrorism & counter terrorism
9. Police harassment, irregularities and its remedies
10. Police operational autonomy and challenges

11. Environmental degradation and its impact on law and order
12. Public order management and social development
13. Police accountability, discipline and people's perception
14. Capacity building for law enforcement agencies
15. Police management and leadership
16. Relation between social problems and crime
17. Corruption in society and crime
18. Role of police in maintaining discipline and peace in society
19. Role of police in mitigating social conflict
20. Community policing and its impact

3.3 Management of Research Activities

Member Directing Staff (MDS), Research Planning and Evaluation of Police Staff College Bangladesh is the chief of all research activities run by the college. There is 'Research Committee', headed by the MDS (RP& E), who monitors and manages the research work of the College. The main functions of this committee are to

(a) Review the research proposals and recommend for approval; and
(b) Provide feedback about publication of research report.

This committee recommends the research project for final approval to the Police Headquarters through Rector, The Formation of the 'Research Committee is-

i) MDS (Research, Planning & Evaluation) -President
ii) All Directors -Members
iii) Director(Research, Planning & Evaluation)-----Member Secretary

In 2012-2013 financial year, several meetings of the Research Committee were held. Apart from this, the current status and problems of the research activities are also discussed in the monthly meeting of Research Wing chaired by the MDS (Research, Planning & Evaluation).

3.5 Completed and Approved Ongoing Research Activities

Serial No.	Financial Year	Subject/ Research Topic	Remarks
1.	2012-2013	Assessing the Catalyst Effect of Industrial Policing to Sustain Economy Friendly Growth in Bangladesh RMG Sector: A Field Level Study	**Completed**
2.	2013-2014	Nature of the Crime and the Spatial Distribution of Crime: An Exploratory Study on Dahagram-Angarpota Enclave of Bangladesh	**Approved and in final stage**
3.	2013-2014	Private Security Service on Public Safety & Security: A Base Line Survey in Dhaka City.	**Approved and in final stage**
4.	2013-2014	Study on physical hazards of police performing law and order duty in Dhaka Metropolitan Police.	**Approved and Ongoing**
5.	2013-2014	Nature and Proximity of cybercrime activities among teenage community in Bangladesh: A field level study	**Approved and Ongoing**

3.6 Publication Activities

Since its inception the Police Staff College Bangladesh has all through been engaged in training programme. Nevertheless, the institution had plans to publish a journal based on research work. The idea of a research based Publication in Bangladesh Police will definitely speak a volume about the demand of broad spectrum of citizen concerns regarding different police and security related matters that can bring positive changes in attitude as well as work performance.

The research based Journal named PSC Journal has come into being at such a moment as Bangladesh Police has also been on its journey towards an achievement of fulfilling people's expectation along with a rigorous reform programme. Therefore, the efforts to the publication have expedited the expectation of a paradigm shift from an imperial - 'Police Force' towards service oriented & democratic 'Police Service'.
It is expected that the publication will open a new horizon before traditional policing, which would gain international attention to Police Staff College as well as Bangladesh Police.

PSC has a newsletter published three times (January, May and September) every year. Police Staff College Newsletter has grown into a full-fledged engagement that includes updates and information about faculty, trainees, resource persons and partnership activities.

3.7 Publication Management

Publication unit publishes books, journals and reports relating to research, training administration and development. The publication management team is composed of Editorial Board of the College, which ensures quality activities for the research utilization of the allocated fund for publication. The editorial board of PSC is well advised by the editorial advisors. This board determines whether books, seminar papers and reports are appropriate for publication. It also considers the publication of research reports recommended by the Research Committee. The members of the editorial advisors are shown in the following table.

Editorial Advisors for Journal

Sl. No.	Name and designation
1.	Professor Dr. Mizanur Rahman Chairman National Human Rights Commission, Dhaka
2.	A. T. Ahmedul Huq Choudhury PPM Former Chairman Bangladesh Public Service Commission (BPSC), Tejgaon, Dhaka
3.	Professor Dr. Abul Barkat Chairman Janata Bank Ltd., Matijeel, C/A, Dhaka
5.	Shamsuzzaman Khan Director General Bangla Academy
6.	Muhammad Nurul Huda Former Inspector General of Police
7.	Professor Dr. Md. Anwarul Islam Ex- Vice Chancellor Bangladesh Agricultural University, Mymenshingh
8.	Dr. Muntassir Mamoon Professor Department of History, Dhaka University
9.	Dr. Syed Manzoorul Islam Professor Department of English, Dhaka University
10.	Ishrat Shamim Professor Department of Sociology, Dhaka University

Chapter-4
Planning

4.1 Introduction

Planning is essential for introducing the new thoughts and ideas of any programme and its continuous development. It is an attempt to obtain information on the effects of a training programme and to assess the value of training in the light of that information for improving further training programme, curricula and overall development of the institute. In fact, planning is an essential ingredient to comprehension and developing the quality of training programme.

The training plan will outline who delivers the training, and when and where the trainee needs to go to receive the planned component of the training. Training programmes conducted in the College are mainly for enhancing professionalism in policing through need-based training. Therefore, emphasis is given on participation and active involvement for gaining and sharing best experiences in groups. In consequence, there are scopes for significant changes in attitude and skill development of trainees and trainers.

The purpose of a Training Plan is to identify the work to be carried out to achieve objectives agreed upon. Training Plans should be drawn up to identify long term objectives as well as short term plans for the forthcoming sessions. It can be based on the development of the short term annual Training Plan, identifying the overall plan for the year, and more detailed weekly plans identifying the specific activities. A research and training action plan must be devised prior to the delivery of any structured training. Research and training plan should be treated as a working document. It should be flexible enough to meet all the needs.

The plan must specify the following:

- Competencies to be obtained
- The time-frame for achieving the competencies
- The modes of delivery
- The details of the programme
- The person responsible for the delivery and/or assessment of each competency
- Assessment details and arrangements
- Record of prior learning of the trainees.
- Any other specific requirements to be met.

4.2 Objectives

The objectives of planning are:

- To identify the strengths and weaknesses of a training programme.
- To provide information which facilitates the introduction of new ideas and changes for increasing training effectiveness
- To aid the learning process of the trainees.
- To determine the effectiveness of any training programme
- To introduce training plan, policy/guidelines for the college.
- To outline the purpose of training plan (how to develop the plan, what needs to be included in the plan and what the monitoring requirements are.)

4.3 Elements of Planning:

Planning determines objectives, goals and strategies of medium and short-term plans within the framework of long-term perspective and formulates policy measures for the achievement of planned goals and targets. Its activities include the following elements of development planning:

- Policy Planning
- Unit Planning
- Programme Planning
- Project Planning
- Evaluation

4.4 Activities of Planning unit

The activities of planning unit of PSC are as follows:

1. To plan, organize, control, integrate and evaluate the work of PSC.
2. To plan and conduct research projects of PSC.
3. To organize research plan regarding law and order and public safety matters to meet the current need.
4. To organize national and international conference, seminar, and symposium regarding policing and related other matters.
5. To guide under command for improvement of planning, training methodology and implementation.
6. To conduct research and evaluate training activities of various training institutions and propose innovation in training programme of PSC.
7. To initiate brainstorming to develop Strategic and creative direction of PSC research programs.
8. To initiate critical thinking and materialize for organizational development of Bangladesh police.

Chapter-5
Evaluation

5.1 Introduction

Evaluation is the systematic analysis of training to demonstrate whether it met its objectives in an effective and efficient manner. Evaluation involves the assessment of the effectiveness of the training programs. This assessment is done by collecting data on whether the participants were satisfied with the deliverables of the training programme, whether they learned something from the training and were able to apply those skills at their workplace. There are different tools for assessment of a training programme depending upon the kind of training conducted. Since organizations spend a large amount of money; it is, therefore, important for them to understand the usefulness of the same.

For example, if a certain technical training is conducted, the organization will be interested in knowing whether the new skills are being put to use at the workplace or in other words whether the effectiveness of the worker is enhanced. Similarly, in the case of behavioural training, the same would be evaluated on whether there is change in the behaviour, attitude and learning ability of the participants.

Evaluation acts as a check to ensure that the training is able to fill the competency gaps within the organization in a cost effective way. This is especially very important in wake of the fact that the organizations are trying to cut costs and increase globally. Some of the benefits of the training evaluation are as under:

- *Evaluation ensures accountability* - Training evaluation ensures that training programme comply with the competency gaps and that the deliverables are not compromised upon.

- *Check the Cost* - Evaluation ensures that the training programme is effective in improving the work quality, employee behaviour, attitude and development of new skills within the employee within a certain budget. Since global companies are trying to cut their costs without compromising upon the quality, evaluation just aims at achieving the same as with the training programme.

- *Feedback to the Trainer / Training* - Evaluation also acts as a feedback to the trainer or the facilitator and the entire training process. Since evaluation accesses individuals at the level of their works, it gets easier to understand the loopholes of the training and the changes required in the training methodology.

5.2 Objectives

Evaluation is a systematic process to determine the worth, value or meaning of an activity or process. In broader sense, evaluation is undertaken to improve training processes or to decide the future of a program; these broad purposes can be divided as following objectives:

1. To identify the programme's strengths and weaknesses.
2. To assess whether content, organization and administration of the program contributes to learning and on the job utility of the content.
3. To identify which trainees benefited most or least from the program.
4. To determine the financial benefits and costs of the program.
5. To compare the cost and benefits of different training programs to choose the best programme.
6. To create a self-correcting training system in order to increase the effectiveness of current and subsequent training programme.
7. To evaluate the performance of the speakers.
8. To evaluate the participants of the core courses.

5.3 Evaluation system

Evaluation of training courses is done in accordance with the provisions of National Training Policy. The evaluation system is reciprocal i.e. trainees are evaluated by the faculty and the faculty is evaluated by the trainees as well. Participants of the training courses are evaluated and graded on the basis of their performance. Evaluation reports are forwarded to their controlling units as well as Police Headquarters for preservation in the officers' dossiers.

a) Pre-Course and Post- Course Evaluation

A Pre-Course written evaluation of training programme is held at the very beginning of the training programmes. The participants are evaluated on the basis of the curriculum. At the end of course, the participants are also evaluated by a post-course written test. It is held on the basis of training.

Qualifying marks is 50%. Assessment is made on grading system in the following manner:

Percentage of Marks	Grading
90-100%	A++(Extra Ordinary)
80-89.99%	A+(Excellent)
70-79.99%	A (Very Good)
60-69.99%	B+ (Good)
50-59.99%	B (Average)
Below 50%	Below Average(C)

b) Individual performance report

An individual performance report is prepared for each participant of the core courses, which is subsequently sent to Police Headquarters, nominating units and participants.

c) Evaluation of Speaker/Resource Person by the participants

Participants evaluate speakers in each class/session. They are provided with speakers' evaluation form in which they evaluate sessions on different aspects. The participants evaluate the daily training activities in a structured prescribed form. Necessary corrective and preventive measures are taken on the observation made by the participants.

d) Course Evaluation

Apart from the written evaluation, the evaluation unit organizes oral and written evaluation session to collect information regarding the training activities. Participants are given opportunity to express their views and opinions on specific areas of training activities on a prescribed form in which they put, in writing, their comments, opinions and suggestions on different aspects of training activities. Participants also provide their oral opinions in the session organized by the evaluation unit. Necessary corrective and preventive measures are taken on the basis of the observation of the participants. It incorporates the suggestions and recommendations given by the participants for future improvement of the programme.

5.4 Result of the core courses

Result of the core courses are presented in the following tables:

Table-5.1: Summary of the Results of the Courses

Police Financial Management Course

Name of the Course	Duration of the Course	Grade obtained					
		A^{++}	A^{+}	A	B^{+}	B	C
20th PFMC	08/08/2013/-29/08/2013	-	13	05	-	-	-
19th PFMC	05/05/2013-16/05/2013	-	13	04	02	-	-

Comprehensive Police Case Management Course

Name of the Course	Duration of the Course	Grade obtained					
		A^{++}	A^{+}	A	B^{+}	B	C
1st CPCMC	10/03/2013/-25/04/2013	-	03	14	06	-	-
2nd CPCMC	08/12/2013-26/12/2013	-	07	10	-	-	-

Police Management Course

Name of the Course	Duration of the Course	Grade obtained					
		A^{++}	A^{+}	A	B^{+}	B	C
23rd PMC	08/09/2013/-26/09/2013	01	14	02	-	-	-
22nd PMC	16/06/2013-04/07/2013	01	12	02	-	-	-
21st PMC	26/05/2013-06/06/2013	-	08	16	01	-	-

Clarity on Functional Policing Course

Name of the Course	Duration of the Course	Grade obtained					
		A^{++}	A^{+}	A	B^{+}	B	C
1st Group	29/09/2013/-03/10/2013	-	23	22	01	-	-
2nd Group	06/10/2013-10/10/2013	-	22	24	01	-	-
3rd Group	03/11/2013-07/11/2013	-	12	33	02	-	-
4th Group	17/11/2013-21/11/2013	-	20	19	02	-	-

Table-5.2:Top Three Positions of Core Courses

Police Management Course

Name of the Course	Duration	Name, Designation & Units	Grade obtained	Position
23rd PMC	08/09/2013/-26/09/2013	Md.Manzur Ahamed Siddique Sr ASP(HQ), Tangail	A++	1st
		M.K.H. Jahangir Hossain Sr ASP, RAB-1, Uttara,Dhaka	A+	2nd
		Md.Mahfuz Afzal Sr ASP, Sadar Circle, Naogaon	A+	2nd
		Nurani Ferdous Disha ASP, 11 APBn, Uttara,Dhaka	A+	3rd
22nd PMC	16/06/2013-04/07/2013	Sadia Afroz ASP(HQ), Bagerhat	A++	1st
		Muhd. Abdur Rakib Addl. SP, Police Staff College	A+	2nd
		Humayun Kabir Sarker ASP, CID, Dhaka	A+	2nd
		Md. Jamirul Islam ASP, RAB	A+	2nd
		G.M. Abul Kalam Azad Sr ASP, Pirojpur	A+	3rd
21st PMC	26/05/2013-06/06/2013	Md. Akter Hossain Addl. SP,PBI	A+	1st
		Abu Sayed ASP, RAB-12	A+	2nd
		Masum Ahmed Bhuiyan Sr ASP, Narail	A+	3rd
		Md. Shamim Hossain ASP, Chittagong	A+	3rd

Police Financial Management Course

Name of the Course	Duration	Name, Designation & Units	Grade obtained	Position
20th PFMC	08/08/2013/-29/08/2013	Abu Asraf Addl. SP, Pirojpur	A+	1st
		Akter Hossain Addl. SP, Faridpur	A+	2nd
		Mohammad Yousuf Ali Addl. SP,SPBn-1	A+	3rd
19th PFMC	05/05/2013-16/05/2013	Md. Mokter Hossain Addl. SP, PBI	A+	1st
		Md. Mizanur Rahman Addl.SP, PBI	A+	2nd
		Mohammad Shamsul Islam Akand Addl. SP, PBI	A+	3rd
		Md. Moniruzzaman Addl. SP, PBI	A+	3rd

Comprehensive Police Case Management Course

Name of the Course	Duration	Name, Designation & Units	Grade obtained	Position
1st CPCMC	10/03/2013/-25/04/2013	Md. Akter Hossain Addl. SP, PBI	A+	1st
		Mohammad Maniruzzaman Addl. SP, PBI	A+	2nd
		Md. Mokter Hossain Addl. SP, PBI	A+	2nd
		Md. Asaduzzaman Addl. SP, PBI	A	3rd
2nd CPCMC	08/12/2013-26/12/2013	Md. Ferdoush Ali Chowdhury Addl. SP, PBI	A+	1st
		Mohammad Hasan Bari Noor Addl. SP, PBI	A+	2nd
		Md. Iqbal Addl. SP, PBI	A+	3rd
		Md. Taherul Huq Chauhan Addl. SP, PBI	A+	3rd
		Md. Abdus Salam Addl. SP, PBI	A+	3rd

Police Management Course

Name of the Course	Duration	Name, Designation & Units	Grade obtained	Position
23rd PMC	08/09/2013/-26/09/2013	Md.Manzur Ahamed Siddique Sr ASP(HQ), Tangail	A++	1st
		M.K.H. Jahangir Hossain Sr ASP, RAB-1, Uttara,Dhaka	A+	2nd
		Md.Mahfuz Afzal Sr ASP, Sadar Circle, Naogaon	A+	2nd
		Nurani Ferdous Disha ASP, 11 APBn, Uttara,Dhaka	A+	3rd
22nd PMC	16/06/2013-04/07/2013	Sadia Afroz ASP(HQ), Bagerhat	A++	1st
		Muhd. Abdur Rakib Addl. SP, Police Staff College	A+	2nd
		Humayun Kabir Sarker ASP, CID, Dhaka	A+	2nd
		Md. Jamirul Islam ASP, RAB	A+	2nd
		G.M. Abul Kalam Azad Sr ASP, Pirojpur	A+	3rd
21st PMC	26/05/2013-06/06/2013	Md. Akter Hossain Addl. SP,PBI	A+	1st
		Abu Sayed ASP, RAB-12	A+	2nd
		Masum Ahmed Bhuiyan Sr ASP, Narail	A+	3rd
		Md. Shamim Hossain ASP, Chittagong	A+	3rd

Clarity on Functional Policing Course

Name of the Course	Duration	Name, Designation & Units	Grade obtained	Position
1st Group	29/09/2013/-03/10/2013	Md. Golam Shaklain ASP (Proby),Naogaon	A+	1st
		Arafatul Islam ASP (Proby), Chandpur	A+	1st
		Md. Zakaria Rahman ASP (Proby) ,Rajbari	A+	2nd
		Md. Hayatun-Nabi ASP (Proby),Chittagong	A+	3rd
		Md. Abdul Wares ASP (Proby), Rangpur	A+	3rd

2nd Group	06/10/2013-10/10/2013	Md. Kamruzzaman Sarder ASP (Proby) Magura	A+	1st
		Debashish Das ASP (Proby) Lakshmipur	A+	2nd
		A.K.M Sazzadul Alam ASP (Proby) Habiganj	A+	2nd
		Md. Alamgir Kabir ASP (Proby) Gaibandha	A+	2nd
		Dr. Nandita Malaker ASP (Proby) Dhaka	A+	2nd
		Md. Adibul Islam ASP (Proby) Faridpur	A+	3rd
		Kamrun Nessa ASP (Proby) Panchagarh	A+	3rd
3rd Group	03/11/2013-07/11/2013	S.M. Jahangir Hasan ASP (Proby), Dhaka	A+	1st
		Nadia Jui ASP (Proby), Mymensingh	A+	2nd
		Maungnethowai Marma ASP (Proby) Rangamati	A+	3rd
4th Group	17/11/2013-21/11/2013	Tapos Kumar Paul ASP (Proby), Chapainawabganj	A+	1st
		Yasina Ferdous ASP (Proby) Jessor	A+	2nd
		Bejoya Sen ASP (Proby) Chittagong	A+	2nd
		Md. Fazlul Karim ASP (Proby) Rangpur	A+	3rd
		Shawon Shyla ASP (Proby) Tangail	A+	3rd
		Tapas Ranjan Ghosh ASP (Proby) Sylhet	A+	3rd

5.5 General analysis of Police trainee officers at PSC in the year 2013

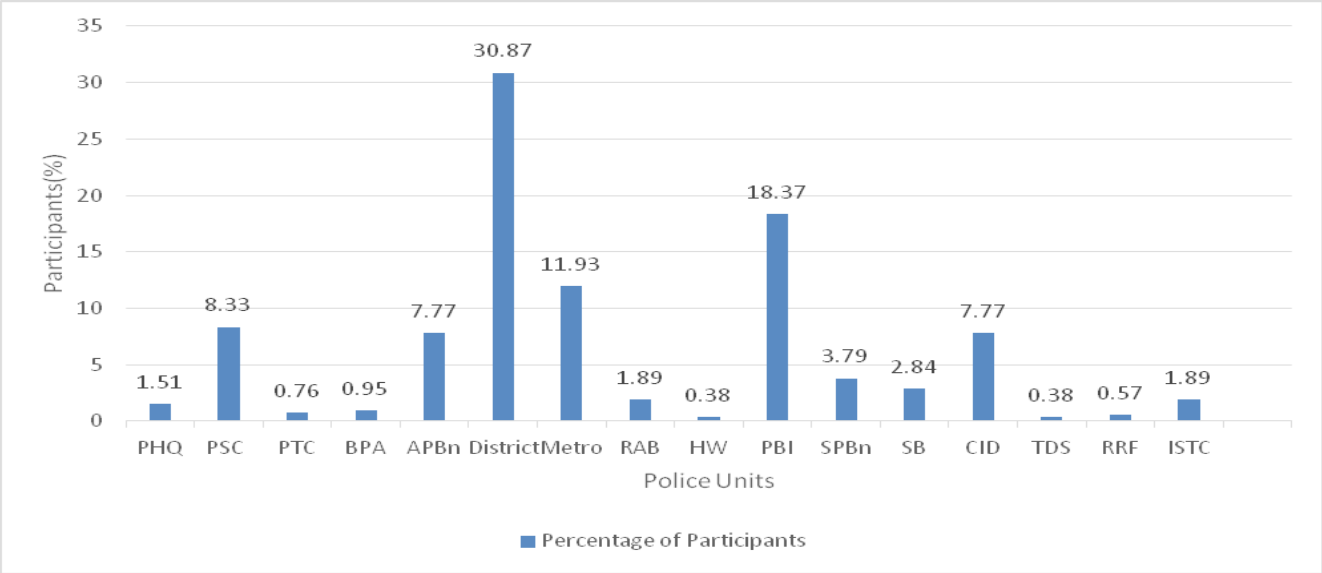
In the year 2013 a total number of 1848 officers from different organizations attended in different training courses. Among them more than 80% are police officers and rest of them are from different organizations. The analysis was confined only with police officers.

The profiles of the participating officers at PSC are examined and a significant indication is found in the year 2013. The indications are not only related to their educational background but also to the rank and age of the participants.

It has been observed for a quite long period that many police officers had joined Bangladesh Police with a university/college background in Social Sciences, Sciences and Humanities. At present it is being noticed that a majority of the police officers are entering into the service from various academic disciplines including engineering, medical, agriculture, law, commerce, ICT etc.

The analysis which is given below, is based on different characteristics of the participants

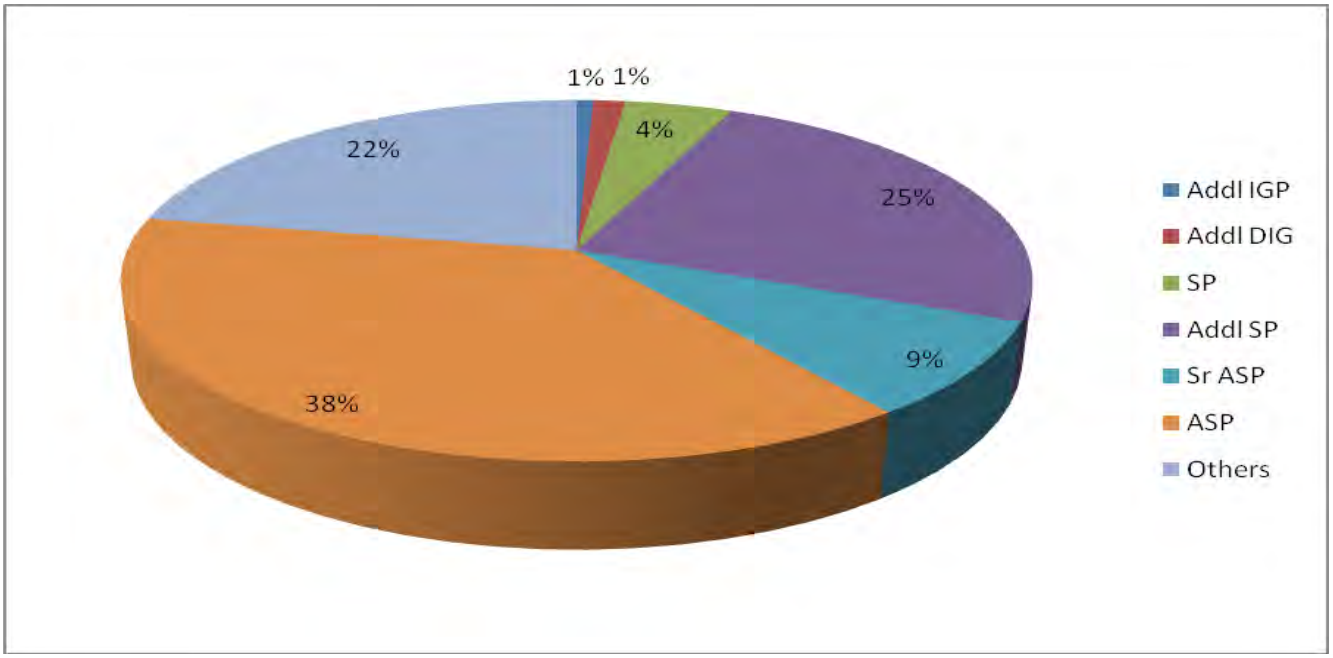
5.5a Participants of different police units in 2013



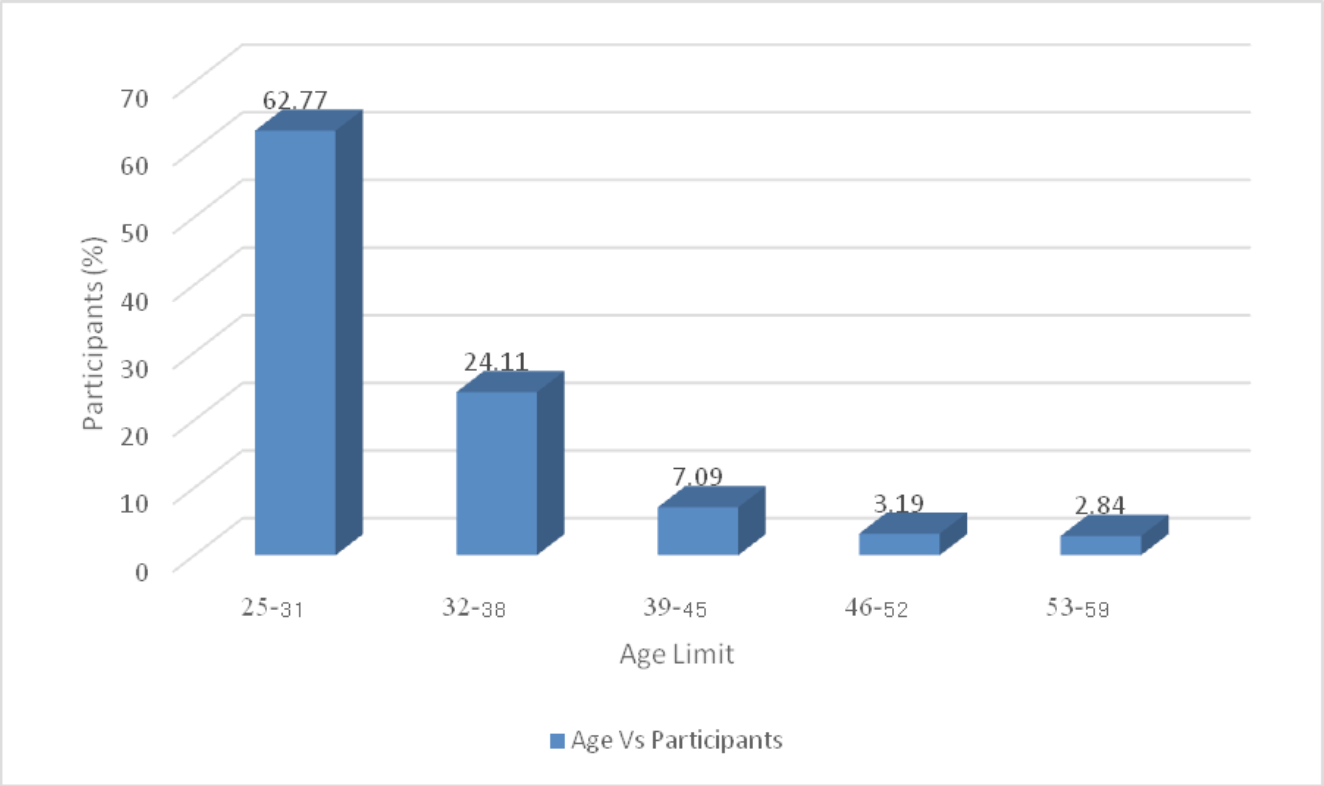
Note:

PHQ-Police Headquarters
CID- Criminal Investigation Department
PTC- Police Training Centre
BPA-Bangladesh Police Academy
HW- Highway
PSC- Police Staff College
RRF- Range Reserve Force
SB-Special Branch
RAB- Rapid Action Battalion
PBI- Police Bureau of Investigation
APBn- Armed Police Battalion
SPBn- Special Security and Protection Battalion
TDS- Traffic Driving School
ISTC- In-service Training Centre

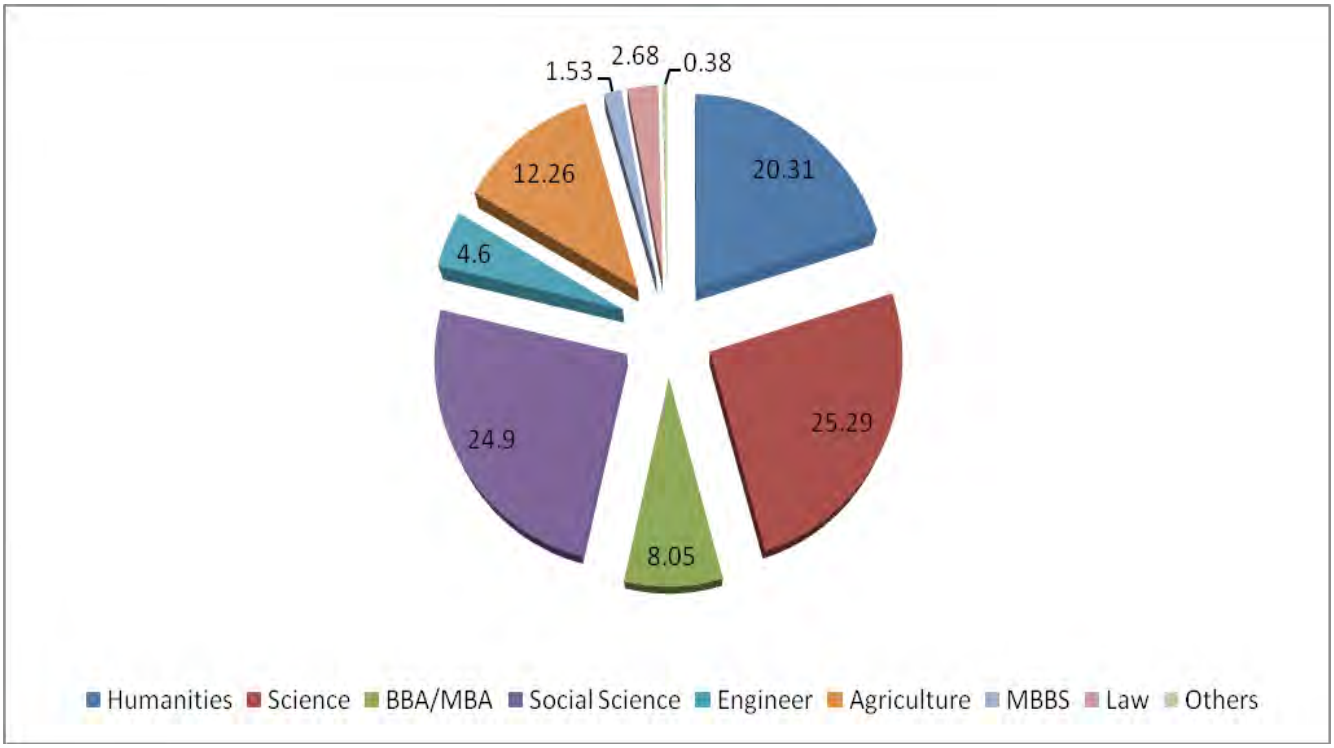
5.5b Percentage of different ranks of participants



5.5c Different age groups of participants



5.5d Percentage of participants on the basis of Educational Background



The analysis reveals that a significant number of trainees come from district police (30.87%), metropolitan police (11.93%) and PBI (18.37%). In contrast, a very few trainees come from Highway police (0.38%), Traffic Driving School (0.38%), Police Training Centers (0.76%), and Bangladesh Police Academy (0.93%). On the basis of data, we have to emphasize training activities for special police units i.e. police training centres and newly launched police units for their overall development.

According to data, officers from Science (25.29%), Social Science (24.29%) and Humanities (20.31%) disciplines are now dominating in the police service in terms of educational background.. On the other hand, Engineering, Medical, Agriculture, Business Administration and Law graduates are entering into the police service as an incremental scale. There is also a positive trend observed in police service that police officers are taking more interest in higher studies i.e. M. Phil, PhD and Bar-at-law. Nowadays, police service has emerged as a multidisciplinary organization.

There has also been a significant change in relation to the age group of the trainee officers at PSC. Officers within the age range from 25 to 31 are at the top of the lot accounting for 62.77% while the age group from 53 to 59 remains at the bottom reporting to remain at 2.84%.

Officers of the rank of ASP and Sr. ASP (46.90%) have attended the training whereas Addl. SP (24.79%) and SP (4.52%).

First line supervising officers like ASP/Sr. ASP who all are coming for training are relatively young and inexperienced. For individual and organizational development, their number should be increased to 60% as they will serve for the department for a long time. On the other hand, field level police manager like the officers of the rank of Addl. SP and SPs are also to be increased to 30% and 15% respectively for the improvement of the legal service delivery, discipline, and in running smooth police administration. The senior and experienced police leaders are supposed to take part in the training for sharing work experiences and good practices.

It is critically observed that the representation of women police in the training is still very low. It is a dire demand of the age that the number of women police officers should be increased in training for women empowerment and overall police growth.

Chapter-6
Physical Exercise and Sports

6.1 Introduction

Physical exercise and sports are encouraged to follow by the faculty members of PSC and trainee officers during their stay at the campus. 'Annual Police Meet', a combination of different sports and cultural events is organized duly at the PSC campus, where all officers and forces (both Police and Non-Police) take part along with their family members. PSC has also extended some other sports and recreational facilities.

6.2 Football & Volleyball

Football and volleyball facilities are available for all officers and other staff. Every day all officers and staff are freed to enjoy such activities after 5 P.M.

6.3 Walkway

Police Staff College Bangladesh has a scenic walkway round the PSC pond, which was made of ceramic bricks. The Length of the walkway is 600 meter (approximately).

6.4 Gymnasium

Police Staff College Bangladesh is enriched with a full-fledged gymnasium. This is facilitated for both male and female with separate spaces with modern equipment.

6.5 Swimming pool

Police Staff College Bangladesh endowed with a newly built swimming pool (82 feet x 56 feet). This swimming pool would help non swimmers how to learn swimming and swimmers can arrange sports and swimming competition as a part of extracurricular activities of training.

Swimming pool

Administrative and Financial Activities

7.1 Introduction

Administration and Financial wing is responsible for the smooth administration and financial activities of Police Staff College Bangladesh. It is responsible for maintaining discipline, general control and supervision of the officers and forces of the institute as per overall direction by the Rector. Administration and Financial wing is headed by a superintendent of police, posted as Director (Administration and Finance).

7.2 Duties and Responsibilities of Administration and Finance wing

Some important areas of responsibilities of administration and finance wing are:

1) Overall Administrative and Financial activities are maintained by the direction of Rector.
2) Personnel management,
3) Infrastructure management,
4) Logistics and supply management,
5) Annual procurements and maintenance of other related works of this institute.
6) Cash handling and maintenance of cash registers.
7) Submit all reports & returns and make routine correspondence with police headquarters and other police units.

7.3 Land and Building

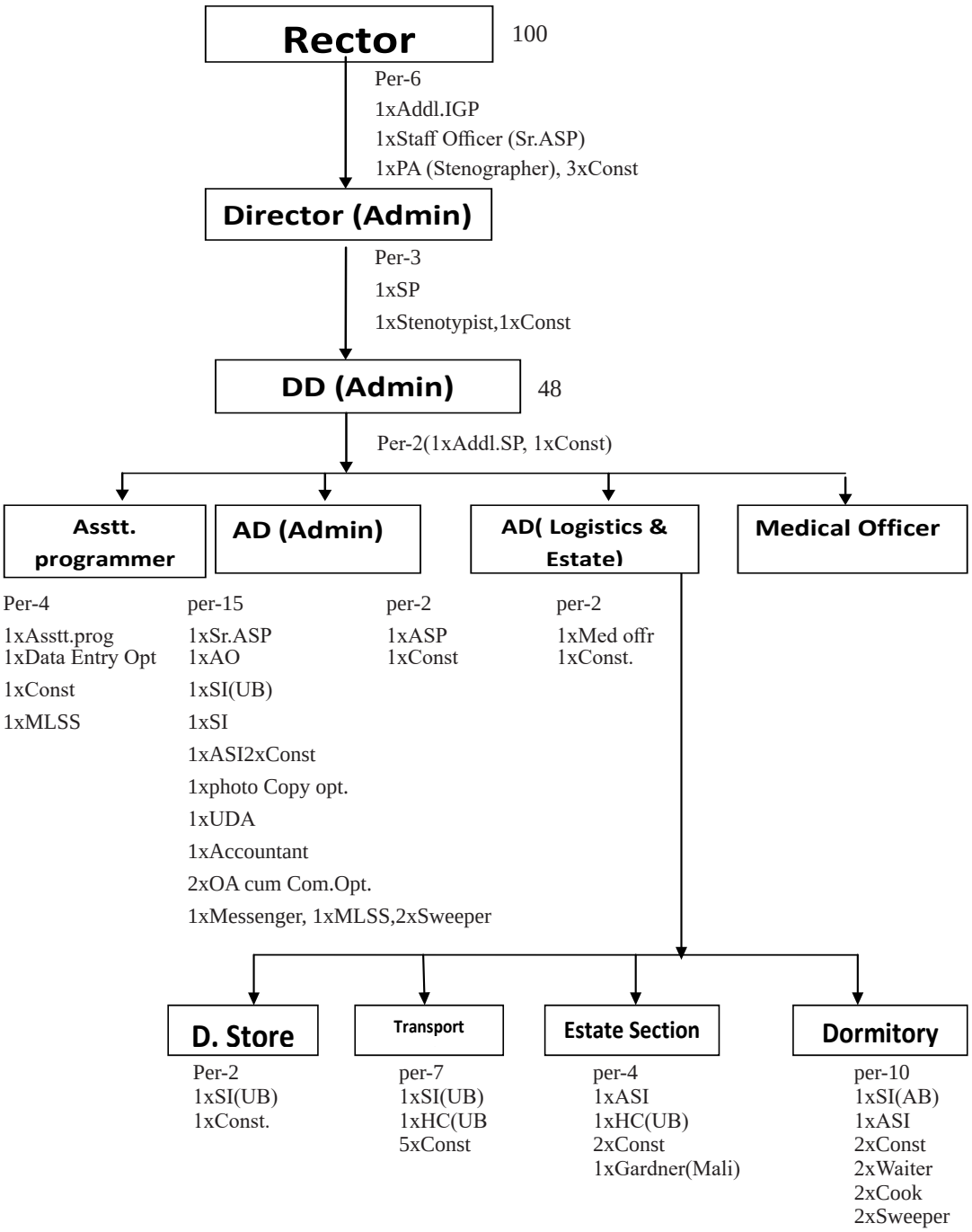
Approximate area of Police Staff College Bangladesh is 19.5 acre, where pond area is spreaded with 5 acre (approx.). PSC belongs to -

(1) Three storied Administrative Building,
(2)Three Storied Dormitory Building for officers especially for trainees' accommodation,
(3) Gymnasium Building,
(4) Convention Hall.

Besides these, there are two 4 storied residential building in this campus .

7.4 Personnel

Administration and finance wing possessed 51 personnel as per PSC Organogram which is directly under command of Rector.



7.5 Welfare and Recreational Activities

There were several welfare and recreational activities during the year of 2013 at PSC for all members along with their family.

1) Pitha Utsob
2) Seasonal fruits festival
3) Annual Picnic and Cultural Program
4) Bengali New Year Festival.
5) Eid Reunion
6) Film Show

7.6 Reward and Punishment

Director (Administration & Finance) is empowered to impose punishment and reward on the basis of rendering service of the forces. **A good number of staff was awarded with money reward & others were awarded Good Services mark in the year of 2013.**

On the contrary punishment is imposed to the deviated officials for their indiscipline activities and misconduct **in the year of 2013.**

Chapter –8
Logistic support

8.1 Introduction

Though there is scarcity of logistics, admin wing of PSC is showing to its utmost efforts to render logistic support.

8.2 Mechanical and Transport Section

Mechanical and Transport section is equipped with

(1) 5 x (V-6) Pajero,
(2) 2 x Promote Pajero ,
(3) 4 x private car(where 1 is to be condemned)
(4) 3 x Micro bus,
(5) 1 x Double Cabin pick up,
(6) 1 x Single Cabin pick up ,
(7) 1x Bus (31 seated),
(8) 6 x Honda (2 non-operational) etc.

8.3 PSC Convention Hall

PSC Convention Hall is newly established for big training and demonstration, force briefing and debriefing, UN peacekeeping training and social activities.

PSC Convention Hall

8.4 Officers Dormitory

It is a 3 x storied building where there are 43 rooms for accommodation of senior police officers of Bangladesh police. It has one wide dinning space where 200 x Persons can be seated at a time and an ante-room at the ground floor of this dormitory.

8.5 Wi-Fi covered Internet Facilities

Police staff college Bangladesh campus is covered with a strong Wi-Fi internet facilities at different points of PSC through which any one can log in his devices (i.e. laptop, computer and mobile etc) using Wi-Fi password.

8.6 TV, Karaoke:

Police Staff College Bangladesh has TV facilities in every room of both Academic Building and Dormitory Building. There is a karaoke device at ante-room of PSC dormitory used for musical entertainment in different programs.

Chapter -9
Miscellaneous

9.1 Challenges

PSC has endeavor for excellence to render quality training and research programs for both police and other departments. It is facing various challenges in its day to day activities.

a) Manpower

It has a limited number of police personnel as per its organogram. For this reason, PSC has to depend on forces deputed from other police units.

b) Transport

Police Staff College Bangladesh is facing acute problem for transportation of officers and guest speakers. Whatever transports PSC have, sometimes these are not working properly due to over engagement and age old vehicles.

c) Accommodation for PSC Faculty

Police Staff College Bangladesh has two 4 storied residential building within its campus but these buildings are occupied by the other police Units officers, hence PSC faculty is getting very little opportunity to accommodate themselves in those officers quarters.

d) Appointment of Non-Police Personnel

A number of non-police posts are remaining vacant for long time due to administrative reasons. Three proposed rules and regulations are still pending at PHQ for final disposal. As a result the vacant appointments could not be filled up.

e) Training logistics

At present the training at PSC is basically based on lecture and discussion methods. For empirical and demonstration training PSC needs mock training rooms.

9.2 Future plan

Since officers from both home and abroad are coming to take different training, so it has dire need to strengthen further actions for accommodating such trainings. Following requirements are to be considered as immediate steps of action-

(1) An academic building (10th storied)
(2) Vertical extension of both administrative and dormitory building.
(3) A full-fledged MT workshop and power sub-station
(4) Multi storied residential building for officers and staff.
(5) Rector's and Vice Rector's Bungalow

9.3 Recommendations

1. Institutional persuasion is needed to increase manpower according to proposed organogram.
2. Amendment of TO&E as per requirement of PSC more specifically vehicles.
3. Special attention is required to meet up the future plan and challenges.

9.5 Special Activities

Mr. Mahbub Uddin Ahmed, *(Bir Bikram), Rtd. SP, speaking in the program as Chief Guest. Special Guest was* ***Mr. Shiekh Hafizur Rahman,*** *Member Secretary, Bangabandhu Trust.* ***Mr. Md. Nazmul Haque PPM,*** *presided over the program*

Rector and Directing Staff of Police Staff College Bangladesh in the discussion on National Mourning Day

Rector is speaking on the eve of Victory Day 2013

Directing Staff of PSC in a meeting in Rector's Conference Room

A section of the Monthly Welfare Meeting on 06 January 2013

Celebration of Pahela Baishakh with traditional folk song

Guests are being entertained with traditional food of Pahela Baishakh

Foreign Partners along with **Mr. Md. Nazmul Haque PPM,** Rector, Police Staff College Bangladesh in a discussion

Md. Nazmul Haque PPM, Rector, Police Staff College Bangladesh, plating a coconut sapling beside PSC pond

Participants of 22nd Police Management Course at Bangladesh Police 'Muktijuddha Jadughar' (Liberation War Museum)

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