NEWSLETTER

May-August 2012

POLICE STAFF COLLEGE BANGLADESH

Preface
Police Staff College Bangladesh
Newsletter, 2nd Issue,
May-August 2012

Welcome to you all to the Police Staff College Bangladesh Newsletter, May-August 2012.

The odyssey of Police Staff College Bangladesh aims to provide dynamic training to strengthen professionalism among senior police officials of Bangladesh Police and to conduct research for organizational development. It has proved its worthiness through committed actions since its inception. Reflecting its activities; Police Staff College Bangladesh has published Newsletter, May-August 2012.

I hope you will enjoy our endeavor!

Md. Nazmul Haque PPM
Rector
Police Staff College Bangladesh
Mirpur-14, Dhaka-1206

Visit of Inspector General of Police

On 27 May, 2012, Inspector General, Bangladesh Police, Mr. Hassan Mahmood Khandker BPM PPM ndc visited Police Staff College Bangladesh. He had a meeting with the Directing Staffs and exchanged his views on different activities of Police Staff College Bangladesh.
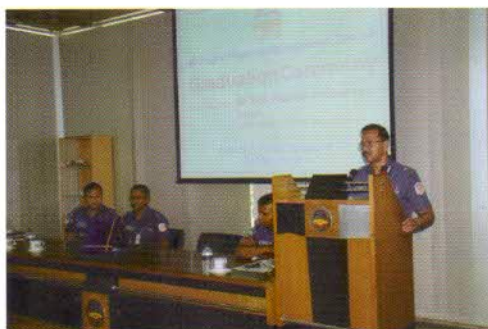

Police Financial Management Course

Police Financial Management Course is one of the core courses of Police Staff College Bangladesh offered to Addl. SP of Bangladesh Police. Police Staff College Bangladesh organized 15th and 16th Police Financial Management Courses during the last quarter. Md. Nazmul Haque PPM, Rector, Police Staff College Bangladesh, Md. Matiur Rahman Sheikh, Director (Training), Md. Shah Alam, Director (Curriculum), Md. Moazzem Hussain, Director (Administration) and Md. Anwar Hossain Khan, Director (Research) were present in the inaugural session. They all put emphasis on the financial management of police units.

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.

15th Police Financial management Course

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.

In the Graduation Ceremony, Mr. Md. Nazmul Haque PPM, Rector, Police Staff College Bangladesh, is addressing the participants of 15th Police Financial Management Course.

16th Police Financial management Course

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

1. To enhance the knowledge on financial management skills to run different police units.
2. To conceptualize with the formulation of budget and other related aspects.
3. To acknowledge the DDO in respect of budget, procurement, accounts and audit system.
4. To be briefed with PPR and PPA.
5. To get acquainted with rules relating to pension, gratuity and other govt. welfare funds.
6. To enhance the knowledge on government accounts system in police office
7. To have an overview of income tax and related issues.

Visit to FIMA

Course Contents

Code	Topics
1.	Internal Control and Internal Audit.
2.	Audit Manual and Accounts Code.
3.	Fund release procedure and rules & regulations Governing budgeting and expenditure control.
4.	An overview of core financial rules and regulations giving emphasis on Police issues.
5.	*General idea on Budget, new budget process and budget preparation.*
6.	Preparation, Analysis, Monitoring and Approval Procedure of Revenue and Development Budget.
7.	An Overview of Government Accounting and Public Sector Financial Management
8.	Audit observation and its settlement.
9.	Money Laundering: Money Transfer and Over/Under Invoicing.
10.	Rules relating to pension, gratuity, welfare funds, group insurance, GPF, benevolent fund etc.
11.	Delegation of Financial Power.
12.	An overview of PPR 2006 and PPA 2008.
13.	Power, Functions and Responsibilities of Drawing and Disbursing Officer and Their Interfacing with the Accounts Office.
14.	Police Budget (Revenue & Development): Practical Session.
15.	Inspection and Auditing of Accounts Section of the Police Office.
16.	Overview of Income Tax: Personal Tax, Corporate Tax and the Tax Payment Against Govt. Expenditure Bill; Rights and Obligations.
17.	Procedure of investigation cost.
18.	Project Accounting System.
19.	Black Money Analysis
20.	Corruption in Financial Management System: A Critical Analysis
21.	Project Management.

Police Staff College Bangladesh

Police Staff College Bangladesh organized 18th Police Management Course for Assistant Superintendents of Police (ASP). This is one of the core courses of Police Staff College Bangladesh for young police professionals.

Dr. Shirin Sharmin Chaudhury, Honorable State , Ministry of Women and Children Affairs, Bangladesh Government, is conducting a session in 18th Police Management Course

During the inauguration and certificate distribution programs, Md. Nazmul Haque

PPM, Rector, Police Staff College Bangladesh, in his addressing, emphasized the fact that professionalism through dynamic leadership and management can play the key role in forming and shaping positive image of Bangladesh Police.

18th Police Management Course

Mr. Md. Matiur Rahman Sheik, Director (Training), Md. Shah Alam, Director (Academic) and Mr. Md. Maniruzzaman, Director (Admin) were present in the

inaugural ceremony of 18th Police Management Courses.

Prof. Dr. Mizanur Rahman, Chairman, National Human Rights Commission is conducting a session IN Police Management Course

After the completion of this course the participants wil be able to improve their managerial capability operational and commanding skill and establish the best practices for efficient use of management resources whereby attaining organised and managerial goal.

Barrister Sara Hossain

Police Staff College Bangladesh

Keeping this in mind the course programme has been designed for the participants to achieve the following objectives –

1. To develop present and future leadership in policing.
2. To have knowledge on different aspects of Human Rights and Fundamental Rights.
3. To Know about the Different Components of Criminal Justice system.
4. To be acquainted with different system of policing like people oriented policing or intelligence based policing for crime prevention.
5. To examine organized crimes like terrorism, human trafficking and so on.
6. To familiarize with gender approaches to uphold gender sensitive policing.
7. To know the techniques and strategies for facing the regular policing problems like work stress, road traffic, violence against women etc.
8. To analyze police image through investigating police accountability mechanism.

Md. Mahbubul Alam, ASP, CID, Dhaka, who is the only participant to score A+ Grade is taking Graduation Certificate from Mr. Matiur Rahman Sheikh, Director Training, Police Staff College Bangladesh.

Course Contents

Code	Topic
1.	Stress Management with Special Reference to Police Managers.
2.	Sociology of Crime.
3.	Warrant of Precedence, PRB Rule-728, VVIP & VIP Protection & Protocol
4.	Terrorism and Counter Terrorism: Bangladesh Perspective
5.	Right to Information Act, 2009: An Overview
6.	UDHR and the Constitution of Bangladesh: Human Rights and Fundamental Rights.
7.	Dynamics of Human trafficking in Bangladesh: Measures to combat.
8.	Etiquette & Manners of Police Executive
9.	Human Rights Condition in Bangladesh: Present Context.
10.	Concept of a Manager, Nature of Managerial Functions, Principles of Personnel Management.
11.	Community Based Policing in Bangladesh.
12.	Concept of Quality Management: Role of Quality and Team Building in Total Quality Management (TQM).
13.	Police Accountability Mechanism.
14.	Enforcement of Road Safety.
15.	An Overview of Intelligence Analysis.
16.	Police Media Relationship.
17.	Conduct Rules, 1979, Discipline and Appeal Rules, 1985 and PRB 861: How to Draw and Conclude a Departmental Proceeding.
18.	An Overview of the Criminal Justice System in Bangladesh with Special reference to Role of Police.
19.	Concept and Approaches of Gender: Gender Sensitivity in Police Culture.
20.	Prison Reform in Bangladesh.
21.	Women Empowerment
22.	Genesis of Law & the Constitution of Bangladesh.
23.	Basics of Leadership and Leadership in Management.
24.	Strategic management and formulating strategic plan: Bangladesh police perspective.
25.	Supervision of the functions of I/O by the higher authority.
26.	Role of Enforcement personnel in Addressing Violence Against Women.

Police Staff College Bangladesh

5 one-day workshops on
Digital Evidence in
Police Investigation

In June, July and August 2012, five one-day workshops on Digital Evidence in Police Investigation were held in Police Staff College. 84 participants of ranks from Additional SP to Inspectors attended in the said 5 workshops.

1st Batch of Handling of Digital Evidence

These workshops have been designed to sensitize the participants about taking care of digital evidence during crime scene visits or arrest/body search of a suspect. A mobile phone or a SIM of a suspect may guide an investigator to identify the members of an organized criminal group and a leading offender.

2nd Batch of Handling of Digital Evidence

Amongst various types of evidences, digital evidence is the most fragile one. If it is not collected or preserved properly, it is likely to be lost for ever. Though many of field police officers are NOT aware of importance of preserving digital evidence; many of them do not know that data may

be retrieved even from a half-burnt SIM or memory card or a deleted / formatted pen-drive, nevertheless very infrequently, we try to take the opportunity of the modern technology.

In the Prectical Session

We may know that collection of Digital Evidence is one of the important elements in police investigation. Yet what we hardly ever understand that digital evidence is something crucial in our investigations of classical crimes like murder, robbery and different form of organized crime. Digital evidence is not something that deals with cyber crime only. This is also necessary to keep in mind that "ICT Act 2006" facilitates our police investigators to investigate cyber crime and other ICT related offences; and what's more there is an official circular from Police Headquarters, which insists on collection and taking care of digital evidence.

Based on the experience of these workshops and recommendations of the participants, a five-days training program for the senior officers is underway; also the syllabus for DTS-run 'Technology based Investigation' is being slightly modified.

5th Batch of Handling of Digital Evidence

Director (Curriculum) Mr. Md. Shah Alam coordinated the program, where Ad.SP. Forensic Md. Alimuzaman of Criminal Investigation Department played the leading role to conduct these workshops. Mr. Nazmul Haque PPM, other Directors and Directing staffs were present during opening and closing sessions in several occasions.

First ever 'Crime Intelligence Training' Courses held in Staff College

Bangladesh Police or its field units do not have any infra-structure that maintain crime intelligence or monitor or keep track on individual criminal's movement. In June 2012, 02 one-week Crime Intelligence Course were held in Staff College, where 34 Additional SPs and ASPs from all the 6 metropolitans and officers from Police Headquarters, railway, Highway, Industrial Police as well as Dhaka range attended this crucial training programs.

1st Batch of Crime Intelligence Course

Participants were trained on some good instruments to collect, collate and analyse crime intelligence. They learnt how to analyse CDR, how to utilize various kind of visual charts like Link Chart, Activity Chart, and Flow Chart etc., which were unacquainted to Bangladesh Police, but are extremely useful to study and to comprehend the various kind of organised crime operating in Bangladesh. Participants have also learnt to discover and calculate concealed income or black money of any individuals with respect to collecting intelligence.

They did also try to identify the existing problems or limitations of Law Enforcing Agencies to smash the Organised Crime effectively. They concurred that police can't curve down organised crime without a holistic approach, hence, merely arrest of field operatives that is the practice of today's policing, can bring the little improvement to bend the impact of organised crime.

Groupwork monitored by Md. Anwar Hossain Khan, Director (Research) Police Staff College Bangladesh

It was recognized that gang leaders of organised crimes are not 'seen' usually; rather they need special measures by Crime Intelligence officials to be seen. Each participant was accompanied with a computer operator, who had also been trained to operate the relevant crime intelligence software. This enables the Unit Supervisors to allow its trained participants in exercising crime intelligence materials, which ultimately functions as de-facto Crime Intelligence Cell in the unit/district.

Director Curriculum Md. Shah Alam, who was the course coordinator cum leading instructor for this course, informed the participants that an official request has been made to the Supervisors of the participants to get the feed back about the outcome the course.

2nd Batch of Crime Intelligence Course

It was also explained that the course has been designed based on a one week Analyst Note Book Course, a 2 weeks' Crime Intelligence Analysis Course - which is also a full 3-credit-Course of diploma on Crime studies, and lastly not the least the outputs of a number of workshops on Organised Crime and operation of several software related to Crime Intelligence.

Mr. Md. Shah Alam, Director (Curriculum) Police Staff College Bangladesh, Chief Contributor of Crime Intelligence Course, is conducting a session

Mr. Nazmul Haque PPM, Rector, Police Staff College Bangladesh, asked the participants to share their knowledge with their supervisors and to implement the outcome of the first ever Crime Intelligence course during their day to day work. Next Crime Intelligence Courses will be held in September 2012 in two batches, where senior officers from Chittagong, Khulna, Rajshahi, Rangpur, Sylhet and Barishal range will participate.

3rd Presentation and Facilitation Skills Training

17 May 2012
Total participants 20 (Insp 11, Sub-Insp 09)

Making presentations can be a daunting task, particularly when the number one fear for many people is public speaking. Finding ways to calm those jitters, adequate and appropriate preparation, structure and delivery of material are essential to successfully getting message across. Therefore Police Reform Program (PRP), UNDP organized a four-day training program on Presentation and Facilitation Skills. There were 20 participants of the rank of sub-inspector to inspector who took part in this training.

3rd Presentation and Facilitation Skills Training

The very aim of this training is to make the participants confident in presentation and facilitation skills so that they are able to facilitate different training sessions in different in-service training institutions of Bangladesh Police.

Refreshers Course on Gender and Violence Against Women (PRP)

Duration: (15-17 May, 2012)
Total participants 26(Sub-Insp 26)

Participants of Refreshers Course on Gender and Violence Against Women

A sound knowledge about Violence Against Women (VAW) and Gender related issues is very much important for the officers of law enforcing agency. With the initiatives of PRP, a number of courses related to gender issues are conducted at Police Staff College Bangladesh. This course is intended to refresh the participants who had previously undergone the course on Gender and Violence Against Women.

Training on Community Policing for Senior Officers (PRP)

Duration: (02-04 July, 2012)
Total participants 17(Addl SP 03, Sr ASP 04, ASP 10)

"The police are the public and the public are the police"- having this creed in minds Bangladesh Police is also trying to involve the community in their activities.

Community policing is a philosophy that promotes organizational strategies which support the systematic use of partnerships and problem-solving techniques to proactively address immediate conditions that give rise to public safety issues such as crime, social disorder, and fear of crime. The movement toward community oriented policing has gained momentum in recent years as police and community leaders search for more effective ways to promote public safety as well as enhance the quality of life in neighborhoods.

Police Reform Program (PRP), UNDP organized a three-day training program on Community Policing for senior officers from the rank of ASP to Addl.SP. Both the trainers and trainees discussed the problems regarding community policing and tried to find the ways out.

Participants of Training on Community Policing

Training on Investigation Techniques of Human Trafficking Cases (IOM)

Duration: (25-26 June, 2012)
Total Participants 22(Insp 03, Sub-Insp 19)

Participants of Training on Investigation Techniques of Human Trafficking Cases

IOM Dhaka and Ministry of Home Affairs are jointly implementing the project of "Strengthening the Government's Capacity to Address Labour Trafficking". The present course is one of the outcomes of this joint venture. It is expected that the course will enable the participants to have a thorough knowledge of the investigation techniques of human trafficking cases. There is no denying the fact that we are lagging far behind the international standard in terms of applying Investigation Techniques in Human Trafficking cases. Our conventional approach to investigation cannot match with organized criminal networks at local, regional and international levels. So we have to apply modern investigation techniques to enter deep into the human trafficking cases.

Trainings under ATA Programs

Coordinated by:
Regional Security Office,
US Embassy Dhaka

Counterterrorism Components of Academy Development (CTCAD):

In today's social and political environment, a counterterrorism law enforcement response capacity is a necessary for countries all over the world. The very aim of this course is to enhance capacity of the law enforcement members to develop the essential components that make up a national level; counterterrorism law enforcement training facility.

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Participants of CTCAD

Objectives of this training program:

- Develop initial recommendations for the academy training curriculum based on the results of a threat assessment and vulnerability analysis.

- Develop initial training recommendations for the counterterrorism component of national academy based on the analysis, design, development, implementation and evaluation model.

- Develop initial manpower, facilities and course administration recommendations for the design and operation the counterterrorism component of a national academy.

- Prepare an initial Budget request and cost reduction strategies based on the recommendations for the training, manpower, facilities and course administration of the counterterrorism component of a national academy.

- Develop a draft action plan based on the initial recommendations for the operation, administration and costs of the counterterrorism component of a national academy.

Course contents:

- Introductions and Human Rights.

- Threat Assessment and Vulnerability Analysis.

- Training.

- Manpower Requirements and Projection.

- Facilities.

- Course Administration.

- Budgeting and Cost Analysis.

- Action Plan.

Instructors:
James Conway, Scott Delong and Robert Muehlenhort (USA)

Fraudulent Document Recognition (FDR):

The Fraudulent Document Recognition course enables you to rapidly recognize potentially altered, counterfeit, or other fraudulent travel documents during a primary inspection and justify your reason for referring a traveler to secondary inspection.

This course focuses on developing skills that enable you to recognize characteristics of altered or counterfeit or other fraudulent travel documents, indicating that the traveler should be referred for secondary inspection.

Objectives of this training program:

- Describe the role of the border control officer in combating terrorism through the examination of travel documents.
- Explain why individuals attempt to enter or exit a country using fraudulent documents.
- Identify indicators of suspicious behavior presented by the traveler.
- Identify reliable physical features that can be used to detect an impostor.
- Identify indicators that can be used to justify referring a traveler for secondary inspection.
- Demonstrate the ability to recognize genuine security features within a travel document.

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- Describe the UN's and U.S.'s philosophy on human rights.
- Describe what is considered humane treatment of people.
- Recognize the need to apply human rights standards while screening

travelers and examining travel documents.

Course contents:
- Detecting Fraudulent Travel Documents
- Meeting the Traveler.
- Examining Travel Documents.
- Human Rights.
- Document Examination Capstone Activity.

Instructors:
Ronald Bright and Alba Mejia (USA).

Critical Incident Management (CIM):

The Critical Incident Management Course uses lecture, group discussion, group exercises, and case study reviews to provide participants with the ability to effectively manage a coordinated response to critical incidents, using an all-hazards model.

Objective of this course:
§ Identify critical incident management roles

- Given a scenario:
- Conduct an initial incident assessment by identifying priorities, establishing objectives, and determining critical resource needs
- Establish incident command and coordination structures to meet incident objectives
- Brief an incident action plan for the next operational period
- Establish procedures for managing incident resources
- Identify communications priorities and procedures
- Apply critical incident management principles and functions of an operations center
- Describe the unique challenges associated with coordinating and supporting critical incident response.

Course contents:
- Critical Incident Management Overview
- Initial Incident Management
- Incident Command and Coordination Structures
- Incident Action Planning Process
- Resource Management
- Incident Communications
- Incident Coordination and Support
- Human Rights and Community Engagement
- Critical Incident Coordination and Support – Exercise

Instructors:
Jimmy Wilson, James Parker, James Wilhelm (USA).

Vital Infrastructure Security (VIS):

A nation's vital infrastructure is the framework of networks and systems that provide a reliable flow of products and services essential to the defense and economic security of the nation. In this course, participants have learnt strategies to protect this vital infrastructure, which will help ensure the smooth function of government at all levels and society as a whole in the event of a terrorist incident.

Objective of this course:

- Recognize the components of a PPS (Physical Protection System)
- Identify vital infrastructure
- Characterize vital infrastructure
- Identify and prioritize vital infrastructure assets
- Develop design basis threat statements
- Identify security countermeasures
- Conduct a security inspection validation (SIV)
- Develop recommendations for implementing improvements to existing PPSs based on gap analysis, limited scope performance testing, cost benefit analysis, feasibility and acceptability.

Participants of Vital Infrastructure Security Course

Course contents:

- Human Rights and Community Engagement

- Trends in Terrorism

- Introduction to PPS.

- Identifying Vital Infrastructure

Eliza Sharmeen, Sr. ASP, SB, Dhaka, is taking Graduation Certificate from Mr. Md. Nazmul Haque PPM, Rector, Police Staff College Bangladesh

- Characterizing Vital Infrastructure Identifying Vital Infrastructure Assets

- Terrorist Operations   Introduction to Explosives

- IEDs (Improvised Explosive Devices)

- CBRN Awareness (Chemical, Biological, Radiological and Nuclear Weapons)

- DBT Analysis (Design Basis Threat)

- Security Countermeasures: Policies and Procedures

- Security Countermeasures: Pro Force

- Security Countermeasures: Technology

- SIV (Security Inspection Validation)

- Develop Cost Benefit Analysis

Instructors:
Dennis R Becker, Michael R Kuzmjak, Kerry Patton, James D Pointkouski (USA)

Surveillance Detection Course(SD):

Terrorist organizations make it very clear through both their rhetoric and actions that they will continue to strike out against entities that are contrary to or inconsistent with their beliefs and intentions. Terrorist organizations are extremely dedicated to their respective causes; patient and thorough in their preparation; well trained in their techniques, and are becoming more sophisticated in their tactics. Their planning of attacks involves extensive surveillance of the target facilities in order to gather the necessary information to formulate and execute an attack plan. By adding a surveillance detection methodology to any existing security program, we reduce our susceptibility to a terrorist attack by increasing our chances of identifying behavior and activities in and around our facilities that might indicate terrorist planning/targeting. This proactive approach to security can afford the opportunity to take actions that would enhance our security, lessen our posture as a possible target, and take preventative measures that might discourage or preclude a possible attack.

Participants of Surveillance Detection Course

Objective of this course:

• *Define surveillance detection and explain the difference between surveillance detection and surveillance*
• *Describe the conceptual approach to security through surveillance detection*
• *Identify characteristics of targets selected by terrorists*
• *Identify global trends in terrorist activity*
• *Describe the hostile planning cycle*
• *Define risk and its components*: threat, vulnerability, consequences, and and vulnerability assessment
• Define probability
• Describe the risk assessment process
• Differentiate between risk assessment and locate red zones and green zones

• Define hostile surveillance position (HSP) and surveillance detection position (SDP)
• Identify three components of an HSP: sight, cover, concealment
• Explain how basic surveillance techniques are conducted
• Explain the difference between a surveillance detection operation and surveillance for interdiction
• List the steps and guidelines for conducting a surveillance detection operation
• Given a scenario, identify appropriate surveillance detection equipment
• Identify indicators of hostile or potentially hostile behavior
• List categories of characteristics that can identify an individual or a vehicle
• List factors that can affect one's ability to accurately observe a person, vehicle, or situation
• Identify strategies for practicing and honing observation skills
• Explain the purpose of reporting
• Identify components of a good report
• List the steps in the analysis process
• Identify the two primary types of planning needed for a successful surveillance detection operation: management planning and operational planning
• Given a scenario, develop an operational plan for execution.

Course Contents:

• Introduction to Surveillance Detection.

• Terrorism: Overview, Motives, and Methodologies.

• Attack Planning Cycle

• Vulnerabilities

• Fundamentals of Surveillance Detection

• Observation

• Reporting

• Human Rights and Community Engagement

• Analysis

• Management and Operations Planning

• Hands on With SD Equipment

• Final Field Exercise Pre-Brief

• Final Field Exercise

• Final Field Exercise Presentation Preparation

Instructors:

Joe Hemmer, Kevin Peterson, George Slike (USA)

Instructor Development Course (IDC):

Participants of Instructor Development Course

The purpose of the Instructor Development Course is to teach current approaches to adult learning, including how to define training needs, establish training objectives, prepare lesson plans, develop training materials, and deliver training.

Robert Muehlenhort

Objective of this course:

- Describe adult learning theory.
- Explain the Instructional Systems Design (ISD) process.
- Effectively communicate as a classroom instructor.
- Determine the best instructional method.
- Produce training aids.
- Design lesson plans.
- Construct test items that measure student learning.

Course contents:

- Human Rights and Community Engagement
- Understanding How People Learn
- Five-Minute Presentation
- Using the ISD Model – Analysis and Design
- Using the ISD Model – Development, Implementation, and Evaluation
- Communicating Effectively in the Classroom
- Ten-Minute Presentation
- Determining the Best Instructional Method
- Designing Training Aids and Lesson Plans
- Testing What Students Have Learned
- Twenty-Five Minute Lesson.

Instructors:
Robert Muehlenhort, James Parker, James Wilhelm (USA).

Participants with outstanding performance

Sufian Ahmed
ADC, Motijheel, DMP, Dhaka
1st Place (Combined)
15th Police Financial Management Course

A B M Masud Hossain
Addl. SP, Kishoreganj
1st Place (Combined)
15th Police Financial Management Course

Mohammad Anisur Rahman
Addl. SP 3RD APBn Khulna
1st Place
16th Police Financial Management Course

Md. Mahbubul Alam
ASP, CID, Dhaka
1st Place
18th Police Management Course

Police Staff College Bangladesh

Miscellaneous Activities

Inauguration of Newsletter

Billiard Championship-2011

Inauguration of Library Software

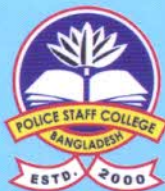Visitors from Asian University Bangladesh

Seminar on Meditation

Ifter Party 2012

"Excessive knowledge is better than excessive praying" - Prophet Mohammad (S)

POLICE STAFF COLLEGE BANGLADESH

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