

ANNUAL *REPORT*

2020



Police Staff College Bangladesh

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Inspector General, Bangladesh Police

Patron

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Message from The Rector



As the world comes into grips with the realities of dealing with a global pandemic, 2020 can be looked back as a year defined by the Covid-19 outbreak. The coronavirus contagion led to disruptions in our training schedules. Amidst the challenges posed by the pandemic, this year we managed to publish a cutting-edge research work on the occasion of birth centenary of the father of nation Bangabandhu Sheikh Mujibur Rahman, titled 'Bangabandhu's vision of law enforcement: Policing in Bangladesh'. We are confident that this comprehensive work shall be regarded as a milestone in the research arena of Bangladesh Police.

This year, the long awaited 17th Board of Governors meeting was held on September 22, 2020. PSC is governed by the Board of Governors composed of a high level 13 member's body headed by the Honorable Minister, Ministry of Home Affairs. The Board of Governors is the College's governing body and has responsibility for the strategic direction and overall governance and management. The BoG provided advice, guidance and support to ensure the successful achievement of PSC's mission.

During this year PSC conducted two mid-career courses & some partnership courses. The Research and Publication wing conducted several seminars on methodology of research projects, which will be instrumental in guiding the researchers to achieve optimum results and findings. Signing of MoUs between PSC and Mawlana Bhashani Science and Technology University, Human Development Research Center (HDRC), Bangladesh Institute of Development Studies (BIDS) and National Academy for Planning and Development (NAPD) is surely a stepping stone to further bonds of collaboration and mutual cooperation in the local knowledge ecosystem. We have also completed enrollment of students of, 5th Batch, in the Master of Applied Criminology and Police Management (MACPM) course. The students of MACPM are composed of personnel from Bangladesh Police, the Armed Forces Division, as well as members of various government organs and private corporations.

As you read this report, I hope you will gain insight into the breadth and depth of our activities. The ultimate success of our accomplishments depends on the dedicated contribution of our partners and dedicated staff. I am immensely grateful to those individuals and partners who energize and strengthen us with their phenomenal support. As we look forward to another wonderful year at PSC, I wish all the very best for your good health and safety in these testing times.

Md. Nazibur Rahman ndc, Ph.D.
Additional Inspector General (Grade-1)
Rector, Police Staff College Bangladesh.

PSC Achievements of the Year at a Glance

01

> Landmark Research on Father of
the Nation Bangabandhu Sheikh
Mujibur Rahman's Policing Vision

02

> 17th Board of Governors Meeting

03

> Signing of MoU between PSC and
other Research and Development
institutions

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> Exploration of New Horizons -
Training for Participants in Australia



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Abbreviations

AD: Assistant Director

Addl. DIG: Additional Deputy Inspector General

Addl. IGP: Additional Inspector General of Police

Addl. SP: Additional Superintendent of Police

APBn: Armed Police Battalion

ASP/Sr. ASP: Assistant/Sr. Assistant Superintendent of Police

ATA: Anti-Terrorism Assistance

BGB: Border Guard Bangladesh

CTTC: Counter Terrorism and Transnational Crime.

CID: Criminal Investigation Department

CMP: Chittagong Metropolitan Police

DD: Deputy Director

DIG: Deputy Inspector General

DMP: Dhaka Metropolitan Police

FGD: Focus Group Discussion

GAFMC: General Administration and Financial Management Certificate Course

HW: Highway Police

ICC: International Conference Centre

ICITAP: International Criminal Investigative Training Assistance Program

IGP: Inspector General of Police

MDS: Member Directing Staff

MoU: Memorandum of Understanding

NHRC: National Human Rights Commission

PBI: Police Bureau of Investigation

PE & C: Planning, Evaluation & Coordination

PEMCC: Police Executive Management Certificate Course

PLMCC: Police Leadership and Management Certificate Course

PHQ: Police Headquarters

PSC: Police Staff College Bangladesh

PTC: Police Training Center

R & P: Research & Publication

RAB: Rapid Action Battalion

RP&E: Research, Planning & Evaluation

SAARC: South Asian Association for Regional Cooperation

SB: Special Branch

SP: Superintendent of Police

SPBn: Special Security and Protection Battalion

TDS: Traffic Driving School

UNDP: United Nations Development Program

UNESCO: United Nations Educational, Scientific and Cultural Organizations

UNICEF: United Nations Children's Fund



Executive Summary

Chinese philosopher Lao Tzu mentioned a few thousand years ago- “A journey of a thousand miles starts with one step”. On a similar note, this annual report is a testament to the journey of Police Staff College Bangladesh towards its long-term vision. Our annual goals are aligned with the aims and objectives of this institution, and signify a commitment towards achieving higher and aiming bigger. This report details our efforts to influence police leaders, sheds light on academic endeavors, highlights significant collaborations and elaborates our overall activities to strengthen PSC in terms of both academic and infrastructural development in the year 2020.

In the wake of the global Covid-19 pandemic, we had to reframe and adjust a major portion of our program, in accordance with the national strategy to control the pandemic. After the first reported coronavirus case in Bangladesh was confirmed on 8 March 2020, PSC postponed all its scheduled events, including ATA courses, from 15 March to 30 June 2020. Later on, the initial postponement was extended to September 2020. By the end of the year, PSC succeeded in completing almost all of the scheduled activities with the exception of training programs that were hampered due to the spread of Covid-19.

In 2020, PSC hosted 10 training courses that included one Core course and two Mid-career courses comprising of 358 participants from various professions, ranks, and backgrounds. PSC also conducted several partnership courses with ATA, US Embassy, and UNDP. As part of our foreign collaboration efforts, 23 participants of the 1st General Administration and Financial Management Certificate Course went to Australia for a week-long training program at Macquarie University, in the month of February.

On the occasion of the birth centenary of the father of the Nation Bangabandhu Sheikh Mujibur Rahman, PSC conducted and completed an ambitious research work titled “Bangabandhu’s vision of law enforcement: Policing in Bangladesh”. The lead researcher was Professor Abul Kashem, Pro-Vice-Chancellor of the Bangladesh University of Professionals. An expert team consisting of members from Police Headquarters, Police Staff College Bangladesh, and renowned academicians conducted the research program within one-year timeframe under the guidance of the Rector, PSC.

As part of PSC’s ongoing efforts to develop a collaborative research ecosystem, we have signed Memoranda of Understanding with Mawlana Bhashani Science and Technology University, Tangail (MBSTU), Human Development Research Center (HDRC), Bangladesh Institute of Development Studies (BIDS) and the National Academy for Planning and Development (NAPD). These MOUs herald the beginnings of highly potential collaborative mechanisms between PSC and these institutions.

PSC's flagship Masters-level course in Applied Criminology and Police Management (MACPM) welcomed its fifth batch of students. Virtual classes were arranged for the first time for the students of MACPM, following government guidelines. The current batch comprises of a total of

The 17th meeting of the Board of Governors (BoG) of Police Staff College was held at its campus on September 22, 2020, presided over by the Chairman of the Board, Honorable Minister of Home Affairs, Mr. Asaduzzaman Khan, MP. The BoG members reviewed the institutional performance, provided advice and guidance regarding ongoing activities, and pledged their support for future projects to ensure the implementation of PSC's mission.

The development of PSC's infrastructure is a continuous process, aimed at improving organizational efficiency by ensuring quality facilities for in-house staff and trainees. Over the past year, carefully planned infrastructural development projects and renovation works were undertaken. The inauguration of a modern Cross Fit Zone added a new dimension to the campus environment of Police Staff College Bangladesh. The Cross Fit Zone, combining state-of-the-art gymnasiums, a swimming pool, and sports grounds, will hopefully contribute to improving the physical health of the faculties, trainees, and staff. Besides, a good number of infrastructural initiatives and renovations are in progress.

I would like to show my profound gratitude to the Rector and Vice-Rector of PSC for their unconditional support and valuable advice in preparing this Annual Report. I appreciate and thank all the PSC staff, in particular, the Research Wing for their diligence, hard work, sincerity, and assiduous effort to bring this report into existence. Before I finish, let me quote Nobel laureate Hermann Hesse- "Wisdom cannot be imparted. Wisdom that a wise man attempts to impart always sounds like foolishness to someone else. Knowledge can be communicated, but not wisdom. One can find it, live it, do wonders through it, but one cannot communicate and teach it".

It is my solemn hope that as the top think-tank of Bangladesh Police, Police Staff College will continually adapt and shine brighter in its goal of imparting relevant knowledge, which the trainees will transform into wisdom through their dedication and perseverance.

Thank You.



Md. Golam Rasul
MDS (Academic and Research Wing)
Chief Editor, Annual Report 2019

Who We Are

Police Staff College Bangladesh (PSC) is the apex training and research institute of Bangladesh Police. It is responsible for imparting quality training to Bangladesh Police, offering professional academic degrees, and conducting cutting-edge research on criminological issues, improvement of police operational performance, and community engagement – all geared toward the aim of enhancing safety and security.

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

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

The Rector is the executive head of PSC. Holding the rank of Additional Inspector General, the Rector is among the most senior officers in Bangladesh Police. The Vice Rector, of the rank of Deputy Inspector General, assists the Rector in regards to academic, research and training matters and all administrative concerns. PSC has two functional wings: Training Wing and Academic & Research Wing headed by two Member Directing Staff (MDS) - MDS (Training) and MDS (Academic & Research) respectively, holding the rank of Additional Deputy Inspector General of Police. Besides, PSC has Administration and Finance Branch for the support services to the other wings. A Director in

the rank of Superintendent of Police provides all administrative supports to smooth functioning of PSC according to the directives of the Rector and Vice Rector.

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

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

PSC is now making advancements in terms of infrastructure and facilities, including a new eco-friendly academic hub and the vertical extension of dormitory building. Since its inception, PSC's journey has been characterized by continual improvement and has gradually built a momentum of sustained progress. PSC's current performance has put it on track of achieving its strategic vision. The institution has broadened its network in the international arena, including the recent strengthening of collaboration with Macquarie University, Australia. PSC regularly arranges training courses for SAARC nations and hosts international conferences and seminars in partnership with the Interpol, the US Embassy, and with support from the Australian High Commission as well as with the Canadian authorities. PSC is moving forward and endeavoring for excellence with a vision to establish itself as a regional and global think tank.

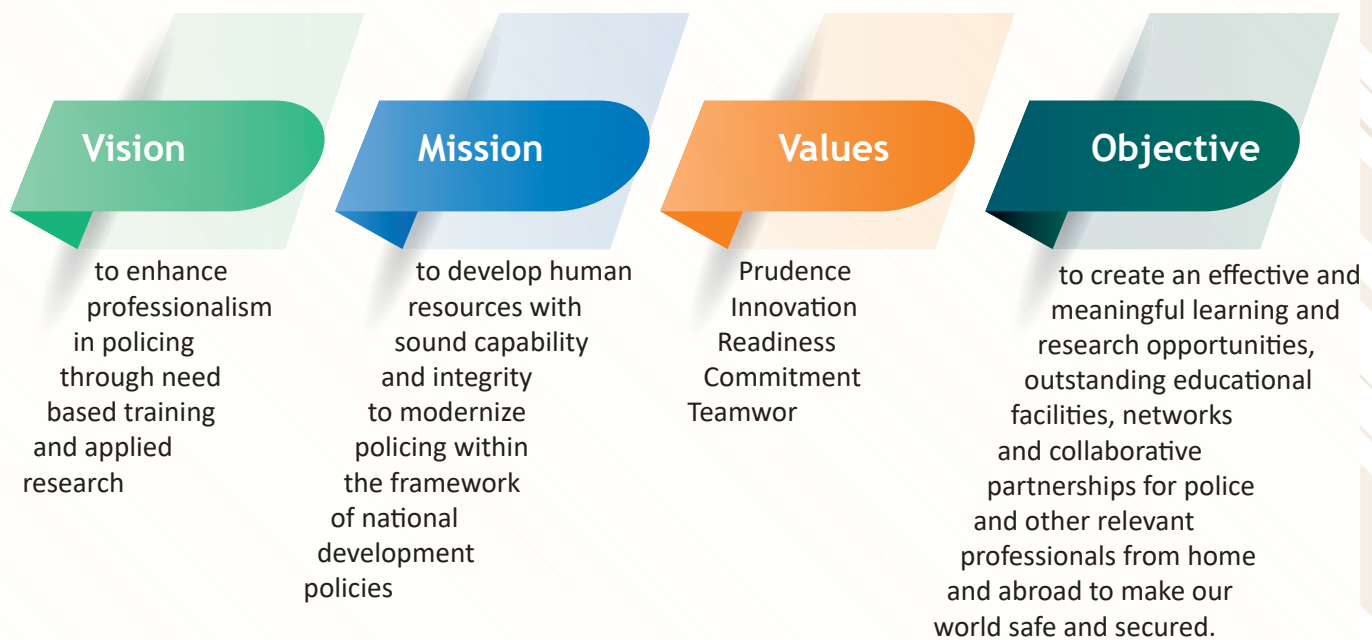
Our Legal Basis

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

What We Do

The purpose of PSC

The purpose of Police Staff College Bangladesh (PSC) is to create a sustainable, sound and work-based learning model which supports police, government officials and relevant professionals of Bangladesh and around the globe to build safer and resilient communities.



Objective

PSC's objective is to create an effective and meaningful environment for learning and research opportunities, provide outstanding educational facilities, and facilitate networks and collaborative partnerships for police and other relevant professionals from home and abroad to make our world safe and secure.

Our Goals

- To influence and enhance police leadership, prudence and professionalism
- To establish innovative and work-based graduate learning programs
- To provide value and insights gained from security, criminology and policing research to the national and international platforms

- To promote mutual partnership and networking
- To create a vibrant and quality learning environment

In aiming for our goals, we aim for excellence in providing training and conducting research. We have made promise to be innovative for bringing PSC to international standards. We are ready and prompt in terms of every relevant response of the government. We are committed to developing police professionals capable of meeting contemporary policing needs. Our endeavor for excellence is a concerted team effort.

How We Do It

To meet our goals, our strategies are to:

- Develop and continue outstanding training programs to make police leaders capable of meeting contemporary policing needs.

- Offer graduate learning programs to our communities to enhance academic literacy and wisdom.
- Conduct evidence-based and applied research to inform policy and practice.
- Undertake integrated programs through augmenting partnerships and networks in the national and international level
- Ensure capacity building of Staff and facilitate a quality learning environment

We Cultivate a Culture where

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

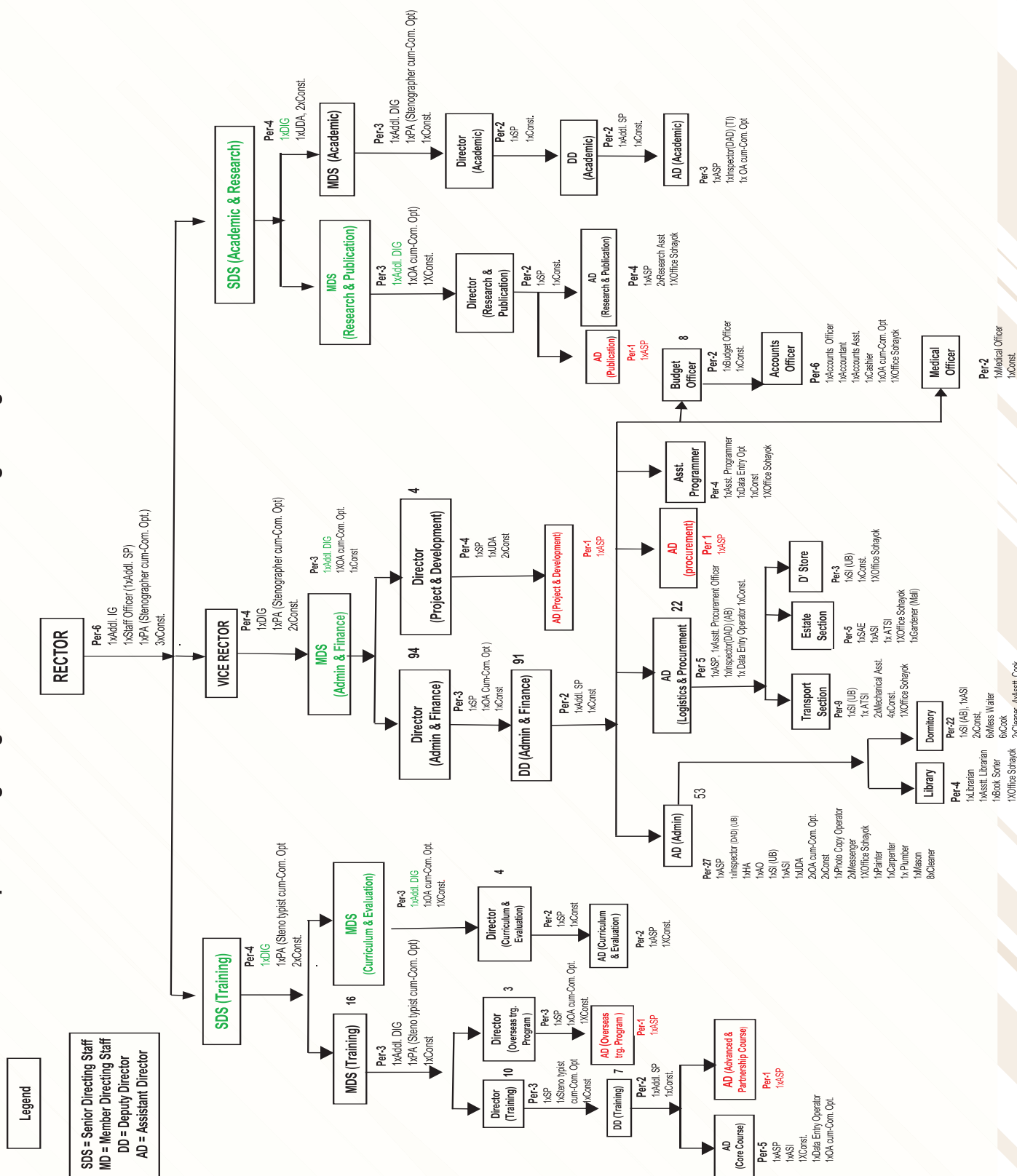
Our Structure

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

Strategic Goals of PSC

- ◆ Influencing and enhancing police leadership, prudence and professionalism
- ◆ Promoting mutual partnership and networks
- ◆ Establishing innovative and work-based graduate learning programs
- ◆ Providing valuable insights into security, criminology, and policing research in the national and international platforms
- ◆ Establishing and maintaining a high quality learning environment

Organizational Structure



PSC Management at a Glance



Md. Nazibur Rahman ndc, PhD, Addl IGP (Grade-1) assumed office as the 12th Rector of Police Staff College Bangladesh on 1st November, 2020. He holds two Masters degrees: one in Entomology and the other in Security and Development Studies. He successfully accomplished the National Defense Course in 2014. He was awarded PhD on Development Studies in early 2018.

He began his professional career in the Bangladesh Civil Service (Police) of the Government of the People's Republic of Bangladesh on 15th February, 1988. He worked in many capacities such as SP, Sirajganj and Bandarban District, DIG of APBn, Police Commissioner of Khulna Metropolitan Police, Police Telecom and Principal of Bangladesh Police Academy, Sardah, Rajshahi. He has a versatile experience of many other important assignments in the country and abroad. He worked as a Senior Diplomat for a considerable period in the capacity of Minister (Consular) at the Bangladesh High Commission in New Delhi, India. He attended different training courses at home and abroad (UK, USA and Italy). He is a part-time teacher in Mawlana Bhashani Science and Technology University (MBSTU), Tangail. He is also a resource person in the National Academy for Planning and Development, Dhaka, Bangladesh. He worked in different peacekeeping missions of the United Nations. His hobbies are gardening, travelling and reading books.



Md. Ibrahim Fatemi bpm, ppm joined PSC on 30 Mar, 2016 as the Vice Rector – PSC's Second-in-Command. He completed MSS from the University of Dhaka in International Relations. Before joining Bangladesh Police in 1989. Police, he was a news caster and a presenter in Radio Bangladesh and Bangladesh Television. He worked with internationally reputed NGO Oxfam. He is an enlisted lyricist and prominent reciter in different media. In Bangladesh Police, he served at Mymensingh, Narayanganj and Dhaka districts, and has worked at various units including the Police Headquarters, Dhaka Metropolitan Police, the Special Branch and the Criminal Investigation Department. He served in Bosnia and Herzegovina and in East Timor for the United Nations. He is interested on terrorism, crisis management and contemporary policing issues.



Md. Matiur Rahman Sheikh has spent 12 years of his career at PSC as a contributor to training, research and development activities. He joined Bangladesh Police in 1991 as a BCS cadre officer. During his professional endeavor Mr. Sheikh was assigned to many operational units including the district police units as Superintendent of Police. He served as a UN peacekeeper in East Timor and Liberia. He studied business and received MBA degree, and obtained another Master's Degree in Criminology and Criminal Justice from the University of Dhaka. He has been honored with IGP's exemplary good services badge for his contribution to research and publication. His professional interests focus on thematic planning, applied research and evaluation of pragmatic training activities of PSC. He also has a keen interest in crime and criminology.



Md. Golam Rasul joined PSC on 30 Jan 2013. He is a member of the 12th BCS Police batch. He has studied Mass Communications in the University of Dhaka and went on to receive another Master's in Development Studies from AIUB, Dhaka. He served at different important police units in Bangladesh including Dhaka Metropolitan Police, Special Branch, Bangladesh Police Academy, and district police. He served in in East Timor as part of the UN Peacekeeping Mission. He received Inspector General's 'Exemplary Good Service Badge' in 2001. He was the editor of the Bangladesh Police magazine, 'The Detective'. He has several publications and frequently contributed to professional report writings on various police issues. He was the Member Secretary of the 'Investigation Directives Committee' that yielded the 'Oporadh Todonto Nirdeshika': a handy manual of criminal investigation for police officers. His areas of interest are police policy planning and police reform issues.



Md. Sibgat Ullah PPM, is working as the Director (Admin) at PSC. Mr. Sibgat belongs to 15th BCS (Police) batch and joined Bangladesh Police in 1995. Mr. Sibgat holds includes Bachelor of Science and Master of Science degrees from Rajshahi University. In addition, he holds a number of professional certificates from home and abroad including the field of logistics, management and leadership. He contributed to major infrastructural developments in various units of Bangladesh Police, including the introduction of the Automated Fingerprint Identification System (AFIS). He has extensive global experience, having served UN Peacekeeping missions and international assignments in Europe and beyond.



Md. Iqbal Hossain joined PSC on 18 Jan. 2015. He belongs to the 17th BCS (Police) batch and joined Bangladesh Police in 1998. He completed his B.Com (Hons.) and M.Com in Accounting from the University of Dhaka. He worked at Dhaka Metropolitan Police, Khagrachhari, Chandpur, Rangpur, Chittagong and Kishoregonj districts. He served in UN Peace Keeping Mission in Sudan.



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



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



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



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



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



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



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



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



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



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



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



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



Md. Aminul Haque joined PSC on 3 July 2007, just eight months after joining PHQ. He got appointment to work for Bangladesh Police in the area of ICT development. He got his masters in Mathematics from Jahangirnagar University and masters in Computer Science and Engineering from Uttara University. His research interest includes the topics under information technology.



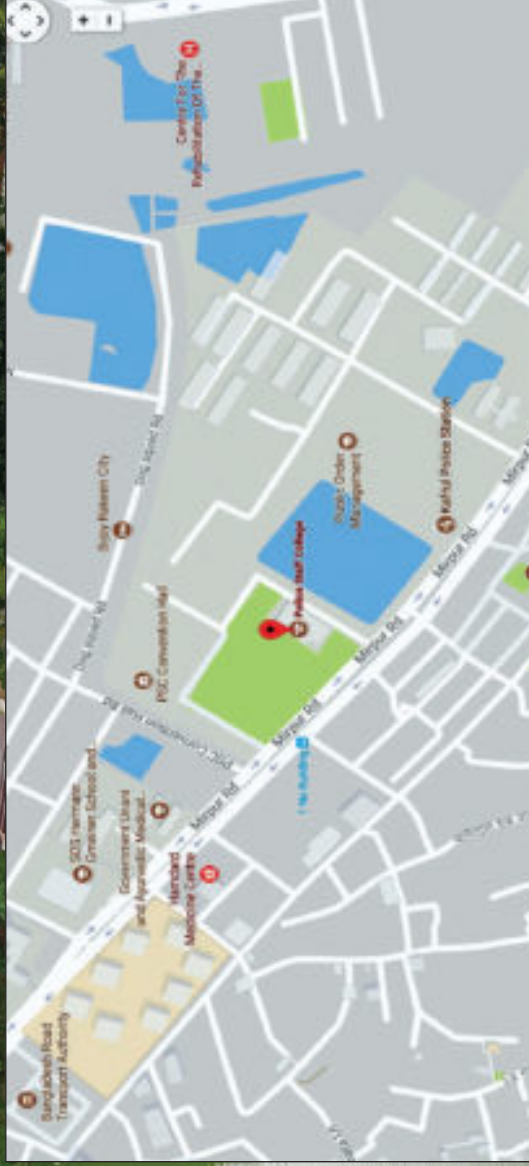
Dr. Kamrun Nahar joined PSC on Dec. 2006. She has worked with Bangladesh Police as a medical practitioner since 1 Jan 2004. She received MBBS degree from Sher-e-Bangla Medical College, Barisal Post Graduate Diploma from Dhaka Medical College and CCD from BIRDEM. Before joining PSC, she worked in the Divisional Police Hospital, Chittagong.



Md. Murad Khan, Assistant Director (Curriculum), joined PSC on June 28, 2020 as an ASP. Before joining PSC he had been working as Inspector (Training) in Traffic & Driving School, Dhaka. His areas of interest include public order management and law enforcement.



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

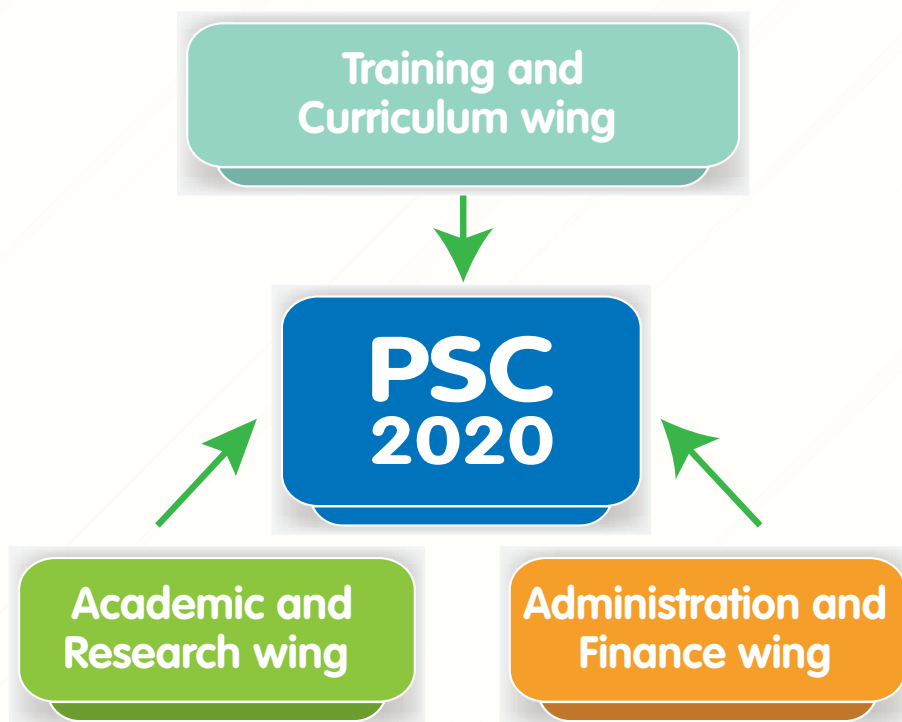


Location of Campus

The PSC campus sprawls across 19.5 acres of land adjacent to Shahid Police Smrity School & College and POM (Public Order Management) at Mirpur-14, Dhaka-1206. It is located strategically near Mirpur Circle 10 & Dhaka Cantonment.

Highlights 2020

The year 2020 saw PSC progress with considerable momentum in an organization-wide drive to achieve its strategic goals. It has broadened its area of work beyond law enforcement to include other government agencies and the non-government sector. It has delivered updated training, more focused research, greater learning opportunities and has extended avenues of potential collaboration with international academia to unprecedented levels.



Training wing activities

- Total Courses : 12
- 2 Mid-career courses
- 1 Core Course,
- 3 Partnership Courses
- &, 4 workshop, 2 seminars.
- Total Participants: 358
- Academic Visit to Macquarie University

Academic and Research wing activities

- ♦ Continuation of Master's Degree on Applied Criminology and Police Management (MACPM)
- ♦ Draft MoU among PSC and Mawlana Bhashani Science and Technology University, Tangail, Human Development Research Center (HDMC), Bangladesh Institute of Development Studies (BIDS), National Academy For Planning And Development.

- ♦ Research Projects accomplished on Father of the Nation Bangabandhu Sheikh Mujibur Rahman's policing vision
- ♦ Publication of bi-annual peer-reviewed journal
- ♦ Publication of quarterly Newsletter
- ♦ Publication of Annual Report
- ♦ Conduction of workshop on Research Methodology

Administration and Finance wing activities

- ♦ Ensuring smooth functioning of overall operational activities year-round
- ♦ Management of COVID 19 pandemic safety measures, adaptation procedures and medical emergencies
- Inauguration of Cross Fit Zone within premises

Top Stories Of 2020 at PSC

Landmark Research on “Bangabandhu’s Vision of Law Enforcement: Policing in Bangladesh”

On the occasion of the birth centenary of Bangabandhu Sheikh Mujibur Rahman and ‘Mujib Barsho’ (Year of Mujib), PSC commissioned a special research project on “Bangabandhu’s Vision of Law Enforcement: Policing in Bangladesh”. Police Staff College Bangladesh and renowned university academicians conducted the research program with a one-year timeframe. The research, commissioned for the fiscal year 2018 -19, was finalized in the stipulated time. The successful completion of the project was made possible thanks to the collaborative efforts of in-house PSC staff and the research team. PSC organized several meetings and workshops with the research team of high academicians consisting of seven Professors teaching in renowned universities of Bangladesh, led by Professor Abul Kashem, Pro-Vice Chancellor of Bangladesh University of Professionals, and high ranking police officers of different police units of Bangladesh those of who have sound knowledge of research work combined with law enforcement experience.

With a firm commitment to ensuring the quality of data collection, the enumerators traveled across the country. The Research and Publication wing of PSC made commendable contributions to the overall research effort. The research was further enriched by the personal involvement of the Rector himself, along with the MDS (Academic & Research) and Director (Research & Publication), who proffered their expertise and interviewed iconic personalities for research purposes. The Research and Publication wing facilitated the collection of valuable data from National archives, National Parliament and other Government offices.



Honorable Home Minister putting his comments on “Bangabandhu’s Vision of Law Enforcement: Policing in Bangladesh” research project.



Mr. Habibur Rahman bpm (bar) ppm(bar), DIG, Dhaka Range giving speech in the Research Report Receiving Seminar on "Bangabandhu's Vision of Law Enforcement: Policing in Bangladesh".



Research workshop is going on with the team members of Research Committee

Md. Nazibur Rahman ndc, Ph.D., Addl IGP (Grade-1) assumed the office of Rector, Police Staff College Bangladesh

Md. Nazibur Rahman ndc, PhD, Addl IGP (Grade-1) assumed his office as the 12th Rector of Police Staff College on the 1st of November, 2020. He was awarded PhD on Development Studies in early 2018, and holds dual Master's degrees. Having completed the National Defence Course in 2014, he was received the prestigious "ndc" title.

He began his professional career in the Bangladesh Civil Service (Police) of the Government of the Peoples' Republic of Bangladesh on 15th February, 1988. He worked in many capacities such as SP, Sirajganj and Bandarban District, DIG of APBn, Police Commissioner of Khulna Metropolitan Police, and as Principal of Bangladesh Police Academy, Sardah, Rajshahi. He has a versatile experience of many other important assignments in the country and abroad. He worked as a Senior Diplomat for a considerable period in the capacity of Minister (Consular) at the Bangladesh High Commission in New Delhi, India. He attended different training courses at home and abroad (UK, USA and Italy). He is a part-time teacher in Mowlana Bhashani Science and Technology University

(MBSTU), Tangail. He is also a resource person in the National Academy for Planning and Development, Dhaka, Bangladesh. He worked in different peacekeeping missions of the United Nations.

Police Staff College Bangladesh is honored to have Md. Nazibur Rahman, who has a unique reputation for his exceptional work ethic and integrity, at its helm. We hope that PSC will challenge the horizons of accomplishment and set new benchmarks for excellence under his leadership.



Welcoming Md. Nazibur Rahman ndc, PhD on his first day as Rector of Police Staff College

17th Board of Governors Meeting Held in September

The 17th meeting of the Board of Governors (BoG) of Police Staff College was held at its campus on September 22, 2020. The meeting was presided over by the Chairman of the Board, Honorable Minister of Home Affairs, Mr. Asaduzzaman Khan, MP. The Member Secretary, Rector SK. Md. Maruf Hasan bpm, ppm, stated that the board meeting was delayed due to the pandemic situation of Covid-19. Furthermore, he added that nearly all the decisions taken by the previous board meeting have been implemented, with some exceptions due to the administrative and practical limitations. He hoped that with the instructions and suggestions of the board members, the unfulfilled tasks could be completed very soon.



BoG Members at Police Staff College Bangladesh

The meeting yielded the following decisions:

- Outsourcing practice is to be continued for smooth conduction of education and research activities.
- Research report of Bangabandhu's Vision of Law Enforcement: Policing in Bangladesh." should be finalized and published as early as possible.
- "Cyber Security" and "Security Management" - Post Graduate Diploma courses approved
- New posts and grades of PSC approved
- Overseas training following the best practices of the developed and developing countries is to be emphasized. It has been approved by the BoG that the duration of overseas training needs to be prolonged from 7 days to 14 days.
- DPP of the PSC should be finalized and sent to MoHA for further steps.
- Proposal for the amendment of Police Staff College Act, 2002 is to be sent to the concerned ministry.
- Necessary actions are to be taken to arrange the signing of the Memorandum of Understanding (MoU) with other government organizations.
- Inclusion of Additional IGP (HRM), Police Headquarters, as board member has been approved by the BoG.



BoG Members at Police Staff College Bangladesh

Respected attendees of the 17th Meeting of the Board of Governors

- 1. Asaduzzaman Khan, MP**
Minister, Ministry of Home Affairs
& Chairman, Board of Governors, PSC
- 2. Mostafa Kamal Uddin**
Senior Secretary, Ministry of Home Affairs
& Vice-Chairman, Board of Governors, PSC
- 3. Dr. Benazir Ahmed, BPM (Bar)**
Inspector General of Police
- 4. Abdur Rouf Talukder**
Senior secretary
Finance Division, Ministry of Finance
- 5. Md Mainul Kabir**
Secretary, Legislative & Parliamentary
Affairs Division
- 6. Major General Md Akbar Hossain**
Commandant, Defense Services Command & Staff
College, Dhaka

7. Md Mahbub Hossain
Secretary, Ministry of Education

8. Shaikh Yusuf Harun
Secretary, Ministry of Public administration

9. Md Sultan Ahmed
Additional Secretary, Cabinet Division.

10. Md Rakib Hossain, ndc
Rector, Secretary, Bangladesh
Public Administration Training Centre

11. SK. Md. Maruf Hasan bpm, ppm
Rector, Police Staff College
& Member Secretary, Board of Governors, PSC

Signing of MoU with Organizations in Research and Academia

In the present landscape of global communication and interaction, exchange of experience and expertise is mutually beneficial for organizations in the research and development ecosystem and the knowledge economy. Mutual cooperation and sharing of professional knowledge in the field of education and training can give an impetus in raising an institution to an optimal standard of service in line with regional and global benchmarks. The present scope of interaction and cooperation between Police Staff College Bangladesh (PSC), the apex training institute of Bangladesh Police, and the Mowlana Bhashani Science and Technology University, Tangail, Human Development Research Center (HDRC), Bangladesh Institute of Development Studies (BIDS), National Academy For Planning And Development has been enhanced through agreements which laid foundations for many potential avenues of future work.



MoU Signing ceremony at PSC

Exploration of New Horizons

One week training in Australia for the participants of 1st General Administration and Financial Management Certificate Course:

The 1st General Administration and Financial Management Certificate Course (GAFMCC) for Additional SPs was held on 22 September to 7th November, 2019. 1st GAFMCC was the 1st Mid-Career course of PSC. Numbers of the Total participants were 23. The GAFMCC started from 27th BCS (Police batch) and all the officers (Addl SPs) of Bangladesh Police will undergo this mandatory training from now onwards.

This is a 7-week training course is followed by a 1-week foreign tour. All the participants, two faculty members and one representative from the Police Headquarters went to Australia for a one-week program from the 22nd to the 28th of February, 2020.



Participants of GAFMCC with faculty members at Macquarie University, Australia

Mid-Career Course

Police Executive Management

Certificate Course for SP

The 1st Police Executive Management Certificate Course (PEMCC) was held from 11 October to 12 November, 2020. PEMCC is the 1st mid-Career course for officials of the rank of SPs, consisting of a 5-week training followed by a 1-week foreign tour. The total number of the participants was 24. The initiation of PEMCC was from the 21st BCS (Police batch) and all the Superintendents of Police (SPs) of Bangladesh Police will undergo this mandatory training from now and onward. The program was inaugurated by Md. S.M Ruhul Amin, Additional inspector General of Bangladesh police (HRM), Police Headquarters, Dhaka.



Participants of 1st PEMCC with Senior PSC faculties

Session conducted by Dr. Julian Droogan

Faculty of Arts, Macquarie University

On 3/11/2020, Dr. Julian Droogan, an expert and senior academic of Department of Security Studies and Criminology (DSSC), Faculty of Arts, Macquarie University, conducted an engaging lecture session on “Radicalizing to terrorism”. The participants from the 1st Police Executive Management Certificate Course for SP attended the session. The session, conducted virtually, which was moderated by Md. Mominul Hoq, Assistant Director (Academic) in the physical presence of PSC faculty members



Professor Dr. Julian Droogan and participants during the session on “Radicalizing to terrorism”.

Session conducted by Professor Lawrence Sherman

University of Cambridge

Professor Lawrence Sherman, KNO, Institute of Criminology, University of Cambridge, UK took a session on “Developing Police Strategies for Preventing Rape: Evidence Based Policing” on November 02, 2020. Conducted through the online platform Zoom, the session was attended by the participants from the 1st Police Executive Management Certificate Course for Superintendents of Police. PSC faculties also attended to facilitate the session and assist Mr. Sherman. The Professor shared the latest findings on strategies for prevention of rape incidents. Md. Mominul Hoq, Assistant Director (Academic) moderated the session.



Professor Sherman is responding to participants' queries

2020 Review: Courses Conducted by PSC

Mid-Career and Core Courses:

Sl no	Name of the Courses	Course coordinator	Type of course (Advanced / Core/Partnership /Foreign course)	Duration & Date	Designation of Participants	No of Participants
1.	1 st Police Leadership and Management Certificate Course	Md. Kamrul Islam	Mid-Career Course	12/01/20 to 05/03/20	Sn. ASP/ASP	20
2	1 st Police Executive Management Certificate Course	Nilufa Yeasmin	Mid-Career Course	11/10/20 to 12/11/20	SP	24
3	15 th Crime Administration Management Certificate Course	Sakibul Islam Khan	Core Course	6/12/20 to 17/12/20	Addl SP/ Sn. ASP	25

Advanced and Partnership Courses, Workshop and Seminar

Sl no	Name of the Courses	course coordinator	Type of course (Advanced / Core/Partnership /Foreign course)	Duration & Date	Designation of Participants	No of Participants
1	Identification and Seizure of Digital Evidence	Md. Abu Sofian	Partnership	12/01/20 to 23/01/20	Addl SP to Sub Inspector	25
2	Workshop on Introduction of Social Media Strategies	Md. Abu Sofian	Partnership with US Embassy, ICITAP	02/02/2020	Addl DIG to ASI	32
3	Interdicting Terrorist Activities	Md. Abu Sofian	Partnership with US Embassy, ATA	16/2/20 to 27/2/2020	Addl SP to Sub Inspector	19
4	Tactical Training Focused on CT Operations	Arifa Ashraf Pinky	Partnership with UK, JCTTAT, Dhaka	16/2/20 to 11/3/20	Addl SP to Constable	24
5	Tactical Medical (postponed due to growing concerns over coronavirus)	Md. Abu Sofian	Partnership with US Embassy, ATA	1/3/2020 to 5/3/20	Addl SP to Sub Inspector	
6	1st Suicide Bomber Prevention Workshop (postponed due to growing concerns over coronavirus)	Md. Abu Sofian	Partnership with US Embassy, ATA	8/3/2020 to 12/3/20	Addl SP to Sub Inspector	

7	Investigating Terrorist Incidents(postponed in the middle of the training Due to growing concerns over coronavirus	Nilufa yeasmin	Partnership with US Embassy,ATA	8/3/20 to 19/3/20	Addl SP to Sub Inspector	
8	2 nd Suicide Bomber Prevention Workshop (postponed due to growing concerns over coronavirus	Md. Abu Sofian	Partnership with US Embassy,ATA	15/3/20 to 19/3/20	Addl SP to Sub Inspector	
9	Workshop on Unified Reward Standard system for all Units of Bangladesh police	Kazi MD. Shafi Iqbal	Organized by PSC	5 to 6 July 2020	Addl DIG to Addl SP	55
10	Research Workshop	Tahura Jannat	PSC	14/10/20	AD to MDS of PSC, Research, Evaluation teams of PSC	35
11	Seminar on “Response Mechanism to Address Gender based Violence: Role of Women Police Officials.”	Tahura Jannat	Jointly Organized by UNDP & PSC	7/12/20	Addl DIG to ASP	34
12	Workshop on “Enhancement of Training and Research Activities of Police Staff College Bangladesh Project”	Tahura Jannat	Jointly Organized by UNDP & PSC	8.12.20. to 10.12.20	Non-police	12
13	Seminar on Instilling Human Rights Education in the Ethos of Bangladesh Police: A way Forward for Bangabandhu’s People Friendly Police	Tahura Jannat	Jointly Organized by UNDP & PSC	15.12.20	Bangladesh Police personnel	40

Roadmap to Achieving PSC's Strategic Goals

Goal 1: Influence and Enhance Police Leadership, Prudence and Professionalism.

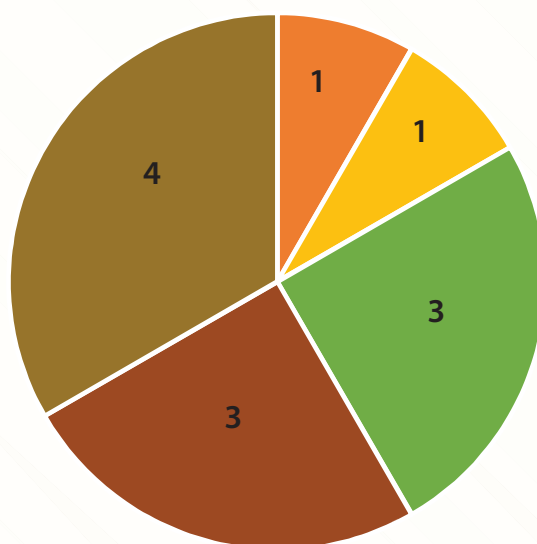
Police Staff College Bangladesh (PSC) is the apex training and research institution of Bangladesh Police, supporting and influencing police professionals and other personnel from various government/non-government agencies towards better service delivery and better practices for ensuring better security for the citizens.

Training Mandate

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

Strategy: Provide quality training to police leaders to make them capable and efficient in terms of meeting contemporary policing needs.

The core strategy of ensuring quality training for police officers has been enacted in various strategic plans by PSC. One of the approaches in line with this spirit is ensuring diversity in courses to accommodate maximum levels of police leaders. This year, PSC conducted a range of mid-career courses, specialized courses and regional courses designed for different ranks, ranging from ASP to DIG. This year, two mid-career courses were conducted – the 1st Police Executive and Management Certificate Course for SPs and the 1st Police Leadership & Management Certificate (PLMC) Course for ASPs. Among core courses, the Crime Administration Management Certificate (CAMC) Course for Additional SPs and ASPs was conducted. PSC also hosted three seminars including “Research Needs Analysis: Scope & Challenges”, four workshops on “Unified Reward Standard system for all Units of Bangladesh Police”, “Introduction of Social Media Strategies”, “Research Methodology”, and “Enhancement of Training and Research Activities of Police Staff College Bangladesh” project.



■ GAFMCC ■ CAMCC ■ PARTNERSHIP ■ SEMINAR ■ WORKSHOP

Chart: Number of Different Training Events

Training activities postponed due to COVID-19 pandemic

Bangladesh announced its first confirmed Covid-19 case on 8 March 2020. Afterwards, PSC postponed all the training programs scheduled between 15 March and 30 June 2020, including ATA courses. The postponed programs were supposed to cover the following topics.

1. Suicide bomber prevention
2. Identifying & developing investigative information
3. Interviewing terrorist suspects
4. Investigating terrorist incidents

The workshop on “Investigating terrorist incidents” was already underway when it was postponed due to the Covid-10 situation. The initial embargo on training programs till June was later extended up to September 2020.

Strategy: Make the Training Programs Career Focused and Compulsory

This year PSC has delivered two mid-career training programs for police leaders ranked from ASP to SP, at each level, on a phase-basis to prepare them to be competent for the next career levels and acquire the skills, knowledge and attitude required to render professional duties with due diligence and prudence. These training programs are conducted in collaboration with international organizations and the global academia.

Strategy: Make the Training Programs Inclusive, Extensive and Participatory

Gender Inclusiveness in PSC Courses:

PSC consistently puts strategic emphasis on gender inclusion, although the heavily disproportionate male-female ratio in police means that women are underrepresented in policing in general. The state of gender diversity in PSC courses is also deserves improvement. This year, a total of 290 male and 68 female participants attended in different PSC courses. In the comparison to that of the previous year, the number of female participants has increased. In the past year, the ratio of male and female participants was 88.16: 11.84 for every hundred, while this year, male and female percentage ratio was 81:18.99. The increase in the number of female participants at PSC is an encouraging development in view of PSC’s aim to make training programs more inclusive and broader in scope.

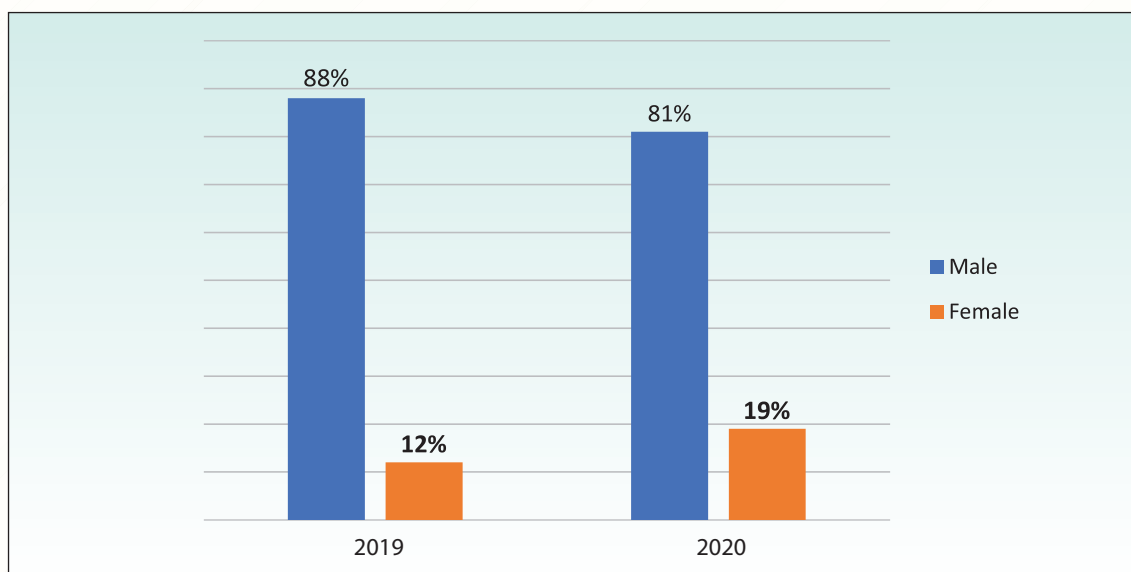


Chart: The Increasing Ratio of Female Participants at PSC training programs

Accommodating Wider Range of Participants

PSC accommodated a significant number participants of varying degrees of experience this year. PSC provided training to total 305 participants of Bangladesh Police officials of various ranks. The highest numbers of trainees came from rank of Superintendent of Police (SP), followed by the rank of ASP. Among the total graduates there were 12 Additional DIGs, 78 SPs, 58 Additional SPs, 68 ASPs, 33 Inspectors, 24 Sub-inspectors, two Sergeants, eight Assistant Sub-inspectors and 16 constables. A total of 53 participants came from non-policing backgrounds.

Participants Ratio of 2019

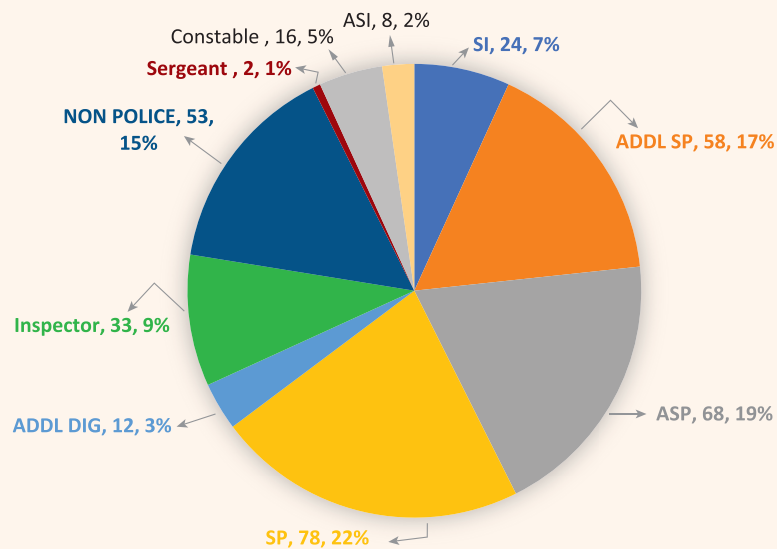


Chart: Rank-wise Ratio of participants in PSC training programs

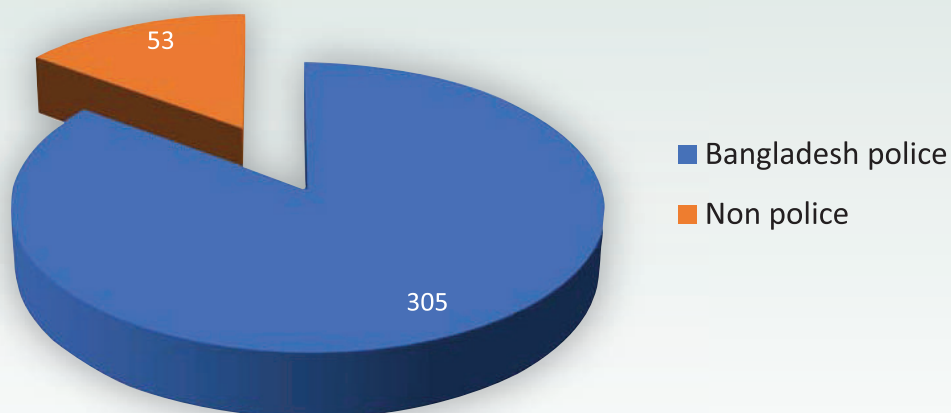


Chart: Comparison of Police Personnel and Non-Police Participants

Incorporating Participants from Diverse Units

In line with its strategic goal to ensure participant diversity, PSC's training programs hosted participants from 13 police units and categories. During the year, PSC trainings were mostly attended by participants from Metropolitan Police units, followed by District Police personnel and staff from Police Headquarters, respectively. Industrial Police and RAB were the two least represented units.

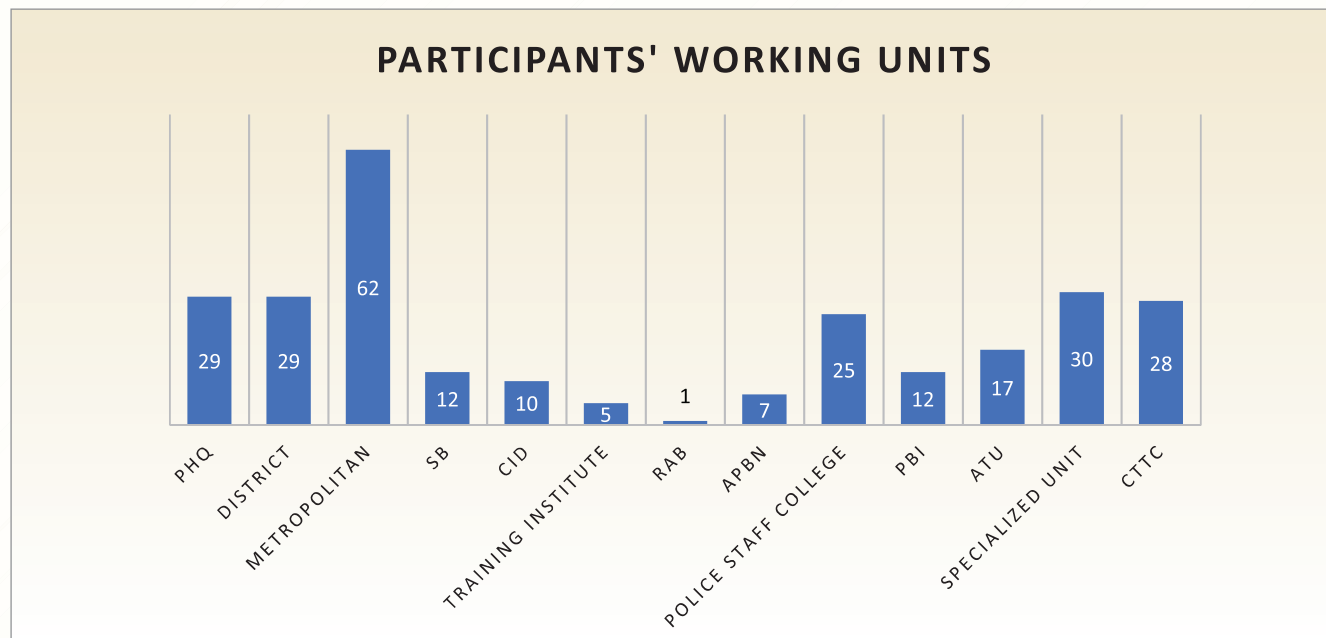


Chart: Working Units of PSC Training Program Participants

Inviting Resource Persons from Diverse Sectors

PSC's resource persons include prominent police leaders, renowned academicians, scholars, high-level bureaucrats, eminent lawyers, jurists, defense personnel etc. In 2020, a total of 168 speakers lectured at PSC, among whom the majority were police leaders. Bureaucrats, members of the civil society and university faculty members were also among the resource persons.

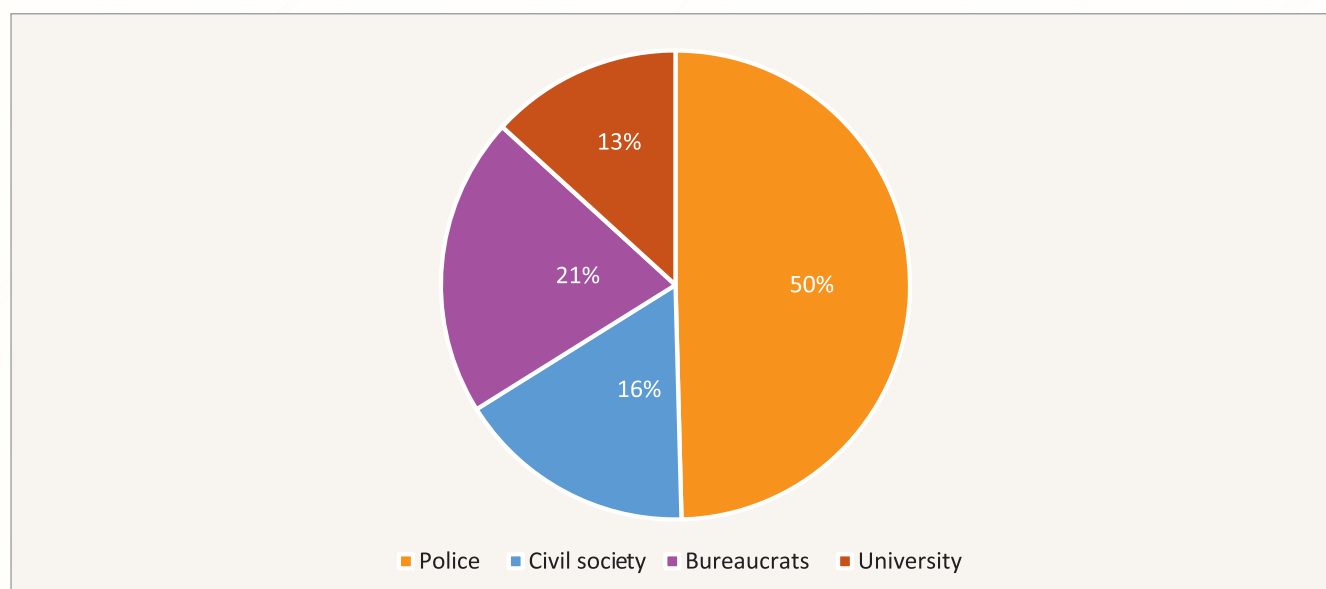


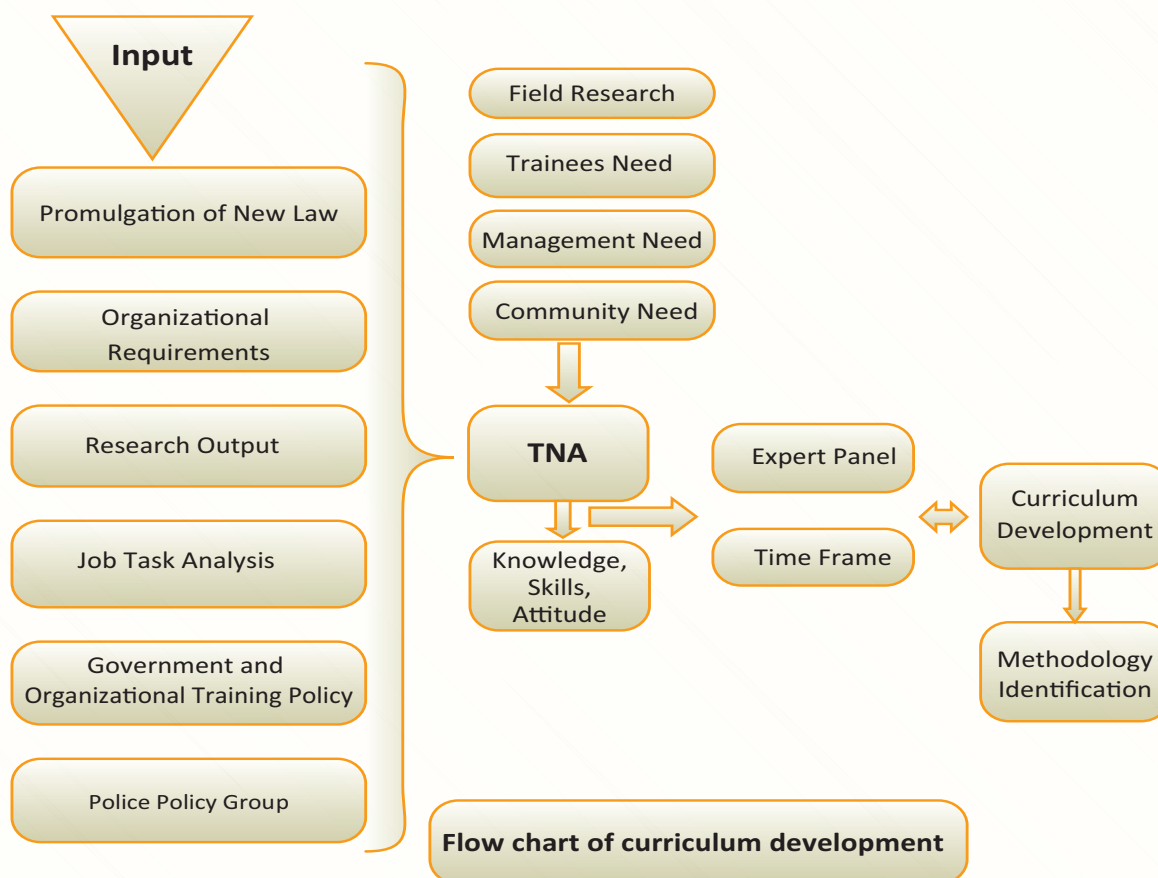
Chart: Composition of Speakers' List

Strategy: Develop Curricula Maintaining a High Level of Methodical Rigor

Curriculum Development Grounded under Various Methods of Training Evaluation such as Training Impact Analysis and Training Need Assessment

Courses conducted at PSC are generally formulated through a long process of curriculum development. The initiation of the process is derived from initial requirements outlined in research output, organizational requirements, job task analyses, government training policies and policy-level decisions in the law enforcement hierarchy. Training Need Assessment (TNA) and Impact Analysis of training are instrumental in assessing validity of the initial propositions. Throughout the planning process, various tools are utilized to ensure optimal design of courses. Discussion groups, problem-solving exercises, case studies, field visits and panel discussions are arranged to ensure that the proposed training regime can inculcate the necessary knowledge, skills and attitude (KSA) among trainees. To execute the policy emphasis on specific requirements, PSC invites resource persons and forms expert panels with members from public universities, research organizations, policy analysts and retired police officers with a wealth of experience. The final stages of the development of course curricula are executed by PSC faculty members in collaboration with external resource persons.

FLOW CHART OF CURRICULUM DEVELOPMENT:



Goal 2: Augmenting National and International Partnerships and Networks

A multitude of perspectives and an internationally united front can provide a much-needed advantage in this challenging law enforcement environment. Collaborative partnerships in the field of education and research provide a multi-agency learning environment and enhance the opportunities for the development of professional skills, knowledge and capabilities.

PSC is stepping up its engagement with national and international like-minded partners in regards to improving its education and research. Over the years, PSC has initiated and broadened its partnership horizon to include Australia's Macquarie University, the UNDP, various foreign diplomatic missions located in Dhaka such as the US Embassy, the Embassy of Turkey, Ministry of Public Security, China, Access to Information (a2i) program, the office of the Honorable Prime Minister of Bangladesh etc. The valued involvement of these partners is one of the great drivers of PSC's excellence.

Strategy: Promote Mutual Partnership and Networking

In the present landscape of global communication and interaction, the exchange of experience and expertise is a common phenomenon desired by most organizations willing to advance the cause of excellence. Mutual cooperation and sharing of professional knowledge are essential for an institution in the knowledge industry to reach to an optimal standard of service. Keeping these in mind, PSC is attempting to explore new opportunities for potential collaboration with the academia around the world. PSC made a landmark success through opening the avenues of potential collaboration with one of Australia's leading educational institutions – Macquarie University. Early in the year 2020, 24 participants, two PSC faculties and one representative from the Police Headquarters visited Macquarie University for a very fruitful training tour. The follow-ups to this interaction was postponed after the global Covid-19 scenario reached pandemic proportions.



Participants attending a session at Macquarie University, Australia

Strategy: Building International Networks

In the course of implementing PSC's mandate to broaden its academic, research and training framework, institutional efforts are ongoing to strengthen its network in the global knowledge arena. PSC is continuously striving to create exciting learning opportunities and acquire shared capabilities with international partners.

In 2020, PSC initiated a collaborative partnership with Macquarie University Australia. Partnership programs incorporate mutual collaborative arrangements in various academic fields. In 2020, PSC sent participants from Bangladesh Police to Macquarie University as part of a mandatory mid-career training held in PSC. Macquarie University also gave a plan to send its undergraduate students to Police Staff College, Bangladesh for a two-week sojourn with funding from the Australian Government, a proposal which was warmly welcomed by the PSC delegation.

On another note, PSC placed a proposal to Macquarie University for mutual collaboration on curriculum development for "Security Studies" and "Cyber Security" courses that are to be started in PSC.

Strategy: Locally Arranged Integrated Programs with National/International Partners

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

PSC-DOJ-OPDAT, US Embassy, Partnership: 1 Course



PSC- Ministry of Public Security, China, Partnership: 1 Course



ATA (3 Courses)



PSC- Embassy of Turkey Partnership



U.S. Department of Justice (DOJ)



ICITAP



PSC- Access to Information (a2i) program



Bangladesh Police Woman Network



PSC-UNDP partnership: 2 Seminars held at PSC in 2020



Comparison between 2020 and 2019 in terms of participants and courses including partnership courses and its participants

During 2020, PSC conducted fewer core courses - 3 in total – than in 2019, which amounted to seven back then. Partnership courses were also fewer in number than that in 2019. Only seven partnership courses were conducted in 2020, while the number was 24 in 2019. The incidence of the Covid-19 pandemic is the primary factor.

Goal 3: Offer Graduate Learning Programs to Our Communities to Enhance Academic Literacy & Wisdom

Strategy: Establishing Innovative and Work-Based Graduate Learning Programs

Master of Applied Criminology and Police Management

PSC is dedicated to offering advanced studies on contemporary policing, criminology and criminal justice. It aims at equipping police and other relevant professionals with critical insights on contemporary security and criminology so that they can effectively and efficiently discharge their duties. At the same time it also offers study opportunities to the interested and potential candidates from non-police and non-government organizations to help them developing their careers more meaningfully in the security services. The introduction of the graduate learning program on Master of Applied Criminology and Police Management has shed light on PSC's academic endeavor. The program was launched in July 2016 with a strong work based functional curriculum designed to provide a sound police education. The curriculum and course credits of Master's program reflect broader education objectives in applied criminology, police leadership, management and contemporary issues in policing in order to achieve a safer community. Today, Police Staff College is one of the nation's premier criminal justice institutions. The college envisioned to bring together a very capable faculty and graduate students in diverse criminology disciplines to efficiently engage with issues on crime and justice.



Md Golam Rasul, MDS (Academic and Research) Police Staff College Bangladesh Bangladesh addressing the students at the inaugural session of MACPM.

Overview of the Degree Program: Master of Applied Criminology and Police Management is designed to provide education to mid-level/senior police officers (and professionals of police-related occupations) on crime and justice with a strong emphasis on evidence-based policy and practice. The program also emphasizes the development of leadership, management and policy skills, which will help to successfully run their organizations.

This course focuses on managerial and administration issues that are being faced by the police and police organizations; methods to assess the issues in terms of their nature/cause and probable effect on the organization; and the impact of these issues on effective police service delivery. Upon completion of the degree program, graduates will be better prepared to assume leadership roles and act as change agents in the police department by conducting improved policy analysis, assessing police effectiveness through a rigorous research approach, and identify current trends in the areas of policing, criminal justice and criminology.

Program Structure: Students are required to complete and pass a total of 40 credit points to be conferred the degree of the Master of Applied Criminology and Police Management. Each course of study is equivalent to 3 credit points except Independent Research which carries total 4 credit units. The length of each semester is 20-22 weeks. Coursework in the program is assessed in a range of ways that include assignments, class presentations, class test, mid-term, final exams and thesis. The study mode is campus based. The students have to attend in person in the sessions. Credit Points: 40 No. of courses :15 Duration: 12 Months Teaching Period: Semester 1 (July), Semester 2 (January)

Program Objectives:

The program is designed to:

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

MACPM 5th Batch Student list from Police (Session: 2019-20)

Police Student

SL	Name	Designation	Present work Place	Education
01	Shyamal Kumar Nath	Addl. Police Commissioner	CMP	BSc in Agriculture
02	Bijoy Basak	SP	CMP	MS in Library and Information Science
03	Md. Belayet Hossain	SP	Range Office, Rajshahi	MS in Pharmacy
04	Goutom Kumar Biswas	SP	PBI, Mymensingh	MS
05	Mohammad Amzad Hossain	SP	PHQ	BSS and MSS

06	Md. Kazem Uddin	SP	PSCB	BSc. in Civil Engineering
07	Ripon Kumar Modak	Addl. SP	Khagrachari	MS
08	Arifa Ashraf Pinky	ASP	PSCB	MSc in Biochemistry and Molecular Biology
09	Mahfujur Rahman	AC	DMP	BSS and MSS in English
10	Md. Khaled Saifullah	Inspector	Organized Crime (South), SI&O, PBI, Dhaka	MS in Zoology
11	Md. Rafiqul Islam	Inspector	Tourist Police Munshiganj (Padma Bridge Sub-zone)	B.Com
12	Abul Basar Mohammad Asaduzzaman	Inspector/ OC	Shah Ali Thana, DMP	MSS in Islamic History ⁷
13	Md. Mostazirur Rahman	Inspector/OC	Mirpur Model Thana, DMP	BSS in Anthropology and MBA

MACPM 5th Batch Student List (Session: 2019-20)

Non-Police Student

SL	Name	Job Title	Present work place	Education
01	A.K.M. Shawkat Islam	Deputy Director	Department of Narcotic Control	MS in Library and Information Science
02	S. R. Md. Liton	Lawyer	Dhaka Judge Court	LLB and LLM
03	Muhammad Ashraful Islam	Lawyer	Bangladesh Supreme Court	Bar at Law
04	Mohammad Mohi Uddin	Lawyer	Bangladesh Bar council	LLB
05	Md. Amran Khan	Assistant Project Director	CSPB Project, MOSW	MSS in Management
06	Md. Abdul Karim	Service Attendant	Grameen Phone Ltd	MSS in Political Science
07	Md. Rokib Mahmud	Head of Corporate and Regulatory Affairs	Bangla Trac Group	B.Com and M.Com
08	Mohammad Aminul Islam	Executive Director	Alliance Consortium Ltd.	MSS in History and MBA
09	Md. Sultan Mahmood	AGM	Incepta Pharmaceuticals	B.Com and M.Com
10	Mijanur Rahaman	Group Coordinator	Square Pharmaceuticals	MSc in Biochemistry and Molecular Biology
11	SFM Jahidur Rahman	Group Product Manager	Square Pharmaceuticals	MS in Pharmacy

12	Sharmin Akhter Swarna	Intern Doctor	Shahed Suhrawardy Medical College	MBBS
13	Mst. Bulbule Khatun	Teacher	Unity International School	LLB and LLM
14	Sonia Akter	Lawyer	Dhaka Judge Court	LLB
15	Ayesha Binte Idris	Teacher	Chittagong Victory National School	MS in Qurenic Science and Islamic Studies
16	Md. Mahidul Islam	Private Service		MSc. In CSE
17	Md. Shahidur Rahman	Lt. Col.	Bangladesh Army	MSS



Students of the MACPM with the faculties, of Police Staff College Bangladesh

Goal 4: Provide Values and Insights of Security, Criminology, and Policing Research to the National and International Platforms

Strategy: Communicate Evidence-Based Research to Policy and Practice

To meet its strategic goals, PSC is committed to undertake and support quality research to deliver best to the community. In this persuasion PSC's Academic & Research Wing is a dedicated research and knowledge center on crime and justice in Bangladesh Police. Its research priorities are aligned with Bangladesh Police Research Agenda. The main motto of PSC's research is to promote justice and reduce crime through communicating evidence-based research to policy and practice. The research works here are regulated under Police Staff College Act 2002. The research outcomes are sent to the Police Headquarters for further action. During the year, PSC was regular in its research and publications. One research projects were accomplished in 2018-19 and two were undergoing. The research outcomes were valuable and insightful. Apart from this, PSC published its Newsletters and Annual Report as a regular fashion. Through academic persuasion, research and journal publication, PSC continues to build the bridges between contemporary policing and academia.

Notable research projects accomplished during the year

On the occasion of birth centenary of the father of the nation Bangabandhu Sheikh Mujibur Rahman and 'Mujib Barsho', Police Staff College Bangladesh conducted a research on "Bangabandhu's Vision of Law Enforcement: Policing in Bangladesh". This title was approved by the Inspector General of Bangladesh Police in October, 2019. An expert team consisting of members from the Police Headquarters and Police Staff College Bangladesh, including renowned academicians, conducted the research program with timeframe of one year.

Concept Note of Research Work on Bangabandhu's Policing Vision

This research aimed to delve into the way in which Bangabandhu Sheikh Mujibur Rahman encountered the police force throughout his political struggle during the colonial and Pakistan period and his vision for policing to serve better in the independent Bangladesh. In order to understand the origin of Bangladesh police and its pro-people root, it is necessary to understand the history of Bangladesh Police by using the lens of Bangabandhu's dream. However, there is no research work which examine these important issues and therefore the proposed study aims to contribute significantly to the relevant knowledge with the claim of originality in this field. This research will be an archival and empirical study.

Research Objective 1:

1: To explore, capture and synthesize the dreams, thoughts and ideas of Bangabandhu on law enforcement objectively in a scientific manner. Specific research objectives under this broad objective are:

- i. To explore the reasons behind the emergence of Bangabandhu as a great political leader of Bangladesh.
- ii. To explore the challenges Bangabandhu faced as a ruler of newly independent country.
- iii. To explore the philosophies of Bangabandhu to rule independent Bangladesh.
- iv. To explore the visions of Bangabandhu to reconstruct Bangladesh.
- v. To explore the visions of Bangabandhu to frame the legal structure of Bangladesh.
- vi. To explore the visions of Bangabandhu to ensure law enforcement in Bangladesh.
- vii. To explore the visions of Bangabandhu to streamline the courts and correction system in Bangladesh.
- viii. To explore the visions of Bangabandhu to prevent and punish crimes and corruption in Bangladesh
- ix. To explore the visions of Bangabandhu to establish people's friendly pro-people law enforcement agencies in Bangladesh.

Research Objective 2:

To analyze the understanding of Bangabandhu on people friendly policing. Specific research objectives under this broad objective are

- i. To reveal the police reforms initiatives undertaken during the period from 1972 to 1975.
- ii. To delineate the trend of police practices that had been followed in the post-independent Bangladesh (1972 - 1975).
- iii. To analyze Bangabandhu's perception regarding people-friendly ideals in the police system.
- iv. To trace the motivating factors that led Bangabandhu for promoting the cause of people-friendly policing in Bangladesh.

Research Objective 3:

To formulate policy recommendations for people-friendly policing in Bangladesh. Specific research objectives under this broad objective are

- i. To review at what extent the current policing system accomplishing the goals and targets needed to become people's friendly.
- ii. To identify the obstacles being faced to achieving this goal.
- iii. To develop, in context to Bangladesh the indigenous ways and means for establishing people-friendly policing system.
- iv. To review different options and mechanisms to make police accountable to the communities.
- v. To analyze the present state of police-community relationship prevailing in Bangladesh and to see how far it commensurate with implementing people-friendly policing in Bangladesh.
- vi. To examine whether the present institutional environment/organizational structure is supportive to establishing people-friendly policing in Bangladesh.



Rector, PSC giving speech in the Research Report Receiving Seminar on "Bangabandhu's vision of law enforcement: Policing in Bangladesh"

Research Methodology

This research was an archival and empirical study. In order to understand (a) Bangabandhu's experiences of encountering police force until 1971 and (b) his vision of policing, the study will critically examine archival documents which include police reports, autobiography, speeches, newspaper reports, various official documents and the like. On the other hand, in order to examine the third objective of the study i.e. to explore the challenges, if any, of making democratic policing in the contemporary Bangladesh, several locations selected for the proposed study. In doing so, the research will draw upon three sets of qualitative data: one-to-one interviews, observations, and document analyses. Its design and methods tailored according to the specific research questions and objectives of this study.

Advancing research projects of PSC for fiscal year 2020-21:

A. “Trainee recruits constable and quality training: A study with special reference to police training centers of Bangladesh”

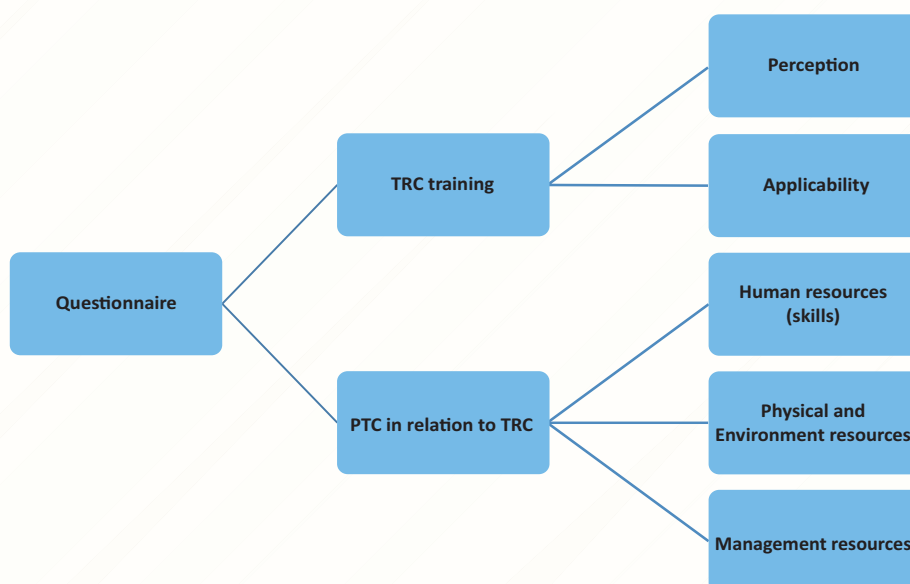
Dr. Diba Hossain

Professor, Education and Research Institute, University Of Dhaka

Research Proposal

Objectives	Research Questions	Instrument
1. To assess the nature and scope of existing training of Trainee Recruits Constable (TRC) offered by Police Training Centers (PTC) to meet the standard of 21st century policing	1. What is the nature of the 6-month foundational training of trainee-recruited constables (TRC) in terms of meeting the demand for 21st century policing?	KII, Survey, FGD, Document analysis, Checklist
2. Understand the perspective of trainers, trainees and field level police personnel towards the effectiveness of TRC trainings	2. How do the trainers perceive the effectiveness of the TRC training? 3. How do field level police personnel perceive of applicability of the TRC training at field level policing 4. What extent the current TRCs find the training effective for enhancing their policing knowledge, skills and behaviour?	Survey-(SI, OC) KII-ASP
3. Measure the extent to which the TRC training is aligned with field level policing	5. What extent the training recipients (TRC who completed the training) find the PTC training effective for responding to field level policing issues?	Survey, FGD
4. What extent capacities of PTC are aligned with TRC training delivery (in terms of resource, management and skills)?	6. What extent capacities of PTC are aligned with TRC training delivery (in terms of resource, management and skills)?	KII, Checklist, Survey

Methodology:





Professor Dr. Diba Hossain Presenting the research methodology of her research project

B. "Policing in the pandemic situation, lesson learned and its way forward"

Dr. Mohammad Ali Zinnah

Professor, Institute of Education and Research (IER), D.U

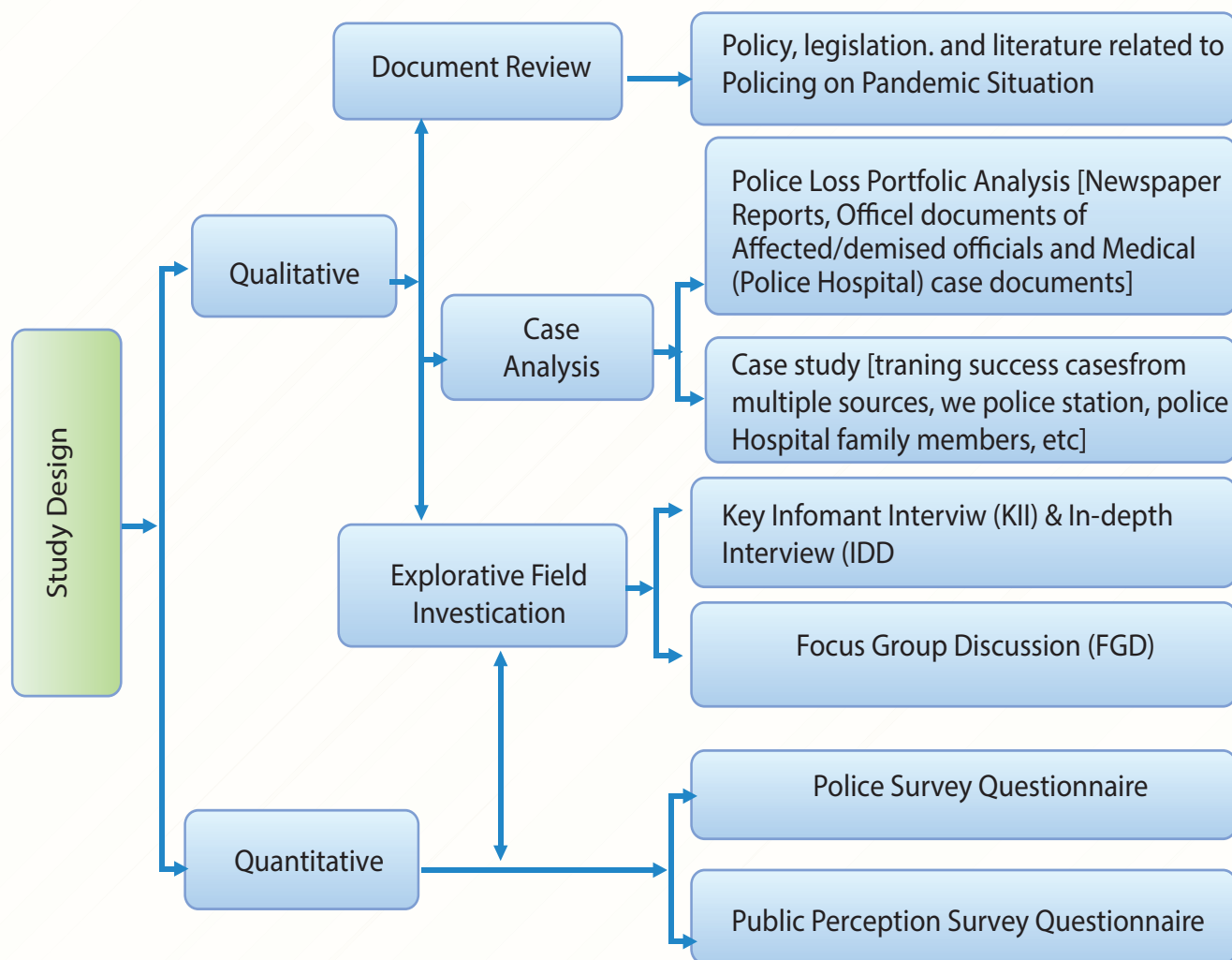
Research Objectives

The general objective of the study is to explore the learning of Bangladesh Police managing their roles in the Covid-19 pandemic situation and how such learning could be applied in professional development of Bangladesh police for better services to the Nation in future. This general objective focuses on three major dimensions to be considered: a) Role of Bangladesh Police in the pandemic situation, b) learning and experience of Bangladesh Police in pandemic situation, and c) showing way forward that could enable Bangladesh Police to utilize new learning and experiences in their future professional development for betterment of the country and people. To achieve the above dimensions of the general objective, the following research questions have been formulated:

Research Questions

1. What roles do the Bangladesh police execute during pandemic situations across the country?
2. How do the members of Bangladesh police construct challenges in discharging their duties during the pandemic situation?
3. What are the ways of overcoming the challenges raised due to pandemic?
4. What are the perceived reasons for casualties of Bangladesh police in performing their duties during the pandemic situation?
5. What lessons do Bangladesh Police learn and experience gained through performing their duties in a pandemic situation?
6. What success do Bangladesh Police have in managing their responsibilities in this health emergency?
7. How do Bangladesh Police could utilize their learning and experiences for professional development and better services to the Nation in future?

These research questions help to guide the selection of research methods and techniques that were thought



Study Design: Methodological Framework



Professor Dr. Diba Hossain Presenting the research methodology of her research project

Joint Research venture with UNDP :

Title of the Project: “Quality of Policing in Bangladesh: Life, Sacrifice, and Commitment of Women Police”

Objectives of the Project:

The primary objective of the research is to examine the ways in which the women police in Bangladesh has played important role in enhancing the quality of policing. In other words, it aims to examine how actual crime, its prevention and detection, is frequently dealt with by women police officers in Bangladesh with special reference to “gender responsive policing”. To this end, it aims to investigate the role of women police officers in Bangladesh for providing better quality policing. In a country like Bangladesh where large number of women and children are victims in various ways, we argue that the inclusion of women policing made constructive contribution in the detection and prevention of crimes. Since the very outset of the inclusion in Bangladesh, women police officers played a significant role in the detection of actual crimes with a ‘gender responsive policing’ and also played major role in prevention of crimes.

Moreover, some specific objective of the study are as follows:

To investigate the life, sacrifice and commitment of women police in Bangladesh to develop a greater understanding of the problems that women face within the police services.

To provide policy recommendations from the research findings of the project.

Methodology

In order to examine the role, contribution and nature of work of women police officers in Bangladesh, this study will employ a qualitative method. The research will draw upon mainly from four sets of qualitative data: survey, one-to-one interviews, focus group discussion, and document analyses. In order to collect data, several locations (such as police station) will be selected for the proposed study.

Document analysis

Survey

Key Informants Interview (KII)

Focus Group Discussions (FGDs)

Expected outcome:

The primary goal of this study is to contribute significantly to the relevant knowledge with the claim of originality. It is expected that the study will unveil a deeper insight about the life, sacrifice and contribution of women police in Bangladesh and hence will be helpful for policy makers to make reforms for better policing. The study is expected to contribute for both policy makers and academicians.

We plan to disseminate the results of the study in the form research report, research articles, and presenting in academic conference(s) and/or public lecture in university. As this research will be carried out by the Police Staff College Bangladesh (PSC), the apex training and research institution of Bangladesh Police, it would be relatively easy for us to disseminate the research findings to the Police Headquarters and the Government through a number of seminars, symposiums, workshops, policy briefs and policy report.

Project Target Beneficiaries: our target beneficiaries are as follows:

- a. Bangladesh Police: Bangladesh Police as an organization would be beneficiary from this project as the study is expected to reveals unexplored/hidden secret of its potentialities to ensure quality policing with the goal of gender responsive policing.

- b. Women and children victims of the country: we postulate that inclusion more women police officers and also better working environment for women police officers is essential for providing better service to women and children victims. Thus, the study report can provide constructive recommendation in this regard.
- c. Women Police: Ditto.

The Implementing strategies of the study are as follows:

- Documenting the state of job nature, obstacles to carryout job, life and sacrifice of women police officers' in Bangladesh;
- The study report shall provide a guideline to include more women police officers and their greater involvement;
- It will identify challenges for the government in providing better policing services if the government does not further improve the work environment for women police and not include more women police office.

Title of the Project: "Role of prosecutors in lower courts and its impact on the criminal justice system of Bangladesh, 2005– 2015"

Objectives of the study

The main objective of this study is to evaluate the role of Public Prosecutors in the administration of justice in Bangladesh. Specifically, this research will assess the impact of changes in prosecutorial policy that is, shifting of prosecutorial responsibilities from member of the police to the public prosecutors on the disposition of criminal cases in the lower courts of Bangladesh. Finally, some policy options will be suggested to improve the justice delivery through effective police investigation and efficient prosecution of the criminal cases which would reduce the violation of human rights during the trial process.

Research Questions

- RQ 1. What are the attitudes and perceptions of the key actors within the criminal justice system towards the shifting of prosecutorial responsibility from police to public prosecutor?
- RQ 2. What are the present nature of relationship between the police and prosecutors in the investigation and prosecution of criminal cases due to this shift and whether changes in relationship have any impact on the actors of criminal justice system?
- RQ 3. What are the factors that influence the delay in justice delivery within the criminal justice system?
- RQ 4. How have the delayed justice delivery impacted the human rights of accused and the victims?
- RQ 5. How have the prosecution of criminal cases changed in the lower courts after the removal of police prosecutors and how have this policy change affected the rights of victims and accused?
- RQ 6. To what extent the employment of public prosecutors at lower courts impacted the outcomes of police investigations?
- RQ 7. What policy measures should be undertaken for the effective and efficient justice delivery and improve the human rights situation in Bangladesh in relation to investigation and prosecution of criminal cases?

Expected Outcome In recent years there has been much controversies over the efficacy of changed prosecution policy in regards to criminal investigation. Many argue that the employment of public prosecutor is one of the contributory factors in the low conviction rates in recent years. Hence, the findings will be useful in underpinning the difficulties in improving current police investigative practices and effective prosecution policies in Bangladesh.

Methods: Both quantitative and qualitative methods would be employed to gather data to explore answers to seven research questions stated earlier. The following methods will be adopted to collect the data:

- Document review of the relevant reports, court documents
- Pre-test and Post-test design

- Sample Survey
- Focus Group Discussion (FGD)
- Key Informant Interview
- In-depth interview
- Case studies

Document Review All the relevant documents, reports, and secondary data will be collected and reviewed by the core-team members in relation to the present study. These documents will be reviewed under the guidance of the Principal Investigator

Survey Design (including sample selection strategy)

Police Respondents A total of 30 districts across the country will be selected for the study. From each sampled district 3 police stations (2 urban and one rural) will be purposely selected. In total, 90 police stations will be included in the survey. Then a fixed number of 3 respondents (OC, Inspector Investigation and one Sub-Inspector) from each police station will be selected for interview. The final sample size will be 270.

Court Respondents In each district court judge, head of public prosecution (PP) and 2 APPs, one court Inspector will be selected for interview. In total 150 interviews will be conducted. The total sample size police and court officials for the survey will be 420.

In-depth interview In –depth interview samples will be drawn from the judges of lower court, public prosecution (PP), APPs, Court Inspectors, and police investigators of the sampled districts. A total of 50 in-depth interviews will be conducted.

Impact Analysis

A pre-and-post-test design will be used to compare the impact of the removal of police prosecutors from the lower courts. Target groups for the survey (in-person interview), FGDs, KIIs, in-depth interviews will be court Inspectors, police investigators including Sub-Inspectors and Inspectors working at the various investigation units within the Bangladesh Police, judges, Public Prosecutors (PPs), and Assistant Public Prosecutors (APPs) and senior officials of the law ministry.

Work Plan: Sequencing of Major Activities

The major phases of the proposed study to be carried out by the Police Staff College are as follows:

Finalization of methodology and data collection instruments



Data collection



Data management and analysis



Drafting, Presentation, and Finalization of Report

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

Objectives of the Project:

To identify specific areas relating to road safety and human rights wherein Bangladesh Police can intervene timely and properly for prevention and mitigation of road accidents and thus uphold the human rights of different stake holders involved therein.

Specific Objectives

- To examine the prevailing laws, literatures, documents and reports related to road accident and safety in Bangladesh from human rights perspective;
- To seek the opinion of different stakeholders and extract their views and perception on road safety and human rights issues;
- To examine the main reasons behind the road accident occurring all over Bangladesh
- To identify the role of traffic police and highway police in maintaining road safety all over Bangladesh; and
- To make suggestions for reducing road accidents and ensuring human rights of all the concerned stakeholders.

Scope of the Study

- 5.1 Extensive review of the road accident and safety related literatures in Bangladesh context that includes legal, structural and behavioural analysis,
- 5.2 Stakeholder analysis related to road safety,
- 5.3 Gathering views and perception of major stakeholders’ groups
- 5.4 Preparing a status description on global knowledge and practice in measuring road safety,
- 5.5 Preparing a status description on local mechanism of data management and reporting of road safety related issues in Bangladesh,
- 5.6 Preparing suggestions for improving road safety situation in Bangladesh.

In recent years there has been heavy discourse on deaths and injuries from road traffic accidents and how this man-made disaster is providing the space for violation of human rights. The efficacy of Bangladesh police in this respect is also seriously questioned. Many argue that Bangladesh police specially the traffic and highway police have vital roles to play in this arena. The findings of this study will, hopefully call for reform in the activities of the traffic and highway police. Reformatory measures will initiate formulation of new law/act, policy, plan and plan of action and implementation thereof. Most importantly this study is expected to aid in fulfilling the SDG 3.6: halving the number of global deaths and injuries from road traffic accidents by 2020.

Methods:

i) Target Group: The target group of our study is the victims of road accidents either dead or injured physically and mentally. The dependent of the deceased or the fatally injured persons would be the respondent of our study. Data will be collected from both primary and secondary sources. The primary data will be collected through mixed method approach: a combination of both qualitative and quantitative approaches. The quantitative data will be collected by survey method through face –to-face- interview using a structured questionnaire by electronic devices (mobile responsive survey). The qualitative data will be collected through Focus Group Discussion (FGD) and Key Informant Interviews (KIIs). The FGD and KII will be conducted among the injured persons, representatives from Traffic Police, Highway Police, Bangladesh Passenger Welfare Organisation, Nirapad Sarak Chai (Nischa), BRTA. Bangladesh Motor Vehicles Owners’Association, Bangladesh Motor Vehicles’Drivers’Association, Bangladesh Lawyers’ Association, Bangladesh Association of Judges and so on.

ii) Sampling technique: Our study will follow a stratified-cluster sampling technique to collect data. The daily Prothom Alo and the daily Ittefaq published within the period of January, 2018 onward to July 2019 were screened

thoroughly to identify the place of occurrence, address and background of the victim and other backgrounds. The number of clusters would be decided upon the number of accidents reported per area.

iii) Data Analysis: applicable software, such as, SPSS, MS excel, were used for data analysis. iv) Interpretation: A triangulation was designed to validate the findings. A logical cross analysis was done among findings from literature review, quantitative and qualitative information.

Strategy: Focusing and Branding of PSC Functions

PSC is committed to disseminate its educational and development programs through regular annual publications. The publications by PSC are available in physical print copy, and are also published in digital format on the official website www.psc.gov.bd. Our Annual Reports encapsulate the entire year's activities and future plans in brief. The PSC Journal, as part of its research endeavors, is published by PSC with two issues each year. The tri-annual PSC Newsletters chronicle the activities, progress made, and notable events of the past four months. Special issues of newsletters are brought forth on specific occasions. In the year 2020, due to circumstances arising from the Covid-19 pandemic, PSC's newsletter was published on two occasions instead of the usual set of tri-annual issues.



Glimpses of PSC Publications in the year 2020

Goal 5: Create a Vibrant and Quality Learning Environment

Strategy: Capacity Building of Staff

PSC is continuously undertaking efforts to develop its institutional capacity and capability. The primary driver of this improvement would be development of individual staff capacity among PSC personnel. Building individual skills and expanding PSC capabilities would entail programs ranging from computer literacy for technical development to various executive levels of training as well as higher studies in national and international levels. In the year 2020, many pre-arranged activities had to be postponed due to growing concerns over the coronavirus pandemic.

Management of COVID 19

Initiatives taken by Admin Wing, PSC

During the devastating outbreak of COVID-19, PSC undertook a host of initiatives to combat this unseen enemy. For saving the precious life of its staff members and to be protected from this most contagious disease, the foremost strategy was to curtail all bodily communications with outsiders, with the exception of basic needs. Secondly, the accommodation of forces' barracks was rearranged for maintaining social distance properly. Thirdly, all protective gears such as facemasks, face-shields, PPEs, hand gloves and hand sanitizers were provided to all PSC personnel. Fifthly, intelligent temperature measurement instruments were installed at the both gates of office and dormitory entry, including disinfecting spray and sanitizer. Staff residing outside the campus were directed to work from home. All training programs were suspended in line with government directives.



Smart Temperature Measurement system installed at entrance

The PSC authorities rose to the occasion when the opportunity arrived for rendering assistance to doctors in the frontline fight against COVID 19. PSC did not hesitate to come forward to provide services to the doctors of Impulse Hospital as per the order given by the respected IGP. During the peak time of the pandemic's initial outbreak, Bangladesh Police as front line fighters came forward to provide door-to-door assistance for the affected people. With boldness and courage, police personnel fought the pandemic and were subsequently infected in large numbers. At one point, it was not possible for the Central Police Hospital to give treatment to all

the affected member of Bangladesh Police. In this critical juncture the Inspector General took the timely decision of signing up for the assistance of a private medical hospital, Impulse, to ensure proper treatment for every police personnel. PSC stepped up to proper food and lodging to the doctors and also looked after their wellbeing and quarantine logistics.

PSC's dedication to the wellbeing of to serve its staff members as well as Bangladesh Police and all our countrymen resulted in a successful endeavor in the fight against Covid-19. In total, 28 PSC staff were infected with the coronavirus during the year 2020. Those tested positive were provided proper care with medicine and food, and were dealt with the highest importance. Thankfully, no coronavirus-related casualties happened to date.

Strategy: Establish and Maintain a High Quality Learning Environment

PSC occupies a world class learning facility at the center of Dhaka city, equipped with upgraded technology. Over 2020, PSC technologies had been upgraded to include the following.

- Establishment of e-classroom
- Providing laptops for each individual trainee during training sessions
- Providing laptops for each faculty at 24x7 hrs service
- Video conferencing system from PHQ
- New class room microphones
- New and extended projectors for every classroom
- Enriching library with new books, periodicals, journals and other resource materials
- Movie Theatre and Multipurpose Hall
- Seminar room for academic purposes

Strategy: Establish and Maintain a High Quality Campus Environment

Land and Buildings

Police Staff College Bangladesh encompasses an area of approximately 19.5 acres with a pond of about 5 acres. The campus infrastructure includes the following.

- i. A four storied administration building
- ii. A five storied dormitory building for the accommodation of trainees officers
- iii. A gymnasium building with a wide ranged swimming pool complex.
- iv. A well-designed Convention Hall.

Besides, PSC hosts two four-storied residential buildings in the campus.

Administration Building

The Administration building is a four-storied establishment equipped with 5 (five) world standard classrooms, one International Conference Centre (ICC), one Lecture Gallery and one Computer Laboratory. It is a self-sufficient establishment with modern lighting, natural light and ease of access facilities.



PSC Administration Building

Dormitory

PSC Dormitory provides 3-star like facilities where there are 66 rooms available for the accommodation of 61 trainee officers at a time. Another 42 rooms are made ready for trainees at 3rd & 4th floor including 8 VIP rooms all the rooms are adorned with gorgeous furniture and electronics. Especially, the lobbies are decorated with great interior design with furniture and electronics.



VIP room at PSC dormitory

Anteroom, Accommodation and Dining at dormitory which includes:

- World class dormitory suits in the 5th floor for the guests and VIPs
- New LED TV and DVD/Video operation for every room
- Upgrading the speed of the WI FI
- Improving indoor games facilities- billiard, table tennis, chess etc.
- Added attraction is karaoke system.



Five-storied Dormitory at PSC

Inauguration of Cross Fit Zone:

The development of the infrastructure of PSC is a continuous process. During this year a good number of infrastructural development works took place. The inauguration of a modern cross fit zone added a new dimension to the campus environment of PSC. The Zone is a combination of a brand new Gymnasium, Tennis ground, and Basketball court. The Cross Fit zone boasts a tidy and clean environment, with spacious and well-lit sites, and first-class facilities and top-notch equipment. The Cross Fit zone of Police Staff College Bangladesh will hopefully contribute to improving the physical and mental wellbeing of the faculties, trainees and students of this institution.



Inaugural ceremony of Cross fit zone



Tennis Ground



Basket Ball Ground



Well Equipped Gymnasium at PSC

Other facilities

PSC has taken multiple initiatives for the improvement of its in-ground medical facilities. Continuous improvements have been made to the gymnasiums, walkways, swimming pool. Options for physical sports include Badminton, Basketball, Football, Volleyball and Lawn Tennis. PSC has arrangements for Football and volleyball for both officers and force personnel. They are at liberty to participate in outdoor sports after office hours. Badminton and table tennis are regularly played by the trainees and officers. A couple of beautifully decorated tennis courts are placed by the western side of the dormitory. Officers and trainees enjoy games of tennis during leisure time and holidays.



Front desk at Medical Inspection Room

PSC Pond

The PSC pond is a 5-acre waterbody with a walkway running along the sides. The idyllic beauty around the pond makes it an ideal place to stroll and take a long breath in the fresh air. A beautifully adorned long staircase with benches attached to it on the either side steps down to the water on the western side. There are arrangements for enjoying rowing on two paddle boats and one canoe boat.



Idyllic scenes on the PSC Pond

PSC Convention Hall

The PSC Convention Hall is an important centre of social activities in the metropolis. Events like wedding ceremonies, cultural programs, corporate activities etc. are arranged on rental basis following an operational manual for police and non-police stakeholders. This hall runs with the motto of “We Inspire your Trust” which can be reached at www.pscconventionhall.com



PSC Convention Hall

Swimming Pool

Police Staff College Bangladesh is endowed with a newly built swimming pool having the length of 82 feet with 56 feet width. This swimming pool is already up and running, with 24-hour maintenance. Police officers and their family members can be a registered member for using this swimming pool with a nominal payment. Coupons are available on daily or monthly basis for the usage of officers. A set of regulations are being made for membership and regular utilization of the swimming pool for proper management.



PSC Swimming Pool

PSC Field

Police Staff College Bangladesh boasts an immaculate grass field with a length of 385 feet and 325 feet width. This field has a cricket pitch, and two goalposts have been erected for football matches. When the field is not clamoring with players, it is often busy with parades. At any time of the day, the green expanse is a place to take a long, deep breath in the urban jungle of Dhaka.



PSC Field

Rose garden

The beautiful rose garden, adjacent to the southern corner of the administrative building, hosts a stunning variety of rose species. A welcome addition to the scenic beauty of PSC, the exquisite array of roses would interest nature lovers and botany enthusiasts alike. The different types of colorful blossoms in various seasons offer a variety of vistas according to the seasonal blooms in the garden and adds a new dimension to the aesthetic beauty on campus. The best time to experience these rose species are the months of winter, when most of the plants are in full bloom, presenting a wonderful riot of colors.



Rose garden at PSC

Field Visits of the Participants

During the year 2020, participants of different PSC courses visited different corners of the country as part of their study tour. Some of them were very significant historical places of the country along with important units and establishments of Bangladesh Police. These tours served to enrich the trainees with practical experience and added an enjoyable dimension to the training modules.

- * Visit to Father of the Nation Bangabandhu Sheikh Mujibur Rahman Memorial Trust & Museum
- * Visit to the DMP Headquarters
- * Visit to the Liberation War Museum Trust.
- * Visit to the National Mausoleum at Savar.
- * Visit to Financial Management Academy (FIMA).
- * Visit to DNA LAB, CID.
- * Visit to Bangladesh Bank.
- * Visit to Shahid Minar, Dhaka.
- * Visit to Sonargaon Folk Art and Craft Museum, Narayanganj.
- * Visit to Industrial Police, Gazipur
- * Visit to Bangabandhu ICT Park, Gazipur

PEMCC Participants
visited Father
of the Nation
Bangabandhu Sheikh
Mujibur Rahman
Memorial Trust &
Museum, Tungipara,
Gopalganj.



PEMCC Participants
visited SP office at
Narsingdi District.

PEMCC Participants
in the front of Police
Liberation War
Museum



Training Forecast of PSC, 2021

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

Generally 15 to 17 ATA courses are held every year. The time schedule of these courses are determined by US Embassy. So, the schedule of partnership training with the development partners are to be inserted in the training calendar on the basis of their need, approach & agreement that cannot be accurately predicted.

Welfare and Recreational Activities

PSC remains in a very festive mood in line with the country on days of important national festivals. Throughout the year of 2020, PSC observed, it commemorated important days like, birth centenary of the Father of the Nation and National Mourning Day with full respect and solemnity. Every year, all staff including the forces along with their family members had an active participation in events like Iftar Mahfil, Eid reunion, cultural programs, family Day. But this year all welfare and recreational activities were canceled due to the Covid-19 pandemic situation, particularly from 15 March to September of 2020.

Rectors Night: Police Staff College Bangladesh arranged “Rectors Night & Cultural Soiree” to celebrate the graduation of the PLMCC course on 25th February 2020 at PSC Dormitory. The program was started with a mind blowing patriotic song. The active participation of the participants kept the night on. The whole program was conducted by Tahura Jannat, Deputy Director (Research & Publications) wing. The cultural show was followed by a grand dinner.

PSC arranged another festive and colorful Cultural Soiree to celebrate the graduation of the PEMCC course on 11th November 2020 at PSC Dormitory. Abu Hasan Md Tarique, Deputy Inspector General of Bangladesh Police, was present as Chief Guest on that occasion. This program was also hosted by Tahura Jannat, Deputy Director.

Biplob Kumar
Sarkar BPM (bar),
SP, Rangpur
Performing at the
Cultural Soiree for
the PEMCC



Cultural
performance
of occasion of
Rector's Night

Tahura Jannat, Deputy
Director (Research
& Publication)
conducting the PEMCC
Cultural Soiree



Tree plantation
program at PSC on the
occasion of National
Mourning day, 2020

Pisciculture program
at PSC pond



PSC: Challenges & Way Forward

Challenges

PSC is now facing the following significant challenges that need to be considered for its future course of action.

- Insufficient number of internal resource persons: PSC is very much dependent on outside speakers. Because of the frequent transfer of the faculty, PSC cannot develop its internal resource persons. It should have an internal panel of facilitators specialized on particular subject so that it can run its training sessions independently.
- Lack of manpower: Apart from facilitators, PSC's endeavor has also been hampered by a lack of other supporting staff. PSC is still suffering from a shortage of skilled manpower. Most of the personnel under command are working under deputation from various police units.
- Lack of experienced personnel for conducting quality research: PSC needs more experienced as well as interested personnel in the research field.
- Limited infrastructural facilities: It has limited scope of infrastructure facilities. Now the present facilities only can accommodate several certificate programs. For the purposes of long term courses, PSC's infrastructure requires upgrades like seminar rooms, syndicate rooms etc.
- Insufficient accommodation & logistics for the staff: PSC cannot provide sufficient accommodation for its staff. Not only that, it also has some significant shortage of logistic supports specially vehicle support. In such a scenario the staff faces severe transport problem that eventually impact optimal management of training and research.
- Insufficient vehicle support for the participants and the guest speakers: PSC does not possess the optimal quantity of vehicle support required for the participants, guest speakers, or even for research purposes including field study. It needs to be dependent on DMP or PHQ for vehicle support especially when hosting mega events like international conferences or SAARC training.
- Constraints of library: PSC's library needs to be more advanced in terms of shelf space, seating and collection. It still does not have on line access to online books, journals and reports.

Way Forward

Keeping these challenges in perspective, PSC could chart its way forward keeping the following factors in mind.

1. Focus on capacity building: PSC should focus more on capacity building initiatives for the directing staff. In that case more training is needed for the PSC faculties.
2. Selection of officers committed to training and learning: It needs closer contact with PHQ so that officers who are dedicated and have thirst to knowledge are posted to PSC.
3. Engagement with national and international universities: PSC can make partnership with local and foreign universities who teach criminology and policing related issues. Based on such partnership PSC can make an exchange program for its faculties and this would also help its research activities.
4. Focus on research based study: Bangladesh Police needs more research- based policy implication that PSC can offer. Considering such significance, PSC faculties should be encouraged for having more research higher degrees either from local or from foreign universities. Devotion for Ph.D research would be highly appreciated in this regards. In that case, PSC can arrange some financial support for those personnel.
5. Giving importance on academic honesty for quality research: PSC has to buy plagiarism detection software to ensure academic honesty.

6. Taking initiatives for getting access to online resources: PSC should take necessary steps for getting online access to academic resources.
7. Implementation of e-learning process: In line with the Government of Bangladesh's vision -2020, PSC should take necessary step for the immediate adoption of e-learning system.
8. Strengthening of Manpower: Institutional persuasion is needed to increase permanent staff so that PSC would not have to depend on deputation.
9. Strengthening of logistic support: For smooth functioning of education, training and research activities, PSC's logistic support should be upgraded, in particular vehicle. Hence, closer official communication with PHQ is needed to increase those facilities.
10. Accommodation for PSC staff: Since there are insufficient residential facilities for officials of PSC, initiatives are needed to prepare a plan for building up a multi-storied dormitory for senior officers to mitigate this problem.
11. Efforts to move pending rules of PSC: Active and continuous drive is urgent to make sure that those rules come into existence.
12. Ensuring green commitment: In order to keep its premise environmental friendly, PSC should follow some green commitments, such as installation of automatic timing for lights and air conditioning controllers to reduce energy consumption, embracing e-learning software and reducing paper use, recycling of paper printer, toner cartridge and e-waste.





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