

ANNUAL REPORT 2023



Police Staff College Bangladesh

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Chowdhury Abdullah Al-Mamun, BPM (Bar), PPM
Inspector General of Police, Bangladesh

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Rector, Police Staff College Bangladesh

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Research & Publication Wing

Police Staff College Bangladesh

Phone : +880-2-41000512, +880-2-41000513

Mobile : +88-01320 216120

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



Message from The Rector

It is a matter of pleasure to present PSC's Annual Report for the year 2023. This publication highlights notable events and activities during the timeframe. We had the privilege of welcoming 1455 participants in training courses, seminars and workshops. We organized multiple workshops on curriculum development of Smart Policing and Training on Smart Policing for Police Inspectors. These initiatives are testament to our readiness to adapt to evolving challenges in law enforcement.

The Master of Applied Criminology and Police Management (MACPM) course has reached its 7th batch of intakes. The students enrolled in this new batch include both police and professionals from different sectors, continuing the legacy of professional diversity that we cherish at the College. The curriculum of the current Master's program has been updated to reflect the current needs. We are developing two new Post Graduate Diploma (PGD) programs, in Cyber Security and in Security Management.

Research work on police and security issues continued throughout the year, with special emphasis on use of technology in policing and the relationship between police and other stakeholders. The regular work of curriculum development was ongoing, with special emphasis on updating the curriculum of training programs to meet the needs of the upcoming times. Our administrative work included the 19th meeting of the Board of Governors of the College. We focused on improving the physical and soft infrastructure of the College.

I am proud to announce that Police Staff College Bangladesh actively participated in the 12th Annual INTERPA Conference and the 24th Executive Board Meeting & General Council Meeting of INTERPA. We signed a landmark Memorandum of Understanding with Bangladesh Public Administration Training Centre (BPATC). Among other agreements with local and global entities, our Memorandum of Understanding with Australia's Macquarie University was renewed, reaffirming our efforts for global outreach and collaboration.

Throughout the period, our in-house events aimed at exploring new horizons of work have been instrumental in fostering a culture of innovation and collaboration among our staff. Before I conclude, I would like extend my thanks to all our stakeholders and colleagues whose cooperation and support are instrumental for our success as an organization. I look forward to a productive time ahead, with renewed commitment for achieving newer heights of excellence.

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



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Key Achievements of the Year at a Glance



Conduction of
36 Training Courses



Strengthening
International and National
Collaboration



Development of New
Academic Programs



Institutional Development
& Research



Abbreviations

Addl. DIG: Additional Deputy Inspector General	MDS: Member Directing Staff
Addl. IGP: Additional Inspector General of Police	MoU: Memorandum of Understanding
Addl. SP: Additional Superintendent of Police	NHRC: National Human Rights Commission
APBn: Armed Police Battalion	PBI: Police Bureau of Investigation
ASP: Assistant Superintendent of Police	PEMCC: Police Executive Management Certificate Course
ATA: Anti-Terrorism Assistance	PLMCC: Police Leadership and Management Certificate Course
BGB: Border Guard Bangladesh	PGD: Post Graduate Diploma
CTTC: Counter Terrorism and Transnational Crime.	PHQ: Police Headquarters
CID: Criminal Investigation Department	PSC: Police Staff College Bangladesh
CMP: Chittagong Metropolitan Police	PTC: Police Training Center
DD: Deputy Director	R&P: Research & Publication
DIG: Deputy Inspector General	RAB: Rapid Action Battalion
DMP: Dhaka Metropolitan Police	SAARC: South Asian Association for Regional Cooperation
FGD: Focus Group Discussion	SB: Special Branch
GAFMCC: General Administration and Financial Management Certificate Course	SP: Superintendent of Police
HP: Highway Police	SPBn: Special Security and Protection Battalion
ICC: International Conference Centre	TDS: Traffic Driving School
ICITAP: International Criminal Investigative Training Assistance Program	UNDP: United Nations Development Program
IGP: Inspector General of Police	UNESCO: United Nations Educational, Scientific and Cultural Organizations
INTERPA: International Association of Police Academies	UNICEF: United Nations Children's Fund
JICA: Japan International Cooperation Agency	UNODC: United Nations Office on Drugs and Crime
MACPM: Master of Applied Criminology and Police Management	

Executive Summary

This annual report details Police Staff College's efforts to influence police leadership through training and research, sheds light on academic endeavors, highlights significant collaborations and elaborates our overall activities in the year 2023. PSC's annual goals are aligned with the government's policy objectives and the Police Staff College Act 2002.

Throughout the year, the College hosted two Mid-career courses, eight short courses, 16 partnership courses, along with a host of training courses, workshops and seminars. We have been actively pursuing expansion of our overseas collaboration through participation in international conferences and signing bilateral cooperation agreements. We were privileged to host national and international scholars and resource persons in workshops, seminars and training sessions.

Police Staff College Bangladesh has been actively engaged in advancing knowledge and disseminating insights in the field of law enforcement. We take pride in presenting the Curriculum Book on Smart Policing, a comprehensive resource designed to equip law enforcement personnel with the necessary skills and knowledge for modern policing approaches.

The development of PSC's hard and soft 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.

I would like to show my profound gratitude to the Rector of PSC for his support and thank all the PSC faculty members for their team work. I hope that Police Staff College Bangladesh will stride forth with innovative and energetic steps in its endeavor for excellence.

Thank You.



Muhammed Saidur Rahman Khan, PPM (Bar)
MDS (Research & Publication)
Chief Editor, Annual Report 2023

Organization and Management

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

Establishment

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

Board of Governors

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

Top Management

The Rector, holding the rank of Additional Inspector General, serves as the executive head of the Police Staff College (PSC). Assisting the Rector is the Vice Rector, who holds the rank of Deputy Inspector General and is responsible for all administrative concerns. The PSC operates under two divisions, each overseen by a Deputy Inspector General. A Senior Directing Staff (SDS), ranked Deputy Inspector General, supervises the Training Division, while another SDS oversees the Academic and Research Division. Additionally, three Member Directing Staff (MDS) are responsible for specific activities within their respective areas. To ensure smooth operations, PSC has an Administration and Finance Wing, which provides essential support services to all other wings. Directors, ranked Superintendents of Police, manage and supervise these support activities according to the directives of the Rector.

PSC's Academic and Research activities

PSC's Academic and Research Wing is engaged in conducting academic courses and facilitating cutting edge research across a range of eco-social, criminological, security, law enforcement and counter-terrorism issues. 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. New PGD (Post Graduate Diploma) programs are in the pipeline, to be launched soon. The institution has broadened its network in the international arena, including the recent strengthening of collaboration with Macquarie University, Australia, INTERPA, and different police agencies and institutes from around the world.

PSC's Training activities

The Training Wing of PSC offers training to enhance managerial capabilities, operational skills, leadership and farsightedness with a commitment to developing sound professionalism among police personnel. PSC's core training programs are primarily internal and conducted on campus, and it has a strategic vision to offer distance education programs. The durations of the core programs differ generally range from 6-8 weeks. PSC conducts courses in collaboration with national and international partners as well.

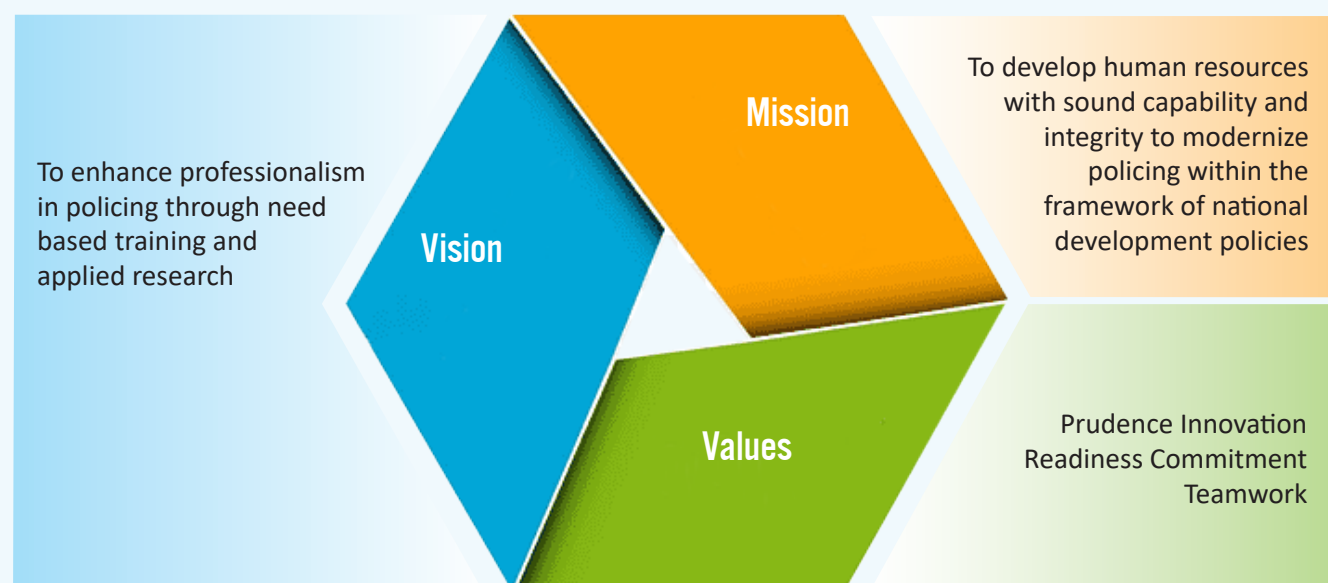
Since its inception, PSC's journey has been characterized by continual improvement and has gradually built a momentum of sustained progress. PSC's current performance has put it on track of achieving its strategic vision. PSC hosts international conferences and seminars in partnership with the Interpol, the US Embassy, and with support from development partners including UNODC, UNDP, and INTERPA. PSC is moving forward and endeavoring for excellence with a vision to establish itself as a regional and global think tank.

Our Legal Basis

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

What We Do

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



Objective

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

Our Strategic Goals:



We aim for excellence in providing training and conducting research. We make a promise to be innovative to bring PSC to the international standards. We are ready and prompt in every relevant response of the government. We are committed to develop police professionals compatible to meet contemporary needs of policing. Our endeavor for excellence is the effort of our team work.

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

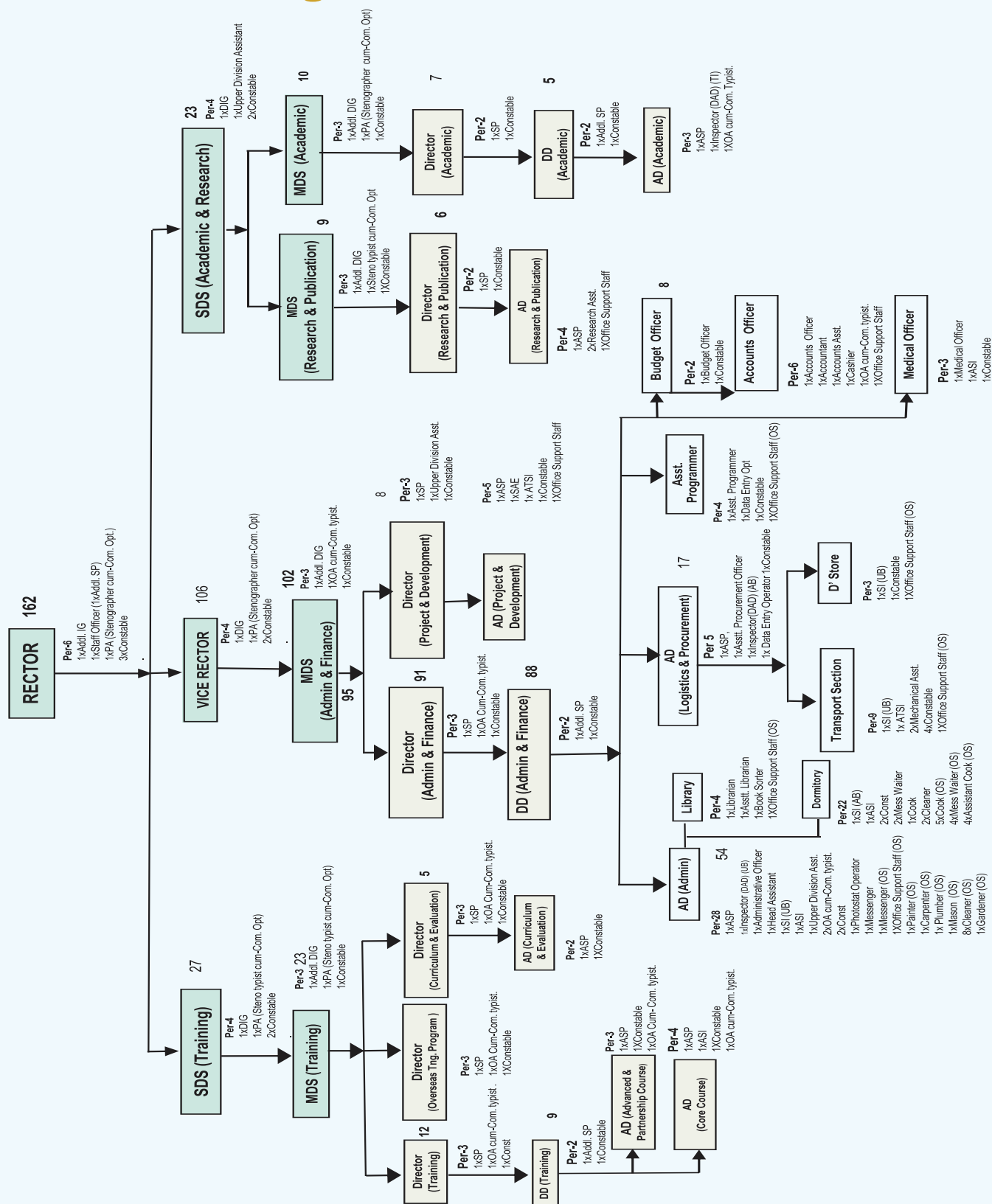
Our Structure:

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.

PSC aims to become a "centre for excellence" in a specified areas, which provide a mechanism to support the delivery of focused technical activities as per the Police Staff College Act 2002. Its training and research activities provide an important function as part of the innovation landscape. Leading research capabilities established in response to needs of the government and Bangladesh Police. The performance of PSC will be significantly impacted by the ability of the institute to retain, synthesise and apply knowledge that is generated within the institute and also through gaining access to external knowledge, either through accessing open source channels or through collaboration and partnership with other organisations.

The College can be viewed as being part of knowledge networks. In this regard, PSC wished to develop a nationally or internationally leading position, and the institute can be considered as the network node for Bangladesh Police's education, research and in-service training for senior officers and staff.

Proposed Organogram of Police Staff College Bangladesh



PSC Management at a Glance



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



Md. Rezaul Haq, ppm Deputy Inspector General of Bangladesh Police, joined Police Staff College on 26 September, 2022. He is serving as Vice Rector of the institution. He belongs to 18th BCS (Police) batch and joined Bangladesh Police in 1999. He completed M.Sc. in Soil, Water, & Environmental Science from the University of Dhaka. He also received another Master's degree in Criminology and Criminal System and obtained an MBA in Management from Dhaka University. He served at different important police units in PHQ, DMP, KMP, CID, and Chuadanga, Narail, District Police units. He served as Superintendent of Police at Rajbari and Feni Districts. He served in UN missions in Liberia and Congo. He holds a number of professional certificates from home and abroad. He is blessed with two daughters.



Dr. A.F.M Masum Rabbani, Deputy Inspector General of Bangladesh Police, joined Police Staff College as a Senior Directing Staff (Training) on 26 July, 2022. As the SDS of PSC, he will be responsible as one of the senior administrators directing the both training and curriculum affairs of this institution. He belongs to 15th BCS (Police) batch and joined Bangladesh Police in 1995. He completed B.Sc. and M. Sc. in Applied Physics from the University of Dhaka. He achieved Ph.D. in Nuclear engineering Jahangirnagar university. He served at different important police units in PHQ, DMP, SB, CID, and different District Police units including Pabna and Rajshahi as SP. He was the first BANFPU commander of UN missions in Ivory Coast. He holds a number of professional certificates from home and abroad. He visited more than forty countries. He hails from Dhaka. His areas of interest include Counter terrorism, crisis management and contemporary policing issues.



S.M. Aktaruzzaman, Deputy Inspector General of Bangladesh Police, joined Police Staff College Bangladesh as a Senior Directing Staff (Academic and Research) on 10 August 2023. He belongs to the 18th BCS (Police) batch and joined Bangladesh Police on 25 January 1999. He completed M.Sc. in Pharmacy from the University of Dhaka. He also completed his MBA from the Institute of Business Administration (IBA), University of Dhaka. Before his appointment to PSC, he served as Range DIG of Barishal Range. In his stellar career, he served in various units including Police Headquarters, DMP, RAB, and Bangladesh Police Academy. He also worked in Police Staff College Bangladesh as a faculty member. He served in Pirojpur and Barishal district as Superintendent of Police.



Md. Matiur Rahman Sheikh has spent 13 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. He is working as Member Directing Staff (Administration and Finance).



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 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. He is working as Member Directing Staff (Academic) at the College.



Mohammad Jahangir Hossain, Additional Deputy Inspector General of Bangladesh Police, joined Police Staff College on 17 August, 2022. He is working as Member Directing Staff (Training) of PSC, and responsible for training and curriculum affairs of this institution. He belongs to 20th BCS (Police) batch and joined Bangladesh Police in 2001. He completed B.Sc. and M. Sc. in Soil Science from the University of Dhaka. He did MBA (HR) from Stanford University, Dhaka. He also received a diploma degree from NALSAR University, Hyderabad, India in Humanitarian law. He served at different important police units in Bangladesh including PHQ, DMP, SB, Highway Police, RAB, and District Police units Khagrachhari and Dhaka. He served at UN missions in Ivory Coast, and Darfur, Sudan. He holds a number of professional certificates from home and abroad including Singapore, Malaysia, and Austria.



Muhammed Saidur Rahman Khan, ppm (bar) Additional Deputy Inspector General of Bangladesh Police, joined Police Staff College on 15 November 2023. He is a member of the 20th BCS (Police) batch. In his rich professional career, he has worked in the Dhaka Range Office, Criminal Investigation Department, Dhaka Metropolitan Police, Armed Police Battalion, and Chittagong Metropolitan Police. He has vast experience in leadership positions in combating organized crime and serious crimes. He served in United Nations Peacekeeping Missions in Sudan and the Democratic Republic of Congo. He has visited the USA, China, the UAE, Japan and Saudi Arabia in various professional capacities. Currently, he is working as Member Directing Staff (Research & Publication).



Md. Sibgat Ullah ppm, is working as the Director (Administration and Finance) at PSC. Mr. Sibgat belongs to 15th BCS (Police) batch and joined Bangladesh Police in 1995. Mr. Sibgat holds includes Bachelor of Science and Master of Science degrees from Rajshahi University. In addition, he holds a number of professional certificates from home and abroad including the field of logistics, management and leadership. He contributed to major infrastructural developments in various units of Bangladesh Police, 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. Currently he is working as Director (Curriculum) at PSC.



Mohammad Shahjahan ppm (bar), Director (Research & Publication), 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 interests include the past and present of policing and victim rights issues.



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



Sufian Ahmed, Director (Academic) joined Police Staff College Bangladesh on 17th January, 2021. He belongs to 24th BCS (Police) batch. He is a Bachelor and Master in Urban and Regional Planning from BUET. Before joining Police Staff College, he worked at Chittagong Metropolitan Police, Dhaka Metropolitan Police, Bangladesh Police Academy and Police Headquarters. He worked at Bangladesh Police Kallyan Trust (BPKT) as second in command for about five years. He is he is one of the two members who worked from the planning to execution of Community Bank Bangladesh Limited. He feels that he is fortunate enough to find his seniors all the time as patrons for his ideas and developments.



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



Afroza Parvin, Director (Overseas Programme) 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.



Md. Sohel Rana, Director (Project and Development), joined Police Staff College Bangladesh on 02 February 2023. He is a member of the 24th BCS (Police) batch. Primarily with a Masters in English Literature from the University of Dhaka, he has ventured for his second Masters in Criminology and Criminal Justice from the same alma mater. He is a Chevening Scholar of the Govt. of the United Kingdom. He achieved a Masters in Human Rights from the University of Sussex, UK. During his service tenure, he has widened his professional horizons serving in the capacity of AIG (Media & Public Relations) and AIG (Training-3) at Police Headquarters. He has worked as a Deputy Commissioner in Chattogram Metropolitan Police. His profile also includes the distinction of working as Chief Protocol Officer to two consecutive IGPs. He has served in UNAMID (Darfur) as an UNPOL Training Officer and in UNMISS (South Sudan) as an FPU Coordinator (Admin & Personnel) at the Mission Headquarters (UNPOL). Md. Sohel Rana has authored a number of books, ranging from fiction to poetry, including "The Story of a Crow and a Cuckoo", two crime fiction books titled "Bio-Data" and "Shoe Print" and a book of poems, titled "Monoscription". Mr. Rana has extensively both home and abroad and has visited the United Kingdom, France, Switzerland, Italy, Vatican City, Germany, Austria, Luxembourg, Belgium, Turkey, Greece, China, Hongkong, India, Kenya and Uganda.



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. She is the author of the book "Kinshashar Dinguli", a memoir of her time serving at the United Nations peacekeeping mission in the Democratic Republic of the Congo (MONUSCO).



Nilufa Yeasmin ppm, Deputy Director (Academic) joined PSC on 6 February 2018. She belongs to the 28th BCS(Police) batch and joined Bangladesh Police in 2010. She worked at RAB, APBn and served in Female BANFPU-2 MONUSCO mission in DR Congo. She completed her BBA(Hons.) and MBA in Finance from Business Faculty, University of Dhaka and holds and MPS degree from Rajshahi University. She received President Police Medal (PPM-Sheba) in 2021. Her interests include studying development process and the field of peace and conflict studies.



Tahmidul Islam, Deputy Director (Admin & Finance) is a member of the 30th BCS (Police) batch, He joined PSC on 27 August, 2023. He completed his BSc. (Hons) and MSc. degrees in from the Department of Soil, Water & Environment, University of Dhaka. He worked at Dhaka Metropolitan Police, Industrial Police, Chandpur and Savar Circles, and Sylhet Metropolitan Police.



Abu Sofian, Staff Officer to Rector 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 Deputy Director (Overseas Programme) at PSC. She joined PSC on December 30, 2019 and belong to the 34th BCS batch. Previously she worked at Criminal Investigation Department (CID). She obtained her M.Sc. and B.Sc. degrees in Biochemistry and Molecular Biology from Jahangirnagar University. She is married. Her area of interest includes cyber security and counter terrorism.



Md. Rajibul Ahsan is working as Assistant Director (Administration). He joined PSC on 9 May 2022 and belong to the 35th BCS (Police) batch. Previously he worked at Rapid Action Battalion as Company Commander, OPS officer and Adjutant for three and half years. He obtained DG gallantry Award for the recognition of his remarkable operations against Drug and Illegal Arms. He completed his graduation in Pharmacy from North South University. His area of interest includes cyber security and investigation.



Siam Rahman is working as Assistant Director (Research and Publication). He joined PSC on 18 July, 2021 after completion of practical field attachment in Kurigram district. He belongs to the 37th BCS (Police) batch. He obtained BBA and MBA degrees from Dhaka University's Institute of Business Administration (IBA) and Master in Police Science degree from Rajshahi University. He hails from Cumilla district. His areas of interest encompass the future of security, police management and public service delivery.



Md. Ehsanul Haque is working as Assistant Director (Logistics and Procurement). He joined PSC on 09 October 2022 and belong to the 37th BCS (police) batch. Previously he worked at ASP, CID (Barishal metropolitan & district). He completed his graduation in BBA, MBA from Accounting & Information Systems Department of the University Of Dhaka .His area of interest includes cyber security and investigation. He hails from Lohagara, Narail District.



Md. Aslam Sagor is working as Assistant Director (Project and Development). He joined PSC on 21st August 2023 and belongs to 38th BCS (Police) batch. Previously he had was posted as ASP (Probationer) at Rajbari district. He completed his postgraduation and graduation on Finance from Dhaka University. His area of interest includes cyber security and investigation.



Isfaquul Kabir Sarker is working as Assistant Director (Academic). He joined PSC on 28th August 2023 and belongs to 38th BCS (Police) batch. Before joining PSC, he was posted as ASP (Probationer) at Rangpur District. He completed his graduation and Post-graduation from the Department of Development Studies, University of Dhaka. His areas of interest encompass security and development, public policy, research and communications.



Monowara Akhter Rifat is working as Assistant Director (Core Course) at Police Staff College Bangladesh. She joined belongs to 38 BCS (Police) batch. Previously she had been posted at Cumilla District Police as ASP (Probationer). She obtained her graduation and post-graduation degrees on Bangla from the University of Dhaka. Her area of interest includes intelligence and cyber security.



Rabiul Islam is working as Assistant Director (Overseas Programme). He joined Police Staff College Bangladesh on November 1. 2023. Before joining PSC, he worked in Criminal Investigation Department (CID), Gazipur District Police and Chuadanga District Police. He has a decade of experience of working in court police. He hails from Jessore District.



Md. Aminul Haque is working as the System Analyst at PSC. He joined PSC on 3 July 2007, 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 topics under information technology.



Dr. Kamrun Nahar joined PSC in December 2006. She has been working 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.



Dr. Antara Kar joined PSC as Medical Officer on 30 March 2023. She obtained her M.B.B.S. degree from BGC Trust Medical College, Chittagong. She completed the Orientation Training for Health Professionals from Bangladesh Police Academy, Rajshahi. She hails from Chittagong.



Location of Campus

The PSC campus sprawls across 19.5 acres of land adjacent to Shahid Police Smrity School & College and POM (Public Order Management) on the Mirpur Road at Mirpur-14, Dhaka. It is located between Mirpur Circle 10 and Dhaka Cantonment. With its open fields, tranquil waterbody and well-kept premises, the PSC campus is a pleasantly scenic location in the heart of Dhaka metropolis. It offers an oasis of refreshing comfort and a soothing breathing space amidst the hustle and bustle of the capital.



Annual Highlights

Curriculum Development and Training for Smart Police

Smart policing is a strategic approach that incorporates more “science” into police operations by leveraging innovative applications of analysis, technology, and evidence-based practices. On January 3, 2023, at Rajarbagh, the Hon’ble Prime Minister expressed the concept of Smart Policing and said: “Our goal is to build an efficient and world-standard Smart Policing capable of utilizing knowledge, science and technology.” Since then, Bangladesh Police has been working on expounding the concept and taking concrete steps to detail the vision. On August 31, 2023, in a discussion marking the 48th martyrdom anniversary of Father of the Nation and the National Mourning Day at Bangladesh Police Auditorium in Rajarbagh, Inspector General of Police, Bangladesh Chowdhury Abdullah Al-Mamun said that “we want to build Smart Police”.



Workshop for Curriculum Development of Smart Police on 7 June 2023

A modern, innovative, and Smart police force is needed to deal with the changing situation. Smart Policing is a part of the dream of Smart Bangladesh. In this regard, Police Staff College Bangladesh initiated curriculum development, stakeholder consultation and training on Smart Police. Police Staff College Bangladesh organized two large-scale workshops for curriculum development of smart policing involving experts in the field and police personnel.

The first workshop was held in June and involved experts and practitioners from various fields. The second workshop was held in September and involved the inputs of police personnel of various ranks. Teachers of different universities, technology experts, entrepreneurs in the technological arena and officials working in government organizations participated in the first workshop held on 7 June 2023. The second workshop for curriculum development was held on 19 September 2023. In total, 70 participants from Bangladesh Police attended the workshop on 19 September. The participation of Additional Inspectors Generals, DIGs, Superintendents of Police and other ranks made the discussion fruitful and interactive. In particular, the participation of senior leaders from all the police training institutions of Bangladesh added special value to the inputs of the session.

After the series of workshops on curriculum development, Police Staff College Bangladesh organized a training program on Smart Policing. The course was held from the first of October to the 12th of October, 2023. The participants were Police Inspectors from different units of Bangladesh Police. A total of 60 participants attended the training.



PSC faculty members with participants of the first course on Smart Policing for police inspectors in October 2023

The training empowered the attending Inspectors to adapt to the evolving landscape of criminal activities and adopt proactive approaches to law enforcement. By fostering a culture of continuous learning and professional development, the training aimed to enable participants to stay ahead of emerging threats, identify patterns of criminal behavior, and implement tailored interventions in their respective units. One of the major aims was to create champions of the Smart Police initiative within the organization for propagation of the Smart Police agenda in line with the government vision for a Smart Bangladesh.



Discussion Session on digital training tools

Partnership and Outreach

Police Staff College Bangladesh participated at the 12th Annual INTERPA Conference and 24th Executive Board Meeting & General Council Meeting of INTERPA on the dates of 22-23 November 2023, hosted by National Forensic Sciences University, India. INTERPA stands for “International Association of Police Academies”. Rector of Police Staff College Bangladesh Dr. Mallick Faqrul Islam, BPM, PPM is serving as the Vice President of this international organization.

The 12th Annual Conference of the organization was held with the theme of “Policing at Times of Technological Accidents and Natural Disasters”. It included the participation of 93 representatives from 31 countries. The respected attendees included including the President of INTERPA and Turkish National Police Academy Prof. Yılmaz Çolak, Vice President of INTERPA Vasilyeu Aliaksandr, President of the Belarus Internal Affairs Academy, and Dr. Jayantkumar Vyas, Rector of the National Forensic Sciences University, India.



Rector Dr. Mallick Faqrul Islam, BPM, PPM moderating a keynote session at the 12th Annual INTERPA Conference

PSC was represented on this international forum by Rector Dr. Mallick Faqrul Islam, BPM, PPM, Director (R&P) Dr. Mohammad Shahjahan PPM (Bar), and Director (Academic) Sufian Ahmed. Dr. Mallick Faqrul Islam, BPM, PPM moderated the 3rd session on “Managing Technological Accidents in Critical Infrastructures and Facilities” as the Session Chair. Dr. Mohammad Shahjahan PPM (Bar) was presented a paper on the topic “Disaster and Crime in the Coastal Area of Bangladesh: A Study on Police Activities”. Sufian Ahmed, Director (Academic), was selected as the focal point for INTERPA on behalf of Police Staff College Bangladesh.

Our constant efforts to enhance collaboration with national and international partners is a testament to PSC’s endeavor for excellence. These efforts represent significant steps forward to achieving excellence in our areas of work. With constant, continuous and dedicated efforts, PSC and partner organizations can hope to foster mutual cooperation and to enhance bilateral collaboration for growth and development. In order to enhance international outreach, PSC renewed its MoU with Macquarie University, Sydney, Australia on 8 May 2023.

Partnership and collaboration can facilitate development in teaching, research and academics. With this end in view, Bangladesh Public Administration Training Center (BPATC) and Police Staff College Bangladesh (PSC) signed a Memorandum of Understanding (MoU) on 14 August 2023.

A Memorandum of Understanding (MoU) was signed with United International University (UIU) on 26th December 2023 to foster research collaborations. The agreement aims to enhance joint research initiatives, academic exchanges, and capacity-building programs between the institutions. These partnerships are expected to drive innovation and knowledge sharing in areas of mutual interest.



Signing ceremony of the MoU between BPATC and PSC



Rector of PSC and representatives of Macquarie University at MoU renewal ceremony

Through the MoU, both parties committed to working together more closely towards the common goals of the institutes. Each side will pursue many significant activities, such as the promotion of educational and academic exchange, the promotion of study opportunities such as guest lectures, faculty development, study tours, joint trainings and research works.

Foreign Partners

PSC-DOJ-OPDAT, US Embassy



Ministry of Public Security, China



ATA, US Embassy



Embassy of Turkey



ICITAP



UNDP



Embassy of Spain



Macquarie University, Australia



Japan International Cooperation Agency



The 19th Board of Governors Meeting:

The 19th meeting of the Board of Governors (BoG) of Police Staff College Bangladesh was held at the PSC premises on 10 May 2023. The meeting was presided over by the Chairman of the Board Mr. Asaduzzaman Khan, MP, Honorable Minister, Ministry of Home Affairs. The meeting was attended by Board Members including Mustafizur Rahman, BPAA, the Senior Secretary of the Public Security Division of the Ministry of Home Affairs, and Chowdhury Abdullah Al-Mamun BPM (bar), PPM, Inspector General of Police, Bangladesh. With the kind permission of the Chariman, Dr. Mallick Faqru Islam, bpm, ppm, Rector, PSC and also the member secretary of the board welcomed the members and commenced the proceedings.



19th Board of Governors Meeting ongoing

Chowdhury Abdullah Al-Mamun BPM (Bar), PPM, Inspector General of Police, Bangladesh, stated that the meeting should be held on a regular basis. He also asserted the importance of the continuous support of the board members. Asaduzzaman Khan MP, Honorable Chairman of the Board and also the Minister, Ministry of Home Affairs, appreciated the efforts of the Rector and PSC staff for organizing the meeting successfully. He added that Bangladesh police is capable of controlling crime and fighting terrorism. He emphasized the importance of compulsory training courses for the senior police officers. In his speech, the Rector, PSC, as the member secretary of the board, expressed his deepest gratitude to all board members. He affirmed that Police Staff College is committed to carrying its endeavor in developing skilled, capable and professional police officers to meet the expectation of the nation in the coming days.

Respected Members of the Board of Governors:

1. Asaduzzaman Khan MP, Minister, Ministry of Home Affairs & Chairman, Board of Governors, PSC
2. Md. Mustafizur Rahman, BPAA, Senior Secretary, Ministry of Home Affairs & Vice-Chairman, Board of Governors, PSC
3. Chowdhury Abdullah Al-Mamun BPM (Bar), PPM, Inspector General of Police, Bangladesh.
4. Md. Mainul Kabir, Secretary, Legislative & Parliamentary Affairs Division, Ministry of Law, Justice and Parliamentary Affairs
5. Faizur Rahman SGP, BSP, ndc, afwc, psc, Commandant, Defense Services Command & Staff College
6. Md. Ashraf Uddin, Rector, Bangladesh Public Administration Training, Centre, Savar, Dhaka.
7. Md Nurul Alam, Ph.D., Vice Chancellor, Jahangirnagar University
8. Dr. Md. Shahidullah, Additional Secretary, Ministry of Public Administration, Bangladesh Secretariat.

9. Md. Belayet Hossain Talukdar, Additional Secretary, Secondary and Higher Education Division
10. Salina Parvez, Additional Secretary, Cabinet Division
11. Md. Manjarul Mannan, Additional Secretary, Finance Division, Ministry of Finance
12. Dr. Mallick Faqru Islam, BPM ,PPM, Rector, PSC & Member Secretary, Board of Governors

Courses and Workshops Conducted in 2023

S.No.	Name of the Courses	Description	Duration	Designation of participants	Number of Participants
1	6 th General Administration and Financial Management Certificate Course	Mid-career course	30 April to 15 June 2023	Additional SP	17
2.	7 th General Administration and Financial Management Certificate Course	Mid-career course	01st October to 16th November, 2023	ASP from 34 th BCS Police	19
3.	Course for ASP Probationers of 40 th BCS (Police) batch	Orientation course	13 December, 2022 to 31 March 2023	ASP Probationers	70
4.	Training on Drugs and HIV/AIDS for Bangladesh Police	Partnership course with UNODC	4-12 January, 2023	Inspector	24
5.	Workshop on Curriculum Development on Human Trafficking	Partnership course with UNODC	24 January, 2023	Inspector to Addl. DIG	24
6.	Fourth Industrial Revolution: Challenges and way forward	Seminar	19 January 2023	Faculty members from Various Universities	15
7.	Critical Incident Management Course	Partnership course with ATA, US Embassy	12-22 February, 2023	Addl. SP to Constable Addl.SP-1, ASP-2, Inspector-2, SI-11, Sergeant-1, ASI-5, Cons-2	24
8.	Drugs and narcotics: Duties and responsibilities of Police and other stakeholders and agencies	Short course	19-23 February, 2023	Addl.SP-13, ASP-10	23
9.	Open-Source Intelligence for Combating Trafficking in persons (TIP) and Smuggling of Migrants (SOM) Org: (UNODC)	Partnership course with UNODC	19-22 February, 2023	SP-2, Addl. SP-6, ASP-5, Inspector-8	21

10.	Transnational Organized Crime	Short course	01-07 March, 2023	ASP-13, Addl. SP-14	27
11.	Security Patrolling & Monitoring (SP&M)	Partnership course with JICA	12-16 March, 2023	ASP-37 Addl. SP-45	82
12.	Intelligence Analysis Org: PSC	Short course	16-23 March, 2023	ASP to SP ASP-11, Addl. SP-14, SP-1	26
13.	Security Patrolling & Monitoring (SP&M)	Partnership course with JICA	19-23 March	ASP-59 Addl. SP-35	94
14.	Audit objections & its disposal System	Short course	20-28 March, 2023	ASP to SP ASP-9, Addl. SP-8, SP-3	20
15.	Communication & Public Speaking	Short course	2-13 April, 2023	ASP-15, Addl. SP-8	23
16.	Cyber Security & up Coming Policing Challenges	Short course	09-13 April, 2023	SP-3, Addl. SP-9, ASP-12	24
17.	Security Patrolling & Monitoring (SP&M)	Partnership course with JICA	29 April to 4 May, 2023	ASP-51 Addl. SP-61	112
18.	Security Patrolling & Monitoring	Partnership course with JICA	07-11 May, 2023	Addl. SP-59, Sr.ASP-3, ASP-42	104
19.	Tactical Management of Special Events	Partnership course with ATA, US Embassy	07-18 May 2023	Addl. SP-2, Inspector-1, Sub-Inspector-10, Sergeant-1, ASI-8 Con-2	24
20.	Traffic Management Course	Short course	7-23 May-2023	SP-1, Addl. SP-7, ASP-11	19
21.	Security Patrolling & Monitoring	Partnership course with JICA	14-18 May 2023	Addl. SP-59, ASP-49	108
22.	Terrorism Financing Investigation and Intelligence	Partnership course with ATA, US Embassy	4-7 June, 2023	AD-1, DD-1, Joint Director-2 (BB-BFIU), DD-1, Assistant Revenue Officer-1, Customs-SI to Addl. SP(Addl. SP-2, ASP-2, Inspector-11, SI-9)	30

23.	Workshop on Smart Police	Part of the initiative for training for Smart Police	7 June, 2023	Professor-10, NGO -1, Doctor-1, DD-1, BB, Advocate, Social Worker, and others	18
24.	Workshop on Anti-Terrisom Unit Bangladesh Police কর্তৃক আয়োজিত “উগ্রবাদ, জঙ্গিবাদ ও সহিংস চরমপন্থা প্রতিরোধে আলেম-ওলামা ও তালিবুল ইলমগণের ভূমিকা” Org: ATU	Workshop	07 June, 2023	বিজ্ঞ আলেম ওলামা ও তালিবুল ইলমগণ	80
25.	Workshop on Anti-Terrorism Unit Bangladesh Police কর্তৃক আয়োজিত “উগ্রবাদ, জঙ্গিবাদ ও সহিংস চরমপন্থা প্রতিরোধে আলেম-ওলামা ও তালিবুল ইলমগণের ভূমিকা” Org:ATU	Workshop	21-22 June, 2023	সাংবাদিকগণ	56
26.	Stakeholder Dialogue on Combating cyber violence against Women and Girls in Bangladesh Org: UNDP	Workshop	24 July 2023	(Constable to DIG) (Constable-2, SI-4, ASP-4, Addl. SP-8, DIG-2) (NGO Workers-12, Banker-4, Scout-2 & UNDP-3, UNFPA-3, University-Teachere-4, Action Aid-1, Advocate-1 Nari Progati Sangha-2 etc)	52
27.	নারী ও শিশু পাচার রোধ সংক্রান্ত সেশন আয়োজনেঃ পিএসসি	Seminar	30 July 2023	Inspector-9 ASP-6	15
28.	Identification and Seizure of Digital Evidence Train the Trainer	Partnership course with ATA, US Embassy	20-24 August, 2023	Constable-4 ASI-1, SI-6	11
29.	Identification and Seizure of Digital Evidence	Partnership course with ATA, US Embassy	27-31 August, 2023	ADC-1, Inspector-1, SI-12, ASI-2, Naik-1, Constable-6	23
30.	নারী ও শিশু পাচার রোধ সংক্রান্ত সেশন আয়োজনেঃ পিএসসি	Seminar	30 August, 2023	Sub-Inspector-12 Inspector-6 ASP-6	24
31.	Cyber Security & upcoming Policing Challenges	Short course	10-14 September, 2023	Addl.SP-10, ASP-13	23

32.	Workshop on Crime Analysis as a Force Multiplier Org: PSC	Workshop	18 September, 2023	Addl. IGP to Inspector Professor-5	40
33.	Workshop on Curriculum development of Smart Policing	Workshop	19 September, 2023	Addl.IG-2, DIG-7, Addl.DIG-7, SP-33, Addl.SP-12, ASP-7 Others-1	70
34.	নারী ও শিশু পাচার রোধ সংক্রান্ত সেশন আয়োজনেঃ পিএসসি	Seminar	27 September, 2023	Sub-Inspector-12 Inspector-6 ASP-6	24
35.	Course on Smart Policing for Police Inspectors from	Part of the initiative for training for Smart Police	01 st -12 th October, 2023	Police Inspector	60
36.	নারী ও শিশু পাচার রোধ সংক্রান্ত সেশন আয়োজনেঃ পিএসসি	Seminar	27 November 2023	Addl. SP-11	11
37.	নারী ও শিশু পাচার রোধ সংক্রান্ত সেশন আয়োজনেঃ পিএসসি	Seminar	28 December 2023	Constable to SI Constable-9, ASI-6, SI-16	31
Total participants					1455



Over 500 participants received training on Security Patrolling and Monitoring, a partnership course with JICA

Performance Analysis of PSC, 2022

The year 2023 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 and Curriculum wing

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

Training branch:

PSC conducts the courses for the participants to raise the awareness about new ideas, perception, and thinking and develop appropriate knowledge, skill & attitude to respond to the changing need of the society. Improvement of operational performance of today's police service irrespective of developing and developed countries of the world usually calls for high quality training reflecting need based priorities for senior police officials. Police Staff College Bangladesh conducts the courses for the participants to raise awareness about new ideas, thinking, perception, insight and vision to respond to the changing needs of the society. The institute endeavors to provide wisdom to the participants to improve managerial capability, operational performance, commanding skill and identification of problems with package prescription for solution in the context of national and international scenario. It helps the participants understand different aspects of Human Rights issues. In future, the College will be a center for research studies on police subjects and will share ideas and experiences with similar institutes in and outside the country. Police Staff College Bangladesh has a vision for future prospect. It encourages the visitors and guest speakers from diverse background; for example government officials, academicians, renowned

professors from different public & private universities, specialists on respective fields, former advisors of the government, former chief justice, reputed political personalities and high officials from Defense Services to come often to share their thoughts, experiences and ideas with the participants which

Training Highlights 2023

- Four mid-career courses conducted
- Eight short courses conducted
- Smart Policing course conducted with 60 participants
- Online mode introduced in mid-career courses
- MoU signed with BPATC and UIU
- Orientation course held for ASP (Probationers) of 40th BCS
- In-house courses conducted
- Seminar organized on 4th Industrial Revolution
- Workshop organized for Curriculum Development of Smart Policing
- Curriculum and list of resource persons for “Strategic Command Course for Senior Officer” developed and sent to PHQ

Training Mandate

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

Evolution of Training

- PSC puts emphasis on conceptual integration among the BCS cadre officers
- PSC nourishes innovation and creativity in training activities
- PSC focuses on need-based training
- Training courses are reviewed in line with the current priorities

Mid-career Courses of PSC

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

Overseas Programme branch

The Overseas Training Wing at Police Staff College (PSC) Bangladesh is tasked with organizing and facilitating international training opportunities for PSC personnel. This division focuses on building and maintaining partnerships with foreign law enforcement agencies, academic institutions, and training organizations to offer specialized courses and professional development programs abroad. By coordinating these overseas training opportunities, the division ensures that PSC staff can benefit from global best practices, enhancing their skills and broadening their perspectives in line with international standards. This division plays a vital role in fostering global collaboration and continuous learning within PSC. The wing is headed by Director (Overseas Programme)

Highlights 2023

- 17 foreign courses with 6 different partners:
- ATA, US Embassy (6 courses)
- JICA (5 courses, 500 ASPs and Addl SPs)
- UNODC (3 workshops and trainings, 69 participants)
- UNDP (stakeholder dialogue on cyber violence against women)
- FBI (one course)
- ATU (Two workshops, 156 participants)

Curriculum Branch:

A vital component to design quality training

Curriculum Development Grounded Under Various Methods of Training Evaluation such as Training Impact Analysis and Training Need Assessment. PSC curricula are planned in a purposeful, progressive, and systematic way to create positive improvements of the course contents. Every time there are changes or developments happening in the law enforcement related affairs or around the world, the PSC curricula are affected. It comes through a process of requirements from research output, organizational requirements, job task analysis, government and organizational training policy and Police policy group.

It gives priority on Training Need Assessment (TNA) and Impact Analysis of training. Findings from these processes are used to design the courses of PSC. Discussion groups, problem-solving exercises, case studies, field visits, panel discussions are arranged to provide necessary and advanced knowledge, skills and positive attitude to the participants. To put emphasis on these requirements, PSC invites resource persons and makes expert panel from different public universities, research organizations, policy analysts and retired experienced police officers. Course curricula are developed by PSC faculty in association with resource persons.

Curriculum Highlights 2023

- Completion of new curriculum formulation of 13 short courses
- Curriculum formulation of total 18 short courses in progress
- Curriculum formulation of Smart Policing Course for Inspectors and other ranks

Curriculum Development

Curriculum development is an integral part of training. To make the training effective, fruitful and time befitting review of curriculum is necessary. Moreover, as time changes in a globalized world, new trends of crime emerge. Assessing threat of new trends of crime, especially crime related to terrorism, Police Staff College Bangladesh formulated the curriculum of the course on counter terrorism for SPs.

This course curriculum covers transnational organized crime, investigating terrorist cases, terrorist financing, and intelligence and counter intelligence, cyber terrorism, militancy, and counter terrorism strategy. Another initiative of formulating training for Circle ASPs/Addl. SPs named 'Crime Administration Management Certificate Course' covering crime prevention and crime management, functions of Circle ASP/Addl. SP on the basis of provisions of PRB, inspection guidelines for Circle ASP/Addl. SP, supervision of investigation, recent crime trends and its management, community engagement, intelligence gathering, VCNB, TQM in investigation and other relevant issues.

Furthermore, the digitalization process of curriculum is the innovative initiative of Police Staff College which is in the process of implementation in collaboration with Access to Information Program (A2I). It will create a conducive environment of e-learning process. Thus, the distant participants will be able to easily access to course materials of the Police Staff College Bangladesh. It is mentionable that curriculum section always updates the course curriculum with necessary contemporary issues so that participants can easily handle their upcoming professional challenges.

Selection of Resource Persons

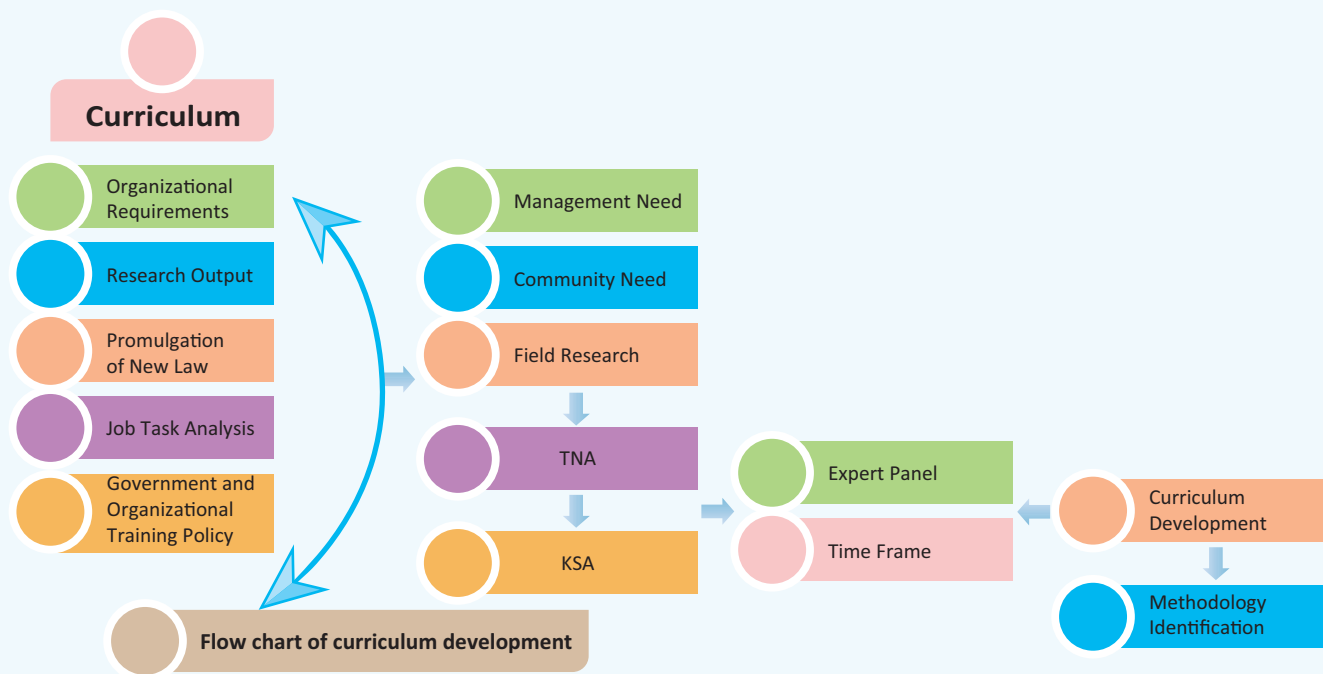
Resource persons do not just add expertise but also make the course more interesting and attractive for the participants, as they can integrate their own experiences. Police Staff College Bangladesh selects resource persons from within or outside the organization. From outside the organization resource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

Curriculum Development Process of PSC

Courses conducted by PSC are generally formulated through a long passage of curriculum development. It comes through a process of requirements from research output, organizational requirements, job task analysis, government and organizational training policy and Police policy group. It gives priority on Training Need Assessment (TNA) and courses are designed based on TNA findings.

Discussion in groups, problem-solving exercises, case studies, field visits, panel discussions are arranged to provide up-to-date knowledge, skills and positive changes in attitude. To put emphasis on those requirements, PSC invites resource persons and makes expert panel from different public universities, research organizations, policy analysts and retired experienced police officers. Course curricula are developed by PSC faculty in association with resource persons.

FLOW CHART OF CURRICULUM DEVELOPMENT:



Curriculum enrichment through Foreign Partnership courses

Police Staff College Bangladesh is proud of conducting a significant number of courses with foreign collaboration. Through such partnership efforts PSC's curriculum section is continually developed. Many International Training Organizations like INTERPOL, UNODC, Macquarie University, ATA, ICITAP, US Department of Justice and Organization like US Embassy took interest to train the participants of Bangladesh Police with their scheduled programs which are very much relevant to stakeholders

Evaluation:

Evaluation is considered as an important process of a training event in order to reflect, analyze and improve its effectiveness and efficiency. Police Staff College Bangladesh always incorporates an evaluation process in order to analyze and learn which elements have successfully achieved objective and which have failed to achieve purpose. Participant's evaluation is done by following 2 levels:

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

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

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

Pre-course evaluation

- i. Spot assessment
- ii. Area Distribution Class test
- iii. Presentation (Individual assignment, Group study, Docket analysis, Book review)
- iv. Final evaluation
- vii. Participation (Recap, Performance, Attendance, Discipline)

Pre-course Evaluation: The pre-course evaluation is an assessment of the participants through some short questions, multiple choice questions. It is administered at the very start of the each training course to assess what level the participants are in regi

Pre-course Evaluation: The pre-course evaluation is an assessment of the participants through some short questions, multiple choice questions. It is administered at the very start of the each training course to assess what level the participants are in regards to knowledge and course contents.

ii. Class Test: Class test is conducted at the middle of each course to assess participant's knowledge level and to accelerate their performance during the program.

iii. Final Evaluation: Once the course lectures are concluded, a final evaluation is conducted which extracts lessons learned from the course.

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

iv. Presentation:

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

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

v. Participation:

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

Criteria for evaluating the speakers are:

I. Analysis and Content

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

II. Delivery

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

Challenges and Way Forward for Training Wing

- In-house facilitators: The current model for arranging resource persons depends PSC is very much dependent on outside speakers. Because of the frequent transfer of the faculty, PSC cannot develop its internal resource persons. It should have an internal panel of facilitators specialized on particular subject so that it can run its training sessions independently.
- Infrastructural facilities: It has limited scope of infrastructure facilities. Now the present facilities only can accommodate several certificate programs. Some long term courses need more facilities like seminar room, syndicate room etc.
- Vehicle support: Correspondingly PSC is lacking vehicle support for the participants and the guest speakers even for research which needs field study. In needs to be dependent on DMP or PHQ for vehicle support especially during its mega event like international conference or SAARC training.

PSC's Academic and Research Wing (A&R)

PSC's Academic and Research Wing (A&R) is dedicated to performing two distinct jobs¹) to administer PSC's academic programs such as the administration of its professional Master degree program, 'Master of Applied Criminology and Police Management' under the direction of the National University Bangladesh, and 2) to conduct cutting edge researches as directed by PHQ. This Wing is headed by a Member Directing Staff (MDS) in the rank of Addl. Deputy Inspector General (Addl. DIG) of Bangladesh Police. This wing is composed of two Branches i) Academic Branch and ii) Research & Publication Branch each headed by a Director in the rank of Superintendent of Police. This wing maintains a close relation with the civil society where academicians, professionals and intellectuals are actively involved to provide academic insights on crime and criminology as well as research advice to Bangladesh Police for making a time befitting futuristic strategic policy.

Academic Branch

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

The College's flagship Masters-level course on Applied Criminology and Police Management (MACPM) marked a significant milestone this year as the academic activities of the 6th batch were successfully concluded. Currently, the 7th batch of the MACPM course is underway, with classes commencing in February. In line with our commitment to staying at the forefront of technological advancements in policing, we are pleased to announce that a Cyber Lab has been set up with the support of Police Headquarters. The National University has approved the PGD (Post Graduate Diploma) programs in Cyber Security and PGD in Security Management. These initiatives reflects our proactive approach to addressing the growing challenges posed by cyber threats and underscores our dedication to capacity building for law enforcement.

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

Strategic Priorities:

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

Responsibilities of Academic Branch

- Enrolment of students from diverse background to make the program more broad and interactive to fit with the public domain.
- Review of existing curriculum on the basis of work-based learning models to familiarize students with contemporary theory and best practices so that they can apply this knowledge to their real-world situations.
- Redesign the program structure and make it to trimester form to reduce the study load and provide a flexible learning structure
- Plan to introduce more graduate programs on various disciplines of crime and criminology arenas grounded under operational priorities of Bangladesh Police Engagement with international reputed academia for the credit transfers, exchange of lectures, developing pathways to undergo foreign degree/diploma/certificate programs and conducting joint research programs.
- Developing online resource access.

Academic Branch Highlights 2023

- Completion of MACPM 6th batch
- MACPM 7th batch ongoing
- Formulation of PSC Vision 2041 Super-11 Initiatives
- Permission received for PGD in cyber security and PGD in Security Management

- Cyber Lab setup in PSC ongoing
- Correspondence sent to National University Authorities for LLB, LLM, and Tourism and Hospitality Management degrees
- Participation in the 12th Annual INTERPA Conference
- New syllabus of MACPM approved
- Admission process of MACPM 8th batch ongoing
- Visit of VC, National University to PSC

Overview of Master of Applied Criminology and Police Management

Master of Applied Criminology and police Management (MACPM) is designed to provide education to midlevel/ senior police officers (and non-police relevant personnel) on crime and justice with a strong emphasis on evidence-based policy and practice. The program also prioritizes the development of leadership, management and policy skills, which will help to successfully run their organizations. This degree focuses on managerial and administrative issues that are faced by the police and non-police (relevant) organizations; methods to assess the issues in terms of their nature/ cause and probable effect on the organization; and impact of these issues on effective police (public) service delivery. Upon completion of the degree program, graduates will be better prepared to assume leadership roles and act as change agents in the (respective) department by conducting improved policy analysis, assessing police (service delivery) effectiveness through a rigorous research approach, and identify current trends in the areas of policing, criminal justice and criminology.

Program Objectives

The program is designed to-

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

Program Structure

Students are required to complete and pass a total of 42 credit points to be conferred the degree. Each course of the study is equivalent to 4 credits except Capstone Project/ Master Thesis which carries total 6 credits. The

length of each semester is 20-22 weeks. Coursework in the program is asserted in a range of ways that include assignments, class presentations, class test, mid-term, final examinations and thesis.

7th batch students of MACPM enrolled

Academic Branch of Police Staff College (PSC) has been conducting the Master of Applied Criminology and Police Management since 2016. Already 6(six) batches have graduated from PSC. The College's flagship Masters-level course on Applied Criminology and Police Management (MACPM) marked a significant milestone this year as the academic activities of the 6th batch were successfully concluded. Currently, the 7th batch of the MACPM course is underway, with classes commencing in February 2024.

Diversity: A strength and beauty of MACPM Program is diversity. The blending of Police Officers, Armed Forces Officers, Corporate Executives, Lawyers, Educationists and others have made the program a full house of diversity. The class room environment has been filled with the knowledge from diverse fields shared by the students. MACPM program is now the proud program of diversity. The table and the graph have reflected the diversity more clearly.

Table: MACPM: Professional Diversity from 1st to 6th batch

ga	Profession	No
1	Police Officers	91
2	Armed Forces Officers	9
3	Corporate Job holders	46
4	Teacher	17
5	Lawyer	25
6	Govt. Officers	18
7	Doctor	1
8	Business	5
9	Self-employed	1
	Total Students (up to 6th batch)	213

Research & Publication Branch

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

The Functions of Research & Publication Branch:

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

speak for changes, provide gateway of modern policing and detect the impediments of existing policing system for its betterment.

Goal: To provide value and insights gained from security, criminology and policing research to different stakeholders Strategic Priorities:

- Communicate Evidence-Based Research to Policy and Practice
- Focusing and Broadening of PSC Functions: To meet its strategic goals, PSC is committed to undertake and support quality research to deliver best to the community. In this persuasion PSC's Academic & Research Wing is a dedicated research and knowledge center on crime and justice in Bangladesh Police. Its research priorities are aligned with Bangladesh Police Research Agenda. The main motto of PSC's research is to promote justice and reduce crime through communicating evidence-based research to policy and practice. The research works here are regulated under Police Staff College Act, 2002. The research outcomes are sent to the Police Headquarters for further action. During the year, PSC was regular in its research and publications. Two research projects were accomplished in 2020-21 and four were undergoing. The research outcomes were valuable and insightful. Apart from this, PSC published its Newsletters and Annual Report as a regular fashion. Through academic persuasion, research and journal publication, PSC continues to build the bridges between contemporary policing and academia. PSC's research themes speak for changes, provide gateway to modern policing and detect the impediments of existing policing system for its improvement. The research activities of this Wing are guided by the Bangladesh Police Research Committee.

Salient Features of Research and Publication Branch:

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

It provides information to different stakeholders according to the Right to Information Act.

Major Achievements 2023

- Completed research work for FY 2022-23 Generating a Working Model for GIS-based Crime Analysis by Bangladesh Police: Phase Two of GIS Project
- Completed research work for FY 2022-23 Challenges in Cyber Crime Prosecution: A Study in Cyber Tribunals.
- For research work of FY 2023-24: Tender process nearing completion
- Published Annual Report
- Published Newsletter
- Published Journal
- Published Curriculum Book on Smart Policing

Research Ventures 2023 and 2024:

The first project aimed to enhance the analytical capabilities of law enforcement agencies through geographical information systems. The second project is a comprehensive study conducted on cyber tribunals. Moving

forward into the fiscal year 2023-24, our research focus expanded to encompass two pivotal areas: Smart Police Stations and Juvenile Gangs. These initiatives underscore our commitment to addressing emerging challenges and adapting to the Smart policing paradigm.

Challenges of Research & Publication Branch:

- **Managing experienced persons to conduct quality research:** PSC needs more experienced as well as interested person to conduct quality research. PSC needs closer contact with PHQ so that officers who are dedicated and have thirst to research could be posted to PSC. Selection of experienced officers who are committed to research: The research works become sometimes difficult to accomplish within the existing legal framework of financial Acts, rules and regulations Insufficient funds for quality research
- **Focusing on capacity building:** PSC should focus more on capacity building initiatives for its research staff. In that case more academic training is needed for them especially overseas training. More participation on international seminars and conferences would be much worthwhile. Prioritizing PSC faculties for research and higher studies (M Phil /PhD) so that they get interest to serve at PSC.
- **Ensuring digital library content:** PSC's library needs to be more advanced in terms of both spaces and richness. It still does not have on line access to online books, R No plagiarism detection software to maintain academic honesty which is considered as a serious issue for research in national and international contexts. Online Access: Police Staff College Bangladesh has access to electronic information resources through the UGC Digital Library (UDL). UDL is hosted by the University Grants Commission (UGC) of Bangladesh. UDL is providing access for the Staff College to a numerous international e-resources like Wiley, IEEE, World Scientific, Taylor and Francis Group, SAGE, Cambridge University Press, Springer, Pearson and Oxford University Press. This opportunity now offers police officers to get access to research articles from international journals on sociology, criminology and police science. The users can search, read and print the articles from these journals for personal use and academic purpose.
- **Increasing scope of international and regional collaboration:** MoU with national and international universities/research institution: PSC can explore potential avenues of collaborations with local and foreign universities regarding joint research, capacity building, guest lectureship, faculty exchange, study tours of faculties and students.

Way Forward

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

1. **Focus on capacity building:** PSC should focus more on capacity building initiatives for its research staff. In that case more academic training is needed for them especially overseas training. More participation on international seminars and conferences would be much worthwhile.
2. **Selection of experienced officers who are committed to research:** PSC needs closer contact with PHQ so that officers who are dedicated and have thirst to research could be posted to PSC.
3. **MoU with national and international universities/research institution:** PSC can explore potential avenues of collaborations with local and foreign universities regarding joint research, capacity building, guest lectureship, faculty exchange, study tours of faculties and students. For example, PSC has an ongoing linkage with Macquarie University, Australia which offers a short training to PSC in its Sydney Campus in 2017 under Australia Awards Fellowships.
4. **Higher Studies for PSC Faculty:** Prioritizing PSC faculties for research and higher studies (M Phil/PhD) so that they get interest to serve at PSC.

5. Academic honesty: Ensuring academic honesty and quality research through plagiarism detection software.

6. Online Access: Police Staff College Bangladesh has access to electronic information resources through the UGC Digital Library (UDL). UDL is hosted by the University Grants Commission (UGC) of Bangladesh. UDL is providing access for the Staff College to a numerous international e-resources like Wiley, IEEE, World Scientific, Taylor and Francis Group, SAGE, Cambridge University Press, Springer, Pearson and Oxford University Press. This opportunity now offers police officers to get access to research articles from international journals on sociology, criminology and police science. The users can search, read and print the articles from these journals for personal use and academic purpose.

7. Strengthening of manpower & logistics: Institutional persuasion is needed to increase permanent staff.

Administration and Finance Wing

PSC's Administration and Financial Wing is responsible for the smooth administrative functioning of Police Staff College Bangladesh in particular, maintaining financial discipline is one of its crucial roles. Its other activities include: maintaining discipline of the staff and general control and supervision of them both police and ministerial level employees as per the direction of the Rector. This wing is headed by a Member Directing Staff ranked Additional Deputy Inspector General of Police. Two Superintendents of Police, posted as Director (Administration & Finance) and Director (Project and Development) are in charge of two branches.

Goal: To create a vibrant and quality learning environment.

Strategic Priorities:

- Capacity Building of PSC Staff through Overseas Training
- High Quality Campus Environment
- Establish and Maintain High Quality Learning Environment Activities in Detail Administration and Financial Wing is responsible for the smooth administrative functioning of Police Staff College Bangladesh where maintaining financial discipline plays a vital role. Its activities cover areas like maintaining discipline, general control and supervision of the officers and other members- both police and ministerial-of the institute as per the direction of the Rector. This wing is headed by a Superintendent of Police, posted as Director (Administration and Finance).

Duties and Responsibilities of Administration Branch:

- 1) Maintaining overall administrative and financial activities as per the direction of the Rector.
- 2) Personnel management
- 3) Infrastructure management
- 4) Logistics and supply management
- 5) Ensuring timely procurements, maintenance and other related works of PSC.
- 6) Annual procurements and maintenance of other related works of this institution.
- 7) Verifying cash in hand and custodian of cash operation by the head of this wing
- 8) Submission of all reports and returns and making routine correspondence with police.
- 9) Providing administrative and messing facilities of the trainee officers as well as foreign and national trainers while the program runs.

- 10) Supervising construction works and maintaining liaison with concerned department.
- 11) Granting leave of the subordinate officers/staff. Reward Administration wing is vibrant to reward police members and ministerial staff for their good services. A total of 203 police personnel ranking from Constable to Sub-Inspector

Administration Highlights 2023

- Ensuring smooth functioning of overall operational activities year-round
- Arranging Departmental Exam
- Welfare activities
- Proposal sent for additional manpower of 268 personnel and 47 outsourced personnel
- Revising of Police Staff College Act
- Formulation of Police Staff College Rules
- Formulation of Police Staff College Financial Rules
- Formulation of Police Staff College Personnel Rules
- Second consecutive championship win in the IGP Cup Cricket Tournament

Project & Development Branch

The “Project and Development” Branch of Police Staff College (PSC) Bangladesh is dedicated to infrastructural development and upkeep. This branch is crucial for ensuring that all physical facilities, including buildings, utilities, and other infrastructure, meet the college’s operational needs. The branch’s responsibilities include planning, executing, and overseeing construction and renovation projects, as well as maintaining existing structures to ensure they remain functional and safe for all college activities. The branch works closely with other departments to ensure that development projects align with PSC’s long-term goals and comply with relevant standards and regulations. This wing is headed by a Superintendent of Police, posted as Director (Project and Development).

Project & Development Highlights 2023

- Significant infrastructure development at PSC
- Maintenance and repair of PSC facilities including in the force barracks and force mess, where the old roof has been replaced with industrial-grade sheets. Other repair and maintenance work conducted.
- Repair of 100 KVA auto dry cell generator
- Repair of dormitory lift
- Approval of 7th and 8th floors of dormitory
- Ad hoc repair of roads

Police Staff College Bangladesh: Looking to the Future

Police Staff College Bangladesh (PSC) has been a pivotal institution in shaping the future of law enforcement in the country. As a premier training and research institution, PSC has continuously evolved to meet the growing challenges faced by the police force. Looking ahead, the College is not only poised to enhance its current operations but also aims to expand its influence in the fields of leadership, research, technology, and public safety.

A Legacy of Excellence

Since its establishment, the PSC has focused on fostering professionalism and ethical leadership within the Bangladesh Police. Its mission has always been to prepare officers for the ever-evolving complexities of policing in the modern era. Over the years, PSC has consistently introduced innovative training programs, research initiatives, and leadership development courses to align with the changing needs of the nation.

The introduction of the Master of Applied Criminology and Police Management program is one such example, which is set to be further enhanced with the introduction of new PGD programs. It enhances their understanding of modern criminology, public safety management, and global law enforcement trends. The College's recent partnerships, such as the Memorandum of Understanding (MoU) with BPATC and United International University (UIU), further exemplify PSC's commitment to broadening the horizons of academic and research collaboration.

Embracing Technology and Innovation

Looking to the future, one of PSC's main priorities is to leverage technological advancements to improve policing. In the current era of digital transformation, the College recognizes the importance of integrating cutting-edge technology into its training curriculum. Courses on cybersecurity, digital forensics, and crime mapping are being increasingly incorporated into the curriculum to prepare the police force for challenges such as cybercrime and terrorism in cyberspace.

The establishment of smart classrooms, simulation labs, and virtual reality-based training modules is also on the horizon. These innovations will enable officers to gain hands-on experience with the latest tools in law enforcement, making them more adept at addressing modern threats. Additionally, PSC is exploring avenues for integrating artificial intelligence and data analytics into both training and operational protocols, ensuring that Bangladesh's police force remains on par with global policing standards.

Expanding Research and Development

Research is a cornerstone of PSC's growth strategy. The College has always encouraged a strong culture of research to explore the root causes of crime and to develop evidence-based solutions for policing. Moving forward, the College aims to expand its research initiatives by deepening collaborations with national and international universities, think tanks, and law enforcement agencies. The new and renewed partnerships are a step in this direction, focusing on interdisciplinary research in policing, criminology, and public safety. Moreover, PSC plans to establish its own Center for Police Research and Development, which will focus on conducting empirical studies, developing policy recommendations, and innovating crime prevention strategies. This will empower both practitioners and policymakers with data-driven insights to address emerging challenges in law enforcement.

Building Global Networks

PSC envisions a future where Bangladesh's police officers are not only trained in domestic matters but also exposed to international law enforcement best practices. The College has already initiated steps to build relationships with global police organizations, participating in international conferences, exchange programs, and joint training sessions. Looking ahead, PSC plans to forge even stronger ties with international law enforcement agencies, including Interpol and the United Nations bodies, INTERPA, etc. These partnerships will help officers tackle transnational crimes like human trafficking, money laundering, and terrorism more effectively. Expanding global collaborations will ensure that the Bangladesh Police remains agile and well-equipped to handle cross-border challenges.

Leadership Development for the Future

Leadership remains a core focus for PSC as it looks to develop the next generation of police officers. Recognizing that the role of law enforcement leaders is becoming more complex and multifaceted, PSC has introduced specialized programs for senior officers. These programs are designed to build leadership capabilities, enhance decision-making skills, and promote a culture of accountability and integrity within the police force. Going forward, PSC plans to launch advanced leadership courses in collaboration with international institutions, focusing on crisis management, strategic planning, and conflict resolution. These programs will be instrumental in preparing police officers to lead in diverse environments, where they must balance enforcement with community engagement, diplomacy, and negotiation skills.

Enhancing Community-oriented Smart Policing

As public safety becomes increasingly intertwined with community relations, PSC is committed to promoting the concept of community policing across Bangladesh. The future of law enforcement will rely heavily on strong relationships between the police and the communities they serve. To this end, PSC aims to strengthen its community policing training programs, which emphasize the importance of trust, transparency, and collaboration. Training sessions on conflict resolution, communication strategies, and cultural sensitivity are being designed to equip officers with the skills needed to foster better police-community relations. Moreover, PSC will continue to work closely with civil society organizations, local governments, and community leaders to promote a holistic approach to public safety.

Addressing Environmental Crimes

Environmental degradation is a growing concern globally, and law enforcement agencies are increasingly being called upon to address environmental crimes. PSC recognizes the importance of this emerging field and is preparing the Bangladesh Police to take a leading role in combating environmental violations. In the coming years, PSC plans to introduce specialized training on environmental law enforcement, with a focus on combating illegal logging, pollution, and wildlife trafficking. By equipping officers with the knowledge and tools to address environmental crimes, PSC aims to position the Bangladesh Police as a key player in national and global efforts to preserve and protect the environment.

Conclusion: A Vision for the Future

As PSC looks to the future, its mission remains clear: to develop a modern, professional, and forward-thinking police force capable of meeting the challenges of the 21st century. By embracing technological advancements, expanding research and development, building global networks, and promoting leadership and community policing, PSC is well-positioned to lead the transformation of policing in Bangladesh and beyond.



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Academic and Research Wing

Police Staff College Bangladesh

+88-02-41000512-4 +88-01320 216120

rector@psc.gov.bd www.psc.gov.bd

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