NEWSLETTER

MAY-AUGUST 2014

POLICE STAFF COLLEGE BANGLADESH

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Message

In the beginning, I express my gratitude towards the almighty Allah for being able to bring this edition of Newsletter of Police Staff College Bangladesh to the readers. As usual, this edition is full of activities and courses conducted by both the college and its native and foreign partners.

Detailed information on different types of training activities are furnished in this edition of Newsletter. The information laid inside will give the readers a comprehensive idea about our recent activities. Eventually, it would build a rapport between Police Staff College and its readers and fulfilling the aim of the college to building a bridge with the stakeholders. Therefore, this edition is, as always, nothing but a sincere effort of the college thriving for turning itself into a centre of excellence.

I would like to thank all the contributors, especially the Editorial Board for their sincere and great efforts without which it could not have been possible to bring this edition of Newsletter into life.

I also wish all our readers and stakeholders a prosperous and happy both personal and professional lives.

Md. Nazmul Haque PPM
Rector
Police Staff College Bangladesh

Farewell Reception

Md. Nazmul Haque PPM
Rector, Police Staff College Bangladesh

Mr. Md. Nazmul Haque, PPM, Additional Inspector General of Police (Addl. IGP), joined as Rector, Police Staff College Bangladesh on the 19th of January, 2012. He was the Deputy Inspector General (DIG) of Armed Police Battalion (APBn) immediately before joining Police Staff College Bangladesh.

Mr. Nazmul Haque joined Bangladesh Police Service on January 21, 1986 as an Assistant Superintendent of Police (ASP). He served as an Assistant Director in Special Security Force (SSF) from 1988 to 1990. Mr. Nazmul worked as an Assistant Superintendent of Police (Headquarters) in Narshingdhi district. He served as an Additional Superintendent of Police (Addl. SP) in Mymensingh, Netrokona and Chittagong districts. As a Superintendent of Police (SP), he served in Chuadanga district. Thereafter, he worked as a Deputy Commissioner (DC North & DC HQ) in Khulna Metropolitan Police (KMP). He also worked in Criminal Investigation Department (CID) as a Special Superintendent of Police (SS Crime-Dhaka). He served in Bangladesh Police Academy, Sardah as the Superintendent of Police (Training). As a Deputy Inspector General (DIG), Mr. Nazmul worked as the Commissioner of Khulna Metropolitan Police (KMP), DIG (Dhaka Range) and DIG (Admin & Ops) in Police Headquarters (PHQ).

Mr. Nazmul has had the glory of serving in three different UN Peace Keeping Missions namely Cambodia, Bosnia and Herzegovina, and Ivory Coast. He is awarded with United Nations Peace Medals for his outstanding performances and contributions to the great peace keeping endeavor of the United Nations. Apart from that, he is also awarded with President Police Medal (PPM) for apprehending the notorious killer Ershad Shikdar in 1999, who murdered 60 (sixty) persons in different occasions.

Mr. Nazmul has various publications that reflect his professionalism and dedication. His publications are:

1. Computer Use: For Modernization of Bangladesh Police
2. Neutrality, Transparency and Accountability of Bangladesh Police
3. Education: Sermon of Islam
4. Money Laundering
5. Terrorist Financing
6. Education: Invisible Victim of Terrorism
7. Domestic Violence: Social Impact and Legal Remedies
8. UN SAT GUIDE FOR POLICE OFFICERS
9. Jononirapotta Ain (Bishash Bidhan) 2000
10. A Dictionary of Criminology and Police Science (Co-Author).

Mr. Nazmul is a freedom fighter. He received Guerilla warfare training in Tejpur Cantonment in Tripura, India and took active part in Liberation War in 1971 in Sector-2.

Mr. Nazmul has completed graduation and post-graduation in Public Administration from University of Dhaka. He also obtained an LLB degree and a Diploma-in-Education. He has received many training courses from home and abroad. He travelled different lands of the globe. He visited Thailand, China, Sri Lanka, Zimbabwe, the UK, Saudi Arabia, Vietnam, Singapore, Malaysia, Cambodia, Thailand, Bosnia, Herzegovina, Switzerland, Italy, Croatia, Hungary, Myanmar, Ivory Coast, the UAE, Jordan and France. He delivers lectures in different training institutions as a resource person. He delivers lectures at NCC Bank, First Security Bank, Bangladesh Krishi Bank, Islami Bank Bangladesh, Green Delta Insurance Academy, University of Asia Pacific, University of Dhaka, Detective Training School (DTS), SB Training School and Bangladesh Public Administration Training Centre (BPATC).

He was born on August 29, 1954 in Dhaka. He is married and blessed with one son and a daughter. He retired from Police Service on 28 August 2014.

PSC Management

Md. Nazmul Haque ppm
Rector

Md. Matiur Rahman Sheikh
MDS
Research, Planning and Evaluation

Md. Golam Rasul
MDS, Training

Md. Maniruzzaman
Director, Administration

Mohammad Nazrul Hossain
Director, Curriculum

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Assistant Director
Training-Advance Course

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Assistant Director, Training

Md. Ashraful Karim
Assistant Director, Admin
& Staff Officer to Rector

Md. Ziaur Rahman
Assistant Director
Logistic and Estate

Md. Aminul Haque
Assistant System Analyst

Dr. Kamrun Nahar Siddique
Medical Officer

Clarity on Functional Policing Course

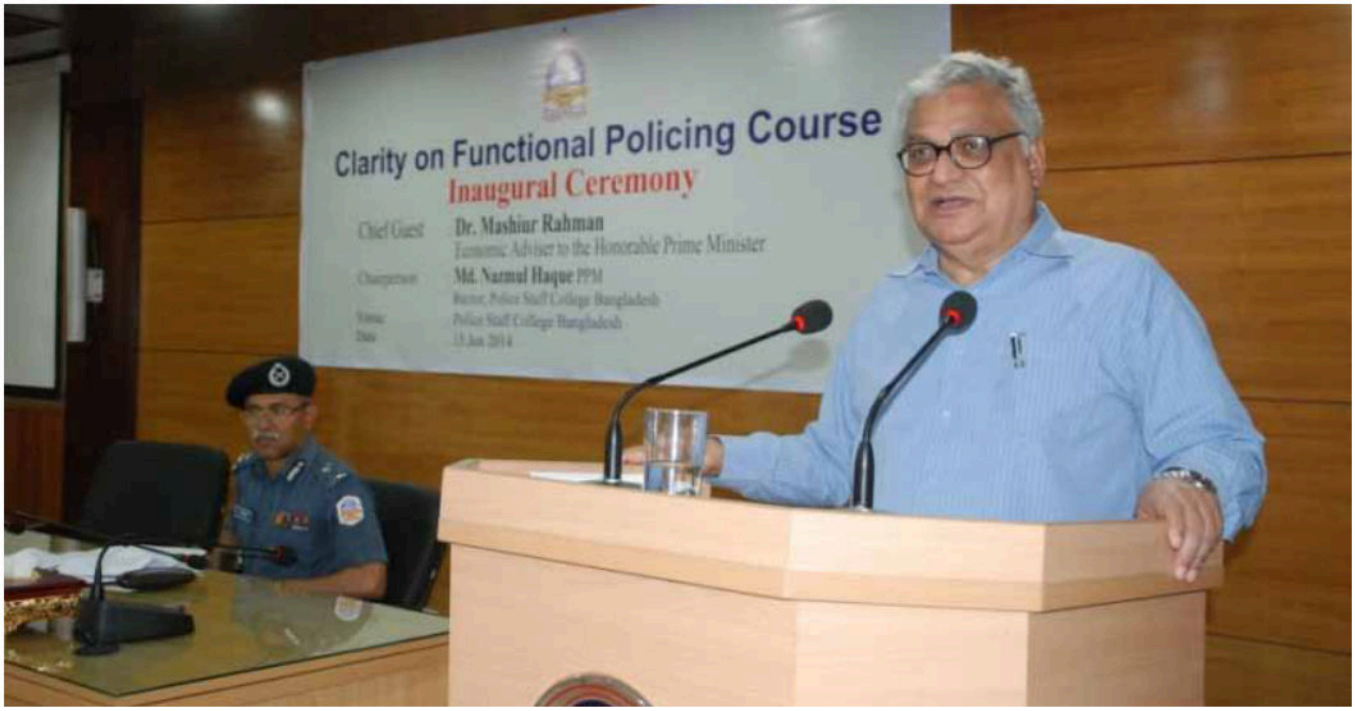
As we are living in a society where the law and order situation is always getting newer dimension and sometimes posing very unusual threat to the sense of security of the citizen, our future senior police management should be able to encounter all those challenges with their highest level of confidence and competency. Keeping this in mind, Police Staff College Bangladesh arranged this training for ASP (Probationers), which is a timely attempt to clarify all the doubts regarding existing framework of Bangladesh Police in delivering legal services to the people.

All the contemporary issues in the modern day policing are included in the course curriculum and all the sessions are conducted in different form of training methodologies where the most experienced and potential police officers in the respective area presented the topics and clarified the doubts. Group discussions and presentations on the selected topics were arranged for the participants to allow them wide exposure in policing through critical analysis.

Course objectives:

- To clarify all the doubts about existing frame work of Bangladesh Police in delivering legal services
- To inspire the participants on maintaining the ethical standards as well as honesty and integrity in their professional life.
- To give a clear understanding on police professionalism including the global standard.
- To use the digital equipment and technologies along with forensic support for investigation.
- To give the scopes to be acquainted with the latest trends and developments in policing worldwide and also in Bangladesh
- To make participants able to think about the change management that is an ongoing phenomenon in policing.

***Mr. H T Imam**, Political Adviser to the Honorable Prime Minister, **Directing Staff**, Police Staff College Bangladesh and the **Participants**(1st Group) of **2nd Course of Clarity on Functional Policing** on 1 June 2014.*



***Dr.Moshiur Rahman**, Economic Adviser to the Honorable Prime Minister, speaking on the Inaugural Ceremony of the **2nd Course on Clarity on Functional Policing** (2nd Group) on 15 June 2014.*

***Mr. Md. Nazmul Haque PPM**, Rector, Police Staff College Bangladesh, awarding certificate to one of the **participants** on the Graduation ceremony of the **2nd Course on Clarity on Functional Policing**.*

The 2nd Clarity on Functional Policing Course comprises of 174 ASP probationers, divided into 04 (Four) groups, from 31st BCS (Police) Batch. On completion of their basic training in Bangladesh Police Academy, Sardah, Rajshahi and 04 months in their district attachment, they are brought at Police Staff College Bangladesh for a two-week long training course to minimize the knowledge gap between theoretical concept and functional policing.

Course Content:

Clarity on Functional Policing includes topics like History of BD Police & its Evolutionary Changes and role of BD Police in Liberation War; Government Policy and other important issues; Mobilization and Resource Management; Transnational Organized Crime; PRB: Its Importance and reality in police case investigation and function of circle ASP in reference with the PRB; Digitalization of Bangladesh Police: Prospect & Challenges; Decentralization and Local Governance in Bangladesh; Coordination and Communication among different Police Units and Other Government and Non Governmental Organizations; Bangladesh Police: A Critical Overview; Inspection and supervision of police Unit; Deviation Management and Remedies (Based on Videos and Paper Clippings on different Incidents); Widely Practiced Laws, Rules and Regulations in Bangladesh Police: A Critical Analysis; Performance of Bangladesh Police: Public Expectation and Ground Reality; Ethics, Accountability, Transparency and Organizational Behaviour; Preventive Mechanism of Public Order management and Effective Patrolling (Video Presentation); Personal Development: Professional Specialization; Higher Education and Research; Warrant of Precedence; VIP & VVIP Protection and Protocol Including the Rule of SSF; Interview and Interrogation Techniques; Intra-Communication and Media Management; Prospects and Challenges of BD Police; Professional Policing Management; Image Building and Branding of BD policing; Procedure of Inquiry and Proceeding against Govt. Employee under discipline and appeal rules; An Overview of Human Resource Management of Bangladesh Police (Recruitment, Training, Placement, Compensation Package); Case Management (FIR, Documentation, Statement under section 161, 164, etc.); Police Station Management; Intelligence: Collection, Dissemination & Coordination; Basics of Leadership & Leadership Management.

Participants were divided into groups and asked to prepare presentations on-

- Case Supervision Methods and Techniques: Its Impact on Investigation Officer
- Role of Private Security Agencies in Ensuring Security Management at Private Level: A Critical Analysis
- Cyber Crime: Threats on Traditional Policing
- Role of Highway Police in Ensuring Road Security: Challenges and Remedies
- Prospects of PBI in Developing Quality Investigation Sector: A Critical Analysis
- Drugs and Young Generation: Its Impact and Challenges for Law Enforcement Agencies
- Schedule Case and Its Importance: Challenges and Way out
- Role of Industrial Police in RMG Sector Security: A Critical Analysis
- Citizen Security and Human Rights: The Role of Police
- Environment and Police: A New Perspective in Policing
- Mutual Cooperation Between Government and Non- Government Organizations: Bangladesh Police Perspectives
- Police Culture & Modern Policing : Challenges and Remedies

***Mr. H T Imam**, Political Adviser to the Honorable Prime Minister, in a session, Government Policy and important issues, during **2nd Course of 'Clarity on Functional Policing'**.*

***Mr. H T Imam**, Political Adviser to the Honorable Prime Minister, **Directing Staff,** Police Staff College Bangladesh and the **Participants** (3rd Group) of **2nd Course of Clarity on Functional Policing** on 10 August 2014.*

A K M Shahidul Hoque *bpm, ppm, Addl IGP (Administration & Operations), Police Headquarters, conducting a session of* ***2nd Course of 'Clarity on Functional Policing'.***

Mr. Md. Nazmul Haque *PPM, Rector, Police Staff College Bangladesh in a session during* ***2nd Course of Clarity on Functional Policing.***

Mr. Benazir Ahmed *BPM (bar), Commissioner, DMP conducting a session, Prospects and Challenges of BD Police, during* ***2nd Course of 'Clarity on Functional Policing'.***

Mr. Md. Mokhlesur Rahman *BPM (Bar), Addl. IGP, CID, Dhaka in a session, Open Discussion On Transnational Organized Crime, of* ***2nd Course of Clarity on Functional Policing.***

Mr. Md. Atiqul Islam, bpm (bar), ppm, Addl. DIG (O&M), PHQ, conducting a session of **2nd Course of Clarity on Functional Policing**

Dr. Hasan Ul Haider, Addl. DIG, APBn HQ, in a session with **2nd Course of Clarity on Functional Policing**

Mr. Md. Shah Alam, Addl. DIG, CID, conducting a session of **2nd Course of Clarity on Functional Policing**

Md. Alamgir Alam, Addl. DIG, Discipline and professional standards, PHQ, Dhaka, in a session of **2nd Course of Clarity on Functional Policing**

Mr. Md. Matiur Rahman Sheikh, MDS (Research, Planning & Evaluation), PSC conducting a session of **2nd Course of Clarity on Functional** Policing

Mr.Md. Abdullah- Al- Mahmud BPM, Additional DIG, CID conducting a session in **2nd Course of Clarity on Functional Policing**

Md. Golam Rasul, MDS (Training), PSC Bangladesh, conducting a session in **2nd Course of Clarity on Functional Policing**

Yasmeen Ghafoor, Commandant, SB Training school, Dhaka, conducting a session of **2nd Course of Clarity on Functional Policing**

Mr. Tawfique Mahbub Chowdhury, SS (Admin) SB, Dhaka conducting a session of **2nd Course of Clarity on Functional Policing**

Mr. Abdur Rahim Shah Chowdhury, SS (Political), SB, Dhaka conducting a session of **2nd Course of Clarity on Functional Policing**

Mohammad Shahjahan PPM, Director (RP&E), PSC conducting a session in **2nd Course of Clarity on Functional Policing**

Mr.Proloy Kumar Jourder bpm, AIG (P&R); PHQ conducting a session in **2nd Course of Clarity on Functional Policing**

Evaluation of the Course:

This course was successfully completed in four batches. The presence of IGP Mr. Hassan Mahmood Khandker BPM, PPM, ndc along with other Additional IGPs in the inaugural and graduation ceremony inspired all new police managers who will be the future leaders of Bangladesh police. The evaluation wing of Police Staff College Bangladesh, after an exclusive evaluation process, found the participants with a changed and highly motivated attitude.

Police Financial Management Course

Police Financial Management Course (FMC) is one of the core courses offered by Police Staff College Bangladesh for the Additional Superintendents of Bangladesh Police. It is undeniable that the improvement of operational performance of today's Police Service irrespective of both developing and developed countries of the world calls for high quality training; delivering the challenging management, leadership and operative programme; reflecting need-based priorities for senior police officials. Keeping this in mind, the course programme has been designed for the participants to enhance organizational capability so that they can provide an integrated response to different financial issues. The 22nd and 23rd Police Financial Management Course was organized from 18 May to 05 June 2014 and 18 August to 04 September2014 respectively. Fourteen Additional Superintendents of Police from different units of Bangladesh Police attended the course.

Mr. Md. Nazmul Haque *PPM, Rector, Police Staff College Bangladesh;* ***Mr. Md. Golam Rasul****, MDS, Training;* ***Directing Staff****, Police Staff College Bangladesh and the* ***Participants*** *of* ***22nd Police Financial Management Course*** *on 18 May 2014.*

Objectives:

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

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

Mr. Md. Nazmul Haque *PPM, Rector, Police Staff College Bangladesh, awarding certificates on the graduation ceremony of the* ***22nd Police Financial Management Course*** *on 05 June 2014.*

Participants of **22nd Police Financial Management** Course are seen in the visit programme at Central Procurement Technical Unit (CPTU)

Course Coordinator **Mr. Mohammad Fayezul Kabir** is handing over a crest to Director (Training), Financial Management Academy (FIMA) during the visit of the Participants of **22nd Police Financial Management Course** at FIMA

Participants in a group work in **Police Financial Management Course**

Comprehensive Police Case Management Course

The 3rd Course on Comprehensive Police Case Management was held at Police Staff College Bangladesh from 08 to 26 June 2014. Fifteen participants in the rank of ASP and Additional SP from PBI, CID and DMP took part in the course.

Investigation plays the most important role in the detection of crimes and criminals. Bangladesh Police has taken a good step forward to form a new unit like PBI that will play the pivotal role to carry out quality investigation. The course has been designed in a way so that it gives the participants comprehensive knowledge about investigation. It includes topics like Recording FIR & Its Defect and Remedies; Inspection of PO and Procedure of Arrest, Search, Seizure; Collection of Physical Evidence; Methods & Techniques of Interrogation & Interview of Witness & Remanded Person; Recording of Statement of Witness & procedure of statement under section 164 of Cr.PC; Crime Map, Crime Chart & Card Index & its effects on investigation; Crime Scene management & Investigation procedure; Writing of case diary & forwarding report to court; Admission, Confession & Dying Declaration; Overview of Forensic Science; Preparing Inquest Report: Its Defect & Remedies; Fire and Arson Investigation; Ballistics & Fire Arms: Its Identification & Importance in Criminal investigation; DNA: Latest Technology & Conclusive Evidence in Police Investigation; Defects & remedies of Supervision note made by Superior Officers; Further investigation, revival of cases & in-absentia trial and so on.

Mr. Md. Nazmul Haque** PPM, Rector, Police Staff College Bangladesh, along with **Directing Staff** and the **Participants** of **3rd Comprehensive Police Case Management Course.

Mr. Md. Nazmul Haque** PPM, Rector, Police Staff College Bangladesh, awarding certificates to the **participants** of **2nd Comprehensive Police Case Management Course.

Professor Dr. Sharif Akteruzzaman**, Department of Bio- Chemistry, University of Dhaka, in a session on **DNA: Latest technology & Conclusive evidence in police investigation.

On behalf of the **participants**, a memento is handing over to the Rector, PSC.

Participants in a practical session of Crime Scene Management course.

Participants are seen in the visit programme at Kafrul PS, DMP

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

Attain the knowledge on basic investigation skills and related laws, regulations and procedures
Understand the inter-relation among investigation, supervision and prosecution
Get the practical knowledge on police case management
Be acquainted with certain operation based investigation through field visit and interaction
Have a sound knowledge of forensic investigation
Enhance the knowledge and techniques of supervision of investigation

Police Management Course

Police Management Course (PMC) is one of the core courses offered by Police Staff College Bangladesh for the Assistant Superintendents of Police. Police Staff College Bangladesh organized 26th Police Management Course from 29 June to 17 July 2014. Nineteen Assistant Superintendents of Police took part in this courses.

PMC is an effective and pragmatic course for the Assistant Superintendants of Police. It is obvious that this training program has enabled them to be more confident in policing through sharing experiences and exchanging ideas with the experienced and prudent instructors. They would be able to discharge their duties and responsibilities through practical understanding.

Mr. Md. Nazmul Haque PPM, Rector, Police Staff College Bangladesh; and Mr. Md. Matiur Rahman Sheikh, MDS, Research, Planning & Evaluation, Police Staff College Bangladesh were present in the inaugural Ceremony. They put emphasis on the smooth and effective management of police units.

Mr. Md. Nazmul Haque *PPM, Rector, Police Staff College Bangladesh;* ***Directing Staff****, Police Staff College Bangladesh and the Participants of* ***26th Police Management Course*** *on 29 June 2014.*

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

Enhance their knowledge on management skills to run different police units.
Conceptualize the formulation of police line management and other related aspects.
Understand the core competence of leadership.
Prepare for combating challenges in the different arena of the profession.
Get acquainted with rules relating to public order management, force mobilization and big event management.
Enhance the knowledge on ethics, accountability and transparency.
Develop positive attitude in legal service delivery.
Have an overview of file management as part of the office management.
Have a clear idea on good governance, human resource management.

Mr. Md. Nazmul Haque *ppm, Rector, Police Staff College Bangladesh is addressing to the* ***participants*** *during inaugural ceremony of* ***26th Police Management Course.***

Mr. Md. Saiful Alam DIG, CID, Dhaka in a session of **26th Police Management Course**

Ms. Jesmin Tuli, Joint Secretary Election Commission, Dhaka conducting a session of **26th Police Management Course**

Mr. Santosh Kumar,
Ex-Director, BPATC
in a session of **26th Police Management Course**

Muhammed Navid Shafiullah
Director
Governance Innovation Unit (GIU), conducting a session of **26th Police Management Course**

Major AKM Shakil Newaz
Director- 25 Project
Fire Service & Civil Defence
Directorate, conducting
a session of **26th Police Management Course**

Participants of 26th Police Management Course visited 'Bangladesh Police Muktijuddha Jadughar' (Bangladesh Police Liberation War Museum)

The course contents have fulfilled their expectations through and by developing present and future leadership; making them acquainted with different systems of policing like pro-people & intelligence based policing; acquiring knowledge on case management, supervision and office management at unit level. Moreover, they have learnt how to use the digital equipment and technology along with the modern management thoughts and gathered the knowledge to examine the latest trends and patterns of crime in home and abroad.

The knowledge and attitude they got from this course is considered sufficient enough to get the ability to flourish themselves with the highest professional competency in their area of responsibilities. After the completion of the course, the participants are now confident in managerial issues bestowed to them. On the other hand, they have put some recommendations like duration of the course can be increased up to four weeks; more exercises and tests can be included to make the course more fruitful and visit to police station can be arranged to make the course more effective.

Training on Human Rights Issues

The effective training of police on human rights is an essential element in the global efforts to promote and protect human rights in every country. In order to protect human rights, the police must first know and understand them. They must understand the fact that international human rights standards concerning their work were developed to provide invaluable guidance for the performance of their crucial functions in a democratic society. "All human beings are born free and equal in dignity and rights...."(UDHR Art.01). Keeping this in mind, National Human Rights Commission Bangladesh and Empowerment through Law of the Common People (ELCOP) jointly organized a day-long 'Training on Human Rights Issues' on 07 June, 2014 for police officers of the rank of ASP to Addl. IGP. Fifty Four participants from different units of Bangladesh Police took part in the training.

Mr. Kawser Ahmed, Advocate, Supreme Court of Bangladesh conducting a session of **'Training on Human Rights Issues'**

Prof. Dr. Md. Rahmat Ullah Executive Director Empowerment through Law of the Common People (ELCOP) is seen to address the **participants**

Presentation and Facilitation Skills

Making presentations can be a daunting task, particularly when the number one fear for many people is public speaking. Finding ways to calm those jitters, adequate and appropriate preparation, structure and delivery of material are essential to successfully getting message across. Therefore, Police Reform Program (PRP), UNDP organized training program on Presentation and Facilitation Skills from 11-14 May 2014 and 25-28 May 2014. There were 27 participants of the rank of Sub-Inspector to ASP in the course.

Directing Staff *of Police Staff College Bangladesh, Representatives from PRP and the* ***participants*** *of* ***'Training on Presentation and Facilitation Skills'*** *on 11-14 May 2014.*

The very aim of this training is to make the participants confident in presentation and facilitation skills so that they are able to facilitate different training sessions in different in-service training institutions of Bangladesh Police. The participants are taught adult education, difference between education and training, lesson plan, different methods & materials of training. Besides, the participants had hands-on exercise on conducting a session in class room environment.

Participants are in a session of **'Training on Presentation and Facilitation Skills'**

Critical Incident Management (CIM) Course

Police Staff College Bangladesh organized 'Critical Incident Management Course' from 14 May to 22 May 2014. This course was coordinated by ATA, Regional Security Office, US Embassy, Dhaka. The CIM course is designed for command-level officers and managers from law enforcement, civil defense, emergency management, fire, emergency medical and rescue, public health, and other locally identified public safety entities and government administrative personnel whose principal duties and responsibilities include critical incident management policy development, planning, and program evaluation.

Participant Criteria

A total of 22 Participants of the rank of Addl.SP to Addl. DIG or equivalent from Ministry of Home Affairs, Ministry of Disaster Management, BGB, Ansar, Army, Doctor, FSCD and Bangladesh Police attended the course. This diverse professional representation is necessary to reinforce the fact that preparedness is a shared responsibility.

Mr. Md. Nazmul Haque *ppm, Rector, Police Staff College Bangladesh along with the* ***Directing Staff*** *of Police Staff College Bangladesh, Instructors and Guests from ATA, US Embassy, Dhaka and* ***participants*** *of* ***'Critical Incident Management Course'*** *on 14 May 2014.*

Course Description and objectives:

A critical incident refers to any incident that attracts a large number of people to one location, exceeds established operating procedures, and requires resources beyond those currently available. Critical incident in general require extensive planning, elaborate communications at many levels, and a comprehensive approach.

The materials developed for this course adhere to the guidelines developed following the terrorist attacks of September 11, 2001. These attacks demonstrated to national leadership that a unified and coordinated approach to planning and incident management was needed to better prepare for all threats having significant consequences. A Presidential Directive requiring and domestic hazard preparedness resulted in the creation of the National Incident Management System and the National Response Framework, which together define what national and local governments, nongovernmental agencies and the private sector must do to prepare for, respond to, and manage a major critical incident.

Through presentation of case studies, large and small group activities and discussion, participants learned how to better prepare for and manage a critical incident by minimizing communications and coordination problems; included are two comprehensive exercises, the first of which is threaded throughout several lesson, topics. This scenario requires participants to work together in an integrated command structure to manage the response to a simulated terrorist event from the incident site. During the second exercise participants examined how to provide coordination and support to multiple critical incidents from an off-scene site, such as an emergency operations center.

Course topics included initial scene assessment and establishment of incident objectives, command and operations, incident action planning, resource management, communications, incident support and coordination, human rights and post action reporting and continuous improvement. Throughout the course, participants applied knowledge gained in the classroom to assess current policies, plans, and procedures as a means to identify opportunities for improvement. On completion of the course, participants will have developed an action plan for improving their incident management protocols using steps that they identify and develop.

A group discussion session on the lobby of the 1st floor of PSC in relation to CIM

Instructors from ATA, Regional Security Office, US Embassy, Dhaka **Police Management Course** is conducting session

Fraudulent Document Recognition-TTT

Fraudulent Document Recognition-TTT course was held at Police Staff College Bangladesh from 24 August to 01 September 2014. This course was coordinated by Regional Security Office, US Embassy, Dhaka.

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

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

- Understanding Principles and Enhancing Skills
- Preparation Skills and Practice Presentations
- Detecting Fraudulent Travel Documents
- Meeting the Traveler
- Examining Travel Documents
- Document Examination Tools
- Fraudulent Use of Travel Documents
- Current Trends
- Human Rights and Community Engagement

Mr. Md. Nazmul Haque** ppm, Rector, Police Staff College Bangladesh along with the **Directing Staff** of Police Staff College Bangladesh, Instructors and Guests from ATA, US Embassy, Dhaka and **participants** of **'Fraudulent Document Recognition-TTT course'.

Workshop on 'Role of Police in Environment Protection'

Police Staff College Bangladesh and Bangladesh Environmental Lawyers Association (BELA) jointly organized a day-long workshop at the International Conference Centre (ICC) of PSC on "Role of Police in Environment Protection". The workshop was held on 01 June 2014. Twenty participants were present in the workshop.

Dr. Ainun Nishat**, Vice Chancellor, BRAC University, conducting session on **'Environmental Issues and Concerns: National and International Perspectives'** as well as **'Sustainable Development: Issues and Concerns in Bangladesh'.

Dr. Ainun Nishat, Vice Chancellor, BRAC University, and water resource and climate change specialist, spoke about 'Environmental Issues and Concerns: National and International Perspectives' as well as 'Sustainable Development: Issues and Concerns in Bangladesh'. His discussion was divided into three sections covering global, regional and national issues.

Dr. Ainun Nishat talked elaborately about global issues like 'Climate change and climate variability', 'Desertification processes', 'Loss of biodiversity' and 'Ozone layer depletion'. Regional issues like 'Water regulation in upper reaches', 'Deforestation in upper watershed', 'Cross-boundary pollution', 'Threat of oil spillage' and 'Over-Fishing in the bay' came alive in his speech. Then he focused on national issues like 'Population and bearing capacity', 'Food security, water security, energy security, health security and security for livelihood', 'Sustainable agriculture', 'Depletion of forest resources', 'Disappearance of wetland and fisheries', 'Loss of biodiversity and medicinal plants', 'Rapid urbanization' and 'Degradation of natural resources base'.

Syeda Rizwana Hasan discussed the 'Role of Police in Enforcing Environmental Laws'. She pointed out duties and responsibilities of police on environmental issues focusing on relevant articles and sections of the Constitution, the Police Act 1861, the Penal Code 1860, the Environment Conservation Act 1995, the Water Act 2013, the Brick Burning (Control) Act 1989, the Building Construction Act 1952, Wildlife (Preservation and Safety) Act 2012, and local government laws.

Investigation Officer Course

Investigation Officer Course was held at Police Staff College Bangladesh from 27 April to 8 May 2014. It was conducted by Royal Danish Embassy, Dhaka. Thirty participants of the rank of Inspector to Sub-Inspector took part in the training. Such an important training programme was arranged for the members of law enforcement agency as to enhance their capabilities in identifying and developing Investigation skills for investigation officers.

Investigation officer means a person or persons appointed for doing such things. Investigation means a search for the truth, in the interest of natural justice, conducted within the specifications of the law, to prove or disprove a matter under inquiry.

Criminal investigation is an applied science that involves the study of facts, used to identify, locate and prove the guilt of a criminal. A complete criminal investigation includes searching, interviews, interrogations, evidence collection and preservation and various methods of investigation. Modern-day criminal investigations commonly employ many modern scientific techniques known collectively as forensic science.

Mr. Md. Matiur Rahman Sheikh, *MDS, Research, Planning and Evaluation, Police Staff College Bangladesh along with the* ***Directing Staff*** *of Police Staff College Bangladesh, Instructors and Guests from Royal Danish Embassy, Dhaka and* ***participants*** *of* ***'Investigation Officer Course'*** *was held at Police Staff College Bangladesh from 27 April to 8 May 2014.*

Speakers from from Royal Danish Embassy, Dhaka is conducting a session

The training management of Police Staff College Bangladesh believes that this course will bring some thought provoking ideas to work for developing investigation by sharing experiences and exchanging ideas with the experienced and prudent instructors. It is hoped that this training will be an effective one through much more participations from the participants and will be working as a platform on which the participants will be able to work together co-operating each other.

Interview and Interrogation Course

Interviewing and Interrogation is the process by which an officer seeks, obtains and evaluates information given by persons having personal knowledge of events or circumstances of a crime. Interview and Interrogation Course was held at Police Staff College Bangladesh from 20-22 May, 10-12 June and 19-21 August 2014. It was organized by Police Reform Program (PRP), UNDP, Dhaka. A total of forty participants of the rank of Sub-Inspector and Inspector attended the course. The course is intended to enhance the capabilities of the investigating officers in identifying and developing interview and interrogation skills.

Mr. Andre Redman**, Capacity Building Specialist, PRP, UNDP is conducting a session of **Interview and Interrogation Course.

Interviewing Terrorism Suspects (ITS) Course

Interviewing Terrorism Suspects Course (ITSC) was held at Police Staff College Bangladesh from 04-08 May 2014. The course was coordinated by Regional Security Office, US Embassy Dhaka. Twenty-Seven participants from Sub-Inspector to Additional Superintendent of Police attended the course.

Directing Staff *of Police Staff College Bangladesh, Representatives from Regional Security Office, US Embassy Dhaka, Instructors and the* ***participants*** *of* ***'Interviewing Terrorism Suspects Course (ITSC)*** *' on 04 May 2014.*

The interview is one of the primary methods used by police to obtain information from witnesses, victims and suspects of crime and plays a significant role in the majority of police investigations. The witness interview may give police new information about a crime such as a description of an offender, an account of events or useful background information. The suspect interview may allow the police to ascertain an individual's level of involvement in offences, implicate others or may help exonerate the suspect. The interview is, however, not without its risks; some interview practices can lead to investigators obtaining poor, misleading and unreliable information.

This course is designed for the police officer, special agent, or other law enforcement professionals to teach and reinforce the sound fundamentals of interview and interrogation process of terrorism suspects.

Course participants will learn a broad range of cutting-edge methods and proprietary tools to conduct a more effective tactical field interviewing terrorism suspects. The benefits are more actionable intelligence, quicker admissions and better statements.

TOT Course on IT Based Crime

Police Staff College Bangladesh organized 'TOT Course on IT Based Crime' from 08 to 12 June 2014. A total number of 19 participants of the rank of ASP and Additional SP attended the training.

Mr. Md. Nazmul Haque *PPM, Rector, Police Staff College Bangladesh,* ***Directing Staff*** *of Police Staff College Bangladesh, and the* ***participants*** *of the training of* ***'TOT Course on IT Based Crime'*** *on 08 June 2014.*

Computer crime or cybercrime which means IT based crime refers to any crime that involves a computer and a network. The computer may have been used in the commission of a crime, or it may be the target. Such crimes may threaten a nation's security and financial health. Issues surrounding these types of crimes have become high-profile, particularly those involving cracking, copyright infringement, child pornography, and child grooming. There are also problems of privacy when confidential information is lost or intercepted, lawfully or otherwise.

Internationally, both state and non-state actors engage in cybercrimes, including espionage, financial theft, and other cross-border crimes. Activity crossing international borders and involving the interests of at least one nation state is sometimes referred to as cyber warfare. The international legal system is attempting to hold actors accountable for their actions through the International Criminal Court.

'TOT Course on IT Based Crime' course has been designed to be acquainted with ICT in Bangladesh Police, Techniques and Procedure of Conducting a Training session; Investigation Procedure of Pornography Based Violence: Challenges and Remedies; Documentary on Digital Forensic Developed by Interpol; Implementation of ICT Act, 2013: Techniques and Challenges; Information Security & Digital Signature, ICT: Regulation, Control and Authentication, Seizing Digital Evidence in Crime scene;

Practical Demonstration on Seizing Digital Evidence (Computer and Mobile phone), Implementation of ICT Policy, 2009 in Bangladesh : Challenges and Remedies; Investigation Procedure of Personal and Organizational Threat through Email and other Social E-Networks, Major E-Crime in Bangladesh and its Investigation Procedure; Involvement of Interpol in Crime Investigation, Prosecution aspect of ICT Related Case.

Md Alimuzzaman
Addl SS (Forensic), CID in a session in **'TOT Course on IT Based Crime'**

Training on 'Human Rights and Policing'

A training on 'Human Rights and Policing' was organized at Police Staff College Bangladesh from 07-08 June 2014. It was a joint-effort of Bangladesh National Human Rights Commission and UNDP. Twenty participants from the rank of Sub-Inspector to Addl. SP took part in the training.

The overall objectives of this training are to emphasize that knowledge of human rights is an essential professional requirement of all personnel serving in law enforcement agencies, to clarify the idea about policing in a democratic society and to have a sound knowledge about the maintenance of public order especially during the election period.

***Directing Staff** of Police Staff College Bangladesh and the **participants** of the training on **'Human Rights and Policing'** organized at Police Staff College Bangladesh from 07-08 June 2014.*

Training on 'Human Rights and Policing'

A team from Anti-Terrorism Assistance (ATA), US Embassy Dhaka visited Police Staff College on 29 June 2014. They attended a meeting with Rector, Police Staff College Bangladesh. They discussed in detail how they are benefited by the course they attended.

ATA Coordinators with the **Directing Staff** of Police Staff College Bangladesh

ATA coordinators also sat with the Directing Staff of Police Staff College Bangladesh and, after a long discussion, they agreed upon strengthening bilateral cooperation with the following objectives:

- To set up institutional linkage with USA and Police Staff College Bangladesh, Police Academy and Police Training Centers;
- To exchange training programme between Police Staff College Bangladesh and relevant training institutions from the USA and
- To facilitate institutional Capacity Building of Police Staff College Bangladesh.

English Language Course

'English Language Course' started at Police Staff College Bangladesh from 24 June 2014 for 03 (Three) months. This course is organized under Genius Bangladesh Intensive Training Programme and Spoken English and BBC Accent for Bangladesh Police. All Directing Staff of Police Staff College Bangladesh took part in the course. The overall objective of this course is to enhance the spoken English skills of the participants.

The Instructor of **English Language Course** and the **Participant**s of Police Staff College Bangladesh

Workshop on 'Senior Leadership'

Workshops on 'Senior Leadership' were held at Police Staff College Bangladesh on 03-04 May & 05-06 May 2014 respectively. A total of 46 participants from the rank of ASP to SP were present in the workshop. It was organized by Department of Justice's International Criminal Investigative Training Assistance Program (ICITAP), US Embassy Dhaka. This workshop consists of a training/consultation engagement for senior management team that will enhance their leadership skills, cause them to successfully surmount their immediate challenges and strengthen their capacity to lead their organizations further into the future. We feel that these interactive workshops will assist the participants as they deal with the ever increasing and more complex demands being placed upon leadership staff.

Mr. Md. Golam Rasul, *MDS (Training), Police Staff College Bangladesh,* ***Directing Staff*** *of Police Staff College Bangladesh, Representatives & Instructors from ICITAP, US Embassy Dhaka, and the* ***participants*** *of the workshop on 05 May 2014.*

Instructor from ICITAP is conducting session in the workshop during 03-04 May 2014

National Mourning Day

Police Staff College Bangladesh observed the National Mourning Day with due respect and solemnity. It was the 39th martyrdom anniversary of father of the nation Bangabandhu Sheikh Mujibur Rahman. Directing Staff of Police Staff College Bangladesh participated in the discussion and remembered the immeasurable contribution of Bangabandhu Sheikh Mujibur Rahman to the independence of Bangladesh.

Md. Nazmul Haque PPM, Rector Police Staff College Bangladesh is speaking in the discussion on **National Mourning Day**

Special Training of Trainers Course

Special Training of Trainers Course started at Police Staff College Bangladesh from 31 August 2014. It was jointly organized by Police Staff College Bangladesh and Police Reform Program (PRP), UNDP, Dhaka. A total of 18 participants of the rank of ASP and Addl. SP attended the course. The course is intended to enhance the capabilities of the officers involved in training activities.

Mr. Md. Matiur Rahman Sheikh, *MDS, Research, Planning and Evaluation, Police Staff College Bangladesh along with the* ***Directing Staff*** *of Police Staff College Bangladesh, Instructors and Guests from Police Reform Program (PRP), UNDP, Dhaka during Special Training of Trainers Course started at Police Staff College Bangladesh from 31 August 2014.*

Inauguration of Swimming Pool and Gymnasium

Inauguration of PSC Convention Hall, Swimming Pool and Gymnasium held on 12 May 2014.

***Mr. Hassan Mahmood Khandker BPM**, PPM, ndc, Inspector General, Bangladesh Police inaugurated PSC Convention Hall, Swimming Pool and Gymnasium held on 12 May 2014.*

PSC Convention Hall

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

PSC Convention Hall

Gymnasium

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

Gymnasium

help non swimmers how to learn swimming and swimmers can arrange sports and swimming competition as a part of extracurricular activities of training.

Some special Moments

Iftar Mahfil 2014 on 06 July 2014

Md. Nazmul Haque PPM, Rector Police Staff College Bangladesh is watching a fish with deep interest after netting at PSC Pond

Newly Joined Faculty

Mahrufa Hossain
Assistant Director
Training-Advance Course

Departing Faculty

Md. Ziaur Rahman
Assistant Director
Logistic and Estate

Police Staff College (PSC) Bangladesh headed forward its formal journey in 2000 with a vision `To Maximize Human Welfare through Quality Policing'. In 1998, it was initiated by police policy group and within a few years, in 2002, it has been being governed by a Board of Governors chaired by the Honorable Home Minister. The Rector is the chief executive of the institution.

Police Staff College conducts the courses for the participants, in particular police officers, to raise awareness about new ideas, thinking, perception, insight and vision to respond to changing needs of the society. The institute endeavors to provide wisdom to the participants to improve managerial capability, operational performance, commanding skill and ability to identify root cause(s) of problems with package prescription for solution in the context of national and international scenario.

PSC works for the professional improvement of the senior police officers and executives from other security and law enforcing agencies under the umbrella of Ministry of Home Affairs. It provides quality training to the trainees with the help of a group of resource people in and/or out of police, including university academicians, scholars, lawyers, bureaucrats, justice and officers from Armed Forces.

The college always emphasizes conducting quality research on contemporary issues in policing and national development. Police Staff College will work with the aim to establishing the College not only as `Endeavour for Excellence' but also as a regional `think tank' for Bangladesh Police as well as SAARC region.

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