

PSC NEWSLETTER

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পুলিশ ক্যাডারে প্রথম নারী

বাংলাদেশ পুলিশ ক্যাডারে প্রথম নারী সদস্য ফাতেমা বেগম। ১৯৮৬ সালের ২১ জানুয়ারি পুলিশ বিভাগের উর্ধ্বতন পদে নারী কর্মকর্তা হিসেবে যোগদান করেন। বর্তমানে পুলিশ স্টাফ কলেজের রেক্টর (অতিরিক্ত পুলিশ মহাপরিদর্শক) হিসেবে কর্মরত রয়েছেন। তার সঙ্গে কথা বলে লিখেছেন রীতা ভৌমিক

আরতের প্রয়াত রাইটিং এ. পি. জে. আব্দুল কলাম বসেছেন, ঘুমের মধ্যে তুমি যা দেখো তা তোমার স্বপ্ন নয়, স্বপ্ন তাই যা তোমাকে ঘুমতে দেয় না। শৈশব থেকে একটি স্বপ্ন আমাকে নিত্য তাকিয়ে বেড়িয়েছে। সে স্বপ্ন বেড়ে ওঠার। চরপাশে প্রখার স্বপ্ন দেখাল ছেলে এগিয়ে চলার স্বপ্ন। নিজের মধ্যে লুকিয়ে থাকা অপরিণীত সঙ্গপনকে জাগিয়ে তোলার স্বপ্ন। পুরুষ প্রধান সমাজে পুরুষের সঙ্গে সমান তালে এগিয়ে যাওয়ার স্বপ্ন। সামাজিক ডাবু ও বাধার

উদ্দেশ্য ও লক্ষ্যে অর্জন থেকে নিজেদের তৈরি করেছি প্রতিটি মুহূর্ত। একাত্তরিক পড়াশোনার পাঠ চুকিয়ে ১৯৮৬ সালে বিনিএস পরীক্ষায় অংশ নিয়ে ফলস্বরূপে উত্তীর্ণ হই। পাবলিক সার্ভিস কমিশনের মাধ্যমে ১৯৮৬ সালের ২১ জানুয়ারি পুলিশ সার্ভিসে যোগদান করি। আমার সঙ্গে চাকরির আবেদনটি যেখানে পুলিশ সার্ভিসে যোগদান করেন। ২৫ তম এএসপি'র ব্যাচে দু'জন নারী পুলিশ কর্মকর্তা। পুলিশিং এর মতো চ্যালেঞ্জিং পেশায় উর্ধ্বতন পদে নারীরা কাজ

ও ফেলারারি সিপিএটিপি, সার্ভার যাই। অন্যান্য ক্যাডার কর্মকর্তার সাথে চার মাসের বিনিয়োগ প্রশিক্ষণ নিই। ৪ জন প্রশিক্ষণ শেষ হয়। প্রশিক্ষণের ওপর দিকে অনেকই আমাকে সহজতানে গ্রহণ করেন। পুরুষ সহকর্মীদের সাথে তাল মিলিয়ে আমি আমার যোগ্যতার গ্রহণ রাখতে চেষ্টা করেছি। ধীরে ধীরে মানিয়ে নিয়েছি। আমার সহকর্মী এনা নারী কর্মকর্তা প্রবাল বাহার খুসে সারদার মৌলিক প্রশিক্ষণে অংশ গ্রহণ করেন। আমি পিআইপি ছিলাম। সারদার পিআইপি। ১২ তম তরফ হয় প্রশিক্ষণ। ওপর দিকে প্রামাণ্যে বাহার সফল হতে হয়েছে। পুরুষ সহকর্মীদের সাথে আমাকে মাঠে নামতে দেখা হত। অবশেষে আমার অভিজ্ঞ ইচ্ছা ও একান্তরায় প্রশাসন আমাকে পুরুষ সহকর্মীদের সাথে মাঠে নামতে দিত সখ্যত হত। পুলিশ একাডেমি সারদার প্রশিক্ষণার্থী হিসেবে আমি ফলস্বরূপে কঠিন প্রশিক্ষণ সমাপ্ত করেছি। গবেষী, প্রশিক্ষণের তিন মাসের মাঝারি আইজিপি ব্রাহ্মকে কেন্দ্র করে বলেছিলেন, 'যেহেতুতো তাকে খোঁজো' সারদার প্রশিক্ষণ শেষে উপস্থিত জেলার মঠ পর্যায়ের প্রশিক্ষণ গ্রহণ করি। যাতে কলমে পুরুষ প্রশিক্ষণ শেষে একই জেলার সহকর্মী পুলিশ সুপার (সদ্য) হিসেবে যোগ দি। সাবলীল প্রত্যয়ে সাথে এভাবেই কাটিয়েছি পুলিশ উন্নয়ন কলেজ বাংলাদেশ এর রেক্টর (অতিরিক্ত পুলিশ মহাপরিদর্শক) ক্যডেমা বেগম।

১৯৮৬ সালের ১৪ এপ্রিল মূলদপত্র জেলার টঙ্গীবাড়ির হাইস্কুল গ্রামে জন্মগ্রহণ করেন ক্যডেমা বেগম। নিজ গ্রামের প্রাথমিক বিদ্যালয় থেকে পড়ম শ্রেণি পাস করেন। বনারী বহুমুখী উচ্চবিদ্যালয় থেকে বিজ্ঞান বিভাগে ১৯৭৫ সালে এএসপি, বেগম বসন্তমোহা বসন্ত থেকে আইএসসি, সেন্ট্রাল উইমেন্স কলেজ থেকে স্নাতক এবং ঢাকা বিশ্ববিদ্যালয় থেকে উচ্চ বিজ্ঞানে স্নাতকোত্তর ডিগ্রি নিয়েছেন। এরপর বিপিএস পরীক্ষা দিয়ে পুলিশে যোগদান করেন। পরবর্তীতে পুলিশের চাকরিকালে তিনি অস্ট্রেলিয়া সরকারের বৃত্তি নিয়ে অ্যাডভেইট বিশ্ববিদ্যালয় থেকে এমএস করেন।

বর্তমানে কর্মরত ক্যডেমা বেগম কাজ করেছেন অনেক স্থান ও অবস্থানে। এএসপি পদেই পাবনা, সার্কেল, অতিরিক্ত ডেপুটি পুলিশ কমিশনার, চট্টগ্রাম মেট্রোপলিটন পুলিশ, পুলিশ সুপার (টেকনিক) ঢাকা, পুলিশ সুপার (আন্তর্জাতিক ও কেস), শান্তিগামী হিসেবে সিরোনিয়াম জাতিসংঘ শান্তিরক্ষা মিশন, পুলিশ ফেলকোর্সারগে এআইটি (কন্সাল্ট), পুলিশ সুপার (শেখার রাফ), কনসাল্ট (এসবি ট্রেনিং ফুল), পরিচালক (ডায়ালগ), পুলিশ ফেলকোর্সারগে ডিআইটি (ট্রেনিং এন্ড রিক্রুটমেন্ট), ডিআইটি (প্রশাসন ও অর্থ - এএসবি), এবং অতিরিক্ত আইজিপি (পুলিশ ফেলকোর্সারগে) হিসেবে কৃতিত্বের সাথে কাজ করেছেন। অতীত ২০১৪ সালে তিনি রেক্টর (অতিরিক্ত আইজিপি), পুলিশ স্টাফ কলেজ বাংলাদেশ হিসেবে যোগদান করেন। তার সুযোগ্য নেতৃত্বে পুলিশ স্টাফ কলেজ বাংলাদেশ একাত্তরিক উৎসর্গে উন্নীত হয়েছে এক অনন্য উচ্চতায়। ক্যডেমা বেগম এক অনন্য সাধন নারীর প্রতিভা অপরূপ দমন ও পেশাগত প্রশাসনিক দক্ষতায় তিনি নিজেকে একজন আদর্শ হিসেবে গড়ে তুলেছেন।



ফাতেমা বেগম

আবেদনকারী নজরুল ইসলাম

অন্যায়জন ডিগিয়ে দেশ ও জাতির পেয়ার আমারও কিন্তু করার আছে -এই প্রতিজ্ঞা পুরণের দুশাসনীর হয়। সুদূর শৈশব থেকে আমি আমার স্বপ্নের পিতৃ নিয়েছি। ছুটে ছুটে এগিয়ে এতটা পথ। অবিনশত আত্মবিশ্বাস, দৃঢ় মানবল, স্বপ্ন পূরণে ঐকান্তিক ইচ্ছা ও কঠোর সাধনা নিত্য জ্বলিয়ে রেখেছে আমার স্বপ্ন গ্রন্থীপকে। আমার স্বপ্ন পূরণের পথ সাবী হয়েছেন আত্মীয়, বন্ধু, সহকর্মী ও শ্রমদান। তারা আমার আত্মবল অবদানে উত্তরতরণ পেছনে তুলিয়েছেন সাহস ও প্রেরণা। শৈশব থেকেই সরকারি চাকরির প্রতি আমার দুর্বলতা ছিল। সুবর্তে পেয়েছিলাম নারীর স্বাধীন কর্মজীবনে সরকারি চাকরির গুরুত্ব। সেই

করবনে তা ওজতে অনেকটাই মেনে নিতে পারেনি। বিশেষ করে হঠাৎ সার্ভিস এবং আইজিপি প্রদান আপত্তি তুলেছিলেন। আইজিপি আমানতের থেকেও পাইয়েছিলেন তার অধিনে। বোম্বারের চেষ্টা করেছেন। বসন্তমোহা, সারদার মৌলিক প্রশিক্ষণ খুব কঠিন। মেয়েদের পক্ষে এই প্রশিক্ষণ সম্পন্ন করা সচল নয়। জোড়ালো পরামর্শ নিয়েছেন ক্যাডার পরিবর্তনের জন্য। আইজিপি'র কাজের দায়িত্বই আমি হুদু হুদু কলক ভিটিটি শব্দ উচ্চারণ করেছি, আমি পারব না। আইজিপি বিদ্যুৎ তরঙ্গ দুইতে আমার মিকে তাকিয়ে ছিলেন। তারপরও চেষ্টা করেছেন আমাকে নিরত্যাখিত করতে। আমানতের কোনো গারান্টিশন প্রোগ্রামে অংশগ্রহণ করতে দেখা হত।

নারী পুলিশ

নারী পুলিশের উর্ধ্বতন পদে শান্তি পান করবেন ১৯৮৬ সালের আগে তা ইতিবাচক অর্থে দেখা হত। স্বাধীনতা অর্জন করে পাবলিক সার্ভিস কমিশনের মাধ্যমে মনোনীত হয়ে বাংলাদেশ পুলিশ ক্যাডারের প্রথম নারী সদস্য হওয়ার পৌরব অর্জন করেন ফাতেমা বেগম। ১৯৮৬ সালের ২১ জানুয়ারি পুলিশ বিভাগের উর্ধ্বতন পদে নারী কর্মকর্তা হিসেবে যোগদান করেন তিনি। এর আগে পুলিশের উর্ধ্বতন পদ শুধু পুরুষের একচেটিয়া অধিকার বলে বিবেচিত হতো। ক্যডেমা বেগমের মতো উর্ধ্বতন পদে নিজের যোগ্যতা গ্রহণ করে এগিয়ে চলেছেন বাংলাদেশের নারী পুলিশ। গান্ধী, আবদুল্লাহ, উম্মেদুল্লাহ, রাষ্ট্রনৈতিক উত্তরন্য দমন, রাষ্ট্রপথে আবেদন, সভা-সমাবেশ শীর্ষস্থানীয় নেতৃবৃন্দের নিয়োগতা,

জাতিসংঘের শান্তিরক্ষা কর্মসূচি পুলিশের নানা গুরুত্বপূর্ণ পদে কর্মরত রয়েছেন নারী পুলিশ সদস্য। কর্মক্ষেত্রে নানা বাধা-প্রতিবন্ধকতা দূর করে তারা দায়িত্ব পালন করছেন মহাপুলিশ পরিদর্শক, অতিরিক্ত পুলিশ মহাপরিদর্শক, উপ পুলিশ মহাপরিদর্শক, পুলিশ সুপার, অতিরিক্ত পুলিশ সুপার, সহকারী পুলিশ সুপার, পুলিশ কমিশনার, অতিরিক্ত পুলিশ কমিশনার, মুখ্য পুলিশ কমিশনার, উপপুলিশ কমিশনার, অতিরিক্ত উপপুলিশ কমিশনার, সিনিয়র সহকারী পুলিশ কমিশনার, সহকারী পুলিশ কমিশনার, পুলিশ পরিদর্শক, উপপুলিশ পরিদর্শক, সহকারী উপপুলিশ পরিদর্শক, কন্স্টেবল পদে। কাজের বীজবীজরূপে অনেকটাই পেয়েছেন জাতীয় ও আন্তর্জাতিক পুরস্কার।



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Message

At the beginning of this year, let me express my best wishes for a prosperous and peaceful 2016. It is my pleasure to be in touch with you to share some aspects of the work of the Police Staff College (PSC) during Sep - Dec 2015 along with some plans for activities in the near future.

Through sharing my long time policing experience in the cover story, I have the opportunity to greet you all being assumed as PSC's top leadership role. I feel a deep gratitude for the trust and love of my fellow colleagues and my well-wisher for which I am on this top position. Hence, it is a grave responsibility for me thinking of what PSC needs towards its future endeavors.

During the last four months, PSC has been shaping with new expertise and experiences. These include embracing new expert members in its team and gathering various experiences through participating different programs either at home or abroad. During this tenure, we have got three new bright members to our side, including a Chevening scholar with Human Rights expertise from the University of York, UK. Likewise, our faculties have participated in various programs such as wildlife trafficking workshop in Singapore, passport related training in China, commander level course in Italy and gender awareness workshop at home at 'The Daily Star' centre. We hope the new insights gathered from such experiences would have profound implications not only in training and research initiatives but also in developing a strong networking within these foreign communities.

Like previous terms, PSC is successful in accomplishing most of its regular core courses and progressing the on-going research activities as per the schedule. Noteworthy, PSC has introduced a new course for the Circle ASP according to the advice of the honorable IGP. Our development partners such as the US Embassy and PRP have been very supportive to persuade our vision.

Finally, I am thankful to all my staff to finish up this year with a very positive outcome that provides a future roadmap for us. We plan to continue to be an organization which would be robust, sustainable and innovative in all aspects. PSC staff have a wealth of knowledge, skills and expertise and we want to use that skill to benefit all our stakeholders. We are always keen to receive any feedback or suggestions from all our stakeholders in such endeavour.

Before concluding this message, I would like to take the opportunity to thank my staff and express my appreciation particularly towards Mr. Md. Matiur Rahman Sheikh, MDS (Research, Planning & Evaluation) and his team for bringing out this newsletter to our readers in a timely manner.

Fatema Begum

Rector

Police Staff College Bangladesh

PSC Management



Fatema Begum
Rector



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MDS, Research, Planning and Evaluation



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Cover Story

Ms Fatema Begum - Rector, PSC An Icon of Women Police Leadership in Bangladesh



Ms. Fatema Begum, Additional Inspector General of Bangladesh Police, the first female police cadre officer in Bangladesh, has assumed the role of Rector, Police Staff College Bangladesh on 27 October, 2014. PSC is highly delighted and honoured to have such an iconic figure as its chief and is proud to introduce her to its readers with her expertise, dedication and contribution over the versatile and challenging journey throughout her policing career. This is why we just want to underscore how terrific and hurdled situations our women police predecessors have passed through to integrate them in a male dominated policing job. This is for motivating young women and showing them how important female leaders are for their attitudes and ambitions.

Ms. Fatema, joined Bangladesh police in the mid-1980s when women were treated differently. Nevertheless through her odyssey, she has mounted on to the most senior level in the service and her name is now uttered as the legend of women empowerment and women's leadership. However, her entrance into the police service was not so easy and smooth. When she was selected for the police cadre, she did not get a warm welcome from the authority, especially from the then Home Secretary and the then Inspector General. Rather, she was discouraged to join. She was even not allowed to attend in the orientation program of that batch. In her batch, two females were selected in police cadre, one differed from joining and switched to another cadre. But she refused to resign from police, determined to face the consequences very bravely, threw challenges to the authority and took a strong stance on her position to join Bangladesh Police Academy (BPA) Sardah. After three months of her training the then IGP, who once disgraced and disrespected her ability on pursuing Sardah's very rough and painstaking training as being woman only, in a conversation over the phone with the then Principal of Sardah had a high admiration and praiseworthy notes on her, saying 'the girl can do it at the end!'.

Being a pathfinder in policing, she had to prove her quality and excellence, overriding all types of obstacles and stereotyped views against women, breaking the odds of the society, integrated herself in the male dominated environment and ascertained, 'We (the women) can do your (male's) job'. It was indeed a challenging part for her to start in policing. It is, in fact, a message for the young female police or those who are interested to join police. Truly, it was not a smooth path, like today, for women in our early days policing when they were just entering. So many hurdles and difficulties they had to overcome to make this profession adapting to the male centric society.

After finishing the rigorous training from Sardah being only one female probationer with 23 male counterparts, she was sworn in the rank of Assistant Superintendent of Police (ASP) and served a number of operational units, for example, in the crime zone of Khagrachari district as ASP (Circle) and in the police operational unit-the Thakurgaon district in the top leadership as the Superintendent of Police (SP). Besides, she demonstrated her prudent leadership in various positions and various places like Police Headquarters, Special Branch (SB), SB Training School and Rapid Action Battalion (RAB). She was AIG and DIG at Police Headquarters, Special Superintendent of Police and DIG in Special Branch, Commandant in SB Training School and Director (Investigation) in RAB.

Not only being devoted to her professional ground, Ms. Fatema also proved her excellence in the academic arena. She was awarded with the prestigious AusAID scholarship for the higher study on Environmental Studies at the University of Adelaide, Australia in 1997. She has contributed to various research journals during her study in the University of Dhaka (DU), Bangladesh and Adelaide University, Australia.

Ms. Fatema is also proud to be one of the pioneer female police officers working in the UN Peace Keeping Mission from Bangladesh. She went to Sierra Leone in UN Peacekeeping Mission for one year and awarded Peace Medals for her outstanding service to the Mission. Moreover, she visited many countries across the globe including USA, UK, France, Australia, India, Philippines, Qatar etc.

Ms. Fatema has completed her post graduation from DU in Botany. She obtained her bachelor degree from Central Women's College, Dhaka. She was born on April 14 of 1958 in Munshiganj.

Because of her great contribution to and importance in the society, The Bangla Daily - the Daily Jugantor published a report on her achievement which was brought into light on 19 October, 2015. It is also found in the link below:

<http://www.jugantor.com/old/suranjona/2015/10/19/339212#sthash.uPZFnMHR.dpuf>

Let's get more familiarized with the Rector, PSC in the following write up:

পুলিশক্যাডারে প্রথমনারী

রীতাভৌমিক। প্রকাশ : ১৯ অক্টোবর ২০১৫

ভারতের প্রয়াত রাষ্ট্রপতি এ পি জে আব্দুল কালাম বলেছেন, ঘুমের মধ্যে তুমি যা দেখো তা তোমার স্বপ্ন নয়, স্বপ্ন তাই যা তোমাকে ঘুমাতে দেয় না। শৈশব থেকে একটি স্বপ্ন আমাকে নিত্য তাড়িয়ে বেড়িয়েছে। সে স্বপ্ন বেড়ে ওঠার। চারপাশে প্রথার অসম দেয়াল ভেঙ্গে এগিয়ে চলার স্বপ্ন। নিজের মধ্যে লুকিয়ে থাকা অপরিসীম সম্ভাবনাকে জাগিয়ে তোলার স্বপ্ন। পুরুষ প্রধান সমাজে পুরুষের সাথে সমান তালে এগিয়ে যাওয়ার স্বপ্ন। সামাজিক ট্যাবু ও বাধার অচলায়তন ডিঙ্গিয়ে দেশ ও জাতির সেবায় আমারও কিছু করার আছে -এই প্রতিজ্ঞা পূরণের দুঃসাহসী স্বপ্ন।

সুদূর শৈশব থেকে আমি আমার স্বপ্নের পিছু নিয়েছি। ছুটে ছুটে এসেছি এতটা পথ। অবিচল আত্মবিশ্বাস, দৃঢ় মনোবল, স্বপ্ন পূরণে ঐকান্তিক ইচ্ছা ও কঠোর সাধনা নিত্য জ্বালিয়ে রেখেছে আমার স্বপ্ন প্রদীপকে। আমার স্বপ্ন পূরণের পথে সাথী হয়েছেন আত্মীয়, বন্ধু, সহকর্মী ও প্রিয়জন। তারা আমার আজকের অবস্থানে উত্তোরণের পেছনে জুগিয়েছেন সাহস ও প্রেরণা।

শৈশব থেকেই সরকারি চাকরির প্রতি আমার দুর্বলতা ছিল। বুঝতে পেরেছিলাম নারীর যথার্থ ক্ষমতায়নে সরকারি চাকরির গুরুত্ব। সেই উদ্দেশ্য ও লক্ষ্যে অবিচল থেকে নিজেকে তৈরি করেছি প্রতিটি মুহূর্ত। একাডেমিক পড়াশুনার পাঠ চুকিয়ে ১৯৮৪ সালে বিসিএস পরীক্ষায় অংশ নিয়ে সফলভাবে উত্তীর্ণ হয়েছি। পাবলিক



Ms. Fatema is welcomed with a floral bouquet by her female fellows

সার্ভিস কমিশনের মাধ্যমে ১৯৮৬ সালের ২১ জানুয়ারি পুলিশ সার্ভিসে যোগদান করি। আমার সঙ্গে চট্টগ্রামের আরেকটি মেয়েও পুলিশ সার্ভিসে যোগদান করেন। ২৫ জন এএসপি'র ব্যাচে দু'জন নারী পুলিশ কর্মকর্তা। পুলিশিং এর মতো চ্যালেঞ্জিং পেশায় উর্ধ্বতন পদে নারীর কাজ করবেন তা শুরুতে অনেকেই মনে নিতে পারেননি। বিশেষ করে স্বরাষ্ট্র সচিব এবং আইজিপি প্রবল আপত্তি তুলেছিলেন। আইজিপি আমাদেরকে ডেকেও পাঠিয়েছিলেন তার অফিসে। বোঝানোর চেষ্টা করেছেন। বলেছেন, সারদায় মৌলিক প্রশিক্ষণ খুব কঠিন। মেয়েদের পক্ষে এই প্রশিক্ষণ সম্পন্ন করা সম্ভব নয়। জোড়ালো পরামর্শ দিয়েছেন ক্যাডার পরিবর্তনের জন্য। আইজিপি'র বক্তব্যের বিপরীতে আমি মৃদু কণ্ঠে কেবল তিনটি শব্দ উচ্চারণ করেছি, আমি পারব স্যার। আইজিপি বিস্ময় ভরা দৃষ্টিতে আমার দিকে তাকিয়ে ছিলেন। তারপরও চেষ্টা করেছেন আমাকে নিরুৎসাহিত করতে। আমাদেরকে কোনো ওরিয়েন্টেশন প্রোগ্রামে অংশগ্রহণ করতে দেয়া হয়নি।

৪ ফেব্রুয়ারি বিপিএটিসি, সাভার যাই। অন্যান্য ক্যাডার কর্মকর্তার সাথে চার মাসের বুনিয়াদি প্রশিক্ষণ নিই। ৪ জুন প্রশিক্ষণ শেষ হয়। প্রশিক্ষণের শুরুর দিকে অনেকেই আমাকে সহজভাবে গ্রহণ করেননি। পুরুষ সহকর্মীদের সাথে তাল মিলিয়ে আমি আমার যোগ্যতার প্রমাণ রাখতে চেষ্টা করেছি। ধীরে ধীরে মানিয়ে নিয়েছি। অল্প সময়ের মধ্যে সকলের সাথে সম্পর্ক স্বাভাবিক হয়েছে।

আমার সহকর্মী অন্য নারী কর্মকর্তা প্রবল বাধার মুখে সারদায় মৌলিক প্রশিক্ষণে অংশ গ্রহণ করেননি। আমি পিছপা হইনি। সারদায় গিয়েছি। ১২ জুন শুরু হয় প্রশিক্ষণ। শুরুর দিকে আমাকে বাধার সম্মুখীন হতে হয়েছে। পুরুষ সহকর্মীদের সাথে আমাকে মাঠে নামতে দেয়া হয়নি। অবশেষে আমার অবিচল ইচ্ছা ও একাগ্রতায় প্রশাসন আমাকে পুরুষ সহকর্মীদের সাথে মাঠে নামতে দিতে সম্মত হন। পুলিশ একাডেমি সারদা'র প্রথম নারী প্রশিক্ষণার্থী হিসেবে আমি সফলভাবে কঠিন প্রশিক্ষণ সমাপ্ত করেছি। শুনেছি, প্রশিক্ষণের তিন

মাসের মাথায় আইজিপি অধ্যক্ষকে ফোন করে বলেছিলেন, ‘মেয়েটাতো টিকে গেলো!’ সারদায় প্রশিক্ষণ শেষে টাঙ্গাইল জেলায় মাঠ পর্যায়ের বাস্তব প্রশিক্ষণ গ্রহণ করি। হাতে কলমে বাস্তব প্রশিক্ষণ শেষে একই জেলায় সহকারী পুলিশ সুপার (সদর) হিসেবে যোগ দিই। সাবলীল প্রত্যয়ের সাথে এভাবেই বলছিলেন পুলিশ স্টাফ কলেজ বাংলাদেশ এর রেক্টর (অতিরিক্ত পুলিশ মহাপরিদর্শক) ফাতেমা বেগম।

১৯৫৮ সালের ১৪ এপ্রিল মুন্সীগঞ্জ জেলার টঙ্গীবাড়ির হাসাইল গ্রামে জন্মগ্রহণ করেন ফাতেমা বেগম। নিজ গ্রামের প্রাথমিক বিদ্যালয় থেকে পঞ্চম শ্রেণি পাস করেন। বানারী বহুমুখী উচ্চবিদ্যালয় থেকে বিজ্ঞান বিভাগে ১৯৭৪ সালে এসএসসি, বেগম বদরুননেছা কলেজ থেকে আইএসসি, সেন্ট্রাল উইমেন্স কলেজ থেকে স্নাতক এবং ঢাকা বিশ্ববিদ্যালয় থেকে উদ্ভিদ বিজ্ঞানে স্নাতকোত্তর ডিগ্রি নিয়েছেন। এরপর বিসিএস পরীক্ষা দিয়ে পুলিশে যোগদান করেন। পরবর্তীতে পুলিশের চাকরিকালে তিনি অস্ট্রেলিয়া সরকারের বৃত্তি নিয়ে অ্যাডিলেইড বিশ্ববিদ্যালয় থেকে এমএস করেন।

বর্ণিল কর্মজীবনে ফাতেমা বেগম কাজ করেছেন অনেক স্থান ও অবস্থানে। এএসপি খাগড়াছড়ি সার্কেল, অতিরিক্ত ডেপুটি পুলিশ কমিশনার, চট্টগ্রাম মেট্রোপলিটন পুলিশ, পুলিশ সুপার (টেলিকম) ঢাকা, পুলিশ সুপার (ঠাকুরগাঁও জেলা), শান্তিরক্ষী হিসেবে সিয়েরালিয়নে জাতিসংঘ শান্তিরক্ষা মিশন, পুলিশ হেডকোয়ার্টার্সে এআইজি (কল্যাণ), পুলিশ সুপার (স্পেশাল ব্রাঞ্চ), কমান্ড্যান্ট (এসবি ট্রেনিং স্কুল), পরিচালক (তদন্ত, যাব), পুলিশ হেডকোয়ার্টার্সে ডিআইজি (ট্রেনিং এন্ড রিট্রুটমেন্ট), ডিআইজি (প্রশাসন ও অর্থ -এসবি), এবং অতিরিক্ত আইজিপি (পুলিশ হেডকোয়ার্টার্স) হিসেবে কৃতিত্বের সাথে কাজ করেছেন। অতঃপর ২৭ অক্টোবর ২০১৪ সালে তিনি রেক্টর (অতিরিক্ত আইজিপি), পুলিশ স্টাফ কলেজ বাংলাদেশ হিসেবে যোগদান করেন। তার সুযোগ্য নেতৃত্বে পুলিশ স্টাফ কলেজ বাংলাদেশ একাডেমিক উৎকর্ষে উন্নীত হয়েছে এক অনন্য উচ্চতায়।

ফাতেমা বেগম এক অদম্য সাহসী নারীর প্রতিভা। অপরাধ দমন ও পেশাগত প্রশাসনিক দক্ষতায় তিনি নিজেকে একজন আদর্শ হিসেবে গড়ে তুলেছেন।

We want to give you a flashback about her note worthy presence in various social activities during September-December 2015 tenure:

Recently Ms. Fatema has joined a 16-days activism program against Gender Based Violence. In December 7, 2015 official Facebook page of US Embassy has brought out the comments of Honorable Rector on 16 days of Activism Against Gender-Based Violence. She articulated “As an active member of the Bangladesh Police Women Network (BPWN), I always stand to counter all forms of gender-based violence. Our platform tries to advocate professional development for women police officers and to ensure equal opportunity in the workplace. We also promote gender awareness and ensure violence-free workplaces. Every member of BPWN acts as a change-maker. We dream of a GBV-free society, and we are hopeful that our society will be able to achieve it.”

– Fatema Begum, Rector, Police Staff College, Bangladesh.

Here is the Facebook page where her comment was cited which got more than 3000 likes.



U.S. Embassy-Dhaka

December 7 at 4:30pm · 🌐

Like Page

#16Days of Activism Against Gender-Based Violence:

"As an active member of the Bangladesh Police Women Network (BPWN), I always stand to counter all forms of gender-based violence. Our platform tries to advocate for professional development for women police officers and to ensure equal opportunity in the workplace. We also promote gender awareness and ensure violence-free workplaces. Every member of BPWN acts as a change-maker. We dream of a GBV-free society, and we are hopeful that our society will be able to achieve it."

– Fatima Begum, Rector, Police Staff College, Bangladesh.



In 12 December 2015, Ms. Fatema Begum Rector, Police Staff College Bangladesh participated in two important events as a Chief Guest. She was present in '**Sensitization Program with Women Law Enforcers on HIV/AIDS and Role of the Law Enforcers while dealing with this Population**' organized by LEAHN and USAIDS, Bangladesh. In this program, she emphasized showing friendly behavior and sensible attitude towards vulnerable group, especially who are affected by HIV/AIDS. She said that law enforcers might be an important catalyst of their socialization. She also provided a pen picture of the emergences of HIV/AIDS in Bangladesh and its preventive mechanism.

At the end of the program she thanked the development partner for organizing such a time befitting program which would enhance the awareness regarding HIV/AIDS among the law enforcers.



Ms. Fatema in the gender sensitization program at Rajarbag Telecom auditorium on 12 Dec. 2015

Rector attended another program at a report launching ceremony jointly organized by the **Commonwealth Human Rights Initiative (CHRI)** and **Bangladesh Police Women Network (BPWN)**. Ms. Fatema was present as a Chief Guest to unveil the report named 'Bangladesh Report on Woman police' prepared by CHRI. It was mainly a workshop of female police officers in various ranks.

It was a lively interactive session. DIG Ms. Mily Biswas ppm and Addl DIG Mr. Md. Feroz Al Mozahid Khan were also present in that session. There were so many questions raised from various police officers ranging from Constables to upwards. Rector and the other high officials were very cordial, generous and patient in answering every question.

Rector expressed her optimistic views towards the implementation of the recommendations of the report. She drew attention to uphold human rights issue during the police operations. In addition, she raised some proposals on the direction of the plan of action of BPWN for the year 2016. In her speech she also inspired future women police leaders to take a leading role in Bangladesh police.



PSC's Regular Courses:

Total 83 participants have been graduated of which 09 were female

PSC has accomplished five regular core courses in this tenure. Among them, one Police Management Course (PMC)- 32nd PMC, two Police Financial Management Courses (PFMC)- 26 & 27 PFMC and two newly introduced training programmes- Crime Administration Management Course for Circle ASsP (CAMC)- 1st and 2nd CAMC have been accomplished. In this term, total 83 participants were graduated from PSC of which only nine (09) were females.

It is true that we could not accomplish our all scheduled courses in this tenure due to some unavoidable circumstances. But, still PSC has made significant success in this stipulated time in terms of conducting training.

Significant development in PSC core courses in this tenure:

- Crime Administration Management Course has been newly introduced as a core course for Circle ASsP
- PMC course curriculum has been reviewing for making up-to-date
- E-learning system has been progressing in the core courses
- Critical analysis and term paper presentation remain as major portion of assessment

The followings here are the details of these courses:



PSC faculties and the participants of the 1st Crime Administration Management Course during inauguration on 8 Nov. 2015

Crime Administration Management Course (CAMC): Core course for Circle ASP



CAMC Course Highlights

- Introduced for the first time at PSC as per the advice of IGP
- Dedicated course for circle ASsP and zonal ACs.
- 2 CAMCs have been accomplished
- Two weeks course covering the topics within 05 modules
- Total 28 participants have been graduated from this course

PSC is happy to introduce a new special course for the circle ASsP and zonal ACs. It is in fact the outcome of a meeting with the honorable IGP. IGP suggested the Rector to design some special courses focusing some important matters. The insight of this course is to provide the Circle ASsP with the knowledge and skills for crime prevention and its management, case supervisions and inspections. PSC has planned to conduct the course in 08 different batches. During this year, participants in 02 batches have been trained over the two consecutive periods from 08 to 19 November 2015, on 13-24 December 2015 with the participants of 28, each having 14.

Crime Administration Management (CAM) Course focuses on Circle ASP's crucial role in administering his/her jurisdiction. The participants can learn the skills necessary for obtaining proper evidence, evaluating the proper investigation, filing legal documentation and supervising criminal cases.

The participants in CAM course will learn about different aspects of the duties and responsibilities of Circle ASP. They are capable of analyzing evidence, following potential leads and solving crimes. They may also learn how to work in tandem with community members, how to make inter and intra communication with other government organizations and how to deal with potential witnesses and victims.

This course uses a multi-dimensional approach with a wide range of topics including inspection, supervision, policing strategies, leadership and technology. The modules within this course include:

Module-1: Circle Office Management	Module-4: Crime and Intelligence Management
Module-2: Police Inspection	Module-5: Term Paper Presentation
Module-3: Police Case Supervision	

Course Objectives :

The course contributes to the development of key skills and capabilities of the participants. In this course their learning will be extended towards the following learning outcomes:

- Effectively apply the principles and philosophies of the inspection of police units and supervision of cases in practical aspects.
- Have analytical and critical capacities in assessing crime prevention theory and practice
- Apply critically reflective thought and analytical thinking to problems related to crime management and crime prevention in local and international contexts.
- Reflect on and implement ethical practice and social responsibility in diverse criminal justice settings.
- Be able to assess broad issues that surround the adoption and implementation of crime prevention policies.



Mr. Md. Matiur Rahman Sheikh is awarding certificates to one of the graduates of CAMC

The following are the basic areas to be covered in the course:

- police case supervision process for ensuring quality investigation
- the best practices of police inspection in the AOR
- maintaining registers and records in line with PRB
- intelligence gathering and organized crime
- modern technology based records management

Expected outcome :

After successful completion of the course, the participants can able to:

- understate that roles & responsibilities of each circle office management
- enhance the knowledge on techniques of police case supervision process for ensuring quality investigation
- enhance the knowledge on maintaining registers and records as per PRB
- grasp the knowledge on conducting quality police inspection
- conceptualize the notions of crime & intelligence management
- have a good command of modern technology based records management

1st Crime Administration Management Course Participants

Sl. No.	Name, Designation & Posting Place	Circle/Zone
1.	A.F.M. Nezam Uddin Sr. AC, Airport PS, SMP, Sylhet	Airport PS, SMP, Sylhet
2.	G. M. Abul Kalam Azad Sr. ASP, South Circle, Sylhet	South Circle, Sylhet
3.	A.T.M. Shahin Ahamed Sr. AC, Rajpara Zone, RMP	Rajpara Zone, RMP
4.	Shaikat Shahin Sr. AC, Wari Zone, DB, DMP, Dhaka	Wari Zone, DB, DMP, Dhaka
5.	Dipak Jyoti Khisa Sr. AC, Panchlaish Zone, CMP	Panchlaish Zone, CMP
6.	Mohammad Rokunuzzaman Sr. AC, DMP	DMP
7.	Md. Masud Alam Sr. ASP, Kurigram Sadar Circle	Kurigram Sadar Circle
8.	Md. Al Mahmud Hasan Sr. ASP, Lama Circle, Bandarban	Lama Circle, Bandarban
9.	Md. Azad Rahman Sr. AC, (Airport Zone) BMP	(Airport Zone) BMP
10.	Md. Motaher Hossain Sr. ASP, Raigonj Circle, Sirajgonj	Raigonj Circle, Sirajgonj
11.	Md. Shamim Hossain Sr. ASP, Patiya Circle, Chittagong	Patiya Circle, Chittagong
12.	Md. Mominul Karim Sr. ASP, Sadar Circle, Pabna	Sadar Circle, Pabna
13.	Md. Junaed Alam Sharker ASP, Kulaura Circle, Moulvibazar	Kulaura Circle, Moulvibazar
14.	Sudipta Sarker ASP, Sadar Circle, Barisal	Sadar Circle, Barisal
15.	Mohammad Kazi Humayun Rashid ASP, Ramgor Circle, Khagrachori	Ramgor Circle, Khagrachori
16.	Md. Firoj Kabir ASP, Nilfamari	Nilphamari Circle
17.	Sk. Mahbubur Rahman AC, KMP, Khulna	KMP, Khulna
18.	Md. Zahedul Islam AC (Port Zone), CMP	(Port Zone), CMP
19.	Gopinath Kanjilal ASP, Sadar Circle, Jhenaidah	Sadar Circle, Jhenaidah
20.	M. M. Mohaimenur Rashid AC, Khalishpur, KMP	Khalishpur, KMP

2nd Crime Administration Management Course Participants

Sl. No.	Name, Designation & Posting Place	Circle/Zone
1.	Mohammed Zahidul Islam ppm Sr. ASP, Kotchandpur Circle, Jhenaidah	Kotchandpur Circle, Jhenaidah
2.	Kanai Lal Sarkar Sr. ASP, Sadar Circle, Naogaon	Sadar Circle, Naogaon
3.	Md. Ziauddin Ahmed Sr. AC, Khulna Zone, KMP, Khulna	Khulna Zone, KMP, Khulna
4.	Md. Mahbub-UZ-Zaman Sr. ASP, Kushtia Circle, Kushtia	Kushtia Circle, Kushtia
5.	Md. Kudrat-E-Khuda Sr. AC, Cantonment Zone, DMP, Dhaka	Cantonment Zone, DMP, Dhaka
6.	RM Faizur Rahman Sr. AC, Lalbag Zone, DMP, Dhaka	Lalbag Zone, DMP, Dhaka
7.	Hasan Mohammad Naser Rikabder Sr. AC, Motihar Zone, RMP, Rajshahi	Motihar Zone, RMP, Rajshahi
8.	Mohammad Iqbal Hossain Sr. AC, South Surma Zone, SMP	South Surma Zone, SMP
9.	Md. Abdur Rashid Sr. ASP, Sadar Circle, Rajshahi	Sadar Circle, Rajshahi
10.	Sajadur Rahman Sr. ASP, North Circle, Habigonj	North Circle, Habigonj
11.	Mohammad Nurul Amin Sr. AC, Wari Zone, DMP, Dhaka	Wari Zone, DMP, Dhaka
12.	Md. Moyeen Uddin Sr. AC, Kotwali Zone, CMP, Chittagong	Kotwali Zone, CMP, Chittagong
13.	Md. Shahid Sohrawardi ASP, Sadar Circle, Lalmonirhat	Sadar Circle, Lalmonirhat
14.	A H Enayet Uddin ppm AC, BMP, Barisal	BMP, Barisal



The Rector, PSC faculties and the participants of the 32nd Police Management Course during inauguration on 30th August, 2015.

Police Management Course (PMC) : Core course for ASP/Sr. ASP

PSC has conducted one Police Management Courses (PMC) in the last quarter (September-December) from 30 August - 17 September 2015. PMC offered it for the Assistant/Senior Assistant Superintendents of Police (ASsP/Sr. ASsP) as a mandatory training course. In total, 23 Police Officers have been graduated in 32nd PMC of which 6 were female.

Police Management Course (PMC) is the cornerstone program in the development of Bangladesh Police leaders. This program is both theoretical and applied and experience sharing based as well. Case studies are used based on actual events. There are opportunities for individual and group work, and exercises that help participants better understand their own behaviour and how they affect others.

The content includes strategic planning, critical incident management, intelligence management, change management and innovation, contemporary leadership & leadership theory, policy development, media management, police ethics, and human rights etc.

PMC Course Highlights

- One PMC has been accomplished
- Total 23 participants attended in the course of which 6 were females.
- Regular update of the curriculum
- Renowned academicians and professionals are the main attraction of this course

Course objectives:

- To enhance the knowledge of basic human resource management to run different police units.
- To build up the core competence of leadership to take the challenges in the different arena of the profession.
- To get acquainted with rules relating to public order management, force and resource mobilization and big event management.
- To acquire the knowledge of office management and legal service delivery.
- To impart the knowledge of project management and its implementation.
- To orient with the knowledge of Good Governance, Human Rights and Gender issues.
- To have a clear understanding of some cross cutting issues like National Integrity Policy, Digitalization of Bangladesh Police: prospects & challenges, Initiative on BD Police



Mr. Md. Golam Rasul, MDS (Training) is addressing in the 32nd PMC inauguration ceremony

Course outcomes :

On successful completion of the program, participants should be able to achieve the following course learning outcomes:

- Critically examine the leadership behaviours and managerial skills required to mobilize others to achieve organizational outcomes
- Acquire a strong mental capability to face the challenges in the different arena of the profession like disaster management, public order management or even stress management.
- Discuss an ethical approach to decision making in policing.
- Analyze the trends that influence the objectives of the policing
- Analyze the plan for complex management problems
- Broaden their knowledge executive level decisions, particularly in the areas of policy, human resource management and public accountability.
- Extend their acquaintance with other communities.

The curriculum of this course is regularly updated according to the contemporary needs. In view of that, two topics have been inserted in the 30th PMC as per the advice from the Government. These two topics are: Autism and National Integrity Policy.

Moreover, this course became delightful with the presence of the high officials from Police and other government services and renowned academicians. Consequently PMC becomes resourceful with sessions of Professor Syed Munir Khasru from IBA, University of Dhaka.

PSC's aim is to make the training sessions more interactive at the same time truly effective. Hence, it encourages the inclusion of right instructor for the right topic, no matter whether the person is other than police personnel, which not only makes the session fruitful & lively but also boosts up inter-services coordination. For example, PMC arranges training sessions to be conducted by the officials from Bangladesh Public Service Commission, Election Commission or even from Fire Services.

This course has a regular field visit to the Police Liberation War Museum, Dhaka to get oriented the young leaders about the sacred place of Rajarbag premise and made them understand what sacrifices the members of Bangladesh Police had made in the liberation war of Bangladesh during 1971.



One of the participants of 32nd PMC is receiving certificate from the Rector

32nd PMC Course Participants

Sl. No.	Name, Designation & Posting Place	Unit Name
1.	Mohammad Rasel Sheikh ppm Sr. ASP, Savar Model Thana, Dhaka	Dhaka District
2.	Chatra Dhar Tripura Sr. ASP, Cox's Bazar	Cox's Bazar District
3.	Md. Farhad Hossain Khan Sr. ASP, Khulna	Khulna District
4.	K.M.A. Mamun Khan Chisty Sr. ASP, Netrokona	Netrokona District
5.	Md. Aslam Uddin Sr. ASP, Rajshahi	Rajshahi District
6.	Gobinda Chandra Paul AC, (Reserve), DMP, Dhaka	DMP, Dhaka
7.	Ahmad Mainul Hasan Sr.ASP (HQ), Pirujpur	Pirujpur District
8.	Mohammad Rezaul Kabir Sr, ASP, Sunamgonj	Sunamgonj District
9.	Evana Parveen ASP, SB, Dhaka	SB, Dhaka
10.	Md. Joynal Abedin ASP, CID, Sylhet	CID, Sylhet
11.	Rubaiyet Zaman AC (Sports & Culture), DMP, Dhaka	DMP, Dhaka
12.	Kamrun Nessa ASP, 4-APBn, Bogra	APBn, Bogra
13.	Jahangir Alam AC (ICT), CMP	CMP
14.	Md. Kamruzzaman ASP, Industrial Police-1, Dhaka	Industrial Police
15.	Shah Alam Md. Aktarul Islam ASP, RRF, Rangpur	RRF, Rangpur
16.	Yeasmeen Saika Pasa ASP, APBn-11, Dhaka	APBn, Dhaka
17.	Shumon Ahmad Shaon ASP, RAB-4, Dhaka	RAB, Dhaka
18.	Md. Sohel Rana ASP, Industrial Police-3, Chittagong	Industrial Police
19.	Tahamina Akther Khanom ASP, CID, Malibagh Dhaka	CID, Malibagh Dhaka
20.	Mahmudul Hasan ASP, SPBn-1, Dhaka	SPBn, Dhaka
21.	Ukhing May Ac (Woman Police), DMP, Dhaka	DMP, Dhaka
22.	Shamim Ara Begum ppm ASP, RAB-14, Dhaka	RAB, Dhaka
23.	Md. Shahiduzzaman ASP, APBn-2, Dhaka	APBn, Dhaka

Police Financial Management Course (PFMC) : Core course for Addl. SP

Police Financial Management Course (PFMC) is one of the core courses of PSC offered to the Additional Superintendents of Bangladesh Police. In the September-December tenure, PSC organized two PFMCs- 26th and 27th PFMC conducted from 11 to 29 October and 06-23 December, 2015. In total, thirty two (32) police officials in the rank of Additional Superintendent of Police have been graduated from this course of which three (3) were female. The participants came from different police units such as District Police, Metropolitan Police, Industrial Police, River Police, Police Training Institute, SPBn, RAB, APBn and City SB.

PFMC Course Highlights

- 2 PFMCs have been accomplished
- Total 32 participants attended the course of which 3 were females.
- Participants had a visit on FIMA to have practical experience.



Mr. Md. Feroz Al Mozahid Khan, Addl DIG (Training & Sports), PHQ is delivering his lecture in PFMC

Course objectives:

Financial management provides a foundation of the main topics in financial economics covering the selected topics in budgeting, procurement, taxation and auditing etc.

The course's objective is to provide a theoretical framework for considering finance problems and issues in various police units and to apply these concepts in practice.

Three primary goals for this course are:

- 1) to give everybody a base level of financial knowledge,
- 2) to give everybody the ability and confidence to tackle common financial problems in practice, and
- 3) to provide adequate knowledge on financial management in relation to auditing, taxation, leave rules etc.

In this course, the participants will enhance their knowledge and understanding of financial management. Through class discussion, informal study groups and formal class presentation, they will enhance their communication and presentation skills. They will learn how managers should organize their financial transactions effectively and efficiently.



Mr. Mohammad Nazrul Hossain, Director (Curriculum) is giving his speech during the graduation of 2nd CAMC ceremony in a interaction session at FIMA

Finally, financial management is also related to money laundering, corruption, mobile financing, etc. and many case studies of various companies which give the participants different perspectives of financial management.

26th PFMC Course Participants

Sl. No.	Name, Designation & Posting Place	Unit
1.	Md. Hatem Ali Addl. SP, River Police, Dhaka	River Police, Dhaka
2.	SM Ashraful Alam Addl. SP, In-service Training Center, Nilfamary	In-service Training Center, Nilfamary
3.	Md. Abdul Jalil Addl. SP, In-service Training Center, Bogra	In-service Training Center, Bogra
4.	Md. Rezaul Haque Khan Addl. SP, BPA, Sardha, Rajshahi	BPA, Sardha, Rajshahi
5.	Md. Anichur Rahaman Addl. SP, Barisal	Barisal, District
6.	Mohammed Belayet Hossain Addl. SP, Chaudanga	Chaudanga, District
7.	Md. Jahidul Islam Addl. SP, Moulvibazar	Moulvibazar, District
8.	S.M Shahidul Islam Addl. SP, SB, Dhaka	SB, Dhaka
9.	Md. Kamrul Islam Addl. SP, KMP, Khulna	KMP, Khulna
10.	Dr. SM Forhad Hossain Addl. SP, Industrial Police, Headquarters	Industrial Police, Headquarters
11.	Md. Mohibul Islam Khan Addl. SP (Admin),	Narayongonj, District
12.	Mr. Mohammad Murshed Alam Addl. SP, In-Service Training Center, Cox's Bazar	In-Service Training Center, Cox's Bazar
13.	Ghulam Benazir Addl. SP, APBn-Uttara	APBn
14.	Muhammad Shahed Ferdous Rana Addl. SP, SPBn-1, Dhaka	SPBn, Dhaka
15.	Md. Ashiqur Rahman ppm ADC, DMP, Dhaka	DMP, Dhaka
16.	Mohammed Ibrahim Khan ADC, DMP, Dhaka	DMP, Dhaka
17.	Golam Mostofa Rashel ADC, DMP, Dhaka	DMP, Dhaka

27th PFMC Course Participants

Sl. No.	Name, Designation & Posting Place	Unit
18.	Muhammad Asraf Hossain ADC, IAD, DMP, Dhaka	DMP
19.	Tasmiah Tahlil Addl.SP, PHQ, Dhaka	PHQ
20.	Sunanda Roy ADC, DMP	DMP
21.	Md. Kamruzzaman Addl.SP, SPBn-2, Dhaka	SPBN
22.	Sujnan chakma Addl. SP, Sylhet District	District Police, Sylhet
23.	A.S.M. Shamsur Rahman Bhuiyan Addl.SP, Industrial Police -2, Gazipur	Industrial Police
24.	Sarker Omar Faroque DD (RP&E), Police Staff College Bangladesh	Police Training Institute
25.	Md. Abu Saim Addl. SP, In-Service Training Center, Sirajgonj	Police Training Institute
26.	Md. Marufat Hossain Addl.SP, SPBn-1	SPBn
27.	Md. Sharif Uddin Addl.SP, BPA, Sardah, Rajshahi	Police Training Institute
28.	Shakila Sultana ADC, CMP	CMP
29.	Nikulin chakma ADC, SMP, Sylhet	SMP
30.	Khandaker Khalid Bin Noor Addl.SP, Comilla	District Police Comilla
31.	Md. Abdur Rahim Addl.SP, In-Service Training Center, Lalmonirhat	District Police Lalmonirhat

The topics on which the course is based on are:

- Financial management issues of different police units.
- Formulation of budget and other related topics.
- The responsibilities of Drawing & Disbursement Officer (DDO) in respect of budget, procurement, accounts and audit system.
- PPR 2006 and PPA 2008, PPA 2011.
- Rules relating to pension, gratuity and other Govt. welfare funds.
- government audits and accounts system for different police units.



Participants of 27th PFMC in a group discussion session at FIMA

- Project planning, mplementation and monitoring.
- An overview of income tax and related issues.
- Govt. audit system, audits observation and its settlement.

Expected outcome:

After successful completion of the course, the participants can able to:

- handle the govt. exchequer in a better way.
- gain ability and attitude in cost-effective financial management of the AOR.
- understand the police financial management issues.
- expand the ability to determine the appropriate and effective strategies in management of financial activities.
- develop capacity in financial strategies

In the course, study trips are included in the course design to make the participants acquainted with on ground practices in different financial institutions/units regarding financial issues and their management. Likewise, participants of 26 & 27th PFMC have visited FIMA.



Mr. Abu Hasan Muhammad Tarique, Addl DIG (Finance & Budget), PHQ is delivering his lecture in the 26th PFMC



Participants of 27th PFMC in a interaction session at FIMA



Prof. Dr. Syed Munir Khasru of IBA, University of Dhaka in a leadership session at PMC on 3 Sept. 2015



Ms. Yasmeen Gafoor ppm in a session on Intelligence Management on 10 Sept. 2015

Partnership Courses/Workshops Partnerships with US Embassy & PRP

Partnership with ATA/ICITAP :

With 135 attendees of which 50 in Workshop, Conference

During this tenure, the US Embassy has conducted six (06) different courses including two workshops and one conference at PSC with the topics ranging from EIC Mentorship, Instructor Development, Interviewing Terrorist Suspect, Security Tactical Management, etc.

The conference was on 'Transnational Organized Crime: A Global Challenge' coordinated by ICITAP and OPDAT. The workshops were on training evaluation and experience sharing on terrorist investigation.

The Police Reform Programme (PRP) organized a workshop with the partnership of PSC on experience sharing of PRP supported trainings.



Participants of EIC Mentorship-Phase ii in a practical exercise session



Participants of IDC in a presentation session

Course on 'Explosive Incidents Countermeasures (EIC) Mentorship'-Phase ii



Mr. Md. Asaduzzaman Mia, bpm, ppm, Commissioner DMP is received at PSC premises

Course Highlights (EIC)

- A three-week long course designed for the participants in the rank of SI to Addl. SP
- Equip the participants with Threat Assessment for Bomb Techs, Disruption Techniques, X-Ray Ops and Interpretation, Energetic disruption and disablement, and Range safety brief and so on.
- This one is the second and last of its type accomplished

Explosive Incidents Countermeasures (EIC) Mentorship course –phase -ii was organized at PSC for the participants belonging to the rank of Addl. SP to Sub-Inspector of Bomb Disposal Unit (BDU), Dhaka Metropolitan Police (DMP) from 30 August to 17 September 2015. Total 16 participants have been graduated from the course.

This course was aimed to help building the skills through EIC course. The U.S. Instructors worked with GoB to build standard operating procedures and provide a short and long-term training schedule to ensure skills are maintained in their operational activities. Instructors helped participants developing threat assessments, conducting training drills and reinforcing best practices. This mentorship also assisted GoB bomb technicians to apply a systematic process when handling and disposing of commonly found explosives in Bangladesh.

This three-week long course was designed to equip participants with the knowledge and skills on Threat Assessment for Bomb Techs, EMR Issues, AA&E Issues, Cocktail Devices and Petro Bombs, Disruption Techniques, X-Ray Ops and Interpretation, Energetic disruption and disablement, and Range safety brief. Moreover, it included Live-Fire Exercise for the participants in PSC playground. Discussions and presentations took place with Walk-thru Exercise, Classroom Presentations, as well as field exercise.

It was the second phase of EIC mentorship course. The first of which was conducted from 24 May to 11 June 2015.

Training on ‘Instructor Development Course (IDC)’

‘Instructor Development Course (IDC)’ is a two-week course used lecture, demonstrations, group discussions and participant presentations to teach adult education principles and strategies for law enforcement and other related public service officials responsible for training delivery and facilitating instruction. This included instructors, instructor candidates and other responsible for training delivery. The participants had skills in any of the following areas: oral communications, facilitation and presentation, classroom management and leadership. The participants can explore learning theory, adult learning concepts, communication and presentation skills and training preparation and evaluation.

Course Highlights (IDC)

- A two-week course designed for 17 participants from Bangladesh Police and Border Guard Bangladesh
- The participants will explore learning theory, adult learning concepts, communication and presentation skills and training preparation and evaluation.
- The course is for training delivery and facilitating instruction capability.

This course utilized terrorism and antiterrorism topics to facilitate instructor development. However,

the intention was not to develop subject matter experts on terrorism and anti-terrorism. IDC covered a variety of relevant topics, which participants may use to help delivering instruction in their law enforcement academies. Course topics included community engagement and human rights, adult learning concepts, instructional strategies, facilitation and presentation skills, managing the classroom, and training preparation, evaluation and documentation.



Mr. Frank Giarrizzi, lead instructor of IDC is giving his opening remarks during the opening.

IDC incorporated best practices throughout its delivery and provides participants with numerous opportunities to practice their skills and receive coaching and feedback. The final assessment was a culmination of knowledge and skills learned throughout the course, whereby participants developed their own style in delivering training that conformed to adult education standards.

This time, officials in the rank of Asst. Sub-Inspector to Addl. SP. from Bangladesh Police and JCO (Junior Commissioned Officer) from Border Guard Bangladesh (BGB) attended the course. It is offered by the US Department of State Anti-Terrorism Assistance (ATA) program and held at PSC from 31 August to 10 September 2015. Total 17 participants have been graduated from this course. The 17 IDC participants also attended the Interviewing Terrorist Suspect (ITS)-Train the Trainer (TTT) course.

Training on “Interviewing Terrorist Suspect-Train The Trainer, ITS-TTT”



Rector and other faculties with the US Embassy representatives and the participants of IDC course on 31 Aug. 2015, during its inauguration.

Interviewing Terrorist Suspects (ITS) course is offered by the US Department of State Anti-Terrorism Assistance (ATA) Program. It was held at PSC in two terms from 13-21 September and from 06-10 December 2015. It is a one-week course and the participants are ranging from Sub-Inspector to Sr. Assistant Superintendent of Police. Participants of IDC course also attended in the 2nd phase of TTT course. In two terms total 46 (24+22) participants have been graduated from this course.

ITS is a 5 day course designed for police officers, counterterrorism investigators, mid-level supervisors responsible for

Course Highlights (ITS-TTT)

- A one-week course designed for the police officers, counterterrorism investigators, mid-level supervisors responsible for conducting interviews and interrogations of terrorist suspects.
- Two of its type were accomplished
- The goal was to incorporate relevant ITS curriculum into the participatory units' training curriculum, such as Detective Training School, CID and to build an instructor pool of ITS instructors.

conducting interviews of terrorist suspects. Using instructor presentations, demonstrations, group discussions and activities, and scenario-based exercises, participants developed their skills to conduct non-coercive interviews that are consistent with international human rights standards and that are admissible in most courts of law. Participants developed effective listening and observation skills that allowed them to maximize the information gathered through an interview and minimize contamination of that information.



Participants of ITS-TTT in a group discussion session

Course topics include community engagement and human rights, interviewing for results, and analyzing the interview and interrogation. In addition, participants identify potential challenges in implementing effective interviewing techniques at their agencies and develop strategies for overcoming any resistance encountered.

This course used ATA trained participants/graduates from the Instructor Development course (Aug. 31- Sept. 10, 2015) and Interviewing Terrorist Suspects –Train The Trainers course –ITS-TTS (Sept. 13-22, 2015) as instructors and the medium of instruction was both Bangla and English. The goal or objective was to incorporate relevant ITS curriculum into the participatory units' training curriculum, specifically in Detective Training School, CID and to build an instructor cadre of ITS instructors within the appropriate units of Bangladesh Police.

“Major Events Security Tactical Management (MESTM) Course”

The “Major Events Security Tactical Management (MESTM) Course” is a two-week course designed for 24 participants. It addressed the objectives, goals, equipments and the resources necessary to ensure that Bangladesh Government has the planning, training and resources necessary to properly examine and understand the principles inherent in planning and managing security at a major event.

The course focused on providing planners operational methodology useful in the implementation of a successful major event. The course included seminar, break-way and field study sessions consisting of practical applications and exercises. The seminar provided recommendations to assess, develop, and implement measures to mitigate security threats and vulnerabilities common in major event management.

Course Highlights (MESTM)

- A one-week course designed to address the objectives, goals, equipments and the resources necessary to properly examine and understand the principles inherent in planning for and managing security at a major event.
- The course outlined the four phases of major event management: evaluation phase, planning phase, operational phase and demobilization and resolution.

Course topics included human rights, terrorist trends, event ownership, security vendors, event management methodology, evaluation phase (protective intelligence; gap & need analysis,

and security resources estimates & budget plan), planning phase (policy/liaison; operational incident response & consequence management; art of advancing, procedural security; medical preparations; training/testing; logistical needs & venues, functions & infrastructures), operational phase (event command; venue command and functional command) and demobilization and resolution.

In total, 21 participants have been graduated in this course. It was offered by ATA, US Embassy, Dhaka.



One of the participants of MESTM is receiving certificate from the Rector

Conference on 'Transnational Organized Crime: A Global Challenge' Coordinated by ICITAP, OPDAT, US Embassy Dhaka

This consultation session on Transnational Organized Crime took place at PSC on 12-14 October 2015, organized by U.S. Department of Justice (ICITAP and OPDAT), US Embassy, Dhaka. 37 mid to senior ranking police officials ranging from Addl. Deputy Inspector General (Addl. DIG) to Inspector of Bangladesh police, Deputy Director from Anti-Corruption Commission, officials from Thai Embassy, Swedish Embassy, US Embassy, Australian High Commission, FBI Special Agents attended the conference. Md. Monirul Islam, Joint Commissioner, DB, Mr. Md. Golam Rasul, MDS (Training), PSC and Mr. Mahfuzur Rahman, SP Manikganj were the speakers in the workshop. Moreover, 02 representatives from Diplomatic Missions (British High Commission) delivered their presentation namely Mr. Emma Hardy, Immigration Liaison Manager and Ms. Niraj Sharma, 2nd Secretary, Immigration Liaison Officer from British High Commission.

Conference Highlights

- **A three-day consultation session offered by US Department of Justice on Transnational Organized Crime.**
- **Attendance of police high-ups ranging from ASP-DIG**
- **Presence of Embassy officials and special Agents**



HE Ms. Marcia Bernicat, the US Envoy to Bangladesh; Ms. Fatema Begum Rector; PSC faculties and Embassy officials with the participants of the conference on 'Transnational organized crime: a global Challenge'.

The conference focused on the following topics-

- The challenges transnational organized crime poses to Bangladesh.
- Terrorism, terror financing, foreign fighters and human smuggling.
- The challenges in combating transnational organized crime and the importance of cooperation and coordination.
- The British perspective on TOC and the UK's Modern Slavery Act 2015

Workshop on how to conduct training evaluation supported by ICITAP

A group of officials from Oregon State Police Training Academy have visited PSC during late September. PSC arranged a workshop for experience sharing with and learning the lessons from them. It was a two-day workshop and all the directing staff attended and enjoyed the workshop. Their discussion topics were:

A. Training Need Assessment (TNA)

What are the training needs? They are developed through certain procedures. For example, to design a course for constables the things to be considered are those that are important for them to know; such as safety concern, the probable solutions of a potential problem, sufficient logic behind applying the force, analyzing the situation, etc.

How TNA can be conducted is described in the following:

1. *Core competencies of each category of training:* Identification and measurement.

For example: core competencies of a constable (which areas the constables shall know to perform his/her duties)



Instructor from US Embassy is delivering a lecture on the conference on 'Transnational organized crime: a global challenge'.

To identify the core competencies of training, it needs to explore:

- i) Critical behaviour of the participants and
- ii) Job task analysis in various realms like -
 - a. knowledge (practical understanding of an officer needed),
 - b. skill (proficiencies developed through training and experience),
 - abilities (qualities of being able to do something),
 - competencies (combination of knowledge, skills and abilities),
 - characteristics (traits, behaviour, attributes desirable for an officer, honesty for example) etc.

iii) Problem solving and risk management abilities which

- Needs ability to assess the problem
- Assesses results of action (it is important for the use of force)
- Develops resolution of several instances
- Identifies stakeholders
- Assesses risk benefits within organization

B. Training methodology :

There are three types of training methodology depending on the types of training and the topics to be taught. 1. Scenario based training (simulation), 2. problem based training and 3. student based training.

Scenario based training: It teaches the students in a realistic environment. It allows learning and development professionals to fill in the gaps between the cracks left by linear models of teaching. Moreover, developing the scenarios by discussing what real life is like with the participant's looks in commitment.

C. Training Analysis :

1. Testing (assessment): MCQ or written exam.
2. Rubric: Setting up of certain criteria to address the core competencies. There are some pre-established criteria within the rubric.

D. Training Evaluation :

1. Feedback from the participants
2. Surveys from those who are beneficiaries from the participants, i.e. the different stakeholders of the participants
3. Statistics, e.g., whether the training influence the ethical behaviour of the police.

E. Curriculum Review :

There are three parts in the curriculum review process:

1. Data Collection
2. New case law
3. Identify a narrow scope of review within a selected community

Selection of community is very important. The group is selected so that all community represents, for example: representative from academia, representative from management, representative from supervision level (first line supervisor).



Launching of basic ICT course

On 15 Sept. 2015 PSC has launched a new introductory course, 'Basic ICT Course' for the non-gazetted police staff of PSC to give an elementary knowledge on computer and information technology. The course was about 4 weeks and total 13 participants out of 20 got certificates in the course.

Partnership with PRP

35 participants in different ranks attended the workshop

“Experience Sharing and lesson Learnt Workshop on PRP Supported Training Programs”

Training and capacity is one of the major areas of PRP intervention. All the components of PRP developed and delivered a considerable number of training courses and reached around 50,000 participants through their training activities.

‘Experiences Sharing and Lessons Learned Workshop on PRP Supported Training Programmes’ was arranged on 24 Nov. 2015 to review the experiences of different trainings delivered and supported by the Police Reform Programme (PRP). Documentation of these experiences and learning will serve as an important resource for Bangladesh Police as well as any external development partners.

The participants included officers who were involved in implementing PRP supported training in any of its components either in the training centers or in the operational units. Thirty five (35) officers of Bangladesh Police from different units and of different ranks attended the workshop.



PSC faculties, PRP officials and the participants of the workshop on “Experience Sharing and lesson Learnt Workshop on PRP Supported Training Programs” on 24 Nov. 2015.

PSC's International Course: 'Transnational Organized Crime: SAARC Perspective'- A Flashback

PSC is very proud to arrange its only international course 'Transnational Organized Crime: SAARC Perspective' every year. It is indeed a commendable success for PSC and Bangladesh Police. PSC started the SAARC course from 2013 and last year the drive moved on to the 3rd consecutive year. Its aim is to establish a strong network within the region to share and adopt the best practices of policing and related phenomena to combat common transnational crimes within the region such as terrorism, human trafficking, drug trafficking and money laundering etc.

The three-week course was designed for 20 participants in the rank of Superintendent of Police of the SAARC member countries. It has six modules and roughly 30-31 topics. It was a residential type of course where participants were provided with individual suit having world class room, dietary and other facilities including the high speed internet connection and Karaoke system.

Main objectives of this course:

- Combating transnational crimes in SAARC Region
- Sharing knowledge and experience in professional issues of common interest
- Maximizing SAARC police co-operation
- Exchanging the best practices of policing



Floral reception of the 3rd SAARC course participants

Expected outcome of this course:

- Potent and functional policing network within the SAARC countries
- Sharing and discussion of common issues
- Integrated approach to facilitate combating transnational crimes
- Exercising best practices in dealing with conventional and other crimes

The course was delightful with the presence of a number of renowned and expert professionals and academicians as guest speakers. The most prominent were as follows: Dr. Syed Anwar Husain of the University of Dhaka (DU); Dr. AI Mahbub Uddin Ahmed of DU; Prof Dr. Imtiaz Ahmed of DU; Prof. Mizanur Rahman, PhD of National Human Rights Commission; Mr. Mohammad Asafuddowlah, former Secretary; Mr. ASM Shahjahan former IGP and former Advisor of Caretaker Government, present IGP and the then Addl. IGP Mr. A.K.M. Shahidul Haque, bpm, ppm, Dr. Mohammad Javed Patwary, bpm (bar), Addl. IGP, SB and Mr. Md. Mokhlesur Rahman bpm (bar), Addl IGP etc.

In the first SAARC course 18 participants attended of which ten were from Bangladesh, two from Bhutan, India, Sri Lanka and Maldives each. The course conducted on 27 January-14 February 2013. It was inaugurated by Dr. Mohiuddin Khan Alamgir, the then honourable Minister, Ministry of Home Affairs (MOHA). The then State Minister, MOHA Advocate Shamsul Hoque Tuku and

Modules of SAARC Course		
Module	01:	SAARC: Concept, Structure and Law & Order Approach
Module	02:	Extremism, Terrorism and Crime Management
Module	03:	Organized Transnational Crimes
Module	04:	Combating Strategies of Transnational Crime
Module	05:	Contemporary Issues Affecting SAARC Countries
Module	06:	Study Tour and Country Paper Presentations

the then Inspector General of Bangladesh Police Mr. Hassan Mahmood Khandker BPM, PPM, ndc graced the occasion as special guests.

Similar to first one, the second SAARC course also possessed 18 participants. The number and participating countries remained also the same, i.e. 10 participants were from the host country and two from Bhutan, India, Sri Lanka and Maldives each. The then State Minister & today's Minister, (MOHA) inaugurated the 2nd course. This course ranged from 16 Mar. – 03 Apr. 2014.



The 3rd SAARC course participants paid homage at Father of the Nations Mazar. They placed floral wreath at the altar of the mazar monument and participated in Doa

The 3rd SAARC course was conducted over the period from 22 Feb. to 12 March 2015. Unlike previous years, in this year 20 participants were present from almost all SAARC member countries except Pakistan. Nine participants were from the host country, one from Nepal and two each from other remaining countries such as Bhutan, India, Maldives and Sri Lanka. The 3rd course was inaugurated by Mr. A.K.M. Shahidul Haque, bpm, ppm, the Inspector General of Bangladesh Police.

The course included short and long trips. On short trips the participants visited some important and historical places including, National Mausoleum Savar, Dhaka, Bangabandhu Museum, and Police Headquarters etc. In long trips they visited the places which are important in terms of either historical importance or geostrategic importance such as Cox's Bazar and the Mazar Complex of the Father of the Nation at Tungipara, Gopalganj.

Each of the courses ended with a gala cultural night and delicious banquet dinner hosted by the Rector PSC. The participants returned to their countries with high spirit and have had the pledge of developing a strong network within the region to combat transnational crimes effectively.

PSC is hopeful to arrange this course for the fourth time this year from 14 February 2016.

PSC's RP&E Wing's Head Mr. Md. Matiur Rahman Sheikh at the 26th Wildlife Crime Working Group (WCWG) Meeting in Singapore

PSC's RP&E Wing's chief Mr. Md. Matiur Rahman Sheikh attended the 26th wildlife crime working group meeting in Singapore on 23-27 November, 2015. The event was attended by approximately 120 persons representing 40 countries and a few numbers of international organizations. The meeting was presided over by Mr. Sheldon Jordan, the president of the wildlife crime working group. Dr. Chua Tze Hoong, Group Director, Agro-Food and Veterinary Authority, Singapore and Ms Julia Viedma Robles, INTERPOL was present as chief guest and special guest respectively.



Mr. Md. Matiur Rahman Sheikh in the Interpol Wildlife Meeting in Singapore on Nov. 2015.

The meeting, particularly gave importance on the investment in current activities and innovative development of strategies in terms of environmental security. INTERPOL looks forward to bringing together operational managers, specialized in wildlife crime from all member countries to discuss current projects and plan future activities that would help in tackling the threats that their respective disciplines face.

During the meeting, the WCWG chose to create a Forestry Crime sub-working group to be a part of the general WCWG activities. Operational managers, specialized in wildlife crime should have following objectives,

1. Identify opportunities and risks associated with information and intelligence sharing, data management and analysis responses;
2. Discuss obstacles and opportunities in achieving multi-agency law enforcement against wildlife and forestry crimes;
3. Develop a timeline (including short term objectives) to bring about the objectives set up by the groups from previous meetings and in accordance with the strategic direction of the environmental compliance and enforcement committee meetings;
4. Plan collaborative operational and investigation activities.

Law enforcement and civil society: Can we work together? This panel focused on the working relationship between law enforcement and civil society. It will provide participants with some insight into case studies highlighting how the collaboration between civil society and law enforcement has taken place in the past, what difficulties and obstacles have been identified, and how each presenter proposes to overcome these obstacles and continue to strengthen this relationship.

In the discussion about Investigative Techniques, the speaker highlighted investigative techniques used in case studies around the region. It gave an opportunity for participants to gain some insight into law enforcement initiatives. This session helped the participants to determine how they can

provide support in the future and where they stand in relation to the work being done. Participants could conceive some understanding to provide guidance on how collaboration can be improved to achieve stronger results.

In relation to the Intelligence and information sharing, it was learned that international forestry and wildlife crime events are complex by the number of organizations involved. Among enforcement agencies, there are wildlife enforcement officers, rangers, police, customs, prosecutor, regulating agencies, intergovernmental organizations such as INTERPOL and world customs organization- and sometimes even diplomatic channels that need to be used. But there are also producers, freight forwarders, transporters, customs brokers, as well as community and non-governmental groups important in sharing information regarding the event. How can we facilitate information collection, exchange and feedback?

In a presentation, the nature of crime convergence raises a number of complexities and challenges in all phases of enforcement, from detection and disruption to the dismantling of criminal syndicates. It is one of the greatest challenges cited by officers from the environment and policing agencies at regional and international investigative meetings. This panel demanded on the difficulties presented by crime convergence and will seek to raise awareness to the issue. It was highlighted by a case study of the work being done to address environmental crime and problems of corruption in Malaysia, which are related and interlinked.

On a detail discussion regarding technological solutions to assist law enforcement, criminal networks consistently find increasingly complicated methods to conceal their crimes. Illegal and contraband items are trafficked and mixed with legal shipments to mask their origin and true identity. Consequently, the need to use new technologies to assist law enforcement in their work is becoming ever more important. It is imperative that the scientific community provides support to law enforcement through the provision of advice, guidance and empirical evidence as a result of these services.

Regarding capacity building initiatives and INTERPOL support, working group session provided an overview of INTERPOL's capacity building initiatives. The session was covered with some strategies to improve INTERPOL's support for regional law enforcement operations, including regional investigation and analysis case meeting. Participants were also briefed on INTERPOL's analytical capacity and available support.

The conference was successful in a sense that it helped all participants to share views, ideas, experiences, strategies and best practices to combat wildlife related crime. The participation in such conference would have a big impact on PSC, because whatever Mr. Matiur have learned from this conference, definitely it has increased his knowledge which he can disseminate to a wide range of police personnel through training or he can develop a curricula in this regard that also may add value in the long run.

Director (Training) in China and Italy for Training

Dr. Md. Almamunul Ansari, Director (Training), Police Staff College Bangladesh participated in the Seminar for Exit & Entry Administration Officials held from 13 July to 01 August, 2015 in China. This seminar covered the following areas: Immigration, passport verification methods, MRP passport, Digitalization of the passport system, modern immigration system, police structure & functions of China, Chinese economy. A total number of 16 Government Officials from Bangladesh participated in this seminar in China.



Mr. Ansari in China in front of the passport office of China



Mr. Ansari in Italy in the Rome city tower outlook

He also participated in the 8th FPU Commander Course held from 04 November to 01 December 2015 at Vicenza in Italy sponsored and organized by Center of Excellence for Stability Police Units (CoESPU). This training programme covered the issues regarding the UN peacekeeping mission activities: FPU Commanders activities, UN Charters, Protection of Gender Based Violence, UN Mandates and FPU Manuals. During this training, Mr. Ansari visited France, Germany and Switzerland.

PSC Faculty in a Roundtable Discussion on Gender Based Violence Jointly Organized by the Daily Star - UNFPA

PSC faculty Mr. Tareq Jubayer, AD (Curriculum) attended a roundtable talk organized jointly by the Daily Star and UNFPA on 28th of November, 2015. It is a policy-level dialogue entitled, "End Violence against Women and Girl



Mr. Jubayer AD (Curriculum) at the Daily Star conference centre on 28 Nov. 2015 to attend a gender awareness dialogue

Child: 16 Days of Activism against Gender Based Violence" arranged at the Azimur Rahman Conference Hall, The Daily Star Centre. Participants from NGOs, law enforcement agencies and policy makers attended in this roundtable discussion. The Chief Guest was MP, Waseqa Ayesha Khan and the roundtable was moderated by Shahnnoor Wahid. AD Jubayer's presence in the dialogue would definitely have a great impact on promoting gender justice and gender equality.

In his talk, Mr. Jubayer discussed Gender based Violence as a social chronic disease in our society. It starts from before the birth of a girl child and continues throughout the life. The girl child becomes a victim of domestic violence in her family by her intimates as well. The whole life cycle of women in Bangladesh, sometimes turns into a 'vicious cycle of violence'. Analyzing the life cycle of violence, we can find a woman can face gender based violence in every step of her life.

He also focused on Bangladesh Police initiatives on preventing and addressing gender based violence. For example: Dhaka Metropolitan Police has initiated women Support and Investigation Division under the supervision of a Deputy Police Commissioner. Now this division is working with collaboration of three units: 1.Victim Support Center 2.Investigation Unit and 3.Quick Response Unit. The Victim Support Centre started its journey from 2009. It works with NGO's. It provides transitional residential facilities (maximum 5 days shelter), emergency help (medical treatment, psychosocial counseling) and safe and secured environment. Meanwhile, quick response unit is successfully rescuing many women and girls who face gender based violence. In addition, Bangladesh Police has six more victim support units at divisional level. Moreover, establishing 'Women Help Desk', 'Prevention of violence against women and children cell', 'community policing activities' and 'Prevention of women trafficking cell' are ongoing initiatives to combat gender based violence.

PSC has taken schemes on incorporating gender in its training curricula. The topic 'Gender sensitive policing' is included in the Police Management Course' which is offered to ASP/Sr. ASP. In addition, Bangladesh Police has 30 in-service training centers in various districts. They have also emphasized gender issues in their training curricula.

It is noteworthy that, with the support of UNFPA, Ministry of Home has developed a standard operating system (SOP) for Bangladesh Police to prevent Gender based violence. With support of UNFPA, Bangladesh police provide training in different levels of police officers to implement SOP. This SOP can help proper investigation of gender based violence cases and to play gender sensitive role in police station to serve the survivors better.

Release of PSC Journal volume 2, Issue 2, October, 2015

PSC is pleased to publish its Journal volume 2, issue 1, October, 2015 in this Sep.-Dec. term. It is the second consecutive year for PSC to publish its biannual journal. PSC's RP&E Wing is responsible for bringing out the journal to the readers.

In this issue, the journal has published eight articles examining the dynamics of Buriganga river pollution, child delinquency, drug abuse by the Dhaka youths, community policing in terms of social peace and security, political economy of crime, financial frauds through mobile financial services, tele-policing, and problems relating to Thana police. The contributors in this term



were: Prof. Dr. Qazi Azizul Mowla-BUET & Prof. Dr. M. Abul Kashem Mozumder-Jahangirnagar University; Ms. Rawshan Sadia Afroze, Addl SP, Police Staff College; Mr. Hossien Muhammed Zaki, Research Fellow, Ministry of Planning; Mr. Dewan Lalan Ahmed, Addl SP, Bangladesh Railway; Mr. Mohammad Ashfaul Alam, SP, Bangladesh Police Academy; Mr. Md. Shah Alam, Addl DIG, CID; Mr. Habibur Rahman bpm (bar), ppm, SP; and Dr. AKM Iqbal Hossain. The

researchers put their sincere efforts and critical insights to examine these various social problems. It will not only satisfy the readers' and academic thirsts, but also make a significant impact on policy making issues. PSC would like to acknowledge these thought provoking efforts by all of the researchers and the academic reviewers for their hard work, sincerity and dedication to make the journal in an utmost success.

PSC's administrative and dormitory buildings are in progress



PSC Administrative Building

Administrative Building:

The third floor construction work of PSC's administrative building is in final stage. It is also the academic building of PSC. Top floor of this four storied building is going to accommodate Vice Rector's office; one 150 seated conference room; one mock test room; offices of the Superintendent, Additional and Assistant Superintendents of Police and an accounts office.

PSC Dormitory Building:

The vertical expansion of ten-storied-foundation dormitory building of Police Staff College Bangladesh (PSC) is in progress. To date, the construction work of the third floor is done with a capacity of 17 suites and 4 VIP rooms. Moreover, it is worth mentioning that 90% construction work of the fourth floor is completed.



PSC Dormitory Building

Welcoming New Faculties

We would like to welcome the new members in our team. We have many resources, programs, and opportunities to support our faculty positions and to help them to become accomplished, productive and successful in their chosen areas of endeavour, including teaching and research.

Please visit our web pages and familiarize yourself with various activities and programs. While it is our goal to support you in all ways possible, we strongly encourage you to take charge of your own professional development at PSC. We look forward to working with you as you become an integral part of our faculty and family at the Police Staff College Bangladesh.

Mr. Md. Sohel Rana Appointed as Deputy Director (Training)

Please join us in welcoming Mr. Md. Sohel Rana as our new Deputy Director, Training. He replaces Mr. M.A. Jalil (Addl. SP) who left PSC for the Police Headquarters. We hope Mr. Rana will provide his utmost efforts to our training initiatives on criminology issues with his subject expertise. We hope, he will add values to his new position.

An Additional Superintendent of Bangladesh Police, Mr. Md. Sohel Rana, through with 24 BCS (Police), has joined Police Staff College Bangladesh on 16 September 2015. 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.



During his tour of service, he has widened his professional horizons serving, among others, in the capacity of Chief Protocol Officer to two consecutive IGPs, National Contact Officer of NCB (Interpol)- Dhaka, Additional Superintendent of Police (Media & Publications), Additional Superintendent of Police (Operations), and Asst. Superintendent of Police (UN Affairs). To add a feather, he has served in UNAMID (Darfur) as an UNPOL Training Officer and in UNMISS (South Sudan) as the FPU Coordinator (Admin & Personnel) in the mission headquarters.

Room to Read, a US-based organization, has brought out his first book titled 'The Story of a Crow and a Cuckoo'. He has launched the first ever original crime fiction series in Bangladesh which has already seen two publications respectively titled 'Bio-Data' and 'Shoe Print' from Suchipatra Prokashoni. Another book titled Monoscription was published by Suvro Prokash. Some other titles are almost on their way out of the tunnel.

Once again, a warm welcome to you and we hope you have a good stay here at PSC!

Chevening Scholar Mr. Sarker Omar Faroque Appointed as Deputy Director (Research, Planning & Evaluation)

Police Staff College Bangladesh (PSC) would like to welcome the Chevening scholar Mr. Sarker Omar Faroque on being appointed as Deputy Director, PSC. He joined PSC on 27 October, 2015 after returning from his one year masters course in Applied Human Rights from the University of York, UK with the prestigious Chevening Scholarship (2014-2015) of the British Government. This is the 2nd time he got his appointment at PSC. He also worked at PSC for three years in previous time. He belongs to the 25th BCS (Police) batch and joined Bangladesh Police in 2006.



Mr. Omar has a wide range of working experience in policing. He served at the Rapid Action Battalion (RAB), Police Staff College Bangladesh, Sylhet Metropolitan Police and Police Bureau of Investigation (PBI). He worked with the Police Reform Programme (PRP), UNPD as a National Training Consultant for one year as well.

He has been graduated in English (Both honours and masters) from the University of Dhaka.

Congratulations Omar for being a new member in our team! We wish you the best of fortune for the coming years.

Mr. Md. Ohabul Islam Khandker Appointed as Senior Assistant Director (Training-Advanced Course)

Police Staff College Bangladesh would like to welcome Mr. Md. Ohabul Islam Khandker on being appointed as Senior Assistant Director (Training-Advanced Course), PSC. He joined PSC on 15 October, 2015 after returning from UN Mission in UNMISS (South Sudan). Mr. Ohab belongs to 27th BCS (Police) Batch and joined Bangladesh Police in 2008.



It is not his first posting at PSC. It is the second term he is serving here. He worked as Assistant Director (Planning, Evaluation & Coordination), Assistant Director (Research & Publication) and Staff Officer to Rector during his previous tenure at PSC from 04 December 2011 to 14 May 2015 before going to serve in UN Mission.

Mr. Ohab did his B.A. (Hons.), M.A. in English from Govt. Azizul Haque College, Bogra, under National University and Masters in Police Science from University of Rajshahi. He hails from Bogra.

Congratulations Ohab for choosing again PSC for your working place. We are very happy to have you again in our family and we wish you all the best here at PSC!



Participants & Faculty Members are in Graduation Ceremony of 'Transnational Organized Crime: A Global Challenge'

Eid Reunion



Rector and the senior most faculties of PSC in the Eid Reunion gathering to celebrate the Eid-ul Azha 2015

Visitor's Commendation

"It was a matter of enormous pleasure revisiting the police staff college Bangladesh. I thoroughly enjoyed the company of the learned Rector and the distinguished faculty members and, of course, the probationer ASPs. I wish the college further progress and fame which it already enjoys"-

Mr. H.T. Imam
Adviser to the Hon'ble Prime Minister (10 Aug. 2014)

একস্মিকের অধিক্ষা কোম এয়ে আনন্দিত হলাম।
শিক্ষানবীশদের শিক্ষাগত যোগ্যতা অভ্যুত প্রশংসনীয়।
আজকালের অর্থনীতি ও সমাজে যে সকল জ্ঞান বিদ্যার
দরকার, তাদের অনেকেই তা অর্জন করেছেন। আমি তাদের
উন্নতি ও জীবনাকাঙ্ক্ষা পূরণের আশা করি।

জনাব মাসুদুর রহমান
প্রধানমন্ত্রীর অর্থনৈতিক উপদেষ্টা

'Thank You very much for your strong commitment to UN Police peace Keeping as a well as your fantastic hospitality. The Police staff College is an impressive training facility and potentials for UN peacekeeping. And the food was excellent'

Ms. Ann-Marie Over, UN Police Adviser, 07 Apr. 2011

'I have been honored and privilege to make a small contribution to an international conference on community policing here at the Police Staff College Dhaka. I am proud of Professional friendship with the Bangladesh Police service'

Sir Norman Bettison, Chief Constable,
West Yorkshire Police UK, 03 Mar. 2010

Important upcoming events

- **PSC Family Day 2016:** 16 Jan. 2016
- **33rd Police Management Course (PMC) for ASP:** 03 Jan. – 28 Jan. 2016
- **28th Police Financial Management Course (PFMC):** 31 Jan.–18 Feb. 2016
- **2nd Crime Administration Management Course:** 31 Jan.–11 Feb. 2016
- **Counter Terrorism: A Call for Seizing Terrorist Activities (for SP):** 07 – 11 February, 2015
- **4th SAARC course on ‘Transnational Crime: SAARC Perspective’:** 14 Feb.– 25 Feb. 2016.









Police Staff College 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 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 a 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.

Police Staff College always emphasizes conducting quality research on contemporary issues in policing and national development. PSC 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.

Police Staff College Bangladesh

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