Police Staff College Bangladesh

Annual Report

Calendar Year 2025

Fiscal Year 2025-2026

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Mr. Md. Ali Hossain Fakir
Inspector General of Police
Bangladesh

Patron
Kazi Md. Fazlul Karim, BPM-Sheba
Rector
Police Staff College Bangladesh

Annual Report

Calendar Year 2025

Fiscal Year 2025-2026

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Rector
Police Staff College Bangladesh

Message

It is my pleasure to present the Annual Report of Police Staff College Bangladesh (PSC), covering Calendar Year 2025 and Fiscal Year 2025–2026. This report reflects the College's continued contribution to professional police education, executive leadership development and applied research in support of Bangladesh Police and national priorities. This Annual Report covers an extended reporting period of eighteen months as a transitional arrangement to shift the College's annual reporting cycle from the calendar year to the fiscal year. This transition will align future Annual Reports with the Government's fiscal and administrative reporting framework and ensure greater consistency in institutional planning, budgeting and performance reporting.

During the reporting period, PSC conducted 122 training courses and workshops, involving 5,348 participants from Bangladesh Police and other government organisations. The programmes addressed contemporary policing priorities, including leadership, ethics, operational management, accountability, technology-enabled policing and people-centred service delivery.

PSC played a significant role in strengthening police preparedness for the 13th National Parliamentary Election 2026 through capacity- and competency-building programmes on electoral duties. These programmes enhanced participants' knowledge of electoral law, operational planning, polling-station security, intelligence coordination and inter-agency cooperation. The PSC also delivered specialised programmes on pro-people policing, crime administration, executive management, investigative supervision, cyber and virtual currency investigations, lie-detection techniques, drugs and HIV/AIDS prevention, contributing to improved professional competence across a broad range of policing functions.

The College continued to promote ethical and citizen-centred policing through workshops on Police Responsibilities in Restoring Public Trust through Harassment-Free and Lawful Service Delivery at Police Stations, organised in collaboration with Police Headquarters. A separate workshop on Urban Traffic Management in Dhaka: Challenges, Innovations and Strategic Directions encouraged dialogue on practical and technology-enabled approaches to improving urban mobility.

PSC also advanced its academic and research activities through the Master of Applied Criminology and Police Management (MACPM) programme and postgraduate diploma programmes in Cyber Security and Security Management. Research, publications and collaboration with national and international partners further supported evidence-informed policing and institutional development.

I express my sincere appreciation to the Government, Police Headquarters, the Board of Governors, faculty members, officers, staff, resource persons and partner organisations for their continued support and cooperation. Their collective efforts have contributed to the College's progress and achievements.

Police Staff College Bangladesh remains committed to developing competent, ethical and professional police leaders dedicated to the rule of law, human rights and quality public service.

Kazi Md. Fazlul Karim, BPM (Sheba)

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At a Glance: Calendar Year 2025 and Fiscal Year 2025-2026

- Conduct of 118 Training Courses 04 Workshops
- Introduction of the First-Ever Postgraduate Diploma in Security Management (PGDSM)
- Completion of Two Research Studies
- Strengthening International and National Collaboration
- Infrastructure Development

ABBREVIATIONS

AD	:	Assistant Director
Addl. DIG	:	Additional Deputy Inspector General
Addl. IGP	:	Additional Inspector General of Police
Addl. SP	:	Additional Superintendent of Police
ASP	:	Assistant Superintendent of Police
BCS	:	Bangladesh Civil Service
BGB	:	Border Guard Bangladesh
CTTC	:	Counter Terrorism and Transnational Crime
CID	:	Criminal Investigation Department
DD	:	Deputy Director
DIG	:	Deputy Inspector General
DMP	:	Dhaka Metropolitan Police
GAFMCC	:	General Administration and Financial Management Certificate Course
ICC	:	International Conference Centre
IGP	:	Inspector General of Police
MDS	:	Member Directing Staff
MoU	:	Memorandum of Understanding
PEMCC	:	Police Executive Management Certificate Course
PLMCC	:	Police Leadership and Management Certificate Course
PHQ	:	Police Headquarters
PSC	:	Police Staff College Bangladesh
R&P	:	Research & Publication
SP	:	Superintendent of Police
UNODC	:	United Nations Office on Drugs and Crime

Executive Summary

"A journey of a thousand miles begins with a single step," observed Lao Tzu, reflecting the enduring journey of the Police Staff College Bangladesh (PSC) *during the reporting period (Fiscal Year:* 2025-2026 and Calendar Year 2025) towards excellence in police training, education and research. Since the apex training and research institution of Bangladesh Police, PSC continues to uphold its strategic commitment to strengthening professional leadership, enhancing operational effectiveness and advancing evidence-based, consent based people-centred policing, fully aligned with national priorities and long-term strategic objectives.

In addition, during the reporting period, PSC conducted ***122*** training courses and workshops, engaging ***5,348*** officers from diverse ranks and units. Programmes included mid-career courses, orientation courses for newly appointed officers, specialised short courses and large-scale capacity-building initiatives, with a strong focus on Pro-People Policing, Plural Policing, Police accountability, Police discretion, Police legitimacy, ethical leadership, community engagement and technology-enabled management. PSC further supported national democratic processes through capacity-building programmes on electoral duties, emphasising legal compliance, neutrality, operational discipline and professionalism in support of the 13th National Parliamentary Election.

Additionally, PSC delivered targeted short courses on crime administration, investigative supervision, public trust restoration, drugs and HIV/AIDS awareness, and emerging operational challenges, thereby advancing intelligence-led policing, supervisory oversight and evidence-based decision-making. In coordination with Police Headquarters, PSC convened three workshops on Police Responsibilities in Restoring Public Trust through Harassment-Free and Lawful Service Delivery at Police Stations, reinforcing constitutional obligations, human rights and the rule of law.

Moreover, institutional development remained a strategic priority, with infrastructure modernisation, enhanced safety measures and targeted renovations of staff quarters, dormitories, administrative facilities, internal roads, sanitation systems and sports facilities. A Master Plan and revised Development Project Proposal (DPP) were submitted to Police Headquarters, consolidating PSC's long-term vision for sustainable institutional growth.

Academic and research initiatives also advanced steadily during the reporting period. The 8th batch of the Master of Applied Criminology and Police Management (MACPM) was successfully completed, while the 9th batch continued its academic activities. PSC also completed the 1st batch of the Postgraduate Diploma in Cyber Security (PGDCS) and initiated the 1st batch of the Postgraduate Diploma in Security Management (PGDSM). Two major research studies Modern-day Police Stations in Bangladesh: Prospects and Challenges and Children in Conflict with the Law in Urban Areas were completed, alongside the publication of the Annual Report, Newsletter and Journal, reinforcing PSC as a premier knowledge hub for Bangladesh Police.

I acknowledge with profound appreciation the dedication and professionalism of PSC's faculty, officers, staff and institutions, whose collective efforts advanced the College's objectives during the reporting period. I reaffirm that PSC remains resolute in its mission to develop competent, ethical and future-ready police leaders committed to upholding the rule of law, strengthening public trust and contributing to sustainable peace in Bangladesh.



Dr. M A Sobhan PPM
Senior Directing Staff (Research and Publication)
Chief Editor, Annual Report.

Chapter One

Introduction
to
Police Staff College Bangladesh

Police Staff College Bangladesh

Endeavour for Excellence



The Police Staff College Bangladesh (PSC) is an apex training and research institute of Bangladesh Police. It is responsible for inculcating quality training to Bangladesh Police, offering professional academic degrees, and conducting cutting-edge research on criminological issues, improving police operational performance, and community engagement, all geared toward the aim of enhancing safety and security. Police Staff College Bangladesh (PSC) was officially inaugurated on 30 November 2000 and subsequently established as a statutory organisation under the Police Staff College Act, 2002. The Rector, holding the rank of Additional Inspector General, serves as the executive head of the Police Staff College Bangladesh (PSC).

The Police Staff College Bangladesh (PSC) is committed to developing professional police leaders equipped to meet the upcoming demands of modern law enforcement and public safety. It designs and implements need-based, competency-oriented, and future-focused training programmes that enhance leadership, management skills, and operational effectiveness, while emphasizing ethical conduct, human rights, accountability, and community-oriented policing. Through collaboration with national and international organizations - including foreign embassies, universities, and global agencies - PSC ensures alignment with international standards and broadens its global exposure. Furthermore, PSC sustains the relevance of its training through continuous curriculum review and innovation to address evolving crime patterns and emerging security threats.

The Police Staff College Bangladesh (PSC) offers accredited academic degrees and is actively engaged in education and research across multiple domains of policing and security studies. In July 2016, PSC launched its first professional master's programme, the Master of Applied Criminology and Police Management (MACPM). The institute also conducts the Postgraduate

Diploma in Security Management (PGDSM) and the Postgraduate Diploma in Cyber Security (PGDCS). PSC leads systematic research on public perceptions of law enforcement, employing innovative methodologies to incorporate diverse societal perspectives. These research initiatives inform the development of inclusive, people-centred policing strategies in Bangladesh, contributing to enhance public trust, transparency, police legitimacy and police-community collaboration.

The Police Staff College Bangladesh (PSC), guided by its motto "Endeavour for Excellence," functions as a national centre dedicated to police education and research. The institution's overarching vision is to promote professionalism within policing through tailored training programmes and applied research initiatives. Its mission is centred on the development of human resources characterised by high professional competence and integrity, thereby supporting the ongoing modernisation of policing within the broader context of national development. These strategic objectives are underpinned by core institutional values, including a commitment to learning, innovation, operational readiness, integrity, and teamwork.

Functions and Responsibilities

According to Section 4 of the Police Staff College Act, 2002, and subject to the provisions of this Act and the rules made thereunder, the functions and responsibilities of the Police Staff College shall be as follows:

(a) Training Delivery: Provide instruction and professional development on various subjects to officers of the Police cadre at the rank of Assistant Superintendent of Police and above.

(b) Conferences and Seminars: Organize and conduct national and international conferences, seminars, and symposia on police administration, management, and other relevant subjects.

(c) Curriculum Development: Determine training subjects, syllabi, and curricula in accordance with institutional priorities and emerging policing requirements.

(d) Certification and Awards: Confer certificates, diplomas, degrees, and other recognized qualifications to individuals who successfully complete the prescribed training programs.

(e) Library Services: Establish and maintain a library to support academic, training, and research activities within the College.

(f) Research and Publication: Conduct research related to training programs, curricula, law and order, and public safety; and disseminate the findings through reports, publications, and other media.

(g) Official Publications: Publish books, journals, and reports on topics aligned with the College's research and training objectives.

(h) Government-Directed Functions: Undertake any additional functions as may be directed by the Government.

(i) Supplementary Functions: Perform any other activities necessary to achieve the objectives of this Act.

(j) Training of Foreign Nationals: Provide training to eligible foreign nationals in accordance with the conditions and procedures determined by the College's governing Board.

Management and Administration

The governance and administrative oversight of the Police Staff College (PSC) are entrusted to a Governing Board comprising thirteen members. This Board possesses the authority to exercise all powers and discharge all functions conferred upon the College, thereby ensuring effective institutional governance, oversight, and strategic direction. The Board is chaired by the Honorable Minister of Home Affairs, with the Rector of PSC serving as the Member Secretary. The composition of the Governing Board is as follows:

Composition of the Governing Board

(a) The Minister in charge of the Ministry of Home Affairs, who shall also be the Chairman of the Board.;

(b) The State Minister and the Deputy Minister of the Ministry of Home Affairs, if any, who shall be the Vice-Chairmen of the Board.

(c) The Secretary to the Ministry of Home Affairs, who shall also be the Vice-Chairman of the Board.;

(d) A Secretary to the Ministry of Public Administration or an officer not below the rank of Additional Secretary, appointed by nomination;

(e) A Secretary to the Finance Division or an officer not below the rank of Additional Secretary, appointed by nomination;

(f) A Secretary to the Ministry of Education or an officer not below the rank of Additional Secretary, appointed by nomination;

(g) A Secretary to the Ministry of Law, Justice, and Parliamentary Affairs or an officer not below the rank of Additional Secretary, appointed by nomination;

(h) The Inspector General of Police, Bangladesh Police;

(i) The Rector of Bangladesh Public Administration Training Centre;

(j) The Commandant of Defence Services Command and Staff College;

(k) A Vice-Chancellor of a recognized university, nominated by the Government;

(l) An officer of the Cabinet Division not below the rank of Additional Secretary, appointed by nomination of the Cabinet Secretary; and

(m) The Rector, who shall also be the Member-Secretary

(n) Additional members as deemed necessary by the Government to address institutional requirements.

Institutional Framework

Police Staff College Bangladesh (PSC) serves as the apex professional training and research institution for Bangladesh Police. Its purpose is to develop sustainable, practice-oriented learning systems that enhance the professional capacity of police officers, government officials, and relevant professionals from Bangladesh and abroad. Through advanced training, academic programmes, and applied research, PSC contributes to strengthening institutional effectiveness in policing and building safer, more resilient communities.

1. **Vision**

   To advance professionalism and excellence in policing through demand-driven training and applied research.

2. Mission

To develop competent, ethical, and forward-looking human resources capable of modernising policing practices in alignment with national development priorities and evolving security challenges.

3. Core Values

PSC's work is guided by the following core values:

- Prudence: Promoting sound judgement, professionalism, and responsible decision-making in policing and institutional governance.
- Innovation: Encouraging creativity, research, and the adoption of modern knowledge and technology in policing education and practice.
- Readiness: Ensuring preparedness to address emerging security challenges and evolving societal needs.
- Commitment: Upholding dedication to professional excellence, integrity, and public service.
- Teamwork: Fostering collaboration, mutual respect, and collective responsibility towards achieving institutional goals.

4. Objectives

PSC pursues the following key objectives:

- Delivering high-quality professional education and advanced training for police officers and other relevant professionals.
- Promoting applied research and knowledge development in policing, criminology, and related fields.
- Creating a dynamic learning environment supported by modern educational facilities and academic resources.
- Strengthening professional networks and collaborative partnerships with national and international institutions.
- Contributing to the development of effective, accountable, and community-oriented policing systems.

5. Strategic Pillars

PSC's strategic direction rests on the following pillars:

- Excellence in Professional Training: Delivering high-quality, demand-driven training programmes designed to enhance leadership, operational effectiveness, and professional competence in policing.
- Research and Knowledge Development: Promoting evidence-based research and policy-oriented studies that contribute to improved policing strategies and public safety.
- Innovation in Policing Education: Adopting modern pedagogical andragogy and heutagogy approaches, digital learning platforms, and innovative methodologies to strengthen professional learning outcomes.
- Institutional Responsiveness: Ensuring alignment with national priorities and main taining readiness to address emerging security and governance challenges.
- Professional Integrity and Leadership Development: Cultivating ethical leadership, integrity, and accountability among police professionals.
- Partnerships and International Collaboration: Strengthening networks and collaborative engagements with national and international institutions to enhance knowledge exchange and professional standards.

Organization and Management

The Police Staff College Bangladesh (PSC) is governed by a Board of Governors (BOG) chaired by the Honorable Minister of Home Affairs. In accordance with the provisions of the Police Staff College Act, 2002, the Board serves as the principal policy and decision-making body of the College, providing strategic guidance and oversight for its institutional development and operational direction. The Board convenes on a quarterly basis at PSC to review progress and provide strategic inputs to the planning, implementation, and delivery of the College's activities.

The Rector, who holds the rank of Additional Inspector General of Police, serves as the Member Secretary of the Board of Governors and functions as the executive head of the College. The Rector is responsible for the overall leadership, administration management, and strategic direction of PSC, ensuring the effective delivery of its training, academic, and research mandates. Since its establishment in 2000, the College has benefited from the leadership of 24 distinguished Rectors, whose stewardship has contributed significantly to the development and professional standing of the institution.

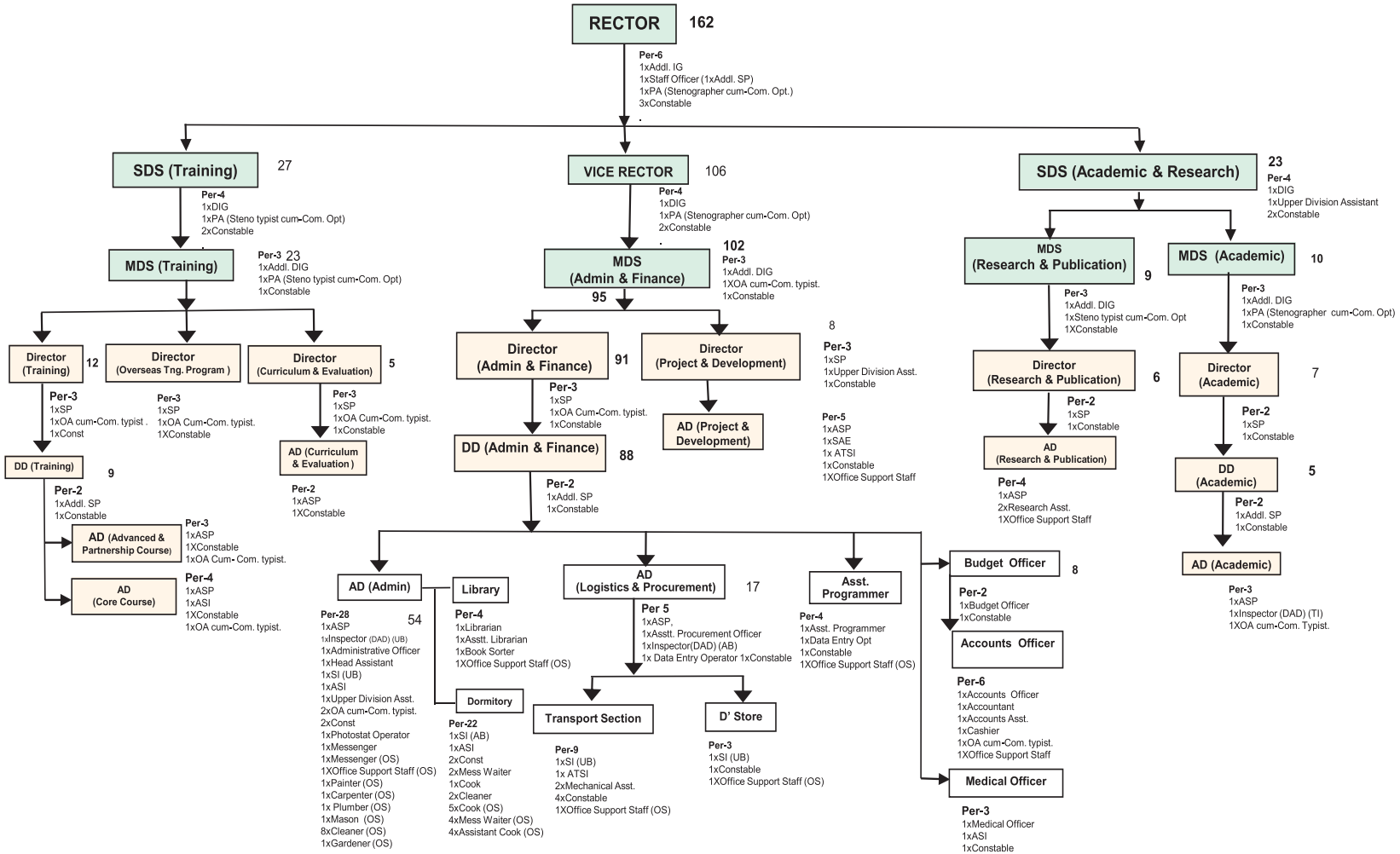
The Rector is supported by an executive management team that provides to the planning, coordination, and implementation of the PSC's programmes and activities. The Vice Rector, holding the rank of Deputy Inspector General of Police, assists the Rector in overseeing administrative and organizational matters and supports the effective functioning of the institution.

The operational structure of PSC comprises two principal divisions, each headed by a Senior Directing Staff (SDS) of the rank of Deputy Inspector General. One division oversees the planning and delivery of training programmes and professional development courses, while the other supervises academic and research activities, ensuring the maintenance of high academic standards and the advancement of knowledge relevant to policing and public security.

In addition, three Member Directing Staff (MDS) are responsible for managing specific functional areas under their respective mandates. Directors, holding the rank of Superintendent of Police, provide managerial and operational support to facilitate the implementation of institutional programmes and directives issued by the Rector.

At the operational level, Deputy Directors and Assistant Directors support the effective functioning of the College by coordinating the activities of their respective sections and ensuring the smooth execution of administrative and academic processes. Through this structured governance and management framework, PSC ensures effective leadership, accountability, and the efficient delivery of its institutional mandate.

ORGANOGRAM OF POLICE STAFF COLLEGE BANGLADESH



Overview of PSC Management

Rector
Police Staff College Bangladesh



Kazi Md. Fazlul Karim, BPM (Sheba)
Rector
Police Staff College Bangladesh

Vice Rector: Head of Administrative Operations
&
Senior Directing Staff (Academic and Research): Head of Academic and Research



Dr. M. A. Sobhan PPM
Senior Directing Staff
(Academic and Research)
&
Vice Rector (Additional Charge)
Police Staff College Bangladesh

Senior Directing Staff (Training), PSC: Head of Training Management



Md. Humayoun Kabir
Senior Directing Staff (Training)
Police Staff College Bangladesh

Member Directing Staffs (MDS)

Strengthening Institutional Supervision and Capacity



Dr. A K M Iqbal Hossain
Member Directing Staff
(Administration & Finance)
Police Staff College Bangladesh



Nassian Wazed BPM, PPM
Member Directing Staff
(Research and Publication)
Police Staff College Bangladesh



Afroza Pervin
Member Directing Staff
(Academics)
Police Staff College Bangladesh



Dr. A K M Akhtaruzzaman Basunia
Member Directing Staff
(Training)
Police Staff College Bangladesh

Directors

Leading Administrative Operations and Coordination



Md Sohel Rana
Director, Addl. DIG
(Administration and Finance)



Shameema Yasmin
Director
(Curriculum and Evaluation)



Sarker Omar Faroque
Director
(Academic)



Mohammad Kamruzzaman, PhD
Director
(Project & Development)



Md. Mahbubul Alam PPM
Director
(Training)



Nilufa Yeasmin, PPM
Director
(Research & publication)

Deputy Directors

Leading Administrative Operations and Coordination



Tahmidul Islam
Superintendent of Police
Deputy Director (Training)



Md. Shahinul Islam Fakir
Deputy Director (Training)
Staff Officer to Rector



Zakia Nusrat
Deputy Director
(Administration & Finance)



Arifa Ashraf Pinky
Deputy Director
(Academic)



S. M. Ashikur Rahaman
Deputy Director
(Training)



Urmi Deb
Deputy Director
(Curriculum & Evaluation)

Assistant Directors

Focal Point for Coordination and Operational Initiatives



Tania Sultana Eva
Assistant Director
(Research and Publication)



Md. Robiul Islam
Assistant Director
(Project and Development)



Farhan Al Imam
Assistant Director
(Logistics & Procurement)



Md. Mamun Al Rashid
Assistant Director
(Administration & Finance)

Medical Officers: Dedicated to Health and Wellbeing



Dr. Kamrun Nahar
Medical Officer
Police Staff College Bangladesh



Dr. Shamima Naznin
Medical Officer
Police Staff College Bangladesh

Chapter Two

Annual Highlights

Tenure of Rectors at Police Staff College Bangladesh

	**Kazi Md. Fazlul Karim, BPM-Sheba** **Additional Inspector General** **Bangladesh Police** **&** **Rector** **Police Staff College Bangladesh**	**23 November 2025 to date**
	**Abu Naser Muhammad Khalid, BPM-sheba** Additional IGP (HRM), Bangladesh Police Police Headquarters **&** **Rector (Additional charge)** **Police Staff College Bangladesh**	09 September 2025 to 23 November 2025
	**S.M. Rokonuddin** Vice Rector **&** **Rector (In Charge)** **Police Staff College Bangladesh**	28 July 2025 to 08 September 2025
	**Abu Hasan Muhammad Tarique, BPM-sheba** Rector Police Staff College Bangladesh	05 January 2025 to 28 July 2025

Transforming Policing through New Training Initiatives

Capacity And Competency-Building Courses on Electoral Duties

Police Staff College Bangladesh played a significant role in strengthening the preparedness of Bangladesh Police for the 13th National Parliamentary Election 2026 through a comprehensive capacity and competency-building initiative on electoral duties.

The initiative began with a Training of Trainers (ToT) Course on Electoral Duties, conducted by Police Staff College Bangladesh for selected officers ranging from Inspector to DIG rank. The programme was designed to develop a pool of competent trainers equipped with comprehensive knowledge of electoral laws, election security, operational planning, professional conduct, mentoring and effective training techniques.

Following the ToT programme, these trained officers served as trainers in a large-scale cascade training programme for field-level police personnel. Between September 2025 and January 2026, a total of 83 Capacity and Competency Building Courses on Electoral Duties were conducted, providing training to 4,128 police personnel from Constable to Inspector rank.

The training curriculum focused on electoral laws, intelligence management, deployment planning, polling station security, inter-agency coordination, media engagement, post-election responsibilities, impartiality, accountability, and professional conduct. Through a competency-based approach combining theoretical learning with practical exercises, the programme strengthened participants' legal knowledge, operational readiness, professional judgement, and capacity to perform electoral duties efficiently.

By adopting this ToT-based superb training model, Police Staff College Bangladesh was able to extend standardised electoral training across different ranks and operational levels of Bangladesh Police within a short period. The initiative contributed significantly to strengthening institutional capacity, promoting neutrality, discipline, accountability, and professionalism among police personnel, thereby supporting the peaceful, orderly, credible, and successful conduct of the 13th National Parliamentary Election held on 12 February 2026.

Pro-People Policing: Specialized Training for Superientants of Police

The Police Staff College Bangladesh successfully conducted a series of specialized training programs on Pro-People Policing, exclusively designed for Superintendents of Police (SPs) from different units across the country. The program was formally inaugurated on 22 December, 2024 and concluded on 29 May, 2025, after the completion of 13 batches. In total, 358 SPs participated in the training, which was aimed at enhancing leadership, management, and people-centric policing skills among senior officers.

The program covered a wide range of topics including community engagement, leadership and supervision, financial management, ethical decision-making, and strategies for building public trust. The sessions were facilitated by experienced faculty members and senior police officials, ensuring both academic depth and practical relevance.

The specialized training on Pro-People Policing through Conventional and Tech-based Management was designed with the following objectives:

- To promote a people-centric approach in all aspects of policing.
- To strengthen participants' understanding of forensic and technology-based methods in policing.
- To encourage active collaboration between police and citizens in maintaining law and order.
- To highlight the importance of integrating traditional practices with modern, tech-based methods for effective policing.

Participants of the Course learnt the following key topics and skills

- Crime Management – Technology-based crime prevention, detection and supervision
- Investigation & Prosecution – Quality investigation, prosecution and court coordination
- Resource Management – Leadership, discipline and financial management
- Public Order Management (POM) – Proportionate use of force and POM practices
- Media Management – Media engagement, communication and public speaking
- Intelligence – Intelligence operations and lawful interception
- Human Rights – Rights-based policing and prevention of harassment

The comprehensive training will ensure that:

- People's rights will be respected at every level of policing, particularly at Police Stations.
- Proportional use of force will be properly planned implemented and maintained during public order management and processions.
- Public participation in crime prevention and detection will increase in a positive and collaborative manner.
- Professional excellence will be demonstrated by applying both conventional and scientific methods in policing.

The initiative reflects the Bangladesh Police's strong commitment to strengthening pro-people service delivery and fostering a culture of professionalism, empathy, and integrity at the leadership level. By equipping SPs with advanced knowledge and skills, the program is expected to significantly contribute to building a more responsive and community-centered policing system in the country. At last, it can be said that through this course the people's trust at police legitimacy would be enhanced a lot.

Senior Management Course for Deputy Inspector Generals

The 4th Senior Management Course for Deputy Inspectors Generals (DIGs) was conducted at Police Staff College Bangladesh from 11 to 15 January 2026, with the participation of 33 senior police officers. The programme marked the revival of a senior-level management course that had previously been hold as the "Police Professional Management Course for DIG & Addl. DIG" in 2008. After a long interval, the programme was reintroduced under the title "Senior Management Course", reflecting a renewed focus on strategic leadership at the senior command level. The course was designed to enhance strategic leadership, managerial competence, and operational oversight capabilities. It also sought to promote greater consistency in leadership practices, decision-making, and operational management, thereby strengthening institutional coherence and organisational effectiveness.

Mr Baharul Alam, BPM, Inspector General of Police, Bangladesh, inaugurated the 4th Senior Management Course as the Chief Guest. In his address, he emphasised the importance of strategic vision, professional competence, consent-based policing, and effective governance in enabling newly promoted Deputy Inspectors General to address the emerging challenges of contemporary policing.

The curriculum integrated lectures, assignments, presentations, case studies, structured professional discussions, and experience-sharing sessions to develop participants' strategic leadership, managerial effectiveness, and decision-making capabilities. It also elavated their capacity to lead organisational change, strengthen institutional performance, and contribute to the delivery of modern, accountable, and people-centred policing



4th Senior Management Course: Mr. Baharul Alam, BPM, Inspector General of Police, Bangladesh, PSC faculty members and participants.

Integrated Traffic Solutions: Workshop on Urban Traffic Management in Dhaka: Challenges, Innovations, and Strategic Directions

The Police Staff College Bangladesh organised a comprehensive day-long workshop titled "Urban Traffic Management in Dhaka: Challenges, Innovations, and Strategic Directions" on 11 March 2026. The workshop sought to critically examine the prevailing challenges of urban traffic management in Dhaka and to explore innovative, evidence-based, and sustainable approaches for enhancing mobility, safety, and operational efficiency within the city's transportation system. The workshop was launched by Mr. Md Ali Hossain Fakir, Inspector General of Police, Bangladesh, who attended as the Chief Guest. The session was chaired by Kazi Md Fazlul Karim, BPM-Sheba, Rector of Police Staff College Bangladesh.

The keynote paper was prepared by Mr. Md Sarwar, BPM-Sheba, Acting Police Commissioner of Dhaka Metropolitan Police (DMP), and presented on his behalf by Mr. Sufian Ahmed, Joint Police Commissioner, DMP. The paper provided a comprehensive analysis of the current traffic management landscape in Dhaka, examining the underlying causes of traffic congestion, enforcement challenges, regulatory and compliance issues, and emerging technological and policy interventions. Howover, highlighted opportunities for improving traffic flow, enproving urban mobility, and enhancing the overall effectiveness of traffic within the metropolitan area.

Furthermore, the workshop aimed to generate a good number of pragmatic recommendations and practical strategies for improving traffic management in Dhaka. Discussions encompassed a broad range of critical issues, including traffic regulation and enforcement challenges, public transport improvement, different transports, bus route rationalisation, integration of non-motorised transport such as rickshaws, mitigation of illegal parking, footpath management, inter-agency coordination, pedestrian safety, and public awareness initiatives. Participants also presented the long-term strategies for developing a sustainable and integrated urban transport system capable of meeting the upcoming demands of the Dhaka Metropolitan Area.

The workshop was attended by 30 participants representing various ranks from different units of the Bangladesh Police. Senior officials from Police Headquarters actively contributed to the workshop, including Mr. A. K. M. Awlad Hossain, Additional Inspector General of Police (Administration); Mr. Mosleh Uddin Ahmad, BPM-Sheba, Additional Inspector General of Police (Logistics); and Mr. Sardar Nurul Amin, Additional Inspector General of Police (Development). Drawing upon their extensive professional experience, they offered valuable insights into the complex challenges of city traffic management and identified strategic priorities for institutional reform and operational improvement.

The workshop concluded with an emphasis on translating deliberations into actionable outcomes through a coordinated framework to address Dhaka's traffic challenges. Discussions highlighted the importance of advanced traffic management technologies, public transport reform, strengthened enforcement and institutional capacity, and enhanced inter-agency coordination.

The recommendations of the workshop have contributed to making traffic congestion more efficient, responsive, and dynamic. They have also supported a more coordinated and technology-driven approach to traffic regulation, enforcement, and mobility management. Overall, the workshop has contributed to improving operational efficiency and facilitating smoother and more effective traffic management in the Dhaka Metropolitan Area.



Workshop on Urban Traffic Management in Dhaka: Challenges, Innovations, and Strategic Directions - Mr. Md. Ali Hossain Fakir, Inspector General of Police, Bangladesh, along with senior officials and participants.

Police Responsibilities in Restoring Public Trust through Harassment-Free and Lawful Service Delivery at Police Stations

The Police Staff College Bangladesh, in collaboration with the Police Headquarters, organised three comprehensive day-long workshops from 31 July to 7 August 2025 under the title "Police Responsibilities in Restoring Public Trust through Harassment-Free and Lawful Service Delivery at Police Stations." For the first time, Bangladesh Police formally introduce such a workshop to identify the issue of police harassment in service delivery and explore practical measures to address and prevent it. The initiative aimed to enhance police officers' capacity and awareness to ensure harassment-free, lawful, transparent, and people-centric service delivery, thereby contributing to the restoration of public trust in the police. A total of 180 officers participated, categorised into three groups of 60 each, including senior district-level officers such as Circle ASPs/Additional SPs and Metropolitan Zonal ACs/ADCs (first phase, on 31 July 2025), Officers-in-Charge (both current and former) of police stations (second phase, on 3 August 2025), and inspectors (both investigation and operations, current and former) of police stations (third phase, on 7 August 2025).

The workshops commenced with an inaugural speech delivered by Mr. Baharul Alam, BPM, Inspector General of Bangladesh Police. The keynote paer was delivered by Kazi Md. Fazlul Karim, BPM (Sheba), Deputy Inspector General of Bangladesh Police. Distinguished speakers, including Mr. Md. Ahsan Habib Palash, BPM-Sheba, of Chattogram Range, and Mr. Mohammad Shahjahan, PPM (Bar), PhD, MD. Rezaul Haq, PPM, DIG of Khulna Range, along with other senior officers, participated as discussants.

The primary goal of these workshops was to identify and promote best practices for police officers to deliver legal services at police stations without harassment, thereby fostering public trust. The specific objectives included clarifying and defining the responsibilities of officers at police stations and ensuring accountability; simplifying service delivery mechanisms such as online FIR registration, General Diary (GD) entries, and emergency services like 999 to meet public expectations; empowering duty officers with operational independence while ensuring responsibility and accountability; promoting the use of modern technology for accurate and efficient investigation processes; and ensuring a clear separation and accountability in the division of investigative and operational duties within police stations.

Participants engaged in detailed deliberations on implementing and sustaining a harassment-free legal service environment at police stations, with particular focus on accountability, transparency, and the use of technology to elevate investigation quality and public service delivery. The sessions also addressed challenges faced by officers in abiding by these principles and explored practical solutions through keynote addresses, team work, expert presentations, and interactive discussions. Prime topics included the application of modern technology in policing, innovative approaches to community engagement, and practical strategies for effective law enforcement.

The workshops contributed to strengthening a culture of accountability, transparency, and people-centric policing. From the workshops the officers were very encouraged and got enthesiasm to ensure that legal services are accessible, efficient, and free from harassment, while reinforcing the importance of rights-based service delivery and professional conduct. The recommendations and practical insights generated through the workshops supported efforts to improve police service delivery, strengthen police-community relations, and increase public confidence in Bangladesh Police. Overall, the initiative reaffirmed Bangladesh Police's commitment to professional, accountable, community-oriented, and harassment-free policing aimed at building public trust and promoting a safer society for all.

Annual Highlights: Year 2025-2026

20th Meeting of the Board of Governors of Police Staff College Bangladesh



20th Meeting of the Board of Governors (BoG): Members of the Board during the proceedings of the meeting at the Police Staff College Bangladesh.

The 20th meeting of the Board of Governors (BoG) of Police Staff College Bangladesh holds at the PSC premises on 26 January 2026. The meeting was presided over by the Chairman of the Board, Lieutenant General Md. Jahangir Alam Chowdhury (Retd.), Hon'ble Adviser to the Ministry of Home Affairs, Government of the People's Republic of Bangladesh. The meeting was attended by the Vice-Chairman of the Board, Dr. Nasimul Gani, Senior Secretary, Ministry of Home Affairs, along with other distinguished Board Members from different ministries, divisions, and institutions.

With the kind permission of the Chairman, Kazi Md. Fazlul Karim, BPM (Service), Rector (Additional IGP), Police Staff College Bangladesh and Member Secretary of the Board, welcomed the members and started the proceedings.

In a cordial and congenial atmosphere, the meeting discussed in detail various issues including the legal framework of Police Staff College Bangladesh, development planning, expansion of new training courses, and other administrative matters. The meeting, conducted under the supervision of the Rector of Police Staff College Bangladesh, also reviewed the progress report of the previous 19th BoG meeting. The honourable members of the Board expressed satisfaction over the progress achieved in several areas and disposed of certain matters where further action was deemed unnecessary.

Agenda of the 20th Board Meeting

1. Confirmation and approval of the minutes of the 19th Board Meeting and review of the implementation progress of its decisions.
2. Transfomation of the affiliated PGD in Cyber Security and PGD in Security Management programmes under the National University into Master's programmes.
3. Introduction of a two-year affiliated Bachelor of Laws (LL.B) programme under the National University.
4. Affiliation of MACPM and PGD programmes with the University of Dhaka instead of the National University.

5. Introduction of a Flagship Course titled Human Security, Human Rights, Social Justice and Strategic Leadership for Grade-5 officers of Bangladesh Civil Service, members of the Armed Forces, autonomous bodies, and equivalent officials of private institutions.
6. Allocation of funds for overseas training as supportive components of the three mandatory training courses of Police Staff College Bangladesh.
7. Upgradation of the post of Rector (Additional IGP) from Grade-2 to Grade-1.
8. Creation of separate research wing with its manpower with a view to emphasing and the transforming Police Staff College Bangladesh into a research-oriented institution.
9. Increase of manpower of Police Staff College Bangladesh.
10. Increase of approved outsourcing manpower in the organizational structure of Police Staff College Bangladesh.
11. Recruitment to non-police posts of Police Staff College Banglades

The 20th Board of Governors Meeting provided important policy directions for the continued institutional development of Police Staff College Bangladesh. The discussions and decisions focused on strengthening the College's academic and research capacity, expanding and upgrading training and academic programmes, enhancing human resources, and improving administrative and organizational arrangements. The meeting reaffirmed the Board's commitment to developing Police Staff College Bangladesh as a modern, professional, and research-oriented centre of excellence for police training, education, leadership development, and research.

Annual Highlights: Year 2025-2026

Capacity and Competency Building Courses on Electoral Duties: A Way Forward for Legal Compliance and Operational Discipline

- A total of 83 Capacity and Competency Building Courses on Electoral Duties were delivered between September 2025 and January 2026 in preparation for the 13th National Parliamentary Election 2026.
- The initiative prepared 4,128 police personnel, from Constable to Superintendent of Police, by strengthening operational readiness and election security capabilities.
- The curriculum developed officers' expertise in electoral laws, intelligence management, deployment planning, polling station security, media engagement, and inter-agency coordination.
- The training promoted legal compliance, operational discipline, impartiality, accountability, and professional conduct through a competency-based learning approach.
- The initiative contributed to the peaceful, orderly, credible, and successful conduct of the 13th National Parliamentary Election held on 12 February 2026.



Annual Highlights: Year 2025-2026

Policing with Heart and High-Tech Efficiency: Pro-People Policing through Conventional and Tech-based Management Training

- Twelve batches of the Pro-People Policing through Conventional and Tech-based Management Training were delivered between 22 December, 2024 and 29 May, 2025.
- A total of 358 Superintendents of Police (SPs) acquired advanced expertise in leadership, management, and technology-enabled law enforcement.
- The course enhanced officers' ability to provide responsive, accountable, citizen-centred, and digitally enabled police services across Bangladesh.
- Through the integration of conventional management principles with digital technologies and innovative operational approaches, the initiative promoted contemporary policing practices.
- The initiative demonstrated PSC's commitment to cultivating professional police leaders capable of strengthening public trust, achieving operational excellence, and delivering high-quality public services.



Sharpening Skills, Strengthening Justice: Training of Trainers on Lie Detection Technique

- The 1st and 2nd Training of Trainers (ToT) Courses on Lie Detection Technique were held from 17-19 February and 24-26 February 2025 for 29 officers, ranging from Assistant Superintendent of Police (ASP) to Superintendent of Police (SP).
- The courses advanced officers' expertise in investigative interviewing, behavioural analysis, statement evaluation, deception detection, and the application of modern diagnostic technologies.
- The training strengthened scientific, ethical, and evidence-based investigative practices, contributing to more effective criminal investigations.



Annual Highlights: Year 2025-2026

Management Mastery: General Administration and Financial Management Certificate Courses

- The 9th (4 May–26 June 2025), 10th (20 July–4 September 2025), and 11th (22 February–16 April 2026) General Administration and Financial Management Certificate Courses were offered for 60 Additional Superintendents of Police (Addl. SPs).
- The curriculum developed officers' expertise in public administration, financial management, budgeting, procurement, auditing, financial crime prevention, accountability, and transparency.
- The initiative reinforced managerial and financial capabilities, contributing to sound institutional governance and accountable public service delivery.



Leadership Excellence: Police Leadership and Management Certificate Courses

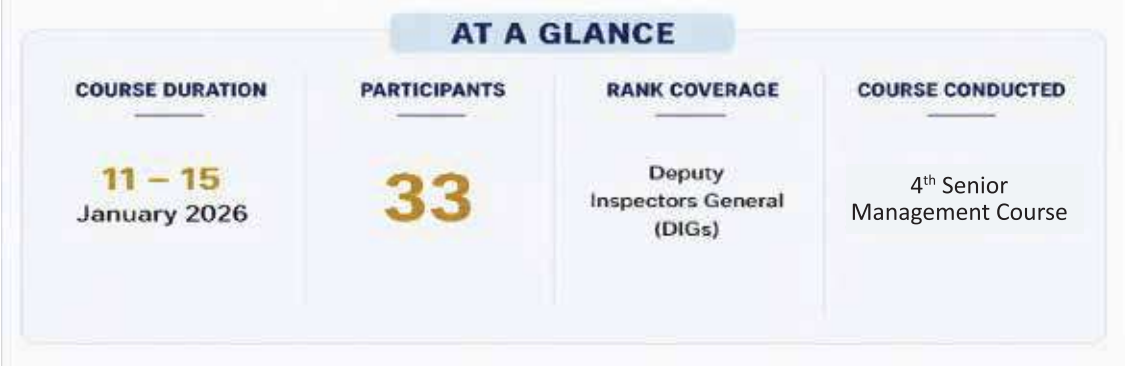
- The 9th (4 May-26 June 2025), 10th (20 July-4 September 2025), and 11th (22 February-16 April 2026) Police Leadership and Management Certificate Courses were implemented for 57 Assistant Superintendents of Police (ASPs).
- The courses developed officers' proficiency in leadership, professional ethics, operational management, and community-oriented policing, positioning them for future command responsibilities.



Annual Highlights: Year 2025-2026

Preparing Strategic Police Leaders: 4th Senior Management Course

- The 4th Senior Management Course was held from 11–15 January 2026 for 33 Deputy Inspectors General (DIGs).
- The course advanced strategic leadership, executive management, operational oversight, and evidence-informed decision-making, thereby strengthening institutional effectiveness and organisational coherence.



The First Step Towards Excellence: Orientation Courses for Newly Appointed ASPs

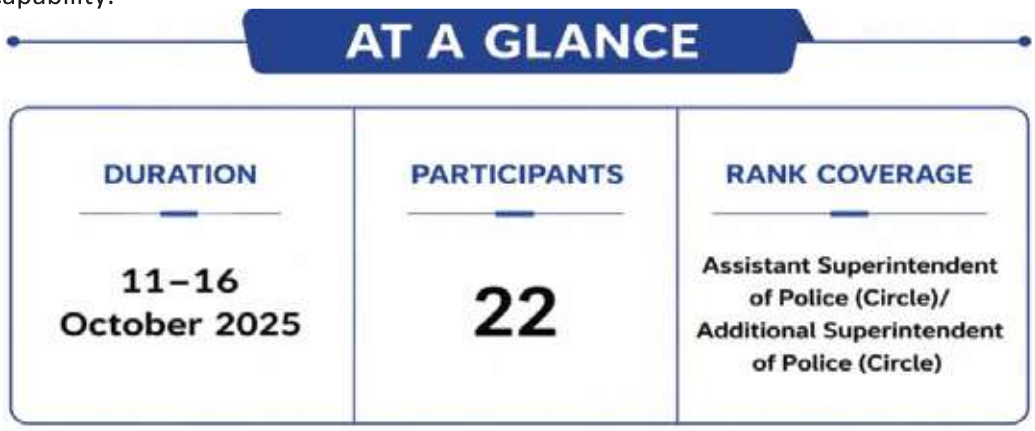
- Following their joining at the Ministry of Home Affairs, newly appointed Assistant Superintendents of Police (ASPs) are sent to Police Staff College Bangladesh to attend an Orientation Course.
- The 12th (11–25 February 2025), 13th (4–22 January 2026), 14th (10–28 February 2026), and 15th (19 April–24 May 2026) Orientation Courses were organised for 197 newly appointed Assistant Superintendents of Police.
- The course marks the beginning of their professional induction into Bangladesh Police, familiarising them with the organisation, its professional values, service responsibilities, discipline, and administrative procedures before they proceed to subsequent professional training.
- The training provided a comprehensive foundation in human rights, legal frameworks, ethical leadership, scientific policing, behavioural sciences, and contemporary police management, promoting professional, ethical, and people-centred policing.



Annual Highlights: Year 2025-2026

Operational Crime Leadership: 16th Crime Administration Management Course

- The 16th Crime Administration Management Course was conducted from 11-16 October 2025 for 22 Assistant Superintendents of Police (Circle) and Additional Superintendents of Police (Circle).
- The programme broadened officers' expertise in crime prevention, case supervision, and contemporary crime management, improving operational leadership and investigative capability.



Strategic Acumen: 4th Police Executive Management Certificate Course

- The 4th Police Executive Management Certificate Course was administered from 5 April to 7 May 2026 for 24 Superintendents of Police (SPs).
- The course strengthened executive leadership, organisational governance, and strategic decision-making capabilities, equipping participants for higher command responsibilities within Bangladesh Police.



Annual Highlights: Year 2025-2026

Strengthening Cyber Investigation Capacity: Training on Transnational Cyber and Virtual Currency Investigations

- A specialised training programme on Transnational Cyber and Virtual Currency Investigations was held from 19–23 January 2025 for 28 participants, including Sub-Inspectors to Additional Superintendents of Police from Bangladesh Police and Deputy Directors and Joint Directors from Bangladesh Bank.
- The programme enhanced participants' expertise in cybercrime investigations, digital evidence management, virtual currency transaction tracing, and transnational cyber threats.
- Implemented in collaboration with the United States Secret Service under the training initiatives of the United States Embassy, Dhaka, the course promoted the adoption of international best practices in cyber investigations and digital financial crime detection.



Prevention at the Frontline: Training on Drugs and HIV/AIDS for Inspectors of Police Stations of DMP

- Two specialised training programmes were organised on 21–24 July 2025 and 10–13 August 2025 for 50 Inspectors serving in Dhaka Metropolitan Police (DMP).
- The courses strengthened participants' knowledge of drug prevention, HIV/AIDS awareness, public health, and the role of policing in community health and harm reduction.
- Delivered in collaboration with the United Nations Office on Drugs and Crime (UNODC), with technical support from the Department of Narcotics Control, Save the Children International, and the Directorate General of Health Services, the initiative fostered multi-agency collaboration in addressing drug-related and public health challenges.



Annual Highlights: Year 2025-2026

Workshop: Exploring Challenges, Sharing Insights, and Shaping Solutions

- Three workshops were organised in collaboration with Police Headquarters on 31 July 2025, 3 August 2025, and 7 August 2025, bringing together 180 police officers, including Assistant Superintendents of Police (Circle), Additional Superintendents of Police (Circle), Assistant Commissioners (Crime Zone), Additional Deputy Commissioners (Crime Zone), and Inspectors (Investigation and Operations) from district and metropolitan police units.

- The workshops strengthened officers' understanding of harassment-free, lawful, and citizen-centred service delivery at police stations, with particular emphasis on accountability, professionalism, and public confidence.

- The initiative reinforced institutional efforts to restore public trust by promoting ethical conduct, legal compliance, and quality frontline policing



Annual Highlights: Year 2025-2026

Integrated Traffic Solutions: Workshop on Urban Traffic Management in Dhaka: Challenges, Innovations, and Strategic Directions

- A high-level workshop on Urban Traffic Management in Dhaka: Challenges, Innovations, and Strategic Directions was convened on 11 March 2026, bringing together 30 police officers from the rank of Inspector (Traffic) to Deputy Inspector General (DIG).

- The workshop served as a strategic platform for examining urban traffic management challenges and exploring technology-enabled, evidence-based, and sustainable solutions to improve mobility, road safety, operational efficiency, and intelligent traffic management in Dhaka.
- The deliberations produced practical recommendations on the adoption of advanced traffic management technologies, traffic regulation and enforcement, public transport reform, bus route rationalisation, non-motorised transport integration, parking management, pedestrian safety, and inter-agency coordination, supporting the development of a safer, more efficient, and integrated urban transport system.





Administration and Finance Wing

Chapter Three

Administration and Finance Wing

The Administration and Finance Wing of the Police Staff College Bangladesh occupies a central and strategic position in ensuring the effective and efficient administration of the institution. Its core responsibilities encompass personnel management, the maintenance of financial discipline, and the development and upkeep of infrastructure. The Wing is additionally mandated to enforce staff discipline and to exercise comprehensive control and supervision over both police and non-police personnel.

The Wing is headed by the Vice Rector, who holds the rank of Deputy Inspector General of Police. A Member Directing Staff, of the rank of Additional Deputy Inspector General of Police, provides supervisory oversight of the relevant sections under the guidance of the appropriate higher authority. The Wing operates through two distinct sections, each administered by a Superintendent of Police designated respectively as Director (Administration and Finance) and Director (Project and Development).

Goal

To ensure efficient administrative governance, financial discipline, and sustainable infrastructure management in support of a high-quality institutional environment.

Strategic Priorities

(a)Strengthening the capacity and professional development of PSC personnel
(b)Ensuring effective financial management and administrative efficiency
(c)Developing and maintaining a modern, secure, and high-quality campus environment conducive to learning and training



Chapter Four

Administration and Finance Section

Administration and Finance Section

The Administration and Finance Section is responsible for ensuring the smooth and efficient administrative functioning of the Police Staff College Bangladesh, encompassing general administration, personnel management, and the enforcement of discipline. It exercises overall control and supervision over both police and ministerial personnel in accordance with the directives of the competent authority, while also overseeing logistic support and supply, transport management, medical support services, accommodation arrangements, and security management. In addition, the Section is entrusted with the management of other institutional amenities and the maintenance of cleanliness and orderliness across the campus, with the maintenance of financial discipline constituting a core responsibility, thereby contributing to a well-regulated and conducive institutional environment. The responsibilities assigned to the Administration and Finance Sectionare listed below.

(a)	Administrative and Financial Management	Maintaining overall administrative and financial activities of the Police Staff College Bangladesh
(b)	Personnel management	Managing personnel-related affairs of both police and non-police personnel
(c)	Leave and reward administration	Processing leave applications of PSC personnel, and administering rewards and recognition for meritorious service of PSC personnel.
(d)	Infrastructure management	Overseeing the development, maintenance, and proper utilisation of institutional infrastructure.
(e)	Logistics and supply management	Ensuring effective logistics support and supply chain management for institutional operations.
(f)	Annual procurement planning	Preparing and implementing annual procurement plans and associated maintenance activities.
(g)	Procurement and maintenance	Ensuring timely procurement, maintenance, and related operational requirements of the institution.
(h)	Reporting and correspondence	Submission of periodic reports and returns, and maintaining routine correspondence with Police Headquarters and relevant authorities.
(i)	Training support services	Providing administrative and logistic facilities to participating officers as well as foreign and national trainers during programme implementation.

Annual Highlights: Administration and Finance Section

(a)	Ensuring operational continuity	Ensuring smooth and uninterrupted functioning of all operational activities of the institution throughout the year.
(b)	Conducting departmental examinations	Organising and conducting departmental examinations in a structured and transparent manner.
(c)	Implementing staff welfare initiatives	Implementing staff welfare measures, including establishment of a canteen within PSC premises, organisation of welfare meetings, and provision of financial support to PSC personnel as required.
(d)	Revising institutional legislation	Undertaking revision and updating of the Police Staff College Act in line with institutional requirements.
(e)	Formulating institutional governance framework	Formulating and developing comprehensive Police Staff College Rules, Financial Rules, and Personnel Rules to ensure effective governance, fiscal discipline, and systematic human resource management.
(f)	Ensuring quality certification	Facilitating and ensuring attainment of ISO certification for institutional quality assurance and standardisation.
(g)	Enhancing administrative efficiency	Strengthening administrative, operational, and procedural efficiency across all sections of the College.
(h)	Strengthening institutional governance	Enhancing institutional governance through continuous policy development and regulatory refinement.
(i)	Fire safety and emergency response training	Hosting a comprehensive training program on April 9, 2025, focusing on fire safety, rescue operations, and first aid, in collaboration with the Fire Service and Civil Defence Division.
(j)	Digital Correspondence through D-Nothi	Ensuring efficient and paperless official correspondence through the D-Nothi system, including processing, reviewing, approving and digitally signing official letters.
(k)	Personnel Management through NGPIMS	Strengthening digital personnel management through NGPIMS by facilitating leave applications and approvals, joining and departure reports, and other personnel-related administrative activities.
(l)	Finalising job descriptions for faculty members	Developing and finalising comprehensive Job Descriptions (JDs) for PSC faculty members to clearly define roles, responsibilities, reporting relationships, performance expectations and accountability, thereby promoting consistency, transparency and effective administration and operations of PSC.
(m)	Developing Standard Operating Procedures (SOPs) for routine operations	Preparing and implementing Standard Operating Procedures (SOPs) for routine administrative, academic and support functions across all sections of PSC to standardise operational processes, strengthen internal controls and enhance organisational efficiency.
(n)	Promoting Mental Health and Wellbeing	Delivering a specialised session on Mental Health and Stress Management to strengthen awareness of occupational stress, psychological resilience and work-life balance, thereby enhancing staff wellbeing, professional performance and organisational resilience.
(o)	Establishing a Community Bank Bangladesh PLC Cash Recycling Machine (CRM) Booth	Establishing a Cash Recycling Machine (CRM) Booth on the PSC campus to provide secure and convenient banking services for officers, staff, trainees, visitors and the surrounding community, thereby improving institutional support services, promoting financial inclusion and enhancing staff welfare.

Budget Allocation and Expenditure: Fiscal Year 2025-2026

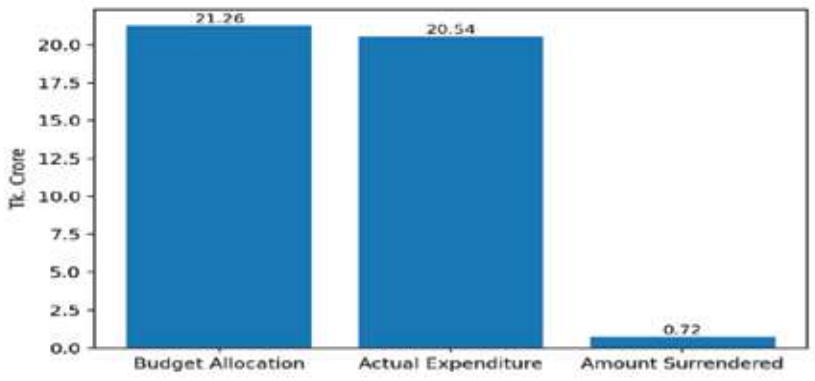
During the fiscal year 2025-2026, Police Staff College Bangladesh maintained prudent, transparent and accountable financial management through the efficient utilisation of budgetary resources in accordance with the Public Finance and Budget Management Act, 2009, the Delegation of Financial Powers, the Treasury Rules, the General Financial Rules (GFR), and other applicable Government financial regulations. Procurement of goods, works and services was carried out in compliance with the Public Procurement Act (PPA), 2006 and the Public Procurement Rules (PPR), 2008, ensuring transparency, competitiveness and value for money in public expenditure.

Against an approved budget allocation of **Tk. 21.26 crore**, the PSC utilised **Tk. 20.54 crore**, achieving a budget utilisation rate of **96.6 percent**. The unutilised balance of **Tk. 0.72 crore** was surrendered to the Government in accordance with the prevailing financial rules and procedures. The overall budget execution reflects PSC's commitment to sound public financial management, fiscal discipline, regulatory compliance and the efficient use of public resources. A detailed statement of budget allocation, actual expenditure and surrendered amounts is presented in the following table.

SL	Economic Code and Head of Account	Total Budget Allocation	Actual Expenditure	Total Amount Surrendered
(1)	(2)	(3)	(4)	(5)
1.	3111101-Basic Pay (Officers)	21298000	21296500	1500
2.	3111110- Leave Encashment (Officers)	3666800	3666700	100
3.	3111201- Basic Pay (Staff)	14943500	14837100	106400
4.	3111209- Leave Encashment (Staff)	365300	365200	100
5.	3111302- Conveyance Allowance	224100	219,900	4200
6.	3111303- Daily Allowance (DA)	63000	61,500	1500
7.	3111306- Education Allowance	485500	481500	4000
8.	3111308- Risk Allowance	1870000	1839500	30500
9.	3111310- House Rent Allowance	15723300	15689900	33400
10.	3111311- Medical Allowance	1742900	1732500	10400
11.	3111312- Mobile/Cell Phone Allowance	254500	253,400	1100
12.	3111313- Residential Telephone Cash Allowance	299100	298500	600
13.	3111314-Tiffin Allowance	151000	148,600	2400
14.	3111316-Sewing Allowance	212600	207,900	4700
15.	3111325- Festival Allowance	6104300	6104200	100
16.	3111328- Recreation Allowance	1592800	1592600	200

SL	Economic Code and Head of Account	Total Budget Allocation	Actual Expenditure	Total Amount Surrendered
(1)	(2)	(3)	(4)	(5)
17.	3231301- Training (Salary)	1743900	1743100	800
18.	3211106- Apparition Allowance	31,300	31,000	300
19.	3111334- Rank Allowance	115,500	115,500	0
20.	3111335- Bengali New Year Allowance	626400	626,300	100
21.	3111338- Other Allowances	238300	238,100	200
22.	3111352- Special Benefits	4205500	4190200	15300
23.	3211101- Rewards	241100	241000	100
24.	3211101- Reward-Related Expenses	30000	30000	0
25.	3211102- Cleaning and Sanitation Materials	100000	99100	900
26.	3211106- Apparatus Expenses (Revenue)	681600	651577	30023
27.	3211107- Apparatus Expenses (Revenue)	500000	228000	272000
28.	3211111-Seminar/Workshop Expenses	821200	821200	0
29.	3211113- Electricity	5621000	5513152	107848
30.	3211113- Electricity Charges	4500000	3316800	1183200
31.	3211115- Water	700000	672463	27537
32.	3211117- Internet	430000	381500	48500
33.	3211119-Postage	10000	10000	0
34.	3211120-Telephone	80000	79589	411
35.	3211120-Telephone Charges	20000	16400	3600
36.	3211125- Publicity and Advertisement	584300	577313	6987
37.	3211127- Books and Periodicals	837000	836800	200
38.	3211128- Publications	1000800	524917	475883
39.	3211131- Outsourcing Expenses	7971900	7962564	9336
40.	3211134- Casual Labour Wages	1700300	1440720	259580
41.	3221104- Registration Fees	509500	509311	189
42.	3221106- Freight and Transportation Charges	100000	70000	30000
43.	3221117-Bridge and Road Tolls	10500	10300	200
44.	3231301- Training Expenses	22867400	22690463	176937
45.	3231301- Training Expenses (Related)	19438400	19437000	1400
46.	3243101- Petrol, Oil and Lubricants (POL)	12500000	12499834	166
47.	3243102- Gas and Fuel	350000	319199	30801
48.	3244101- Travel Expenses (Domestic)	6313800	6124100	189700
49.	3244102- Transfer Expenses	88900	81432	7468
50.	3252108-Health Equipment and Supplies	1329000	1328953	47
51.	3255101- Computer Supplies	2000000	1999590	410

SL	Economic Code and Head of Account	Total Budget Allocation	Actual Expenditure	Total Amount Surrendered
(1)	(2)	(3)	(4)	(5)
53.	3255104-Stamps and Seals	113600	113000	600
54.	3255105- Other Stationery	1884900	1884890	10
55.	3256103- Consumable Stores	3712500	3711200	1300
56.	3256103- Consumable Stores (Related)	167900	167850	50
57.	3256105- Raw Materials and Spare Parts	3000000	2999339	661
58.	3256105- Raw Materials and Spare Parts (Related)	2500000	2499943	57
59.	3256106-Clothing and Uniforms (Related)	1459600	1459600	0
60.	3256107- Sports Equipment (Related)	600000	599895	105
61.	3257103- Research (Related)	6530000	2592500	3937500
62.	3257206- Honorarium (Related)	1257700	1254500	3200
63.	3257206- Honorarium	799800	665600	134200
64.	3257301- Festivals and Ceremonies	26200	26200	0
65.	3258101-Motor Vehicle Repair and Maintenance (Related)	1200000	1199900	100
66.	3258102- Furniture Repair	100000	99200	800
67.	3258103- Computer Repair and Maintenance (Related)	500000	497500	2500
68.	3258105- Repair and Maintenance of Other Machinery and Equipment (Related)	200000	199940	60
69.	3258106- Non-Residential Buildings	5380381.91	5380380	1.91
70.	3258108- Other Buildings and Structures	2000284.21	2000283	1.21
71.	4112202- Computers and Accessories	1000000	999000	1000
72.	4112305- Administrative and Office Equipment	100000	99976	24
73.	4112314- Furniture and Fixtures	2500000	2499362	638
74.	4112316- Other Machinery and Equipment	10000000	9992075	7925
	Total=	212,599,666.12	205,420,610	7179056.12



Chapter Five

Project and Development Section

Project and Development Section

The Project and Development Section, operating under the Administration and Finance Wing of the Police Staff College Bangladesh, is responsible for the planning, execution, supervision, and maintenance of all infrastructural development activities of the institution. It ensures the provision and upkeep of adequate, functional, and sustainable physical facilities, including buildings, utilities, and related infrastructure, to support the operational and training requirements of the College. The Section also oversees construction, renovation, and development projects, ensuring proper implementation, quality control, and timely completion. In addition, it coordinates with relevant stakeholders to align development initiatives with the strategic objectives of the institution and ensures compliance with applicable standards, policies, and regulations, thereby contributing to a safe, efficient, and well-maintained institutional environment. The duties and responsibilities of the Project and Development Section are described below.

(a)	Infrastructure planning and development	Planning and implementation of infrastructural development activities of the Police Staff College Bangladesh.
(b)	Project execution and supervision	Execution, supervision, and monitoring of construction, renovation, and development projects within PSC.
(c)	Maintenance of facilities	Ensuring regular maintenance, repair, and upkeep of buildings, utilities, and other physical infrastructure.
(d)	Quality control and assurance	Ensuring quality standards in construction and development works through proper monitoring and evaluation.
(e)	Project coordination	Coordinating with relevant stakeholders, contractors, and departments for smooth implementation of development projects.
(f)	Development planning	Preparing development plans in alignment with the strategic objectives and long-term requirements of PSC.
(g)	Procurement support for projects	Facilitating procurement processes related to construction, renovation, and infrastructure development works.
(h)	Compliance and regulation	Ensuring compliance with applicable government rules, regulations, and technical standards in all development activities.
(i)	Documentation and reporting	Maintaining proper documentation and submission of reports on project progress and completion status to the competent authority.

Annual Highlights: Project and Development Section

(a)	Infrastructure development and maintenance	Planning, execution, and maintenance of all infrastructural development activities of the Police Staff College Bangladesh throughout the year.
(b)	Construction and renovation work	Organising, supervising, and implementing construction, renovation, and repair works in a structured and systematic manner.
(c)	Infrastructure repair and renovation	Undertaking infrastructure repair and renovation of internal facilities, including: ▪ Force barracks (including slab works and kitchen facilities) ▪ The barrack for outsourced personnel was repaired and renovated through PSC's own funds. ▪ Officers' Quarters (SP Quarters-Camellia: drainage works on east, west, north, and south sides) ▪ Toilets and washrooms in the Administrative Building ▪ Walkways (PT track) along the south side of the cricket ground ▪ Dormitory Building (refurbishment of Ground to 4th floor)
(d)	Facility maintenance and repair	Ensuring regular maintenance, repair, and restoration of buildings, dormitories, and administrative facilities, including: ▪ Cleaning and maintenance of dormitory building floors ▪ Maintenance of Force Barracks structures ▪ Upkeep of kitchens and internal service areas
(e)	Utility and service infrastructure development	Developing and maintaining essential utility services, including: ▪ Drainage network development and repair (SP Quarters – Camellia) ▪ CC (cement concrete) work at the front side of the MT Section
(f)	Project planning and approval	Preparing, revising, and submitting Development Project Proposals (DPP) and Master Plans for approval to the competent authority.
(g)	Safety and compliance management	Ensuring fire safety preparedness and conducting safety training and drills within the institution.
(h)	Quality assurance in development works	Ensuring quality standards, technical compliance, and proper supervision in all infrastructural development activities.
(i)	Coordination and stakeholder engagement	Coordinating with Police Headquarters, contractors, and relevant agencies for smooth implementation of development projects.
(j)	Strategic infrastructure planning	Supporting long-term institutional development through structured planning and prioritisation of infrastructure needs.

Chapter Six

Training Wing

Training:
Sharpen Skills, Strengthen Service

Training Wing

The Training Wing of the Police Staff College Bangladesh holds a pivotal position in the planning, design, delivery, and management of professional training programmes. It is headed by a Senior Directing Staff (SDS) in the rank of Deputy Inspector General (DIG) of Bangladesh Police, assisted by a Member Directing Staff (MDS) in the rank of Additional Deputy Inspector General (Addl. DIG), who provides strategic, supervisory, and academic oversight under the guidance of the competent authority. The Wing is organised into three distinct sections, namely the Training Section, Overseas Programme Section and the Curriculum and Evaluation Section, each headed by a Director in the rank of Superintendent of Police (SP), responsible for ensuring effective training delivery, curriculum development, and systematic evaluation in alignment with the institutional objectives.

Goal

To ensure the effective design, development, delivery, and evaluation of professional training and curriculum frameworks that enhance institutional capacity, strengthen policing competencies, and promote excellence in evidence-based learning and performance outcomes.

Strategic Priorities

(a) Strengthening competency-based curriculum development aligned with contemporary policing challenges and institutional need

(b) Ensuring effective, structured, and high-quality delivery of training programmes through standardised methodologies

(c) Establishing robust systems for continuous training evaluation, feedback, and quality assurance to improve learning outcomes and institutional effectiveness



Category	Courses	Participants
Specialised Training	101	4651
Mid-Career Courses	10	206
Orientation Courses	4	205
Collaboration and outreach Course	3	78
Workshops	4	208
Grand Total	122	5348



Training Section

Chapter Seven

Training Section

The Training Section of the Police Staff College Bangladesh is responsible for the design and delivery of high-quality professional training programmes aimed at enhancing the knowledge, skills, attitudes, and professional competencies of senior police officers. The Section facilitates awareness of emerging ideas, contemporary policing concepts, and evolving societal needs, enabling participants to respond effectively to complex and dynamic law enforcement challenges. Through structured learning interventions, it seeks to strengthen managerial capacity, operational efficiency, command capability, and problem-solving skills within national and international policing contexts, while also fostering an in-depth understanding of human rights and related issues. The Section further promotes intellectual exchange by engaging eminent resource persons from government, academia, judiciary, defence services, and other professional fields, thereby enriching the learning environment. In the long term, it aspires to develop into a Centre of Excellence for research, knowledge sharing, and institutional collaboration both domestically and internationally. The duties and responsibilities of the Training Section are detailed in the following points.

(a)	Training delivery for senior officers	Imparting professional training to officers ranked Assistant Superintendent of Police (ASP) and above within the police organisation.
(b)	Academic event organisation	Organising and conducting national and international conferences, seminars, and symposiums on police administration, management, and other relevant professional subjects.
(c)	Curriculum development	Developing, updating, and continuously improving training curricula in line with institutional needs and contemporary policing requirements.
(d)	Certification and academic recognition	Awarding certificates, diplomas, and other academic qualifications upon successful completion of training courses and programmes.
(e)	Advanced specialised training programmes	Implementing specialised training initiatives, including programmes on transnational cybercrime and virtual currency investigations.
(f)	Conceptual integration in training	Promoting conceptual integration among BCS cadre officers to enhance interdisciplinary understanding and professional coherence.
(g)	Innovation and creativity in training	Encouraging innovation, creativity, and modern instructional approaches in training design and delivery.
(h)	Need-based training development	Ensuring that all training programmes are designed and delivered based on evolving operational and professional needs.
(i)	Continuous course review	Reviewing and updating training courses regularly in accordance with current priorities and emerging challenges in policing.
(j)	Institutional learning enhancement	Strengthening overall institutional learning by aligning training practices with national and international standards of police professional development.
(k)	Steps Taken for Budget Allocation for Overseas Training Components	Overseas training/study visits are incorporated into the curricula of the Police Leadership and Management Certificate Course (PLMCC), General administration and Financial Management Certificate Course (GAFMCC), Police Executive Management Certificate Course (PEMC), and other relevant courses conducted by Police Staff College Bangladesh. However, these overseas components could not be implemented due to the non-availability of the required budget. Accordingly, necessary steps have been taken to secure budget allocation to facilitate the overseas training components of these courses.

Annual Highlights: Training Activities and Analysis January 2025–June 2026

Overview

The reporting period witnessed significant progress in the training activities of Police Staff College Bangladesh (PSC), reflecting its strategic commitment to strengthening professional competence, leadership capacity and people-centred policing across Bangladesh Police. Through a diverse portfolio of specialised courses, mid-career programmes, orientation courses, collaborative training initiatives and professional workshops, PSC enhanced the operational readiness, managerial capability and leadership capacity of police officers at different levels. During the reporting period, the College conducted 122 training programmes and workshops, engaging 5,348 participants, thereby contributing to the development of a modern, accountable and technology-enabled police service.

At a Glance: Training Programme
January 2025- June 2026

Category	Title	Number of Course
Specialized Course	2nd-13th Pro-People Policing through Conventional and Tech-based Management Training for SPs	12
	1st-2nd Training of Trainers (TOT) on Lie Detection Technique	02
	Capacity and Competency Building (ToT) Course on Electoral Duties: 3rd Phase- 1st to 3rd Course	03
	4th Phase: 1st -28th Course on Capacity and Competency Building on Electoral Duties	83
	4th Senior Management Course	01
Mid-Career Courses	4th Police Executive Management Course	01
	9th-12th General Administration and Financial Management Certificate Course (GAFMCC)	04
	9th-12th Police Leadership and Management Certificate Course (PLMCC)	04
	16th Crime Administration Management Certificate Course for Circle ASP and Addl. SP	01
Orientation Course	12th-15th Orientation Course for newly appointed ASP	04
Collaborative Training Programme	Training on Drugs and HIV/AIDS for Inspectors of Various Police Station of DMP	02
	Training on Transnational Cyber and Virtual Currency Investigations by US Secret Service and US Embassy, Dhaka	01
Workshop	Trust Restoration: Workshop on Police Responsibilities in Restoring Public Trust through Harassment-Free and Lawful Service Delivery (Phase-1, Phase-2, Phase-3)	03
	Workshop on Urban Traffic Management in Dhaka: Challenges, Innovations, and Strategic Directions	01
	Total	122

A. Specialized Course: Pro-People Policing through Conventional and Tech-Based Management Training

Sl.	Title	Date	Description	Duration (Days)	Participants
(1)	2nd Pro-People Policing through Conventional and Tech-based Management Training for SPs	7-9 January 2025	Specialised Training Course	3	25
(2)	3rd Pro-People Policing through Conventional and Tech-based Management Training for SPs	19-21 January 2025	Specialised Training Course	3	25
(3)	4th Pro-People Policing through Conventional and Tech-based Management Training for SPs	26-28 January 2025	Specialised Training Course	3	25
(4)	5th Pro-People Policing through Conventional and Tech-based Management Training for SPs	2-6 February 2025	Specialised Training Course	5	30
(5)	6th Pro-People Policing through Conventional and Tech-based Management Training for SPs	9-13 February 2025	Specialised Training Course	5	30
(6)	7th Pro-People Policing through Conventional and Tech-based Management Training for SPs	16-20 February 2025	Specialised Training Course	5	30
(7)	8th Pro-People Policing through Conventional and Tech-based Management Training for SPs	23-27 February 2025	Specialised Training Course	5	30
(8)	9th Pro-People Policing through Conventional and Tech-based Management Training for SPs	2-10 March 2025	Specialised Training Course	9	30
(9)	10th Pro-People Policing through Conventional and Tech-based Management Training for SPs	12-20 March 2025	Specialised Training Course	9	30
(10)	11th Pro-People Policing through Conventional and Tech-based Management Training for SPs	7-13 April 2025	Specialised Training Course	7	29
(11)	12th Pro-People Policing through Conventional and Tech-based Management Training for SPs	20-24 April 2025	Specialised Training Course	5	30
(12)	13th Pro-People Policing through Conventional and Tech-based Management Training for SPs	25-29 May 2025	Specialised Training Course	5	27
Total course: 12			**Number of Participants: 358**		

B. Specialized Course: Training of Trainers (TOT)

Sl.	Title	Date	Description	Duration (Days)	Participants
(1)	1st Training of Trainers (TOT) on Lie Detection Technique	17-19 February 2025	Training of Trainers	3	14
(2)	2nd Training of Trainers (TOT) on Lie Detection Technique	24-26 February 2025	Training of Trainers	3	15
(3)	Capacity and Competency Building (ToT) Course on Electoral Duties: 3rd Phase - 1st Course	16-18 September 2025	Training of Trainers	3	41
(4)	Capacity and Competency Building (ToT) Course on Electoral Duties: 3rd Phase - 2nd Course	20-22 September 2025	Training of Trainers	3	30
(5)	Capacity and Competency Building (ToT) Course on Electoral Duties: 3rd Phase - 3rd Course	23-25 September 2025	Training of Trainers	3	32
	Total course: 05		**Number of Participants: 132**		

C. Specialized Course: Electoral Duties Capacity and Competency Building Courses

Sl.	Title	Duration	Category	Courses	Participants
(1)	Capacity and Competency Building Course on Electoral Duties: 4th Phase - 1st Course	05- 07 October 2025	Specialised Training Course	3	145
(2)	Capacity and Competency Building Course on Electoral Duties: 4th Phase - 2nd Course	11-13 October 2025	Specialised Training Course	3	137
(3)	Capacity and Competency Building Course on Electoral Duties: 4th Phase - 3rd Course	14-16 October 2025	Specialised Training Course	2	100
(4)	Capacity and Competency Building Course on Electoral Duties: 4th Phase - 4th Course	18-20 October 2025	Specialised Training Course	3	149
(5)	Capacity and Competency Building Course on Electoral Duties: 4th Phase - 5th Course	21-23 October 2025	Specialised Training Course	3	150
(6)	Capacity and Competency Building Course on Electoral Duties: 4th Phase - 6th Course	25-27 October 2025	Specialised Training Course	3	148

Sl.	Title	Duration	Category	Courses	Participants
(7)	Capacity and Competency Building Course on Electoral Duties: 4th Phase - 7th Course	28-30 October 2025	Specialised Training Course	3	150
(8)	Capacity and Competency Building Course on Electoral Duties: 4th Phase - 8th Course	01- 03 November 2025	Specialised Training Course	3	150
(9)	Capacity and Competency Building Course on Electoral Duties: 4th Phase - 9th Course	04-06 November 2025	Specialised Training Course	3	150
(10)	Capacity and Competency Building Course on Electoral Duties: 4th Phase - 10th Course	08-10 November 2025	Specialised Training Course	3	150
(11)	Capacity and Competency Building Course on Electoral Duties: 4th Phase - 11th Course	18- 20 November 2025	Specialised Training Course	3	150
(12)	Capacity and Competency Building Course on Electoral Duties: 4th Phase - 12th Course	22-24 November 2025	Specialised Training Course	3	150
(13)	Capacity and Competency Building Course on Electoral Duties: 4th Phase - 13th Course	25-27 November 2025	Specialised Training Course	3	149
(14)	Capacity and Competency Building Course on Electoral Duties: 4th Phase - 14th Course	29 November - 01 December 2025	Specialised Training Course	3	150
(15)	Capacity and Competency Building Course on Electoral Duties: 4th Phase - 15th Course	02- 04 December 2025	Specialised Training Course	3	150
(16)	Capacity and Competency Building Course on Electoral Duties: 4th Phase - 16th Course	06- 08 December 2025	Specialised Training Course	3	150
(17)	Capacity and Competency Building Course on Electoral Duties: 4th Phase - 17th Course	09- 11 December 2025	Specialised Training Course	3	150
(18)	Capacity and Competency Building Course on Electoral Duties: 4th Phase - 18th Course	13- 15 December 2025	Specialised Training Course	3	150
(19)	Capacity and Competency Building Course on Electoral Duties: 4th Phase – 19th Course	17- 20 December 2025	Specialised Training Course	3	150
(20)	Capacity and Competency Building Course on Electoral Duties: 4th Phase - 20th Course	21- 23 December 2025	Specialised Training Course	3	150
(21)	Capacity and Competency Building Course on Electoral Duties: 4th Phase - 21st Course	27- 29 December 2025	Specialised Training Course	3	150

Sl.	Title	Duration	Category	Courses	Participants
(22)	Capacity and Competency Building Course on Electoral Duties: 4th Phase - 22nd Course	30 December 2025 - 01 January 2026	Specialised Training Course	3	150
(23)	Capacity and Competency Building Course on Electoral Duties: 4th Phase - 23rd Course	03-05 January 2026	Specialised Training Course	3	150
(24)	Capacity and Competency Building Course on Electoral Duties: 4th Phase - 24th Course	06-08 January 2026	Specialised Training Course	3	150
(25)	Capacity and Competency Building Course on Electoral Duties: 4th Phase - 25th Course	10-12 January 2026	Specialised Training Course	3	150
(26)	Capacity and Competency Building Course on Electoral Duties: 4th Phase - 26th Course	13-15 January 2026	Specialised Training Course	3	150
(27)	Capacity and Competency Building Course on Electoral Duties: 4th Phase - 27th Course	17-19 January 2026	Specialised Training Course	3	150
(28)	Capacity and Competency Building Course on Electoral Duties: 4th Phase - 28th Course	20-22 January 2026	Specialised Training Course	3	150
		Total course: 83	**Number of Participants: 4128**		

D. Specialized Course: 4th Senior Management Course (DIG Level)

Sl.	Title	Date	Description	Duration (Days)	Participants
(1)	Senior Management Course	11-15 January 2026	Specialised Training Course	5	33
		Total course: 01		**Number of Participants: 33**	

E. Mid-Career Courses

Sl.	Title	Date	Category	Duration (Weeks)	Participants
(1)	9th General Administration and Financial Management Certificate Course for Additional Superintendent of Police	4 May- 26 June 2025	Mid-Career Courses	7	22
(2)	9th Police Leadership and Management Certificate Course for Assistant Superintendent of Police	4 May -26 June 2025	Mid-Career Courses	7	20
(3)	10th General Administration and Financial Management	20 July - 04 September	Mid-Career Courses	7	18

Sl.	Title	Date	Category	Duration (Weeks)	Participants
	Certificate Course for Additional Superintendent of Police	2025			
(4)	10th Police Leadership and Management Certificate Course for Assistant Superintendent of Police	20 July - 04 September 2025	Mid-Career Courses	7	12
(5)	16th Crime Administration Management Course for Circle ASP/Addl. SP	11-16 October 2025	Orientation Course	1	22
(6)	11th General Administration and Financial Management Certificate Course for Additional Superintendent of Police	22 February - 16 April 2026	Mid-Career Courses	7	20
(7)	11th Police Leadership and Management Certificate Course for Assistant Superintendent of Police	22 February - 16 April 2026	Mid-Career Courses	7	25
(8)	4th Police Executive Management Certificate Course for Superintendent of Police	05 April - 07 May 2026	Mid-Career Courses	33	23
(9)	12th Police Leadership and Management Certificate Course	14 June to 30 July 2026	Mid-Career Courses	7	23
(10)	12th General Administration and Financial Management Certificate Course	14 June to 30 July 2026	Mid-Career Courses	7	21
		Total course: 10	**Number of Participants: 206**		

E. Orientation Courses (ASP/Addl SP Level)

Sl.	Title	Date	Category	Duration (Days)	Participants
(1)	12th Orientation Course for Newly Appointed ASP from the 43rd BCS (Police) batch	11-25 February 2025	Orientation Course	15	84
(2)	13th Orientation Course for Newly Appointed ASP from the 27th, 28th and 43rd BCS (Police) batch	4-22 January 2026	Orientation Course	19	66
(3)	14th Orientation Course for Newly Appointed ASP from the 44th BCS (Police) batch	10 - 28 February 2026	Orientation Course	18	47
(4)	15th Orientation Course for Newly Appointed ASP from the 27th BCS (Police) batch	19 April - 24 May 2026	Orientation Course	36	8
		Total course: 04	**Number of Participants: 205**		

G. Collaborative Training Programmes

Sl.	Title	Date	Category	Duration (Days)	Participants
(1)	Training on Drugs and HIV/AIDS for Inspectors of Various Police Station of DMP	21-24 July 2025	Collaborative Training Programme	04	25
(2)	Training on Drugs and HIV/AIDS for Inspectors of Various Police Station of DMP	10-13 August 2025	Collaborative Training Programme	04	25
(3)	Training on Transnational Cyber and Virtual Currency Investigations by US Secret Service and US Embassy, Dhaka	19–23 January 2025	Collaborative Training Programme	05	28
		Total course: 03			**Number of Participants: 78**

H. Workshop

Sl.	Title	Date	Participants
(1)	**Trust Restoration:** Workshop on Police Responsibilities in Restoring Public Trust through Harassment-Free and Lawful Service Delivery (1st Phase)	31 July 2025	59
(2)	**Trust Restoration:** Workshop on Police Responsibilities in Restoring Public Trust through Harassment-Free and Lawful Service Delivery (2nd Phase)	3 August 2025	59
(3)	**Trust Restoration:** Workshop on Police Responsibilities in Restoring Public Trust through Harassment-Free and Lawful Service Delivery (3rd Phase)	7 August 2025	60
(4)	**Integrated Traffic Solutions:** Workshop on Urban Traffic Management in Dhaka: Challenges, Innovations, and Strategic Directions	11 March 2026	30
	Total Workshop: 04		**Number of Participants: 208**

Analytical Summary

The training activities undertaken during the reporting period demonstrate PSC's comprehensive and multi-tiered approach to professional capacity development within Bangladesh Police. The predominance of specialised training programmes reflects the College's strategic emphasis on operational preparedness, particularly in electoral management, cybercrime investigation, leadership development and investigative supervision. Mid-career programmes strengthened executive leadership, strategic management and organisational governance among senior and middle-ranking officers, while orientation courses facilitated the effective professional induction of newly appointed Assistant Superintendents of Police. Collaborative training initiatives further enhanced institutional capacity through partnerships with national and international organisations. Collectively, these programmes reinforced people-centred policing, ethical leadership, technology-enabled service delivery and evidence-based policing, supporting the development of a professional, accountable and future-ready police service.

Conclusion

The reporting period represents another significant milestone in PSC's pursuit of excellence in police education and professional development. Through its comprehensive and diversified training portfolio, the College strengthened the leadership, managerial competence and operational capabilities of Bangladesh Police personnel across all ranks. These initiatives have further reinforced PSC's role as the apex institution for professional police education and are expected to contribute to improved service delivery, strengthened public trust and enhanced law enforcement effectiveness in Bangladesh.

Annual Highlights: Training Activities and Analysis



4th Senior Management Course: Mr. Baharul Alam, BPM, Inspector General of Police, Bangladesh, PSC faculty members and participants



Workshop on Urban Traffic Management in Dhaka: Challenges, Innovations, and Strategic Directions - Mr. Md. Ali Hossain Fakir, Inspector General of Police, Bangladesh, along with senior officials and participants.



4th Police Executive Management Certificate Course: PSC faculty and participants

Chapter Eight

Overseas Programme Section

Overseas Programme Section

The Overseas Programme Section of the Police Staff College Bangladesh is responsible for the strategic planning, coordination, and facilitation of international training and professional development opportunities for senior officers of the Bangladesh Police. The Section plays a pivotal role in strengthening institutional capacity through structured exposure to global best practices in policing, governance, and public administration. It fosters and sustains collaborative partnerships with foreign law enforcement agencies, academic institutions, and internationally recognised training organisations to ensure access to specialised courses and advanced learning platforms, both at home and abroad. Through these initiatives, the Section contributes to the broadening of professional outlooks, enhancement of technical and managerial competencies, and alignment of institutional practices with international standards. The duties and responsibilities pertaining to the Overseas Programme Section are provided below.

(a)	Strategic planning of overseas training	Planning and formulating strategies for international training and professional development programmes for senior officers of the Bangladesh Police.
(b)	Coordination of international training opportunities	Coordinating and facilitating participation of PSC personnel in specialised overseas training courses and advanced learning programmes.
(c)	Institutional capacity development	Strengthening institutional capacity through structured exposure to global best practices in policing, governance, and public administration.
(d)	International collaboration and partnership building	Establishing and maintaining collaborative partnerships with foreign law enforcement agencies, academic institutions, and internationally recognised training organisations.
(e)	Access to specialised training programmes	Ensuring access to specialised courses and advanced professional development opportunities both at home and abroad.
(f)	Professional competency enhancement	Enhancing technical, managerial, and professional competencies of senior police officers through international exposure and learning.
(g)	Knowledge and experience exchange	Facilitating exchange of knowledge, experiences, and best practices with global policing and academic institutions.
(h)	Alignment with international standards	Promoting alignment of institutional practices with internationally accepted standards in policing and public administration.

Annual Highlights : Overseas Programme Section

Sl.	Title	Duration	Participants	Collaboration
(1)	Training on Transnational Cyber and Virtual Currency Investigations	19-23 January 2025	28	US Secret Service and US Embassy, Dhaka
(2)	Training on Drugs and HIV/AIDS for Inspectors of Police Stations of DMP	21-24 July 2025	25	UNODC
(3)	Training on Drugs and HIV/AIDS for Inspectors of Police Stations of DMP	10-13 August 2025	25	UNODC
(4)	Closing Ceremony of the Counter Terrorism Urban Operations Course	14 July 2025 & 11 November 2025		JCTAT, UK Ministry of Defence, UK High Commission, Dhaka

International Collaboration and Global Engagement: Highlights (2025–2026)

Sl.	International Delegation	Date	Key Areas of Engagement	Outcomes
1	Embassy of the People's Republic of China, Dhaka	16 March 2026	Police education and training, professional development, capacity building, academic collaboration and knowledge exchange	Explored opportunities to enhance bilateral cooperation in police education and training, security and law enforcement.
2	Macquarie University, Australia	12 April 2026	Higher education, leadership development, research collaboration, professional education and institutional partnership	Explored opportunities for training collaboration, research and professional development.
3	Embassy of Italy, Dhaka	20 April 2026	Police education, migration management, criminal investigation, transnational crime, cybercrime, forensic science, financial crime, Training of Trainers (ToT) and research collaboration	Discussed structured training exchanges, training partnerships and specialised capacity-building initiatives.
4	High Commission of Malaysia	21 April 2026	Police education, professional development, institutional collaboration and human resource development	Reaffirmed commitment to strengthening bilateral cooperation and future institutional engagement.
5	High Commission of Brunei Darussalam	22 April 2026	Police training, capacity building, professional development and institutional cooperation	Discussed future collaboration and knowledge exchange in law enforcement training and human resource development.
6	High Commission of the Maldives	18 June 2026	Police education, leadership development, specialised training, professional knowledge exchange and institutional collaboration	Explored opportunities to strengthen bilateral cooperation through training exchange, faculty exchange, capacity development programmes and institutional collaboration between Police Staff College Bangladesh and Law Enforcement, Maldives.

Collaboration and Cooperation: Enhancing International Cooperation and Exchange



Discussions on areas of mutual cooperation during a meeting between representatives of the Embassy of the People's Republic of China in Dhaka, Bangladesh, and the Rector of Police Staff College Bangladesh.



Courtesy call by the Rector of Police Staff College Bangladesh on His Excellency Mohd Shuhada Othman, High Commissioner of Malaysia



Courtesy visit by H.E. Shiuneen Rasheed, High Commissioner of the Maldives to Bangladesh, to Police Staff College Bangladesh.

Chapter Nine

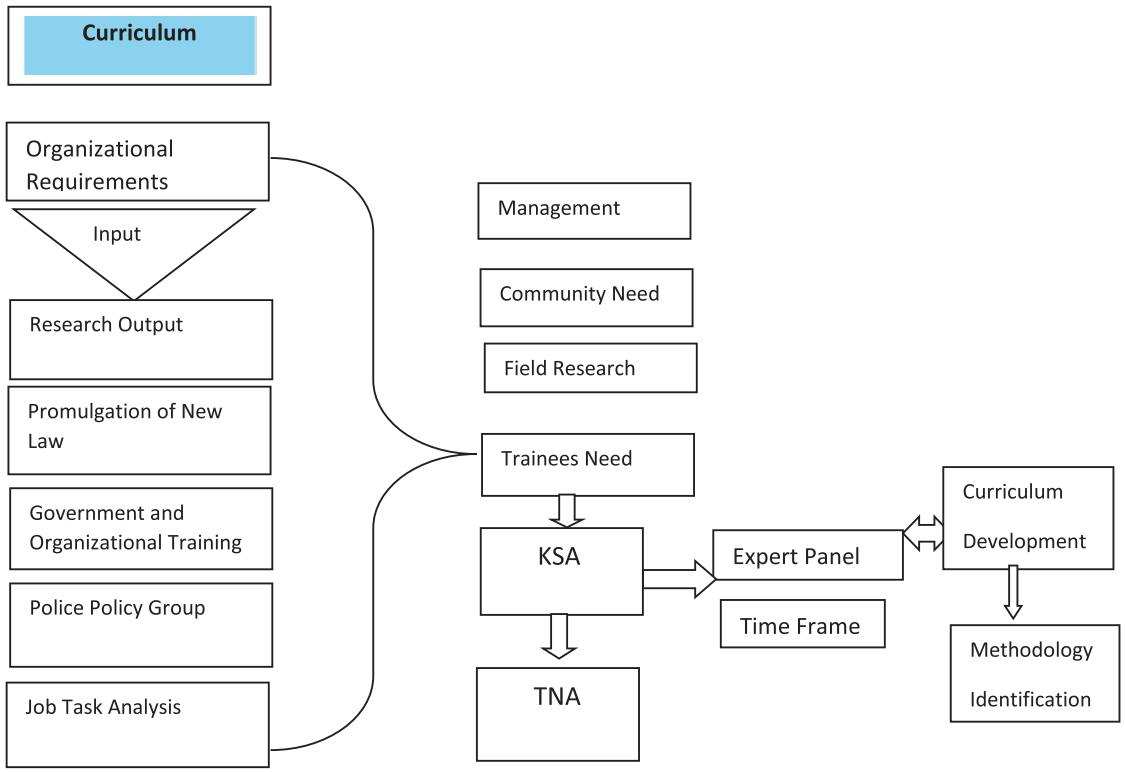
Curriculum and Evaluation Section

Curriculum and Evaluation Section

The Curriculum and Evaluation Section of the Police Staff College Bangladesh is responsible for the systematic design, development, review, and continuous improvement of training curricula, as well as the implementation of comprehensive evaluation mechanisms to ensure training effectiveness and quality assurance. The Section ensures that all curricula are developed in a purposeful, progressive, and research-informed manner, incorporating Training Needs Assessment (TNA), training impact analysis, job task analysis, and relevant organisational and government policy directives. It further ensures that curricula are regularly updated in response to emerging trends in law enforcement, global developments, and evolving professional requirements. Through an integrated approach to curriculum design and evaluation, the Section contributes to enhancing participants' knowledge, skills, and professional attitudes, thereby strengthening overall institutional capacity and training outcomes. The duties and responsibilities of the Curriculum and Evaluation Section are described below.

(a)	Curriculum design and development	Designing and developing structured, progressive, and systematic training curricula based on Training Needs Assessment (TNA), training impact analysis, job task analysis, and organisational requirements.
(b)	Curriculum review and updating	Regularly reviewing and updating curricula to reflect emerging trends in law enforcement, global developments, and evolving operational and strategic requirements.
(c)	Training needs and impact analysis	Conducting Training Needs Assessment (TNA) and training impact analysis to identify skill gaps and ensure evidence-based curriculum development.
(d)	Instructional design and learning methodology	Integrating diverse learning methodologies including group discussions, case studies, problem-solving exercises, field visits, and panel discussions to enhance participant learning outcomes.
(e)	Resource person and expert panel management	Selecting and engaging resource persons from academia, government, research organisations, NGOs, and senior law enforcement agencies, and forming expert panels for curriculum development.
(f)	Collaborative curriculum development	Developing curricula in collaboration with PSC faculty and external experts to ensure academic rigour, practical relevance, and professional applicability.
(g)	Development of specialised courses	Designing specialised training programmes addressing emerging challenges such as counter-terrorism, cybercrime, organised crime, and other contemporary policing issues.
(h)	Curriculum digitalisation and e-learning integration	Supporting digital transformation of curricula in collaboration with relevant initiatives to facilitate accessible and effective e-learning platforms.
(i)	Quality assurance in curriculum content	Ensuring that all curricula meet institutional standards, remain relevant, and align with national policies and international best practices.

(j)	Continuous improvement of curriculum framework	Strengthening continuous improvement mechanisms to enhance the effectiveness, relevance, and impact of training programmes.
(k)	Evaluation design and implementation	Designing and implementing multi-level evaluation systems including response, learning, pre-course, mid-course, and final assessments.
(l)	Participant assessment and performance evaluation	Evaluating participant performance through tests, presentations, field work, participation, and overall course engagement to ensure competency development.
(m)	Feedback and training effectiveness analysis	Collecting and analysing participant feedback and evaluation data to improve course design, delivery, and learning outcomes.
(n)	Evaluation of resource persons and trainers	Assessing the effectiveness of resource persons based on participant feedback and performance during training sessions.



Flow chart: Curriculum Development Process

Evaluation

Evaluation is an essential component of training at the Police Staff College Bangladesh, designed to assess the effectiveness, relevance, and impact of training programmes. It is conducted at multiple levels to measure participants' reactions, learning outcomes, and overall performance. Level 1 (Response) assesses participants' satisfaction and perception of training quality, while Level 2 (Learning) evaluates the extent of knowledge, skills, attitudes, and competencies gained through various assessment methods, including tests, presentations, fieldwork, and participation. Continuous assessment tools such as pre-course tests, mid-course evaluations, and final examinations are used to monitor progress and ensure learning effectiveness. In addition, structured grading, participant presentations, and engagement in academic activities contribute to overall evaluation, while feedback on resource persons helps improve training delivery. This comprehensive evaluation system ensures continuous improvement of training quality and institutional effectiveness.

Annual Highlights : Curriculum and Evaluation Section

Initiative	Highlights
Curriculum Development	Developed lesson plans for the Police Executive Management Certificate Course, General Administration and Financial Management Certificate Course, and Police Leadership and Management Certificate Course to strengthen competency-based professional learning.
Academic Programme Coordination	Prepared academic schedules and coordinated the delivery of leadership, management and orientation programmes for Superintendents of Police (SPs), Additional Superintendents of Police (Additional SPs), Assistant Superintendents of Police (ASPs) and newly promoted Deputy Inspectors General (DIGs).
Quality Assurance in Training Delivery	Developed and implemented participant and speaker evaluation mechanisms to strengthen course quality, instructional effectiveness and continuous improvement across academic programmes.
Senior Leadership Development	Provided academic coordination and quality assurance support for the 4th Senior Management Course, attended by 33 newly promoted Deputy Inspectors General (DIGs).
Orientation Programme Management	Coordinated the academic delivery of the 13th, 14th and 15th Orientation Courses for 121 ASP (Probationers), facilitating their professional induction and leadership development.
Executive and Mid-Career Training Support	Facilitated the academic administration of the 11th and 12th General Administration and Financial Management Certificate Courses, 11th and 12th Police Leadership and Management Certificate Courses, and the 4th Police Executive Management Certificate Course, supporting executive leadership, management and governance competencies.
Strengthening Academic Standards	Enhanced the quality and consistency of PSC's training programmes through systematic academic planning, curriculum coordination, instructional evaluation and quality assurance practices.

Chapter Ten

Academic and Research Wing

Advancing Knowledge through
Academic Excellence
&
Driving Police Innovation
through Research

Academic and Research Wing

The Academic and Research Wing of the Police Staff College Bangladesh holds a pivotal position in the administration of academic programmes and the conduct of advanced, policy-oriented research. It is headed by a Senior Directing Staff (SDS) of the rank of Deputy Inspector General (DIG) of Bangladesh Police, who provides strategic, supervisory, and academic oversight under the guidance of the competent authority. In addition, two separate Member Directing Staff (MDS) officers of the rank of Additional Deputy Inspector General (Addl. DIG) are assigned to assist the Senior Directing Staff in monitoring and supervising the activities of the two sections, ensuring coordination, quality assurance, and compliance with institutional standards. The Wing is organised into two distinct sections, namely the Academic Section and the Research and Publication Section, each headed by a Director in the rank of Superintendent of Police (SP), responsible for the effective management of academic programmes, curriculum implementation, and evidence-based research and publication activities in alignment with institutional objectives.

Goal

To develop and sustain a centre of academic excellence and policy-oriented research that advances professional education, strengthens analytical capacity, and supports evidence-based policing through innovative academic programmes and high-quality research outputs.

Strategic Priority

(a) Strengthening Academic Excellence and Program Expansion
(b) Promoting Evidence-Based Research and Policy Development
(c) Modernising Curriculum and Digital Learning Systems for ongoing academic programmes
(d) Strengthening Academic and Research Collaboration with national and international entities
(e) Enhancing Institutional Research Capacity and Innovation
(f) Fostering Multidisciplinary and Inclusive Learning Environment
(g) Advancing Digitalisation and Knowledge Accessibility



Chapter Eleven

Academic Section

Academic Section

The Academic Section of the Police Staff College (PSC) represents a critical institutional mechanism for advancing scholarly engagement and professional education in the fields of criminology, policing, and security studies. Functioning under the academic affiliation of the National University, the Section is tasked with the design, governance, and continuous evaluation of academic programs that integrate theoretical rigor with applied relevance.

Since its inception of postgraduate education in 2016, PSC has offered the Master's program in Applied Criminology and Police Management (MACPM), a research-oriented degree aimed at fostering analytical competence, methodological rigor, and evidence-based decision-making among law enforcement professionals. The program reflects an interdisciplinary orientation, drawing upon contributions from both academic scholars and experienced practitioners engaged in contemporary research on crime, security, and governance.

In response to the shifting paradigms of global security and the increasing salience of cyber threats, PSC has expanded its academic architecture through the introduction of specialized postgraduate diploma programs, notably the Postgraduate Diploma in Cyber Security (PGDCS) and the Postgraduate Diploma in Security Management (PGDSM). These programs signify a strategic alignment with emerging knowledge domains and underscore the institution's commitment to capacity building in technologically complex and risk-intensive environments.

Through structured engagement with civil society and the broader academic community, the Academic Branch promotes meaningful collaboration with scholars, professionals, and intellectuals, thereby establishing a vibrant platform for interdisciplinary knowledge exchange. Such collaborative initiatives enable the Section to generate critical insights into crime and policing while supporting Bangladesh Police with evidence-based policy recommendations and strategic guidance aimed at fostering an adaptive, efficient, and future-oriented law enforcement system. The duties and responsibilities of the Academic Section are outlined below.

(a)	Student enrollment and diversity management	Ensuring the admission of qualified candidates from diverse professional and academic backgrounds to foster an inclusive, multidisciplinary, and interactive learning environment.
(b)	Curriculum design and development	Designing and developing structured, research-driven academic curricula aligned with National University standards, institutional objectives, and professional requirements in policing and security studies.
(c)	Curriculum review and updating	Regularly reviewing and updating academic programs to incorporate emerging trends, contemporary knowledge, and global best practices in criminology, law enforcement, and security management.
(d)	Academic program administration	Coordinating and managing the effective delivery of all academic programs, ensuring compliance with academic regulations, schedules, and quality standards.

(e)	Digital learning and resource management	Developing and expanding digital learning platforms and academic resources to provide students and faculty with access to modern e-learning tools, research databases, and scholarly materials.
(f)	Faculty coordination and development	Engaging, supporting, and coordinating with faculty members and academic staff to maintain high standards of teaching, research, and academic supervision.
(g)	International academic collaboration	Establishing and strengthening partnerships with national and international academic institutions for knowledge exchange, faculty exchange programs, and collaborative research initiatives.
(h)	Research and knowledge generation	Promoting and conducting applied research in criminology, policing, criminal justice, and security studies to address contemporary challenges and generate actionable insights.
(i)	Policy support and advisory services	Providing evidence-based policy recommendations and strategic guidance to Bangladesh Police and relevant stakeholders to enhance law enforcement effectiveness.
(j)	Quality assurance and academic standards	Ensuring that all academic activities and programs meet institutional quality benchmarks and align with national policies and international academic standards.
(k)	Academic evaluation and assessment	Designing and implementing comprehensive assessment systems, including examinations, research projects, presentations, and continuous evaluation methods.
(l)	Continuous academic improvement	Strengthening mechanisms for ongoing review and improvement of academic programs to enhance their relevance, effectiveness, and impact.
(m)	Upgradation of PGD Programmes to Master's Level	Initiatives are underway to upgrade the PGD in Cyber Security and PGD in Security Management programmes into Master's programmes.
(n)	New Academic Programmes in Progress	Police Staff College Bangladesh is currently working towards introducing five new academic programmes: Master's in Security Management (MSM), Master's in Cyber Security (MCS), Bachelor of Laws (LLB), Master of Financial Crime Investigation (MFCI), and Master of Forensic Science (MFS). The necessary processes for launching these programmes are currently underway.

The table below delineates the range of academic programmes offered by Police Staff College Bangladesh, thereby highlighting the institution's commitment to advancing specialized education in policing, cybersecurity, and security management. The Academic Section administers and conducts the following courses:

Sl	Academic Programme	Affiliated University	Year of affiliation
(a)	Master of Applied Criminology and Police Science (MACPM)	National University	2015
(b)	Post-Graduate Diploma in Cyber Security (PGDCS),	National University	2024
(c)	Post-Graduate Diploma in Security Management (PGDSM)	National University	2024

Masters of Applied Criminology and Police Management (MACPM)

The Master of Applied Criminology and Police Management (MACPM) is a comprehensive, research-intensive graduate program designed to equip mid-level and senior police officers, as well as professionals from diverse sectors, with advanced knowledge and practical competencies in criminology, policing, and security management. The program emphasizes evidence-based policy and practice, fostering critical thinking, analytical proficiency, and strategic leadership in addressing complex crime and justice issues. Structured as a 40-credit degree, the program integrates theoretical foundations with applied learning through coursework and a capstone thesis, supported by assignments, case studies, research projects, presentations, and examinations to ensure a holistic assessment of academic and professional competencies. It offers an up-to-date curriculum aligned with contemporary developments in criminal justice and law enforcement, while promoting interdisciplinary collaboration among participants from varied professional backgrounds. Graduates of the MACPM program develop expertise in policy analysis, law enforcement management, and criminological research, enabling them to contribute effectively to organizational reform, enhance operational efficiency, and support informed, evidence-based decision-making in public safety and security governance.

To obtain the MACPM degree, students must complete a total of 40 credit points. Each course carries 4 credits, including thesis, which carries 4 credits. The program is delivered through a structured semester-based system, with each semester spanning 20-22 weeks.

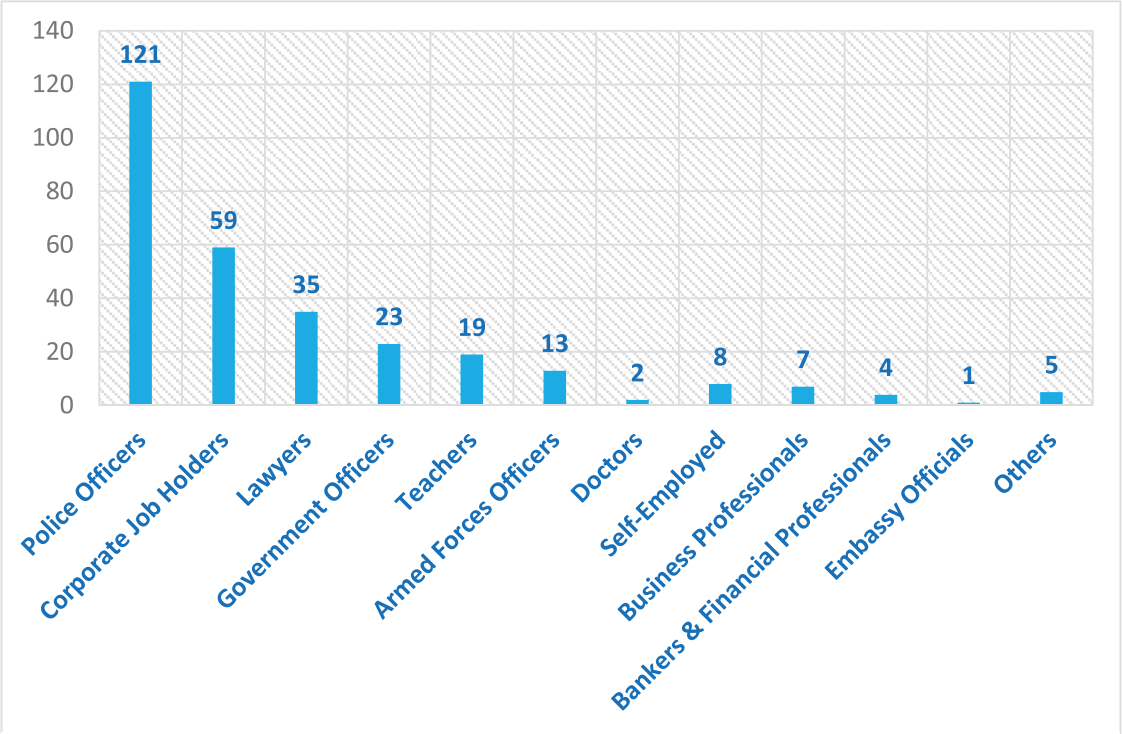
MACPM: Program Structure and Assessment

Component	Credit	Assessment Methods
Core and Elective Courses	36 Credits	Assignments, written examinations, presentations, case studies, and research projects
Thesis	4 Credits	Research thesis, viva voce, and defense presentation
Total	40 Credits	Comprehensive academic and practical evaluation

A defining strength of the MACPM program lies in its multidisciplinary and professional diversity, bringing together participants from law enforcement agencies, armed forces, corporate sectors, legal professions, education, healthcare, and other fields. This diversity fosters cross-sectoral dialogue, enriches classroom interaction, and broadens perspectives on crime prevention, justice administration, and security governance.

MACPM: Professional Diversity from 1st -9th Batch

Sl	Professional Category	Participants
(1)	Police Officers	121
(2)	Corporate Job Holders	59
(3)	Lawyers	35
(4)	Government Officers	23
(5)	Teachers	19
(6)	Armed Forces Officers	13
(7)	Doctors	2
(8)	Self-Employed	8
(9)	Business Professionals	7
(10)	Bankers & Financial Professionals	4
(11)	Embassy Officials	1
(12)	Others	5
	Total (Up to 9th batch)	297



MACPM: Professional Diversity from 1st -9th Batch

Post-Graduate Diploma in Cyber Security (PGDCS)

The Post-Graduate Diploma in Cyber Security (PGDCS) is a rigorous, specialized professional program designed to equip law enforcement officials and security practitioners with advanced knowledge and practical competencies in the domain of cybersecurity and digital investigations. Administered by the Police Staff College (PSC), Bangladesh, the program addresses the escalating complexity and frequency of cyber threats by integrating foundational principles of cybersecurity with law enforcement methodologies and investigative techniques.

The curriculum comprises a total of 40 credits, delivered over two semesters of 18 weeks each. It offers a comprehensive pedagogical approach that combines theoretical instruction, case study analysis, and hands-on laboratory exercises. Core areas of study include cybersecurity fundamentals, digital forensics, network security, cryptography, open-source intelligence (OSINT), and advanced threat management strategies.

Through this multidisciplinary framework, participants develop the capacity to identify, analyze, and mitigate cyber threats effectively. The program emphasizes the enhancement of digital evidence collection, forensic analysis, and investigative skills, thereby fostering a holistic approach to cybercrime prevention and response. Upon successful completion, graduates are equipped to contribute meaningfully to safeguarding critical digital infrastructure, strengthening national cybersecurity resilience, and supporting the development of a secure and resilient digital governance ecosystem.

PGDCS: Program Structure and Assessment

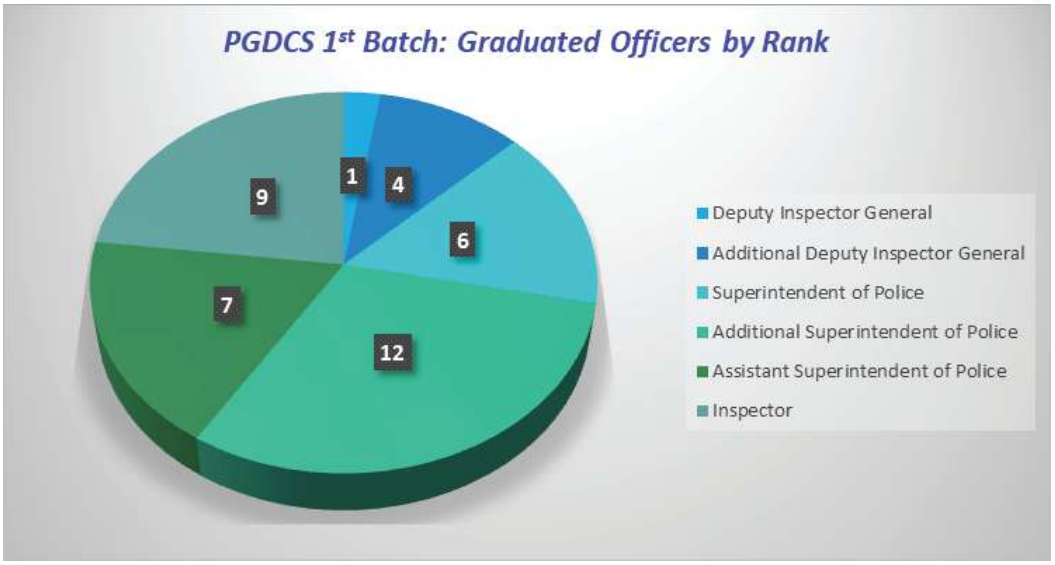
Component	Credit	Duration	Key Learning Approach
Core Coursework	36 Credits	Two Semesters (18 weeks each)	Lectures, theoretical instruction, and case study analysis
Laboratory and Practical Training	Included within coursework	Continuous throughout program	Hands-on cyber labs, digital forensics exercises, and simulations
Capstone/Applied Assessment Activities	Part of coursework evaluation	Throughout program	Projects, presentations, and applied research tasks
Total	**40 Credits**	**10 Months**	**Integrated theoretical and practical learning**

The PGDCS program adopts a comprehensive evaluation framework that includes written examinations, assignments, practical laboratory assessments, case study analyses, and project-based evaluations to ensure both conceptual understanding and applied competency in cybersecurity and digital investigations.

In an era where cyber threats are continuously evolving, law enforcement professionals must be adequately prepared to address complex digital challenges with precision and resilience. The PGDCS program at the Police Staff College (PSC), Bangladesh, provides a unique opportunity to develop advanced expertise, analytical thinking, and investigative competencies essential for effectively combating cybercrime and ensuring digital security.

PGDCS: Rank wise student of 1st Batch

Sl	Rank	Number of Participants
(1)	Deputy Inspector General	01
(2)	Additional Deputy Inspector General	04
(3)	Superintendent of Police	06
(4)	Additional Superintendent of Police	12
(5)	Assistant Superintendent of Police	07
(6)	Inspector	09
	Total	**39**





Advanced Cyber Laboratory Facilities Enabling Hands-On Learning in the Post-Graduate Diploma in Cyber Security Programme.

Post-Graduate Diploma in Security Management (PGDSM)

The Post-Graduate Diploma in Security Management (PGDSM) is an advanced, professionally oriented program aimed at cultivating strategic leadership and managerial competencies within the security sector. Offered by the Police Staff College (PSC), Bangladesh, the program is meticulously structured to develop forward-thinking security practitioners capable of addressing contemporary and emerging security challenges through evidence-based decision-making and innovative practices.

The curriculum integrates theoretical foundations with practical applications, providing a comprehensive understanding of crime prevention theories, security risk assessment, and contemporary security concerns—including cyber threats and terrorism. Additionally, it explores governance and the development of private security systems. Emphasizing analytical thinking, leadership development, and strategic security planning, the program equips participants with the skills necessary to operate effectively within complex and dynamic security environments.

The program consists of a total of 40 credit hours, comprising coursework and a 4-credit Internship/Capstone Project. Instruction is delivered through a structured semester system, with diverse assessment methods such as quizzes, examinations, research papers, case studies, and presentations.

PGDSM: Program Structure and Assessment

Component	Credit	Duration	Assessment Methods
Core Coursework	36 Credits	Two Semesters (21 weeks each)	Lectures, discussions, case studies
Internship / Capstone Project	4 Credits	Final Phase	Field-based project and applied research
Continuous Evaluation	Integrated	Throughout program	Quizzes, mid-term exams, assignments
Applied Learning Activities	Integrated	Throughout program	Presentations, group work, research papers
Total	**40 Credits**	**10 Months**	**Comprehensive academic and practical assessment**

By fostering an inclusive and multidisciplinary learning environment, PGDSM brings together professionals from law enforcement, armed forces, corporate sectors, and private security industries, enabling rich knowledge exchange and collaborative learning.

PGDSM: Professional Diversity of 1st Batch

Sl	Category	Participants
(1)	Police Officers	13
(2)	Armed Forces Officers	03
(3)	Corporate Job Holders & Security Companies	15
	Total	**31**

Upon completion, graduates are equipped to assume leadership roles in security management, contribute to policy formulation, and enhance institutional and organizational security resilience.

Annual Highlights 2025 : Academic Section

(a)	Completion of 8th Batch of MACPM	Successful completion of the 8th cohort of the Master's in Applied Criminology and Police Management (MACPM), marking a further milestone in the delivery of advanced professional education for law enforcement officers and allied professionals.
(b)	Ongoing 9th batch of MACPM Activities	Continuation of academic delivery for the 9th cohort of MACPM, thereby reinforcing the Police Staff College's role in advanced criminological scholarship and professional capacity development. **Total Students: 38 Programme Start: 21 June 2025**
(c)	Ongoing 1st batch of PGDSM	Continuation of academic activities for the 1st cohort of the Post-Graduate Diploma in Security Management (PGDSM), strengthening strategic security education and professional development in security leadership. **Total Students: 31 Programme Start: 22 February 2025**

(d)	Completion of 1st batch of PGDCS	Successful completion of the inaugural cohort of the Post-Graduate Diploma in Cyber Security (PGDCS), addressing critical requirements in cyber threat mitigation and digital forensic capability development. **Total Students: 37 Programme End: 26 April 2025**
(e)	Admission Process of 2nd Batch of PGDCS	Initiation and ongoing management of the admission process for the second cohort of PGDCS, ensuring continuity and progressive expansion of specialised cybersecurity education within PSC.
(f)	Academic Programme Expansion	Progressing the upgradation of the Postgraduate Diploma in Cyber Security and Postgraduate Diploma in Security Management into Master's degree programmes, while advancing preparations for the introduction of an LL.B. programme, to further strengthen and diversify the College's academic portfolio.
(g)	Institutional Capacity Building	Enhancement of institutional academic capacity through structured programme delivery, systematic curriculum development, and continuous academic improvement.
(h)	Stakeholder Engagement in Academic Programmes	Strengthened engagement with senior leadership of Bangladesh Police, academic experts, and professional practitioners to ensure relevance, quality, and applicability of academic provision.
(i)	Quality Assurance in Academic Delivery	Ongoing monitoring and enhancement of teaching, learning, and assessment standards across all academic programmes to ensure compliance with academic best practice.
(j)	Strategic Academic Development	Advancement of long-term academic planning aligned with emerging national priorities and global developments in policing, criminology, and security studies.

Chapter Twelve

Research and Publication Section

Research and Publication Section

The Research and Publication Section of the Police Staff College Bangladesh, serves as a vital pillar in advancing the institution's vision of becoming a "Centre of Excellence" in policing and security studies. The Section plays a fundamental role in promoting evidence-based policing through rigorous research, comprehensive analysis of crime trends, and the formulation of policy-relevant recommendations. In alignment with international best practices, PSC has established a dedicated research initiative culminating in the formation of the Institute of Police Research and Innovation in Crime (IPRIC). This institute is dedicated to strengthening citizen engagement in policing discourse, thereby bridging the gap between law enforcement agencies and the public. Through inclusive and participatory approaches, IPRIC seeks to empower citizens, particularly youth, by incorporating public perceptions and societal perspectives into policy development. The Section further prioritises high-quality research, innovation, and publication standards, ensuring that diverse voices are represented through transparent and accessible platforms, ultimately contributing to the development of more people-centric, responsive, and pragmatic policing strategies in Bangladesh. The duties and responsibilities of the Research and Publication are presented below.

(a)	Research planning and prioritisation	Identifying and formulating research agendas aligned with institutional priorities, emerging crime trends, and national policing requirements to ensure relevance, coherence, and policy impact.
(b)	Conduct of empirical and policy-oriented research	Undertaking high-quality empirical studies, policy analyses, and applied research on criminology, policing, cybercrime, and contemporary security challenges in accordance with academic and professional standards.
(c)	Publication development and management	Preparing, editing, and publishing institutional outputs, including annual reports, peer-reviewed journals, newsletters, research monographs, and thematic publications.
(d)	Quality assurance of research outputs	Ensuring academic rigour, methodological robustness, and adherence to ethical standards across all research and publication activities.
(e)	Data collection and analysis	Collecting, processing, and analysing qualitative and quantitative data to support evidence-based policing and policy formulation.
(f)	Research dissemination and knowledge sharing	Facilitating the dissemination of research findings through seminars, workshops, briefing, conferences, email and other digital platforms to promote scholarly and policy engagement.

(g)	Collaboration with academic and research institutions	Establishing and maintaining strategic partnerships and Memoranda of Understanding (MoUs) with national and international universities, think tanks, and research organisations.
(h)	Capacity building in research	Organising training programmes, workshops, and professional development initiatives to enhance the research capabilities of faculty members and police officers.
(i)	Digital library and knowledge management	Developing and maintaining digital repositories, online libraries, and research databases to support academic inquiry and institutional knowledge management.
(j)	Policy support and advisory services	Providing evidence-based policy recommendations to the Bangladesh Police and relevant stakeholders to support decision-making and institutional development.
(k)	Promotion of people-centred policing research	Encouraging research that reflects community needs, public perceptions, and participatory approaches to policing and security governance.
(l)	Innovation and emerging research areas	Promoting research in emerging fields such as social policing, artificial intelligence in law enforcement, cyber security, environmental crime, human rights, and transnational organised crime.
(m)	Monitoring and evaluation of research impact	Assessing the relevance, utilisation, and policy impact of research outputs to ensure continuous improvement, effectiveness, and strategic value.

The following table presents a consolidated overview of completed research studies undertaken by the Research and Publication Section of the Police Staff College Bangladesh, over the period from 2012 to 2025. These studies reflect a diverse range of thematic areas, encompassing emerging issues in crime, policing, security management, and socio-legal challenges. Collectively, they demonstrate the Section's sustained commitment to generating empirical evidence and policy-relevant insights to support evidence-based policing and institutional development within the Bangladesh Police.

Completed Research Works: Fiscal Years 2012–2025

Fiscal Year		Title
2012–2013	(1)	To assess the catalytic effect of industrial policing in sustaining economy-friendly growth in the Bangladesh RMG sector: A field-level study
2013–2014	(2)	The nature and spatial distribution of crime in an enclave in Bangladesh: An exploratory study on Dohogram
2013–2014	(3)	Private security services and public safety: A baseline study in Dhaka city
2013–2014	(4)	A study on physical hazards faced by police personnel performing law and order duties in the Dhaka Metropolitan Police
2013–2014	(5)	Nature and prevalence of cybercrime among teenagers in Bangladesh: A field-level study
2014–2015	(6)	The nature of land-related conflict and crime: An exploratory study from the Bangladesh perspective
2014–2015	(7)	Exposure to illegal firearms and potential threats to national security: An assessment
2014–2015	(8)	Exploring the effectiveness of Government Railway Police (GRP) in ensuring the security of railway communications: An assessment
2014–2015	(9)	Patterns of service delivery in police stations: Urban and rural perspectives
2015–2016	(10)	Nature of land conflict and crime in Bangladesh: Phase II study
2015–2016	(11)	Impact of Police Staff College (PSC)-conducted training on unit-level policing: An analysis
2015–2016	(12)	Crime incidence and temporal patterns: Urban and rural perspectives
2015–2016	(13)	Impact of investigation cost on criminal case investigation: An empirical analysis
2016–2017	(14)	Accommodation facilities for police officers: An assessment of security risks
2016–2017	(15)	Public nuisance and activities of Hijra (third gender) communities: A study in Dhaka city
2016–2017	(16)	Disaster and crime in the coastal areas of Bangladesh: A study on police response

Fiscal Year		Title
2016–2017	(17)	Drug abuse and its impact on students: A rural and urban comparative study
2017–2018	(18)	Impact of Bangladesh Police training on field-level policing: An analysis
2017–2018	(19)	Conviction rates in rape cases: A study of metropolitan cities in Bangladesh
2017–2018	(20)	Use of ICT in police stations: A rural and urban comparative study
2018–2019	(21)	Socio-economic dimensions of police work in society: An impact analysis
2018–2019	(22)	Factors influencing police personnel behaviour in professional practice: A study
2018–2019	(23)	Capacity building of police personnel: Higher education as a tool for professional development
2018–2019	(24)	Transport availability and mobility of police personnel: A study across different geographic regions of Bangladesh
2019–2020	(25)	Bangabandhu's vision of law enforcement: Policing in Bangladesh
2020–2021	(26)	Trainee Recruit Constable (TRC) training quality: A study with special reference to Police Training Centres in Bangladesh
2020–2021	(27)	Policing during the COVID-19 pandemic: Lessons learned and way forward
2021–2022	(28)	Evaluation of beat policing activities: A case study of Sylhet Range Police
2021–2022	(29)	Use of GIS in robbery and dacoity case analysis: A study of selected districts in Bangladesh
2022–2023	(30)	Development of a working model for GIS-based crime analysis in Bangladesh Police: Phase II
2022–2023	(31)	Challenges in cybercrime prosecution: A study of cyber tribunals
2023–2024	(32)	Modern police stations in Bangladesh: Prospects and challenges
2023–2024	(33)	Children in conflict with the law in urban areas: Duties and challenges of police under the Children Act, 2013(নগর এলাকায় আইনের সাথে সংঘর্ষে আসা শিশু (Children in Conflict with the Law) : শিশু আইন, ২০১৩ এর আলোকে পুলিশের দায়িত্ব ও চ্যালেঞ্জ)

Annual Highlights : Research and Publication Section

(a)	Institutional Publications	Publication of key institutional outputs, including the PSC Annual Report 2024, PSC Newsletter, and PSC Journal contributing to knowledge dissemination and academic engagement.
(b)	Completion of Research -Modern Police Stations	Successful completion of the study titled “Modern Day Police Stations in Bangladesh: Prospects and Challenges”, focusing on institutional efficiency and service delivery improvements.
(c)	Completion of Research -Children in Conflict with Law	Completion of research titled “Children in Conflict with the Law in Urban Areas: Duties and Challenges of Police under the Children Act 2013”, addressing juvenile justice and policing responsibilities.
(d)	Ongoing Research - Mass Movement and Police Reform	Advancing research titled **"Student-led Mass Movement of July–August 2024 and Reshaping of Policing in Bangladesh: Lessons Learnt and the Way Forward"**, examining the implications of the July–August 2024 mass movement for policing, institutional reform and future law enforcement strategies.
(e)	e) Ongoing Research – Environmental Crime and Wildlife Protection	Progressing research titled **"Prevention of Environmental Crime and Wildlife Trafficking: Scope of Legal Action and Role of Police",** exploring legal frameworks, enforcement mechanisms and the role of police in combating environmental crime and wildlife trafficking.
(f)	Research Continuity and Knowledge Development	Sustained efforts to strengthen applied research activities addressing contemporary challenges in policing, governance, and public safety.

Bangladesh Police Research Committee: Governance, Coordination and Oversight of Research across Bangladesh Police

A strong institutional research framework is fundamental to the development of a modern, professional and evidence-informed police service. It enables Bangladesh Police to generate and apply knowledge systematically to strengthen policy, operational effectiveness and organisational development.

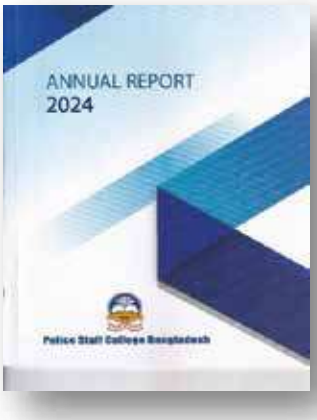
In recognition of this imperative, and pursuant to Article 2.3 of the Bangladesh Police Research Policy 2018, the Bangladesh Police Research Committee has been reconstituted under the chairmanship of the Rector, Police Staff College Bangladesh (PSC), vide PHQ Memorandum No. 44.01.0000.306.32.022.25-28, dated 23 February 2026, issued by the Chief of Bangladesh Police. The Committee provides strategic direction, coordination and oversight to ensure that research across Bangladesh Police is systematic, relevant, methodologically sound and aligned with organisational priorities.

The Committee invites research proposals from different units of Bangladesh Police and undertakes structured scrutiny of their relevance, quality, feasibility and potential institutional value. Recommended proposals are forwarded to the Inspector General of Police (IGP) for approval. The Committee also periodically reviews ongoing research in consultation with concerned units, officials and researchers, providing academic and administrative guidance throughout the research cycle and facilitating the dissemination of research findings.

As the central institutional platform for police research, PSC coordinates, supervises and monitors research activities across Bangladesh Police, including research undertaken under its own auspices. In collaboration with relevant institutional bodies, PSC promotes methodological rigour, ethical standards, academic integrity and quality assurance, while supporting the translation of research findings into practical and policy-oriented applications.

Through this institutionalised research governance framework, PSC strengthens the linkage between research, policy and policing practice. Systematic oversight from proposal development through completion and dissemination enhances the use of research evidence in policy formulation, operational improvement and evidence-based policing. This coordinated approach contributes to strengthening the research capacity of Bangladesh Police and fostering a sustainable culture of rigorous, policy-relevant and evidence-informed research.

Knowledge in Print: Showcasing PSC's Institutional Publications (2025–2026)















Chapter Thirteen

Police Staff College Bangladesh: Preparing for the Future- with Emphasis on Training, Research, and Academic

Police Staff College Bangladesh: Preparing for the Future- with Emphasis on Training, Research, and Academic Integration

Abstract

The Police Staff College Bangladesh (PSC) is the apex professional institution of the Bangladesh Police, mandated to enhance leadership, operational efficiency, and strategic capability through structured training, applied research, and advanced academic programmes. While its primary identity remains rooted in high-quality professional training, PSC has progressively evolved into an integrated centre of excellence combining training, research, and academic development. This article examines PSC's institutional transformation in response to emerging security challenges, highlighting its training architecture, research expansion, technological adaptation, leadership development, and international collaboration. It argues that PSC represents a dynamic model of modern policing education, where training is strengthened through research-informed and academically integrated approaches.

1. Introduction

The Police Staff College Bangladesh (PSC) occupies a critical position within the national law enforcement framework as the premier institution responsible for advanced training and professional development of police officers. Established to enhance managerial competence, operational effectiveness, and strategic leadership within the Bangladesh Police, PSC has evolved significantly in response to the complexities of contemporary policing.

In an era defined by cybercrime, transnational threats, terrorism, environmental crimes, and rapidly changing societal expectations, the traditional model of policing has become insufficient. Consequently, PSC has redefined its institutional role by integrating structured training, applied research, and academic advancement into a unified professional development framework.

2. Training as the Core Institutional Mandate

Training remains the central pillar of PSC's institutional identity and operational mission. The College is primarily responsible for delivering short- and mid-term professional development courses designed to enhance the competencies of police personnel across various ranks. These training programmes typically range from two to three weeks and focus on strengthening leadership, decision-making, operational planning, and ethical conduct.

PSC's training philosophy is grounded in the principle of "learning for operational excellence", ensuring that theoretical knowledge is effectively translated into field-level application. The curriculum is continuously updated to reflect evolving security challenges, thereby maintaining relevance and responsiveness to real-world policing needs.

3. Leadership Development and Professional Excellence

Leadership development constitutes a key strategic priority of PSC's training framework. Recognising the increasing complexity of policing responsibilities, PSC has introduced specialised courses aimed at developing strategic leadership, accountability, crisis management, and organisational governance skills among senior officers.

These programmes employ interactive methodologies, including case studies, simulations, scenario-based learning, and policy analysis exercises. The objective is to cultivate forward-thinking police leaders capable of managing uncertainty, responding to crises, and ensuring effective public service delivery while upholding ethical and legal standards.

4. Specialised and Thematic Training Programmes

PSC has progressively diversified its training portfolio to address emerging and specialised areas of policing. These include cybersecurity, digital forensics, intelligence-led policing, counter-terrorism, financial crime investigation, crime mapping, and environmental crime prevention.

This expansion reflects PSC's commitment to equipping officers with the technical and analytical competencies required to address both traditional crime and complex modern threats. The thematic training approach ensures that officers are prepared to operate effectively in a rapidly evolving security environment.

5. Technology-Driven Transformation in Training

Technological integration is a defining feature of PSC's modern training strategy. The College has incorporated digital tools and innovative methodologies into its instructional framework, including cybersecurity modules, digital investigation techniques, and data-driven policing concepts.

Future development plans include smart classrooms, simulation-based training environments, and virtual reality-supported operational exercises. These innovations aim to enhance experiential learning, improve decision-making under pressure, and provide realistic exposure to operational scenarios. PSC is also exploring the use of artificial intelligence and data analytics to enhance training design, delivery, and evaluation.

6. Experiential Learning and Practical Orientation

PSC places strong emphasis on experiential learning methodologies to ensure practical competency development. Training programmes incorporate field visits, mock drills, group discussions, role-playing exercises, and case study analyses.

This hands-on approach ensures that participants are able to translate theoretical frameworks into practical policing actions. It also strengthens critical thinking, problem-solving ability, teamwork, and situational awareness—skills essential for effective law enforcement in complex environments.

7. Integration of Training, Research, and Academic Development

7.1 Strengthening Research and Knowledge Production

Research is increasingly recognised as a complementary pillar to PSC's training mandate. The College actively promotes applied research on criminological trends, policing strategies, and security governance issues. This research informs curriculum design, training methodologies, and policy recommendations.

PSC is also in the process of establishing a Centre for Police Research and Development, which will serve as a dedicated institutional platform for empirical studies and policy innovation. This initiative is expected to strengthen evidence-based policing and enhance institutional decision-making capacity.

Through collaboration with national universities, research institutions, and international partners, PSC is steadily evolving into a knowledge-producing organisation that bridges theory, research, and operational practice.

7.2 Academic and Training Integration

PSC's Academic and Research Wing plays a vital role in integrating academic knowledge with practical training. The institution offers advanced academic programmes, including the Master of Applied Criminology and Police Management (MACPM) and various postgraduate diploma courses, which complement its training activities.

These academic programmes enhance analytical thinking, research capability, and strategic understanding among law enforcement professionals. When combined with short-term training courses, they create a comprehensive professional development pathway that strengthens both intellectual and operational competencies.

8. International Collaboration and Institutional Growth

PSC has significantly expanded its international engagement through partnerships with global law enforcement agencies and academic institutions. Collaborations with INTERPOL, United Nations agencies, INTERPA, Macquarie University (Australia), and other international partners have enriched training quality and institutional capacity.

These partnerships facilitate joint training programmes, officer exchanges, and international conferences, enabling exposure to global best practices in policing and security management. PSC's growing international footprint reflects its aspiration to become a regional centre of excellence and a global think tank in policing studies.

9. People-Centric Policing and Ethical Governance

PSC has placed increasing emphasis on people-centric policing as an essential component of modern law enforcement. Training programmes now incorporate modules on communication, conflict resolution, cultural awareness, and human rights-based policing.

This approach aims to strengthen trust between police and communities, enhance transparency, and improve service delivery. By promoting ethical conduct and meaningful public engagement, PSC contributes to building a more responsive, accountable, and people-centred policing system.

10. Addressing Emerging Security Challenges

PSC recognises the importance of preparing officers to respond to emerging and non-traditional security threats. Training programmes increasingly focus on cybercrime, environmental crime, transnational organised crime, and terrorism-related challenges.

This forward-looking approach ensures that law enforcement personnel are equipped with the knowledge and skills necessary to address evolving threats in both national and global contexts.

11. Conclusion

The Police Staff College Bangladesh represents a dynamic and evolving institution where training remains the core foundation, strengthened by integrated research and academic development. Through continuous curriculum innovation, technological advancement, leadership development, and international collaboration, PSC is redefining the standards of police education and professional training in Bangladesh.

Its integrated model - combining training, research, and academic excellence - positions PSC as a comprehensive centre for policing development. Ultimately, PSC is playing a transformative role in building a modern, professional, ethical, and globally competent police
force capable of responding effectively to the complex security challenges of the twenty-first century.