

## **Training Branch**

PSC's Training Branch endeavors to provide necessary knowledge and skills to enrich the participants on contemporary security dynamics, its pattern and capable of anticipating future threats in order to effectively and efficiently respond to the current security needs and prepare to face the future challenges. It aims at improving their managerial capability, operational performance, commanding skill and identification of problems with package prescription for solution not only national context but also in global context.

PSC's courses are conducted in the following broad categories each distinguished from rank status of the participants.

### **Core courses:**

These are the mandatory courses designed to target specific ranks. PSC usually conducts five core courses in the following categories:

#### **For Assistant Superintendents of Police (ASP)**

*Police Management Certificate Course (PMCC)*

#### **For Additional Superintendents of Police (Addl SP)**

*Police Financial Management Certificate Course (FMCC)*

#### **For both ASP and Addl SP**

*Crime Administration Management Certificate Course (CAMCC): It is designed for the police officers who are assigned to the police operational units such as circles/zones.*

#### **For Superintendent of Police (SP)**

*Police Executive Management Certificate Course (PEMCC)*

#### **For Additional Deputy Inspector Generals/ Deputy Inspector Generals (Addl DIG/ DIG)**

*Police Leadership and Management Certificate Course (PLMCC)*

### **Regional Course**

PSC has been conducting one regional course per year since 2013. It is named as **Transnational Crime: SAARC Perspective**- It is designed for the police officers in the rank of SP from SAARC member countries.

### **Special Course:**

Besides, there are some special courses designed for the police officers to enhance their specific skills and knowledge relevant to their offices/job natures. These are as follows:

**Orientation Course for the Newly Promoted SP:** It is a mandatory course designed for the newly promoted SP.

**Course on Research Methodology:** It is designed for those who are interested on police research.

**Course Description:**

**Police Management Certificate Course: Core Course for ASP**

Police Management Certificate Course (PMCC) is the cornerstone program in the Development of Bangladesh Police leaders. This program is developmental and experience sharing based in terms of both theoretical and applied. Case studies are used based on actual events. There are some field visits to make the course pragmatic and actionable. These opportunities of group work, exercises and experiences help participants better understanding of their own behaviour and how their ability to influence others.

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

**Course objectives:**

- To enhance the knowledge of basic human resource management to run different police units.
- To develop the core competencies of leadership to be confident on facing challenges in the different arenas of the profession.
- To get acquainted with the rules relating to the public order management, force and resource mobilization and big event management.
- To acquire the knowledge on various managerial issues such as office management and project management for effective legal service delivery.
- To orient with the knowledge on good governance, human rights and gender issues.
- To have a clear understanding of some cross cutting issues like National Integrity Policy, digitalization of Bangladesh Police, innovations on Bangladesh Police

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

- Critically examine the leadership behaviours and managerial skills required to mobilize others to achieve organizational outcomes
- Acquire a strong mental and leadership capability to face the contemporary challenges of disaster management, public order management or even stress management.
- Can have clear grasp on ethical approaches to force application in policing.
- Critically analyze the trends that influence the objectives of the policing
- Analyze the plan for complex management problems
- Broaden their knowledge on executive level decisions, particularly in the areas of policy, human resource management and public accountability.
- Extend their acquaintance with diverse communities.

#### **Police Financial Management Certificate Course: Core Course for Addl SP**

Police Financial Management Certificate Course (PFMC) is one of the core courses of PSC offered to the Additional Superintendents of Bangladesh Police.

#### **Course objectives:**

Financial management provides a foundation of the core components of financial economies covering the selected topics on budgeting, procurement, taxation and auditing etc. The course objective is to provide a theoretical framework for considering finance problems and issues in various police units and to apply these concepts in practice.

Three primary objectives for this course are:

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

In this course, the participants will enhance their knowledge and understanding on financial management. Through class discussion, informal study groups and formal class presentation, they will enhance their communication and networking skills. They will learn how managers should organize their financial transactions effectively and with integrity. Finally, financial management is also related to

money laundering, corruption, mobile financing etc. and the course will discuss many cases and examples involving various companies, giving the participants a glimpse of other perspectives on financial management.

Expected Outcomes:

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

- Better ability in handling of govt. exchequer.
- Raised ability and attitude in cost-effective financial management of the AOR.
- Better understanding of police financial management issues.
- Increased ability to determine the appropriate and effective strategies in management of financial activities.
- Raised capacity in developing financial strategies

#### **Crime Administration Management Certificate Course: Core Course for Circle/Zonal ASP and Addl SP**

Crime Administration Management Certificate Course (CAMCC) is especially designed for the Circle/Zonal ASP/Addl SP. The insight of this course is to provide stipulated participants necessary knowledge and skills for crime prevention through effective ways of crime management, case supervisions and inspections.

CAMCC focuses on Circle/Zonal ASP/Addl SPs' crucial role in administering his/her jurisdiction. Participants can learn the skills necessary to obtain proper evidence, to evaluate proper investigation, appropriate filing of legal documentation and effective supervision of criminal cases.

#### **The Aim/Objectives of the Course**

- To get the participants to be acquainted with different aspects of the duties and responsibilities of Circle/Zonal ASP/Addl SP so that they can be able to precisely analyze evidences, have potential leads and ability to solve problems.
- To learn how to work in tandem with community members, how to make inter and intra communication with other government organization and how to deal with potential witnesses and victims.

**Course Content:**

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

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

**Learning Outcomes:**

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

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

**Police Executive Management Certificate Course (PEMCC)**

PEMCC is designed for the police officers in the rank of Superintendent of Police. The purpose of this course is to make the participants acquainted with their roles & responsibilities in police management, crime & intelligence management, combating organized crime, using modern techniques & tools, creating good command in applying contemporary laws in investigation. Apart from that, participants can enrich themselves with adequate knowledge and skill on best practices of financial management at different police unit levels, combating IT based crime, best human resource management and on professional accountability while discharging their duties.

## **Leadership and Management Certificate Course**

It is an advanced course designed for the senior police executives in the rank of DIG/Addl. DIG. It is a ten days course and the participants are trained on subjects like National Security Perception, Strategic Management and Formulating Strategic Plan, Anti-terrorism Law and Rules in Bangladesh, Transnational Organized Crime, Negotiation and Conflict Management and so on.

### **Course Objectives:**

The course is designed with an aim to –

- Evaluate Police Commission Report through contemporary lenses and harvest the features of policy analysis process and strategic management.
- Appraise the knowledge of anti-terrorism and calibrate the impact of regional connectivity to combat transnational organized crimes.
- Demonstrate skills in intelligence management, conflict management and inspection and supervision of different police units.
- State Sustainable Development Goals (SDG) from national and global aspects and collate the knowledge on National Integrity Strategy (NIS) for quality policing in present context.

### **Learning Outcome:**

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

- Identify the key areas of contemporary policing from Police Commission Report and apply the features of policy process and strategic management.
- Illustrate aptness in national security from geopolitical aspect and relate anti-terrorism laws and strategies identifying the best practices of transnational organized crime.
- Develop mastery of intelligence management, conflict management and inspection and supervision skills.
- Synthesize national Sustainable Development Goals (SDG) and the usefulness of National Integrity Strategy (NIS) for quality policing.

## **Regional Course**

### **Transnational Crime: SAARC Perspective**

The scourge of terrorism has for long afflicted South Asia causing extensive social disharmony. Since terrorism poses a serious threat to peace and cooperation as well as friendly and good neighborly relations, cooperative security is must in this region. The transnational character of terrorism erodes external-internal security distinctions. It requires a combination of unilateral, bilateral and multilateral

approaches. Recognizing the need of region wide cooperation against all forms and manifestations of terrorism is becoming the most vital strategy of regional security. In its response SAARC can provide a rock solid platform for multilateral approaches to the regional fight against terrorism.

In this backdrop, PSC takes steps to strengthen SAARC police capabilities through organizing a tailor made training that will work on the security needs of SAARC member countries. It is a two-week duration course designed for the participants in the rank of SP from SAARC member countries.

**Course objectives:**

- Combating Transnational Crimes in SAARC Region
- Sharing Knowledge and Experience in Professional Issues of Common Interest
- Maximizing SAARC Police Co-operation
- Exchanging the Best Practices of Policing

**Expected Outcome:**

- Potent and Functional Policing Network within the SAARC Countries
- Sharing and Discussion of Common Issues
- Integrated Approach to Facilitate Combating Transnational Crimes
- Exercising Best Practices in Dealing with Conventional and Other Crimes

**Special Course**

**Counter Terrorism: A Call for Seizing Terrorist Activities- Special Course for the SP**

Terrorism in the contemporary International Security Studies needs a huge area of analysis while a considerable incompetence and ignorance over this study have been noticed especially in this South Asia region. This enforces a more thoughtful and insightful accounts of the authentic scholarship. Due to the recent escalation of the threats of terrorism across the world, academics and policy circles give special emphasize on this issue.

Bangladesh Police also are struggling with countering terrorism. They grapple with a series of problems including a less amount of expertise on the topic. Considering such limitations, the Inspector General of Bangladesh advised PSC to take efforts on designing a course on this particular topic to efficiently and effectively address this problem. In this backdrop, in 2016, PSC has launched its new course with a duration of 5-day long course on 'Counter Terrorism: A Call for seizing Terrorist Activities' for the participants in the rank of Superintendents of Police.

This course placed terrorism and the efforts at counter-terrorism in the context of national and international violence. The aim of this course is to acknowledge the entire spectrum of violence (peaceful and non-violent protest through to large scale extremism) which acts as a catalyst for terrorism. The focus of this course is on understanding the nature and dynamics of terrorism which derives from religious fanaticism.

**Course objectives:**

Through the training program, the participants will be able to-

- Understand the global, regional and national perspectives of terrorism
- Demonstrate better skills in developing strategies to counter terrorism
- Reciprocate in terms of sharing critical intelligence on terrorism
- Plan and coordinate efforts to combat terrorism within and beyond national perspectives
- Enhance scopes for inter-agency operational cooperation to deal with terrorist activities
- Raise appropriate investigative capacity to deal with cases relevant to terrorist activities.
- Identify gaps between theory and practice in the field of terrorism
- Identify the route maps of terrorist financing and develop tools to tackle the flow of such finance.
- Widen frontiers of related legal knowledge (law, rules, regulations, strategies etc.)

**Expected learning outcomes:**

- Better understanding of approaches to combat terrorism.
- Enhanced inter and intra organizational cooperation
- Increased ability to determine the appropriate and effective strategies in management of terrorist activities.
- Strengthened intelligence network, proactive measures in dealing with terrorism.
- Raised capacity in developing counter terrorism strategies Greater success in identification and address of Transnational Organized Crime trend

**Course on Research Methodology**

Bangladesh Police faces crucial challenges in creating, nurturing and maintaining the level of quality research in social science areas. Hence, there is a need to develop a sound methodological base of research among growing researchers to cope-up with future challenges. A good research methodology is a key to sound research output. To operationalize this vision,



there is a need to train, reorient and reactivate the research scholars in social science on research methodology.

The course on Research Methodology is an effort to enrich the research scholars in social science research methodology. It covered the basics of research methodology focusing on theoretical and practical inputs. Specifically the formulation of research problem, generating research hypothesis and testing hypothesis, conducting literature review, data collection methods, selection of appropriate parametric or non-parametric statistical method for analyzing data and report writing.

#### Course Objectives:

1. To enable the participants to define research problem, develop an approach to research problem and select a suitable design.
2. To impart capabilities for formulation and testing of hypothesis based on the nature of research.
3. To enable the participants to understand report writing and writing research proposals.
4. To make aware the participants about latest trends in social science research discipline.

#### Expected Outcome:

After completion of this course, the participants can able to develop

1. Independent research skill
2. Critically review the research article
3. Have sufficient knowledge to problem identification and research question generation
4. Be acquainted with data generation, data management techniques and different ways of data analysis.
5. Have necessary skills on methods of writing research proposal
6. Be aware on plagiarism and how to maintain academic honesty and ethics
7. Gain knowledge on the importance of citation and be familiar with different citation systems