

**Divisional Workshops**  
**On**  
**Work Plan-2010 of PRP and**  
**Dissemination of Crime Prevention Strategy**

**Workshops Report**

**Police Reform Programme (phase-II)**  
**April 2010**

## **Overview**

The Police Reform Program (PRP) will continue to be a long-term and comprehensive capacity building initiative to improve human security in Bangladesh. PRP supports the transition from a colonial style police force to democratic policing by strengthening the Bangladesh Police's ability to contribute to a safer and more secure environment based on respect for the rule of law, human rights and equitable access to justice.

Phase-I established the foundation of police reform initiative by introducing Model Thanas, Victim Support Centre and a Community Policing Philosophy across the country. Phase II will provide necessary support to implement the "Strategic Plan of Bangladesh Police 2008 -2010" and future versions of the Strategic Plan.

Community policing is an important component of PRP. The philosophy of community policing encourages collaborative, mutually-beneficial relationships between police and community to solve local problems. PRP will support the Bangladesh Police to implement the National Community Policing Strategy, which outlines the standards and guidelines for the operation of Community Policing Forums, Thana Open Days, and the training of key personnel. It is expected that the Forums will help to create a more accessible, accountable and effective police service by conducting outreach programmes like school visits and awareness campaigns on local issues.

Police Reform programme (phase-II) has planned to hold workshop at each divisional level with the participation of senior police officers to share the Annual Work Plan-2010 of Police Reform Programme and to receive senior police officer's suggestions/recommendations about the planned activities. This was followed by a presentation on Crime Prevention Strategy drafted by Bangladesh Police in collaboration with the PRP.

### **The objectives of the workshops were;**

- To share Annual Work Plan-2010 of Police Reform Programme;
- To share the outline of Crime Prevention Strategy and Crime Pattern Analysis;
- To accumulate recommendations for effectiveness and sustainability.



## **DIVISIONAL WORKSHOP KHULNA**

## Workshop proceedings

### Date and Venue

The workshop was organized on following date and venue:

**Venue:** Hotel Castle Salam, Khulna

**Date :** April 27, 2010

### Facilitators

A team consists of PRP professionals facilitated the workshop. They were:

- Mr. Henk van Zyl; Project Manager
- Mr. Michael Glenane, Investigations and Operations Specialists
- Mr. Kumar Koirala, Crime prevention and Community Safety Specialist
- Mr. Wojciech Koprowicz, ICT Specialist
- Ms. Muminun Nessa, Victim Support Specialist

### Participants

A total of thirty (30) senior police officers from Khulna Range and Metropolitan Police participated in the workshop (list of the participants is attached as annex-I).

### Discussion Topics

- Sharing of Annual Work Plan-2010 of Police Reform programme
- Sharing outline of Crime Prevention Strategy and Crime Pattern Analysis;
- Received recommendations for effectiveness and sustainability

### Methods

- Power Point presentations
- Large group discussions

### Session-1: Welcome and Inaugural

Mr. Henk van Zyl, Project Manager welcomed the participants and thanked for their participation. He briefed about the purpose and importance of this workshop. Then he invited the participants to be vocal, participate enthusiastically and share ideas. He reiterated that the Police Reform Programme really want to support Bangladesh Police to make it very effective organization in Bangladesh and even in the region.

Mr. Sheikh Hemayet Hossain, ppm, DIG, Khulna Range in his inaugural



speech appreciated activities of PRP including the logistics and equipment support to different Thanas under Khulna Range. He mentioned that the region is extremely affected by so called extremists. Bangladesh Police is working hard to for the safety and security of the people. He sought more logistics and equipment support from PRP. Finally, he declared the Worksop open for onward discussion.

The inaugural session was ended with the vote of thanks by Mr. Helal Uddin Badri, Commissioner, Khulna Metropolitan Police.

### **Session-2: Presentation on Annual Work Plan**

Project Manager and respective Outcome Leaders presented the Annual Work Plan-2010 of PRP through power point presentation. The police officers participated in the discussion very lively and provided their valuable comments and recommendations. Key comments and recommendations has been described under Session-4.

### **Session-3 Presentation on Crime Prevention Strategy**

Mr. Kumar Koirala, Crime Prevention and Community Safety Specialist, PRP presented the Crime Prevention Strategy, which was developed by the Bangladesh Police with the support from the PRP. Police Officers participated in the session very enthusiastically. Discussions and recommendation described under Session-4:

### **Session-4: Open Discussions and Recommendations**

#### ***Issue: Shifting from Oral to Evidence based Procedure in investigation***

Discussions: At present audio and video is not allowable in court. So, until amendment of the Evidence Act, Bangladesh Police will not be in a position to do that.

Recommendation: Higher level advocacy is required for enactment of the proposed Evidence Act submitted to Government in 2007.

#### ***Issue: Justice Sector Reform***

Discussions: In Bangladesh some times complainants and witness changes their mind set and as well as change statement before the court. In that case, the court authority does not look into the previous documents or charge sheet prepared by the Police. As a result offenders get release and that blame goes to the police. This has been seen as a hindrance in getting justice. So, every part of the system has an impact on the other part and police alone can't ensure justice with out proper support of the justice sector.

Recommendation: Justice Sector reform is vital to ensure justice.

#### ***Issue: Membership of Community Policing Forum***

Discussions: Intrusion of the political people into the Community policing forum has been seen as a common problem in most of the areas in the division after taking charge by the current political government. Inclusion of new members without following the criteria rather on the basis of political influence is embracing for the existing members and ultimately it will hamper the activities in the long run.

Recommendation: This should be handled case by case and need to be solved locally using best judgement.

***Issue: Legal basis for Community Policing***

Discussions: Some Officers rose that a legal basis is essential for Community Policing activities. Project Manager and National Project Director both of them mentioned that for a good work always there is no need for legal basis. Project Manager referred about the example of the other countries of the world where without any legal basis they are doing community Policing activities. Mr. N. B. K. Tripura mentioned that many voluntary activities are going on in our country without any legal basis. He encouraged the Police officers to continue the Community Policing activities with full enthusiasm.



Recommendation: PRP and Bangladesh Police should jointly pursue with the government for legitimacy of the Community Policing; or alternatively Police Head Quarters can issue a circular as a mandatory activity.

***Issue: Land litigation***

Discussions: Some Police Officers opined that 90% of the crimes take place due to land litigation and community people always come to the police to help. This is ongoing burning issue claimed by the police officers. However, as this is a non-cognizable offence, so police can't help people. Mr. Kumar Koirala mentioned that inclusion of land litigation in the policing activities is a strategic issue that might requires amendment of the relevant policing documents and that is the decision of the Bangladesh Police. He further mentioned that Community policing activities is mainly community-police partnership in prevention of crime.

Recommendations: land litigation should include in policing as a cognizable offence.

***Issue: Human Resources***

Discussions: Day by day area of work is increasing including Community Policing but human resources are remains same in the police units. As a result, same people are involved in many activities that hampering the quality and timely completion of work. Mr. N.B.K. Tripura assured that Bangladesh Police is going to recruit more thirty thousand (30,000) police and after that it will somehow meet up requirements.

Recommendations: Need to increase number of dedicated and quality human resources especially for the Community Policing activities for different police Units to ensure quality service.

### ***Issue: Incentive for Community Policing Forums***

Discussions: In a view to increase interest among the Community Policing Forums to the Community Policing activities, an incentive system (in monetary or any other form) may be introduced as recognition of their good work.

Recommendations: Community Policing Forums should be rewarded by the PRP.

### **Session-5: Concluding Remarks**

Mr. N.B.K Tripura, ndc, Additional Inspector General, Bangladesh Police and National Project Director, PRP emphasized on preventing crime and specially he referred to the three basic elements such as Ability, Motivation and Opportunity for committing crime that has been described in the Crime Prevention Strategy. If police can eliminate any one of them, crime will not commit.



He advised police Officers to read the documents produced by PRP including Crime Prevention, community Policing, Gender guidelines, ICT Strategy etc. despite thrie bust time.

He suggested establishing Crime Prevention Centre at the District and Metropolitan level using the existing resources so that they can closely work with the Crime Prevention centre at Police Headquarters.

Mr. Tripura advised the Police Officers to track the performance of the Community Policing Forums through the Community Policing Officers so that they can be rewarded.

Finally, he reiterated that “PRP will provide necessary support for the Bangladesh Police but we should come forward with concrete proposals to receive support and to ensure effective use of resources”

### **Session-6: Closing**

In closing remarks, Mr. Sheikh Hemayet Hossain, ppm, DIG, Khulna Range thanked the Police Headquarters and PRP for arranging this workshop. He also thanked all the participants for their attendance and contributions. Finally he closed the workshop.



## **DIVISIONAL WORKSHOP BARISHAL**

## Workshop proceedings

### Date and Venue

The workshop was organized on following date and venue:

**Venue:** In-service Police Training Centre, Barishal

**Date :** April 28, 2010

### Facilitators

A team consists of PRP professionals facilitated the workshop. They were:

- Mr. Henk van Zyl; Project Manager
- Mr. Michael Glenane, Investigations and Operations Specialists
- Mr. Kumar Koirala, Crime prevention and Community Safety Specialist
- Mr. Wojciech Koprowicz, ICT Specialist
- Ms. Muminun Nessa, Victim Support Specialist

### Participants

A total of twenty (20) participants including Senior Police Officers from Khulna Range and Metropolitan Police, representatives from Ministry of Home Affairs, UNDP and PRP participated the workshop (list of the participants is attached as annex-I).

### Discussion Topics

- Sharing of Annual Work Plan-2010 of Police Reform programme
- Sharing of Crime Prevention Strategy and Crime Pattern Analysis;
- Received recommendations for effectiveness and sustainability

### Methods

- Power Point Presentations
- Large Group Discussions

### Session-1: Welcome and Inaugural

Mr. Henk van Zyl, Project Manager welcomed the participants and thanked for their presence. He briefly mentioned about the purpose and importance of the workshop. He reiterated that Police Reform Programme really wants to support Bangladesh Police to make it very effective organization in Bangladesh and in the region. Mr. Henk reminded that the Police Reform is the Programme of Bangladesh Police and he invited the participants to



participate actively, share ideas and come forward with suggestions and recommendation for effective implementation of the programme.

Mr. Binoy Krisno Bala, ppm, DIG Barishal Range in his inaugural speech he thanked PRP for supporting Bangladesh Police to make it modern organization especially for the logistics and equipment provided to the different units of Bangladesh Police. Finally, he declared the Worksop open for onward discussion.

## **Session-2: Presentation on Annual Work Plan**

Project Manager and respective Outcome Leaders presented the Annual Work Plan-2010 of PRP through power point presentation. At the outset of the presentation, Mr. Henk briefly discussed about the achievements of the Phase-I, which built the foundation for the police reform in Bangladesh. He further mentioned that based on the success of the Phase-I, Government and donors funded for the Phase-II of the PRP.

The police officers participated in the discussion very lively and provided their valuable comments and recommendations. Key comments and recommendations have been described under Session-4.

## **Session-3 Presentation on Crime Prevention Strategy**

Mr. Kumar Koirala, Crime Prevention and Community Safety Specialist, PRP presented the Crime Prevention Strategy, which was developed by the Bangladesh Police with the support from the PRP. Police Officers participated in the session very enthusiastically. Discussions and recommendation described under Session-4:

## **Session-4: Open Discussions and Recommendations**

### ***Issue: Police Ordinance***

Discussions: Police Ordinance drafted by the Bangladesh Police with the support from PRP. Further, the ordinance was shared with the public in local level across the country according to the direction of the Government. Finally, it was not supported by the Government. Under the circumstances what are the next actions are considering by the PRP UNDP and without approval of the Police Ordinance, any change will take place? asked by the participants.



In response to the quarries, it was informed by the PRP that the issue is being discussed in different forums to stimulate government. The issue was also discussed in the last Project Steering Committee meeting held in January 2010 raised by the UNDP Country Director.

Project Manager informed the participants that in many areas where there is scope to work and contribute without enactment of the ordinance. As an example, he mentioned that Community Policing is an area, where Bangladesh Police we can contribute a lot without legal basis. Also there are lot of examples in other countries in the world.

Recommendation: Higher level advocacy is required for enactment of the proposed Ordinance submitted to Government in 2007.

***Issue: Community Policing Forum***

Discussions: Intrusion of the political people into the Community policing forum has been seen as a common problem in most of the areas in the division. Inclusion of new members without following the criteria rather on the basis of political influence is embracing for the existing members and ultimately it will hamper the activities in the long run.

Recommendation: This should be handled case by case and need to be solved locally using best judgement.

***Issue: Legal basis for Community Policing***

Discussions: Some Officers rose that a legal basis is essential for Community Policing activities. Project Manager mentioned that for a good work always there is no need for legal basis. Project Manager referred about the example of the other counties of the world where without any legal basis they are doing community Policing activities.

Recommendation: PRP and Bangladesh Police should jointly pursue with the government for legitimacy of the Community Policing.

***Issue: Training and Capacity building***

Discussions: One of participants who worked earlier in Police Academy, Sardah, Rajshahi, mentioned that PRP gave some direction to the Police Academy to reduce some unnecessary training, which will benefit the trainees. However, they expect more modern training from PRP.

Recommendation: PRP should organize more training in different areas to increase capacity of Bangladesh Police.

***Issue: Recruitment and Promotion***

Discussions: Capable and committed police officers are require to serve better to the people. PRP can support to improve recruitment and promotion process of the Bangladesh Police.

Recommendation: PRP should work to improve recruitment and promotion process.

### **Session-5: Concluding Remarks**

Mr. Henk van Zyl, Project Manager, PRP mentioned in his concluding speech that organizational change is a continuous process and which is essential for the survival of the organization. He emphasized that some one else from outside will not able to make any organizational changes without the willingness and internal feelings for changes.

Finally, he reiterated that PRP will provide necessary support for the Bangladesh Police but Bangladesh Police should come forward to receive support and to ensure effective use of resources.

### **Session-6: Closing**

Dr. Abdur Rahim, Commissioner, Barishal Metropolitan Police, in his speech mentioned that for quality policing use of better technology, modern equipment and logistics is require. He concluded with hope that through the continuous support of PRP all these problem will be addressed.

In closing remarks, Mr. Binoy Krisno Bala, ppm, DIG, Barishal Range thanked the Police Headquarters and PRP for arranging this workshop. He also thanked all the participants for their attendance and contributions. Mr. Bala also sought support from PRP to connect Crime Data Management System to all the police units including PHQ and CID. He advised all the police officers to covey the discussions held in this workshop and about the activities of PRP. Finally he closed the workshop.