

# 115<sup>th</sup> SENIOR STAFF COURSE

(10 November – 24 December 2024)

## Curriculum & Brochure

*Building Capacity for  
Effective, Inclusive  
and  
Accountable  
Public Administration  
System*



**Bangladesh Public Administration Training Centre**  
Savar, Dhaka-1343



**BANGLADESH PUBLIC ADMINISTRATION TRAINING CENTRE**

[www.bpatc.gov.bd](http://www.bpatc.gov.bd)

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## ACRONYMS AND ABBREVIATIONS

ACAD	Advanced Course on Administration and Development
BPATC	Bangladesh Public Administration Training Centre
CTMS	Computerized Training Management System
CMT	Course Management Team
D&GE	Discussion & Group Exercise
FM	Faculty Member
FTC	Foundation Training Course
GP	Group Presentation
GS	Guest Speaker
ICT	Information and Communications Technology
IP	Individual Presentation
L&D	Lecture & Discussion
L&E	Lecture & Exercise
LLW	Lessons Learned Workshop
NIS	National Integrity Strategy
PPMC	Policy Planning and Management Course
Q&A	Question & Answer
SSC	Senior Staff Course

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**PART - A**

**COURSE  
GUIDELINES**

## **1. INTRODUCTION**

The core spirit of our liberation war was to build a glorious nation, a developed and prosperous Bangladesh-free from all types of exploitation and injustices. In achieving our liberation war's objectives, it is vital to create a contingent of civil servants with a higher level of professionalism and integrity and adequate knowledge of national and global issues. Bangladesh Public Administration Training Centre (BPATC) was established in 1984 as the lead institution to organize civil servants' professional training. The principal objective of BPATC is to develop a corps of well-groomed and dynamic civil servants by equipping them with adequate professional knowledge and skills, and moral values. BPATC maintains a set of core values in its training schemes, and these include discipline, integrity, inclusiveness, professionalism, learning for results, innovations, team spirit, participation, and mutual respect. Throughout the year, BPATC organizes several professional courses, such as Foundation Training Course (FTC), Advanced Course on Administration and Development (ACAD), Senior Staff Course (SSC), Policy Planning and Management Course (PPMC), Policy Dialogue for different groups of civil servants.

## **2. SENIOR STAFF COURSE**

Senior Staff Course (SSC) is one of the main courses of BPATC for the policy-level officials of the government. While the course's main participants are the joint secretaries to the government, some officials of the same rank from the Armed Forces and Bangladesh Civil Service Foreign Affairs Cadre and Police Cadre can also join it. BPATC organizes the course in partnership with the Ministry of Public Administration as the latter provides the nominations for this training. SSC's general purpose is to allow the policy-level officials to understand governance and development's critical issues. As such, participants critically analyze the problems to determine the most appropriate strategies to address them. Moreover, developing leadership skills, particularly strategic decision-making, is another crucial objective of this course. The design of the modules of this course supports the participants to realize the purposes of the training.

### **2.1 Goals and Objectives of the Course**

The goal of the course is to enhance the leadership and management capacities of senior public administrators to promote inclusive growth and development in Bangladesh.

The objectives of the course are-

- a) Develop leadership capability focusing on enhanced team-building skill and innovativeness;
- b) Enhance decision-making and strategic-thinking skills for evolving socio-economic environment;
- c) Optimize communication and negotiation skills for inclusive development.

## **2.2 KEY FEATURES OF THE COURSE**

### **2.2.1 Course Duration**

The course duration is 55 days with two segments: in-country training at BPATC and overseas training in a foreign country's designated institution. Out of the 55 days, 45 days are spent at BPATC, and the rest days are for the overseas part. In general, sessions are held on all weekdays except holidays. However, sessions may be held on the weekend, depending on the necessity. The aforementioned 45 days will be allocated as following:

Items	No. of days
Inauguration, Course Briefing & Formation of Different Committee	01
Days for Training Sessions	23
Study Tour/Field Trips	02
Organization Visit	02
Field Attachment/Data Collection	03
Certificate Awarding and Closing Ceremony	01
Week-ends and Public Holidays*	13
Total Working Days	32 (Tentative)
Total days	45

*\*The following list of Public Holidays have been taken under consideration:*

Observation	Day	Date
Victory Day	01 day	16 December
Total	01 day	

### 2.2.2 Course Content

The course is conducted through 10 academic modules, which are clustered into 4 thematic areas. The modules are presented below under the thematic areas.

Thematic Areas	Modules
Public Sector Governance	Module 1: Public Sector Ethos Module 2: Public Policy Formulation Module 3: Research and Policy Evaluation (a) Research Methodology for Policy Evaluation (b) Developing Policy Evaluation Paper Module 4: Partnerships and Negotiations Module 5: ICT for Governance and Development
Development Strategies and Management	Module 6: Economic Development Module 7: Project and Procurement Management
Cross-Cutting Issues	Module 8: Contemporary Issues
Skills Development	Module 9: Presentation Skills Module 10: Learning Good Practices (a) Domestic Exposure Visit (b) Overseas Training

### 2.2.3 Training Methods

Different methods are used to implement the training course. The main methods include lecture and discussion, workshop, group discussion, exercise, case study, etc.

A recapitulation session is usually held at the first session of Sunday of the week, in which a selected



number of participants present their learning points of the previous week. This session is an opportunity for the participants to enhance their presentation skills and learning abilities.

#### **2.2.4 Medium of Instructions**

The medium of instruction of the SSC is in English. BPATC encourages the participants to develop their oral and written English skills by practicing inside and outside the classroom. More importantly, all assignments, both group or individual, presentations will be in English.

#### **2.2.5 Resource Persons**

Both faculty members and guest speakers conduct training sessions. Eminent scholars, senior civil servants, renowned professionals are invited as guest speakers in the course.

#### **2.2.6 Extension Lectures**

Extension Lectures (ELs) are usually conducted by Guest Resource Persons and are held usually after the regular session hours. EL is a great opportunity for the participants to interact with senior policy makers, civil society members and domain experts. These lectures focus on issues of notional or international importance and cross-cutting issues. ELs are not coded under any module.

#### **2.2.7 Course Management Team (CMT)**

The course management team comprises a Course Adviser, a Course Director, and two Course Coordinators (CC). Rector is the Course Adviser, while an MDS acts as the Course Director. Director/Deputy Director level officials work as Course Coordinators. CMT is primarily responsible for the management of the course. Participants are encouraged to share any feedback with the CMT to ensure quality training and convenience in the training environment.

#### **2.2.8 Responsibilities of the Participants**

All participants need to firmly adhere to the following:

- maintaining a higher degree of discipline, ethics, norms, and formalities inside and outside the classroom;
- attending all instructional sessions and other training activities punctually;
- entering the classrooms at least five minutes before the scheduled time;
- submitting the assignments within the stipulated time;
- staying compulsorily in the dormitory and following the rules and regulations thereof;
- abstaining from carrying and using of cell phones in academic sessions, formal functions, mosque, library, and corridor;
- participating in all co-curricular activities as required by the course;
- maintaining health protocol, with particular reference to COVID-19;
- complete avoidance of plagiarism in reports and document preparation.

#### **2.2.9 Dress Code**

Participants must follow the prescribed dress code during training. A detailed dress code as approved by NTC is enclosed (Annexure 2)

#### **2.2.10 Accommodation and Food**

Senior Staff Course is a fully residential course, and during the training, participants live at the International Training Complex (ITC) dormitory. Meals are served at the designated cafeteria at the ITC.

A three to five-member Mess Committee formed from among the participants consisting of a President of the Mess Committee (PMC), and other members manage meals. Selection of menu, making arrangements of meals in consultation with fellow participants, and maintaining the overall quality of meals are the Mess Committee's responsibilities. However, the Course Management Team provides all logistic supports in this regard.

### 2.2.11 Training Sessions and Tentative Schedule of a Day<sup>1</sup>

There will be at least five sessions a day. Typically each session is one hour, while the duration of the extension lecture is two hours. The first session of a day starts sharp at 08:30 in the morning, while evening session can be arranged at 18:30 or 19:30. A tentative plan of a day is presented below.

Time	Activity
06:00-07:00	Morning Physical Training
08:30-09:30	1 <sup>st</sup> Session
09.40- 10.40	2 <sup>nd</sup> Session
10:41-11:05	Health Break
11:06-12:05	3 <sup>rd</sup> Session
12:15-13:15	4 <sup>th</sup> Session
13:16-14:15	Lunch & Prayer Break
14:16-15:15	5 <sup>th</sup> Session
16:00-16:40	Afternoon Games
18:30-20:30	Evening Session (Extension Lecture)

## 2.3 OVERVIEW OF THE EVALUATION SYSTEM

### Total Marks of Evaluation and Means of Evaluation

The performance of the SSC participants is evaluated on 750 marks. The principal means of evaluations are individual assignments, group assignments, writing policy evaluation paper, and individual and group presentations. Module wise evaluation methods and marks are given below.

Module No.	Title of the Module	Methods and Marks		
		Individual	Group	Total
1	Public Sector Ethos	-	-	-
2	Public Policy Formulation	-	50	50
3	Research and Policy Evaluation	50+150	-	200
4	Partnerships and Negotiations	-	50	50
5	ICT for Governance and Development	-	50	50
6	Economic Development	-	50	50
7	Project & Procurement Management	-	50	50
8	Contemporary Issues	-	-	-
9	Presentation Skills	50	-	50

<sup>1</sup> The schedule may change depending on the necessity and morning PT and afternoon games are subject to sunrise and sunset.

Module No.	Title of the Module	Methods and Marks		
		Individual	Group	Total
10	Learning Good Practices			200
	Domestic Exposure Visit	-	100	
	Overseas Training	-	100	
-	Evaluation by the CMT	20	-	20
-	Evaluation by Evaluation Department	30		30
	Total Marks	275	475	750

### Break-down of the Marks of the CMT Evaluation and Evaluation Department

Following is the break-down of 50 marks of evaluation by the Course Management Team and Evaluation Department.

Evaluation	Subject of Evaluation	Marks	Total
CMT	Punctuality	05	20
	Table Manners and Dress	05	
	Appropriate Observation of BPATC's Norms and Values	05	
	Participation in Co-curricular Activities	05	
Evaluation Department	Speakers' Evaluation	10	30
	Attendance	20	

### Grading

According to the Evaluation Policy of BPATC, the following grading system applies to evaluate the participants' performance.

Sl. No.	Percentage of Marks	Grading
1	85 and above	A+ (Outstanding)
2	80 - <85	A (Excellent)
3	70 - <80	B+ (Good)
4	60 - <70	B (Satisfactory)
5	50 - <60	C (Average)
6	<50	Fail

### Individual Course Evaluation Report for Dossier

On completion of the course, an individual course evaluation report for every participant is prepared. The Evaluation Department of the BPATC prepares the report containing every participant's performance and the CMT's pen-picture. The report is sent to the concerned ministry/authority for preservation in the participant's dossier.

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# **COURSE CONTENTS**

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## THEMATIC AREA: PUBLIC SECTOR GOVERNANCE

### Module 1: Public Sector Ethos

**Module Objective:** To enable the participants to internalize patriotism and integrity to deliver roles objectively and demonstrate professional leadership.

Topic Codes	Duration (hour)	Topic Titles	Facilitator	Training Method
1.01	2	Corruption and Unethical Practices in Governance and Development: Combating Strategies	GS/FM	D&GE GP
1.02	1	National Integrity Strategy: A Diagnostic Analysis of the Implementation Challenges	GS/FM	D&GE GP
1.03	2	Strategic Management in the Public Sector: Overview, Essence, and Implications	GS/FM	L&D Case Study
1.04	2	Art of Leadership: Motivation and Empowering the Workforce	GS/FM	L&D Case Study
1.05	1	Social Accountability Tools (RTI, CC, APA, NIS & GRS)	GS/FM	L&D, Case Study

## THEMATIC AREA: PUBLIC SECTOR GOVERNANCE

### Module 2: Public Policy Formulation

Evaluation Method: Group Assignment (Word Limit 800-1000)

Total Marks: 50

**Module Objective:** To get the participants exposed to different dimensions and criticalities of public policy formulation and implementation.

Topic Codes	Duration (hour)	Topic Titles	Facilitator	Training Method
2.01	2	Understanding Public Policy and Public Policy Process	GS/FM	L&D
2.02	2	Policy Evaluation: Theories, Tools and Techniques	GS/FM	L&E
2.03	2	Evidence-Informed Policy Formulation: Different Approaches and Tools	GS/FM	L&D
2.04	2	Policy Success and Policy Failure: A Framework for Policy Options [Policy Evaluation & Learning]	GS/FM	L&D Case Study
2.05	2	Exercise on Policy Formulation	GS/FM	GE & Presentation
2.06	2	The Evolving Nature of Collaboration and Partnership in Policy Making with Special Reference to Inter-Ministerial Meeting and Stakeholder Consultations	GS/FM	L&D Case Study

## THEMATIC AREA: PUBLIC SECTOR GOVERNANCE

### Module 3: Research and Policy Evaluation

#### Part I.

#### Research Methodology for Policy Evaluation

#### Evaluation Method: Individual Assessment

Total Marks: 50

**Sub-Module Objectives:** To orient the participants with tools and techniques of writing proposal of policy evaluation paper.

Topic Codes	Duration (hour)	Topic Titles	Facilitator	Training Method
3.01.01*	1	Research for Policy Analysis and Evaluation: Writing Research Proposal	Consultants/ Mentors (In plenary)	L&E
3.01.02	2	Practical Exercise on Preparing a Proposal for Policy Evaluation (Research Area/Topic & Objectives)	Consultants/ Mentors (In plenary)	Practical Exercise
3.01.03	1	Literature Review/Data Collection	Consultants/ Mentors (In plenary/Group)	L&E
3.01.04	1	Research for Policy Analysis and Evaluation: Data Collection Tools (Briefing and Consultation)	Consultants/ Mentors (In plenary/Group)	L&E
3.01.05	1	Practical Exercise on Preparing a Proposal for Policy Evaluation	Consultants/ Mentors Team (Group)	L&E
3.01.06	1	Literature Review/Data Collection (Citation/ Referencing-Briefing and Consultation)	Consultants/ Mentors (In plenary/Group)	Practical Exercise
-		(Email) Draft Research Proposal to respective Consultants	Participants	-
3.01.07	1	Practical Exercise on Preparing a Proposal for Policy Evaluation	Consultants/ Mentors (In Group)	Practical Exercise
-		Final Research Proposal Submission** to CMT/MD (soft in ERP & printed copy)	Participants	-

## Part II.

### Developing Policy Evaluation Paper

#### Evaluation Method: Individual Policy Evaluation Paper and Presentation

Total Marks: 150

**Sub-Module Objective:** To develop skills of the participants in writing policy evaluation paper and present their findings.

Topic Codes	Duration (hour)	Topic Titles	Speaker/Facilitator	Training Method
3.02.01	3 days	Data Collection	Participants	Field Visit
3.02.02	1	Interpretation of Data	Consultant/ Mentors (In Plenary)	L&E
3.02.03	1	Session with Consultants/ Mentors to finalize paper	Consultant/ Mentors (In Group)	Practical Exercise
3.02.04	1	Session with Consultants/ Mentors to finalize paper	Consultant/ Mentors (In Group)	Practical Exercise
-		Draft Research Paper Submission to respective consultant (Email)	Participants	-
-		Final Research Paper Submission** to CMT (soft in ERP & printed copy)	Participants	-
3.02.05	6-8 hrs (4 in 1 hour)	Policy Evaluation Paper Presentation	Participants (In Plenary)	Presentation

\* At least 2-3 days gap must be maintained in assigning each session so that every participant can get sufficient time to develop their proposal and final paper. Topic 3.02.02 must be assigned one day after coming back from data collection.

\*\* Please check plagiarism and attach the auto generated Turnitin report with your paper.

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<sup>2</sup> Break-down of marks: Paper: 120 (formatting/structure: 25, language, reference and style: 30, problem identification, analysis, consistency: 45, new insights/ideas: 20), Presentation: 30 (presentation skills and time management: 25, ability to respond to question(s): 5)



## THEMATIC AREA: PUBLIC SECTOR GOVERNANCE

### Module 4: Partnerships and Negotiations

Evaluation Method: Simulation

Total Marks: 50

**Module Objectives:** To make the participants understand negotiations and different diplomatic terms and instruments, lead negotiations effectively, and be aware of the global and local changes regarding development partnership and governance.

Topic Codes	Duration (hour)	Topic Titles	Facilitator	Training Method
4.01	2	Concepts and Dimensions of Negotiations with Special Reference to Bilateral, Regional, and Multilateral Negotiations & Diplomatic Instruments	GS	L&D Case Study
4.02	2	Whole-of-Government Approach to Negotiations (Role of Different Ministries in International Negotiations/ Partnership between MoFA and Line Ministries)	GS/FM	L&D Case Study
4.03	2	International Development Partnership/ Cooperation: Changing Dynamics and Ramifications for the Recipient Countries	GS/FM	L&D Case Study
4.04	2	Geo-Politics and Geo-Economics in Asia: Implications for Bangladesh	GS	L&D
4.05	2	Simulation on Negotiation	GS/FM	Simulation

## THEMATIC AREA: PUBLIC SECTOR GOVERNANCE

### Module 5: ICT for Governance and Development

Evaluation Method: Group Assignment (Word Limit 800-1000)

Total Marks: 50

**Module Objective:** To enable the participants to understand ICT's leveraging role in bringing excellence in governance and economic opportunities.

Topic Codes	Duration (hour)	Topic Titles	Facilitator	Training Method
5.01	2	4IR and Its Potential Impact on Public Sector Governance and Policy Making	GS	L&D
5.02	2	ICT as a Thrust Sector of Employment and Economic Development: Status, Opportunities and Challenges for Bangladesh	GS	L&D

## THEMATIC AREA: DEVELOPMENT STRATEGIES AND MANAGEMENT

### Module 6: Economic Development

Evaluation Method: Group Presentation

Total Marks: 50

**Module Objective:** To enable the participants to know the approaches and strategies for Bangladesh's economic development.

Topic Codes	Duration (hour)	Topic Titles	Facilitator	Training Method
6.01	2	Bangladesh's Economic Development: Strategies, Drivers, Opportunities, and Challenges (Explaining Bangladesh Enigma)	GS/FM	L&D
6.02	2	Bangladesh and SDGs: Policy Approach and Financing Strategy	GS/FM	L&D
6.03	2	National Export and Import Policies: Strategic Approaches to Diversification of Export	GS	L&D Examples
6.04	2	National Industrial Policy and Strategic Outlook	GS	L&D Examples
6.05	2	LDC Graduation: Pathways, Opportunities, and Challenges	GS/FM	L&D
6.06	2	National Budgeting and Financing: Strategic and Operational Issues	GS	L&D
6.07	2	Fiscal Policy and Monetary Policy: Issues and Coordination	GS	L&D
6.08	2	Strengthening Partnership in South Asia: Opportunities of Regional Trade and Challenges	GS	L&D
6.09	2	Climate Change, Mitigation and Adaptation: Implications on Development in Bangladesh	GS/FM	L&D Case Study
6.10	2	Debt Sustainability & Debt Management	GS	L&D Case Study
6.11	2	NEP-2004 of Bangladesh and prospects of Energy Security	GS	L&D

## THEMATIC AREA: DEVELOPMENT STRATEGIES AND MANAGEMENT

### Module 7: Project & Procurement Management

Evaluation Method: Group Assignment (Word Limit 800-1000)

Total Marks: 50

**Module Objective:** To enable the participants to know different critical areas of project planning, implementation and procurement, and analyze project management challenges.

Topic Codes	Duration (hour)	Topic Titles	Facilitator	Training Method
7.01	2	Project Planning, Preparation, Implementation and Monitoring: Practical Issues and Policy Implication [Special Reference to Large Projects-Social and Infrastructural]	GS/Expert Team	L&D Case Study
7.02	2	An Overview of FIDIC Documents and Project Management	GS	L&D Case Study
7.03	1	Overview of Ministry Assessment Format (MAF) and Sector Appraisal Format (SAF)	GS	L&D Examples
7.04	3	Practical Sessions on Public Procurement: Evaluation & Award	GS/Expert Team	Workshop & Exercise
7.05	3	Public Procurement: Agreements/Contracts (National and International)	GS/Expert Team	Workshop & Exercise

## THEMATIC AREA: CROSS-CUTTING ISSUES

### Module 8: Contemporary Issues<sup>3</sup>

**Module Objectives:** To orient the participants with contemporary issues to remain updated on the changing aspects of governance and development. This module also offers an opportunity to bring senior-level academics, professionals, and practitioners to share their thoughts on the issues.

Topic Codes	Duration (hour)	Topic Titles	Facilitator	Training Method
8.01	3	Emerging Trend of the Private Sector and the Public-Private Partnership in Bangladesh: Opportunities and Challenges	GS	Panel Discussion
8.02	2	Changing Dynamics of the Civil Service and the Strategies for Executive Development	GS	L&D
8.03	2	Prospect for Overseas Employment and Remittance	GS	L&D
8.04	2	Education Policy and Market Demand	GS	L&D
8.05	2	Harnessing the Benefits of Blue Economy	GS	L&D
8.06	2	Universal Health Coverage	GS	L&D
8.07	2	Demographic Transformation and Aging Challenges in Bangladesh	GS	L&D
8.08	2	The Concept of Social Business and It's Implications for Development	GS	L&D
8.09	2	Rules of Procedure of Parliament Affairs	GS	L&D
8.10	2	Universal Pension Scheme	GS	L&D
8.11	2	Media Relations and Communication Management	GS	L&D
8.12	2	GO-NGO-Relationship and Social-Economic Development of Bangladesh	GS	L&D
8.13	2	Bangladesh's Accession to UN Convention on Enforced Disappearance and Implications for Human Rights Practices	GS	L&D

<sup>3</sup> This is an indicative list and may change overtime and is subject to availability of time. The CMT in consultation with the Rector can add and omit any topic based on the necessity and importance.

## THEMATIC AREA: SKILLS DEVELOPMENT

### Module 9: Presentation Skills

Evaluation Methods: Individual Presentation

Total Marks: 50

Topic Codes	Duration (hour)	Topic Titles	Facilitator	Training Method
9.01	3	Policy Debate: Presenting Policy and Development Issues	GS/FM	IP
9.02	2	Extempore Speech/Theme-based Presentation	GS/FM	IP
9.03	-	Learning Review*	CMT	IP

\* The CMT will arrange Learning Review Session everyday of training sessions at 8:30 to 9:00 am.

## **Module 10: Learning Good Practices**

**Total Marks: 200**

### **Part I.**

#### **Domestic Exposure Visit**

**Evaluation Method: Group Assignment (Word Limit 600-800)**

**Total Marks: 100**

#### **Sub-Module Objectives:**

To create opportunities for the participants to know the economy's transformation process by visiting different institutions/industries of the country. This visit also enables the participants to learn the governance culture and good practices of the visiting institutions and enterprises.

#### **Role of the CMT**

The CMT arranges visits for the participants to different institutions and enterprises. Public sector institutions, private sector enterprises, not-for-profit organizations, media outlets, military establishments, places of historical and tourist attractions etc. are the expected institutions for domestic exposure visits.

#### **Group Assignment**

CMT briefs the participants about the visit protocol and assignment before any visit. Group assignment should ideally incorporate the following issues: (a) an overview of the visiting institution; (b) governance; (c) learning points/good practices; (d) recommendations for public sector institutions in terms of realizing institutional goals and governance improvement.

### **Part II.**

#### **Overseas Training**

**Evaluation Method: Group Report Preparation and Presentation**

**Total Marks: 100<sup>4</sup>**

**Sub-Module Objectives:** To enable the participants to practically see, observe, and realize the development and trend of the progress of the visiting country. Overseas Training creates a unique opportunity for the participants to understand the critical factors of the visiting country's growth and success and their replicability in Bangladesh.

#### **Management of the Overseas Training**

Ministry of Public Administration identifies the country and the institution as part of the Overseas Training (OT) for 10 days, excluding the travel period. Usually, an advanced or emerging country, in terms of economic development, is selected for OT. The visit takes place after the completion of the course at the BPATC. BPATC and MOPA jointly organize the OT, and the latter arranges a briefing on this training before it practically takes place and bears the cost of the OT.

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<sup>4</sup> Breakdown of total marks: presentation at the host organization (overseas part): 50; presentation at the BPATC as lesson learned workshop (LLW): 50 (group report: 25 and individual participation: 25).

## **Roles and Responsibilities of the Participants in the OT**

During the visit, the participants are expected learn about different policies, strategies, and practices, in general and sector-wise, contributing to the visiting country's development. As part of the OT, the participants will get the opportunity to visit different institutions, and thereby, they learn many things in detail. Participants prepare a comprehensive report on the OT, where the following issues are included: (a) overview of the visit; (b) different aspects of the development journey of the country (overall and sector-specific); (c) learning points for Bangladesh.

Participants should be very active and engaged in the visit to understand and identify the critical factors of the visiting country's development. Participants should also smartly and gently interact with their counterparts to deepen the sense of partnership and cooperation.

## **Methodology and Briefing on Assignments Under OT**

### ***Group Formation***

Participants are organized in different groups, and each group may consist of 4-5 participants. CMT make the grouping. Each group gets a sector-specific topic from the CMT for study during the OT.

### ***Overseas Part***

Each group prepares a group report on the OT and presents it at the visiting country's host/designated institution. The group report and presentation cover the assignment of the overseas part. The group prepares the report and presentation, focusing on the assigned topic. While discussing policies, strategies, and experiences in the visit report, each group should specifically look at its given subject.

### **BPATC Part**

#### ***Lessons Learned Workshop (LLW)***

After returning from the visit, BPATC organizes a 'lessons learned workshop (LLW)' where each group presents their visit report according to their assigned topic. Each group gets 30 minutes: 10 minutes for presentation and 20 minutes for Q&A. Group presentation may be made by one or some members of the group; however, all members must participate in the Q&A; otherwise, the member(s) who do not take part in the Q&A cannot qualify in the 'individual participation' segment which bears 25 marks.

A panel of experts evaluates the report and presentation in the LLW. Participants of other on-going courses at the BPATC may join the audience of the LLW, and they may also ask questions.

## LLW Marks Distribution

Name of the Participant	Group Report Presentation (25 Marks) <sup>5</sup>				Individual Contribution <sup>6</sup> (Q&A Part)		
	Issues Covered in the Report						
	Overview of the Visit	Policy and Institutional Approach (Topic-wise)	Key Learning Points	Recommendations	Number of Question(s) Responded	Quality of Response (Clarity and Communication Ability)	Number of Supplementary Question(s) Responded
	5	10	5	5	10	10	5

<sup>5</sup> Each member of the group will get the same number as group performance.

<sup>6</sup> This evaluation is fully based on individual performance.



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# **GUIDELINES FOR POLICY EVALUATION PAPER**

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## **Introduction**

Writing a policy evaluation paper by doing policy analysis and evaluation is an integral part of the Senior Staff Course. Each participant must write a 'policy evaluation paper' and present the paper before a panel of evaluators comprising faculty members of BPATC and renowned academics and practitioners. This brief guideline supports the participants in writing the evaluation paper.

This exercise gives the policy-level participants a practical opportunity to understand the policy process and, at the same time, to critically analyze the public policies to realize to what extent they are useful and relevant. By writing a policy evaluation paper, the participants understand the complexities and multidimensional dynamics of the public policy process. Moreover, participants gain professional knowledge and expertise to comment on the necessity, effectiveness, efficiency, validity, etc. of the public policies. Such evaluations also help to improve the policy formulation and implementation process.

## **Specific Objectives of Writing the Policy Evaluation Paper**

The following are the specific objectives of the assignment:

- understanding different aspects, notably different theories, tools, and techniques, of public policy analysis and evaluation;
- using social research methods to analyze and evaluate public policies;
- making the participants able to write formal evaluation paper complying with standard methodological norms and requirements;
- improving critical analytical abilities; professional writing and presentation skills;
- enhancing the logical sequence and argumentation process.

## **Note on the Analysis**

While analyzing a particular policy, the participants may keep the following points in mind to better develop the paper:

- advantages/disadvantages of the policy under consideration (in terms of effectiveness, costs, enforcement, and public acceptance);
- economic, social, environmental, cultural impacts/implications of the policy;
- potential challenges to implementing the policy;
- the outlook of the policy, if it benefits the elite or the general people not;

## **Individual Assignment**

Each participant should individually evaluate an existing policy (selected by CMT or respective to his/her own Ministry, Division, and Directorate) and prepare a paper. During the preparation of the policy evaluation paper, a team of research consultants supports the participants. Members of the consultancy team act as mentors for the participants. Each participant should make an oral presentation on his/her paper.

## **Technical Requirement for the Preparation of the Policy Evaluation Paper**

### ***Maintaining Academic Ethics***

No data, text, facts, ideas, or theories belonging to others presented in a way as if they were the author's own ("plagiarism") are accepted. Proper acknowledgment of other's work must be given and

this includes material that is closely copied (near verbatim), summarized and/or paraphrased. Quotation marks are used for verbatim copying of material, and permissions are secured for copyrighted material.

BPATC uses Turnitin software to screen plagiarism. If there is a suspicion of plagiarism, the concerned authority will carry out an investigation. If, after research, the allegation seems to raise valid concerns, the accused author will be contacted and allowed to address the issue. If any participant violates BPATC's prescribed policy regarding plagiarism, BPATC will not accept his paper, and this may result in disciplinary actions.

### **Length**

The length of the paper should be between 3000 and 5000 words.

### **Text Formatting**

- Word format
- Font: Times New Roman, 12 size
- Using the automatic page numbering function to number the pages
- Not using field functions
- Using tab stops or other commands for indents, not the space bar
- Using the table function and not spreadsheets to make tables
- Using the equation editor or Math Type for equations
- Saving the file in docx format (Word 2007 or higher)

### **Referencing**

- Harvard Referencing Style

# **PART - B**

## **COURSE BROCHURE**

Bangladesh Public Administration Training Centre  
**115<sup>th</sup> Senior Staff Course**  
**Course Management Team (CMT)**

**Course Adviser**



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# Bangladesh Public Administration Training Centre

Every modern state generally strives to establish a public administration training institute at the national level for mitigating the demands for ready human resources for running the state affairs effectively and for rendering the best services to the citizenry. Bangladesh Public Administration Training Centre (BPATC), as a centre of excellence and a premier regional hub, is dedicated to providing effective, inclusive and self-mandated and bespoke training for civil servants in the public sector in Bangladesh. The Centre is entrusted to meet national and global challenges of the modern era through imparting state-of-the-art training in the public sector.

The spirit of our liberation war in 1971 was to build a glorious, developed, and prosperous Bangladesh free from all sorts of exploitations and injustices. In order to achieve the goal, a group of well-groomed, professional, and skilled civil servants in all tiers is a must. The national commitment is to build up a smart Bangladesh and developed country. We need hardware, software, and human resources to achieve the target. Human Resource is the most important aspect to ensure digital Bangladesh and achieve Sustainable Development Goals and Vision 2041. BPATC can be treated as the nursing home of human resources to cater to these dire needs.

The main mandate of BPATC is to provide the highest quality training to groom up the officers of entry-level, mid-level, and even at the senior-level as the best administrative leaders of the soil. The Centre is relentlessly working to perform its assigned duties properly. We believe any training institution is preaching and practicing a house of good governance. Therefore, we try to encourage the participants by saying the best words and by demonstrating the best practices. We would like to reiterate that we religiously believe in transparency, accountability, justice, and fairness. Our humble expectation from our participants is that they will also avail themselves of the opportunity to reinforce their positive attitude, pro-activeness and working spirit through the training received here. We are always with our esteemed participants to provide the best services as much as possible.

## 5.1 Foundation of BPATC

With the dire necessity of fulfilling the demand for ready human resources of a newly born independent country and crafting a core of efficient, dynamic, competent, citizen-focused, proactive, and patriotic public servants for rapid and sustained development, BPATC emerged in 1984 as an autonomous organization amalgamating the then four institutions:

1. Bangladesh Administrative Staff College (BASC)
2. National Institute of Public Administration (NIPA)
3. Civil Officer Training Academy (COTA)
4. Regional Staff Training Institute (STI)

## 5.2 Location and Landscape

Set amidst a landscape of the velvet of lush green natural environment and aesthetic beauties blended with planned trees with the abode of chirping birds, flowers, gardens, water body- a habitat of flora and fauna surrounded by a mini tea garden, a herbal garden, and plants and

modern infrastructures, the Centre lies in Savar at a surface of 54 acres land which is 28 kms away from the maddening crowd of the capital city Dhaka. Notwithstanding the limitation imposed by its distant location, the Centre prides itself as the alma mater for most laurels in the civil service domain across the country.

## **5.3 Vision, Missions, Theme, and Core Values**

### **Vision**

BPATC becomes a Centre of Excellence for developing patriotic, competent, and professional civil servants dedicated to the public interest.

### **Missions**

We are committed to achieving the shared vision through:

- developing competent and professional human resources by imparting quality training and development programmes;
- conducting research, publishing books and journals, and extending consultancy services for continuous improvement of public service delivery system;
- establishing an effective partnership with reputed institutions of home and abroad for developing organizational capacity; and
- promoting a culture of continuous learning to foster a knowledge-based civil service.

### **Theme**

Building an effective, inclusive, and accountable public administration system

### **Core Values**

BPATC cherishes the spirit of our great liberation war, fundamental principles of state policy and patriotism, and strives to infuse those among the stakeholders effectively in all spheres of activities.

BPATC's operating principles are built on core values of discipline, integrity, inclusiveness, professionalism, innovation, team spirit, and learning for results. These values influence how we work together, how we serve our clients, make decisions, and determine our priorities. They strengthen our respect for the people we serve, our colleagues, and ourselves. As a public sector human resource development organization, we value:

### **Discipline**

We maintain the discipline of the highest order in every step of our activities. We believe in mutual respect and human dignity. We are committed to creating an environment where all views, opinions, and inputs are encouraged and valued.

### **Integrity**

We demonstrate patriotism and ethics in our activities. We do what we say. We practice integrity by ourselves and encourage our trainees to uphold it in their activities.

## **Inclusiveness**

We are committed to achieving a diverse and highly professional workforce at all levels of the organisation and to ensuring equity and equal opportunities for all irrespective of faith, creed, ethnicity, language, age, race, gender, and physical infirmity. We promote social inclusion and a culture of tolerance and peace.

## **Innovation**

We draw inspiration from our shared history and tradition. We are equally committed to finding creative and sustainable solutions to problems in an ever-changing global context. We highly regard innovations in governance and public management.

## **Professionalism**

We show leadership and strive for excellence in our activities by means of professionalism and competencies. We are passionate about the work we do and foster a pro-people attitude.

## **Learning for results**

We impart training for results and take follow-up actions to stay relevant. We value and maintain an enabling environment for continuous learning for our clients and ourselves.

## **Team Spirit**

We foster spirit de corps in our activities and share our achievements as well as failures among ourselves. We consider every individual of the organization as a valued member of the team where contribution by everybody is recognized. We take careful initiatives to instill team spirit among participants of our programmes.

## **5.4 Faculty, Management, and Participants**

The learned faculty of the Centre comprises a healthy blend of senior civil servants, academicians, and researchers, keeping spaces for dignified guest speakers with diversified backgrounds. The civil servants combine the richness of their field experience with strong academic credentials, creating a stimulating atmosphere for learning knowledge, skills, and competencies attuned with a positive attitude. The faculty blended with academicians, experienced civil servants, and researchers contribute to the two-way synergy of theory and practice to respond to constantly changing environmental dynamics.

The Centre is headed by a Rector who is a Secretary to the government entrusted with transforming the vision, mission of the Centre into reality by managing the human and other resources holistically at his domain. Followed by the Rector, there are six Member Directing Staff (MDS) of the rank of Additional Secretary/Joint Secretary to the government, devoted to supervising six divisions of the centre. There are a required number of specialized departments within each wing headed by Directors, equivalent to the rank of Deputy Secretaries. Other faculty members below Directors are designed as Deputy Directors, Senior Research Officers, Research Officers, Evaluation Officers, Assistant Director, Assistant programmer, Medical Officers, and Librarians. The Centre acts as a virtual melting pot where participants across the divergent generation,



qualifications, and socio-economic backgrounds meet, interact and learn from each.

Above all, the Centre has a sixteen-member Board of Directors (BOD) chaired by a Minister nominated by the President of the State. Overall administration and policy guidelines of the Centre rest on the board.

## **6. Functions of BPATC**

### **Training**

Since its inception, the Centre has turned into a trusted home of training for the officials of government, autonomous and non-government organizations. Among the core courses conducted by the Centre, the FTC is for the new entrants to the Bangladesh Civil Service (BCS) while Advance Course on Administrative and Development (ACAD) is for mid-career Deputy Secretaries and their equivalent, Senior Staff Course (SSC) is for the Joint Secretaries and equivalent officials from Defence Services and Police while Policy Planning and Management Course (PPMC) is for the Additional Secretaries.

The Centre also conducts a plethora of short courses to make officers aware of the government's policies, familiarize them with the Rules, Regulations, etc. and appraise them of the relevant reforms and changes. The Centre on occasions caters bespoke training, e.g., Special Foundation Training course (SFTC), to entertain the demands of the valued clients. Indeed, the Centre has four arms as Regional Public Administration Training Centre (RPATC), planned to be extended up to all eight Divisions of the country shortly, mandated to discharge specialized training courses for supporting staff and officials at the regional level. Understanding rural people and the dynamics of field administration through field visits and attachments is a mandatory part of the training of BPATC. In BPATC, the medium of instruction in classroom sessions is preferably English. The Centre encourages participants to develop their oral English skills, and as such, they are expected to speak English with colleagues and faculty members during staying at BPATC. The participants have to mandatorily abide by the norms, code of conduct, dress code, table manners, and standards set by the Centre.

### **Research and Consultancy**

As the think-tank of the government, the Center conducts research and provides consultancy services to the government and valued clients regarding administration and development to resolve imminent problems and strategic challenges and formulate sound policies. These emerging challenges are pertaining to poverty reduction, inequality, corruption, environmental degradation, child labour, water and sanitation, access to e-services, transport, and communication, quality education and health services, unemployment, terrorism, migration, refugee problem, etc. There is a research committee headed by the Vice-Chancellor of Jahangir Nagar University with spaces for two external experts nominated by the BOD for executing the research activities of the Centre.

## **Publication**

The Centre publishes BPATC English and Bangla Journals, yearly Bangladesh Lok-Prashashon Potrika, bi-annual Lok-Prashason Samoeky. BPATC Newsletter, Training Calendar, Annual Report, Books, Seminar Paper, Training Programmes, research work, forms, cards, etc. There is a publication committee headed by the Rector of the Centre, keeping a professor of Jahangir Nagar University from the Department of Public Administration or Political Science as a member.

## **7. Facilities of BPATC**

### **Accommodation**

BPATC provides dormitory facility to the participants. Participants of SSC normally become accommodated in ITC building. Besides that, the newly built dormitory building has increased the capacity of the centre.

### **The 15-Storey Dormitory Building**

To enhance the accommodation capacity of BPATC a 15-Storey Dormitory Building has been built for trainees and officials attending training programs at the center. The dormitory offers modern amenities and facilities to ensure the comfort and convenience of the residents including living rooms, a day-care centre for the participants' children aged 1-3 years old with indoor playground and kitchen, common areas, dining facilities, recreational spaces, and conference rooms or classrooms for conducting sessions, workshops and seminars. It was inaugurated by the Honorable Prime Minister in October 2023. The building, covering an area of 35,512 square meters.

Different facilities included at the dormitory building are: leisure room with a large-screen TV at each floor, WiFi-internet connection and an automated management system, fire extinguisher system, one IP-based telephone, wooden wall cabinet, sofa, and two reading tables in each room, geyser arrangement for hot water supply, water filters, washing machines and fridges in common space, indoor games and gym facility at the basement, a computer lab, prayer rooms for male and female participants, etc. And last but not the least, there are 500 rooms capable of accommodating 1000 trainees, all are equipped with air conditioning and a private balcony.

### **Training Room**

In BPATC, classes are conducted at various facilities of the Centre, especially at Academic Building, ITC, Multipurpose Hall, Lecture Theatre to suit the purpose. In each classroom, there will be a classroom attendant. He will manage the training aids of the classroom and assist all sorts of classroom support for smoothly running the training sessions. Technical Supervisor supervises her/him. The classes are under the constant vigilance of the CMT and evaluation wing.

### **Academic Building**

It is a three-storied structure building (ex-Syndicate building) with classrooms and other facilities. The trainees' rooms are in close touch with the classrooms so that the faculty can carry various training materials and be in close touch with other offices and classrooms. The rooms are spacious and having regard to the hot and humid climate of Bangladesh.

## **Lecture Theatre**

There is a building, with two lecture theatres, at the centre designed to accommodate 50 participants in each. The total area of the theatre is 4,400 sft. with a fixed and curved gallery sitting arrangement.

## **Auditorium or Multi-Purpose Hall**

It is the largest hall of multipurpose use where seven hundred persons can be accommodated very comfortably. The seats can be arranged and stacked as and when necessary. This hall is intended to assemble outstanding speakers from time to time, available occasionally for international conferences and social and cultural functions.

## **International Training Complex (ITC)**

It is one of the facilitating arms of the Centre for networking with foreign institutions for arranging training, workshops, seminars, meetings, etc. The office of the Rector and the Rector's Secretariat has recently been shifted here. This complex has modern accommodation facilities for all types of training programs, e.g., two mini auditorium, rector's conference room, seven classrooms, syndicate rooms, seminar room, one executive dining room, kitchen facilities, etc. The ITC has residential facilities for VIPs and trainees/ participants for higher course. Exquisitely designed double-seated rooms are fully furnished and equipped with modern facilities like refrigerator, television, telephone, etc. It has a computer laboratory with an internet connection that offers facilities for global communication networks for the participants.

## **Multi-Purpose Building**

This three-storied building of the Centre meets the daily needs and activity services of the staff and trainees. It provides services of a bank, ATM booth, post office, laundry, canteen, etc.

## **ATM Booth**

The Centre has Sonali Bank with an ATM booth facility. This ATM booth supports VISA, NPSB, and Q-cash. This is a newly added facility at BPATC.

## **Library**

The BPATC library is one of the best administration libraries in the country. The library plays an important role in achieving the goals of training. Collection of relevant books, journals, magazines, and other reading materials and processing these for the readers are the main tasks of the library. There are approximately 1,25,000 books for circulation to the readers in its possession. Participants will have ready access to the reading facilities. Besides these, the library received a good number of books, journals, workshop proceedings, conventional and non-conventional research reports, annual reports, newsletters, and magazines as complimentary copies through exchange programmes with various local and foreign organizations. Recently a 'Muktijuddho Corner' has been opened where almost all the books on our independence and war of liberation are available.

The library remains open from 8.00 am to 10.00 pm without any break from Sunday to Thursday. It remains open from 4.00 pm to 10.00 pm on Friday and Saturday. A large number of readers use the

library regularly. Every faculty member can borrow ten books, while a trainee can borrow four books at a time for one month. Photocopying facilities are also available on payment on the library's ground floor.

Except for the books issued, the trainers and trainees can read many leading dailies. Moreover, five selected dailies are preserved in bound form for various reference and research purposes. The library also subscribes to international magazines such as The Economist, Times, Reader's Digest, and National Geographic. The library is subscribers to some renowned journals, namely Proshikhyan, International Review of Administrative Science, etc. The participants are encouraged to use the library facilities at the maximum effort. Librarian (AVR) is the key person to know more about the library.

## **Dining/Cafeteria**

Service team supervises activities of the cafeteria. Participants must follow table manners and the time schedule as given below:

### **Regular tentative schedule for dining:**

- Breakfast: 07:00 am to 8:15 am hrs
- Snacks & tea (morning): 10:40 am to 11:00 am hrs
- Lunch: 13:15 to 14:00 hrs
- Snacks & tea (evening): 16:40-17:20 hrs (subject to change based on sunset time)
- Dinner: 20:00-21:00 hrs

## **Computer Lab**

Computer training is compulsory for all participants. All the computers of the two labs are connected with Broadband Internet facilities. The participants are encouraged to send and receive e-mail and browse the net. The lab will remain open from 03:00 pm to 10:00 pm during working days.

## **Language Lab**

The Centre has two language labs for enhancing the listening capability of the participants where language classes are arranged. A lab attendant is assigned to every lab to maintain and assist trainees. Technical Supervisor supervises lab attendant and language lab.

## **Swimming Pool**

Learning swimming is compulsory with the sole aim of life-saving for those who do not know how to swim. This activity is optional for the participants. The training session will be arranged as per the schedule of the course.

## **Medical Facility**

To provide the participants of various courses with healthcare and medical facility, BPATC runs a ten-bed clinic. BPATC clinic is housed in a newly built 4-storeyed facility next to Officer's Club. The Clinic offers medical facilities to the participants of all ongoing courses, members of the Faculty and Staff and their

family members. The Clinic staff comprises four medical officers, two sub-assistant community medical officers (SACMO), one physiotherapist, one pharmacist, two senior staff nurses, two compounders, and two office assistants. OPD treatments are available during office time. Doctors are available at outdoor from 8:00 am to 9:00 pm. Emergency services beyond office time is also ensured by on-duty doctors. The Clinic also runs dentistry services. On arrival, participants of any course should go through a regular health check-up by BPATC doctors. For the duration of the course, participants are given free medical consultation, prescriptions, and other medical care. Participants are advised to take advise from BPATC doctors if anyone is feeling unwell. No leave on medical ground is granted without intimation from BPATC medical officers. The Clinic also provides 24/7 ambulance services as or when needed.

**Contact number of the Doctors:**

Name	Designation	Cell No.	Timing
Dr. Bilkis Laila	Medical Officer	01711073636	Roaster Duty
Dr. Shamima Akter	Medical Officer	01711001084	
Dr. Syed Shamsul Arefin	Medical Officer	01829673034	
Dr. Mohammad Abdul-lah Al Faruk	Medical Officer (Dental Unit)	01674601110	
Dr. Rinat Fowjia Chandni	Medical Officer (Dental Unit)	01688904123	

**Emergency Number for Medical Purpose: 01723966111**

**Physiotherapy**

There is a physiotherapy unit at the gymnasium hall of the Centre. It operates under the supervision of the clinic. An experienced graduate physiotherapist is appointed there to give required consultation and therapy to the participants and the employees of BPATC.

**Contact number of Physiotherapists**

Name	Designation	Cell No.	Timing
Mr. Ratan Kumar Das	Physiotherapist	01911574514	3:30-6:30pm
Ms. Minara Akter	Physiotherapist	01677302243	3:30-6:30pm

**Mosque**

BPATC has a large and splendid mosque surrounded by a lush green garden. Interested Muslim officers and staff and the participants of different training courses offer their prayer in the mosque. Around 1000 people can have their prayer in the mosque at a time. One Imam, one Muazzin, and one Khadem in the mosque work there and get their salaries from the government exchequer.

**Recreation**

As the course is very intensive, there is minimal scope for recreation. However, there are television sets in the dormitories with dish connections. Facilities for playing Table Tennis, Carom, Chess, Billiard, etc., are available in the indoor games hall. Participants will arrange cultural programmes and mess nights at the end of the course. They are also taken to different places for a visit of interest.

## Contact Details of Module Director/s

Module No and Name	Faculty Name and Designation (not seniority-based)	Cell Number and Email Address
01. Public Sector Ethos	Mr. Shameem Ahmed Director	01712036601 shameem24bcs@yahoo.com
02. Public Policy Formulation	Mr. Md. Sharif Hasan Director	01911308396 sharifhelenn@gmail.com
03. Research and Policy Evaluation	Dr. M. Arifur Rahman Director	01552468235 m.arifurrahman@yahoo.com
04. Partnerships and Negotiations	Dr. Mohammad Rezaul Karim Deputy Director	01554339166 rezapatc@gmail.com
05. ICT for Governance and Development	Mr. Md. Abujafar Ripon Director	01718082872 ripon.abujafar27@gmail.com
06. Economic Development	Dr. Rokeya Fahmida Director	01731214213 fahmidapatc@gmail.com
07. Project and Procurement Management	Mr. Md. Rafiqul Islam Director	01716364952 uzzal7040@yahoo.com
08. Contemporary Issues	Course Management Team (CMT)	-
09. Presentation Skills	Mr. Hasan Murtaza Masum Director	01686900243 hmurtaza@gmail.com
10. Learning Good Practices	Dr. Md. Mohoshin Ali MDS	01711-489786 mohoshin2005@gmail.com

## Contact Details of Consultants/ Mentors/s of the Policy Evaluation Paper

Sl.	Faculty Name and Designation	Cell Number and Email Address
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03	Dr. Rokeya Fahmida Director	01731214213 fahmidaoatc@gmail.com
04	Dr. Md. Morshed Alom Deputy Director	01552602056 morshed@bpatc.org.bd
05	Afia Rahman Mukta Senior Research Officer	01301958821 afia.mukta25@gmail.com

## CTMS: Summary of the Participants

Roll	Participant Name	Cadre ID	Cell	Email	Room No.
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105	Rahnuma Nahid	20375	01819238394	rahnuma073@gmail.com	703
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133	Rokeya Khaton	6637	01711184367	rokeyagazi20@gmail.com	712
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135	Mahedi Masuduzzaman	15113	01712110212	mahedimasuduzzaman@gmail.com	815

## বাংলাদেশ লোক-প্রশাসন প্রশিক্ষণ কেন্দ্র

সাভার, ঢাকা

www.bpatc.gov.bd

## প্রশিক্ষণ কোর্সের পোশাক-পরিচ্ছদ

ক্রম	অনুষ্ঠান/কার্যক্রমসমূহ	নারী প্রশিক্ষণার্থী	পুরুষ প্রশিক্ষণার্থী
১.	শ্রেণীকক্ষ অধিবেশন/ শিক্ষাসফর/ সংযুক্তি কার্যক্রম/ ক্যাফেটেরিয়া (প্রশিক্ষণ চলাকালে)/ কোর্স প্রশাসন, অনুষদের সাথে সাক্ষাত/ রেক্টর'স টি, মেস নাইট	১। দেশি শাড়ী (সুতি/সিল্ক) [রঙ: মড, আকাশী নীল (স্কাই ব্লু), পিচ, হালকা ধূসর (লাইট গ্রে)]; ২। ক্লোসড সুজ (রঙ: কালো, গ্রে); ৩। স্কিন কালারড লম্বা মোজা; ৪। শীতকালে ব্লেজার; ৫। বিশেষ পরিস্থিতিতে স্কার্ফ ও লং কটি পরিধানের প্রয়োজন হলে তা অবশ্যই সাধারণভাবে সুপারিশকৃত রঙের সাথে সামঞ্জস্যপূর্ণ হতে হবে।	১। ক্লোসড কলার ফুল হাতা শার্ট [রঙ: সাদা, আকাশী নীল (স্কাই ব্লু), ছাই/লাইট গ্রে]; ২। নির্ধারিত টাই; ৩। ফর্মাল ফুল প্যান্ট (জিন্স, গ্যাবার্ডিন/কর্ড কাপড় প্রযোজ্য নয়)। [রঙ: কালো, অফিসিয়াল নেভি ব্লু]; ৪। অক্সফোর্ড লেইসড সুজ (কালো); ৫। প্যান্টের রঙের সাথে সামঞ্জস্যপূর্ণ লম্বা মোজা; ৬। শীতকালে ব্লেজার; ৭। বিশেষ পরিস্থিতিতে অন্যান্য পরিচ্ছদ পরিধানের প্রয়োজন হলে তা অবশ্যই সাধারণভাবে সুপারিশকৃত রঙের সাথে সামঞ্জস্যপূর্ণ হতে হবে।
২.	উদ্বোধন ও সমাপন অনুষ্ঠান/গেস্ট নাইট	১। জামদানী শাড়ী [রঙ: হালকা ল্যাভেভার, কপার ব্রাউন, সি গ্রিন]; ২। ব্লেজার (অফিসিয়াল নেভি ব্লু); ৩। ক্লোসড সুজ (রঙ: কালো, ধূসর); ৪। স্কিন কালারড লম্বা মোজা।	১। সুট (অফিসিয়াল নেভি ব্লু); ২। ফুল হাতা সাদা শার্ট; ৩। নির্ধারিত টাই; ৪। অক্সফোর্ড লেইসড সুজ (কালো); ৫। লম্বা মোজা (কালো)।
৩.	ক্রীড়া অধিবেশন	১। পোলো শার্ট, ট্রাউজার; ২। সালোয়ার-কামিজ-ওড়না, ৩। লম্বা মোজা; ৪। কেডস। ৫। ট্যাকসুট (শীতকালে) [সব সাদা]	১। পোলো শার্ট; ২। ট্রাউজার/শার্টস, ৩। লম্বা মোজা; ৪। কেডস। ৫। ট্যাকসুট (শীতকালে) [সব সাদা]
৪.	ক্যাফেটেরিয়া/ লাইব্রেরি ওয়ার্ক/ কম্পিউটার ল্যাব/ ডরমিটরির বাইরে অবস্থান/ অতিথির সাথে সাক্ষাত (অধিবেশন ব্যতীত/ছুটির দিন)	১। শাড়ী/সালোয়ার-কামিজ-ওড়না; ২। লেদার স্যাভেল।	১। ওপেন কলার শার্ট সঙ্গে ফুল প্যান্ট (জিন্স, গ্যাবার্ডিন/কর্ড কাপড় প্রযোজ্য নয়); ২। লেদার সুজ/স্যাভেল সু।
৫.	জাতীয়/ আন্তর্জাতিক অনুষ্ঠান/ কার্যক্রমসমূহ	১ নং ক্রমিকে বর্ণিত পোশাকের অনুরূপ। প্রয়োজ্যক্ষেত্রে সংশ্লিষ্ট কোর্স প্রশাসন নির্দেশনা প্রদান করবে।	১ নং ক্রমিকে বর্ণিত পোশাকের অনুরূপ। প্রয়োজ্যক্ষেত্রে সংশ্লিষ্ট কোর্স প্রশাসন নির্দেশনা প্রদান করবে।
৬.	ধর্মীয় অনুষ্ঠান/কার্যক্রমসমূহ	প্রচলিত রীতি-প্রথা অনুযায়ী পোশাক-পরিচ্ছদ। তবে, এক্ষেত্রে সংশ্লিষ্ট কোর্স প্রশাসন সকলের সাথে সমন্বয়ের লক্ষ্যে সুনির্দিষ্ট নির্দেশনা প্রদান করবে।	প্রচলিত রীতি-প্রথা অনুযায়ী পোশাক-পরিচ্ছদ। তবে, এক্ষেত্রে সংশ্লিষ্ট কোর্স প্রশাসন সকলের সাথে সমন্বয়ের লক্ষ্যে সুনির্দিষ্ট নির্দেশনা প্রদান করবে।



