

BPATC

“Building Capacity for
Effective, Inclusive
and Accountable
Public Administration
System”

www.bpatc.gov.bd



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13th SFTC for the Officials of Election Commission Secretariat

[21 September - 20 November 2025]

CURRICULUM AND BROCHURE



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Bangladesh Public Administration Training Centre (BPATC)
Savar, Dhaka-1343

Published by

Planning, Programming and Recording (PPR) Wing
Bangladesh Public Administration Training Centre

September 2025

Bangladesh Public Administration Training Centre
**13th SFTC for the Officials of
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1. Introduction

The core of spirit of our struggle for freedom and great liberation war is to build a glorious nation, a developed and prosperous Bangladesh-free from all kind of exploitation and injustices. To build a prosperous, developed and exploitation-free nation a contingent of public officials need to be shaped as a member of an institute with specific degree of professionalism and integrity, and a good knowledge of national and global issues. Public servants must be subject to a set of legal conditions, which enable them to effectively execute their functions and contribute to the achievement of national goal in a proper and lawful manner, across all public administration settings.

Mere knowledge on laws, rules and regulations is not enough to deliver public services effectively and professionally. Knowledge, technology and technological know-how are ever-changing and the pace of change is becoming faster and competitive. Service providers are required to be more responsive to the needs of the recipients to sustain in the competitive environment. Private sector is becoming more participative in the public domain.

To attain National Visions and Sustainable Development Goals (SDGs) by 2030, the government officials must have a specific degree of professionalism and integrity and capability of translation of knowledge of administrative and constitutional laws into action. They must possess analytical insight to constructs, functions and responsibilities in an appropriate manner across all public administration settings.

1.1 Introduction to BPATC

Bangladesh Public Administration Training Centre (BPATC) is the apex training institution in Bangladesh where almost all BCS Cadre officials and non-cadre officers of various government departments, autonomous, semi-autonomous and non-government organizations are imparted training in an excellent environment. The Centre was established on 28 April 1984 as an autonomous organization by merging former Bangladesh Administrative Staff College (BASC), National Institute of Public Administration (NIPA), Civil Officers' Training Academy (COTA) and Staff Training Institute (STI). The Centre is located 28 kilometres to the north-west from Dhaka city along Dhaka-Aricha highway. It has four regional Centres located in Dhaka, Chattogram, Rajshahi and Khulna.

The Centre is headed by a Rector who is a Secretary to the Government. Rector is supported by Six Member Directing Staff (MDS) of the rank of Additional/Joint Secretary to the Government and equivalent status. Headed by MDS each division consists of a number of departments, each department headed by a Director of the rank of Deputy Secretary and Equivalent. Deputy Directors, Assistant Directors, Librarians, Medical Officers, Assistant Systems Analyst, Programmers, Assistant Programmers, Publication Officers, Research Officers and Evaluation Officers etc. work under the guidance of the Directors of relevant department.

BPATC as the top government training institution of the country perceives and expresses common aspirations and expectations of its key stakeholders, the civil servants, who will uphold and remain committed to the core values of the nation i.e. Democracy, Nationalism, Secularism and Social Justice. Vision and Mission of BPATC, thus, always inspire and create a sense of purpose and commitment in the mind of all the trainees and employees of the organisation. BPATC also believes and practices some fundamental principles and values which create a strong, unique and innovative culture in the organisation. :

1.2 Vision

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

1.3 Mission

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 effective partnership with reputed institutions of home and abroad for developing organisational capacity; and
- promoting a culture of continuous learning to foster a knowledge-based civil service.

1.4 BPATC Theme

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

1.5 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, how we make decisions and how we determine our priorities. They strengthen our respect for the people we serve, our colleagues, and among ourselves. As a public sector human resource development organisation, we value:

a) Discipline

We maintain discipline of highest order in every step of our activities. We believe in mutual respect and dignity.

b) Integrity

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

c) 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. We are committed to creating an environment where all views, opinions and inputs are encouraged and valued.

d) 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 pro-people attitude.

e) 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.

f) Innovation

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

g) Team spirit

We foster esprit 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 instil team spirit among participants of our programmes.

1.6 Training Programmes of BPATC

BPATC conducts three kinds of training courses, namely core courses, short courses and special training courses.

- Core courses are Foundation Training Course (FTC), Advanced Course on Administration and Development (ACAD) and Senior Staff Course (SSC). FTC is designed for the new entrants to the Bangladesh Civil Service (BCS), while ACAD for Deputy Secretary and their equivalent officers of defense services and public sector departments. Senior Staff Course (SSC) is designed for the Joint Secretary to the government and their equivalents from defence services and public sector departments. BPATC also arranges Policy Planning and Management Course (PPMC) for the Additional Secretaries and Policy Dialogue for the Senior Secretaries and Secretaries to the Government
- Short courses are arranged with a view to focusing on the development of the specific clientele from officials of cadre services, public sector departments and NGOs. Project Management, Communicative English, Environmental Management, Financial Management, Efficiency Enhancement are some of the short courses run by the Centre.
- Special training courses are organised to focus on the development of the specific clientele from officials of cadre services, public sector departments, autonomous bodies and NGOs. BPATC arranges special foundation training courses on request of various government and autonomous organisations.

1.7 Other Activities of BPATC

- Carries out research in the fields relevant to public service management.
- Provides consultancy service, another core function of BPATC to the Government.
- Publishes journals, periodicals and research reports.
- Organises joint programmes with other training institutes, academies and universities of home and abroad.
- Networks through e-library.
- Organises international programmes.

2. About Election Commission Secretariat (ECS)

The Election Commission was established under Article 118 of the Constitution of the People's Republic of Bangladesh. According to Article 118(4), the Election Commission must make necessary provisions to establish an independent secretariat to perform its duties independently. Article 119 describes the commission's functions, making it responsible for overseeing the preparation of electoral rolls and conducting elections for the President and Parliament, including delimiting constituencies. It will also perform additional functions as prescribed by the Constitution or other laws.

Vision and Mission

The Election Commission Secretariat (ECS) envisions an accessible electoral process that garners public trust and is supported by a strong democratic culture. Its mission is to remain an independent institution and to conduct all elections with honesty, fairness, transparency, and in accordance with the Constitution and laws of the country. To fulfill its vision, Election Commission is reluctantly working in the following fields:

- a. Delimitating of constituencies for the purpose of elections of Member of Parliament;
- b. Conducting elections for the office of Honorable President, Honorable Members of Parliament, different Local Government Bodies and other electoral processes prescribed by any other law;
- c. Preparing and updating electoral rolls for the purpose of all national and local level elections;
- d. Ensuring preparation and distribution of National Identity Cards (NID);
- e. Constituting Electoral Tribunal and disposal of election disputes in accordance with law;
- f. Facilitating registration of political parties, and allocation and reservation of symbols for registered political parties and candidates;
- g. Maintaining correspondence and coordination with different international and regional organizations, organizing and participating in the international conferences, workshops/seminars and activities relating to formulation of contracts; and
- h. Preparing proposals for formulating laws, rules, regulations, and guidelines with regard to elections and the Election Commission.

3. Special Foundation Training Course for the Officials of ECS

Foundation Training Course (FTC) is the basic training programme on administration and development conducted by Bangladesh Public Administration Training Centre (BPATC). FTC is a compulsory training for all new entrants to the Bangladesh Civil Services. Although compulsory for all new recruits, FTC is not any cadre or service oriented training course rather a very generic type of programme which is conducted with the general aim of situating a new recruit in the service. It provides the foundation for subsequent professional training organised by various cadre-oriented training institutes. A candidate through a competitive examination steps into the structured system of government. FTC is the link point between the candidate pre-work life and the professional life and acts as a bridge between these two. It facilitates the transition process of probationers and sets the foundation to ease the process of their entry into the government system. It is not exclusively meant for developing their skills in line with the true sense of arranging training programme rather the prime intentions of conducting FTCs are to create some common core values among the new recruits and to develop their knowledge base required for a career-based service where generating some skill on some specific aspects relating to modern administration and management remains an add-on objective. This underlying philosophy of the

foundation training course is equally applicable for all new recruits to the government service. As such, BPATC on request conducts special Foundation Training Course for officials of various departments. This Special Foundation Training Course (SFTC) for the officials of ECS is one of such courses.

The contents of this course have carefully been selected so that the participants acquire the basic knowledge of various theories, concepts and issues on administration and development. The course aims at building personality, stimulating creativity and instilling leadership qualities into the officers. The course also provides an opportunity to the officers to familiarise themselves with various dimensions of socio-economic development of the country.

3.1 Objectives of the Course

The general objective of this course is to develop professional competencies of the participants for managing their own organization strategically with professional excellence. The principal aim is to foster participants' capacity to meet the upcoming challenges that the country will face.

3.2 The Specific Objectives of the Course

Through this course participants will be able to-

- recognise their role as public servants in a changing national and global environment;
- identify individual strengths and weaknesses and promote interpersonal relations in overall management through interaction among the trainee officers of various cadres;
- develop an insight on national goals and objectives through analyzing socio-cultural, political and economic development issues, strategies and processes realistically;
- understand and adhere to the basic service norms, rules, policies and procedures;
- learn skills on the practical aspects of management process;
- communicate in English with accuracy and reasonable fluency;
- foster esprit de corps, empathy, common perception and understanding among diverse stakeholders;
- enhance work skill through physical and mental labour to meet arduous challenges and
- develop the team spirit in performing their task to achieve the organisational goal.

3.3 Requirements of the Course

Successful completion of the course demands strict adherence to the following conditions:

As a participant of the course you must-

- maintain the tradition, discipline, norms and values of BPATC;
- attend and actively participate in all sessions and other activities on time, preferably at least ten minutes earlier than the scheduled time;
- attend written examinations, submit individual assignments, group reports and participate in such other tasks as may be assigned by the Course Management Team (CMT);
- stay compulsorily in the dormitory of the Centre and abide by the rules and regulations thereof;
- Refrain from carrying and using of cell phone in classroom, mosque, library and during formal programmes or walking on the corridor since it is prohibited;
- secure at least 50% marks in all assignments, reports and other evaluation related activities;
- follow the dress code properly;
- follow table manners during breakfast, lunch and dinner;
- be punctual in attending all activities prescribed for the course; and

- have 100% attendance. Exceptions are made only in case of unforeseen emergency. In case of such emergency, maximum 5% absence is permitted only for the reasons exempted in the Evaluation Policy of BPATC. However, marks allotted for attendance shall be deducted proportionately in such case as per Evaluation Policy of the Centre.

3.4 Training Duration

The duration of the course is 60 days (excluding leave for Durga Puja), and this duration is distributed in the following manner:

Sl. No.	Thematic Areas	Days
1	Inauguration, Course Briefing & Formation of Different Committees	1
2	Days for Training Sessions	35
3	Field Attachment Programme	3
4	Study Tour	2
5	Certificate Awarding and Closing Ceremony	1
6	Domestic exposure Visit: Historical places / Govt. office / Parliament / Government initiatives	1
7	Total Working Days	43 (Tentative)
8	Weekends and Public Holidays	17
9	Total Days	60

** The following Holiday is excluded from the course duration:*

Observation	Day	Date
Durga Puja	01 Day	02 October 2025
Total	01 Day	

3.5 Tentative Daily Schedule

Usually there will be Six sessions every day. However, additional sessions may be arranged if and when felt required. Moreover, sometimes there will be evening sessions and first session of a day will start at 08.30 a.m.

Time	Activity
06:00 - 07:00	Physical Exercise*
07:30-08:15	Breakfast
08:30- 09:30	1st Session

Time	Activity
09:40 - 10:40	2nd Session
10:40 - 11:05	Health Break
11:05 - 12:05	3rd Session
12:15 - 13:15	4th Session
13:15 - 14:00	Lunch and Prayer Break
14:00 - 15:00	5th Session
15:05 - 16:05	6th Session
16:30 - 17:30	Games & Sports*
18:00 - 20:00	Extension Lecture*
20:15 - 21:15	Dinner

** Subject to sun rise and sun set*

4. About Training

4.1 Training Methods

Various training methods like lecture, group discussion, exercise, case study, role play, group work, presentation, attachment, film show and reading assignment will be employed. Despite certain limitations the lecture and discussion method is extensively used in this course. However, the course management team (CMT) believes that this method of instruction can significantly be improved by active participation of the participants. The speakers will encourage the participants to take part in the discussions.

Moreover, study tour will be organised to expose the participants to real life situation in the field. The study tour, an integral part of the course, will provide them with an opportunity to relate important theoretical issues to real-life situation.

Other activities would mainly be team based requiring maximum interaction among group members for the accomplishment of a group task. Each group, usually will consist of 5 participants. A participant is responsible individually and jointly for the quality of the report. Each group will present its report before the other syndicates in a plenary session.

4.2 Medium of Instruction

The medium of instruction of the course will be English. Further, since the Centre encourages the participants to develop their oral English skills, they are expected to speak English as far as it is possible with other colleagues at least during their time in BPATC.

4.3 Course Content

In order to meet the training needs of the officers, the designed course curriculum has been accumulated following modules:

1.	Bangladesh Studies	2.	Behavioral Governance
3.	The Constitution of Bangladesh	4.	ICT & e-Governance
5.	Organizational Management	6.	Public Management & Governance
7.	Service Rules and Administrative Procedures	8.	Sustainable Development Goals
9.	Public Procurement	10.	Economics and Economic Development
11.	Public Financial Management	12.	Project Management
13.	Language Skill Development	14.	Physical Conditioning and Games
15.	Basics of Research	16.	Election Management
17.	Field Attachments and Report Writing	18.	Contemporary Issues
19.	Car Driving		

Each module has several topics. The details of course contents are given from page 18.

4.4 Field Study Programme

A two-day-long field study programme adds an important dimension to the Training Course. On the basis of data collected during field attachment programme participants will have to present both individual and group reports. During field visit programme staying days and nights in the selected place is compulsory for all participants.

4.5 Extension Lecture

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.

4.6 Physical Training and Sports

The Centre has a 2.2 kilometer jogging track. Participating in the jogging session, in the early morning, is compulsory. It is also compulsory for the participants to take part in morning physical exercise and afternoon game sessions.

4.7 Evaluation

BPATC follows a two way evaluation method. Performance of the participants is evaluated through Individual Assignment, presentation, exercise, and overall participation in every activity of the course. Apart from this, the course administration and/or other faculty members would evaluate the participants outside the course based on their out-fit, behavior and personality. The participants would also get an opportunity to evaluate the speakers as well as the course management and other aspects of the course. However, participants of the course will be evaluated on 800 marks in total. Marks are distributed as follows:

Module No	Title of the Modules	Evaluation Methods and Marks		
		Individual	Group	Total
1.	Bangladesh Studies	-	GR-25	25
2.	Behavioral Governance	IA-25	-	25
3.	The Constitution of Bangladesh	WE-50	-	50
4.	ICT & e-Governance	IE-50	-	50
5.	Organizational Management	IR-25	GA-25	50
6.	Public Management & Governance	-	GR-50	50
7.	Service Rules and Administrative Procedures	WE-75	-	75
8.	Sustainable Development Goals	-	GA-30	30
9.	Public Procurement	-	GE-50	50
10.	Economics and Economic Development	IA-30	-	30
11.	Public Financial Management	IE-30	-	30
12.	Project Management	-	GE-25	25
13.	Language Skill Development	CT-50	-	50
14.	Physical Conditioning and Games	IA-25	-	25
15.	Basics of Research	IA-50	-	50
16.	Election Management	WE-75	-	75
17.	Field Attachments and Report Writing	-	GR&P-30	30
18.	Contemporary Issues	-	GP-25	25
19.	Car Driving	-	-	-
20.	Evaluation by Evaluation Department i. Attendance (20) ii. Speaker Evaluation (10)	30	-	30
21.	Evaluation by Course Management Team i) Punctuality (5) ii) Table Manners (5) iii) Dress (5) iv) Overall Conduct and Discipline (5)	25	-	25
	Total	540	260	800
	Grand Total			800

Note: CT- Class Test, GA- Group Assignment, GE- Group Exercise, GR- Group Report, IA- Individual Assignment, IE- Individual Exercise, IR- Individual Report, P- Presentation, WE- Written Examination

4.8 Group Work

Participants are required to carry out group works. The Module Director will give the topics, which are discussed and deliberated by the group members. The group will select a chairperson and a rapporteur and a secretary among their group to conduct the exercise session. The exercise will be followed by the presentation of the group work amongst their group report.

4.9 Grading

According to the Evaluation Policy of BPATC, marks, participants obtained in the course in different assessments, will be based on a quantitative scale and will be graded in the following way:

Sl.	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

4.10 Visit/ Meet Faculty Members

No participant will meet or otherwise be called by any faculty member in his/her office room. In case of urgency, the meeting between the participant and the faculty member may be held in the Course Office intimating the Course Management. Course Management will brief the participants accordingly and arrange the interview as and when necessary.

4.11 Committee Activities

The participants will be encouraged to form various committees among themselves. These committees will manage different activities of the course. Mess Committee, Sports Committee, Cultural Committee, Literary and Publication Committee and Environment Committee are formed with a view to developing leadership qualities among the officers.

4.12 Discipline

A strict conformity with the rules of the Centre is important for successful completion of the course. Violation of any rules, activities subversive of discipline or code of conduct, adopting unfair means in the examinations or unauthorized absence by any participant will render him/her liable to disciplinary action. The course management and the evaluation department may visit the dormitory at any time and check the presence of the participants. All participants must wear name badges in all occasions except sports activities. Cell phone uses and carries are strictly prohibited in the class.

4.13 Dress Code

Participants must follow the prescribed dress code during training. A detailed dress code as approved by NTC is enclosed in Annexur 4.

4.14 Table Manners

Government officials attend banquettes with guests from home and abroad. Besides, they have to arrange formal dinners on various occasions. Thus, to acquaint the participants with table manners and to enable them to practice it, several dinners with formal etiquette are arranged. The participants are expected to attend these dinners in formal dress.

4.15 Accommodation and Food

The Course is residential. The participants will have to stay in the room allocated to them at BPATC dormitory, Savar, Dhaka. Leaving the Centre without permission is treated as misconduct. Meals are arranged through Mess Committee formed by the participants. The participants will take their breakfast, lunch, evening tea and dinner in scheduled time at the specific dining place of the Centre. The Mess Committee is responsible for maintaining the overall quality of meals.

Please note that discipline, dress codes, table manners and other dining norms will be observed and evaluated.

4.16 Library Facility

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.

4.17 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 five medical officers, one dentist, two sub-assistant community medical officers (SACMO), two physiotherapists, 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. Shamima Akter	Medical Officer	01711001084	Roster Duty
Dr. Bilkis Laila	Medical Officer	01711073636	
Dr. Syed Shamsul Arefin	Medical Officer	01829673034	
Dr. S M Asaduzzaman	Medical Officer	01719061247	
Dr. Faisal Rahman	Medical Officer	01717878367	
Dr. Rinat Fowjia Chandni	Medical Officer (Dental Unit)	01688904123	

Emergency Number for Medical Purpose: 01723966111

Contact number of Physiotherapists

Name	Designation	Cell No.	Ext. Tel	Timing
Ratan Kumar Das	Physiotherapist	01911574514	4318	3:30-6:30pm
Minara Akter	Physiotherapist	01677302243	4318	3:30-6:30pm

4.18 Recreation

Since Foundation Course is very intensive, there is very limited scope for recreation. However, there are some television sets in the dormitories with cable connection. Facilities for playing Table Tennis, Carom, Chess etc. are available in the dormitories and indoor games hall as well. Participants arrange cultural programmes and mess nights every month. They are also taken to visit different places of interest.

4.19 Prayer Facility

There is a beautiful mosque within the premises of the Centre, but no separate prayer room in the dormitory. Interested participants can offer their prayer in the mosque. However, female participants can offer their prayer in their respective rooms or designated place of the dormitory.

4.20 Smoking or Taking Drugs to Alcohol Prohibition

Smoking and taking drugs and alcohol in BPATC is prohibited and as such, participants are advised to refrain from such abusive manner during their stay in the Centre. Disciplinary actions may be taken for violation of such norms.

4.21 Any Question or Query?

This Course Guidelines give an outline of the various aspects of the Special Foundation Training Course. If, there are any queries, participants may contact the Coordinators and Course Director personally. In case of any emergency, participants may contact with Course Coordinators or Course Director.

5. Course Content

Module-01 : Bangladesh Studies

Total Marks : 25

Evaluation Method : Group Report - 25 (Word Limit: 500-800 Words)

Module Objectives : The participants will be able to-

- Appraise the socio-political and cultural context of Bangladesh
- Describe the evolution of poverty alleviation strategies and their implication

Total Module Time : 04 hours

Topic Code	Session Hour	Topics	Facilitator	Training Method
1.01	01	Anthropological Background of the People of Bangladesh	FM/GS	L&D
1.02	01	Social Structure and Cultural Heritage of Bangladesh	FM/GS	L&D
1.03	01	Liberation War of Bangladesh: Background and Spirit	FM/GS	L&D
1.04	01	The Spirit and Aspirations of July Uprising, 2024	FM/GS	L&D

Module-02 : Behavioral Governance

Total Marks : 25

Evaluation Method : Individual Assignment - 25 (Word Limit: 500-800)

Module Objectives : The participants will be able to-

- Apply appropriate skills, knowledge, experience and judgement in professional capacity
- Create public value in service delivery

Total Module Time : 08 hours

Topic Code	Session Hour	Topics	Facilitator	Training Method
2.01	02	Ethics, Values and Virtues in Public Service	FM/GS	L&D
2.02	02	Changing Attitude & Mindset, and Empathy Building for better service delivery	FM/GS	L&E
2.03	02	Manners, Etiquettes and Dress Code for the Public Officials	FM/GS	L&D
2.04	02	Combating Corruption: Challenges & Strategies	FM/GS	L&D

Module-03 : The Constitution of Bangladesh

Total Marks : 50

Evaluation Method : Written Exam – 50

Module Objectives : The participants will be able to –

- Understand the functions of all three organs of a state
- Explain the basic feature of the Constitution of Bangladesh with regard to public service provisions

Total Module Time : 03 hours

Topic Code	Session Hour	Topics	Facilitator	Training Method
3.01	01	Constitutional Obligations for the Public Servants	FM/GS	L&D
3.02	01	Structure and functions of three organs of the state and the constitutional bodies	FM/GS	L&D
3.03	01	Rights and Obligations of Public Servants and Constitutional Provisions	FM/GS	L&D

Module-04 : ICT & e-Governance

Total Marks : 50

Evaluation Method : Individual Exercise - 50 (Word Limit: 500-800 Words)

Objectives : The participants will be able to –

- Identify the key activities towards e-governance
- Apply different e-services in their respective offices

Total Module Time : 10 hours

Topic Code	Session Hour	Topics	Facilitator	Training Method
4.01	01	e-Governance: Concept and Architecture	FM/GS	L&GD
4.02	02	Use of ICT and AI for Efficient Public Service Delivery	FM/GS	L&P
4.03	03	D-Nothi and its Practical Usage	FM/GS	L&E
4.04	02	4IR & its Implications in Bangladesh	FM/GS	L&GD
4.05	01	Office Automation (ERP and other Applications)	FM/GS	L&Demon
4.06	02	Cyber Security: Related Acts & Issues	FM/GS	L&GD

Module-05 : Organization Management

Total Marks : 50

Evaluation Method : Individual Report- 25 (Small Reform Initiative)
Group Assignment - 25 (Word Limit: 500-800 Words)Objectives : The participants will be able to -

- Identify the key issues in HRM and HRD in public sector organizations
- Develop leadership capability to achieve organizational goal

Total Module Time : 15 hours

Topic Code	Session Hour	Topics	Facilitator	Training Method
5.01	01	Concept of Organization, and HRM & HRD Practices in Public Sector	FM/GS	L&D
5.02	02	Team Building	FM/GS	L, E & Role Play
5.03	02	Strategic Management: SWOT Analysis, Crafting Strategies, Setting SMART Objectives, 5 Force Model & PESTLE Analysis	FM/GS	L&E
5.04	02	Total Quality Management (TQM)	FM/GS	L&GD
5.05	02	Leadership in Public Organization	FM/GS	L&GD
5.06	01	Art of Communication	FM/GS	L&GD
5.07	01	Performance Management and Annual Confidential Report (ACR)	FM/GS	L&D
5.08	02	Change Management in Public Service	Faculty/GS	L, GD
5.09	02	Conflict Management in Organizational Situations: Negotiation & Coordination Techniques	Faculty/GS	L&D and Simulation

Module-06 : Public Management & Governance

Total Marks : 50

Evaluation Method : Group Report-50 (Word Limit: 500-800)

Objectives : The participants will be able to –

- Explain different concepts of public administration and governance
- Achieve organizational effectiveness by improving quality of service and by reducing corruption

Total Module Time : 10 hours

Topic Code	Session Hour	Topics	Facilitator	Training Method
6.01	02	Development Administration: Concepts, Issues and Expectations	Faculty/GS	L&D
6.02	02	Good Governance: Principles & Practices	Faculty/GS	L&E
6.03	02	Social Accountability Tools (NIS, APA, Citizen Charter, RTI, GRS): Practice in Bangladesh	Faculty/GS	L&E
6.04	02	Introduction to Public Policy & Policy Making Process	Faculty/GS	L, GD
6.05	02	Local Government System in Bangladesh	Faculty/GS	Workshop/L&D

Module-07 : Service Rules and Administrative Procedures

Total Marks : 75

Evaluation Method : Open book Written Examination - 75

Objective : The participants will be able to -

- Apply different service rules in a real-life situation
- Communicate effectively with vertical and horizontal organizations
- Conduct and organize meeting efficiently

Total Module Time : 21 hours

Topic Code	Session Hour	Topics	Facilitator	Training Method
7.01	02	সরকারি চাকির আইন, ২০১৮	FM/GS	L&GD
7.02	02	Overview of Secretariat Instructions 2024, Rules of Business, Rules of Procedure	FM/GS	L&D (Pre-reading)
7.03	01	The Government Servants (Conduct) Rules, 1979	FM/GS	L&GD
7.04	02+01	The Government Servants (Discipline and Appeal) Rules, 2018 Inquiry Procedure & Report Writing	FM/GS	L,GD&E (Case Study)
7.05	02	Rules related to Leave & Seniority	FM/GS	L&E
7.06	02	Pension and Universal Pension Scheme	FM/GS	L&E
7.07	02	Forms of Written Communications	FM/GS	L&E
7.08	02	Conducting Meeting, Writing Working Paper and Minutes	FM/GS	L&Demo.
7.09	02	Writing Notes and Preparation of Drafts	FM/GS	L&E
7.10	01	Office Inspection & Use of Different Registers	FM/GS	L&D
7.11	01	Equipment, Store & Stationary Management in Organization	FM/GS	L&P
7.12	01	Administrative Tribunal Act-1980	Faculty/GS	L&D

Module -08 : Sustainable Development Goals

Total Marks : 30

Evaluation Method : Group Assignment - 30

Objectives : To enable the participants to:

- Acquaint the participants with the SDGs
- Analyze major issues underlying the implementation of SDGs

Total Module Time : 05 hours

Topic Code	Hrs	Topic Title	Facilitator	Training Method
8.01	01	Basics of SDGs	FM/GS	L & D
8.02	01	Evolution of SDGs in the International Policy Framework for Development	FM/GS	L & D
8.03	01	Localization of SDGs and Local Level Planning	FM/GS	L & D
8.04	02	Implementation of SDGs: Peace, Justice & Strong Institutions (Goal 16), and, Partnerships for the Goals (Goal 17)	FM/GS	L & D

Module-09 : Public Procurement

Total Marks : 50

Evaluation Method : Group Exercise - 50

Objectives : The participants will be able to –

- To make the trainees understand the procurement act, rules and procedures;
- To make the trainees understand the electronic government procurement.

Total Module Time : 11 hours

Topic Code	Session Hour	Topics	Facilitator	Training Method
9.01	01	Overview of PPA 2006 and PPR 2008	FM/GS	L&D
9.02	02	Overview of Different Procurement Methods of Goods, Works and Services	FM/GS	L&E
9.03	01	Annual Procurement Plan	FM/GS	L&E
9.04	01	Preparation of Technical Specification and Official Cost Estimation	FM/GS	L&E
9.05	02	Tender Opening & Evaluation, Approval & Awarding	FM/GS	-
9.06	02	Request for Quotation Method (RFQM) PG-1 and DPM	FM/GS	L&E
9.07	02	Electronic Government Procurement (E-GP)	FM/GS	L&D

Module-10 : Economics and Economic Development

Total Marks : 30

Evaluation Method : Individual Assessment - 30

Module Objectives : The participants will be able to -

- Be familiarize with fundamental issues of economics and economic development
- Understand the various aspects of economic management and national economy

Total Module Time : 08 hours

Topic Code	Session Hour	Topics	Facilitator	Training Method
10.01	01	Microeconomics: Conceptual Issues and Indicators	FM/GS	L&D
10.02	01	Macroeconomics: Conceptual Issues and Indicators	FM/GS	L&D
10.03	01	Economic System, Market Failure and Government Intervention	FM/GS	Case/L&D
10.04	02	Monetary Policy and Fiscal Policy: Dimensions and Implications	FM/GS	L&D
10.05	02	Budgeting in Bangladesh: Legal Basis, Preparation and MTBF	FM/GS	L&D
10.06	01	Poverty Reduction and Rural Development Strategy in Bangladesh: Major Approaches and Strategies	FM/GS	L&D

Module-11 : Public Financial Management

Total Marks : 30

Evaluation Method : Individual Exercise - 30

Module Objectives : The participants will be able to -

- Understand and explain legal aspects of financial management system of Bangladesh
- Apply standard financial management practice in their day-to-day financial activity.

Total Module Time : 15 hours

Topic Code	Session Hour	Topics	Facilitator	Training Method
11.01	01	General Financial Rules (GFR)	FM/GS	L&E
11.02	01	Financial Rules & Regulations: BSR Part 1 & 2	FM/GS	L&D
11.03	02	Duties and Responsibilities of Drawing and Disbursing Officer	FM/GS	L&D
11.04	02	Delegation of Power: Financial and Administrative	FM/GS	L&P
11.05	02	Audit Objections and its Disposal Procedure	FM/GS	L&E
11.06	01	TA & DA Rules	FM/GS	L&E
11.07	02	IBAS++	FM/GS	L&Demo.
11.08	02	Income Tax Rules and Income Tax Return Preparation	FM/GS	L&E
11.09	02	Laws & Practice of VAT	FM/GS	L&GD/Ex

Module -12 : Project Management

Total Marks : 25

Evaluation Method : Group Exercise - 25

Objectives : The participants will be able to -

- Understand the different stages of project cycle
- Use different tools of project management

Total Module Time : 04 hours

Topic Code	Session Hour	Topics	Facilitator	Training Method
12.01	01	Introduction to Project Cycle Management, linking with Log Frame & RBM	FM/GS	L&D
12.02	01	Project Design & Approval (Preparation and Approval Process of DPP, RDPP, and e-DPP)	FM/GS	L&D
12.03	01	Project Monitoring and Evaluation	FM/GS	L&D
12.04	01	Public Private Partnership (PPP)	FM/GS	L&D

Module-13 : Language Skill Development

Total number : 50

Evaluation Method : Class Test - 50

Objectives : The participants will be able to -

- Apply improved skills in different communicative situations
- Identify and rectify the common mistakes in everyday use of English

Total Module Time : 18 hours

Topic Code	Session Hour	Topics	Facilitator	Training Method
13.01	06	Improving Listening Skill	FM/GS	L&E
		Improving Speaking Skill	FM/GS	L&E
		Reading Skill: Reading techniques	FM/GS	L&E
		Writing skill: Descriptive writing & argumentative writing	FM/GS	L&E
13.02	02	Extempore Speech/ Debate	FM/GS	Presentation
13.03	02	Common Grammatical Mistakes in English	FM/GS	L&E
13.04	01	English at Workplace	FM/GS	L&E
13.05	02	প্রমিত বাংলা বানান রীতি ও দাপ্তরিক কাজে এর ব্যবহার	FM/GS	L&D
13.06	02	প্রমিত বাংলা উচ্চারণঃ রীতি ও প্রয়োগ	FM/GS	L&E
13.07	01	প্রশাসনিক পরিভাষা ২০২৫	FM/GS	L&D
13.08	02	বিতর্ক প্রতিযোগিতা	CMT	L& Competition

Module-14 : Physical Conditioning and Games

Total number : 25

Evaluation Method : Individual Assessment - 25

Objectives : The participants will be able to -

- Realize the importance of physical activities and games and keep one fit by ideal exercise.

Total Module Time : 04 hours

Topic Code	Session Hour	Topics	Facilitator	Training Method
14.01	1	Effects of Sedentary Lifestyle and Management	FM/GS	L&D
14.02	1	Effects of Exercise on Different Organs	FM/GS	L&D
14.03	2	Occupational Pain and its Management	FM/GS	L&Demo
14.04	-	Practical: Physical Conditioning (Morning); Walking, Jogging, Freehand Exercises, Ground Exercise, Stretching, Yoga.	Faculty	Exercise
		Games (Evening): According to the Participants' Interest (Volleyball, Tennis, Badminton & other activities)		

Module -15 : Basics of Research

Total Marks : 50

Evaluation Method : Individual Assignment - 50

Objectives : The participants will be able to -

- Understand research methodology, prepare social research papers

Total Module Time : 08 hours

Topic Code	Session Hour	Topics	Facilitator	Training Method
15.01	01	Introduction to Social Research	FM/GS	L&D
15.02	02	Writing Research Proposal	FM/GS	L&E
15.03	01	Introduction to Data and Variable, Sampling Techniques and Methods of Data Collection	FM/GS	L&D
15.04	02	Data Analysis and Tabulation	FM/GS	L&E
15.05	02	Writing Research Report	FM/GS	L&E

Module -16 : Election Management

Total Mark : 75

Evaluation Method : Written Examination-75

Objectives : The participants will be able to –

- understand the legal framework governing election management, and
- conduct and organize elections effectively

Total Module Time : 17 hours

Topic Code	Session Hour	Topics	Facilitator	Training Method
16.01	03	The Representation of the People Order, 1972	GS	L&D
16.02	01	Constitutional Provisions for Election Commission	GS	L&D
16.03	04	Electoral Laws and Rules (Local Government and Parliamentary Elections)	GS	L&D
16.04	03	Code of Conduct in Elections	GS	L&D
16.05	04	Conducting Elections: Procedures and Steps OCV and ICPV	GS	L&D
16.06	02	Voter Registration Management: Bangladesh Context & Abroad	GS	L&D

Module -17 : Field Attachment and Report Writing

Total Mark : 30

Evaluation Method : Group Report-30

Objectives : The participants will be able to –

- Analyze the current situation of Public Service Delivery and come up with evidence-based resolution.

Total Module Time : 02 hours

Topic Code	Session Hour	Topics	Facilitator	Training Method
17.01	01	Briefing on Field Visit and Field Attachment Report	Faculty	Briefing
-	-	Field Visit/ Field Attachment	Faculty	Study Visit/ Field Attachment
17.02	01	Presentation on Field Study Report/Field Attachment	Faculty	Presentation

Module-18 : Contemporary Issues¹

Total Mark : 25

Evaluation Method : Group Presentation – 25

Objectives : The participants will be able to -

- Understand and analyse issues of national importance; and
- Explore opportunities to apply new learning to practical life.

Total Module Time : 15 hours

Topic Code	Session Hour	Topics	Facilitator	Training Method
18.01	02	Climate Change, Adaptation and Climate Risk Mitigation in Bangladesh	FM/GS	L&D
18.02	01	Disaster Management and Disaster Risk Reduction Programmes in Bangladesh	FM/GS	L&D
18.03	01	Sustainable Renewable Energy	FM/GS	L&D
18.04	02	Demographic Transformation, Dividend, Opportunity and Challenges	FM/GS	L&D
18.05	02	Gender and Development: women in leadership for equal future	FM/GS	L&D
18.06	02	Coordination with Different Public Offices	FM/GS	L&D
18.07	02	GO-NGO Relationship and Network Governance	FM/GS	L&D
18.08	02	Media Relations	FM/GS	L&D
18.09	01	SMEs and Startups for Development	FM/GS	L&D

Module-19 : Car Driving

Module Objectives : To make the participants to be able to drive light vehicles, be qualified to pass the driving license test and get the license and be able to understand the minor faults of engine and fix the problems.

Total Module Time : 02 hours

Topic Code	Session Hour	Topics	Facilitator	Training Method
19.01	1	Introduction to Vehicles	L&P	GS
19.02	1	Traffic Rules, Signals	L&E	GS
-	18 days	Driving Practice	Practice	BRTA Team

¹ 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 delete any topic based on the necessity and importance.

Important Telephone Numbers

BPATC PABX: 02224445010-16, 02224442080-85

SI No	Name	Designation	E-mail & Cell NO
Course Management			
1.	Sayed Mahbub Khan	Rector & Principal Advisor	02224445028 (Official) Fax: 02224445029 E-mail: rector@bpatc.org.bd
2.	Dr. Md. Mohoshin Ali	Member Directing Staff & Course Advisor	01711489786 mohoshin2005@gmail.com
3.	BM Benojir Ahmed	Director & Course Director	01733797252 drbenojir@gmail.com
4.	Md. Masud Ahmed	Deputy Director & Course Coordinator	01719159760 mahmedbpatc@gmail.com
5.	S. M. Rezaul Karim	PS to Rector & Course Coordinator	01918135268 pstorectorbpatc@gmail.com
Support Service			
1.	Ms. Armita Moon	Dormitory Supervisor	01817621625
2.	Md. Aminur Rahman	Dormitory Supervisor	01716610525
3.	Md. Shahjahan	Cafeteria Supervisor	01723366721
4.	Robi Lal	Caretaker	01624236662

Contact Details of Module Director/s

Module No and Name	Faculty Name and Designation (not seniority-based)	Cell Number and Email Address
01. Bangladesh Studies	Md. Parimal Kumar Roy Deputy Director	01919791448
02. Behavioral Governance	Kamrun Nahar Director	01795510765 dir.ip@bpatc.gov.bd
03. The Constitution of Bangladesh	Md. Nazim Uddin Assistant Director	01918135268 pstorectorbpatc@gmail.com
04. ICT & e-Governance	Mohammad Masum Rahman Assistant Programmer	01833340452 masum.bpatc@gmail.com
05. Organizational Management	Dr. Mehedi Masud Director	01747074422 mmbp222@yahoo.com
06. Public Management & Governance	Dr. Mohammad Rezaul Karim Deputy Director	01554339166 rezapatc@gmail.com
07. Service Rules and Administrative Procedures	Sanjida Shahnaz Deputy Director	01747274511 snajida.shahnaz33@gmail.com
08. Sustainable Development Goals	Nasrin Akter Deputy Director	01767818179 laboni.geo1807@gmail.com
09. Public Procurement	Mohammad Abdul Kader Assistant Director	01717299645 akader782010@gmail.com
10. Economics and Economic Development	Dr. Rokeya Fahmida Director	01731214213 fahmidapatc@gmail.com
11. Public Financial Management	Shabbir Ahmmad Director	01913043666 sarahmmad24@yahoo.com
12. Project Management	Dr. Md. Moshir Rahman Assistant Project Director	01716536726 moshir.patc07@yahoo.com
13. Language Skill Development	Samiana Sultana Assistant Director	01715382977 samianasultana@yahoo.com
14. Physical Conditioning and Games	Dr. Shamima Akter Medical Officer	01711001084 shamimaakterdr@gmail.com
15. Basics of Research	Mohammad Mamun Senior Research Officer	01912146407 mamun235@gmail.com
16. Election Management	Md. Atikuzzaman MDS	01727778316 atik_uzzaman@yahoo.com
17. Field Attachments and Report Writing	Md. Moin Uddin Director	01715388116 moinu73@gmail.com
18. Contemporary Issues	Tahmina Akter Deputy Director	01716994817 tahminaa7@gmail.com
19. Car Driving	Course Management Team	-

Do's and Don'ts for the Participants

Overall

Do's

1. Be attentive to punctuality and discipline.
2. Always wear the name badge while out of dormitory at the centre.
3. Admit your fault unhesitatingly and express your grief if you make any mistake in words or deeds.
4. Inform the Course Administration if you have any grievance. First talk to the Course Coordinator in case of issues pertaining to Course Management.
5. Thank the person if s/he helps you or shows courtesy. Reply in return if someone thanks you.
6. Speak in a fairly low voice.
7. Always walk in a single file and on the right side.
8. Throw the litter to the litter box.
9. Make space for the person walking fast.
10. Follow properly the instructions pertaining to the dress-code.
11. Maintain discipline while boarding a bus at the centre.
12. Let others speak first and listen attentively to what they say.
13. Show proper respect to each other.
14. Show modesty in your bearing.
15. Stand up in respect to an approaching senior.
16. Be refined in attire, speaking and demeanour.

Don'ts

1. Leaving the campus is prohibited without the prior approval from the competent authority.
2. Don't do anything that disrupts the professional or personal harmony.
3. Avoid exasperation under any circumstances.
4. Don't hurt anyone's feelings and belief.
5. Avoid discriminatory behaviour in all circumstances.
6. Don't put hand/s in the pocket/s while greeting or conversing with any senior.
7. Avoid indiscretion, intemperance and flamboyance in your bearing.
8. It is not courteous to sit keeping a lady standing.
9. Neither a too much introvert nor a too much extrovert be.
10. Avoid calling someone loudly from far away.
11. Avoid underestimating others and overestimating yourself.
12. Avoid using emotional language and rough demeanour.

13. Don't speak standing at the corridor or on the way.
14. The centre is a smoking free zone. So don't smoke while on the campus.
15. It's not permissible to use the vehicle of the officers and the staff without the prior approval from the competent authority.
16. Avoid negative mindset.
17. Don't waste time.
18. Keep yourself away from any type of sensitive political and religious conference.
19. Don't use the computer and the printer of the course secretariat without the prior approval from the Course Management Team.

Classroom

Do's

1. Sit in the classroom at least five minutes prior to the commencement of the session.
2. Show proper respect to the speaker.
3. Seek permission from the speaker to go outside the classroom on an inevitable cause.
4. Let others to take the supplied handouts after you have taken yours.
5. Be attentive to the session.
6. Pass the attendance sheet forthright after you have put your signature on it.
7. Seek permission from the speaker before you speak.
8. Speak after being well-informed.
9. Put forward objective and relevant questions. Raise your hand before you ask a question.
10. Be respectful of and forbearing to other's comments.
11. If necessary, stand up and speak up seeking permission from the speaker.
12. Maintain silence until the session ends.

Don'ts

1. Carrying Mobile phone is strictly prohibited in the classroom.
2. Don't interrupt while someone else is putting forward question/s.
3. Don't ask the speaker too many or irrelevant questions.
4. Avoid asking questions without seeking permission from the speaker.
5. Never make an aggressive comment or question.
6. Don't show immodesty while having an opinion contrary to the speaker's.
7. Don't criticise others.
8. Don't gossip with the person sitting next to you or anyone during the session.
9. Don't go outside the classroom without permission and on trifle grounds.
10. Avoid being physically and mentally aggressive.
11. Avoid using the laptops and perusing the books that are not permitted.
12. Don't waste your time unnecessarily in the washroom.

Games and Physical Exercise

Do's

1. Come to the field putting on the designated costume.
2. Be on time in the field.

3. Maintain discipline while participating in the physical exercise.
4. Put team spirit above the personal interest in the field and during physical exercise.
5. Abide by the directions/suggestions of the instructors.
6. Show proper respect to the instructor and be modest in your bearing towards the staff of the Games & Sports section.
7. Be respectful to the laws of the competition.
8. Take the decision of the referee/instructor easy.
9. Be careful to yourself and avoid unnecessary excitement.
10. Avoid accidents and help others avoid the same too.
11. Carry the credentials of forbearance.

Don'ts

1. Don't be ill-tempered towards the competitor.
2. Don't play in a way that puts you and others in danger.

Library

Do's

1. Maintain silence.
2. Be careful to the cleanliness of the library.
3. Keep on the table the books taken from the self/rack.
4. Help the gate-keeper of the library in his job.
5. Abide by the rules of the library.
6. Return the book/s in time and help others to avail the opportunity.
7. Take care of the book/s.
8. Put on formal attire before coming to the library.
9. Know the time-table of the library.

Don'ts

1. Avoid personal conversation in the library.
2. Don't drag the chair making cracking sound.
3. Don't tear the page/s or spoil the cover page of the book/s.

Personal Study

Do's

1. Study regularly.
2. Study the summary of the lecture regularly.
3. Study and help others study.
4. Properly utilise the library.
5. Take help from the concerned Faculty, if necessary.
6. Be prepared for the examination on any date.
7. Fill up every day's learning point/s regularly.
8. Keep in mind - "A stitch in time saves nine."
9. Give importance to the Recap Session/s.

Don'ts

1. Don't study in a way that disturbs others.
2. Don't put off any work for future.
3. Don't use mobile phone in the library.

Evaluation

Do's

1. Carefully read the Evaluation Guideline and abide by it.
2. Get well-informed of the matter you have any query during the briefing on Evaluation. Besides, if necessary consult with the Evaluation Officer seeking permission from the Course Management Team.
3. Try to express team comment/s instead of personal comment/s during oral Evaluation. Discuss as much as possible before presenting your speech.
4. Properly and punctually evaluate the speaker/s as number is allocated for this.

Don'ts

1. Don't let your personal likings/disliking influence the Evaluation.
2. Avoid putting forward illogical demand/recommendations and meaningless criticism.
3. Don't hurt other/s during oral Evaluation.
4. Avoid exaggeration in commendation or criticism.

Examination Hall

Do's

1. Maintain silence.
2. Cooperate with the invigilator/s in their job/s.
3. Be relevant and precise in answering questions.
4. Utilise the time properly.
5. Ensure that you have written down your name, roll number and section.

Don'ts

1. Unfair means in the examination hall will be treated as misconduct and will be dealt with severely in accordance with the law.
2. Avoid the mindset of helping and seeking help from other/s in the examination hall.
3. Mobile phone is strictly prohibited in the examination hall.

Telephone

Do's

1. Make sure the number is alright before dialling someone and give your identity first.
2. Ask modestly the name of the person who picks up the phone and speak with him in an entreating voice if someone else is to be called.
3. Maintain utmost decency while conversing with a lady.
4. Be brief in your telephonic conversation.

Don'ts

1. Don't speak too long over the phone.
2. Never first ask the identity of the person who picks up the phone.
3. Never request any officer or staff to make an opportunity for you to use the official phone for personal conversation.
4. Never use someone else's phone without prior permission.
5. Speaking over while walking through the corridor is strictly prohibited.

Behaviour towards the Faculty and Participants of other Courses

Do's

1. Try to mix up with the Faculty with modesty and earnestness.
2. Show proper respect to the participants from other courses.
3. Greet the Faculty and the participants from other courses.
4. Please notify the Course Management Team before you meet any Faculty in his office on necessity.

Don'ts

1. Avoid doing criticism.
2. Avoid showing off your erstwhile or any sort of relation with the Faculty.
3. Never behave with the participants of other courses in a way that mortifies them.

Behaviour towards the employees

Do's

1. Be modest and humanitarian in your attitude towards the Room boy, Classroom attendant, employees of the cafeteria & library and others.
2. Make space for your co-participant to avail the assistance of the Room boy.
3. Inform the authority in case of any employee's immodest behaviour.

Don'ts

1. Never force any employee to do something beyond his charter of duty.
2. Don't rebuke the employee if he fails to carry out his assigned duty or misbehaves. Inform the matter to the authority.

Cultural Functions

Do's

1. Take your seat at least ten minutes prior to the commencement of any programme.
2. Stand up and show respect to the Chief Guest during his entrance.
3. Cultivate Officer like self-restrain while enjoying the refined entertainment.
4. Help the volunteers to conduct the programmes as per the schedule.
5. Encourage the performers with clapping as and when necessary.
6. Keep in mind that the function should be refined, up to the taste & standard and solemn.
7. Bear the sense of being moderate in everything.

Don'ts

1. Don't show too much excitement during the programme.
2. Never make any indecent remark or bad comment.
3. Don't put your leg under the seat in front of you.
4. Don't talk with the persons sitting next to you during the programme.
5. Don't request the organiser to arrange something beyond his/her scheduled item/s.
6. Avoid loud cheering and uttering "One more; one more."

প্রশিক্ষণ কোর্সের পোশাক-পরিচ্ছদ

ক্রম	অনুষ্ঠান/ কার্যক্রমসমূহ	নারী প্রশিক্ষণার্থী	পুরুষ প্রশিক্ষণার্থী
১.	শ্রেণীকক্ষ অধিবেশন/ শিক্ষাসফর/ সংযুক্তি কার্যক্রম/ ক্যাফেটেরিয়া (প্রশিক্ষণ চলাকালে)/ কোর্স প্রশাসন, অনুযায়ের 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 থিন]; ২। ব্লেজার (অফিসিয়াল নেভি ব্লু); ৩। ক্লোসড সুজ (রঙ: কালো, ধূসর); ৪। স্কিন কালারড লম্বা মোজা।	১। স্যুট (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।

List of Participants

ক্রমিক নম্বর	কর্মকর্তার নাম ও পদবি (জ্যেষ্ঠতার ভিত্তিতে নয়)	কর্মস্থলের ঠিকানা	বর্তমান পদে যোগদানের তারিখ
০১	জনাব খবিরুল আলম সহকারী সচিব	নির্বাচন কমিশন সচিবালয়, ঢাকা	১৯ আগস্ট ২০২৫
০২	জনাব মোঃ নাজমুল হাসান সহকারী সচিব	নির্বাচন কমিশন সচিবালয়, ঢাকা	১৯ আগস্ট ২০২৫
০৩	জনাব মোঃ নুরুল ইসলাম সহকারী সচিব	নির্বাচন কমিশন সচিবালয়, ঢাকা	১৯ আগস্ট ২০২৫
০৪	জনাব মোঃ জাহিদুল ইসলাম সহকারী সচিব	নির্বাচন কমিশন সচিবালয়, ঢাকা	১৯ আগস্ট ২০২৫
০৫	জনাব মোহাম্মদ আবদুল্যাহ সহকারী সচিব	নির্বাচন কমিশন সচিবালয়, ঢাকা	১৯ আগস্ট ২০২৫
০৬	জনাব মোহাম্মদ মুনিরুল ইসলাম মিয়া সহকারী সচিব	নির্বাচন কমিশন সচিবালয়, ঢাকা	১৯ আগস্ট ২০২৫
০৭	জনাব মোঃ আসলাম হোসেন খান সহকারী সচিব	নির্বাচন কমিশন সচিবালয়, ঢাকা	১৯ আগস্ট ২০২৫
০৮	জনাব মোঃ রফিকুল ইসলাম সহকারী সচিব	নির্বাচন কমিশন সচিবালয়, ঢাকা	১৯ আগস্ট ২০২৫
০৯	জনাব মুহাম্মদ জহিরুল হক সহকারী সচিব	নির্বাচন কমিশন সচিবালয়, ঢাকা	১৯ আগস্ট ২০২৫
১০	জনাব মোঃ আশরাফুল আলম সহকারী সচিব	নির্বাচন কমিশন সচিবালয়, ঢাকা	১৯ আগস্ট ২০২৫
১১	জনাব মোহাম্মদ সফিকুল ইসলাম সহকারী সচিব	নির্বাচন কমিশন সচিবালয়, ঢাকা	১৯ আগস্ট ২০২৫
১২	জনাব মোঃ ফরহাদ আলম সহকারী সচিব	নির্বাচন কমিশন সচিবালয়, ঢাকা	১৯ আগস্ট ২০২৫
১৩	জনাব সাইদ আহমদ সহকারী সচিব	নির্বাচন কমিশন সচিবালয়, ঢাকা	১৯ আগস্ট ২০২৫
১৪	জনাব মোঃ রেজাউল হক সহকারী সচিব	নির্বাচন কমিশন সচিবালয়, ঢাকা	১৯ আগস্ট ২০২৫
১৫	জনাব মোহাম্মদ আবু জাফর মিয়া সহকারী সচিব	নির্বাচন কমিশন সচিবালয়, ঢাকা	১৯ আগস্ট ২০২৫
১৬	জনাব মোঃ জাকির হোসেন সহকারী সচিব	নির্বাচন কমিশন সচিবালয়, ঢাকা	১৯ আগস্ট ২০২৫
১৭	জনাব মোঃ আব্দুল আলিম সহকারী সচিব	নির্বাচন কমিশন সচিবালয়, ঢাকা	১৯ আগস্ট ২০২৫
১৮	জনাব গাজী মোহাম্মদ ইব্রাহিম সহকারী সচিব	নির্বাচন কমিশন সচিবালয়, ঢাকা	১৯ আগস্ট ২০২৫
১৯	জনাব মোঃ নাজমুল করিম সহকারী সচিব	নির্বাচন কমিশন সচিবালয়, ঢাকা	১৯ আগস্ট ২০২৫
২০	জনাব কে,এম, তৌহিদুল ইসলাম সহকারী সচিব	নির্বাচন কমিশন সচিবালয়, ঢাকা	১৯ আগস্ট ২০২৫

ক্রমিক নম্বর	কর্মকর্তার নাম ও পদবি (জ্যেষ্ঠতার ভিত্তিতে নয়)	কর্মস্থলের ঠিকানা	বর্তমান পদে যোগদানের তারিখ
২১	জনাব মোহাম্মদ হারুন অর রশিদ সহকারী সচিব	নির্বাচন কমিশন সচিবালয়, ঢাকা	১৯ আগস্ট ২০২৫
২২	জনাব মাহুব আল জাহান সহকারী সচিব	নির্বাচন কমিশন সচিবালয়, ঢাকা	১৯ আগস্ট ২০২৫
২৩	জনাব এস.এম আব্দুল গফফার সহকারী সচিব	নির্বাচন কমিশন সচিবালয়, ঢাকা	১৯ আগস্ট ২০২৫
২৪	জনাব মোঃ আকবর আলী সহকারী সচিব	নির্বাচন কমিশন সচিবালয়, ঢাকা	১৯ আগস্ট ২০২৫
২৫	জনাব মাসউদুর রহমান সহকারী সচিব	নির্বাচন কমিশন সচিবালয়, ঢাকা	১৯ আগস্ট ২০২৫
২৬	জনাব মোঃ নাজমুল হুদা সহকারী সচিব	নির্বাচন কমিশন সচিবালয়, ঢাকা	১৯ আগস্ট ২০২৫
২৭	জনাব মোঃ সাইফুল ইসলাম সহকারী সচিব	নির্বাচন কমিশন সচিবালয়, ঢাকা	১৯ আগস্ট ২০২৫
২৮	জনাব মোহাম্মদ আরিফুজ্জামান রিপন সহকারী সচিব	নির্বাচন কমিশন সচিবালয়, ঢাকা	১৯ আগস্ট ২০২৫
২৯	জনাব সরদার মাছুম হাছান সহকারী সচিব	নির্বাচন কমিশন সচিবালয়, ঢাকা	১৯ আগস্ট ২০২৫
৩০	জনাব মোঃ রকিব উদ্দিন সহকারী সচিব	নির্বাচন কমিশন সচিবালয়, ঢাকা	১৯ আগস্ট ২০২৫
৩১	জনাব মোহাম্মদ মাহফুজুর রহমান ভূইয়া সহকারী সচিব	নির্বাচন কমিশন সচিবালয়, ঢাকা	১৯ আগস্ট ২০২৫
৩২	জনাব মোঃ কবিরুল ইসলাম সহকারী সচিব	নির্বাচন কমিশন সচিবালয়, ঢাকা	১৯ আগস্ট ২০২৫
৩৩	জনাব মোহাম্মদ রাশেদ ইকবাল সহকারী সচিব	নির্বাচন কমিশন সচিবালয়, ঢাকা	১৯ আগস্ট ২০২৫
৩৪	জনাব আমিনুল ইসলাম সহকারী সচিব	নির্বাচন কমিশন সচিবালয়, ঢাকা	১৯ আগস্ট ২০২৫
৩৫	জনাব মোহাম্মদ আনোয়ার হোসেন সহকারী সচিব	নির্বাচন কমিশন সচিবালয়, ঢাকা	১৯ আগস্ট ২০২৫
৩৬	জনাব মুহাঃ আব্দুস ছালাম সহকারী সচিব	নির্বাচন কমিশন সচিবালয়, ঢাকা	১৯ আগস্ট ২০২৫
৩৭	জনাব মোঃ ছগির হোসাইন সহকারী সচিব	নির্বাচন কমিশন সচিবালয়, ঢাকা	১৯ আগস্ট ২০২৫
৩৮	জনাব মোঃ তারেকুল ইসলাম সহকারী সচিব	নির্বাচন কমিশন সচিবালয়, ঢাকা	১৯ আগস্ট ২০২৫
৩৯	জনাব মোঃ আবুল কালাম আজাদ সহকারী সচিব	নির্বাচন কমিশন সচিবালয়, ঢাকা	১৯ আগস্ট ২০২৫
৪০	জনাব মোঃ হুমায়ুন কবির সহকারী সচিব	নির্বাচন কমিশন সচিবালয়, ঢাকা	১৯ আগস্ট ২০২৫

