



# 8<sup>th</sup> Domain Specific Training Course 37<sup>th</sup> MCMC

7<sup>th</sup> Aug to 1<sup>st</sup> Sep 2023



National Police  
Academy  
Islamabad

## **4 Weeks of Growth:**

Delve into our e-magazine showcasing the impactful journey of a month-long MCMC training

# Group Photo – 8<sup>th</sup> Domain Specific 37<sup>th</sup> MCMC



# Online Magazine Committee

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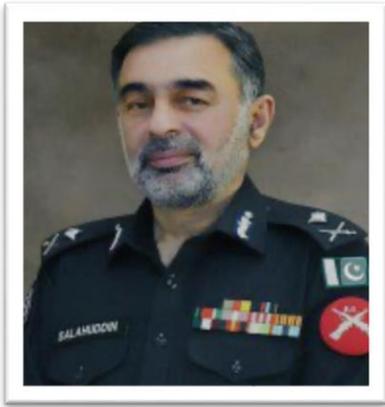
Member



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# Commandant's Message



With great pride and satisfaction, I extend my heartfelt congratulations to each one of you on the successful completion of the 8<sup>th</sup> Domain Specific, 37<sup>th</sup> Mid- Career Management Course (MCMC) here at the National Police Academy. Throughout this rigorous and demanding course, you have demonstrated your commitment to personal and professional growth.

This Course is designed to equip officers like you with the skills, knowledge, and strategic thinking required to effectively navigate the complex challenges of modern policing & investigations. It fills me with immense joy to witness your transformation into capable professionals who are ready to make a positive impact on our society.

I want to emphasize the importance of the values and principles you have imbibed during your time at the academy. Upholding the highest ethical standards, maintaining a strong sense of integrity, and treating all individuals with respect and fairness will be the cornerstone of your success as law enforcement professionals.

I would also like to express my gratitude to the Director (MCMC), faculty members and staff members who have played a pivotal role in shaping your learning experience. Their dedication to your development has undoubtedly contributed to your accomplishments.

Once again, congratulations on your achievement. I have no doubt that you will continue to excel and bring honor to the National Police Academy and the law enforcement community as a whole. Stay committed, stay focused, and continue to uphold the values that define our noble profession.

Best wishes for a fulfilling and impactful journey ahead.

With warm regards,

Commandant  
National Police Academy

# Director's Message



As we conclude the Domain specific 37th Mid Career Management Course (MCMC) training, I want to extend my warm congratulations to all of you. This past month has been an intense journey of growth and learning, and your dedication has been truly remarkable.

Your hard work in personal achievement presentations, case studies, book reviews, policy brief paper presentations and in panel discussions has demonstrated your commitment to excellence. I commend each of you for successfully completing the course requirements. Your collective efforts have created an environment of mutual learning, and I'm proud of the progress you've made.

I want to express a special acknowledgment to the members of the Online Magazine Committee for their exceptional efforts for compiling this magazine.

As you move forward, carry this experience with you. Strive for excellence, embrace challenges, and uphold the values that define our institution. Your achievements during this course are a strong foundation for your future endeavors.

Congratulations once again on your success!

Best regards,

Director (MCMC)

# Inaugural Session



Mr. A.D. Khawaja, former Commandant of the National Police Academy, welcomed participants of the 37th MCMC, emphasizing the benefits of training. He highlighted skill enhancement, professional development, networking, and improved service delivery as key advantages. Training not only enriches careers but also contributes to personal growth and a more effective service to society.



# Welcome Dinner



# Policy Brief Paper

**A**s part of our Domain Specific Training, major task was the completion of a Policy Brief Paper. This task served as a valuable platform for us to engage in teamwork and collaborate across diverse backgrounds and perspectives. The task involves creating a crisp Policy Brief Paper that outlines a specific concern, presents potential policy solutions, and offers concrete recommendations. This document is intended for government policymakers and individuals influencing policy decisions. In addition to summarizing pertinent research objectively, the policy brief may extract

insights from global best practices, offer supportive data, propose policy alternatives, and advocate for a specific action plan complete with timelines, budget considerations, and designated responsibilities. Each academic group was responsible for producing a Policy Brief Paper (PBP) that leverages their knowledge and proficiency to address a topic of interest to the organization or government. The goal is to propose policy concepts, lay out a roadmap, and provide implementation guidelines at various levels of policy execution to enhance the quality of service delivery.



# Case Study

In the Case Study assignment, each participant is given a specific topic to analyze. They delve into different aspects of the case study, identifying challenges within the organization's response and gathering recommendations from various stakeholders for similar future cases. Study approach involves a thorough examination of a particular incident through methods like data collection, research, interviews, and analysis, considering existing rules. It aims to understand how internal and external factors impact the organization's approach to the situation, with the goal of providing insights for evidence-based decision-making in the future. The outcome includes suggestions for tactical, strategic, and policy-level improvements, including potential changes to existing rules and approaches.



# Book Review

This training module provides individuals with the valuable opportunity to engage in reading a book and subsequently composing a comprehensive book review. This exercise serves a dual purpose, acting as a source of motivation to not only delve into the act of reading but also fostering the creative process of crafting a thoughtful review. By engaging in this practice, participants are encouraged not just to consume literature, but to synthesize their thoughts and insights into a well-structured written evaluation, thereby enhancing their analytical and expressive capabilities.



# Sports & Physical Activities



**YOU WERE BORN TO BE A PLAYER. YOU WERE MEANT  
TO BE HERE. THIS MOMENT IS YOURS.**

**Herb Brooks, Coach**

**S**ports play a pivotal role in our lives, fostering a myriad of benefits that extend beyond the realm of physical activity. They instill discipline, teamwork, and perseverance, qualities essential for success in various aspects of life. Engaging in sports not only enhances physical fitness but also contributes to mental well-being, reducing stress and promoting a positive outlook.

Sports provide a platform for individuals to challenge themselves, set goals, and work diligently to achieve them, thus nurturing a strong sense of self-confidence and accomplishment. Moreover, sports serve as a universal language that bridges cultural gaps and fosters social integration, promoting understanding and unity among diverse communities. By encouraging healthy competition, teaching valuable life skills, and promoting camaraderie, sports stand as a cornerstone in personal development and the foundation of a vibrant society.

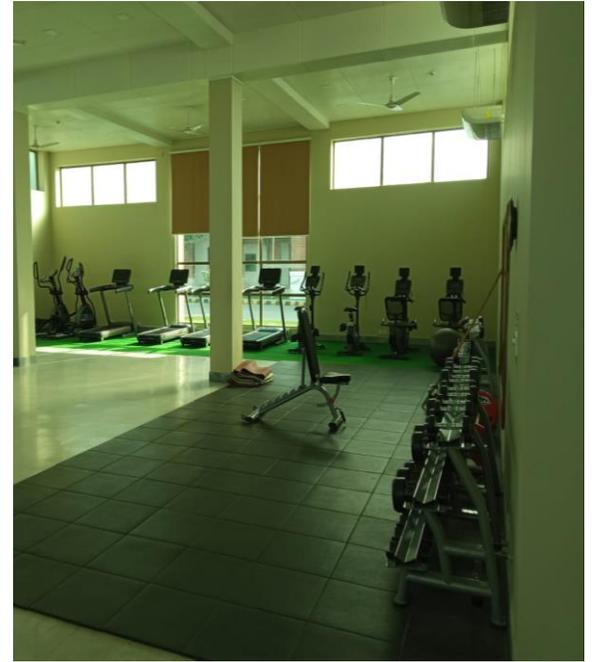
**N**ational Police Academy (NPA) has afforded us a remarkable chance to reimmerse ourselves in the student mindset. In the past one month, our active involvement in a diverse range of sports activities has undeniably revitalized our strength and energy levels. The exceptional sports facilities offered by NPA have played an undeniable role in this transformation, as they stand as unparalleled resources that have enhanced our physical well-being and provided an unmatched platform for honing our athletic abilities. **Thank you NPA 😊 We will miss you!**



**“FIRST OF ALL, CONVINCING YOURSELF THAT YOU ARE THE BEST, BECAUSE THE REST OF YOUR LIFE IS GOING TO GO PROVING THIS TO OTHERS.”**

**Wasim Akram**





The National Police Academy has a very modern Sports Complex with excellent facilities for high-quality physical training and various sports activities. These facilities include a swimming pool, table tennis, lawn tennis, snooker, gym, horse riding club and squash facilities. We had a great time using all these amenities during our



# Cultural Night



Cultural nights emerge as a vibrant and cherished activity that offers us a vital avenue to release the pressures of training days and savor each fleeting moment. These events serve as colorful tapestries woven from the threads of diverse traditions, allowing us to not only celebrate our unique backgrounds but also forge connections across cultures. As we come together to share music, poetry and cuisine from around the world, the atmosphere becomes electric with an air of camaraderie, promoting a sense of unity and understanding that transcends boundaries.

Beyond their captivating performances and delectable dishes, cultural nights provide an indispensable space to unwind and find solace in the midst of our busy schedules. The rhythm of music and poetry offer a therapeutic outlet, allowing us to shed our worries and immerse ourselves in the joy of the present moment. These events become like beacons of positivity, where laughter and shared experiences dispel tension, fostering a collective sense of rejuvenation. In the end, cultural nights enrich our lives by offering a precious blend of entertainment, stress relief, and cross-cultural bonding that stays etched in our memories.





Culture is the arts elevated  
to a set of beliefs.

Thomas Wolfe





# Local Field Visits



## SAFE CITY ISLAMABAD

The field visit to Safe City Islamabad provided us an opportunity to understand their operations and efficient service delivery.





## National Forensic Science Agency

Field visit of NFSA give an opportunity to understand role of agency in the field of forensic science and contribution to the investigation and analysis of various legal and criminal cases.

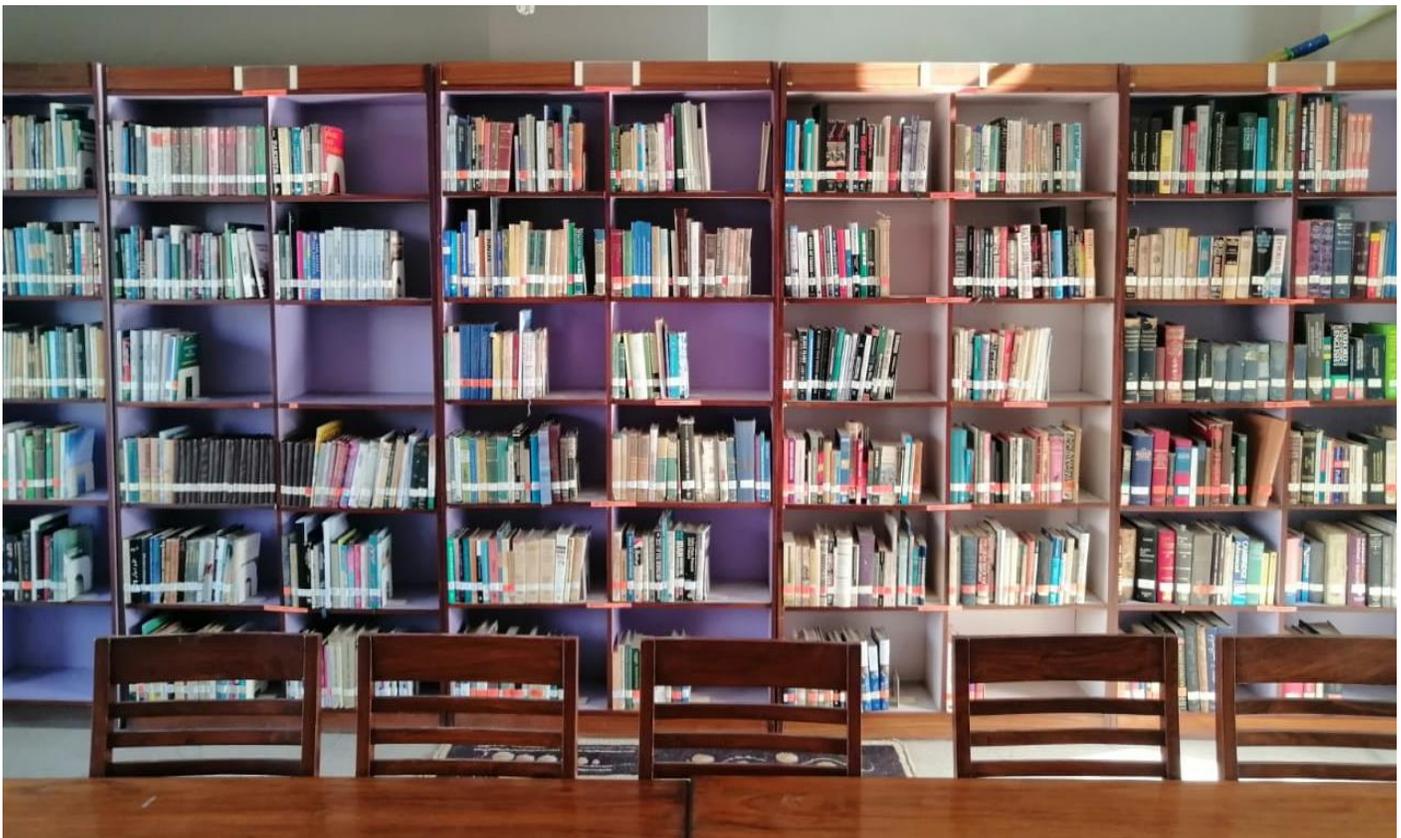


# Library



## NPA Library

**NPA library houses an extensive assortment of books covering a wide range of subjects, with a particular emphasis on policing, law enforcement, and pertinent legal judgments.**



# Few Guest Speakers



# Quiz & Analysis Paper



# Candid Opinions



**Capt. (R) Ameer Saud, PSP**

***Major Take Away:***

- Inter-agency experience sharing
- Approach towards research and research based decision making

***Memories:***

- Academy's administrative approach towards improving facilities like Gym which has added a lot in forming memories



**Mr. Farooq Faiz, PSP**

***Major Take Away:***

I enrolled in the National Police Academy on August 6, 2023, for a four-week segment of MCMC training. Initially, activities such as PT and sports were challenging, but as the days passed, I found genuine enjoyment in them. I'll genuinely miss all the faculty members at the National Police Academy and my dear fellow participants.

***Unforgettable Memories:***

The time I spent at the National Police Academy is truly the golden period of my life. It afforded me the chance to acquire a wealth of new knowledge, acquaint myself with rules, and benefit from the wisdom of experienced faculty, guest speakers, and colleagues. The lectures were outstanding, and engaging in curricular activities such as case studies, policy papers, book reviews, and synopses was a valuable experience. I will sincerely miss the moments I cherished at NPA.



**Ms. Sumera Azam, PSP**

***Major Take Away:***

- At NPA, I gained not just technical and professional expertise but also the appreciation of ethics and empathy and commitment to serve with integrity and contribute to complex tapestry of safety.

***Unforgettable Memories:***

- Majestic Beauty of NPA building
- Excellent academic and administrative facilities



**Mr. Kashif Zulfiqar, PSP**

***Major Take Away:***

- Meeting so many wonderful and experience professionals
- Domain specific of LEAs is a good idea

***Unforgettable Memories:***

- Cultural Night



**Capt. (R) Muhammad Furqan Bilal, PSP**

***Major Take Away:***

- How to be an effective team player

***Unforgettable Memories:***

- Cultural Night



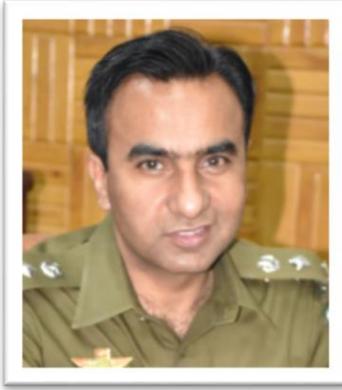
**Mr. Muhammad Rashid, PSP**

***Major Take Away:***

- Self-Reflection & Awareness
- Setting goals for career & personal growth in terms of self-grooming,
- Endeavors for more knowledgeable in Data Analytics & AI
- Conceptual framework of various LEAs & future challenges.
- Stress Management & Work/ Life Balance
- Resolve to learn new hobbies.

***Unforgettable Memories:***

- Company of wonderful Colleagues from diverse fields / backgrounds
- Playing Cards, Snooker, Cricket with them
- Gupshup during Various Activities,
- Cultural Night Amusement & Fun.



**Mr. Imran Ahmad Malik, PSP**

***Major Take Away:***

- More knowledge about current prevailing laws and best practices to implement in field

***Unforgettable Memories:***

- Sports session & Cultural Night



**Mr. Ghulam Sarwar Warriach, FIA**

***Major Take Away:***

- Interaction between different departments and discipline

***Unforgettable Memories:***

- Physical session at morning



**Mr. Muhammad Aman Ullah Khan, FIA**

***Major Take Away:***

- Crisis Management in a challenging environment

***Unforgettable Memories:***

- Playing Cricket regularly
- Playing Long Tennis after a lapse of almost 20 years



**Mr. Ejaz Ahmad-II, FIA**

***Major Take Away:***

- Knowledge about current laws with understanding
- Team work with colleagues

***Unforgettable Memories:***

- Good Coordination with colleagues
- Playing Cricket
- Cultural Night



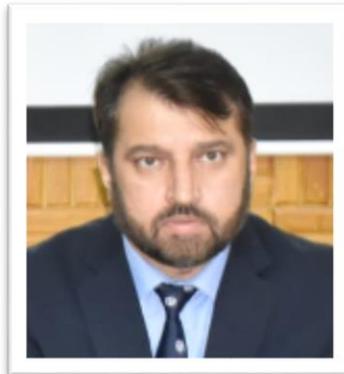
**Mr. Sikander Hayat Khan, FIA**

***Major Take Away:***

- How to achieve major goals in short time

***Unforgettable Memories:***

- When I talked on the occasion of cultural night as Chairman Cultural Committee



**Mr. Israr Ul Haq, Dy. Director, NAB**

***Major Take Away:***

- Challenges take out the best of you and only make you stronger

***Unforgettable Memories:***

- Morning PT
- Cultural Night
- Evening Games



**Mr. Muhammad Ramzan Khan, NAB**

***Major Take Away:***

- Investigation skills, knowledge enhancement on various subjects specially IT
- Capacity Building
- Communication skills

***Unforgettable Memories:***

- Enjoyed Sports
- Cultural Night especially poetry & music



**Mr. Rehan Akram, NAB**

***Major Take Away:***

- My major takeaway is a feeling of accomplishing targets amid tight deadlines, infusing zeal to achieve bigger goals in life.

***Unforgettable Memories:***

- Unique environment of NPA conducive for learning through formal training & for physical activity through state of the art sports facilities
- Classroom discussions & experience sharing by the batch mates
- A candid and playful exhibition of talent by course batch mates in 'Cultural Night'



**Ms. Asma Chaudhry, NAB**

***Unforgettable Memories:***

- Mr. Mubashir Maken's constant motivation
- Lectures of respected guest speakers
- Sense of achievement after timely submission of assignment at LMS
- Fellow participants
- Humble faculty & supporting staff
- Mr. Nawaz's always smiling face
- The peaceful and beautiful green Academy
- Biryani on the menu for Friday Lunch



**Mr. Muhammad Mazhar Javed, NAB**

***Major Take Away:***

- Interagency Interaction
- Comradeship with colleagues of other LEAs

***Unforgettable Memories:***

- The ease and convenience provided by Administration of NPA was remarkable.
- It feels like home

***First Day First Test***



## Commandant's visit in Classroom



# Hostel & Mess Facilities

NPA hostel rooms & washrooms are well-maintained, providing a high standard of cleanliness. Each room is equipped with essential amenities to ensure a comfortable stay.

Officer's mess area is also maintained in a clean and orderly manner. The food quality is of a high standard and consistently well-prepared



## NPA's Faculty & Staff

The National Police Academy's faculty and staff are widely recognized for their unwavering commitment to providing a supportive and enriching environment for all participants. Their approachability, humility, and willingness to assist with both academic and personal matters create a sense of camaraderie and trust among participants. Their expertise and guidance not only enhance our educational experience but also contribute significantly to our personal and professional development. Their continuous support ensures that our stay at the academy is not only educational but also enjoyable, fostering a positive and productive learning atmosphere



# Graduation Ceremony



Mr. Salahuddin Khan Mahsud, as the Commandant of the National Police Academy (NPA), presided over the certificate distribution ceremony, marking the culmination of the participants' training. In a heartfelt gesture, he extended his best wishes and encouragement to all the participants as they embarked on their future endeavors. This symbolic act not only recognized their hard work and dedication but also served as a reminder of the NPA's role in preparing them for successful careers in law enforcement.





Online Magazine Committee is presenting copy of Magazine to Commandant, NPA



Cultural committee is presenting souvenir to Commandant, NPA

## Poetry by Mr. Israr ul Hq, NAB



مگر اک دل بے دیوانا  
جو ہر لمحہ یہ کہتا ہے  
محبت کی کہانی میں  
یہ چند سطریں جدائ کی  
ابھی بس ختم ہوتی ہیں  
ابھی یہ رات ڈھلتی ہے  
ابھی سورج نکلتا ہے  
ذرا تم حوصلہ رکھو  
محبت کی کہانی میں  
یہ چند سطریں جدائ کی

ابھی بس ختم ہوتی ہیں  
ابھی بس ختم ہوتی ہیں

شفق جب چھا نے لگتی ہے  
بہت ہی دور پررت پر  
حسیں کرنیں محبت کی  
تیری تصویر بناتی ہیں  
مجھے احساس دلاتی ہیں  
کہانی یہ محبت کی  
جوانی کے فسانے سے  
بہت آگے کہیں تک ہے

کوئی آوارہ سا پنچھی  
کسی نازک سی ڈالی پر  
تمہارا نام لے لے کر  
مجھے تڑپاتا رہتا ہے  
مجھے احساس دلاتا ہے  
کہانی یہ محبت کی  
جوانی کے فسانے سے  
بہت آگے کہیں تک ہے

# Sunhare Haroof by Asma Ch, NAB



## سُنہرے حروف

ہرگز رتے دن کے ساتھ ہم اس کورس کے آخری مراحل میں داخل ہو رہے ہیں۔ اس تمام عرصے میں بہت سارے Guest Speakers کے لیکچر سُنئے۔ کچھ لیکچر ایسے تھے جن کے دوران وقت گزرنے کا پتا بھی نہیں چلا اور کچھ لیکچر ایسے تھے جن کے دوران جاگتے رہنے یا جاگتے نظر آنا ہی سب سے بڑا Challenge تھا۔ لیکن ان سب کے دوران کچھ لیکچر ایسے بھی تھے جو دل سے دیئے گئے اور سیدھے دل میں اتر گئے۔ نیشنل پولیس اکیڈمی میں آنے سے پہلے ایک جیب خوف تھا۔ کچھ نئی جگہ کا کچھ نئے لوگوں کا لیکن اس سب سے بڑھ کر پولیس والوں کا۔ جبکہ میں خود بھی Law Enforcement Agency سے وابستہ ہوں، لیکن چاہتے ہوئے بھی کبھی بھی ویسا مزاج پیدا نہ کر سکی۔ یہ ملا جلا خوف پہلی رات تو غالب رہا۔ مجھے یاد ہے 2005 میں جب پہلی بار اکیلے چائینہ (China) جانے کا اتفاق ہوا تو ہر رات Chinese چڑیل چپکے سے میرے کمرے میں داخل ہو کر پاؤں کی طرف کھڑی ہو جاتی اور میں ساری رات خوف کے مارے کبل (Blanket) سے منہ نہ نکالتی۔ 2005 کے بعد اکیلے بہت سے سفر کئے۔ الحمد للہ ایسی کیفیت کبھی نہ ہوئی۔ اتنے سالوں کے بعد 6 اگست کی رات بھی کچھ ایسی ہی تھی۔ بس Chinese چڑیل کی جگہ بڑی بڑی موچھوں والے جن نے لے لی۔ ساری رات اسی کشمکش میں گزر گئی۔

اگلے دن میکن صاحب سے ملاقات کے بعد اس خوف میں بندرتیج کی واقع ہوئی۔ رات کو کھانے (Dinner) سے پہلے کمانڈنٹ (Commandant) سے Informal گفتگو کے دوران اس خوف میں خاطر خواہ کمی ہو گئی۔

لیکن NPA کے پانچوے دن جمعے کے روز، اڑتے اڑتے کانوں میں پڑا کہ آج چیمہ صاحب آرہے ہیں اور اگر وہ اپنے Assigned Time سے کچھ اُدپر بھی چلے گئے تو بھی کوئی interrupt نہ کرے۔ اس کے ساتھ ساتھ روٹین (Routine) سے زیادہ کچھ ہلچل محسوس ہوئی۔ اس غیر معمولی کارروائی نے میری کیوریٹی (Curiosity) میں مزید اضافہ کر دیا۔ اور ساتھ ہی نامعلوم خوف نے پھر سے گھیرا تنگ کیا۔ چیمہ صاحب کی آمد تک میری بے چینی میں مزید اضافہ ہوتا گیا۔

چیمہ صاحب تشریف لائے تو ان کی Personality میں وہ کھڑا ک نظر نہ آیا جو میں نے ذہن میں سُن رکھا تھا۔ خیر چیمہ صاحب نے لیکچر کا آغاز کیا تو آہستہ آہستہ میرا خوف شوق میں تبدیل ہونے لگا۔ انہوں نے 2xIs اور 4xCs کی بات کی تو دل ہی دل میں، میں نے اپنے آپ کو کٹھنرے میں کھڑا پایا۔ وہ ایک ایک کر کے ان traits پر

بات کرتے گئے اور میں اپنے آپ کو نمبر دیتی گئی۔ کہیں دل میں خیال آیا کہ اے کاش آج کا Synopsis میرے حصے میں آجاتا پھر سوچا - 'چھڈو پرے' اگر آجاتا تو میں یہ الفاظ اتنے انہماک سے کیسے سن پاتی۔ ان کے کچھ الفاظ دل میں اتارنے کی جسارت کی اور اب آپ سے Share کر رہی ہوں۔ اگر کوئی غلطی نظر آئے تو معاف کیجئے گا۔  
انہوں نے بات شروع کی 2 x Is سے:

### I for Integrity & I for Impartiality

He said,

"There is no difference b/w beggar (فقیر) and bribe taker (رشوت خور)  
as both ask for money"

Then he quoted

Uniform on honest officer is the symbol of honor, peace & justice  
and uniform on corrupt officer is just اس کے ایمان کا کفن ہے

پھر انہوں نے بات کی 3 x Cs پر

Courageous , Conduct and Competence

انہوں نے کہا

شہریوں کے دل سے مجرموں کا خوف نکالنا اور پولیس کا ڈر مجرموں کے دل میں ڈالنا ہے۔

اور بتلایا

شہیدوں کا خون پولیس کی وردی پر پڑے دھبے دھو دیتا ہے۔ ان کے خاندان کی کفالت ہمارا فرض ہے ان کی کفالت دنیا کو دکھانے کے لئے نہ کریں۔

He said

You must have courage to say 'no' to unlawful orders.

And You must develop skills and knowledge.

اور آخر میں انہوں نے بات کی Last C پر، مطلب 'Citizens'

He said sensitize your Sub-ordinate about common person and

Our clients (means Public) must be satisfied with our services.

اللہ ہم سب کو ان الفاظ پر عمل کرنے کا حوصلہ اور ہمت و توفیق دے۔ تاکہ ہم بھی کسی کا فخر بن سکیں۔ آمین!