

## **A confidence and enthusiasm annual staff conference'17 of COAST Cox's Bazar region was successfully completed**

Yesterday 31 January'17 at Cox's Bazar BIAM Auditorium hall room the annual staffs' conference was successfully completed which slogan was "Human dignity is higher than all".



The Cox's Bazar region all staffs more than 160 were presented there. In that conference the chief speaker was Dr Qazi Kholiquzzaman Ahmad, Chairperson, Palli Karma-Sahayak Foundation

(PKSF) as well as a famous economist. Chief guest was Md. Abdul karim, Managing Director, PKSF who was former Principal Secretary.

Other distinguish guests Mr. Dr. Md. Jasim Uddin, DMD,PKSF; Mr. Md. Rezaul Karim Al-Kadri, Senior Reporter, BTV and Mrs. Monowara Begum, Executive Director Prattshi.

The conference was moderated by M. Rezaul Karim Chowdhury, Executive Director, COAST Trust.

COAST Principal office staffs such as Mr. Sanat K. Bhowmik. Director; Mr. Syed Aminul Hoque, DD-ME&IA; Mr. Mustafa Kamal Akanda, AD-HRM; Mr. Tarik Sayed Harun, AD-CP, Mr. Barequl Islam Chowdhury, Head-Ent.D. Unit; Mr. Abdur Rahman Farid, Head-CP etc. were presented in the conference.



The conference was started at 9.00am to singing our National anthem by all.



The executive Director of the organization Mr. M Rezaul Karim Chowdhury was given the power point presentation which was show the organization history, objectives; advance 3 years plan, mission, vision and activities.

The first speaker was DMD,PKSF told that COAST working from a long time in the coastal areas and they work with accountability and transparency. He also told COAST work with liberal way which promoted the organization succeeds and PKSF will provided their support any time if necessary.



Mr. Md. Rezaul Karim Al-Kadri told that we have only work for family and father-mother. But I have told we have needed to work for the society and country. He also suggested to all staffs of COAST Trust to keep the organization value and to do something for the society development.



Mr. Md. Abdul Karim, MD of PKSF told that COAST work in the coastal remote area's people and their development. In future COAST will have expanded their activities in that areas he told. He also told that no development will be success without all people especially remote area. Sustainable development will be possible when all will be engaged.



The chief speaker Dr. Qazi Kholiqzaman Ahmad, Chairperson, PKSF told from now



will avoid the word of Microfinance. He suggested to tell inclusive finance replace in microfinance for our organization. The development means isn't only to give money and received. We have now to give our mind actual development of all. "Now we are not officers, we are workers" he told. COAST will also keep in mind this thing. I think that the succeeded

will be come easy when we work together. Everybody will have responsible in his duties. Friendly relation will be increased the works motion. He said that COAST Trust work with accountability and transparency. It should be continued. If we will be continued this activity, succeed will be must improved. COAST working area is underprivileged-remote and coastal Island and Chars. PKSF will keep soft mind in these areas activities. After that Mr. Ahmad give answer the question of Mr. Tarik

Sayed Hrun,AD-CP and Rumpa Datta,FF-SEEDS. Mr. Ahmad told that PKSF has a special matrix to measurement development to support the partner organization (PO) in where education, health, income and communication are the better indicators.

Another question of Rumpa Datta he told that PKSF also worked for adolescent girls and boys. We will be undertook new program in the coastal area for adolescent girls and boys which implemented by COAST.



Mr. Ahmad appreciated COAST work of female empowerment and Gender activities. He told that PKSF will be always supported ethical and economically of the organization. The development will be rise quickly if ensure the transparency and accountability which was told Mr. Ahmed.

In the second session: Mr. Tauhidul Alam, SC-ICT, Cox's Bazar delivery a presentation of face book use and implementation. After then all participant discussed about face book merits & demerits to build a small groups.

Executive Director given his speech to use face book which were-

- a) A face book user can't be used it in office time accept in emergency case
- b) It should be used for social development not only for personal expansion
- c) Don't use face book to express personal emotion and in a day only one post will be included
- d) As a COAST staff she/he will be complained COAST complained mechanism which is very easy but not use face book post.
- e) He also told that human dignity is higher than all. So everybody has independent right in his/her religion. For that reason nobody give any post to religious religion.
- f) As a COAST staff every should obey the face book rules.
- g) Face book password can be hacked so we should give hard password.





A question of Shahinur Islam, Health assistant, ENRICH was can we publish/post the family group picture in face book?

ED told if you wish we can be done this.

Nur Ahmad wanted to know how can I will be known that my password will be hacked?

Answer by Tauhidul Alam: If you seen any post which you can not post.

Zaheda Begum want to know what I can do if I forget my password?

Tauhidul Alam told atfirst try to best forget password direction.



Didarul Islam, BM, KDS want to know there will have any plan o give training on ace book use?

ED told said that we have no plan for training at this time every should best try to use it use.

Anwar Hossain want to know in office time can we give any post?

ED told that only emergency case it is possible. Such as accident and blood searching moment you can post in office.



Sajal Kumar Shil, BM,MKS want to know which kind of action will be done if anybody post unsocial activities?

ED told that she/he will be dismissed if given unsocial posts.

After that Mrs. Sakida begum,BA and Mrs. Mohsena Begum were presented the OCAST Gender Polices. Then discussed these issues in short groups.





Moinuddin, CDO want to know if anybody put on gender sensitive dress how we can remove from them?

Ed given the question answer that nobody will put on gender sensitive dress. She/he will put on social adjusted dress.

We have purchase the dress which is easy to work movement. In this purpose AD-Cp told that in our religious instruction is keep your eyes to save gender sensitive thinks.

Razaul Karim, Po-SEEDS want to know if anybody punish by force without any causes this issue, is it possible to appeal the organization?



ED told that yes, it was possible to submit appeal by given Tk:2000/=

Sajal Kumar Shil, BM, MKS want to know how many members (Male & Female) will be in the investigation committee?

Director told that we have planed all members will be female in future.



At the last session Syed Aminul Hoque, DD present his delivery on our promises of year 2017. He mention that every have some objectives. We have done these promises for our personal life or institutional life. Our organization setup some promises for the year 2017 which

were

- a) Brutally honest
- b) Ethical Loyal
- c) Uncompromised discipline
- d) Unquestionable Integrity and
- e) Positive thinking

Director of COAST told that if we haven't any confidence a person we can't positive mind on hin/her. At least 6 months required to get result from anybody. In this time he/she will have changed for steps which were- 1. Forming 2. Storming 3. Norming and 4. Performing.





Mrs. Sapli Das.CDO said that she was worked 4 years another organization but there were no staff conference. So she enjoys this conference. For that reason grateful to the organization.

Mr. Saiful Islam, CDO expressed that he hasn't found such type of conference before, so he grateful to the organization.



Mr. Kurban Ali, BM Ukhiya told that he was happy to join this conference because here we can meet with all by this program. He also told if we done together we have more scope to learn.

Mr. Md. Alam, RPC given thanks to all to obey the discipline in the coference. He also given thaks to the organization management.



Mr. Zahangir Alam, PM (InC\_SEEDS) told that we have found new motion from this conference.

Mr. Md. Shafiuddin, RTL (InC) express his speech that we should have needed to move our position from down to up to achieve himself and organization benefit.



Mr. Tarik Sayed Harun told that we have now slowly achieved skill. He given thanks who were involved to success the conference.

Mr. Mustafa Kamal Akanda told that we have achieved more efficiency. We have done activities together. He hope that the next conference will be completed by the AM.





Mr. Syed Aminul Hoque told that conference is an emotionally matter to met with all field staffs. He also told that it is meeting fair.

Director told that our salary was increased so we have needed to some money for future expended to ensure better life.



Executive Director told that the man who's salary is lower he will be tried to keep more money for future. We have to stop the unused expended. We have changed our worked motion. We have given a justice salary structure in which a staff would be able to

purchase a house after 20 years job duration.

After fulfill the evaluation format which supplied to all positive and negative of the organization as well as supervisor the Cox's Bazar region annual staff conference'17 was stopped to sing the song of Aguner Porosmoni--.



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