

ANNUAL POLICING PLAN

For the Calendar year 2023-2024
(Chapter-IV, Article-32 of Police Order-2002)



DISTRICT MULTAN
City Police Officer
Multan

(1) INTRODUCTION

i) A Brief Introduction of Plan

Article 32(4) of the Police Order 2002 envisages formulation of Annual District Policing Plan. The plan shall include objectives of policing, financial resources likely to be available during the year, target and mechanism for achieving those goals. As a statutory requirement, “Annual Policing Plan 2023-24” is supposed to be submitted to the competent authority for its approval. Although, objectives are derived from the overarching vision for the District Police but the financial resources, earmarked by the government for Multan in the financial year and constraints thereof have changed initiatives in transforming District Police into an efficient and transparent public service provider entity will be more dependent on the behavioral transformation through short courses at Police lines, redesigning human resource management practice and developing standard operating procedures for police processes and professionalism. However, it is necessary that a reformed police in accordance with the wishes of the citizens of the district is essential, a cost intensive effort, where huge public money is involved. Sir Robert Peel in his address to the British parliament on Police Reforms in 1907 expressed his views that, “The quality of policing is directly proportional to the financial aspects of policing. It will be difficult to get good results without paying for it”. Despite this financial stringency, Multan Police is fully cognizant and committed to its pivotal and crucial role in warding off today’s biggest menace namely terrorism in addition to performing other basic functions and duties as enumerated in the plan. The first and foremost objective of the District Police is to maintain law and order and to provide safe and sound environment to the general public so that each segment of the society may contribute positively towards economic growth. To provide complete security of life and property to the law abiding citizens is priority to the District Police. To achieve this objective, the District Police has chalked out a well thought out plan which includes monitoring of persons / groups that have potential to create law and order problems with special focus on trade / labour union, lawyers, students and transporters etc.

Terrorism has been at the top of agenda for Pakistani society for the last few decades. To uproot terrorism/extremism complete implementation of National Action Plan is priority of the District Police. The Anti-Terrorism strategy, as envisaged in the Annual Policing Plan includes monitoring of “Deeni Madarsas” involved in fanning sectarian hatred, surveillance of persons brought on 4th schedule, strict enforcement of law regarding misuse of loudspeaker, “chanda” collection, publishing and distribution of hate material, security of sensitive institutions and information of rented buildings. Special attention has been given for the protection of “Imambargahs”, “Majalis”, Mosques, Processions, religious gatherings, important personalities and places of worship of minorities in annual plan.

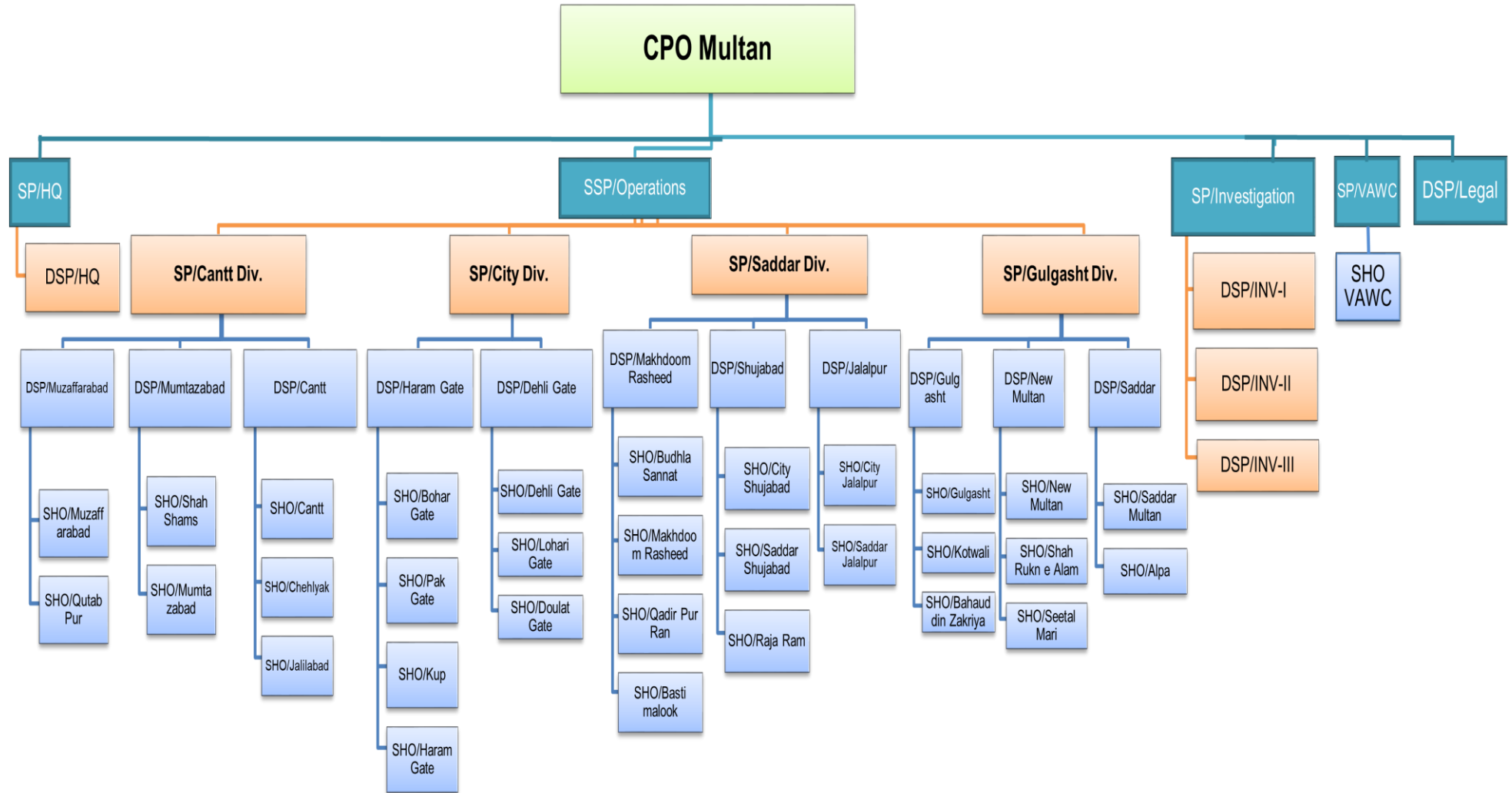
The Annual Policing Plan also caters for a measure to be taken for reducing crime against property with special emphasis to the highway robberies. Eradication of social evils like illicit arms, narcotics peddling, gambling and prostitution is on the priority agenda.

Bringing the hardened criminals to the book of law will remain the top most priority of the District Police.

Effective utilization of human resources, eradication of corruption from Police department, elimination of torture, illegal confinement and abusive language is also on the agenda in the Annual Plan. Bringing qualitative and quantitative changes in the Police culture by imparting necessary training coupled with effective system of monitoring will definitely improve the Police image in public eyes. May Allah give us courage to serve the nation.

(ii) DISTRICT DETAIL

a) Organogram from CPO to SHO



b) POPULATION

The total Population of district Multan is **47,00,000**.

c) Area

District Multan borders with Muzaffargarh, Lodhran, Khanewal and Vehari, Bahawalpur districts.

Total area of district Multan is **3720** Square Kilometers.

d) Division/Sub Divisions/Police Stations

District is divided into **04** Divisions, **11** Circles, **32** Police Stations including one women police station.

Division	Circle	Police Station
1) City Division	1) Haram Gate	1) Haram Gate
		2) Pak Gate
		3) Kup
		4) Bohar Gate
	2) Delhi Gate	5) Delhi Gate
		6) Lohari Gate
		7) Doulat Gate
2) Cantt Division	3) Cantt	8) Cantt
		9) Chehliyak
		10) Jalilabad
	4) Muzaffarabad	11) Muzaffarabad
		12) Qutab Pur
	5) Mumtazabad	13) Mumtazabad
3) Gulgasht Division	6) Gulgasht	14) Shah Shams
		15) Gulgasht
		16) Baha-ud-Din Zakariya
	7) Saddar Multan	17) Old Kotwali
		18) Saddar Multan
		19) Alpa
		20) New Multan
4) Saddar Division	9) Makhdoom Rasheed	21) Seetal Mari
		22) Shah Rukn-e-Alam
		23) Makhdoom Rasheed
	10) Shujabad	24) Basti Malook
		25) Qadir Pur Rawan
26) Budhasant		
SP VAWC	11) Jalalpur Pirwala	27) City Shujabad
		28) Saddar Shujabad
	30) City Jalalpur Pirwala	29) Raja Ram
		31) Saddar Jalalpur Pirwala
		32) Women Police Station

e) Present Strength (in table form)

Nature of Strength	Ins	SI	ASI	HC	Const.	Total
Sanctioned Strength	73	317	480	544	4098	5512
Present Strength	57	277	434	528	3933	5229
Shortage	-16	-40	-46	-16	-165	-283
Shaheed	0	2	1	3	23	29
Not reported on transfer	0	8	2	0	0	10
Working Present Strength	57	267	431	525	3910	5190

f) Logistics

Arms & Ammunition

The detail of Arms and Ammunition

Sr. #	Weapons	Total Stock		Distributed		Present Stock		Requirement	
		Arms	Ammu:	Arms	Ammu:	Arms	Ammu:	Arms	Ammu
1	Rifle SMG	1368	199886	1063	61366	305	138520	-	55,000
2	Rifle Semi Automatic	308	-	221	-	87	-	-	-
3	Rifle G-III	504	129088	239	22350	265	106738	-	55,000
4	Rifle MP5	519	83847	258	20724	261	63123	-	55,000
5	MG1/A3	08	4500	04	2000	04	2500	-	-
6	AUG Gun	05	187	01	-	04	187	-	-
7	Pistol Berretta 9MM	707	-	523	-	184	-	-	-
8	Revolver 38 bore (Special)	201	18590	117	1036	84	17554	-	-
9	Rifle 12 bore (All Type)	287	16404	101	3638	186	12766	-	-
10	Pistol Pencil Shooter	52	152	01	-	51	152	-	-
11	Pistol very light	05	-	01	-	04	-	-	-
12	Gun Grenade Launcher	56	-	06	-	50	-	-	-
13	Revolver 455 bore	189	14284	53	293	136	13991	-	-
14	Rifle 303 Bore	500	-	08	-	492	-	-	-
15	Muskat 410 Bore	91	59800	-	-	91	59800	-	-
16	Pistol 45 Bore	32	281	08	-	24	281	-	-
17	Pistol NP22 9MM	10	-	01	-	09	-	-	-
18	LMG 303 Bore	02	1996	01	-	01	1996	-	-
19	Stain Gun	03	-	-	-	03	-	-	-
20	Rifle .22 Bore	30	12840	20	600	10	12240	-	-

Vehicles

The detail of Vehicles is as under:-

Sr. No	Kind of vehicles	Number of vehicles
1.	Car	02
2.	Jeep	04
3.	Pickup (double cabin)	20
4.	Chines Foton (Double Cabin)	06
5.	Pickup	117
6.	Coaster	02
7.	Bus	09
8.	Shehzore	06
9.	Prison Van	10
10.	Mobile Khidmat Markaz	01
11.	Mobile Canteen	01
12.	Water Bowzer	01
13.	Truck	01
14.	Ambulance	01
15.	Water Canon	01
16.	Lifter Mazda	01
17.	Off Road (Pickup)	05
Total		188

(2) DISTRICT OBJECTIVES OF POLICING

(a) OPERATIONAL TARGETS AND KEY PERFORMANCE INDICATORS TO ACHIEVE THESE GOALS/TARGETS.

- Maintenance of public order
- Drive against criminals
- Combating terrorism
- Security of key installations and foreigners
- Free registration of cases
- Fair and speeding investigation
- Prevention of crime
- Contingency plan for meeting emergencies and Annual events like Moharram, Eids.

(b) ADMINISTRATIVE TARGETS AND KEY PERFORMANCE INDICATORS TO ACHIEVE THESE GOALS/TARGETS.

- Improvement of police image, thana culture, community policing, redress of public complaints, monitoring and vigilance.
- Improving discipline and accountability
- Merit based recruitment
- Raising training standards
- Welfare of the force and projects being implemented
- Computerization
- Financial discipline

**(c) ACTION PLAN TO BE ADOPTED FOR ACHIEVING THESE TARGETS
OPERATIONAL PLAN**

• Maintain Public order:

i. Efficient Handling of Political and Religious Events.

Activities	Monitoring indicators	Action by
Collection, analysis and sharing of information with other sister intelligence agencies on political and religious issues.	Better preparedness on the part of security branch and all SDPOs/SHOs.	SSP/Operations All Divisional SsP All SDPOs All SHOs Incharge Security Branch Incharge JTT.

ii. Coordination with Stake Holders.

Activities	Monitoring indicators	Action by
Liaison with religious, labour, student leaders, business community and advocates. Coordination with Mohalla/ Village Committees, notables, elected representatives, citizens, elected representatives, community police councils and CPLC.	<ul style="list-style-type: none">• Improved public order.• Resolution of Issue and conflict prevailing in the society.	SSP/Operations All Divisional SsP All SDPOs & All SHOs DSP/Legal Incharge Security Branch Incharge JTT.

iii. Strengthening Anti-Riot Capability

Activities	Monitoring indicators	Action by
Strengthening of Anti-Riot capability in police stations and police lines as well as at sub-divisional level.	Availability of Anti-Riot items at Police Lines, Police Stations and with a reserve of sub-divisional level.	SP/Headquarter, DSP/Hqrs RI/L.O All SDPOs & All SHOs

IV. Drive against Criminals:

In order to control crime especially violent crime, the following steps would be taken:

- To enhance efficiency of police in performance of its core functions of crime management and public order maintenance.
- To ensure quality investigations and effective prosecution.
- To devise effective security and intelligence measures to counter terrorism.
- To adopt proactive approach to improve service delivery and create a people friendly environment through community policing.

Therefore, following strategy shall be followed:

Activities	Monitoring indicators	Action by
Reduce Violent Crime: Murder, Attempt Murder, Hurt, Rape, Dacoities & Robberies and Street Crime.	i. To keep a close liaison with the respectables and elected representatives of the public and associate them in crime prevention and conflict resolution. ii. Collection of useful information through members of Mohallah/Village committees regarding activities of suspected persons in the area and follow up action. iii. Efforts will be made for reconciliation in cases of long standing enmities. iv. Initiation of proceeding u/s 88 Cr.P.C. against the POs and u/s 514 Cr.P.C. against the sureties of the CAs. v. Opening of sureties registers at every Police Station. vi. Follow up of cases in courts till conviction. vii. Analysis of judgments of acquittal cases on monthly basis. Strict departmental punishments for faulty investigation. viii. Reactivation of Detective foot constable and "chowkidara" system and collection of information regarding the activities of criminals visiting their villages. ix. To implement neighborhood watch program in the cities. x. To prepare the list of persons living in rented buildings with the help of owners, estate dealers and elected representatives to locate the criminals and persons of suspected characters. xi. All the incharges of Bus/Wagon Stands will be asked not to load any passenger on the way without his proper search. xii. Coordination with the police of other districts through holding of monthly inter-district meetings and joint raids. xiii. In Hadood cases action will be initiated on false accusations under PPC and Qazaf Ordinance. xiv. In Rape cases DNA Test will be conducted all cases. xv. Non-Proliferation of arms. xvi. Crime free nights through general hold up. xvii. Monitoring of activities through video filming of important bazaars and AC Buses plying on roads. xviii. Installation of CCTV cameras at main chowks in Urban areas. xix. Enrolment of private security guards and their regulation after due verification.	SSP/Operations SSP/Investigation All Divisional SsP All SDPOs All SHOs, DSP/Legal Incharge Security Incharge CRO Branch Incharge JTT.

	<p>xx. Availability of mobile lab equipped with modern scientific devices and experts to visit every scene of crime.</p> <p>xxi. All the SDPOs and SHOs will be directed to motivate the public through lumberdars, notables and elected representatives for the “Theekri Pehra” in the villages to check theft, burglaries and violent crime against property.</p>	
Reduce Cattle Theft	<p>i. Meetings will be held to educate people regarding security of cattle heads.</p> <p>ii. Free registration of cases through announcement in the villages/rural areas.</p> <p>iii. Encouragement of complainants for immediate reporting of crime.</p> <p>iv. Campaign against Rassageers and Harbourers of cattle lifters.</p> <p>v. Campaign will be launched for engraving numbers of safety marks of cattle heads.</p> <p>vi. Interrogation of the cattle lifter confined in jail to get information regarding their accomplices.</p> <p>vii. Preparation of list of cattle mandies along with date and timing for the screening of cattle lifters and stolen cattle heads at “Mandies” through CRO.</p> <p>viii. Holding of regular inter district meetings for sharing information against the culprits.</p> <p>ix. Encouragement of foot trackers and owners of trained dog centers.</p> <p>x. 100% safety marks on cattle heads.</p> <p>xi. Updating history sheets and albums of cattle lifters.</p> <p>xii. Reinvigoration of “Thikri Pehra” in villages and chowkidara system in city areas.</p>	All SDPOs, DSP/Legal, All SHOs, Incharge CRO

(b) ADMINISTRATIVE PLAN

The administrative priorities are as follows:

- Internal accountability against corruption and misuse of authority.
- Merit and fair play in recruitments.
- Postings and promotions.
- Accessibility to force and redress their problems.
- Security of tenures at operational levels.
- Emphasis on discipline.
- Training and capacity building.
- Upgradation of equipment and infrastructure.
- Welfare of junior ranks.
- Incentives and rewards for good performance.
- Above all to promote team work for success.

OPERATIONAL PLAN MAY INCLUDE AREAS AS UNDER:

Maintenance of public order, drive against criminals, combating terrorism.

A comprehensive Patrolling Plan has been chalked out in the district to provide visible police presence in the District. Strict implementation on this patrolling plan shall be made as per directions to control the violent crime.

- i.** Intensive patrolling on the Highways by Punjab Highway Patrol.

- ii. Minimizing response time to calls received at Rescue 15. These calls will be analyzed by the Feed Back Cell at the Digital Command & Control Room of CPO Office through customized software.
- iii. Random checking of 1/1 and 2/2 hours on link roads and canal banks will be carried out to check auto snatching.
- iv. Strict checking of vehicles at the check posts of entry / exit points of the district.
- v. Frequent general holdups to check the vehicles having fictitious number plates or without number plates with the assistance of Excise Department.
- vi. Busting of Gangs involved in crime against property on priority bases.
- vii. List of stolen vehicles/ motorcycles will be prepared and provided to I/Os, officials deployed at Naka near Bus/Wagon Stands, officials of patrolling post and traffic staff for the effective checking of suspected vehicles.
- viii. Sand blasting of registration number on front and back screen on the vehicles with official approval.
- ix. Orientation courses for the I.Os for the identification of kind and model of vehicles will be held.

Efficient Traffic Management:

Activities	Monitoring indicators	Action by
Reduce fatal traffic accidents: <ul style="list-style-type: none"> • Inculcate sense of district identity amongst traffic police officers. • Promote Traffic Education/ Traffic Law Awareness. 	<ol style="list-style-type: none"> i. Regular briefing & Training sessions by supervisory officers to bring attitudinal change amongst traffic officers/officials. ii. Road Shows, visit to educational institutions and bus stands. iii. Meetings with Transporters & Drivers of vehicles. iv. Utilization of Electronic/print media v. Checking of speed limits on the highways and other traffic violations. vi. Fixations of Reflectors on the vehicles especially slow moving ones to avert accidents at night and during foggy hours. vii. Condition of vehicles will be checked with the coordination of motor vehicle examiner to discourage fragile, old and risky vehicles. 	Chief Traffic Officer

Campaign against Religious Intolerance and Extremism:

Activities	Monitoring indicators	Action by
<ul style="list-style-type: none"> • Maintain an effective response capability against terrorist attacks, religious activists, fanatics and proscribed organizations. • Better detection of ATA cases. • Pro-Active Policing against organized crime. 	<ol style="list-style-type: none"> i. Strict vigilance of persons on 4th Schedule, ATBs, RAPs, LMEs, Proscribed Organizations, Religious Leaders and Madaris of the district. ii. Close coordination with sister intelligence agencies. iii. Identification of conflicts between religious groups. iv. Action against misuse of loudspeakers, publication and distribution of hate material and chanda collection. v. Action against Khateeb's fanning religious hatred. 	All SDPOs, All SHOs, Incharge Security, Incharge Joint Task Team

	<ul style="list-style-type: none"> vi. Effective monitoring of sectarian cases pending in the courts and protection of witnesses of these cases. vii. Reactivation of chowkidara system to collect information regarding the activities of criminals residing and visiting their villages. viii. Reactivation of Zail Officers/DFCs at Union Council level. ix. Holding of regular meetings by the SDPOs/SHOs with the members of Mohallah/Village Committees for collection of effective intelligence. x. Registration of cases under Punjab Sound System (Regulation) Act-2015 and the Punjab Information of Temporary Residents act 2015. 	
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Recovery of Illicit Weapons:

Activities	Monitoring indicators	Action by
<ul style="list-style-type: none"> • Action against persons having illicit arms to reduce organized crime 	<ul style="list-style-type: none"> i. Crime pockets will be identified and planned raids will be conducted for the recovery of illicit arms to make the society arms-free. ii. Collection of information regarding persons who indulge in trafficking of illicit arms. iii. All out efforts will be made for the recovery of illicit arms in collaboration with intelligence agencies and public representatives. 	All SDPOs, All SHOs, Incharge Security, Incharge JTT

Recovery of Narcotics:

Activities	Monitoring indicators	Action by
<ul style="list-style-type: none"> • Action against narcotics peddlers and drug trafficking. 	<ul style="list-style-type: none"> i. Narcotics dens and storage points will be identified and planned raids will be conducted for the recovery of drugs. ii. Collection of information regarding persons who indulge in trafficking of narcotics. iii. Awareness in the public will be created against this menace to put social pressure on the drug users and trafficking. iv. The entry and exit points of the district will be plugged to check the trafficking of drugs. v. Preparation of list of drug users with the help of Excise and Health Department. vi. Strict action is being taken against drug peddlers. vii. Special information will be collected and targeted action will be taken against the drug seller in educational institutions. 	All SDPOs, All SHOs, Incharge Security

Arrest of POs/CAs

Activities	Monitoring indicators	Action by
Arrest of POs/CAs to reduce incidence of organized crime and heinous crime through Preventive policing.	<ul style="list-style-type: none"> i. Special efforts will be made to arrest the fugitives of law and to keep the total numbers of POs/CAs at possible lower ebb. ii. Categorization of Category-A POs i.e. Top-10 & Top-20 at District, Circle and PS level. 	All SDPOs, All SHOs, DSP/Legal

	<p>iii. Vigorous campaign will be launched for the arrest of POs/CAs/MDs and targets will be given to the SHOs and SIs/ASIs for the arrest of POs.</p> <p>iv. Incentives will be given to police officers for the arrest of hardened criminals and POs of Category “A”.</p> <p>v. Intelligence collection regarding the POs/CAs will be ensured with the help of elected representatives, lumberdars, notables of the locality, police intelligence and other intelligence agencies.</p> <p>vi. Action against sureties and Proceedings u/s 88 Cr.PC – Effective Monitoring through DSP/Legal.</p> <p>vii. Regular updating of Register No.4 of all the Police Stations on monthly basis.</p> <p>viii. Special teams have been constituted at District level and as well as PS level for arrest of POs on daily basis.</p> <p>ix. Raids are being conducted on POs/CAs/TOs on daily basis.</p>	
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Security of key installations and foreigners.

Activities	Monitoring indicators	Action by
<ul style="list-style-type: none"> Improving police Security arrangements at key installations/govt. offices. Preparation of standard Security Plans for each installation/offices. 	<p>i. Security against sabotage of all key installations categorized as A and B by the Special Branch.</p> <p>ii. Security of government functionaries and buildings against suicide attacks and bomb blasts.</p> <p>iii. Security of all foreigners, including Chinese nationals, involved in development projects in the province.</p> <p>iv. Security according to Blue Book for all visiting dignitaries, VIPs and diplomats etc.</p>	<p>All SDPOs, All SHOs, Incharge Security</p>

Free registration of Cases.

Activities	Monitoring indicators	Action by
<ul style="list-style-type: none"> Prompt registration of cognizable cases Proper documentation of non-cognizable disputes and referrals. Departmental action against officers not registering serious cases where information seems to be credible To adopt proactive approach to improve service delivery and create a people friendly environment. 	<p>i. All criminal cases, particularly against property, will be registered freely and promptly.</p> <p>ii. The cases would preferably be registered on written statements to be signed by the complainants.</p> <p>iii. Front desks have been established at all police stations in Multan for easy access of the complainants/applicants. Applications are submitted by the complainants on Front Desk and they are given receipt of their application</p> <p>iv. All the SDPOs and SHOs will specially focus on prompt and helpful response to victims.</p> <p>v. Strict departmental action would be taken against those police officials who found guilty in burking in minimizing the offences.</p>	<p>All SDPOs, All SHOs,</p>

Fair and Speedy Investigation:

Activities	Monitoring indicators	Action by
<ul style="list-style-type: none"> Improvement in quality of Investigations and detection of crime 	<ol style="list-style-type: none"> i. Establishment of District Investigation Branch as per amendment in Police Order 2002 (2013) ii. Fair and prompt investigations through Investigation Staff. iii. Investigation of Special Report cases will be accorded the highest priority. iv. Weekly meetings with the IOs by the Supervisory Officers. v. Interim/incomplete challan will be submitted before trial courts within two weeks. v. SP/DSP Investigation will be personally responsible to monitor the investigation of all the cases as required under article 18(4) of Police Order 2002. vi. Introduction of scientific investigation methods vii. Training of police officers in investigation techniques – Refresher Courses in District Police Lines. viii. Enhancing capacity for collection of data relating to stolen/snatched mobile phones ix. Effective utilization of investigation cost funds x. Deputing dedicated staff to conduct high profile/organized crime exclusively xi. Implementation of Police Order 2002 xii. Departmental action against police officers found guilty of tampering with evidence and violating other investigation procedures. xiii. All judgments of acquittal are analysed and lacunas are pointed out. xiv. Special lectures are delivered by the prosecutors for removal of lacunas. 	<p>SSP/Investigation.</p> <p>All Divisional Ssp DSsP/Inv. All SDPOs, All SHOs, DSP/Legal.</p>

Prevention of Crime:

Activities	Monitoring indicators	Action by
<ul style="list-style-type: none"> To adopt proactive approach to improve service delivery and create a people friendly environment. Provide visible police presence where necessary Minimizing response time to calls to Rescue-15 Preventive action taken U/S 54, 107, 109, 110 Cr P C and U/S 3-MPO 	<ol style="list-style-type: none"> i. Intensive patrolling on the Highways by Punjab Highway Patrol and the local police will be carried out. ii. Random checking of 1/1 and 2/2 hours on link roads and canal banks will be carried out to check auto snatching. iii. Strict checking of vehicles at entry / exit points of the district. iv. Patrolling through Dolphin and Muhafiz motorcycle squads. v. Frequent general holdups to check the vehicles having fictitious number plates or without number plates with the assistance of Excise Department. vi. Gangs involved in crime against property will be smashed on priority bases. vii. List of stolen vehicles/motorcycles will be prepared and provided to the IOs, officials deployed at Naka near Bus/Wagon stand, officials of patrolling post and traffic staff for the effective checking of suspected vehicles. viii. Sand blasting of registration number on front and back screen on the vehicles with official approval. 	<p>SSP/Operations SSP/Investigation.</p> <p>All Divisional Ssp SP/P.H.P All SDPOs, All SHOs, Reader DPO</p>

	<p>ix. Orientation courses for the I.Os for the identification of kind and model of vehicles will be held.</p> <p>x. Thikir Pehra would be arranged in all the villages to control theft / burglary.</p> <p>xi. Effective preventives action would be initiated against the parties to control crime against persons.</p> <p>xii. Deployment of Guards, Installation of CCTV Cameras etc.</p> <p>xiii. Hotel Eye:- criminals are traced through Hotel Eye App.</p> <p>xiv. Smart Verification and Alert System:- criminals are checked and if anyone is involved in any criminal activity, he is arrested.</p> <p>xv. Suspects are verified/checked through E-Police App. Suspects persons are arrested and suspects vehicles are taken into possession.</p>	
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Contingency Plan for meetings emergencies and Annual Events like Moharram.

Activities	Monitoring indicators	Action by
<ul style="list-style-type: none"> Fool proof security arrangements during Holy Days. 	In order to ensure peaceful passage of important events like Moharram-ul-Harram, Eid-ul-Fitr and to meet other emergencies SOPs/contingency plan are prepared and got implemented through the field staff.	Incharge Security Branch All SDPOs All SHOs

ADMINISTRATIVE PLAN MAY INCLUDE AREAS AS BELOW:

Improvement of police image, thana culture, community policing, redress of public complaints, monitoring and vigilance.

Activities	Monitoring indicators	Action by
<ul style="list-style-type: none"> To promote closer interaction between the police and the community and reduce trust deficit, To enlist community's support in crime prevention, reducing organized crime and maintenance of law & order To incorporate citizens priorities in policing plans and strategies, To reshape the organizational culture from authoritarian to service oriented through community policing initiatives 	<p>i. Establishment of Anti Women Harassment and Violence Cell at district level for redressal of grievances of women.</p> <p>ii. Establishment of Women Help Counters and posting of lady police officers as Victim Support Officer at all Police Stations.</p> <p>iii. Establishment of Khidmat Markaz at Qilla Kohna Qasim Bagh where citizen are given facilities of learner of driving license, copy of FIR, rapat etc.</p> <p>iv. Police Khidmat van also provide facilities to the people at their door step.</p> <p>v. Police Khidmat counters in Nishter Hospital and THQ Shujabad & Jalalpur for issuing dockets for medical examination.</p> <p>vi. Presence of SHOs and DSsP in their offices for specific time in order to redress the grievances of common people.</p> <p>vii. Establishment of front desks to restore the public confidence on police.</p> <p>viii. Posting of SSAs at all Police Stations.</p> <p>ix. Provision of friendly and fearless environment to</p>	DSP/Legal All SDPOs All SHOs

	<p>the complainant / applicants at Police Stations.</p> <p>x. Provision of receipts of applications to the complainant / applicants.</p> <p>xi. Presence of SHOs at Police Stations at specified hours to redress the grievances of public.</p> <p>xii. Establishment of crime control committees at Police Stations level.</p> <p>xiii. Action on application at once.</p> <p>xiv. Free registration of cases.</p> <p>xv. Discouragement of torture and illegal detention.</p> <p>xvi. Discouragement of repeat victimization.</p> <p>xvii. Selection of police personnel before deployment of duty at Nakabandi and proper briefing to them.</p> <p>xviii. Improvement in Thana culture by way of courteous attitude with the general public at police stations.</p> <p>xix. Improvement in the behavior of police officers through lectures at Police Lines School.</p> <ul style="list-style-type: none"> • Daily interaction with Community • Committees to be formed at District/Police Station level in which Retired Army/ Police/ Judges / Bureaucrats and well reputed personalities should be the members • Stakeholder Management • Market Committees • Students • Internships • Volunteers • Thikri Pehra • Awareness Walks/Seminars • Detection of Crime through informers / Mohalla Committees • Identification of Target Offenders (Focused/Engaged) • Khuli Katcharies -- Open Courts. Redress of public complaints. • CMS Police Report System/ Complaint Management System functional at all police station of this district. • Facilities provided by Front Desks to complainants. • Online application record. • Detected if complainant is criminal. • Free of Cost counseling. • Provides FIR copy online to users. • Response time is 24 hours. 	
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- **Improving Discipline Accountability.**

To maintain a check and balance system over the performance/working of police officers/officials, punishments i.e. dismissal from service, compulsory retirement, reduction in rank, stoppage of increment etc. will be awarded to the delinquents keeping in view gravity of their misconducts.

- **Merit Based Recruitment.**

All the recruitment will be made purely on merits, so that encourage the qualified persons.

- **Raising Training Standards.**

Short smart courses will be arranged regularly in the police lines to raise standards of Police performance.

- **School for training in Police Lines**
- **Basic Investigation Course**
- **Moharrir Course**
- **Geo-fencing course.**
- **Crime Scene Management and Processing**
- **Courses of I.T**
- **Courses on Intelligence**
- **Forensics**
- **Anti-Riot training**
- **General Guard/ Security Duties Course.**
- **Communication skills and Media Management.**
- **Community Policing.**

WELFARE OF THE FORCE AND PROJECTS BEING IMPLEMENTED:

a. Welfare of the Force:-

- i) Insurance.
- ii) Mess Renovations.
- iii) Improvement of Barracks.
- iv) Darbars.
- v) Sports/Entertainment Activities.
- vi) Welfare Shop.
- vii) Sports/Entertainment Activities.
- viii) Gym, Recreation rooms & Barber Shops.
- ix) One day off in a week.
- x) Water Filtration Plant at District Police Lines.
- xi) Landscaping in Police Lines.
- xii) Tree Plantation in Police Establishments.
- xiii) Appointment of Welfare Officers at CPO Office.
- xiv) Briefing of Officers and Officials on daily basis.
- xv) Rewards.
- xvi) Look after of Shohdas families.
- xvii) Financial Assistance to officials for Medical treatment.
- xviii) Loan facility of welfare fund.
- xix) Scholarships to children of Shohda and serving officials.
- xx) Provision of dowry charges to daughters of officials.
- xxi) Signing of MOU's with Private sector Schools / Colleges, Hospitals / Laboratories / Bus Service / family Park & Restaurants for concession for police officials.

b. Educational Facilities.

The facility of The Educator School is available for children of Police officials at low fee, however, the same will be up graded.

c. Health/Medical Facilities.

Good health and physical fitness are very important for better working. A police hospital at district headquarter is the need of the day. Police officials during duty suffer some time great problems for their treatment. Qualified staff should be appointed in the hospital and the doctors should visit at police station level for better health of the personals.

d. Computerization:

- i. The Front Desks of all police stations are being monitored through IT Room at CPO office Multan.
- ii. CMS Police Report System/ Complaint Management System is functional at all police station of this district.

- iii. The feeding of record (personal information, service record, training, reward, punishment, leave etc) of all police officials, ministerial and menial staff has been completed in HRMIS and the system has been made Operational. Transfers/postings are being done through HRMIS system.
- iv. All the police stations have been connected with PSRMS. FIRs, all registers of police station and progress of investigation are being updated in the system on daily basis.
- v. Index cards have been fed in Criminal Record Management System (CRMS).
- vi. CCTV Cameras have been installed at all Police Stations and lock-up of Police Stations which are being observed at monitored through IT Room at CPO office Multan.
- vii. All the police stations have been connected with PSRMS. FIRs, all registers of police station and progress of investigation are being updated in the system on daily basis.
- viii. The complaints received on front desks of all police stations are uploaded on POLCOM website. All register including FIRs, daily diary etc are updated on daily basis. Record is kept always up to-date which helps in tracing criminals and develops its independent data base with help of NADRA.
- ix. Biometric attendance has been ensured at all the police stations of the district.
- x. All SsP and DSsP have been given training of operating PSRMS.
- xi. Monitoring Dash Board has been installed PSRMS in mobile of SsP and DSsP. They can check accused and stolen vehicles.

e. Financial discipline.

Strict financial discipline would be enforced while utilizing the funds.

f. Remedial measures:

Keeping in view the present scenario of terrorism identified through source reports of various activists of Jehadi Organizations, the following security measures are made:-

1. Government buildings like Police Stations, Courts, Jails, Offices, Educational Institutions, Airports, Banks and Railway Stations, Shopping Malls etc have been provided with proper security.
2. Sensitive installations like Bridges, Microwave Towers and Grid Stations are also not left free.
3. Installations of CCTV Cameras at Educational Institutions, Airport, Jails, important buildings, Shopping Plazas, important Bazaars and Chowks etc.
4. Erection of Nakas at all sensitive points.
5. Deployment of special duties during Majalis, Mehfil-e-Naat and on other religious gatherings.
6. Holding of meetings with Ulma-e-Karam of all sects.
7. Network of activists is being watched in a scientific way so that they could not succeed in their nefarious designs.

8. Close liaison is being observed with all intelligence agencies. They are provided with suitable security cover. They are not only provided police contingent as and when required but constant patrolling is being conducted near and around their offices also.
9. Proper security cover is ensured during the movement of VVIPs/VIPs.
10. Maintenance of record of rented building through mass cooperation/Mohallah/Village Committees and JTT.
11. Deployment of Elite QRF mobiles on prominent places of city for quick response in any emergency.
12. Patrolling of Dolphin Squad and Mohafiz Squad in the city to curb and control crime and for quick response in any emergency.
13. Joint pickets with Army and intelligence agencies at entry and exit points of the city.
14. Verification of entrants in the city through entry points and in the search operation through SVAS (Smart Verification Alert System).
15. Checking of Sirays/Hotels and monitoring of activities of the persons staying therein.
16. All the 4th Schedule, ATBs, RAPs, LMEs have been identified and their activities are being monitored closely and activists and their associates are being brought on 4th schedule.
17. Fund generating elements would also be identified and be dealt accordingly.
18. Objectionable speeches, hatred material are the root cause of the sectarian conflict. Stern legal action is being taken against those involved in these activities without discrimination and in uniformity.
19. Activists involved in sabotage and sectarian activities would be treated through psychiatrist at the time of their arrest. Likewise other elements who have sympathies for them also require to be treated psychologically.
20. Close coordination meeting of intelligence agencies with police are inevitable to discuss the network and their activists in different areas.
21. Devise strategy to discourage the unhealthy competition amongst the intelligence agencies which ultimately give advantage to the terrorists.
22. The Madaris in which extremism is being taught, would be identified immediately and sources planned discretely to keep close eye on their activities.
23. Checking of illegal sale of SIMs and legal action under the provisions of law.
24. Crackdown against Chanda collection by the proscribed organization and detaining the activists of banned Jehadi Organizations under 3 MPO.
25. Crackdown against illegal stay of Foreign Nationals especially Afghan Nationals is being carried out.
26. Search combing operation and intelligence based operations are being conducted around all suspicious places and important installations.

3) Targets to be achieved and Mechanism

Sr. No.	Category of Targets	Present Status (NO./Percentage)	Expected Achievement of the Target (No./Ratio/Percentage)	Mechanism
1	Maintenance of Law & Order	The situation of law & order in this district is peaceful.	To ensure the 100% peaceful situation in the district.	By utilizing professional skills and available resources.
2	POs	As many as 9029 POs (128 of "A" category & 769 of "B" category) were arrested during the current year and 8132 POs (547 of "A" category & 7585 of "B" category) are remaining.	100% arrest of remaining POs	Through concerned SHOs, PO staff and IOs.
3	Heinous Crime	4523 cases of Heinous Crime were registered during the current year from 01.01.23 to 30.06.23 .	Finalization of under investigation cases within stipulated period and to ensure challan ratio 100%.	Through concerned SHOs and IOs.
4	Capacity Building Training	Officers / officials of this District are deputed to undergo Capacity Building Training courses time to time.	To ensure that all the members of District Police Multan are fully aware with their job.	Through prescribed procedure for the said training.
5	Welfare Projects	A welfare branch has been established in this office for the welfare of police officers / officials of this District.	To ensure 100% welfare of police officers / officials of this District.	By utilizing available resources.
6	I.T Initiatives	IT Branch has been established in this office for proper guidance / assistance to the field staff in IT related matters / issues.	To ensure provision of rapid justice to the general public as well as 100% guidance / assistance to the field staff in IT related matters / issues.	By utilizing available resources.
7	Investigation	28209 cases were registered from 01.01.23 to 30.06.23 . Out of which, 17387 cases are under investigation. The percentage of Finalization of investigation is 29% .	To ensure early finalization of pending investigation cases purely on merits and ensure 100% submission of challans.	Through concerned SHOs and IOs.
8	Any other	-	-	-

4) **Financial Resources Likely to be available:**

Sr. No.	Code/Head of account	Amount (Total)
1	Pay and Allowances	3,88,42,22,086/-
2	POL	2,49,41,5,240/-
3	Investigation	94,95,000/-
4	Transport	3,45,67,000/-
5	Machinery & Equipment	3,56,8,000/-
6	Furniture & Fixture	1,13,9000/-
7	Others	45,99,1,500/-

5. **Comments by the CPO**

In the end, we express our determination to set high standard of Policing by better performance. In the past, Multan police has achieved great successes in fight against sectarian terrorism. Multan Police has also notable success against notorious criminals. District Police Multan is fully aware of its duties and responsibilities. To maintain public Law & Order and to provide security to residents of District Multan against terrorists and criminals is our mission. We are also determined to achieve our objective according to priorities. Earnest and sustained efforts will be made to achieve our targets and address our priorities to attain our core objectives with a missionary zeal to come up to the expectations of the people. We are ready to serve the public at any cost. In the end, we beseech the Almighty ALLAH that he may succeed us in our noble aim and guide us in right direction. (AAMEEN).

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**City Police Officer,
Multan**