

053/PAFIS  
10-07-18

Addl. Insp. Genl.	
DIG/Inv.	✓
DIG/Adm.	✓
<b>IMPORTANT</b>	
AIG/Media	
SP/Inv.	
DSP/Legal	
AL	
Date	10/9/18
	3-7-18

**From:** The Inspector General of Police,  
Punjab, Lahore.

**To:** All Heads of Police in Punjab.

**No.** 2630/Inv/AD/PAFIS **Dated** Lahore the July 03, 2018

**Subject:** IMPROVED WORKING THROUGH BALANCED DEPARTMENTAL ACTION

**Memorandum:**

It has been observed by the competent authority that senior officers often suspend subordinates on flimsy grounds, in addition to at times resorting to putting them to public humiliation. Such suspensions and public humiliations result in demotivation and affect the morale of junior officers / officials, in addition to bringing bad name to the department.

2. It is directed that preliminary or fact finding enquiry should invariably be conducted before placing someone under suspension. However, if a blatant violation or misconduct is in the direct knowledge of the senior officer, he may proceed as required, but without resorting to public humiliation to the delinquent officer / official.

3. The above instructions must be complied with in letter & spirit.

*Up-load in  
Circular Section on  
web site pl.*

*Azhar*  
**(AZHAR HAMEED KHOKHAR) PSP**  
Addl. Inspector General of Police,  
Establishment, Punjab, Lahore

OFFICE OF THE ADDL. INSPECTOR GENERAL OF POLICE, INVESTIGATION BRANCH, PUNJAB.

22021

/Inv/EA-I,

dated 09-7-18

A copy is forwarded for information and necessary action to the:-

*S.A/c.o(s)  
O.A.*

1. All DIGs Investigation Branch, Punjab.
2. All SSPs/SPs Investigation Branch, Punjab.
3. Additional Director Computers/PAFIS, Punjab Police Computer Bureau, CPO, Punjab.
4. All DSPs, Investigation Branch, Punjab.
5. All Branch Incharges, Investigation Branch, Punjab.
6. Head Clerk FPB, Investigation Branch, Punjab
7. Incharge FPB, Investigation Branch, Punjab Chung, Lahore.
8. Incharge Fire Arm Bureau, Qurban Lines, Lahore.

**(SYED ASAD MUZAFFAR)**  
SSP / Administration  
for Addl. Inspector General of Police,  
Investigation Branch, Punjab