



ANNUAL POLICING PLAN
For The Year 2021-22
DISTRICT SARGODHA

District Police Officer
Sargodha

INTRODUCTION

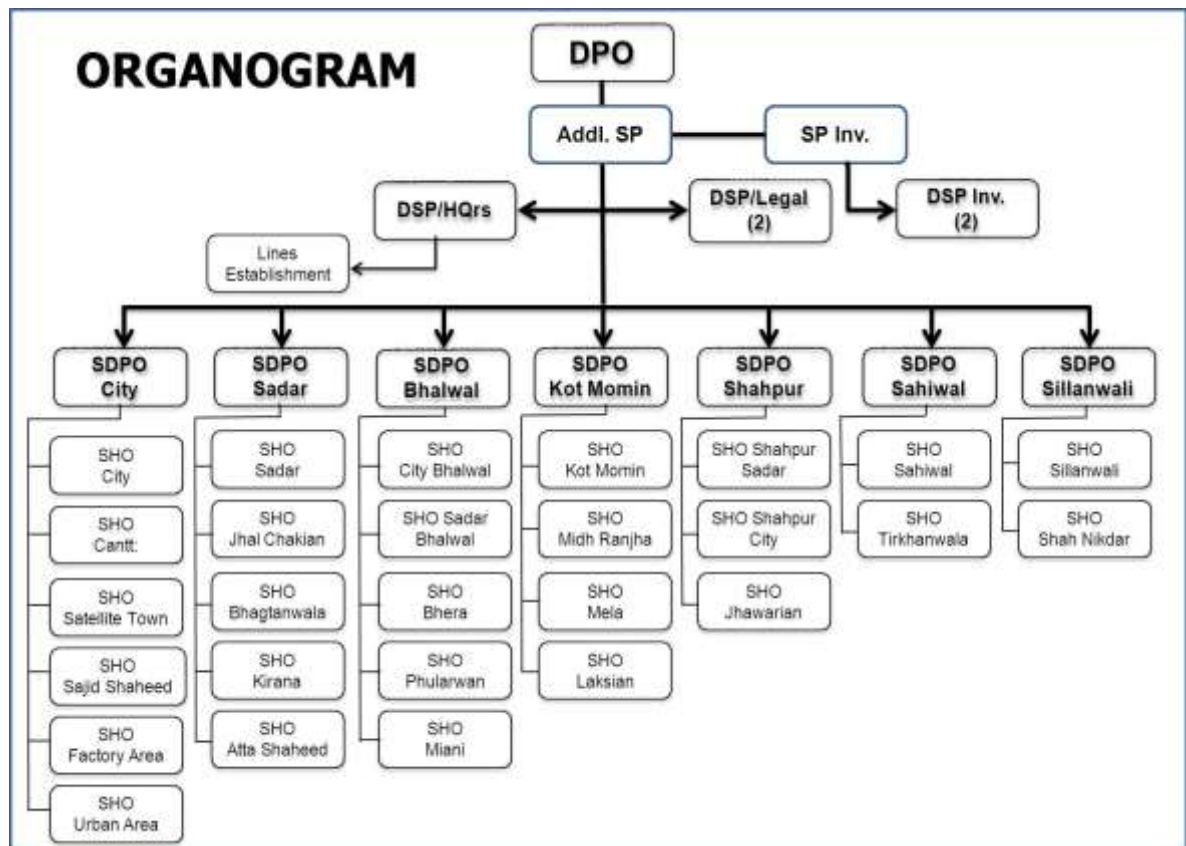
Foreword from District Police Officer, Sargodha:

The preparation of Annual Policing Plan is now a statutory responsibility under the Police Order, 2002. Keeping in view that important responsibility, the District Police Sargodha put forward its Annual Policing Plan for the year 2021-22. District Police, Sargodha is fully aware of the fact that the preparation of the policing plan has important benefits. The foremost, being that the policing priorities are now selected in collaboration and input from the local community whereas; it also provides an institutionalized framework for performance evaluation of the district police at the local level.

Police in Pakistan is passing through a phase of reform and transformation. Sargodha police being part of this change has also tried to contribute through formulation of the Annual Policing Plan for the year 2021-22, and has set clear objectives and targets to be achieved during the year. However, this will only become possible if all the stakeholders provide their support to this reform drive. Cooperation of the local community of Sargodha is of paramount importance in that regard for successful service delivery by the local police.

I am confident that with the support of all our colleagues in the police department and local community of the district, we will be able to achieve the targets set in the policing plan.

ORGANOGRAM FROM DPO TO SHO



Population:

Total Population of district Sargodha is 3.9 millions.

Area:

The district has an area of 5,864 km²

Divisions/Sub-Divisions/Police Stations:

There are total 07 Sub-Divisions and 27 Police stations in district Sargodha.

PRESENT STRENGTH

Rank	Sanctioned	Present	Shortage
DPO	01	01	-
SP	02	02	-
DSP/ASP	11	11	-
DSP/Legal	02	01	01
Inspector	42	33	09
Inspector/Legal	11	02	09
SI	144	134	10
SI (Range Reserve)	02	02	-
ASI	276	260	16
HC	232	259	-
HC (Range Reserve)	08	08	-
Constable	2125	1974	151
Constable (Range Reserve)	80	75	05

TRAFFIC STAFF

Rank	Sanctioned	Present	Shortage
District Traffic Officer	01	01	-
Senior Traffic Warden	12	05	07
Traffic Warden	20	20	-
Junior Traffic Warden	34	21	13
Senior Traffic Assistant	40	07	33
Traffic Assistant	180	91	89

LOGISTICS

Arms ammunition:

The detail of stockpile of arms, ammunition available with the Sargodha Police is as under:-

Sr. No.	Type of Arm	Quantity	Ammunition
1.	Rifle G-III	285	72461
2.	SMG	765	139242
3.	Rifle Semi	206	-
4.	9 MM (MP-5)	159	38651
5.	Revolver 38-bore	156	11749
6.	Rifle 303	01	-
7.	Rifle 22-bore	-	-
8.	Muskat Riffle 410-bore	223	23487
9.	LMG Gun	05	10616
10.	Grenade Launcher	45	-
11.	Dami Rifle	-	-
12.	Gun 12- bore	164	21963
13.	Berretta Pistol	197	-
14	Pistol 9-MM (NP-22)	10	-
15	Sniper Rifle	05	1500
16	AUG	05	665

Transport:

The detail of all the official vehicles available to Sargodha Police is as under:-

1.	Toyota Jeeps	07
2.	Pick-ups	88
3.	Hyundai (Shahzore)	05
4.	Prisoners Vans	11
5.	Bus	05
6.	Ambulance	01
7.	Science Laboratory Van	01
8	Truck	03
9	Car	01
10	Motor Cycle	194
11	Khidmat Markaz	01
12.	Pick-Up double Cabin	06

OBJECTIVES OF POLICING

Citizen focused police service:

Strategic Priority	To develop a citizen-focused police service delivery that responds to the needs of communities and individuals, especially victims and detainees.
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This goal envisages that the focus of the policing should be the common man. Furthermore, police should also try to improve the service delivery for the community and its individuals. This approach of policing requires that the citizen priorities should come to the fore. It also entails that whosoever comes into interaction with the police, he should get the best services. There is a special focus on victims and detainees in this regard. The plan provides details of these activities which should go a long way in development of citizen-focused police service delivery.

	Objectives	Targets	Activities	Action By	Indicators
1	To improve the service delivery for victims of crime and detainees.	Improved respect for rights of victims of crime.	Training of police officers in victim rights at police lines school.	DPO	At least 15% of officers of all ranks posted in police stations will receive training.
Issuance of protocol for handling of victims of crime.			DIG/DPO	Protocol prepared.	
Implementation of protocol for handling of victims of crime.			DPO/SP Investigation, SDPO's/	Reduction in the number of complaints of victims of crime against police by 45% from the last year.	

	Objectives	Targets	Activities	Action By	Indicators
				SHO's	
			Introduction of special procedure for providing support to victims of crime after investigation.	DIG/DPO	Special Procedure prepared.
			Implementation of special procedure for providing support to victims of crime after investigation.	DPO	All victims of crime against property of registered cases in 2020-21, to be provided support by police.
		Improved handling of detainees	Improvement of physical conditions of the detention cells in police stations.	DIG/DPO	At least 50% of detention cells improved during 2020-21.
			Preparation of protocol for handling persons in custody	DIG/DPO	Protocol prepared.
			Implementation of protocol for handling persons in custody.	DIG, DPO/ SP (Investigation) /SDPO's /SHO's.	At least 50% of detainees satisfied with level of treatment during detention
			Establishment of an effective mechanism for reducing illegal detention	DIG, DPO/ SP (Investigation)	Mechanism prepared and guidelines issued.
			Implementation of mechanism for reducing illegal	DPO, SP (Investigation)	No. of cases of illegal

	Objectives	Targets	Activities	Action By	Indicators
			detention.	/ all SDPOs, and SHO's.	detention.
			Eradication of culture of police torture in lock-up.	-do-	No. of cases of police torture.
2	To improve the service delivery for local communities.	Mandatory registration of complaints.	Establishment of FIR registration centers at SDPO offices.	DPO, all SDPOs, and SHO's.	Number of court complaint for non registration of FIR, may be reduced by 50% in 2020-21.
Action on filing of complaints under section 182 of the PPC.			DPO/SP Investigation all SDPOs, and SHO's.	Action under 182 PPC in all cases of deliberately filing of false information for registration of cases in 2020-21.	
Burking to be discouraged all together.			DPO / SPs.	Departmental Action in 100% of cases where the officer deliberately refused registration of FIR.	
Better complaint handling against police officers.		Preparation of complaint handing protocol against police officers.	DIG/DPO	Protocol Prepared.	
		Implementation of complaint handing protocol	DPO/SP/	Complaints against police officers in District Public	

	Objectives	Targets	Activities	Action By	Indicators
				SDPO's /SHO's.	Safety and Complaints Commission to be reduced to 50% of 2021.
			Introduction of a complaints register at each police station. This register will document record of each complaint from its inception till disposal.	DPO, SDPO's and SHOs	All police stations have complaint registers
			Reorganization and capacity development of the Complaint Cell in DPO office	DPO, SP/HQrs	Complaint Cell reorganized and demand initiated for its capacity building
			Establish inspection and vigilance cell at district to look into serious complaints and gross irregularities.	DPO, SP/HQrs	Cell established
3	To improve the police image in public eyes through impartial and effective policing.	Higher levels of transparency in police working	Implementation of access to information policy of the Punjab Police.	DPO/SDPO's/SHO's	No. of cases of violation of access to information policy
Improve support to vulnerable and disadvantaged groups by providing and implementing special		Implement human rights and gender sensitization policy for the police	DPO/SDPO's/SHO's.	No. of incidents in which the policy was not adhered to.	
		Preparation of special handling procedures for women, juveniles, mentally handicapped and children	DIG/SP Investigation.	Policy prepared and issued.	
		Implementation of special handling procedures for	DIG/DPO/	No. of incidents in which	

	Objectives	Targets	Activities	Action By	Indicators
		procedures	women, juveniles, mentally handicapped and children	SDPO's/ SHO's	the policy was not adhered to.
			Arrangements for the security of religious minorities	DPO/SDPO's/ SHO's	Preparation of a special plan and number of case in which religious minorities were harmed to be reduced by at least 50% of the last year.
			Establishment of gender crime unit in district to introduce and implement special arrangements for control and investigation of gender related crime.	DPO/SP Investigation.	Establishment of gender crime unit.
		Improved public relations management	Establishment of a public relations cell in the district	DPO	Cell established, public meetings held.
			Media campaign to sensitize citizens about laws and procedures relating to police and seeking police assistance	DPO, PRO	Media campaign launched. Media briefings conducted.
			Regular maintenance of district police web site	PRO/Web master	Website launched.
		Eradication of traditional Thana Culture.	Training and counselling of police officials at PS level to improve their behaviour and attitude with public.	DPO, SDPOs and SHOs	50% decrease in complaints against male handling and misbehaviour by the police
			Implementation of SOP for treatment of complainants		

	Objectives	Targets	Activities	Action By	Indicators
			at PS level.		officials.
		Quick response to crime incidents.	Implementation of SOP for quick response to any crime occurrence.	DPO, SDPOs and SHOs	Punishment awarded to police officials for delayed response to crime occurrence.
			Fixation of responsibility for initial response to a crime occurrence, on a specific police mobile/officer.		

REDUCTION IN OVERALL CRIME OF THE DISTRICT

Strategic Priority

To reduce crime in the district especially related to the robberies and burglaries and to arrest targeted offenders

The reduction of crime is one of the major goals of the policing plan. New initiatives to reduce crime will be employed in the district. However the effort in this regard will mainly focus on measures to be adopted in order to reduce robberies and burglaries. Similarly in order to achieve the optimal results and keeping in view the provincial priorities; the offenders, who have been arrested or convicted in heinous crimes during the last five years, will be specifically targeted.

	Objectives	Targets	Activities	Action By	Indicators
1	To reduce overall crime of the district	Reduction in crime related to	Identification of hot spots and analysis of victim, offender and location according to Problem Analysis triangle in order to prepare a plan for	DPO/SP Investigation.	Plan prepared.

	Objectives	Targets	Activities	Action By	Indicators
	through effective investigation.	robberies.	reduction in robberies.		
			Tactical plan implemented.	DPO/SDPO's/ SHO's.	Plan prepared.
		Reduction in crime related to burglaries	Identification of hot spots and analysis of victim, offender and location according to Problem Analysis Triangle in order to prepare a plan for reduction in burglaries.	DPO/SP Investigation.	Plan prepared.
			Tactical plan implemented.	DPO/SDPO's/ SHO's.	There was fractional increase in burglary as compared to at least year.
		Arrest of targeted offenders (T.O's).	Identification of targeted offenders who have been arrested or convicted in heinous crimes during the last five years and allocation of T.O's to all the officers of the district.	All SDPO's/ SHO's	65% of all T.O's and 85% of T.O's related to robberies and burglaries investigated.
		Improved quality of Investigations.	Competent and trained SIs & ASIs to be posted as investigating officers.	DPO/S.P Investigation	Implementation of separation strategy completed.
			Training of police officers in investigation techniques	DPO/ SP (Investigation)	At least 75% of investigating officers trained.
			Enhancing capacity to collect and use forensic evidence on scientific basis	DPO/SP (Investigation)	No. of cases in which forensic evidence is collected increase

	Objectives	Targets	Activities	Action By	Indicators
					by at least 50%
			Effective utilization of investigation cost funds	DPO/SP (Investigation)	Funds surrendered
			Strict monitoring of investigations to ensure transparency	DPO/ SP (Investigation)	No cases in which action was taken against delinquent officers.
2	To reduce overall crime of the district through active prevention.	Reduction in crime through better intelligence and launch of new initiatives.	Developing criminal intelligence through better coordination with other agencies	DPO/SP Investigation	No of meetings held with other agencies.
			Increasing visibility/police presence through effective deployment of resources.	DPO/SP Investigation	Community Policing plan/Investigation strategy implemented.
		Improved preventive measures.	Preventive action under sections 107, 109, 110 Cr PC.	All SDPO's/ SHO's	Preventive action should be double of the last year.
			Installation of CCTV cameras at selected places in urban areas.	DPO /all SDPO's/ SHO's	No of CCTV installed.
			Apprehension of proclaimed offenders and court absconders	All SDPO's/ SHO's	No. of arrest increased by at least 20% from last years' figures.

	Objectives	Targets	Activities	Action By	Indicators
			Increased action u/s 88 Cr. PC.	All SDPO's/ SHO's	In all cases, where P.O's not arrested.
			Recovery of illicit weapons	All SDPO's/ SHO's	Recovery of illicit weapons to increase by at least 5% from the last year.
			Reorganization/rationalization of beat system and police patrols	DPO	Beat system and police patrols reorganized.
		Effective & comprehensive patrolling	Preparation & implementation of comprehensive patrolling plan involving all the Mobiles and Muhafiz Squad in the town areas.	DPO	Weekly progress by the Mobiles / Muhafiz Squad with regard to crime interception.

DEVELOPMENT OF POLICE COMMUNITY RELATIONSHIPS

Strategic Priority	To develop and improve long standing relationship between police and community of the district.
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In order to develop and improve relationship between police and community on a long term basis, community policing is to be adopted as an organizational philosophy so that it can provide the community with the voice in how it will be policed and a voice in setting law enforcement

priorities. Similarly, it can also provide the police department to solicit community resources and a way to make police more responsive. In case of the individual officer associated with the community policing, the major benefits include; self satisfaction form solving problems, the opportunity to become familiar with the people and a positive change in how the community views him.

	Objectives	Targets	Activities	Action By	Indicators
1	Building local partnerships	Increased police-community dialogue	Effective liaison with Citizen Police Liaison Committee, District Public Safety and Police Complaints Commission and other local government institutions.	DPO/all SDPO's/ SHO's	No of cases in which lawful instructions of public oversight and local government institutions are complied by the district police
			Increased dialogue with professional organizations and civil society	DPO/all SDPO's/ SHO's	At least 60% of prominent professional and civil society organizations satisfied with police working
			Holding of open <i>katcheries</i> .	DPO/all SDPO's	No. of meetings held
			Implementation of police station based ADR mechanism	DPO/all SDPO's/ SHO's	No. of cases referred and No. of cases resolved.

	Objectives	Targets	Activities	Action By	Indicators
2	Increased involvement of community in policing through citizen communities.	Higher number of community policing initiatives	Implementation of community policing plan in district.	DPO/ all SDPO's/ SHO's.	Launch of community policing plan in the district.
			Implementation of procedures for promoting engagement with public in the development of local policing plan.	DPO	No of cases in which procedures were violated
			Establish neighbourhood/business watch in urban areas	DPO/ all SDPO's/ SHO's.	No. of running neighbourhood/ business watch programmes
			Establish <i>Theekri Pehra</i> system in rural areas	DPO/ all SDPO's/ SHO's.	System implemented in minimum 50% villages
		Citizens perception analysis	Conduct of citizens perception survey on crime sensitivity and service delivery standards	DPO	Survey conducted quarterly.
	To propagate the idea of community policing.	Mandatory training and short course in the subject of community policing.	Mandatory courses for the police officials to educate them regarding community policing.	DPO	No. of courses & seminars conducted in the year & No. of total participants. 50% of the district police should get the training.
Conduct of monthly seminars inviting prominent scholars & senior police officers on the subject of community policing.					

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	100%	100%	Law & order will be kept completely under control by utilizing all available resources. Further, the other priorities / outcome laid down above will also be successfully achieved by way of sincerely and effectively implementing the suitable and proper measures / steps by the police of this district under the authority of DPO and other Gazzeted Police Officers posted at Sargodha District.
2	P.Os	2491	Maximum P.Os will be arrested through dedicated efforts.	By name P.Os have been allotted to all I.Os of the district. Process of issuance of red warrants for the arrest of P.Os who have been proceeded abroad. Blockage of ID Card as well as Passport of P.Os. Close liaison with the sister agencies. Moreover, all the resources will be utilized by district police Sargodha for the arrest of POs.
3	Heinous Crime	596	100%	Timely initiation of preventive measures, to monitor performance of beat officers and DFCs. By awarding deterrent

				punishment to the accused by vigorous pursuit of the cases.
4	Capacity Building Training			Motivation and capacity building courses in Police Line School by inviting religious scholars, Prosecutors, Judges, Educationalists and senior Police Officers.
5	Welfare Projects	10	<p>1. Police Welfare Shopping Centre Sadar</p> <p>2. Police Welfare Shopping Centre City-1</p> <p>3. Police Welfare Shopping Centre City-2</p> <p>4. Police Welfare Shopping Centre Sahiwal.</p> <p>5. Shahid Shaheed Shopping Centre Kotmomin</p> <p>6. Lease Deed Ex-Police Post Sial More.</p> <p>7. Lease Deed of Land adjacent of Police Welfare Pump at Chak No.46/NB.</p> <p>8. Police Welfare Shopping Centre Sillanwali.</p> <p>9. Police Welfare Shopping Centre Bhalwal.</p> <p>10. Police Welfare Shopping Centre Bhagtanwala.</p>	This revenue will be utilized purely for the welfare of Sargodha police.
6	I.T Initiatives	-	<p>On-line Driving License (sign test) is started in the district.</p> <p>Development of</p>	These initiatives were established for the facility of public.

			Sargodha Police Website. Facility of information regarding stolen vehicle. Daily Crime Report System. Mobile Khidmat Markaz	
7	Investigation	1344	100%	In case of commission of any act of heinous crime in the District, modern devices / techniques will be utilized during investigation of the same.
8	Any other	-	-	-

FINANCIAL RESOURCES

Sr. No.	Code/Head of Account	Amount (Total)
1	Pay and Allowances	2036176794
2	POL	150000000
3	Investigation Cost	8000000
4	Transport	18000000
5	Machinery & Equipment	2500000
6	Furniture & Fixture	15000000
7	Others	21650000
