

ANNUAL POLICING PLAN

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



DISTRICT SARGODHA

District Police Officer

Sargodha

1. Introduction.

i. Foreword from District Police Officer, Sargodha.

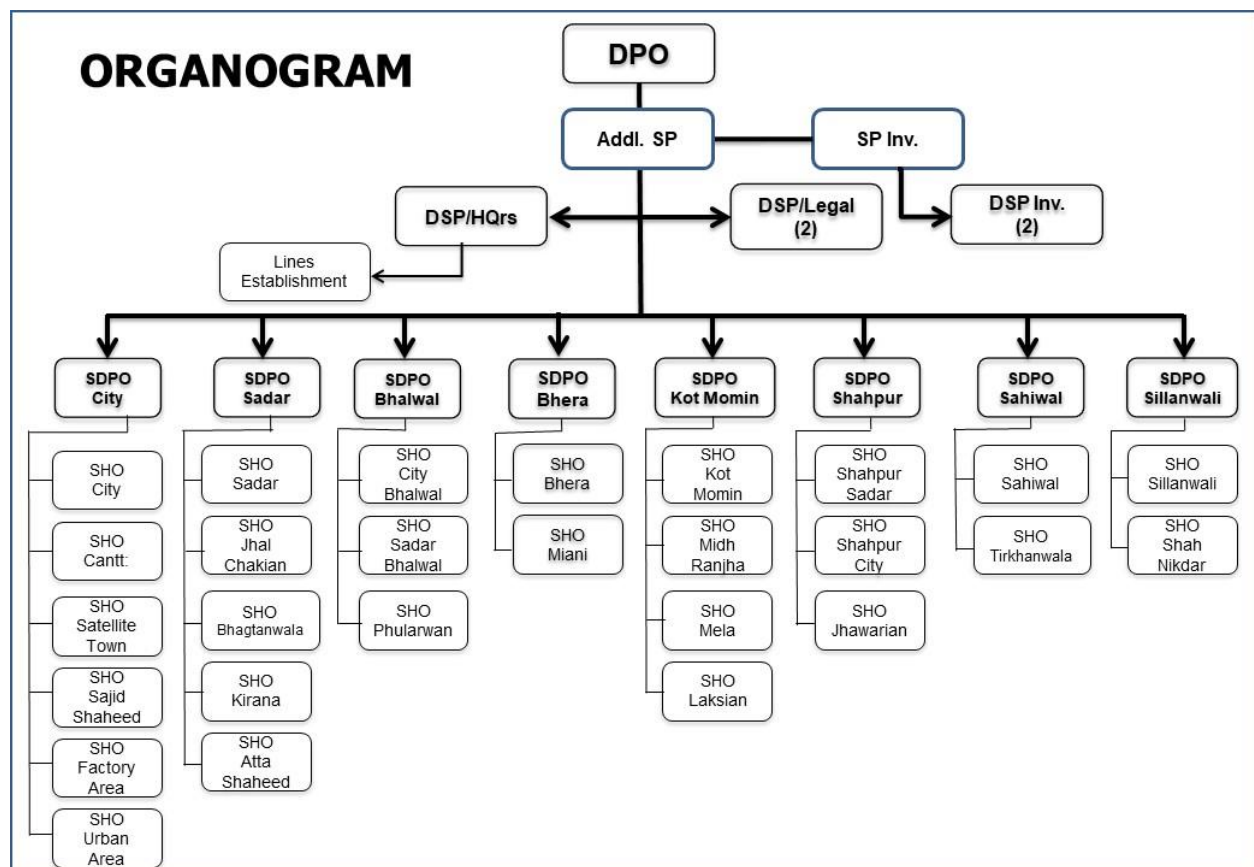
The preparation of Annual Policing Plan is now a statutory responsibility under the Police Order, 2002. Keeping in view that important responsibility, the District Police Sargodha put forward its Annual Policing Plan for the year 2023-24. District Police, Sargodha is fully aware of the fact that the 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 2023-24, 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.

ii. District detail:-

a. Organogram from DPO to SHO



b. **Population.**

Total Population of district Sargodha is 3.9 millions.

c. **Area.**

The district has an area of 5,864 km²

d. **Divisions/Sub-Divisions/Police Stations.**

There are total 08 Sub-Divisions and 27 Police stations in district Sargodha.

e. **Present Strength (in table form).**

Rank	Sanctioned	Present	Shortage
DPO	01	01	-
SP	02	01	01
DSP/ASP	11	11	-
DSP/Legal	02	01	01
Inspector	61	61	-
Inspector/Legal	11	-	11
SI	229	207	22
SI (Range Reserve)	02	-	02
ASI	336	279	57
ASI (Range Reserve)	-	01	-
HC	242	264	-
HC (Range Reserve)	03	-	03
Constable	2219	2097	122
Constable (Range Reserve)	35	34	1

Traffic Staff

Rank	Sanctioned	Present	Shortage
District Traffic Officer	01	01	-
Senior Traffic Warden	12	06	06
Traffic Warden	20	15	05
Junior Traffic Warden	34	20	14
Senior Traffic Assistant	40	04	36
Traffic Assistant	180	90	90

f. 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	305	94481
2.	SMG	763	184285
3.	Rifle Semi	206	-do-
4.	9 MM (MP-5)	169	49441
5.	Revolver 38-bore	152	11415
6.	Rifle 303	01	-
7.	Rifle 22-bore	-	-
8.	Muskat Riffle 410-bore	223	23487
9.	LMG Gun	05	10116
10.	Grenade Launcher	45	-
11.	Dami Rifle	-	-
12.	Gun 12- bore	164	7022
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 Fortuner Jeep	01
2.	Toyota Jeep	03
2.	Pick-ups	91
3.	Prisoners Vans	16
5.	Bus	05
6.	Ambulance	01
7.	Science Laboratory Van	01
8	Truck	03
9	Car	01
10	Motor Cycle	155
11	Khidmat Markaz	01
12.	Pick-Up double Cabin	13

District Objectives of Policing:

A. 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.

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 25% 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/ SHO's	Reduction in the number of complaints of victims of crime against police by 50% from the last year.
			Introduction of special procedure for providing support to victims of crime after investigation.	DIG/DPO	Special Procedure prepared.

	Objectives	Targets	Activities	Action By	Indicators
			Implementation of special procedure for providing support to victims of crime after investigation.	DPO	All victims of crime against property of registered cases in 2023-24, 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 2023-24.
			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 detention.	DPO, SP (Investigation)/ all SDPOs, and SHO's.	No. of cases of illegal 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		Mandatory registration of complaints.	Establishment of FIR registration centres at SDPO offices.	DPO, all SDPOs, and SHO's.

	Objectives	Targets	Activities	Action By	Indicators	
	communities.		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 2023-24.	
			Burking to be discouraged all together.	DPO / SPs.	Departmental Action in 100% of cases where the officer deliberately refused registration of FIR.	
			Online Open Katchery	DPO	In order to redress the grievance of complainants, online Open Katcheri is being held.	
		Better complaint handling against police officers.		Preparation of complaint handing protocol against police officers.	DIG/DPO	Protocol Prepared.
				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	Higher levels of	Implementation of access to information policy of the	DPO/SDPO's/S	No. of cases of violation of	

	Objectives	Targets	Activities	Action By	Indicators
	police image in public eyes through impartial and effective policing.	transparency in police working	Punjab Police.	HO's	access to information policy
		Improve support to vulnerable and disadvantaged groups by providing and implementing special procedures	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 women, juveniles, mentally handicapped and children	DIG/DPO/ SDPO's/ SHO's	No. of incidents in which 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
		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.

	Objectives	Targets	Activities	Action By	Indicators
		Eradication of traditional Thana Culture.	Training and counselling of police officials at PS level to improve their behaviour and attitude with public. Implementation of SOP for treatment of complainants at PS level.	DPO, SDPOs and SHOs	SPs, and 50% decrease in complaints against male handling and misbehaviour by the police officials.
		Quick response to crime incidents.	Implementation of SOP for quick response to any crime occurrence. Fixation of responsibility for initial response to a crime occurrence, on a specific police mobile/officer.	DPO, SDPOs and SHOs	SPs, and Punishment awarded to police officials for delayed response to crime occurrence.

B. 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 through effective investigation.	Reduction in crime related to robberies.	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 robberies.	DPO/SP Investigation.	Plan prepared.
			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	Identification of targeted offenders who have been	All SDPO's/	75% of all T.O's and 85% of	

	Objectives	Targets	Activities	Action By	Indicators
		offenders (T.O's).	arrested or convicted in heinous crimes during the last five years and allocation of T.O's to all the officers of the district.	SHO's	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 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
		Increasing visibility/police presence through effective deployment of resources.		DPO/SP Investigation	Community Policing plan/Investigation strategy implemented.
		Improved preventive	Preventive action under sections 107, 109, 110 CrPC.	All SDPO's/ SHO's	Preventive action should be double of the last year.

	Objectives	Targets	Activities	Action By	Indicators
		measures.	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.
			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 10% 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.

C. Development of police community relationships

**Strategic
Priority**

To develop and improve long standing relationship between police and community of the district.

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.		

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	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 Gazetted Police Officers posted at Sargodha District.
2	P.Os	2130	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	1663	70%	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	02	Establishment of Police Welfare Shopping Centre Shahpur Sadar, Sargodha	The Director Architecture, Sargodha and XEN Building Division, Sargodha have been requested to provide site plan/layout plan of the project as early as possible. As and when the site plan/layout plan is received, the matter will be placed before the DMC for consideration and for onward submission to the competent authority for approval.
			Construction of Police Welfare Petrol pump Shahpur Sadar, Sargodha.	The Regional Police Officer, Sargodha Region, Sargodha has been requested for the arrangements of fund Rs.10,750 Million out of PPWF as loan from the Addl. IGP, Finance & Welfare, Punjab, Lahore. As and when fund is received, further necessary action will be taken

				accordingly.
6	I.T Initiatives	02	Crime Mapping	These initiatives were established for the facility of public and security measures. Public can apply for police facilities from their own homes.
			Installation of Private Cameras	
			Punjab Police Public App.	
7	Investigation	1476	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	-	-	-

4. **Financial Resources likely to be available**

Sr. No.	Code/Head of Account	Amount (Total)
1	Pay and Allowances	567710000
2	POL	42041000
3	Investigation Cost	2189000
4	Transport	7659000
5	Machinery & Equipment	631000
6	Furniture & Fixture	197000
7	Others	1380000