



ANNUAL ADMINISTRATION REPORT 2011 PUNJAB POLICE

2011

Annual Administration Report Punjab Police



Police Headquarters Punjab

ANNUAL ADMINISTRATION REPORT-2011

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VISION

“Transformation of Punjab Police into a thoroughly professional and service oriented Force, accountable to people.”

MISSION

“Dynamic and effective law enforcement with service to the community.”

VALUES

“Impeccable integrity, courage, loyalty, fairness, professionalism, trust, accountability and service to the community.”

POLICING PLEDGE

- Protect life, property and liberty of citizens.
- Ensure justice and fair play
- Ensuring fair investigation.
- Respect for human rights.
- Guide and assist citizen particularly vulnerable groups.
- Torture free environment.
- Relief work in emergencies and natural calamities/national disasters.
- Promote amity and never allow personal feelings, prejudices or friendship to influence decision making.
- Maintain self restraint during law & order situations and avoid unnecessary excessive use of force.

PRIORITIES (OPERATIONAL)

- Crime free & safe Punjab
- Maintenance of peace and order with public partnership;
- Combat terrorism, sectarianism, militancy and suicide bombing;
- Ensure security of vital installations and institutions;
- Eliminate kidnapping for ransom;
- Enforce traffic discipline;
- Prompt and free registration of cases;
- Fair and speedy investigations;
- Professional and prompt response in calls for service;
- Redressal of public complaints;
- Prevent highway, house, commercial, and street robberies;
- Zero tolerance for violence, especially against women and children;
- Arrest criminals and fugitives from justice;
- Disseminate correct information to the public;
- Develop performance indicators along with monitoring mechanism;
- Drive against Hardened Criminals.
- Liaison with Judiciary for expeditious disposal of cases.
- Ensuring peace during Muharram-ul-Hiram and other events.

PRIORITIES (ADMINISTRATIVE)

- 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;
- Up gradation of equipment and infrastructure;
- Welfare of junior ranks;
- Incentives and rewards for good performance;
- Respect for human rights;
- Improving image of Police.
- Change Thana Culture
- Ensure Community Policing
- Accountability.
- Improvement of Training Standards
- Computerization of Police Records
- Establishment of Pakistan Automated Finger Print Identification System in Punjab.
- Welfare and incentives for police service.
- Promote team work and spirit de corps.
- Judicious utilization of financial resources.

FOREWORD

In the history of Punjab Police, the situation for police has never been as tense and aggravated as it today. The high magnitude of crime and perpetual threat of terrorism in the presence of vibrant media has virtually forced the police leadership to rethink its strategy. The expectations of public are too high to be met by the traditional policing tools & methods. The transformation of old fashioned police into a modern organization is a real time job for police leadership which has to be accomplished with strength of purpose and genuineness of effort. A snail-paced change is taking place, though mostly triggered by extraneous factors, which needs to be accelerated to meet the requirements of dynamic security environment. Perhaps the organizational structure is too big and non- heterotelic, its culture and traditions being embedded with conservative values and methods, that is why the change is being resisted from within the organization. On the face of it, the immediate change in police culture seems to be a lengthy process, yet the current police command is committed to transform the Punjab Police into a thoroughly professional, accountable and service oriented department to secure an effective law & order environment according to the aspiration of the people.

We owe special gratitude to the hon'ble Chief Minister Punjab for his keen and continuous interest for the well being of the force and his genuine concern for the improvement of the department.

JAVED IQBAL, PSP
Inspector General of Police/
Provincial Police Officer,
Punjab.

EXECUTIVE SUMMARY

The Annual Administration Report, 2011 gives an account of Police organization, its tributaries and indicates main challenges and bottlenecks in achieving the goals indicated in the mission statement of Punjab Police.

Starting with-an overview of the Police organization, the working of its different units like Special Branch and Investigation Branch are elaborated. The scope and structure of the CTD are delineated in order to define its mandate. The report gives a good account of law and order situation in year 2011. Human Resource Management, training facilities and capacity building programmes are also highlighted, which shows that Police College, Sihala, the Elite Police Training School and five other training units are imparting basic and professional courses to police constabulary. The jurisdiction and performance of the PHP and the Punjab Traffic Police are discussed under separate heads as well. The issue of accountability and measures for internal control mechanism through regular supervision, vigilance and inspection has also been incorporated in the report.

E-policing and Financial Management System in the department are also discussed at great length to show its impact on the working of police force. Certain administrative problems and difficulties in telecommunications which are yet to be rectified have been pointed out with new effective wireless equipment i.e. UHF system. Police welfare measures taken in this regard for the police employees and martyrs are especially mentioned in the report. Welfare and Finance Branch with its threadbare analysis has been made part of the report. Similarly the achievements of different units like Elite Police Force and Punjab Constabulary have been discussed in the light of their working capacity. The role of R&D is also important in formulating policies on the current challenging issues which police face at operational & tactical levels. In the end the report touches upon the challenges, constraints and future plans for the Punjab Police.

POLICE ORGANIZATION

Punjab being the biggest province of Pakistan has the largest Police Force in the Country comprising 1,77,635 personnel including nine Regional Police Officers, four City Police Officers, one Capital City Police Officer and thirty-five District Police Officers. The other field formations working under the aegis of Police Headquarters are Investigation, Punjab Highway Patrol (PHP), Traffic, Elite, Special Branch, Counter Terrorism Department (CTD) and Punjab Constabulary. Here is a brief of Punjab Province from Police point of view.

Police Profile

Population	90 million
Police Strength	177635
Area	205,344 km ²
Annual Crime	383,379
Police/Population ratio	1:529
Police Rules Standard	1:450

The Punjab Police operates under the Police Order 2002 and the Police Rules of 1934 which will remain operative till the new rules are framed. Draft Police Act, 2010 has also been sent to the government which has not been approved so far.

Police Headquarters situated at Lahore has a number of functional units i.e., Finance and Welfare, Establishment, Investigation, Operations, Training, Research & Development, Punjab Constabulary, PHP, Traffic, etc. These units report to the Inspector General of Police through their respective Additional Inspectors General of Police. The Regional Police Officers report to the Inspector General of Police directly and they do not form part of the Central Police Office. The Inspector General of Police is ex-officio secretary to the Government of Punjab. He has administrative and financial powers of the Secretary to the Provincial Government with total autonomy in operational, administrative and financial matters subject to the policy, oversight and guidance given by the Chief Minister.

The Punjab Police are staffed by officers of the Police Service of Pakistan and the Punjab Police. In addition to the strength of the PHQ and districts, certain specialized police cadres with the following sanctioned strength have been established.

POLICE STRENGTH

IGP	Addl. IGP	DIG	AIG/ SSP/ SP	ASP/ DSP	Insp.	S.I/ASI	Trf. Wardan	HC/Const.
1	14	31	260	808	3527	21443	6850	144699

The details about each specialized unit have been given in later chapters. The Government has spent huge money in order to inculcate functional specialization in the police department as well as equipping the police with necessary hardware. Creation of the Punjab Highway Patrol and traffic-warden setup are some worth mentioning initiatives in the recent past. State of art Forensic Science Laboratory have been established where crime scene unit has also been established for collection of evidence and DNA testing. Cyber Crime Unit at provincial level and IT experts at district level are also being created for the improvement of the quality of investigation. For improvement of Human Resource Management and capacity building of the force capacity and quality of training institutes are being updated. Punjab police has also reorganized Special Branch and Counter Terrorism Department.

Rising population, worsening economic conditions, un-employment, economic disparities, terrorism and deteriorating social fabric have adverse impact on crime situation. Therefore, the main priorities of Punjab Police are maintenance of Law and Order, prevention and detection of crime, especially terrorism, suicide bombing and sectarianism. Countering corruption, traffic management and capacity building of the force and service delivery are the other main issues. Punjab police is committed to the principles of justice, equality, integrity, fairness and respect for human rights and law enforcement in conformity with international norms and best practices. For this purpose, lot of human resource is required in which we are already deficient. A cursory look at the crime clock indicates the general crime situation and the graph of police population ratio indicates our position in relation to the other forces of the world.

CRIME CLOCK		POLICE POPULATION RATIO
Murder	01:18 hrs	Bangladesh 1:1138
Dacoity / Robbery	00:21 hrs	India 1:728
Car Snatching	06:00 hrs	Philippines 1:665
M. Cycle Snatching	01:50 hrs	Japan 1:563
Kidnapping for Ransom	39:18 hrs	New Zealand 1:416
Rape/Gang Rape	03:18 hrs	Singapore 1:295
		Malaysia 1:249
		Thailand 1:228
		Hong Kong 1:220
		Pakistan 1:625
		Punjab 1:529
		Source: police.gov.bd

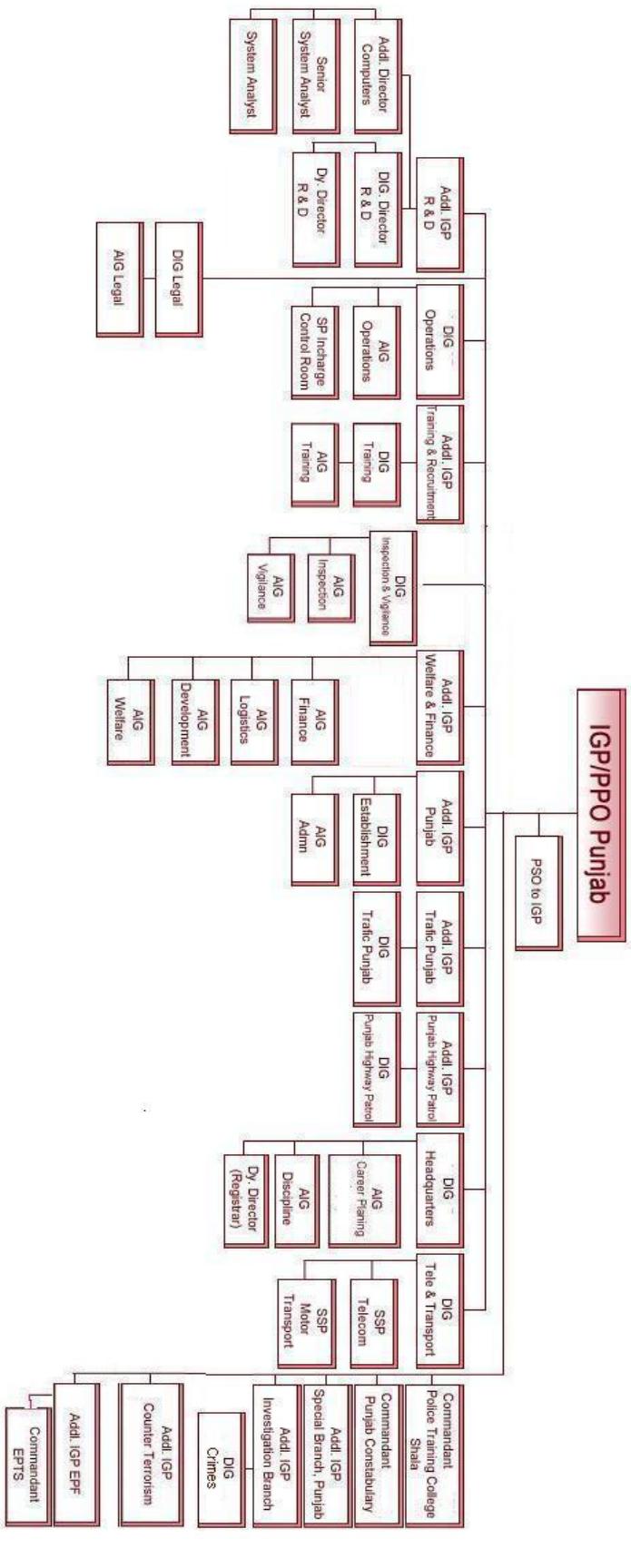
Police Rule 2.2 gives a formula for calculating the police strength which is based on the crime increase and population increase in the respective police station/district. It clearly states that for working police population ratio in urban areas/towns with a population of 30000, the total strength of police in each case should not exceed one constable for 450 inhabitants. Local conditions, such as the volume of commercial activity, the importance and frequency of fairs and festivals, the general criminality of the neighborhood and the like must be considered.

The strength of rural police station is based mainly on the incidence of crime. For a normal police station registering an average of seventy-five cases a year, the minimum staff shall be one sub-inspector, one assistant sub-inspector, one head constable and 12 foot constables in police stations. For every fifty cases above the normal figure shown to be the annual average of a police station, the staff shall be increased by one assistant sub-inspector and two constables. This standard calculation may vary for adequate reasons in special cases. The staff of outposts shall be calculated strictly in accordance with the duty it is required to perform.

Similarly the strength for the headquarter establishment, Courts and office duties shall be calculated according to the actual number of posts to be filled both at district headquarters and at sub-divisions.

But in actual practice recruitment is carried out whenever vacancies occur in the existing strength of the respective police establishment or whenever the government sanctions new posts in different ranks. The strength of Police personnel is not commensurate with the multifarious duties that police has to perform in the prevailing law and order situation in the province. For this police strength for each unit needs to be worked out again to meet the challenges of the 21st century.

Organisational Chart of Police Headquarters Punjab As on 01-07-2011



SPECIAL BRANCH

INTRODUCTION

Foundation of Special Branch, Punjab was laid by the British Government in 1835 with the creation of Anti-Thaggi and Dacoity Department in British India with Sir William Saleeman as its first General Superintendent. Thugs were involved in various criminal activities across the country so it was the need of the day to establish a central department to eliminate thugs. In 1857, when British conquered India and established their rule, they thought it necessary to have a check on anti British organizations. So this department was also tasked to keep an eye on such organizations and collect necessary information about their activities and members. In 1877 the department was given the additional duty of collecting secrete and political intelligence.

In 1887, Special Branch of Police was established in each province with the order of Viceroy of India. Its main duty was to collect secret information about the various anti British organizations and to inform the concerned authorities. It was further tasked to have a watch on sectarian problems, illegal trade, movement of foreigners, and movement of suspects and holders of illicit arms.

In 1907, Fraser Commission recommended to establish a new department with the name of Criminal Investigation Department (CID). First, the department was established in 1907 at Federal level and its head was designated as Director. In 1908, CID was established in each province and Special Branch was merged with CID. Its charter of duties was notified in 1915 in the form of a manual called CID Manual. Mr. Wallace was appointed as first Director of CID Punjab.

However after the amalgamation of Special Branch with CID, its further reorganization was carried out. Railways and Crimes Branch were also attached with it and its head was re-designated as DIG. This new set-up was made to collect criminal and political intelligence and also deal with the crimes of special nature. Duties of Criminal Investigation Department were notified as following:-

- i) To promote co-ordination among the Police of different districts and different provinces.
- ii) To watch and report on all religious and political movements affecting the province and India as a whole and to maintain close co-operation with district authorities.

- iii) To scrutinize the publications of the vernacular press and all Indian owned newspapers and printing presses.
- iv) To check crime by the prompt publication of information of any incident in the CID Gazette.
 - a) Arrest of criminals.
 - b) To trace and recover the stolen property.
 - c) To collect information and prepare intelligence reports to assist District Police in their work.
- v) To undertake the investigation of following cases:-
 - a. Currency note forgery cases.
 - b. Counterfeit coining cases.
 - c. Cases of professional poisoning.
 - d. Theft of Government arms and ammunition.
 - e. Trade of illicit arms.
 - f. Important cases in which the foreigners were involved.
 - g. Extensive frauds and floating bogus companies.
 - h. Cases of Dacoity concerning more than one district, house breaking, thefts extending beyond the limits of one district.
 - i. Trafficking in women.

It is noteworthy that it was clearly mentioned in the orders that this department was created to assist the district Police and was not given any supervising authority.

2. BIFURCATION OF CID

CID was bifurcated in 1955 into two independent branches, viz: Special Branch and Crime Branch, because of ONE UNIT. It was felt that one DIG CID was not enough for the whole province of West Pakistan to deal with Political Intelligence and Criminal Investigation simultaneously. Crime Branch was put under the control of an Assistant Inspector General of Police and Special Branch under the control of one Deputy Inspector General of Police. Special Branch was assigned collection of information about socio-political activities and Crime Branch was made responsible for investigation of crime on scientific lines.

In 1976, post of DIG Special Branch was up-graded as Additional Inspector General of Police. Two posts of DIGs were created to hold the portfolios of Intelligence and Security of VVIPs and sensitive installations in 1980 and 1986 respectively.

The influx of Afghan refugees after occupation of Afghanistan in 1979, brought a flood of sophisticated weapons and narcotics. This gave birth to many subversive and terrorist activities in Punjab. In order to counter the situation, a Cell under the control of a DIG was created in Special Branch with the name of Anti Terrorist Cell in 1987. In the same year i.e. 1987, Research & Reference Cell under the control of a Director was established in Special Branch. In 2004 Special Branch was re-organized and further expanded up to Police Station level. At present Special Branch has ten regional offices headed by an officer of the rank of SSP. These are situated at Lahore, Sheikhupura, Gujranwala, Rawalpindi, Faisalabad, Sargodha, Sahiwal, Multan, Bahawalpur and D.G. Khan.

In January 2011, a Command and Control Center was set up at Special Branch Headquarters to monitor political developments, sectarian issues and law and order and security situation throughout the country. Equipped with state of the art technology, the Centre functions round the clock. 14 LCD TVs, direct phone lines computer along with printer and fax machine have been placed in the Center. Professionally trained staff members monitor the situation and send reports to relevant officers after specified intervals.

3. FUNCTIONS OF SPECIAL BRANCH

Intelligence

- Collection, collation & dissemination of information on:
 - Political situation
 - Religious and sectarian
 - Law and order
 - Labour
 - Students
 - Professionals
 - National, Provincial & Local Bodies Elections
 - Moharram and other related activities
- Maintenance of record of political, student, labour & other activists
- Monitoring of Exit Control Lists pertaining to Government Servants

Surveillance

- Proscribed Organizations
- Militants under watch.
- Madaris / Masajid under watch.
- Activists likely to affect public order.

Security

- Security of VVIPs.
- Security of VIPs.
- Specialized Sections
 - EDS
 - Canine Unit

3.4 Verification

- National Status
- Provincial Govt. officials for:
 - Appointments
 - Postings
 - Promotions
- Vetting of invitees of PM and President
- Private Bodies:
 - Security Companies
 - Printing and Publications Houses
 - Recruitment Agencies
- NGOs

3.5 Security Audit of Key Points

- Sensitive National Installations
- Vulnerable Places.
- Foreigners' Projects
- Shrines

3.6 Monitoring and Evaluation

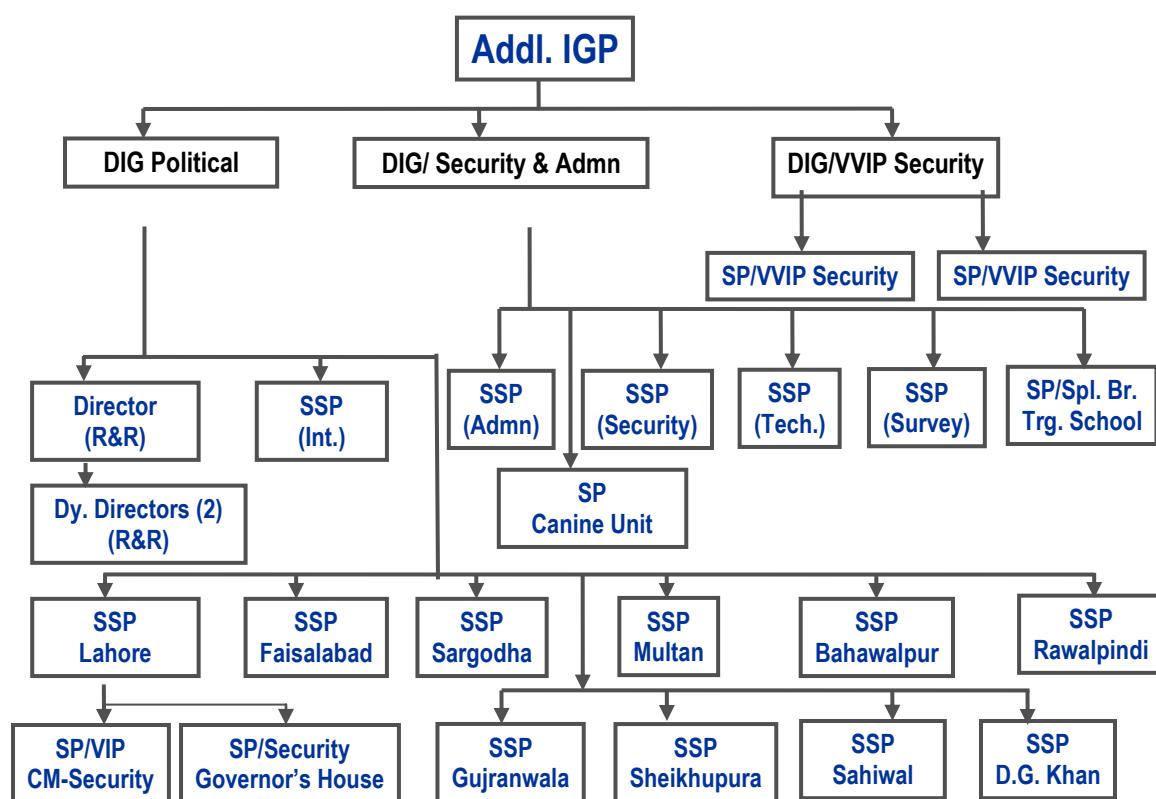
- Special Tasks assigned by Chief Minister relating to governance/service delivery.
 - Dengue control
 - Floods rehabilitation
 - Ramzan Bazars / Prices of essential commodities
 - Anti-adulteration campaign
- Anti-hoarding campaign
- Monitoring of Examination Centers
- Monitoring of wheat procurement & smuggling
- Monitoring of Stage Dramas

- Confidential inquiries
- Censoring of mail (when mandated)

3.7 Public Pulse

- Analysis of issues highlighted in media (print/ electronic)
- Public Pulse on Government policies.
- Human Rights Violations
- Gender issues
- Minority issues

4. ORGANOGRAM



5. STRENGTH OF SPECIAL BRANCH

5.1 EXECUTIVE STAFF

Rank	Sanctioned	Posted	Shortage
Addl: IGP	01	01	0
D.I.G	03	03	0
S.S.P/ S.P	20	16	04

D.S.P	77	62	15
Inspector	273	244	29
Sub-Inspector	391	391	0
ASI	486	445	41
Head Constable	696	473	223
Constable	1721	1614	107
TOTAL	3668	3249	419

5.2 MINISTERIAL STAFF

Rank	Sanctioned	Posted	Shortage
Assistant Director	05	05	0
Office Supdt:	12	11	01
Assistant	56	53	03
Senior Clerk	56	54	02
Junior Clerk	107	95	12
Stenographer	37	22	15
Daftri	25	21	04
Naib Qasid	63	63	0
Book Binder	01	01	0
Private Secretaries	06	06	0
TOTAL	368	331	37

5.3 TECHNICAL STAFF

5.3.1 Explosive Detection Cell

Rank	Sanctioned	Posted	Shortage
Assistant Director	03	02	01
Technical Officer	23	17	06
Supervisor	44	17	27
Assistant Supervisor	38	0	38
Senior Operator	58	01	57
Operator	100	01	99
TOTAL	266	38	228

5.3.2 Surveillance Cell

Rank	Sanctioned	Posted	Shortage
Assistant Director	01	01	00
Technical Officer	10	10	00
Supervisor	20	06	14
Assistant Supervisor	20	09	11
Senior Operator	22	02	20
Operator	40	04	36
TOTAL	113	32	81

5.3.3 Information Technology Cell

Rank	Sanctioned	Posted	Shortage
Network Administrator	01	01	00
Database Administrator	03	03	00
Hardware Technician	06	06	00
Network Supervisor/ System Engineer	06	06	00
Data Entry Operator	106	82	24
TOTAL	122	98	24

5.3.4 Research Cell

Rank	Sanctioned	Posted	Shortage
Director	01	0	01
Deputy Director	02	02	00
Research Officer	04	04	00
TOTAL	07	06	01

6. TRANSPORT

Sr. No.	Description	Less than 5 years old	5-8 years old	+8 years old
1	X Trail Jeep	1	-	-
2	Toyota Corolla Car	1	8	12
3	Suzuki Baleno Car	-	9	-
4	Suzuki Cultus Car	-	-	3
5	Santro Car	-	50	-
6	Nissan Sunny Car	-	-	1
7	Suzuki Car/Van	-	-	2

8	Mazda Car 323	-	-	1
9	Toyota Land Cruiser	1	18	1
10	Pick-Ups	126	91	14
11	Bus/Coaster	4	6	1
12	Hino Mobile Canteen	2	2	-
13	Shahzore Pick-Ups	-	37	-
	Total Vehicles:-	135	221	35

7. BUILDINGS

Sr. No.	Regional/Disitt/Sub-Divisional Building	Total	Official	Rented
1	Regional Buildings	10	10	Nil
2	District Buildings	34	09	25
3	Sub-Divisional Buildings	156	64	92

8. NO. OF SURVEY KEY POINTS (SPECIAL BRANCH, PUNJAB)

Authorized Rank	Category	Total No. of Key Points
DIG	IA	20
SSP	IB	64
DSP	IC	55
IP	II	271
TOTAL		410

9. PERFORMANCE REGARDING SURVEY OF KEY POINTS.

Following vital installations (Key Points) were surveyed/re-surveyed in the year 2007-2008-2009-2010-2011 and made necessary recommendations to improve security.

Month	2007	2008	2009	2010	2011
January	14	35	24	25	19
February	14	31	23	29	15
March	18	30	08	10	08
April	12	08	12	06	14
May	50	17	19	01	13
June	34	06	18	02	14

July	27	19	30	57	14
August	19	21	-	08	05
September	25	09	01	01	-
October	10	29	12	07	-
November	25	27	37	01	-
December	29	13	05	05	-
Total	277	245	189	152	102

10. ACTIVITY (2011)

10.1 Intelligence Collection

- Masajid in Punjab (Sect-wise)
- Madaris in Punjab (Sect-wise)
- Afghan Trained Boys (Region-wise)
- Book on the arrangements for Moharram/ Chehlum
- Book about the Activists of Banned/Extremists Sectarian Outfits
- Book relating to Calendar of Moharram/ Safar Flash Points
- Details of Daily Programmes of Processions/ Majalis (Category A), from 1st Moharram to Chelum
- Assessments of bye-elections
- Detail of sensitive polling stations “category-wise A, B & C” in bye-elections
- Flash points – polling stations in bye-elections
- Analyses of law and order situation, sectarian issues and political activities.

10.2 Periodical Reports

- Action against proscribed literature
- Wall chalking
- Objectionable speeches
- Display of weapons
- Monitoring of sectarian activists under Schedule 4 of ATA 1997
- Financing to Jehadi organizations
- Security of worship places
- Security of sensitive installations/ key points
- Daily Situation Report (DSR)
- Daily Moharram Reports
- Daily Special Report on Raymond Davis issue from the murder of two Pakistanis till release of Raymond.
- Daily Dengue Virus Reports during prevalence of the epidemic

11. DETAIL OF OTHER ACTIVITIES DURING 2011

Sr. No.	Subject	No. of Activity
1	Verifications of antecedents of newly recruited employees of federal and provincial governments	10,100
2	Verifications of antecedents of Security Guards of Security Agencies	1146
3	NOC to Security Agencies	04
4	NOC to Recruitment Agencies	Nil
5	Special Reports sent to Home Department	10
6	Applications, Complaints, NAB references received from PPO, Punjab and other offices	21
7	CM Directives etc	25
8	Security Arrangements	34
9	Verification of blacklisted persons/ fake CNICs	28
10	NOCs to Government servants going abroad	177
11	Verification of Airport Entry Passes	28
12	Verification of National Status	82
13	Pakistan Citizenship Certificates	07
14	Verification of Indian Nationals	20
15	Verification for installation of press and publications	01
16	Internment/internment of foreigners confined in jails	03
17	NOC for grant of permission to hold Mehfil-e-Naat/Seminars etc	Nil
18	Miscellaneous cases of verifications/NOCs	06
19	Updation of data of banned literature	07
20	Cases regarding Clearance of Deeni Madaris for the Disbursement of Zakat Fund	02
21	Updation of data of Foreign Students Studying in Deeni Madaris in Punjab	340
22	Dengue Virus Reports	67
23	Special Reports on Raymond Davis issue	44

ESTABLISHMENT BRANCH

ESTABLISHMENT-I BRANCH

Establishment-I Branch is headed by Addl. IG Punjab. The functions of Establishment-I are as under:-

a. TRANSFER/POSTING

- i. Inspectors of Punjab Police are transferred from Region to Region within the Punjab on administrative as well as compassionate grounds.
- ii. Inspectors of Punjab Police are also transferred to feed the Borrowing Agencies of Punjab Police like Special Branch, Traffic Punjab, Punjab Constabulary, Investigation Branch, Elite Police Force, Training Branch Punjab etc.
- iii. Inspectors of Punjab Police are also transferred to other Law enforcement Agencies like FIA, NH & MP, ACE etc on deputation basis.
- iv. Inter Provincial Transfer subject to the approval of CM.

b. ATTACHMENT FOR THE PURPOSE OF PAY

Pay attachment cases of Inspectors are also dealt in the Branch.

c. ADMISSION TO F- LIST & PROMOTION AS INSPECTORS

- i. It is a promotion list where the names of eligible/Confirmed SIs are admitted for further promotion to the rank of Inspector at Provincial level under P.R 13.15.
- ii. Recommendation of confirmed SIs is sought from Regions on seniority basis.
- iii. The cases of confirmed SIs are considered in a Departmental Scrutiny Committee, PHQ and eligible Sub Inspectors are admitted to promotion list 'F'.
- iv. The senior most SIs on F list are promoted as Inspectors on officiating basis on the availability of vacancies.

d. SENIORITY CLAIMS OF INSPECTORS. Representations of Inspectors for re-fixation of seniority are considered by the Departmental Scrutiny committee, PHQ and decided on merits.

- e. **CONFIRMATION OF INSPECTORS.** Inspectors are confirmed on completion of their probation period under PR 12.8 & 13.18.
- f. **COURT MATTERS.** Court matter/cases regarding seniority and punishment issues of Inspectors, and F-list/promotion cases of Sub Inspectors, on behalf of respondents (Addl: IGP Punjab, IGP Punjab) are dealt in coordination with AIG/Legal.
- g. **ADVANCE CLASS COURSE.** Advance Class Course of 04 months duration is a mandatory course for promotion of Inspectors to the rank of DSP. Inspectors are deputed for the said course on seniority basis.
- h. **PUNISHMENT APPEALS OF INSPECTORS.** Appeals against punishments awarded to Inspectors by the Regional Police Officers/ punishing authority are heard by the Additional IGP, Punjab being appellate authority.

ESTABLISHMENT-II, PHQ.

Establishment-II is being headed by Additional Inspector General of Police, Punjab.

AIMS/OBJECTS

To consider and resolve matters, problems and issues related to ASIs/SIs according to rules and policy for smooth, efficient working of department and in the public interest.

Grant of awards (QPM/PPM), out of turn promotion, cash rewards and commendation certificates to officials/officers for encouragement and better working.

To recruit on family/shaheed claim basis for pacification of family of shaheed, deceased and deficient officials and make well thought about the department.

To recruit direct ASIs and Traffic Wardens for public interest and better services to masses being young blood and passion.

FUNCTION.

Appeals of ASIs/SIs against punishments under Disciplinary Rules are dealt. These appeals are considered and decided after scrutiny of relevant record and performance. The punishments in appeals/revision petitions are set-aside or quarter concerned is directed to hold denovo inquiry to sift out the truth. The orders passed in this regard are sent to regions and districts for compliance. The appellants are also informed through quarter concerned.

The orders passed by The Punjab Service Tribunal, The Lahore High Court, Lahore and The Supreme Court of Pakistan regarding appeals against punishments are examined and implemented according to law and rules. The decisions/orders being not maintainable are referred to higher courts. The courts are also informed about implementation status within due date and time.

The cases of gallantry awards (QPM/PPM) are considered and awards are granted on the recommendations of committee. These cases of officials/officers are moved by regions/districts on the basis of bravery act.

The cash reward and commendations certificate are granted on the recommendations of regions/districts and with the approval of the committee.

The representations for fixation of seniority of ASIs/SIs are considered and decided on merits. According to Police Rules, the Regional Police officer is competent authority to grant seniority to the rank of SIs. The representations of such officials, who were deprived of their rights, are considered and decided according to rules and policy. The orders passed in this connection are communicated to the regions/districts for compliance.

The orders passed by the Punjab Service Tribunal, Lahore High Court, Lahore and the Supreme Court of Pakistan in representations are examined and implemented according to law and rules. Such orders are referred to next courts which are not maintainable under policy and rules. The quarter concerned are informed about implementation position.

The recruitment on family/shaheed claim basis is considered on the claim. The necessary information is collected from regional and districts offices and on these basis and recommendations, applicants are recruited. In this process, merit is given importance and no injustice is committed with anyone. In this process,

the courts orders being rules and policy are considered and implemented in letter and spirit.

ASIs and Traffic Wardens are recruited by this section. Keeping in view the needs and necessities of department and public, the recommendations for their recruitment are sent to the government. On approval of the government, the Punjab Public Service Commission is requested to recruit according to the availability of vacancies/positions. The Punjab Public Service Commission held examination and interview, after due process recommendations of appointment of selected candidates are furnished to the department. Finally, the department appoints the selected candidates on the recommendations of PPSC. In this way, recruitment of ASIs and Traffic Wardens is made by a transparent and clear process.

The transfer of ASIs/SIs from region to region and others units i.e. PHP, Traffic Police, CTD, Special Branch and PC is dealt. Necessary information (NOC, comments, availability/vacancy position) is sought from quarter concerned and on the basis of this information, transfer/posting is made. The demands and needs of any district/region and unit are kept in mind and fulfilled through this process.

Inter Provincial Transfer is done on the directions of Chief Minister and with the approval of the Inspector General of Police. Necessary conditions are completed and after due process, ASIs/SIs is transferred. In this regard, the courts orders are entertained under rules and policy.

The requests/orders of other corners i.e. the Prime Minister Secretariat, Federal Interior Ministry, the Chief Minister Secretariat, Chief Secretary and Home Secretary are considered and implemented according to rules and policy. They are also informed about implementation position of these orders and directives through proper procedure.

SANCTIONED AND POSTED STAFF

Sr. #	Rank	Sanctioned	Posted
1.	Assistant Director	01	01
2.	Assistant as per sanctioned date 09.01.2002	04	04
3.	Senior Clerk	01	04
4.	Junior Clerk	04	04
5.	Daftri	01	01
6.	Naib Qasid	02	02

Apart from above 01 ASI, 01 Head Constable and 02 constables are also serving in the branch.

PERFORMANCE

96 applicants were recruited on family claim basis from 05.01.2009 to 15.11.2011 and 905 were recruited on shaheed claim basis.

680 cases of appeal against punishment were received by this office during the year 2010 out of which 538 cases have been disposed off/filed. 520 total cases of appeal against punishments were received during the year 2011 out of which 324 have been disposed off/filed.

250 total cases of seniority/promotion were received by this office out of which 140 were decided/filed during the year 2010. 153 cases of promotion/seniority were received during current year 2011 out of which 66 were filed/disposed off.

ESTABLISHMENT III

INTRODUCTION

In the beginning there was only Establishment I &II Branch in the Police Headquarters which deals with the establishment matters of upper and lower subordinates in the supervision of Addl;IGP Punjab. Due to increase in police strength and increasing of work load the creation of Establishment Branch III was realized. Hence to deal with the establishment matters of lower subordinates constables and Head Constable Establishment III was created during the decade of 1980. Since then Establishment Branch is part and parcel of set up of Police Headquarters Lahore. Firstly it was under the supervision of Addl;IGP Punjab but now functional under the supervision of DIG/Establishment.

DUTIES OF ESTABLISHMENT-III BRANCH, PHQ.

Under the supervision of the DIG/Establishment, following are the job description of the Establishment-III Branch PHQ Lahore..

- Appeal/Representation by Police Officers of junior Ranks i.e Constables and Head Constables.

- Career planning and personnel matters of junior ranks i.e Constable to Head Constable.
- Commendation Certificate and cash rewards.
- Deputation to other departments in respect of junior ranks.
- Distribution of Police Strength under police Rule 2.1.
- Establishment mattes of junior ranks.(constable/Head Constables).
- Establishment of Police Regions, Districts, Police Stations and Police Posts etc.
- Management & Career Planning of Police Cadres/Branches.
- Posting and transfer of officers of Junior Ranks between Regions, and other police units.
- Processing of appeal/representations of officers of junior ranks & other than punishment awarded under Disciplinary Rules.
- Recruitment policy & Process.
- Service Tribunal/Court Cases of Police Employees regarding seniority etc except appeals against punishments. He will coordinate with AIG/Legal in court cases.
- Deputation to Punjab Constabulary under Standing Order.
- Miscellaneous tasks

INTER DISTRICT/REGIONAL TRANSFER POLICY

With the approval of Inspector General of Police, Punjab following criteria / policy is adopted while issuance of Inter District/Region/Unit transfer postings:-

- NOC from both units/regions/districts should invariably be obtained before issuance of their transfer orders except cases where IGP has accorded special approval.
- Applicant(s) should have at least 5 years service (4 years active service + 1 year training/recruits period) in his parent unit/district to become eligible for transfer from one unit/district to other unit/district except in case of Lahore where length of service should be 10 years as already decided by the IGP.
- Applicant should not have been facing departmental enquiry and had not earned any major punishment during last one year.

- The above said yard stick would also be applicable in case of mutual transfer cases. However, length of service in Mutual Transfer cases may be reduced/compensated upto 03 years.

INTER PROVINCIAL TRANSFERS POLICY.

With the approval of the Inspector General of Police, Punjab following criteria /policy is adopted while issuing of Inter Provincial Transfer Posting Orders:-

- NOC from PPO concerned and RPO/DPO concerned should invariably be obtained before referring the case of applicant to Home Department or Chief Minister Secretariat, as the case may be with the prior approval of the IGP/Punjab.
- Applicant should fulfill the general standards of recruitment in Punjab Police i.e height, chest, education etc.
- Candidates coming from other provinces possessing extra qualification/departmental courses should be preferred.
- Minimum length of service to be 05 years, maximum age 48 years.
- A certificate to be obtained from the concerned DPO/CPO/RPO, that parents or spouse of applicant are resident of concerned district where he is aspiring to be adjusted within Punjab, Province.
- Applicant should not have earned any major punishment during last one year and not facing any departmental enquiry.
- The number of minor punishments should not exceed number of years he has served in the department.
- The applicant should be free from any criminal record. The concerned DPO of the district (of his parent province) should testify that.

PROCEDURES FOR HEARING OF REVISION PETITIONS.

Constables/Head Constables posted in Districts are awarded various kinds of punishments under the rules to streamline the discipline of the force. If any constable or Head Constable is awarded any kind of punishment on account of

misconduct/inefficiency then he can file an appeal against the orders of DPO to the Concerned RPO **within 30 days** after award of punishment and receipt of orders.

Regional Police Officer concerned is competent under the rules to review the punishment awarded by the DPO. In case of rejection/modification of appeal by the RPO concerned he can file a revision petition to the Inspector General of Police, Punjab (if he desires so).

PROCEDURES TO APPROACH PUNJAB SERVICE TRIBUNAL.

After decision of revision petition (rejected or modified) by the Inspector General of Police, Punjab any Constables/Head Constables annoyed by final orders can file a appeal before the Punjab Service Tribunal against the orders of the department **within 60 days**. (if he desires so). After filing an appeal before the Punjab Service Tribunal by the Constable/Head Constable Establishment Branch III pursue the case, prepare para-wise comments and factual position of the case and defends the decision of the department.

TOTAL CASES DISPOSED OFF BY W/DIG/ESTABLISHMENT (01.01.2011 to 30.11.2011)

Detail of revision petition disposed off w.e.f 01.01.2011 to 30.11.2011 is as under.

Detail of appeal/Revision	No of cases
Appeal/revision petition modified	51
Appeal/revision petition Rejected	132
Appeal/revision petition Rejected due to non appearance EX-PARTE	19
Appeal/revision petition filed being Time barred	103
Provisionally reinstated in service	57
Total	362

Relative Standing Orders.

Name and No of Standing Order	Detail
Standing Order. 1/2008 amended in June 2011.	It is regarding recruitment of constables/driver constables, lady constables, minorities as well as Ex-army service men in Punjab Police as well as in

	Punjab Highways Police and Motor Transport wing.
Standing Order 8/2001	It is regarding maintenance of promotion lists "A" and "B-1" in districts/units. (for constables).
Standing Order 9/2001	It is regarding transfer of lower subordinates (Constables and Head constables) from Punjab Constabulary to Districts/Ranges (Regions).

AIG/Career Planning.

A new post of AIG Career Planning has been created who works under the supervision of the Addl. IGP Punjab. The functions of AIG/Career Planning are as under:-

- Devise and implement policy on career planning of junior ranks
- Analysis of job specification and capacity of employees working in the Department.
- Ensure Capacity Building to bridge the gap between the requirements and skills available through trainings and workshops in coordination with training directorate
- Conduct the 'Need Assessment Analysis' for quality of Human Resources available in the Department
- Formulate Code of Conduct and Protocols for better Human Resource Management at the tactical Level
- Design and implementation of recruitment, rotation/transfer policy
- Formulation and review of criteria for selection/recruitment to CTD, Special Branch, PC, Telecommunication, Traffic, Elite, Highway Patrolling etc in consultation with the concerned units
- Assist in postings and transfer according to career planning policy
- Design of career paths for Employees of Police Department
- Assist the Addl: IGP, Punjab in formulation of Recruitment Policy for the Department
- Monitor the 'Gender Balance' Policy of the Department
- Inspect the recruitment process at the District Level and ensure credibility in the selection process
- Development of database for the rank/posting, promotion, suspension/re-instatement from service for the rank of Inspectors and above to monitor their performance
- To Develop a database for officers recruited on family claim basis and monitoring of their career progression
- Review of selection criteria for promotion courses to ensure uniformity at all Regional Levels
- To deal with Establishment Matters given by the DIG/Hqrs:
- Generally Assist the Addl: IGP, Punjab

INVESTIGATION BRANCH PUNJAB

The investigation branch Punjab is the premier investigating agency of police department, which carries out investigation of complicated, high profile and contested cases. Its job is specialized one which requires expertise, professional commitment, devotion and a lot of hard work. It also collects the crime statistics from all the field formations of the province. All the collected data is analyzed and its reports are disseminated on incidence, detection and prosecution of criminal cases. The branch studies modus operandi adopted by the criminals and coordinates inter-district and inter-province preventive and detective efforts and strategies. Investigation Branch has also published "Black Book" for the year 2008 & 2011 containing bio-data of most wanted Proclaimed Offenders after a thorough analysis of crime history of these fugitives of law. Investigation Branch sends recommendation to the Government of Punjab for notification of head money for the arrest of these out-laws. This branch is also responsible for distribution of head money to the deserving police officers. A Finger Print Bureau, which has the largest collection of finger print records in the country also functions under this branch.

The Branch dates back its history in the erstwhile Criminal Investigation Department (CID), founded in 1935. The CID ceased to exist in 1953. It was then split into Crimes Branch and Special Branch.

The Crime Branch Punjab was re-structured as Investigation Branch Punjab, headed by an Additional-Inspector General of Police, in its present form, after the promulgation of Police Order 2002. Presently, DIG/Crimes is looking after both monitoring/analysis of crime as well as investigation of cases entrusted to different officers of Provincial Investigation Branch. Investigations of different contested cases are entrusted to the investigation branch after second change of investigation is ordered by the Inspector General of Police, Punjab. Such changes of investigation are ordered on the recommendation of Provincial Standing Board comprising the DIG/Crimes and two senior most Superintendents of Police posted in Investigation Branch, Punjab. SSP/Monitoring & Crime Analysis supervises the working of Provincial Criminal Record Office (CRO), Monitoring Section, Complaint Cell, Press Section, ATA Section, and Statistical Office. On the other hand, Finger Print Bureau and Fire Arm Bureau are supervised by SSP/Administration.

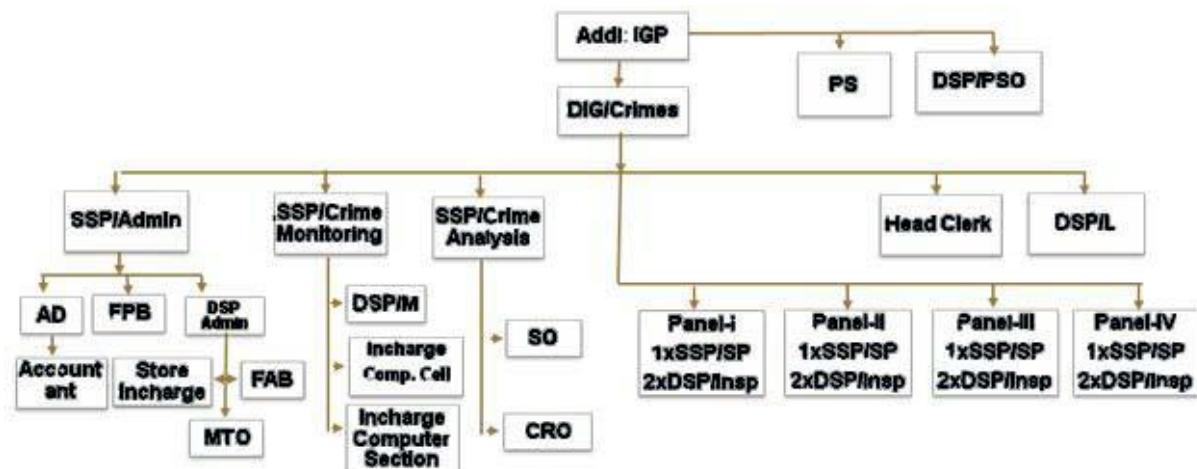
The Additional Inspector-General of Police Investigation, being head of the Investigation Branch supervises the administration and function of the branch. He is also the authority to approve first change of investigation of cases received from all district of the Punjab on the recommendation of District Standing Board except the Capital City District Lahore. On the investigation side, Addl: IGP/Investigation is assisted by DIG/Crimes, 06-SSsP/SSP, DSP/Legal and 08-DSsP/Investigation. Complaint Cell is also functioning in the Investigation Branch, Punjab to redress the grievances of general public. On the crime side, Addl: IGP/Investigation is assisted by DIG/Crimes, SSP/Administration, SSP/Monitoring, SSP/Crime Analysis, 2-DSsP and Statistical Officer. Criminal Record Office (CRO) and Finger Print Bureau also work under the supervision of DIG/Crimes.

Investigation Branch is working on the development of online Data Base System where all the crime figures will be received through a computerize web base system and the daily, weekly, fortnightly and monthly crime statistics would be readily available in the nearer future. This online system would also collect the other important information regarding the investigation including arrest of accused, proclaimed offenders, court absconders and submission of challans etc. This information would also help to analyze the performance of the police station staff and other concerned officers.

The Investigation Branch is also working to analyze the availability of cost of investigation and to see that whether the present cost of investigation provided for each head of crime is sufficient to investigate the case. The proposal has been prepared and sent to the field officers for their comments and input. As soon as the proposal is finalized it would be presented before the Inspector General of Police Punjab for approval. Recently, the Investigation Branch has also started monitoring of Regional Investigation Branches to see the progress of cases of investigation as a first change. The data is being collected and analyzed. The data is not only being collected to see how much cases are being finalized by the Regional Investigation Branch but also to ensure that they have adequate number of manpower for the speedy investigation. The Investigation Branch is also preparing and disseminating the guidelines for the field officers and field units regarding the investigation of the cases.

Organization of Investigation Branch, Punjab:

Organogram of the investigation branch is given as under:



FAB: Fire Arms Bureau

FPB: Finger Print Bureau

A.D: Assistant Director

SO: Statistical Officer

HC (IM): Head Clerk (Investigative Matters)

M: Monitoring

CC: Complaint Cell

CRO: Criminal Record Office

CA: Crime Analysis

The Investigation Branch deals with the change and conduct of investigations. During this year, for 1st change of investigation, 2424 recommendations were received from regions and 2174 recommendations were approved. Whereas 250 were filed being not recommended by the District Standing Board. For 2nd change, 216 cases were processed out of which 79 were recommended for change of investigation, whereas 137 were filed.

During the year 2010, For 1st change of investigation, 4118 recommendations were received from regions and 2226 recommendations were approved whereas 1561 were filed, being not recommended by the district standing board. For 2nd change, 340 cases were processed out of which 105 were recommended for change of investigation whereas 235 were filed.

Disposal of Cases Investigated by Investigation Branch-2010-2011

Sr. No.	Year	Previous cases.	Received during the Year.	Total	Disposed off during the Year.	Pending Investigation at the end of the Year.
1.	2010	40	129	169	111	58
2.	2011	58	93	151	113	38

During the year, focus was upon the speedy disposal of cases being investigated by the investigation branch, so that the people coming from all over the province may not suffer because of the undue delay in the investigation process.

DISPOSAL OF COMPLAINTS BY THE COMPLIANT CELL -2010-2011

Year	Total complaints received	Non Registration of cases	Faulty Investigation	Police Highhandedness	Complaints Disposed off	Pending
2010	706	313	225	168	580	126
2011	760	434	190	136	619	141

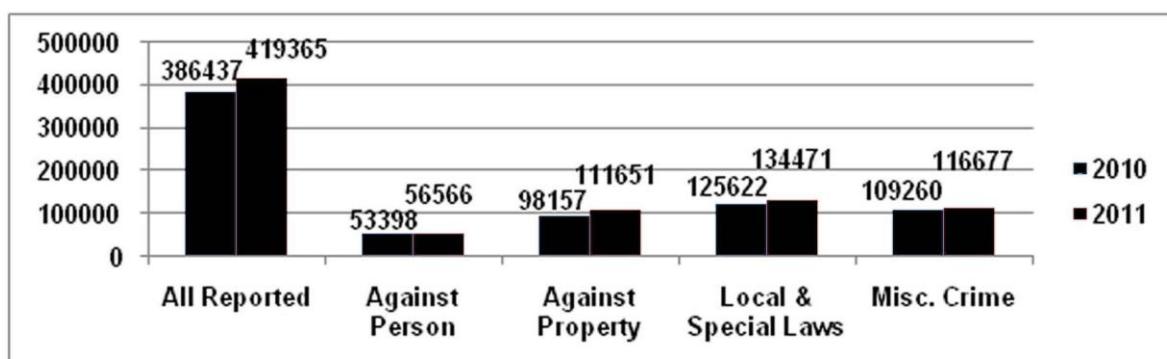
The Investigation Branch also collects data from all over the province and monitors crime situation. These figures are presented to high ups as and when required. To have a quick look at the overall crime situation in Punjab, crime figures under different heads are given below:

CRIME SITUATION OF THE YEAR – 2010 – 2011

All Reported Crime

<u>Crime</u>	<u>2010</u>	<u>2011</u>
All Reported	386437	419365
Against Person	53398	56566
Against Property	98157	111651
Miscellaneous	109260	116677
Local & Special Laws	125622	134471

ALL REPORTED CRIME 2010-2011



CRIME AGAINST PERSON- 2010-2011

<u>Offence</u>	<u>2010</u>	<u>2011</u>
Murder	6242	6666
Attempted Murder	7309	7722

Hurt	21388	21996
Kidnapping/Abduction	13497	15114
Kidnapping For Ransom	192	215
Rape	2581	2687
Gang Rape	234	217

CRIME AGAINST PROPERTY-2010-2011

<u>Offence</u>	<u>2010</u>	<u>2011</u>
Dacoity (395 PPC)	2752	3771
Robbery (392 PPC)	16604	20790
M.V. Snatching	5774	7305
Burglary	13065	14991
Extortion (382 PPC)	2287	2376
Cattle Theft	7661	8549
M.V. Theft	18738	22224
Other Theft	31929	33951

ARREST OF PROCLAIMED OFFENDERS- 2010-2011

	<u>2010</u>	<u>2011</u>
Previous Balance	58627	71679
Added	104366	102550
Arrested	90723	98259
Struck Off	591	713
Closing Balance	71679	75257

ARREST OF COURT ABSCONDERS- 2010-2011

	<u>2010</u>	<u>2011</u>
Previous Balance	28614	43015
Added	60021	47416
Arrested	45430	46890
Struck Off	190	218
Closing Balance	43015	43323

GANGS SMASHED- 2010-2011

	<u>2010</u>	<u>2011</u>
No. of Gangs Busted	2371	2706
Members Arrested	8187	9451
Cases Traced	15842	16978
Property Recovered	1109 Millions	1862 Millions

POLICE ENCOUNTERS - 2010-2011

	<u>2010</u>	<u>2011</u>
Encounters	267	216
Police Men Martyred	37	28
Police Men Injured	70	103
Criminals Killed	187	127
Criminals Injured	56	49
Criminals Arrested	259	233

ARMS RECOVERED – 2010-2011

	2010	2011
Cases Registered	48662	49024
Accused Arrested	47744	49012
Grenades	178	89
Kalashnikovs	781	1017
Rifles	3858	3954
Guns	5986	6254
Revolvers/Pistols	33398	34191
Carbines	3931	5418
Sharp Edged Weapons	2416	1095
TOTAL	<u>50548</u>	<u>52018</u>

CRIME AGAINST CHILDREN (MALE)

Sr. No.	Offence	No. of cases	
		2010	2011
1.	Murder	88	97
2.	Att: Murder	34	36
3.	Hurt	93	94
4.	Sodomy	1212	1206
5.	Kidnapping	370	437
6.	Kidnapping for Ransom	24	28

CRIME AGAINST CHILDREN (FEMALE)

Sr. No.	Offence	No. of cases	
		2010	2011
1.	Murder	52	72
2.	Attempted Murder	22	22
3.	Rape	145	157
4.	Gang Rape	28	21
5.	Kidnapping	461	455
6.	Kidnapping for Ransom	9	7

VOILENCE AGAINST WOMEN

Category of Crime	Reported Cases		
	2010	2011	
Domestic Violence	Murder	766	822
	Beating	732	659
	Any Other	209	226
Honor Killing		233	256
Burning	Acid	16	24
	Stove	1	5
Vani		5	2
Sexual Violence	Rape	2092	1934
	Gang Rape	201	169
	Custodial Rape	0	8
	Incest	1	1
Harassment at work place	Physical	0	0
	Sexual	98	103
	Psychological	0	0

The Investigation Branch is also responsible for preparation of crime reports, reports on ATA cases, maintaining record of criminals, monitoring of heinous cases, comparison of finger prints, etc., details of which are given hereunder: -

Crime report comprises the following information:

- Provincial/District Crime Data, about all offences.
- Arrest of proclaimed offenders.
- Arrest of Court absconders.
- Gangs busted.
- Encounters.
- Arms recovered.
- Court proceedings.

Functions of Anti Terrorism Act (ATA) Cell:

- Evaluates and makes assessment of all sectarian/non-sectarian cases under trial.
- Daily progress of all sectarian/non-sectarian cases under trial in Anti Terrorism Court.

- Fortnightly progress of all sectarian/non-sectarian cases under trial in Anti Terrorism Courts.
- Fortnightly progress of all sectarian/non-sectarian cases under investigation.
- Monthly progress of all sectarian/non-sectarian cases under trial in Anti Terrorism Courts.

Progress Report of Cases Under Trial In Ata Courts 2010-2011

Year	SECTARIAN CASES UNDER TRIAL						
	Previous	Newly Instituted	Total	Convicted	Acquitted	Transferred to other courts	Pending
2010	27	14	41	4	14	1	22
2011	22	5	27	2	4	2	19
NON-SECTARIAN CASES UNDER TRIAL							
Year	Previous	Newly Instituted	Total	Convicted	Acquitted	Transferred to other courts	Pending
	380	817	1197	236	579	78	304
2011	304	682	990	165	398	115	308

Functions of Crime Record Office (CRO)

- Collection of ISRs/CSRs.
- Head Money cases(POs)
- Car Snatching.
- Bomb Blast.
- Police Encounters.
- Details of Gangs.
- Index Cards category wise.

During the year 2011, Rs.21.9 million was distributed amongst the police officers who arrested the hardened criminals whom head money was fixed by the Government on their arrest.

Functions of Monitoring Cell:

- The Cell monitors heinous offences committed throughout the province. Weekly diary is submitted to IGP. Monthly and up-to date diaries are prepared.
- The Cell also monitors the prosecution in under trial cases in the courts on daily basis. Daily, weekly and monthly diaries are prepared.
- A daily crime report of heinous offences is prepared and submitted to IGP and Provincial Government (Daily Crime Report) D.C.R.
- The news in daily print media is clipped and information is obtained from relevant district about registration of cases and their progress.
- Provincial complaint cell is also functioning in this Branch to redress the grievances of public regarding non-registration of cases, faulty investigations and high handedness of Police. The monthly and upto date diaries are prepared.

FUNCTIONS & PERFORMANCE OF FINGER PRINT BUREAU, PUNJAB **Annual Diary Finger Print Bureau, Punjab 2010-2011**

Civil Cases

Year	Cases Received	Cases Disposed off	Balance
2010	179	179	Nil
2011	226	226	Nil

Criminal Cases

Year	Cases Received	Cases Disposed off	Balance
2010	294	294	Nil
2011	268	268	Nil

Detail Of Finger Print Proficient Class Course – 2010-2011

Year	No. of Candidates	Passed	Failed	Returned
2010	168	165	2	1
2011	166	161	3	2

TEN PRINT /PALM PRINT CARDS FOR THE YEAR 2010-2011

Search Slip Cards and Permanent Record

Sr. No.	Received Cards		Searched		Defected		Traced		Untraced		Pending	
	2010	2011 (Search Slips)	2010	2011	2010	2011	2010	2011	2010	2011	2010	2011
1.	(Search Slips) 83250	(Search Slips) 61102	13340	6202	103	35	30	26	13207	6141	69910	54900
2.	(PSV) 898	576	898	576	-	-	-	-	898	576	-	-
3.	(Permanent Record) Slips. 5643	(Permanent Record) Slips. 4551	-	-	-	-	-	-	-	-	-	-

Annual Report of Mortuary Section 2010-2011

Year	Received	Disposed Off	Identified	Unidentified	Pending
2010	68	68	-	68	-
2011	91	91	-	91	-

Training and Capacity Building of Investigator

The need for training and enhancement of investigative skills of police officers cannot be over looked. The Punjab police are conscious of the fact that there is no room for traditional methods of investigation in the 21st century. Hence, efforts are being made to train police officers on modern lines and provide them the state of the art training. The following areas being focused under this program need special mention: -

- a. Specialized courses are being run for the investigation staff.
- b. Police officers are being trained to use of scientific methods to collect material evidence in order to ensure effective prosecution.
- c. Investigation staff has been provided new investigation kits in order to achieve the objective of scientific investigation.
- d. State of the art forensic laboratory is being established which will be equipped with the latest testing facilities.

- e. Police records are being computerized and linkages are being developed among all districts and police stations in the Punjab. This will help store and retrieve the requisite data in an expeditious manner.

Consolidation:

Conduct of investigation is a specialized job and investigation branch Punjab, being the prime investigation agency, is well aware of this fact. Therefore, professional and dedicated police officers are posted here who could dispense justice. During the year 2011 the investigation branch Punjab showed considerable improvement in its working but room for improvement is always there.

Keeping in view the present threat of the terrorism in the country, every law enforcement agency has to bring long lasting reforms in its rank and file to combat this menace. Punjab police is facing this challenge bravely and with professional commitment. Investigation branch Punjab is trying to enhance the standard of investigation so that the culprits may be brought to justice. For this purpose special modules have been introduced in the training institutions. The capability of police to investigate complicated cases of terrorism is improving.

During the year, crime rate showed some increase as compared to the previous year but every challenge opens a window of opportunity as well. Modern investigating equipments are being introduced in the Punjab police to cope with this problem. Investigation branch Punjab is striving to achieve the level of professional competence which could meet the challenges of the modern times.

Crime Analysis 2011:

Taking a bird's eye view of the crime figures pertaining to 2011, it is clear that the total reported crime increased by 32928 cases as compared to 2010. It comes out to be 9%.

In heinous offences, increase of 7% in Murders, 4 % in Rapes, 37% in Dacoities, 25% in Robberies and 12% in Kidnapping for Ransom while decrease of 7% in Gang Rapes have been witnessed in 2011 as compared to 2010.

The terrorism and the resulting security requirements overwhelmingly consumed the attention and resources of the police in 2011. It witnessed decrease of 24% as compared to the last year. The relevant figures are cited as under:

Year	Case Registered.	Killed.			Injured.	
		Terrorist.	Police	Civilians.	Police	Civilians
2010	29	3	15	91	26	160
2011	22	-	3	56	5	245

Despite the onslaught of terrorist incidents and subsequent deployment in security related measures, the police kept on pursuing the cases in courts. Over all Conviction Rate remained 55% during the year 2011 (Murders 30%, Dacoities 23%, Robberies 27% & Kidnapping for Ransom 18%), as compared to 52% during the last year (Murders 33%, Dacoities 22%, Robberies 30% & Kidnapping for Ransom 26%). It means that investigations and pursuance of cases in the courts were affected by the terrorism infested environment. The police incessantly worked despite the martyrdom of their brother officers.

The Punjab Police never lost sight of the measures required for the apprehension of proclaimed offenders and court absconders, etc. They are considered the lurking danger for the society and potential threat for further commission of crime. Total 98259 POs were arrested during 2011 and 75257 are still at large. Out of total POs arrested, 5592 were of Murders, 4154 of Dacoities, 5801 of Robberies and 347 of Kidnapping for Ransom.

The incidence of crime is a socioeconomic phenomenon and duly affected by the factors contributory to the societal fabric like population growth, economic deterioration and unemployment, etc. The performance of these factors has been reflected in the official statistics as less than optimal. The situation is further aggravated by the upsurge in terrorism and onset of natural calamities like floods.

Despite an array of odds affecting the performance, the Punjab Police is working hard to control crime and provide security. To deal with the situation a comprehensive strategy has been adopted and continuous adjustments and revisions are being made through research, analysis and consultations. Some of the important ingredients of the strategy are free registration of cases, expeditious investigations, arrest of proclaimed offenders/court absconders and vigorous prosecutions. The capacity building and accountability of the officers are also being taken care of appropriately.

TERRORISM

COUNTER TERRORISM DEPARTMENT (CTD)

Evolution of Crime Investigation Department (CID)

Over the years Crime Investigation Department has seen many phases in its life; it has been made, remade, abolished and again revived with new functions and responsibilities. The constant factor is that its need has always been felt and it has always delivered.

Crime Investigation Department, Punjab was first established in 1907 and first CID Manual was issued in 1915. Revised CID Manual was issued in 1937. At that time CID was headed by a DIG, with two branches:

1. Crime Branch headed by an SP was tasked to investigate anti-state crimes and;
2. Special Branch (headed by an SP) was tasked to collect information/intelligence.

In 1955 Special Branch & Crime Branch were separated and made independent, each headed by a Deputy Inspector General of Police. The post of DIG Special Branch upgraded to Addl. IGP in 1968. Security and Anti-Terrorism role was assigned to Special Branch Punjab resultantly Anti-Terrorism Cell (ATC) was created in Special Branch to curb anti-terrorist activities. In 1990, when sectarian conflict between Shias & Sunnis was on its peak in Punjab, ATC was assigned the role of monitoring sectarian violence.

In 1995, ATC was upgraded and renamed as Crime Investigation Department (CID) with the mandate to act as lead agency in fight against sectarian extremism prevalent at that time. In year 1997 CID was separated from Special Branch Punjab and made an independent unit headed by a DIG. Special Investigation Unit (SIU) that was previously part of Elite Force was placed under the administrative control of DIG CID in 2001. The Post of DIG CID was upgraded to Addl. IGP in 2002 and Elite Police Force (EPF) was placed under the administrative control of CID due to up gradation of post of DIG/CID to Addl. IGP/Special Operations. In 2003 the post of Addl. IGP/Special Operations was re-designated as Addl. IGP/CID.

In year 2004, Special Investigation Unit (SIU) was detached from CID and was placed under the direct command of IGP Punjab. In 2007 SIU was renamed as

Special Intelligence Agency (SIA) and was placed under the command of Home Department Punjab.

When the post of DIG (EPF) was upgraded to Addl. IGP (EPF) the Elite Police Force (EPF) was detached from CID and placed under the command and control of Addl. IGP Elite Police Force.

CID; a success story

Of all the provinces Punjab has suffered badly from sectarian militancy. The sectarian strife that started with Shia-Sunni differences in 1969 attained new proportions in late 70's due to some geo-political/strategic changes at regional and international landscape viz; Iranian Revolution-1979 and USSR Invasion of Afghanistan-1979. Shias & Sunnis were quick to organize themselves into sectarian outfits that on the one hand advocated their viewpoint and on the other preached hatred for opposite sect. Both Shias and Sunnis formed religious outfits namely; Tehreek-e-Nifaz-e-Fiqah Jafferia (TNFJ) and Sipah-e-Sihaba Pakistan (SSP). These outfits increasingly relied on hate speech/material to promote their viewpoint that led to extremist militant activity in punjab.

Soon both the outfits launched their militant wings; Lashkar-e Jhangvi of SSP & Sipah-e Mohammad of TNFJ, that gave new impetus to sectarian clashes and notable leaders from both sides were targeted and killed. The bloody sectarian strife that ensued claimed many innocent lives. The period from 1990-1999 proved to be a bloody decade for Punjab as sectarian violence reached its peak (table-I)

Table 1

Sectarian Terrorism Incidents Punjab (1990-99)											
Cases Registered	90	91	92	93	94	95	96	97	98	99	Total
Against Shias	11	15	05	10	19	15	10	30	01	--	116
Against Sunnis	10	25	11	11	21	21	33	67	40	16	255
Total	21	40	16	21	40	36	43	97	41	16	361
687 persons killed and 771 injured PEAKED in 1997											

Crime Investigation Department (CID) was revived and tasked with the responsibility of fighting sectarian terrorism. Similarly legal/administrative action was launched against all the processes of extremism. Hate speech, wall chalking, misuse of loud speaker, chanda collection etc were made triable offences to curb the very basic elements on which sectarian terrorism thrived. Consistent & concerted legal and

administrative efforts created a major dent in the network of sectarian outfits. Though sectarian organizations and their militant wings were proscribed and cases registered against those found involved in sectarian militancy/killings and promotion of hate speech, Special laws were promulgated for speedy trial and prosecution of these cases.

Though CID was successful in combating sectarian terrorism in Punjab but unfortunately despite special arrangements for speedy trial in special Anti-Terrorist Courts the prosecution did not yield encouraging results. For variety of reasons ranging from want of witness protection programme and proper pairvi system the cases failed in courts and most of the terrorists were acquitted.

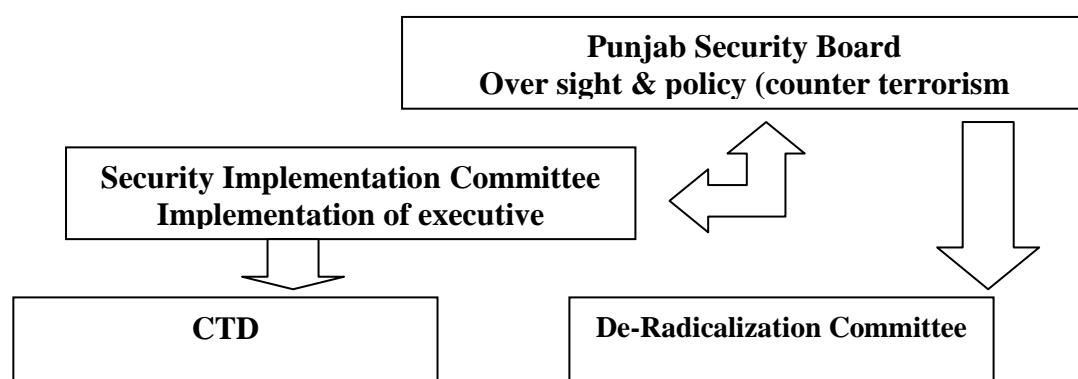
Revamping; CID to CTD

With 9/11 the focus of militant extremist activity changed from sectarianism to extremism. Lal-Mosque operation gave a new impetus and dimension to terrorist activity in that suicide bombing increased manifolds and Pakistani law enforcement agencies became legitimate target for terrorists on account of their collaboration with NATO led forces in war on terror. Another development was increase in the incidence of terrorism in mainland Punjab. The Government decided to revamp CID and converted it in to Counter Terrorism Department through a **notification dated 21 July 2010**.

Counter Terrorism Department (CTD) Punjab

New counter terrorism strategy approved by CM Punjab on 21.07.2010 envisages Punjab Security Board (PSB) headed by CM Punjab. CID Punjab has been revamped into CTD Punjab and all the processes of counter terrorism from intelligence gathering to registration of FIR, investigation and Pairvi in courts have been placed under one command. De-radicalization committee has also been constituted to oversee the process of de-radicalization in Punjab. Following is the command structure and composition of Punjab Security Board;

Command & Control Structure



Composition of Punjab Security Board

Punjab Security Board comprises of following members;

a) Chief Minister Punjab	Chairman
b) Law Minister	Member
c) 02 MPAs nominated by CM	Member
d) Chief Secretary	Member
e) Chairman P&D	Member
f) Home Secretary	Member
g) Secretary Prosecution	Member
h) IGP Punjab	Member
i) Addl. IGP/CTD Punjab	Member

Function of PSB is to guide and supervise counter terrorism strategy in Punjab.

De-radicalization Committee

a) Chief Secretary	Chairman
b) Chairman P & D	Secretary
c) Home Secretary	Member
d) IGP Punjab	Member
e) 02 persons from civil society (To be nominated by CM)	Member
f) Any other person co-opted by Chairman	Member

Strategic Intervention for Countering Terrorism

In accordance with counter terrorism strategy of government of Punjab strategic intervention in following areas is indicated to counter terrorism;

- a. Review of Policing Strategy
- b. Police Training Regime
- c. Accelerating Access to Justice
- d. Balance Development
- e. Long Term Rehabilitation Programme
- f. Poverty Reduction Strategy
- g. Madaris Reform Policy
- h. Education & Health Initiatives
- i. Awareness Campaigns on Media

New Mandate of Counter Terrorism Department

CTD is now the lead agency in Punjab in the ongoing fight against terrorism. Its mandate is to counter terrorism in all its manifestations and major functions include;

- Collection, Collation and Dissemination of Intelligence on terrorism related matters
- Maintenance of data on Militants / Sectarian Activists / Terrorists
- Interrogation of Terrorism suspects / Terrorists
- Monitoring / Surveillance of ATBs / RAPs / Activists on 4th Schedule of ATA/Lal Masjid Elements (LME), Inland Trained Boys (ITBs)
- Analysis and forecasting of future trends on Terrorism
- Investigation/Prosecution of terrorist related cases
- Arrest of sectarian POs/terrorist suspects (Issuance of Red Book)

According to its mandate various wings have been established in CTD along functional lines that include Admn. Wing, Research & Analysis Wing, Intelligence Wing, Investigation Wing, Operations Wing and Technical Wing.

CTD is has much broader scope and spread than CID in that it has presence in each and every district and police station of Punjab. It covers every aspect and process of terrorism and extremism. CTD has been assigned the responsibility to register FIR and investigate and prosecute cases of terrorism. 04- CTD police stations have been notified and will start function as soon as buildings of police stations are built. In the second phase another 06-police stations will be built, thus totaling the number of CTD police stations to 10; one for each police region of Punjab.

CTD had its own Intelligence Training School (ITS) that was running basic intelligence and orientation courses for newly posted officials to CTD. In 2011 it was merged with Special Branch Punjab School to establish state of the art Punjab Police School of Intelligence under the administrative control of Addl. IGP Training.

CTD will also have its own Psychological Profiling Unit (PPU) the first of its kind in Pakistan to evaluate and profile terrorist suspects and terrorists interrogated at CTD. Similarly to better handle the forensic evidence a post of Director Forensics and Explosives has been created within CTD.

Terrorism Incidents in Punjab

The process of radicalization/extremism produced sectarianism in 1990's and with the onset of War on Terror (WOT) it assumed the shape of terrorism. Of late there has been deceleration in the incidence of terrorism but sectarianism has again resurfaced and almost all religious political parties have adopted sectarian tone and

tenor. Not only new sectarian fault lines have developed but minorities especially Christians and Qadianis have been marginalized by the increasing religious extremism.

Table 2

Terrorism cases since 11.9.2001 to 29.12.2011			
Years	No. of cases	Killed persons	Injured persons
2001	05	21	51
2002	05	02	75
2003	03	18	56
2004	04	40	103
2005	12	07	38
2006	07	0	0
2007	15	104	277
2008	14	179	513
2009	27	387	921
2010	19	261	793
2011	15	106	335
Total	126	1125	3162

Table 3

SECTARIAN CASES 11.9.2001-2011			
Year	Reported Cases	Killed	Injured
2001	04	03	08
2002	12	51	44
2003	01	01	09
2004	05	45	73
2005	04	13	16
2006	01	01	0
2007	0	0	0
2008	01	02	0
2009	05	04	11
2010	04	07	11
2011	03	07	18
Total	40	134	190

CTD at work

Information Sharing

- 1. CTD Quarterly;** CTD issues a quarterly review that provides in depth account of terrorist incidents and also forecasts emerging trends and developments of terrorism and extremism in society. Up till now **09-quarterlies** have been issued.
- 2. Fortnightly Review;** CTD has also started issuing fortnightly that contains information on the events/activities of proscribed outfits as well as other events of sectarian/militant/jehadi nature. Up till now **08-fortnightlies** have been issued.
- 3. Special Information Reports (SIRs);** CTD has issued **37-SIRs** that contain useful advance information on the plans/activities of terrorist groups operating in Punjab.
- 4. Red Book;** CTD issues Red Book annually. It contains useful information on most wanted proclaimed offenders/terrorists. Up till now 14 editions have been issued and 15th edition is under print.
- 5. Beat Book;** CTD has designed a Beat Book according to its functional/operational requirements. It contains useful information/data on persons/places/groups /madariss involved in sectarian/militant/jehadi activities. This Beat Book has been maintained at P.S. level throughout Punjab.

Prosecution & Pairvi of Cases in ATCs

Table 4

Prosecution of sectarian/Terrorism Cases since 1990-2011							
Cases Regd.	U/ Inv	Untraced	Challaned	U/Trial	Decided	Acquitted	Convicted
785	44	313	428	43	385	280	105

Looking at the results of prosecution of cases of sectarian extremist crimes of 1990's that mostly resulted in acquittals, CTD carried out analysis of cases decided by anti-terrorism courts in Punjab (1990-2009) to find out reasons for acquittals (74%). Accordingly CTD has taken initiative to improve investigation and prosecution of terrorism related cases.

Standing JITs have been made in every district that will take over the investigation soon after the occurrence. CTD has also trained a core team of investigators to ensure better investigation of terrorism cases. CTD has also appointed Pairvi Officers in all ATA courts to monitor the progress of cases in courts on daily basis. CTD and Prosecution Department Punjab are making joint efforts to improve prosecution of cases in courts to secure maximum convictions.

De-radicalization & Rehabilitation of former Jihadi Elements

CTD is also focusing on extremism that has badly affected sectarian harmony in our society and has marginalized minorities. Extremism is a challenge even bigger than terrorism in that it has radicalized society and turned seminaries into breeding grounds for terrorists. To curb extremism and control radicalization CTD is specially focusing on hate speech, hate material, misuse of loud speaker, wall chalking and fundraising by proscribed outfits etc. To de-radicalize former militants CTD has started a project in collaboration with Technical and Vocational Training Authority (TEVTA). It is aimed at the rehabilitation of former jehadi elements by imparting technical and vocational training to facilitate them in their rehabilitation in society. Up till now a batch of 34 has completed training and 09 are under training while another 212 will start training from 2nd Jan-2012.

Surveillance of Activists & Madariss

CTD field formations are constantly monitoring the activists including Inland Trained Boys (ITBs), Afghan Trained Boys-2396 (ATBs), Returnees from Guantanamo Bay - 24(RGBs) Returnees from Afghan Prison-65 (RAPs), Lal Masjid Elements-73(LMEs) and persons (2071) borne on 4th Schedule of ATA 1997. CTD has also devised mechanism to monitor persons released from jail and religious seminaries found involved in terrorist activities.

The challenge faced by CTD is much bigger than what was confronted by CID viz. sectarianism. Though CTD has accepted the challenge and started functioning while it is still in revamping phase. But the problem of terrorism is so complex that it would require greater resolve and response from all stake holders; Government, media, judiciary and civil society.

LAW AND ORDER

As far as law and order in the province is concerned, the Moharram-ul-Harram 2011 passed peacefully. Despite numerous threats, law and order situation was effectively controlled. As many as 95788 upper and lower subordinate alongwith 22166 PQRs and 13941 Special Police were deployed for security of 36984 Majalis and 9542 Processions in all the 36 districts of the Province.

Foolproof security arrangements have also been made for the Majalis/Processions till Chelum. Extreme vigilance is also being exercised to avoid any untoward incident. Special attention is paid the monitoring of persons on 4th Schedule.

Proscribed organizations are strictly watched in all provinces. Tehrik-e-Taliban Pakistan is being tracked and taken to task.

In the wake of recent acts of terrorism in NWFP stringent security arrangements have been made by all the districts as well as Special Branch, Punjab. Special attention is being paid to the checking at entry/exit points at the borders of the province. The threat perceptions received from Intelligence Agencies are being given due weightage.

To implement Provincial Anti-Terrorism Strategy all the Districts were directed to hold mock exercises to check the preparedness of the Law Enforcement Agencies while responding any act of terrorism or hostage like situation. During 2011, 161 mock exercises were held throughout the province in which District Police, Elite Police Force, Civil Defence and other concerned Agencies/Departments participated. All the Districts have updated the lists of Afghan Trained Boys (ATBs), Returnees from Afghan Prisons (RAPs), Lal Masjid Elements (LMEs), Returnees from Guatanamobay (RGB's) etc. for including their names on 4th Schedule of ATA, 1997.

Up till now 2080 activists have been placed on 4th Scheduled, which include 416 (ATBs), 230 (RAPs), 31 (LMEs), 855 (SSP/LJ), 15 (RGBs), 66 (JM), 08 (HT) and 459 (Others). 225 cases were registered for violation of Surety Bonds, while 96 were registered for collection of Chanda.

To control police excesses and improve Thana culture many steps have been taken. Formal and Informal inspections are being carried out by SPs and above. Open Katcherries are being held and regular visits to districts are being conducted by IGP himself.

Strict disciplinary action has been taken against police officers/officials on complaints of corruption, torture or misconduct. During 2011, 2 Gazetted Officers, 42 Inspectors, 247 Sub-Inspectors, 153 ASIs, 105 HC and 2466 Constables were sacked.

Punjab Police is assisting various departments in implementing Govt. instructions with regard to:-

- a. Campaign against smuggling of wheat / flour.

Cases registered	Accused arrested	Cases Challaned
2563	3854	2499
421355 bags of wheat and 486243 bags of flour seized		

- b. Campaign against hoarding of Urea / DAP fertilizer.

Cases registered	Accused arrested	Cases Challaned
1753	1828	1589
199302 bags seized		

- c. Action against Kite Flying.

Cases registered	Accused arrested	Cases Challaned
5290	6614	6260

- d. Campaign against Qabza Groups.

Cases registered	Accused arrested	Cases Challaned
2688	9218	2067

- e. Campaign against Gambling Dens.

Cases registered	Accused arrested	Cases Challaned
19591	76327	19499

- f. Campaign against Canal Water Theft.

Cases registered	Accused arrested	Cases Challaned
23357	94655	21767

g. Campaign against misuse of SIMs.

Cases registered	Accused arrested	Cases Challaned
2868	2870	2831

h. Action under Prohibition of Ostentatious Display of Wasteful Expenses on Marriage Functions Ordinance.

Cases registered	No. of complaints	Persons involved	Persons arrested
2093	1313	5181	3634

- Black book of Most Wanted Criminals was prepared for which Punjab Govt. approved Head Money. So far 74 most wanted criminals have been killed and 243 arrested. Rs. 107550000 has been fixed as head money.
- Punjab Police has ruthlessly pursued the criminals of kidnapping for ransom. Hence much more cases (204) were reported in 2011 as compared to last year (167), out of which only 43 are under investigation or untraced. 198 Abductees were recovered out of 220 in 2011.
- More attention was focused on internal administration of Police Department. Hence escape from custody has considerably decreased from 96 (2010) to 95 (2011).
- Because of better Planning, in 196 cases of Police encounter in 2011, only 26 policemen were martyred where as 117 criminals were eliminated.
- Stolen/looted property of worth Rs. 1587 million was recovered from criminal gangs. 89414 Proclaimed Offenders were arrested during 2011, which include P.Os of Murder, Dacoity, Robbery, Kidnapping for Ransom.
- To stop infiltration of explosives/terrorists, 49 Riverine Police Posts have been established in Districts of Attock, Layyah, Mianwali, Bhakkar, D.G. Khan, Muzaffargarh, Rajanpur and R.Y. Khan. Fifteen Inter Provincial Border Check Posts are also working, where Rangers are also posted alongwith Police, in Districts of Bhakkar, Mianwali, Attock, D.G. Khan, Muzaffargarh and Rajanpur.
- Installation of more CCTV Cameras in Commercial Markets & important buildings is in progress. So far 29,557 CCTV Cameras have been installed with Control Rooms in all the districts of Punjab.
- Automation of criminal profiles in CRO office of CPO is undertaken. Around 39,000 profiles have been completed.

- Up-gradation of Rescue-15 in all big cities has been done. Moreover, 1,915 Traffic Helpline has been established.
- Effective action against fake/bogus bail bonds is being taken. NADRA terminals have been established in all Districts.

MAINTENANCE OF PUBLIC PEACE AND ORDER

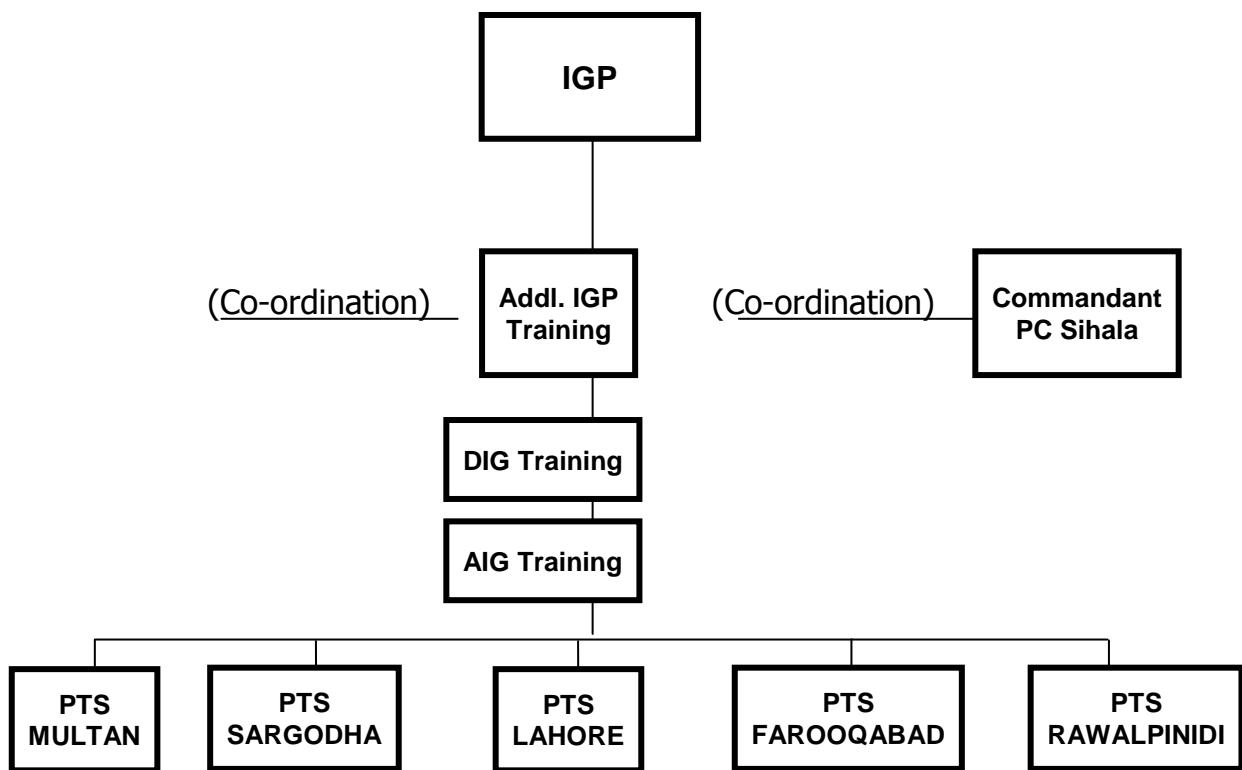
- Maintenance of public peace and order during public protests, power riots, religious riots etc.
- Regulate processions and public gatherings in accordance with Police Order, 2002, Criminal Procedure Code and Police Rules.
- Maintain peace and harmony during Muharram, national days and on special occasions.
- Work in unison with notables of the area and various pressure groups like Traders and Ullema for maintaining peace and order in accordance with government policy.
- Activation of Peace Committees at Police Station level to develop interfaith harmony between the people of different sects.
- Metal Detectors - Security measures adopted to guard sensitive Masajid/Imam Bargahs.

SECURITY OF KEY INSTALLATIONS & FOREIGNERS

- Categorization of sensitive installations into A,B,C by Special Branch.
- Regular visit and surveys of such vital installations.
- Security of all dignitaries, VIPs/VVIPs and diplomats in accordance with the Blue Book.
- Security enhanced for all the foreigners especially, Chinese nationals involved in development projects in the Province.
- Security enhancement of all government functionaries and buildings against suicide attacks and bomb blasts.
- Securing of all key installations and sensitive places against any act of terrorism.
- Installation of CCTV Cameras.
- Coordination with Armed Forces and Intelligence Agencies on security issues.
- Proper briefing of Force deployed

HUMAN RESOURCE DEVELOPMENT

The human resource development needs of the Punjab Police are administered by the Training Branch of the PHQ. The branch administers five police training schools that primarily train police recruits. One of them, located in Lahore, runs some promotion courses also. The Branch also coordinates the activities of other training institutions that are either autonomous, like the Police Training College (PTC), Sihala or controlled by other branches of Punjab Police e.g. the Elite Police Training School (EPTS), Lahore. PTC trains probationer Assistant Sub-Inspectors and runs regular promotion courses for various ranks while the EPTS trains special weapons and tactics teams. This chapter contains a summary of the activity of the training Branch, and the various training schools and the PTC in 2011.



TRAINING BRANCH FUNCTIONS

- Monitoring/coordination of all matters pertaining to training in all Police Training Institutions
- Formulation, implementation and Monitoring of training policy.
- Ensuring standardization of quality of Training and methods of Instructions and its techniques.
- Formulation of system for the selection of Officers for foreign training courses and courses within Pakistan.

- Preparation of Annual Report on Training and analysis of quality of Training and its evaluation
- Organization of Training Courses/Seminars/Workshops
- Carry out strategic Planning for Training Institutions to increase capacity and quality.
- Development and modernization of Syllabi of various basic, promotional & refresher courses in training Institutions
- Administration and budget of Training Institutions under his command
- Selection and Training of Instructional Staff. Training of Trainers and assessment of their suitability before they take up their assignments
- Holding of Annual training conference
- Preparation of Annual Training Plan
- Training needs analysis

TRAINING INSTITUTIONS:

1. PTS Multan
2. PTS Sargodha
3. PTS Lahore
4. PTS Farooqabad
5. PTS Rawalpindi

DISTRIBUTION OF TRAINING COURSES

SR#	COURSES	DURATION
1	Basic Courses	
	Basic Recruit Course	06 Months
	Basic Lady Constable Recruit Course	06 Months
	Driver Recruit Course	03 Months
	PHP Basic Recruit Course	06 Months
	Probationer ASIs Class Course	01 year
	Traffic Warden Course	01 year
2	Promotional Courses	
	Lower class Course	04 Months
	Intermediate Class Course	04 Months
	Upper Class Course	04 Months
	Advance Class Course	04 Months
	Junior Command Cours	03 Months
3	Refresher/Other Departmental Courses	
	Attitudinal change course for SHOs&	01 weeks

DSPs	
Investigation course	02 weeks
Drill Instructor Course	04 months
Traffic Training Course	06 weeks
Special Weapon Instructor Course	05 weeks

TRAINING FACILITIES:

Trained instructors are posted in the institutions to educate the trainees in Basic and in service courses as well as other refresher courses, Moreover the staff is also benefited by the foreign instructors. The Training institutions are being developed for achievement of excellence and quality training.

CONCEPTUAL CHANGE:

- Proper training is a prerequisite for ensuring professionalism and efficient delivery of service.
- Adoption of modern techniques and methodologies in vogue in advanced countries.
- Intellectual grooming as well as physical training.
- Inculcating a sense of dignity, self respect and professional pride in trainees.

TRAINING POLICY:

Policy-Selection/Posting/Tenure of Instructors for Training Institutions formulated and issued in 2009.

IMPROVEMENT IN TECHNIQUES

- Augmenting routine reading and lectures with audio visual training aids.
- Introduction of simulation techniques.
- Selection of best available trainers/instructors both from within the department as well as from other sectors like universities, corporate institutions, bar associations etc.
- Improving cognitive and interpersonal skills through syndicate discussions, workshops and case studies.

INTERNATIONAL POLICE LIAISON.

About 94 officers in 2009 and 29 officers have participated during current year (2010) in foreign training courses/seminars to improve their professional knowledge and skills.

DRIVERS TRAININGS.

Police Training School, Lahore conducts training of drivers. They are given basic training of police working Laws, Rules/Regulations Police Working and discipline in addition to improve their driving skill.

SELF PROTECTION TRAINING.

In all basic courses physical exercise is integral part of the training whereby they are trained for un-armed combat, Martial Arts and Judo Karate.

TRAFFIC MANAGEMENT.

Police Training School, Lahore conducts (TTI) Traffic Training Course for upper and lower subordinates. One lady DSP is incharge of this course. The trainees are provided all basic information's related to traffic police. In order to bring an entire change in traffic management Traffic Wardens have been recruited and trained on modern lines.

TRAFFIC WARDEN.

At present about 6850 Traffic Wardens are performing duties in Big Cities i.e Lahore, Multan, Faisalabad, Rawalpindi and Gujranwala, in Punjab. Due to this new change in the Traffic Management efficiency has increased.

JUNIOR COMMAND COURSE.

Junior Command Course mandatory for promotion from the rank of DSP to SP has been introduced at Police College Sihala.

ISO CERTIFIED.

We are proud to mention that Police Training School, Lahore is the first Police Training Institution in Pakistan followed by PTS Sargodha which have been certified by (ISO 6001-2000) International Organization of

Standardization. Both the Schools have received management system certificate and Logo by “Get Norske Yerltas” The Netherlands, Certificates Organization. Preparation of this certification helps up to organize our documents and work in a systematic manner.

DEGREE AWARDING POLICE COLLEGE, SIHALA.

Police College, Sihala has been declared as Degree awarding College affiliated with University of Punjab.

FUTURE COURSE OF ACTION FOR ACHIEVING THE ORGANIZATIONAL GOALS

- Construction of auditorium hall for 1000 persons, Laying sewerage system OHR 50000 gallon.
- Construction of Officer Residences BS 18 & above at Lahore.
- Construction of 01 Single storey barrack, 01 double storey barrack, 01 staff hostel for 100 persons, 01 Mess, 01 Kitchen, 01 Filtration Plant, 01 water Tank of 20000 gallon, Rooti Plant of PTS Multan.
- Construction of new school at Rawat (Rawalpindi) under progress.
- PTS, Rawalpindi is functioning temporarily in P.C. Barracks. 132 Kanals of land acquired from PC Rawat for construction of new PTS. An amount of 619 (M) is approved for the project and work of the project is under progress.
- Budget for guest speakers and Sports activities in all PTIs.
- Curriculum for all basic and in service courses being revised.

PUNJAB HIGHWAY PATROL (PHP)

. The formation of Punjab Highway Patrol as part of the Police unit had been envisaged and ultimately brought into reality in 2005 with the singularly defined task of containing all kinds of crime on the highways. These highways of the provincial government which had previously been completely and entirely neglected and the commuters using these road networks were left completely unprotected and without any policing support.

2. The Punjab Highway Patrol so established was to ensure safety to the commuting citizens and also to provide help in various forms for example evacuation of people in case of accidents and to those commuters stranded on the road sides due to various reasons. The general behaviour and outlook towards the citizens was clearly defined for the force in the form of mission statement, values and further elaborated in the charter of duties and in various Standing Operating Procedures. These sets of values were fully inculcated into the force through constant process of training originating in their initial basic courses and further short courses hence the prime task and the peculiarity of the force stood out amongst all the police units with their better set of values and good conduct.

3. The constant process of accountability and analysis with regards to the conduct and efficiency of the force has been constantly monitored through collection of variety of data both criminal and in the form of services being provided to the public. This has helped the PHP command to monitor the efficiency and performance of the PHP force and rectify shortcomings, if any, in the performance of duties. The establishment of the PHP Police was taken up by the provincial government as a project with total number of 522 Patrolling Posts all over the Punjab and its phased development to be completed within a span of 5 years. Presently 311 Patrolling Posts are operational, 35 posts are under construction and 175 Posts of phase-II are to be constructed.

4. The figures till October 2011 indicate the level of crime under various heads:-

PPC	Arms Ord. 13/20/65	Narcotics		Others	Total
778	384	3/4 (PEHO)	9 CNSA	388	1977
		339	88		

5. The general performance of the PHP under various other heads in the form of helps has been constantly improving commensurate to the increase in number of Patrolling Posts and efficiency of the PHP personnel: -

Year	1 st Aid provided	Accident handled	Lost Children Found	Misc:	Average No. of Helps per day
Till Oct. 2011	5681	1593	339	186386	613

6. The PHP posts is singularly contributed in apprehending a large number of Proclaimed Offenders, Court Absconders & others hence supporting the District Police in maintaining order and combating crime which has been widely acclaimed by the respective District Police Officers & Regional Police Officers at various occasions for excellent work being carried out by this force: -

Year	P.Os	Absconders	Others	Total
Till oct 2011	43	2	2065	2110

7. The number of serious offences taking place on the highways in the form of dacoities/robberies for 2011 not only show a decrease in number of offences in the general jurisdiction of the PHP but also prove the effectiveness of the force which has helped in either aborting/foiling or responding to such like crimes which otherwise were being either entirely overlooked or were not being reported hence has also helped in reducing the level of burking within the Police force till October 2011: -

Highway Robbery		Dacoity		M.V. Snatching		Total	
Foiled	Un-foiled	Foiled	Un-foiled	Foiled	Un-foiled	Foiled	Un-foiled
13	60	06	30	04	29	23	119

8. The details of arms recovered by the Patrolling Police in the year 2011 till October are as under: -

Kalashnikovs	Rifles	Guns/Carbines	Pistols/Revolvers	Total
11	36	55	291	393

9. Literacy level within the PHP force is reflective of the quality intake of human resource as compared to other Police units. This aspect has helped the PHP

in improving its public image and quality of performance both in the dissemination of services and efficient performance of its field duties. However highly qualified force performing function not commensurate to their stature has resulted into a large number of PHP officials opting to go for better jobs hence shortage of large number of manpower in the ranks of Constable.

10. Another negative aspect of the intake of highly qualified Constables has resulted into large number of Constables wanting to serve in the offices opting for staff jobs and another large proportion amongst the PHP Constables persistently wanting to continue and further improve upon their academic qualifications hence frequent requests for long leave and permission for admissions into various universities both within the country and abroad.

11. The positive aspect that has been observed after intake of this new qualified manpower are that there is hardly any complaint regarding corruption within the force and the general attitude and behaviour as observed since the inception of this unit is that of courtesy and respect. This is more so due to the fact that a very large number of these officials are from respectable middle or lower middle class families who can live well within their means. The break up of Constables as per their qualifications is as follows: -

RANK	MA/LLB	BA/LLB	B.A	F.A	TOTAL
Constables	489	47	3311	3167	7014
Drivers	19	0	183	551	753
Total	508	47	3494	3718	941

12. The PHP although has been facing constant and persistent shortage of Upper Subordinates both in the rank of ASI and the Sub-Inspector. These ranks which were to manage and command at the Post level, make shift arrangements had to be made and full use of available Upper Subordinates in the rank of ASIs were posted as In-charge Posts and in cases the senior most Constables who had gone through 'A' & 'B1' exams included few of those who had completed their Lower Class Course were posted as In-charge Shift hence also getting experience and inculcating responsibility to the PHP force.

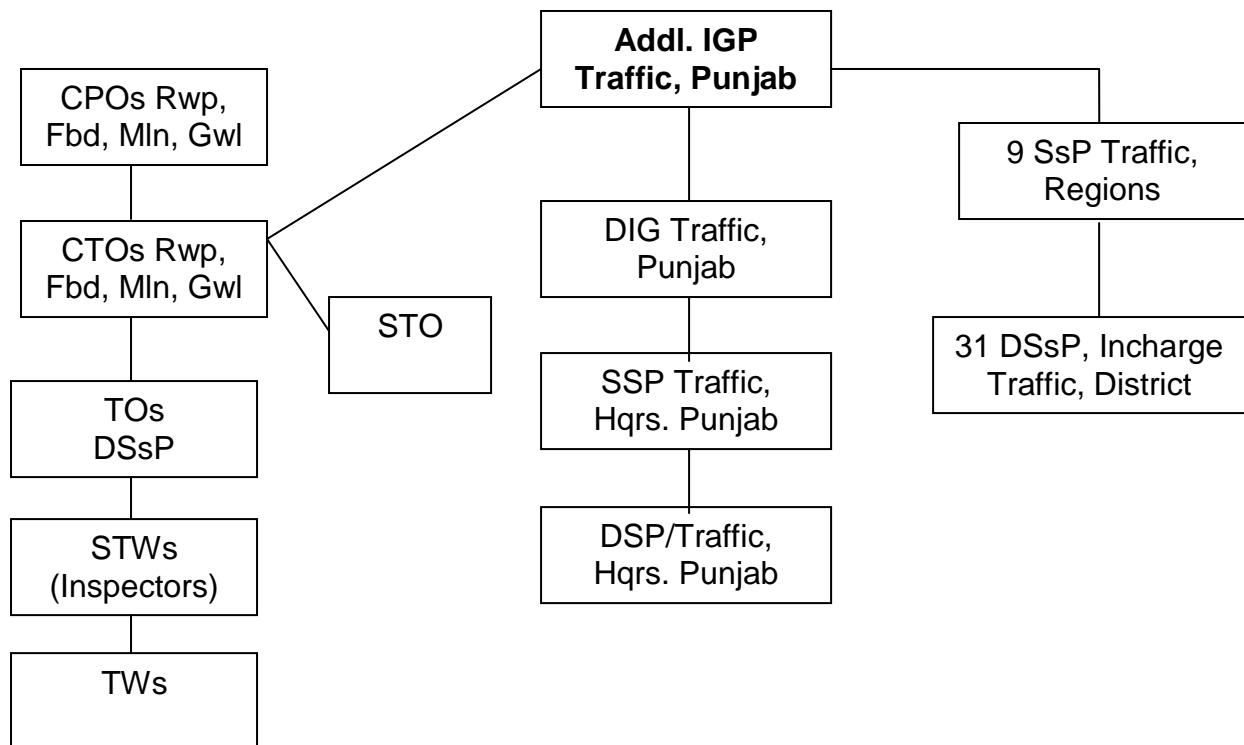
THE PUNJAB TRAFFIC POLICE

Currently, multiple traffic law agencies are performing the functions of traffic management in the province of the Punjab.

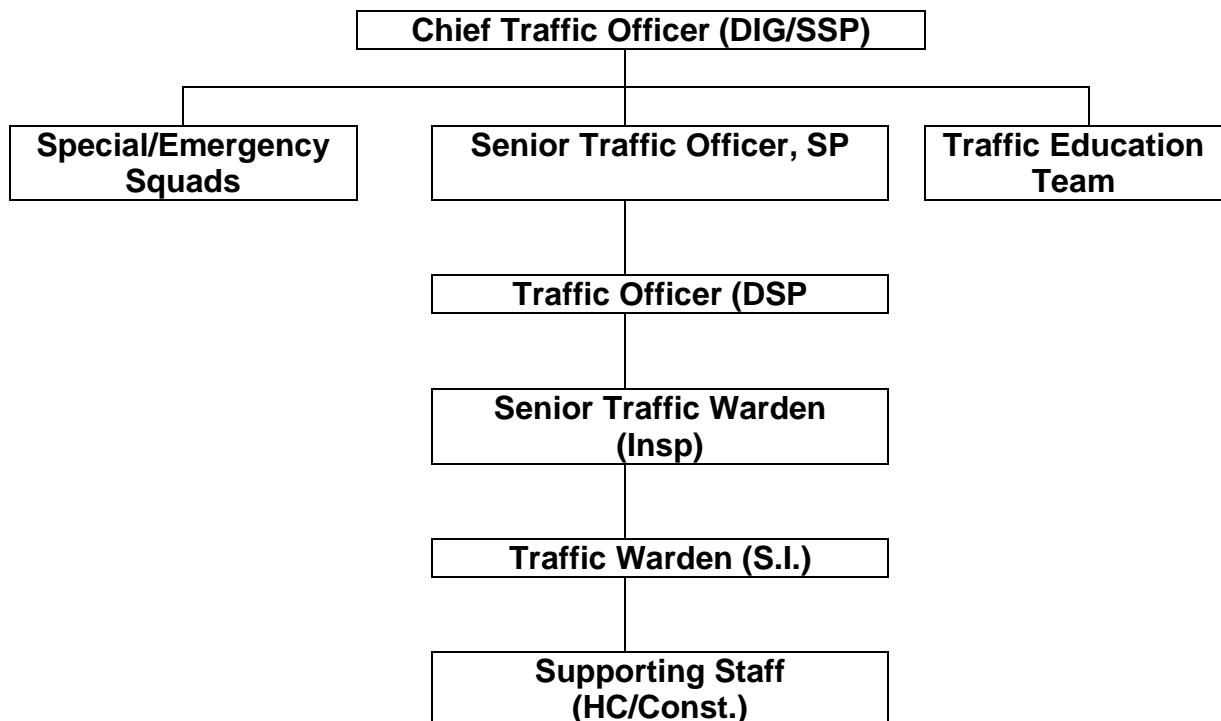
- a) Punjab Traffic Police in urban areas of 31 districts.
- b) City Traffic Police, commonly known as Traffic Warden Service in 5 major cities viz, Lahore, Rawalpindi, Multan, Faisalabad and Gujranwala.
- c) Punjab Highway Patrol on 12 selected Provincial Highways.
- d) National Highways & Motorway Police on N-5 from Attock to Sadiqabad and on Motorways falling in Punjab.

COMMAND OF TRAFFIC POLICE
PUNJAB TRAFFIC POLICE & TRAFFIC WARDEN SERVICE
(EXCEPT LAHORE)

(Administrative, Financial, Logistic)



CITY TRAFFIC POLICE ORGANIZATION.



1. MANPOWER

Executive Staff Punjab Traffic Police

Strength	Addl. IGP	DIG	SP	DSP	Insp	SI	ASI	HC	Const.	All Ranks (Total)
Sanctioned	1	1	10	35	215	300	486	629	3165	4842
Posted	1	1	07	28	113	282	415	331	2237	3415
Shortage		-	-03	-07	-102	-18	-71	-298	-928	-1427

Executive Staff Traffic Warden Service (5 Big Cities)

Strength	DIG	CTO/ SSP	STO/S P	TO/ DSP	STW/ Insp.	TW	HC	Const.	All Ranks (Total)
Sanctioned	-	5	3	34	500	6850	275	825	8493
Posted	-	5	4	29	311	6160	201	840	7550
Shortage	-	-	+1	-5	-189	-690	-74	+15	-943

Total Sanctioned Strength (All Ranks) =	13,335
Total Posted Strength (All Ranks) =	10,965
Total Shortage (All Ranks) =	2,370

**Ministerial / Followers Staff
Punjab Traffic Police & Traffic Warden System (Combined)**

	AD/OS	PS/ Steno	Asstt.	D.E.O.	Photographer	Sr. Clerk	Jr. Clerk
Sanctioned	11	34	43	43	6	34	67
Posted	10	22	41	36	-	34	57
Shortage	-1	-12	-2	-7	-6	-	-10

	Daftri	N/Q	Gardener	Chowkidar	S. Worker
Sanctioned	18	65	9	1	70
Posted	17	62	9	1	66
Shortage	-1	-3	-	-	-4

2. TRANSPORT

Punjab Traffic Police

Type of vehicle	Condition			Total
	Good Model (2006-2009)	Average Model (1997 to 2005)	Poor Model (1985 to 1996)	
Car	-	2	-	2
Jeep	8	5	25	38
Pick-up (D.Cabin)	13	-	-	13
Pick-up (S.Cabin)	24	96	48	168
Nisan X-Trail Jeep	1	-	-	1
Hino Bus	3	-	-	3
Mobile Canteen	3	-	-	3
Pick-up Shahzor	-	6	-	6
Motorcycles	142	193	104	439

Traffic Warden Service (5 Big Cities)

Vehicles	Lahore	Rawalpindi	Faisalabad	Multan	Gujranwala	Total
Car	35	12	11	7	5	70
Jeep	3	2	1	1	1	8
Pick-up (D.Cabin)	14	6	4	4	3	37
Pick-up (S.Cabin)	10	4	3	3	2	22
M/Cycles 750 cc	3	2	-	3	1	9
M/Cycles 250 cc	290	114	75	50	25	554
M/Cycles 125 cc	1250	470	300	200	100-16=84	2304
Mobile Canteens	4	2	2	1	1	10

Troop Cattiers	8	4	3	3	2	20
Fork lifters	10	7	5	4	4	30
Mini Trucks	4	2	2	2	2	12
Cranes	2	1	1	1	1	6
Toyota Hiace	2	1	1	1	1	6

3. Communication Equipment

Items	Base Sets	Mobile Wireless Sets	Walkie Talkie Sets
Punjab Traffic Police	-	126	272
CTP Lahore	34	798	2626
CTP Rawalpindi	11	644	850
CTP Faisalabad	9	403	855
CTP Multan	9	273	540
CTP Gujranwala	6	143	350
Total	69	2387	5493

4. TRAFFIC EDUCATION AND AWARENESS

Traffic education and awareness remained one of the top priorities of the Punjab traffic police. Several campaign and activities are launched from time to time throughout the province for traffic education.

This multi-dimensional programme involved electronic, print and public media. Traffic Police tried to reach every citizen by any available means to attract his attention towards the traffic issues, rules and regulation.

The following table summarizes the efforts made by the Punjab Traffic Police to involve the public and increase their awareness on the traffic laws & rules:-

Catergory	Years 2011 (Jan to Oct)
Television Programs arranged	33
Radio Programs arranged	113
Seminars/Workshops held	64
Traffic Walk arranged Traffic Week held	94
Traffic week held	42
Traffic Days held	163
Lectures delivered to drivers	4,993
Lectures delivered to students	5,036

Hoardings/Boards/Banners installed	9,673
Handbills/Brochures distributed	19,84,590
Public Address system established	2,909

MODERN TECHNOLOGIES IN TRAFFIC EDUCATION AND AWARENESS.

In order to transform the ideas into reality, the Punjab Traffic Police has signed an agreement with United Team Network Technologies (UTNT) for a period of 10 years. The programme has been named as Road and Street Traffic Awareness (RASTA). Under this programme Localized FM channel is functioning in Lahore district and in future the same will be replicated in all big cities in the Province.

ISSUANCE OF DRIVING LICENCES.

To improve the quality of driving licence and for convenience of general public driving licensing system through Punjab is being upgraded & centralized in collaboration with Punjab Information Technology Board under the project **Driving Licence Issuance Management System (Phase-II)**. It is an integrated computerized system covering all 36 districts of Punjab. Under this system driving licences of the whole province will be printed at Traffic Police HQs. Punjab, Lahore. Renovation work of driving licensing branches in most of the districts has been completed. Hardware / Software items have also been procured for 4 districts.

The comparative statement of driving licences issued during year 2010 & 2011 is as follows:-

Type of licence issued	Year 2011 (Jan to October)	Year 2010 (Jan to October)	Difference
Commercial	36,065	31,111	+4,954
Non-commercial	97,717	86,734	+10,983
Total	1,33,782	1,17,845	+15,937
Revenue Received	24,48,65,913	20,30,37,174	+4,18,28,739

ROAD ACCIDENTS **PUNJAB TRAFFIC POLICE**

	Year		Diff.
	2011 (Jan to October)	2010 (Jan to October)	
Fatal Accidents	1347	1516	-169
Non-Fatal Accidents	1634	1742	-108
Total	2981	3258	-277

TRAFFIC WARDEN SERVICE (FIVE BIG CITIES)

		Year 2011 (Jan to Oct)	Year 2010 (Jan to Oct)	Diff
Fatal Accidents	Lahore	320	336	-16
Non-Fatal Accidents		265	292	-27
Total		585	628	-43
Fatal Accidents	RWP, FSD, MLN, GWL	370	381	-11
Non-Fatal Accidents		325	319	+6
Total		695	700	-5

GRAND TOTAL

Description	Year 2011 (Jan to Oct)	Year 2010 (Jan to Oct)	Diff
Fatal Accidents	2037	2233	-196
Non-Fatal Accidents	2224	2353	-129
Total	4261	4586	-325

Note:- Accidents took place on Motorways and National Highways (G.T. Road) are also included in the above statistics.

ENFORCEMENT OF LAWS

PUNJAB TRAFFIC POLICE

	Year		Diff.
	Year 2011 (Jan to Oct)	Year 2010 (Jan to Oct)	
Total Tickets Issued	1463021	1124376	+338645
Total Fine Realized in Rs.	284606700	212794350	+71812350

TRAFFIC WARDEN SERVICE (FIVE BIG CITIES)

		Year 2011 (Jan to Oct)	Year 2010 (Jan to Oct)	Diff
Total Tickets Issued	Lahore	2695419	1551977	+1143442
Total Fine Realized in Rs.		359496650	243724950	+115771700
Total Tickets Issued	RWP, FSD, MLN, GWL	1891629	1505430	+386199
Total Fine Realized in Rs		343992050	267997800	+75994250

GRAND TOTAL

Description	Year 2011 (Jan to Oct)	Year 2010 (Jan to Oct)	Diff.
Total Tickets Issued	6050069	4181783	+1868286
Total Fine Realized in Rs.	988095400	724517100	+263578300

TRAFFIC PUNJAB POLICE (Traffic Regions) COMPARATIVE STATISTICS FOR THE YEAR 2011

STATEMENT OF ENFORCEMENT.

	Year		Diff.
	Year 2011 (Jan to Oct)	Year 2010 (Jan to Oct)	
Total No. of vehicles challaned	6050069	4181783	+1868286
Fine imposed	1109696300	809702000	+299994300
Fine deposited in Bank	948881500	696602000	+252279500
Sent to court	39213900	27915100	+11298800
Driving Licences sent for suspension	1692	1474	+218
Driving Licences sent for cancellation	66	76	-10

ACCIDENTS.

	Year		Diff.
	Year 2011 (Jan to Oct)	Year 2010 (Jan to Oct)	
Total Road Accidents	4261	4586	-325
Fatal	2037	2233	-196
Non-Fatal	2224	2353	-129
No. of persons killed	2485	2704	-219
No. of persons injured	4408	4954	-546

Note:- Accidents took place on Motorway and National Highways (G.T. Road) are also included in the above statistics.

CONSTRAINTS / CHALLENGES / PROBLEMS FACED BY TRAFFIC POLICE.

- a. **Infrastructure Development:** For better flow of traffic and to provide easy access to the public to reach their destinations better infrastructure is required. This includes improved road engineering, proper road marking, traffic signals and traffic signage.
- b. **Unprecedented growth of vehicular traffic in Punjab.** The volume of vehicular traffic in Punjab, particularly in big cities i.e. Rawalpindi, Faisalabad, Multan, Gujranwala, and especially in Lahore has increased tremendously. The road network in Punjab, particularly in the five major cities, and more particularly in Lahore City either has not expanded at all, or has not improved significantly, rather the roads have got narrowed down and squeezed at certain places, thanks to ever-increasing encroachment.

As a corollary to the enormous increase in vehicular traffic and absence of corresponding adequate infrastructure, the challenges of traffic management in big cities, especially in Lahore, has grown manifold. The prevalent traffic situation vehemently suggests that conventional methods of managing traffic (i.e. through manual control or traffic signals etc) have been become obsolete and redundant. The traffic management in big cities, particularly in Lahore, necessarily requires adoption of plans, strategies and methods by which traffic in big cities like London, Tokyo, Paris, New York, Beijing etc has been managed.

- c. **Removal of encroachments.** To ensure effective traffic management, the removal of encroachments is a must. The Capital City District Government, Lahore, Rawalpindi, Faisalabad, Multan & Gujranwala, should take up the matter on priority basis, evolve mechanism for the removal of encroachments, and prosecute the offenders under the law.
- d. **Traffic Signals Command, Control and Regulation System for each City.** A separate electricity grid station or UPS for operating traffic light should be provided so that traffic lights never “go off”. Traffic safety is too important to be left to the limitations of the WAPDA. The City District Government, Lahore, in consultation with TEPA, should establish a Traffic Command and Control System, which will help to control the traffic volume in order to provide uninterrupted flow of traffic.

- e. **Parking facilities in Commercial Areas.** The commercial areas of the city attract huge number of vehicles. All the existing commercial plazas and the new one's must cater for their own parking facility. It will do a lot to avoid traffic congestion on the public roads.
- f. **Inadequate Urban Transport System/Rapid mass Transit Rail.** The present traffic system has now become inadequate to cater for the present day needs of the ever-increasing load of traffic. To have an efficient urban traffic system, the mass transit rail system should be introduced in Lahore city on the pattern of other Metropolis cities of the world.
- g. **Establishment of Drivers Training Schools.** In our country, there is no proper Schooling/Training for the drivers, leaving the room of growth of 'hit & trial' method learning drivers. There is need to establish regular driving training institutions where the training should be imparted to the drivers, so that when they come to drive on road, they should have proper expertise and road sense. This is bound not only to reduce the ratio of accidents but will improve the traffic sense as a whole.
- h. **Reduction of Noise / Fuel Pollution in the cities.** To provide the citizen with clear air they inhale, steps should be taken to reduce the air pollution. The purpose maybe achieved by more and more greenery and control over fuel pollution and noise. The introduction of CNG Buses and complete ban on two stroke rickshaws is must in this connection.
- i. **Zoning of Motor Cycle & Auto Rickshaws & phasing out of slow moving traffic.** For better traffic management, the areas should be specified, where the Auto and Motor Cycle rickshaws may ply. Similarly the slow-moving traffic should not be allowed to move on the busy roads of the city. This needs proper legislation in this regard.
- j. **Fitness Standard of PSVs particularly CNG/LPG fitted Commercial Vehicles:** Substandard CNG/LPG Kits/Cylinders being fitted by unauthorized dealers in commercial vehicles is taking its toll during accidents. Secretary Transport and field formation have been directed to review the fitness standard of such commercial vehicles and not to be issue fitness certificates to vehicles having fitted with substandard Kits/Cylinders.

INTERNAL DISCIPLINE AND ACCOUNTABILITY

A. DISCIPLINE BRANCH.

Discipline Branch of PHQ works under AIG Discipline Punjab. He looks after the following affairs:-

- Dealing with public complaints against Police, received from various quarters as well as directly from complainants.
- Initiation of disciplinary proceedings and enquiries against Gazetted Police Officers i.e. DSP and above and Appeals/Representation against the punishment awarded by the IGP, before the appellate authority.
- Liaison with the office of the Provincial Ombudsman and Communication of orders to relevant offices.
- Submission of monthly statement of punishments awarded from Constable to DSP to Advisor to Chief Minister Punjab Mr. Jehan Zaib Burki.
- Dissemination and monitoring implementation of orders of the IGP.
- Any other duty & function assigned by the IGP.

Details of regular enquiries against DSsP and above and complaints received from different quarters are as under:

Cases/references	Previous pendency	Total received 2011	Total decided	Pendency as on 31.12.2011
Complaints from various quarters and directly to IGP	219	2097	2026	290
Regular departmental enquiries/show cause notices against GOs	311	186	282	215

During the period from 01.01.2011 to 30.11.2011 punishments awarded to police officrs/officials of Punjab Police are give in Annxure "A".

B. INSPECTION AND VIGILANCE CELL.

The Inspection and Vigilance Cell was established on 25-06-2005 by Mr. Zia-ul-Hassan Khan, the then Inspector-General of Police, Punjab. The Cell is being headed by DIG/I&V Cell. For the purpose of efficient working of the Cell one officer of the rank of SSP/SP was posted as the Member, Inspection and Vigilance Cell in each Region including Capital City District Lahore in the Punjab. Who perform as Member I&V Cell in addition to their respective assignments at their place of posting.

The posts of AIG/Vigilance and AIG/Inspections were created in October 2008. Mr. Mubashar Ullah Commandant Police Training School Lahore is also posted as Member I&VC to carry out the inquiries.

AIMS/OBJECTIVES

The Cell was set up to protect the public, the employees and the department through fair, thorough and pro-active enquiries/investigations of alleged misconduct by:-

1. Identifying and effecting corrective action of Police Department personnel and changing procedures/practices that negatively affect the quality of life of general public.
2. Taking appropriate action so that misconduct of a few will not tarnish the overall reputation of the Police Department as protector of life, property and honor of public.
3. Protecting the police against false and malicious allegations of misconduct by ensuring fairness and accuracy in all investigations/enquiries.
4. To restore public confidence in police, make it work efficiently and inculcate a sense of responsibility and accountability at various levels.

FUNCTIONS

1. To carry out inspections of police stations, traffic and licensing offices, Punjab Constabulary, Telecommunication & Motor Transport, Training Institutions, District Police Lines, DPO/SDPO offices, offices of SP/DSP Investigation and Patrolling Posts.
2. Discreet /fact finding enquiries into:-
 - Rampant/persistent complaints of corruption.
 - Gross miscarriage of justice.
 - Police inaction in important/high profile/sensational cases.
 - Police high handedness/torture, death in custody and other violations of basic human rights.
 - Escape from police custody indicating police involvement/connivance.
 - Police encounters alleged to be fake.
 - Report of increase in crime and police indifference.
3. To verify police performance particularly with regard to action taken against POs, CAs, Cattle lifters, Anti Social elements, during campaigns.

4. To check and verify whether important instructions issued by IGP from time to time are being implemented in letter and spirit.
5. To evaluate monthly performance of police officer in the rank of SHOs, SDPOs, and CPOs/DPOs in the Punjab.
6. To look into persistent reports of non-registration of cases.
7. To enquire into the allegations of misuse of Govt. funds/vehicles/facilities etc.
8. To verify the complaints of indifference to welfare of police personnel.
9. To verify the observance of Police station Inspection's schedule, holding of weekly parades and orderly room, establishment of line's school and line's inspection.
10. Any other task assigned by IGP.

ACTION BY FIELD UNITS

- All field units shall provide necessary administrative and logistic support to the members of the I&VC in the discharge of their duties during their visit to different units of police department.
- All field units shall provide relevant documents for the perusal of the members of I&VC for the purpose of fact finding enquires, etc.
- All RPOs/CCPO Lahore, CPOs and DPOs shall take prompt departmental/criminal action against the delinquent police officers/officials on the orders of IGP passed on the reports of Inspection and Vigilance Cell. In cases of suspension and criminal action, compliance report should be submitted to Inspection & Vigilance Cell within 24 hours and final outcome of departmental action taken against the delinquents within 14 days.

ISSUES/PROBLEMS OF I&V CELL

- Absence of permanent members of Inspection & Vigilance in the Regions.
- Inadequate staff and space for office.
- Inordinate departmental proceedings.
- Shyness in punishing the defaulters.
- Inadequate flow of information among various wings.

WORKING OF I&VC YEAR- 2011

A. SURPRISE INSPECTIONS.

155 Inspections of Police Stations and patrolling posts were carried out by the Members of I&VC in 2011. During surprise inspections of police

stations/patrolling posts, the observations pertaining to absence of staff, failure to write case diaries improper writing of Roznamcha, cases of illegal detention, missing/misappropriation of case properties, improper maintenance of police station records, delayed disposal of challans/rectification of challans, torture in police custody, faulty investigations, corruption etc were recorded and later departmental action was initiated after approval of the IGP.

B. DEPARTMENTAL ACTION ON INSPECTIONS- 2011

The following table shows the statement of disciplinary action taken on the report of member I&VC from January to November-2011.

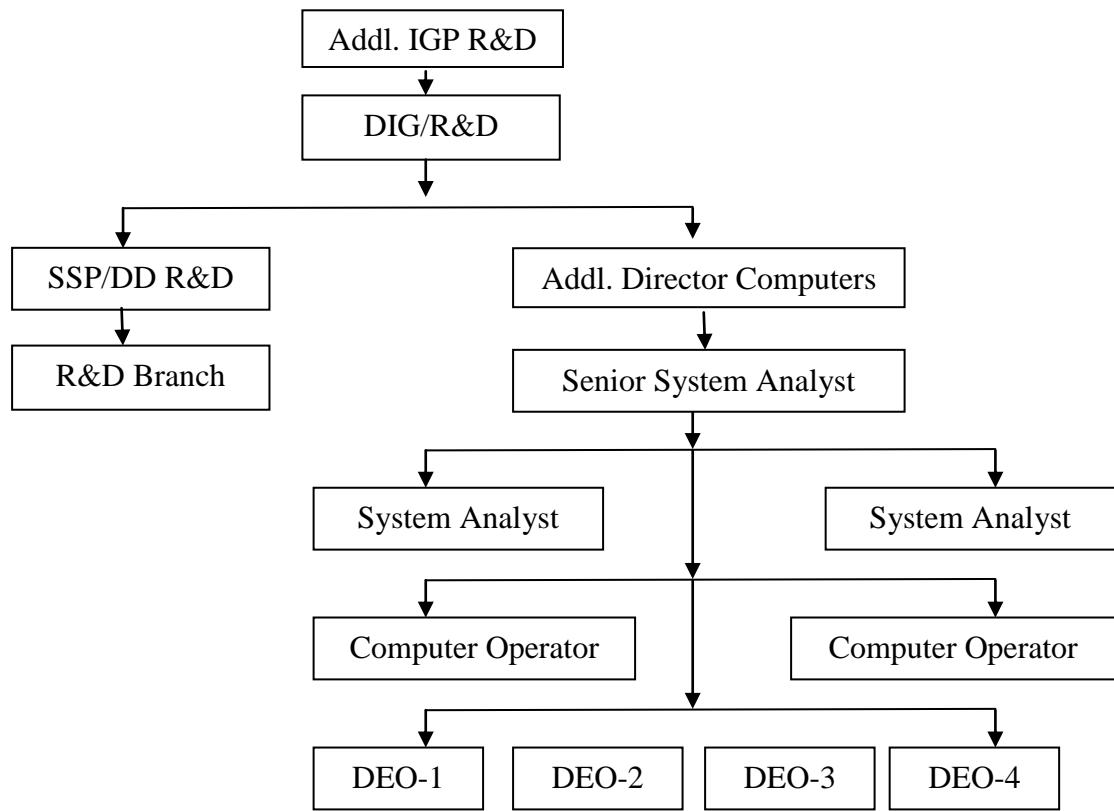
Rank	Dismissal	Forfeiture of approved service	Reduction in Pay	Reduction in Rank	Withholding /Stoppage of Increment	Withholding of Promotion	Censure	SCN Filed	Total
DSP	-	-	-	-	-	-	-	4	4
IP		2	-	-	2	-	8	11	23
SI	3	6	-	-	7	-	30	82	128
ASI	-	1	-	-	7	-	47	91	146
HC	-	-	-	-	2	-	2	9	13
Const	5	-	-	-		-	8	24	37
Total	8	9	-	-	18	-	95	221	351

C. DETAIL OF ENQUIRIES ENTRUSTED TO I&VC- 2011

Sr. No.	Name of Region	Enquiries Received	Enquiries Finalized	Enquiries under process with Inquiry officer.
1.	Lahore	67	36	31
2.	Gujranwala	17	13	04
3.	Faisalabad	12	12	0
4.	Sheikhupura	26	21	05
5.	Bahawalpur	05	02	03
6.	Multan	13	10	03
7.	Sahiwal	10	06	04
8.	Rawalpindi	03	02	01
9.	Sargodha	01	01	0
10.	D.G.Khan	03	03	0
Total:-		157	106	51

RESEARCH AND DEVELOPMENT BRANCH

Research & Development Branch is working in the Police Headquarters under the supervision of an Addl. IGP R&D



The job description of the R&D is as follow:-

Functions:-

- i. Implementation of Police Order, 2002.
- ii. Conduct studies/statistical analysis of disciplinary matters with a view to revamping the system of accountability.
- iii. Identify & analyze factors which adversely affect discipline of all ranks and suggest improvement measures.
- iv. Recommendations for revision of Police Rules.
- v. Study the methodology of improving Police Public co-operation as envisaged in Police Reforms.
- vi. Recommendations regarding the revision of criminal laws i.e. Criminal Procedure Code, Pakistan Penal Code, Evidence Act (Qanoon-e-Shahadat Order 1984) Local & Special Laws and other laws relating to Police Functions.
- vii. Preparation of Annual Policing Plan.

- viii. Proposals relating to Police reforms for submission to the National Police Management Board.
- ix. Preparation of General report to be submitted to the Provincial Public Safety Commission.
- x. Research and analysis based on surveys with special emphasis on Police Public relations, perception of public about Police, Police behaviour, Interpersonal relations between Police ranks etc.
- xi. Co-opting Universities and other Organizations for surveys into Police related issues and facilitating research-scholars/social scientists in their research/survey about Police related issues.
- xii. Interaction with other Police Forces in order to exchange information and developments in policing.
- xiii. Inspections of all Police Units/Offices on behalf of the PPO.
- xiv. Monitoring the implementation of Standing and Circular orders of the PPO at the time of Inspections.
- xv. Annual Police Administration Report.
- xvi. Study of latest Research reports concerning Police, received from external and internal resources.
- xvii. Comparative study of Police systems in the world.
- xviii. Maintenance of the Library & Museum of Police Headquarters.
- xix. Any other duties and functions assigned by the PPO.

Performance:

During the current year R&D has formulated policy instructions for Police Public Relations, Strategy to Combat Kidnapping for Ransom Cases, Prevention of Gruesome Murders and Sexual Abuse of Children, Establishment of Women Complaint Centers in existing Police Stations, Renaming of CPO to Police Headquarters, Punjab, Strategy to Combat Street Crime, Code of Conduct for Police Officers, Police Commission on Police Encounter to check their Veracity and Genuineness, Overseas Pakistanis Police Help Desk, Suggestions for Security Management of the Banks/Financial Institutions, Free Registration Policy 2011, Guidelines for Investigation of cases u/s 489/F PPC, Modern/Latest Investigation Techniques and Guidelines/SOPs for Control of Overstay for Foreigners in Pakistan, Prevention of incidents of escape from police custody, SOPs for security of Judges and Court premises. These SOPs on important policing functions, Standing Orders on important policing subjects by the Inspector General of Police Punjab are for the guidance of field formations.

Recently R&D branch has compiled and published in a booklet form, Policy Guidelines and Operational Instructions issued by the Inspector General of Police

Punjab from time to time in the year 2011. The booklet has also been translated in Urdu and published to make it easy to understand for the junior officers. These booklets have been distributed to the field formations as readily available reference for consultation and implementation.

Discipline is very crucial and important to an organization like police. Based on international best practices, the branch has formulated a “Code of Conduct”, which will serve as guidelines for regulating the conduct and behavior of the rank and file of Punjab Police. The Code has been published in form of a booklet both in Urdu and English by the branch and widely circulated to all field formations for guidance and implementation.

A well drafted proposal for 100 Model Police Stations in the province has been prepared by R&D which has been approved by the Chief Minister, Punjab and a budget of 604.700 millions has been approved by the CM to start the initiative. One additional vehicle per Model Police Station, ten motor cycles, tracking device, CCTV system, digital camera, two computers/printer/scanner, one mobile phone, investigation kits and electronic link with NADRA database will be provided to the Model Police Station .

E-POLICING

The IT Sector development in the Government of Punjab is integral to e-government initiatives. Building of efficiencies in back-office operations and effective public service delivery are part of the objectives to help the government's business vision of providing services to the citizens efficaciously and efficiently. Hassle-free service to citizens is an important objective of the government.

E-policing, computerization, net-working infrastructure and information Technology related projects initiated, developed and implemented by the Government of Punjab for police department, Punjab Information Technology Board (PITB) is also helping in this regard. The following IT related projects are operational during the year 2011:

- Implementation of Police Record & Office Management Information System (PROMIS) in Lahore and urban Police Stations of 8-districts in Punjab.
- Management of Pakistan Automated Finger Print Identification System (PAFIS).
- Management of Punjab Police Website.
- Posting Record System.
- Driving Licensing System in Lahore & extension to other districts, in process.
- Daily Crime Report System (D.C.R) in Investigation Branch.
- E-policing in Punjab Highway Patrol (PHP).
- Automation of Rescue-15, Lahore.
- E-Initiatives to improve Traffic Police, Lahore.
- Computerization of Counter Terrorism Department, Punjab Police "Phase-I completed & Phase-II in process".
- Management of all public complaints received in the IGP Open Court, at PHQ, Lahore.
- Management of all e-complaints related to police department received through website "www.chiefsecretarypetitioncell.gop.pk".

- Management of all public e-complaints received through police website “www.punjabpolice.gov.pk”.

Police Record & Office Management Information System (PROMIS) in Punjab.

- Main Data Center has been established at 5th Floor, of PHQ, Lahore, which acts as main hub to communicate with districts regarding FIR Data Entry.
- Ducting, hardware, including Sever machines, UPS, Printer, VOIP Phones, Thin Clients are installed in Data Center, PHQ, Lahore and in the offices of the officers of grade-17 and above.
- Application software for police station record has been developed ---Human Resource Management, Budgeting and Personnel Management are in process.
- Implementation of software in 9 districts --- Computerized Police Station Record Entry ---- Lahore, Rawalpindi, Multan, Gujranwala, Sargodha, Faisalabad, Okara, Jhelum and Sialkot and it's Police Stations.
- 81077 FIRs has been entered in the software, the database is increasing on daily basis.
- PHQ – 40 offices (grade-17 & above) operational.
- 8 Districts – Rawalpindi, Multan , Faisalabad, Gujranwala, Okara, Sargodha, Jhelum and Sialkot are supplied equipment in urban police stations of the District.
- 25 Districts are supplied one PC, scanner & printer at DPO level.
- 9 cities have WiMax connectivity within districts and fiber optic outside district.
- 80-police stations of Lahore and 58 urban police stations of 8-districts are operational.

Training of PROMIS Project

• Trained Master Trainers of Lahore District	15
• Trained Data Entry Operators DEO(s) for 80-Police Stations of Lahore District	162
• Trained Master Trainers for 8-Districts.	14
• Trained DEO(s) for urban Police Stations of 8-Districts	69
	<hr/>
Total	260
	<hr/>

Pakistan Automated Finger Print Identification System (PAFIS).

- The project is operational in PHQ, alongwith one MFWS (Multi-functional Work Station) and one Remote Terminal Station at Data Center of PHQ, Lahore.
- One remote Terminal Station at Qila Gujjar Singh, Lahore.
- Data Center is connected with 23 districts through V-Sat.
- Remaining 13 Districts would be covered in Phase-II.
- 5 officers trained from Finger Printer Bureau for processing Latent Print, entry in PHQ.
- 140 officers are trained from district police of 23 Districts.
- 134 scenes of crime officers are trained & attached with districts. 15-emergency centers/crime scene units.

Database Status

- **Transactions**

○ Pakistan	1,672,048
○ Punjab	890,521
○ Latent print processed from 2008 to-date	394
○ Latent print processed during the current year	263
○ Latent print matched in Punjab with recorded database	10
○ Finger prints of unknown dead bodies matched	2

Punjab Police Web-site

The government is showing keen interest in adoption of Information Technology in various areas. In continuation of this, under the direction and guidance of the IGP, Punjab Police Computer Bureau had been given the assignment of development of Punjab Police Web-site, web-hosting and domain registration. The web-site has been redeveloped using latest available techniques with additional security features in consultation with PITB. The website has been successfully launched on 02.03.2011. It has also been up-dated on daily basis.

Posting Record System

This system has been developed for the office of DIG/Hqrs. (PHQ), Lahore. It keeps the complete record of the officers including their basic data, their education, the record of their Transfer/Posting, Training obtained during service,

ACRs grading, Leave account of officer and assignment performed abroad. This software is developed using Oracle; HTML and Java Server pages.

Driving Licensing System

The old driving licensing system was developed in 1988-89 which has been up-graded with the introduction of chip technology on driving license card that make it more effective with modern technology. The issuance of this driving licensing system is operational at Capital City Lahore and same software would be implemented in 35 districts of the Punjab in due course of time. Issuance of International Driving Licenses has also been integrated with national driving licensing database. However, at the moment almost all districts of Punjab are issuing computerized driving licences in their own capacity on stand alone basis.

Daily Crime Report System (D.C.R) in Investigation Branch

Daily Crimes Reports from all districts of Punjab are being received at Provincial Investigation Branch Lahore on Computer Communication Network established in 36 districts of the Punjab. The Crime Reports of different categories of different offences received from 36 districts are entered in this software. With the help of this software different types of reports are generated out of the database maintained at Investigation Branch Punjab, Lahore, and are sent to the high-ups for monitoring the progress of different cases.

Initiative to Improve Traffic Management

- Use of Google earth software for showing daily diversion plan on website
- Helpline 1915
- Digital Displays
- Countdown timers
- Participation of Boy Scouts on road Traffic regulation
- "Right of Way" Retrieval Project
- Installation of LED display
- Online Traffic Monitoring (CCTV)(Wateen Telecom's Project)
- New Licensing system with eight booths across the Capital City Lahore and license delivery at home

Computerization of “Counter Terrorism Department”

Phase-I of the computerization of “Counter Terrorism Department” has been completed, while Phase-II is in process. The project objectives are as under: -

- i. Integrate the regional offices in Punjab and the Head Office located in Lahore and provide efficient communication and information sharing for prompt and immediate action.
- ii. Increase the effectiveness of the head office by provision of latest infrastructure and software.
- iii. Maintenance of sensitive data on: -
 - Terrorist Group/Organizations.
 - Most Wanted Criminals.
 - Religious Extremist Groups/Organizations.
- iv. To enable the organization to make accurate analysis/assessments upon terrorism threat.
- v. Capacity building of CTD by providing the upper management with the capability to make timely & informative decisions.

E-Policing In Punjab Highway Patrol (PHP)

- i. Three hundred and two patrolling posts have been interlinked through V-SAT to access the real time activities/performance of PHP Posts. Each patrolling post can be accessed at focal points i.e. in the offices of Addl: IGP/PHP and DG (M&I)/PMU/PHP.
- ii. Tracking system has been installed in two hundred and fifty nine vehicles of patrolling posts of Lahore, Gujrawala, Sargodha and Faisalabad Region to access the exact location of Patrolling vehicle during patrolling.

Automation of Rescue 15

This project is a Pilot for Capital City Lahore. It will become part of the bigger provincial plan to link with other districts of Punjab to provide on-line services for better service delivery to the citizens. “Round-the-clock Police emergency services are provided by emergency response centers”. The project objectives are:-

- i. Computer-aided dispatch program to enhance emergency dispatch procedures and related services for better coordination of response to emergency incidents.
- ii. Radio system so that emergency service providers have the ability to communicate directly with each other.
- iii. Expansion of Rescue telephone lines from 24 to 120.
- iv. Automatic Message transfer to Wireless controller.

IGP's Open Court.

The Open Court, popularly known as the “Khuli Kachehri”, provides access to the general public to register their complaints directly to the highest official of the department and ensures swift and immediate action. The Open Court of Inspector General of Police, Punjab is regularly held at Police Headquarters, Lahore and occasionally in other districts.

The public complaints are assigned a tracking number and then forwarded to the concerned district / branch / office electronically using web based application of IGP Complaint Cell and through regular post as well. Response time depends upon nature of complaint. Redress of grievances is ensured by the officer designated for this job.

Management of E-Complaints “www.chiefsecretarypetitioncell.gop.pk”

E-complaints related to police department are received through web-site www.chiefsecretarypetitioncell.gop.pk. They are examined and forwarded to the concerned district/branch/unit through PSO to the IGP for further necessary action and to report back. Their replies are uploaded in the above mentioned web-site accordingly.

Management of E-Complaints “www.punjabpolice.gov.pk”

E-complaints received through Punjab Police web-site www.punjabpolice.gov.pk and through e-mail address of the website are examined and forwarded to the concerned district/branch/unit through PSO to the IGP for further necessary action and to report back. Record of these complaints is also maintained with their tracking no. which is automatically generated through this web-site. Their replies are conveyed to the complainant through e-mail.

Computer Vision.

“Converting at least 10% of Punjab Police into computer literate”.

To convert this vision into reality following steps may be taken:-

- i. Short courses of one month will be conducted in all District/Regional headquarter simultaneously keeping view the number of force of the unit till the time 10% of Police population in the unit becomes computer literate in the year 2012.
- ii. Present available computer stock of the units will be utilized for training purpose to avoid any unnecessary financial burden.
- iii. All DPOs and RPOs should be appointed as focal person who will ensure the passing out of such computer literate personnel on monthly basis. Special tests will be conducted by the DPOs and RPOs in this regard.
- iv. The monitoring system will be devised by R&D to ensure the implementation of the vision.
- v. The courses will be devised by Police Computer Bureau and send to the concerned field formations/outfits and monitoring mechanism will be ensured by the R&D Branch through the field officers.

THE PUNJAB POLICE SPORTS BOARD ACTIVITIES

Punjab Police Sports Board consists of the following officers:

- | | |
|---|------------------|
| 1) Inspector General of Police | President |
| 2) Addl. IGP/Punjab | Director General |
| 3) DIG/Director Sports/
DIG/Telecoms: & Transport. | Director |
- The Addl. IGP (Training) has been co-opted as member of the Board.

Presently, the Inspector General of Police Punjab, is also President of Pakistan Police Sports Board. To select and train Pakistan Police teams from all police organizations is the main responsibility of Pakistan Police Sports Board. These teams represent all police organizations in National Sports events. It provides a good opportunity to enhance the image of police and also ensures cooperation and coordination among the different police organizations in the country. Each province is maintaining its sports teams from within their provincial territory. Since the very beginning, Punjab police has earned distinction to play leading role in all fields of policing and sports in the country. It is worth mentioning that Punjab Government is only represented in the field of sports by Punjab Police. No other Punjab Government department is maintaining sports teams.

2. The highest sports body in the country is Pakistan Olympic Association where Pakistan Police is registered as single entity for the purpose of sports. This institution regularly evaluates and judges the performance of different member organizations. Pakistan Olympic is not satisfied about the performance of Police Sports.

3. In the past, Punjab Police has produced many renowned sportsmen of National and International stature. Few of them are Mr. Fazal Mehmood (Cricket), Muneer Ahmad Dar & Shahbaz Junior (Hockey), Faiz Bodla & Mazher Fareed (Volley Ball), Ghulam Abbas (Athletics) etc.

4. ACHIEVEMENTS OF THE POLICE SPORTS BOARD IN 2011.

JU-JITSU		
01	07 th National Ju-Jitsu Championship of 2011 was held at WAPDA Sports Complex, Lahore, from 20.01.2011 to 22.01.2011.	03 Gold 04 Silver 06 Bronze

BODYBUILDING

01	01 st Shaheed Zulfiqar Ali Bhutto Bodybuilding Championship , 59 th Mr. Pakistan Contest on 27 th February, 2011 At Badeen	02 Silver 01 Bronze
02.	Inter Departmental Bodybuilding Championship 21 st to 22 nd May, 2011 at Lahore	01 Silver 03 Bronze

VOLLEYBALL

01	46 th National Volleyball Championship 25 th to 31 st March 2011	05 th Position
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CRICKET

The Inspector General of Police Islamabad organized 01st All Pakistan "Law Enforcement Agencies (LEAs) Jannesar" T-20 Cricket Tournament from 25th to 27th March, 2011 at Islamabad in which all Law Enforcement Agencies of Pakistan including Pakistan Rangers Participated and Punjab Police Cricket Team won this tournament.

01.	All Pakistan LEAs "Jannesar" T-20 Cricket Tournament 25 th to 27 th March, 2011.	01 st Position
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INTER-PROVINCIAL GAMES 6-12 APRIL 2011 ORGANIZED BY SINDH POLICE KARACHI

Sindh Police organized Inter Provincial Games at Karachi from 06th to 12th April 2011. This event was well organized by the Sindh Police in which the contingent of all Police Provinces participated. The Punjab Police Contingent comprising on 250 players participated and shown excellent performance. Detail is mentioned below.

01	Punjab Police Shooting Ball Team	Gold
02	Punjab Police Volleyball Team	Gold
03	Punjab Police Handball Team	Gold
04	Punjab Police Tug of War Team	Gold
05	Punjab Police Judo Team	Gold
06	Punjab Police Weightlifting Team	Gold
07	Punjab Police Boxing Team	Gold
08	Punjab Police Bodybuilding Team	Silver
09	Punjab Police Rifle Shooting Team	Silver
10	Punjab Police Netball Team	Silver
11	Punjab Police Basketball Team	Silver
12	Punjab Police Athletics Team	Silver
13	Punjab Police Hockey Team	Silver
14	Punjab Police Band Team	Silver
15	Punjab Police Cricket Team	Silver

FOOTBALL

01.	National Bank Football Challenge Cup 14 TH TO 27 TH APRIL, 2011	02 nd Position in Pool Matches
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POWER LIFTING

01.	National Power Lifting Championship 04-05 May, 2011 Lahore.	01 Gold 02 Silver 03 Bronze
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GYMNASTIC

01	46 th National Gymnastic Championship from 29 th April to 01 st May, 2011 Lahore.	Participated
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TUG OF WAR		
01	15 th National Tug of War Championship 30 th April to 01 st May, 2011 Peshawar	04 th Position
KABADDI		
01.	02 nd National Beach Kabaddi Championship from 13 th to 15 th June 2011 at Islamabad	05 th Position
KARATE		
	National Women Karate Championship 7-9 October 2011 Lahore	1 Silver 2 Bronze
RUGBY		
01	All Pakistan Azadi Cup Rugby Tournament 12 th October 2011 Lahore	1 Silver
JUDO		
01	21 Woman National Judo Championship 27-30 October 2011 Peshawar	02 Silver 01 Bronze
ATHLETICS		
01	National Athletics Ranking Championship 3-4 November 2011	Gold
TENT PEGGING		
01 st I.G Punjab Tent Pegging Tournament from 17 th to 19 th November, 2011 was organized by the Police Sports Board. In this mega event 800 horses/riders participated. Sardar Zulfiqar Ali Khan Khosa (Advisor to Chief Minister Punjab) inaugurated the opening ceremony and IGP Punjab graced the occasion as a Chief Guest on the closing ceremony of this tournament. The cash prizes/trophies and medals were awarded to the winners.		

5. In spite of limited resources the performance of Police Sports Board is satisfactory but unfortunately the standard of sports in the police department has declined sharply in the last few years. The main reasons are non-induction of young talent on sports basis for a long time, lack of training facilities, inadequate budget and ban on out-of-turn promotions.

6. MEASURES FOR IMPROVEMENT OF SPORTS

i. Recruitment.

To maintain and develop sports talent, it is important to recruit outstanding players for different sports. Previously, the Inspectors General of Police Punjab had allowed to recruit suitable players/athletes for enhancing the capacity and performance of Pakistan Police Sports. In this regard, last such recruitment of constables was done in the year 2006.

- ii. To achieve the above mentioned objective and fulfill the obligations of raising extra ordinary police teams, it is important to recruit suitable players regularly on yearly basis in each game to fill the vacant positions of senior players who had retired from particular game. After 2006 the vacant positions in different sports discipline could not be filled, that caused a sharp decline in performance of Police Sports. We are also maintaining women sports teams in athletics, hockey, basketball, handball and volleyball. Due to non recruitment, we have only left six (6) women players to participate in all these teams.
- iii. It is proposed that a committee headed by Director General Sports/Addl.IGP, Punjab may kindly be constituted to select/recruit Athletes/players of renowned potential for different games. It is also suggested that 02% quota may kindly be reserved for sports to induct sports talent for district, regional and provincial police teams of different sports disciplines.

iv. **Police Sports Complex.**

Presently, we are maintaining twenty six (26) sports discipline for training and maintaining high standard of professional skills of athletes, we require sports complex having indoor and outdoor sports facilities, swimming pool and residential facilities. For construction of such sports complex, a suitable place at Punjab Constabulary Centre Farooqabad has been suggested. (Separate case has been moved for such purpose).

TELECOMMUNICATIONS

Telecommunication and Motor Transport are two wings, which are presently being supervised by the DIG Telecommunications.

TELECOMMUNICATION WING

INTRODUCTION

- Telecommunication is an important wing of Punjab Police.
- The Aim and Object of this Wing is to provide communication facilities to the Punjab Police and the local administration. It also supports the local Police/District Administration regarding the Security of VVIP and provides all kinds of Law and Order information promptly.
- It is helping the Punjab Flood Commission to establish and monitor Flood Warning System.
- It is responsible to operate and maintain VHF/UHF/HF and E-Mail Systems. It also gives Indents for the procurement of wireless and hardware equipment. Now it also operates NITRS (National Integrated Trunking Radio System) in Lahore and Rawalpindi.
- This Wing has been divided into three main cadres i.e. W.T Operators, E-Mail Operators, and Mechanics to operate and maintain these systems.
- DIG/Telecommunication and SSP/Telecommunication are Senior Technical Officers Technical Officer of Govt. of Punjab and responsible for the Technical Vetting of all kinds of Wireless equipment.

BRIEF HISTORY

Wireless system in Police Department was started in February, 1945 by installing only three HF.MK-III-19 Canadian wireless sets at the following places:-

1. Police Wireless Control at Training School Qila Phalour District Jalandhar.
2. Central Police Office, Lahore.
3. DIG Office Ambala Cantt.
4. Qurban Lines, Lahore has been made Tele HQ since then Mr. F.H. Dehume was the first officer placed as DIG Technical/ Transport.

A Police Wireless Control was also established in R. R. Camp Qurban Lines, Lahore before the partition of Sub-Continent.

In 1944 about 12 Lower Subordinates and 2 Upper Subordinates were selected for Police Training Wireless Telegraphy. Some of them passed Wireless Telegraphy course from School of Signal, in 1945, who were posted at the above said wireless stations. Later on the Police Training School was established at Phalour where army trained Police Officials were appointed as Instructors. The first course in this school started in December, 1945 in which 32 Constables and Head Constables who were matriculate were trained. In the meantime some more wireless sets and other accessories like batteries were supplied to establish the wireless stations at most of the district Headquarters. The wireless trained officials were given wireless allowance @ Rs.12/- to Constable and Rs.18/- to Head Constable per month and afterwards it was increased upto Rs.20 for each Constable and Head Constable. The wireless base stations at the above three mentioned places were connected with each other. Arrangements were made for three calls on the following timings:-

1st call	11 A.M.
2nd call	1 P.M.
3rd and last call	3 P.M.

After that the sets were closed till the next morning. In 1946 some more Range Headquarters and district Headquarters were connected with these stations. In 1946 Mr. MENDEZ was appointed as SP/Technical. He was a Technical person in the field of wireless communication. Due to riots in 1946 a temporary wireless station was opened in Delhi to establish the contact with the Provincial and Central Government. In the serious law and order situation the wireless network was extended to the level of districts. Daily situation reports were transmitted on the static stations. After partition the Muslim Police Officials having Wireless Training were deputed for this duty. Even after partition, for some time, Lahore remained connected with Ambala Range. The wireless contact remained between Lahore and Shimla for about one month. After partition the technical staff was divided. DIG/T&T got retirement and went back to his country. SP/Technical left for India and Mr. J. L. Taylor the first SP/Technical was appointed for Punjab

Telecommunications. He deserted from the force in 1958 and went to India.

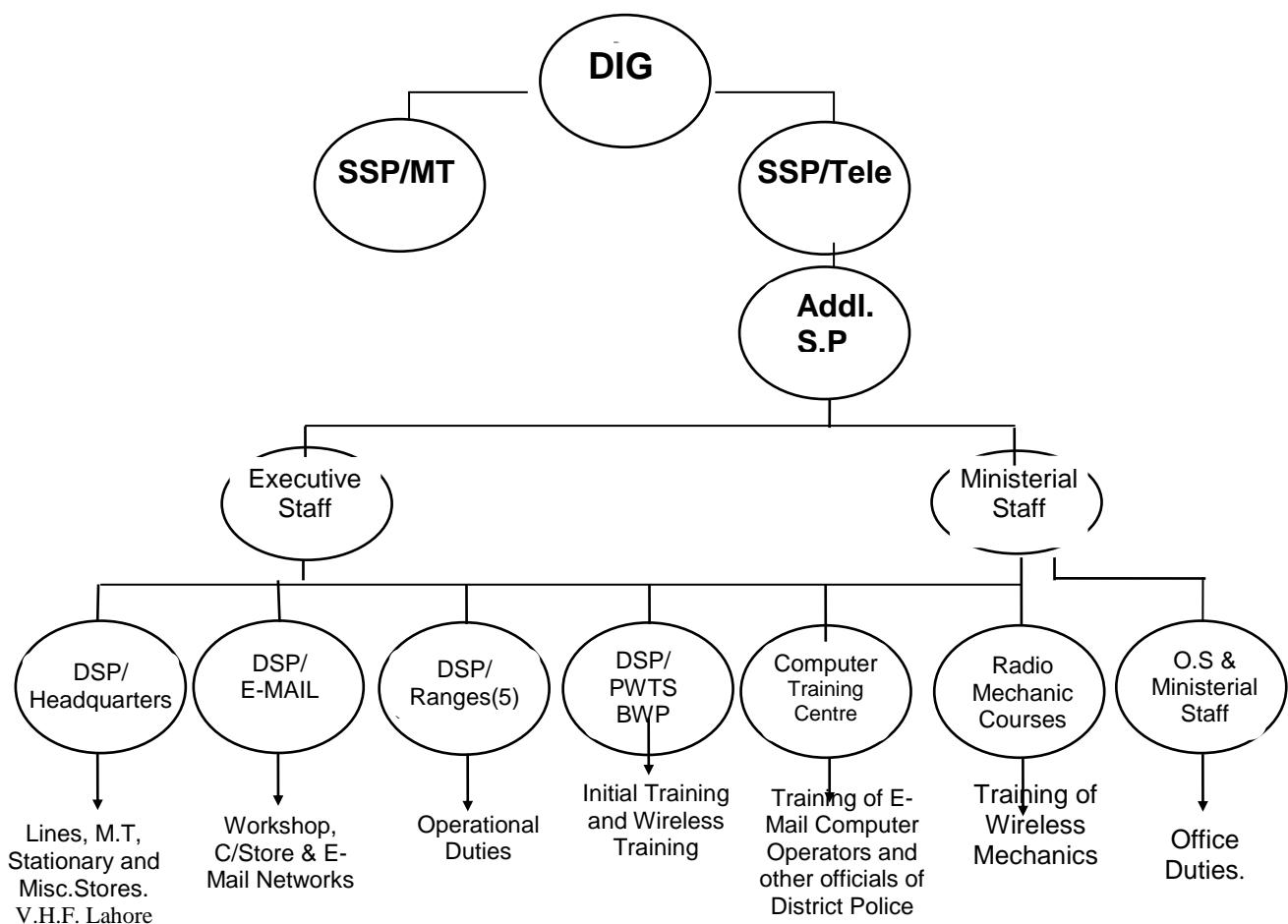
In 1947 the Police Training School was shifted in Lahore. The Wireless Control and the school were shifted to Sargodha in 1948 due to the apprehension of war between India and Pakistan, SP/Technical continued to sit in Qurban Lines, Lahore.

In 1955 the West Pakistan became one unit and for the purpose of communication it was divided into North and South Zones.

The staff in NWFP and Punjab were placed under the command of North Zone whereas Sindh and Balochistan were placed under the command of South Zone. Police Training School was also shifted from Sargodha to Bahawalpur in 1955. The Wireless Control which was shifted from Sargodha to Bahawalpur and again shifted to Lahore. Till 1955 the communication was only on WT system alongwith VHF

Radio Telephony system. In 1973-74 TP system was introduced and VHF was extended in the Province of Punjab. The number of base stations were increased and the number of Mobile and Walkie Talkie sets were also increased, likewise strength was also increased in phases. The latest increase in strength and equipment will be discussed in the next pages.

ORGANIZATION OF TELECOMMUNICATION



EXECUTIVE STAFF.

Events	SSP	Addl.SP	DSsP	IPs	SIs	ASIs	HCs	Cs
Sanctioned	01	01	07	24	94	126	887	5480
Present	01	01	02	13	69	108	871	5351
Shortage	0	0	05	11	25	18	16	129

TRADE-WISE DISTRIBUTION OF SANCTIONED EXECUTIVE STAFF.

Trades	DSsP	IPs	SIs	ASIs	HCs	Cs
WT	06	16	62	74	601	4165
TP/E-Mail	01	05	14	31	212	160
Mechanic	0	03	16	18	52	44
Driver	0	0	02	02	13	31
Admn	0	0	0	01	09	80
PHP	0	0	0	0	0	1000
Total	07	24	94	126	887	5480

TRADE-WISE PRESENT STRENGTH EXECUTIVE STAFF.

Trades	DSsP	IPs	SIs	ASIs	HCs	Cs
WT	1	8	43	67	590	4094
TP/E-Mail	1	2	11	29	209	160
Mechanic	0	3	14	11	50	44
Driver	0	0	1	1	13	31
Admn	0	0	0	0	9	80
PHP	0	0	0	0	0	942
Total	2	13	69	108	871	5351

NOTE: -

1. The recruitment of 264 persons has been made during the current year according to rules / policy in general recruitment on merit.
2. The following persons have been recruited on family claim basis: -

S.#	RC/No.	Names	Father's Name	Date of Enlistment
1.	1595	Muhammad Ejaz	Ahmed Din	05.04.2011
2.	112	Muhammad Sibtain	Ghulam Muhammad	07.04.2011
3.	424	Muhammad Farooq Qasim	Qasim Ali Javed	18.04.2011
4.	1086	Muhammad Rizwan	Munawar Hussain	20.07.2011

INCREASE IN STRENGTH OF DSP

At present there is acute shortage for the posts of DSP in Telecommunication section. The staff of Telecommunication is working in Gujranwala, Sheikhupura, Bahawalpur, Sahiwal Ranges V.H.F Lahore &

Central Workshop Qurban Lines, Lahore without the supervisory officer i.e DSP/RSO due to non sanctioned posts.

MINISTERIAL STAFF

Rank	O.S .	Asstt.	Steno	Sr.Clerk	Jr. Clerk	Daftri	N/Qasid
Sanctioned	01	02	01	11	08	02	03
Posted	01	02	01	11	07	01	03
Shortage	0	0	0	0	01	01	0

TENIMENTAL STAFF

Rank	Tailor Master	Carpenter	Cobbler	Cook	Mali	Barber	Water Carrier	Sanitary Worker
Sanctioned	01	01	01	17	11	04	11	26
Posted	01	01	01	17	11	04	11	26
Shortage	0	0	0	0	0	0	0	0

Budget.

It is pointed out that sufficient budget is not provided to meet the needs which is adversely affecting the efficiency of this technical wing. The following statement will indicate the allocation of funds under the operational heads during the current financial year 2011-2012 and also shows actual requirements:-

Sr.#	Head of Account	Allotment Budget- 2011-2012	Demanded Budget during 2011-2012
1.	A09601-Purchase of Machinery & Equipment	NIL	NIL
2.	A03202-Telephone Charges	3,72,000-00	20,00,000-00
3.	A03301-Gas Charges	56,000-00	6,00,000-00
4.	A03303-Electricity Charges	1,07,000-00	25,00,000-00
5.	A03901-Stationary	5,78,000-00	35,00,000-00
6.	A03902-Printing Charges	2,97,000-00	15,00,000-00
7.	A03906-Uniforms & Protective clothing	7,37,982-00	35,00,000-00
8.	A13101-Machinery & Equipment	1,57,000-00	6,70,00,000-00

9.	A13201-Furniture & Fixture	35,000-00	3,00,000-00
10.	A13303-Other Building Works	1,00,000-00	20,00,000-00

Furniture.

About 90% of the control rooms and PWPs (Police Wireless Posts) are without furniture. The minimum requirements are tables, some chairs, and almirahs for each PWP. In Districts there is acute shortage of bed and boxes. This shortage is directly affecting the performance of this department. It is proposed that the funds may be provided in phases.

EQUIPMENT/MAINTENANCE.

ISSUED AND FUNCTIONING:

H.F Wireless Sets	=161
VHF/UHF Base Sets	=2390
VHF/UHF Mobile Sets	=11171
VHF/UHF Handie Talkie & Walkie Talkie Sets	=20488
(NITRS) Trunking System in Lahore	
(Base=85, Mobile=1003 and W-Talkie 3111)	=4199
Rawalpindi	
(Base=65, Mobile=225 and W-Talkie 800)	=1090

FLOOD STATION:

H.F Wireless Sets	=26
VHF Static Sets	=95
VHF Mobile Sets	=144

E-MAIL COMPUTERS:

E-Mail Computers	=43
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TRAFFIC FIGURES FOR THE YEAR-2011 (FROM JANUARY TO OCTOBER-2011)

	IN	OUT	THR	TOTAL
E-Mail Messages Groups.	213708	180380	18976	413064
	34295863	20449299	1769361	56514523
W.T. Messages Groups.	14627	11198	497	26322
	2548500890	1058146	162437	2549721473
V.H.F. Messages Groups.	3688669714	13180670	405756	3702256140
	2017348253	476906456	12714142	2506968851
FLOOD Messages Groups.	5832	938	6770	13540
	292300	65750	386400	744450
TOTAL:				
Messages	3688903881	13373186	431999	3702709066
Groups.	4600437306	498479651	15032340	5113949297

TRAFFIC FIGURES FOR THE YEAR-2010				
Messages	22441517	31192828	3593089	57227434
Groups.	169846817	863048296	71867502	1104762615

COMMUNICATION

The communication throughout the year 2011 remained satisfactory. Two H.F/W.T sets have been installed to control Range H.F network at H.F/E-Mail Control P.H.Q Lahore.

All the District HQrs. in Punjab Province are linked with their respective Range HQrs. and these Range HQrs. are linked with Provincial Control (P.C.M Lahore) and H.F/E-Mail Control P.H.Q Lahore. The communication throughout the year remained satisfactory.

During the year 2011, 26, H.F, 95 VHF Base and 144 VHF Mobile wireless sets were installed for flood warning duties.

There are three systems of communications:-

- 1) E-mail through Computers.
- 2) Wireless Telegraphy.
- 3) Wireless VHF (Radio Telephony)

The Police Telecommunication Punjab performed an outstanding role providing the communication for maintenance of Law & Order situation in the Province during the year 2011. Wireless sets were installed on different occasions such as Muharram, visit of VVIPs and Urs of Baba Farid Shakkar Ganj at Pakpattan Sharif and Tulegee Ijtima at Raiwind, Lahore.

E-MAIL COMMUNICATION.

The old Teleprinter System has been replaced by the E-mail Computer System which has started its functioning w.e.f February, 1997. Total 42 Nos. Computers-P-IV have been purchased and installed at Range/District Hqrs. which are functioning round the clock and their communication is satisfactory.

77 VHF Mobile and 308 VHF Walkie Talkie, were purchased during the year 2011.

The following wireless sets are on the charge of Punjab Police Telecommunications:-

Sr.#	Description	Qty
1.	H.F Wireless Sets	165
2.	VHF/UHF Base wireless sets	2613

3.	VHF/UHF Mobile wireless sets	13142	
4.	VHF Handie Talkie wireless sets	18	
5.	VHF/UHF Walkie Talkie wireless sets	21099	
	Total:-	37037	
(NITRS) TRUNKING			
Description	Lahore	Rawalpindi	
1. Base	109	65	174
2. Mobile	1185	275	1460
3. Motorcycle	10	8	18
4. Walkie Talkie	3508	900	4408
Total:-	4812	1248	6060

OFFICES & RESIDENTIAL BUILDINGS:

The following ADP Schemes are in progress and work is being done according to the approved PC-I:-

- i). Addition/Alteration, construction of roofs of barracks, road and toilets for Jawans in Qurban Lines, Lahore.
- ii) Construction of Boundary Wall/Razor Wire/Security Lights/Watch & Ward Towers around Qurban Lines, Lahore.
- iii) Construction of officer's residences.

Apart from ADP Schemes there is acute shortage of Office/Residential Buildings of Police Telecommunication Wing throughout the Province. The following Offices/Residential Buildings are immediately required for Telecommunication Wing to be provided by the concerned Regional/District Police:-

- A) DSPs/Tele Offices**:- All Regional HQrs. in Punjab except at Lahore.
- B) DSPs/Tele Residences**:-All Regional HQrs in Punjab including one at Lahore
- C) Barracks/Residential Accommodation for the District Staff**:-

At all District/Tehsil HQrs and other out posts.

COMMUNICATION METHODOLOGY:

The duty of the Telecommunication Wing is to ensure smooth flow of communication throughout the Province. For this purpose, the following Modes have been adopted:-

- a) **Long Range Communication.**
Through H.F System, H.F Control, Lahore has been connected with all the Districts through Range HQrs:

b) **Short Range Communication.**

The VHF Network has been extended in all Districts down to the level of Police Stations, Police Posts, Naka Bandies, and Kiosks etc. The VHF Net-work consisting of base, mobile and Walkie Talkie wireless sets provides direct means of communication to its users. This is essential for the Police Force and Administration to deal with the Crimes, Law & Order Situation and Security of VIPs. There are 24 VHF Frequencies, every District Hqrs: has been allotted a separate frequency. The Base stations at District Hqrs: work as Control Room and rest of the Base Stations work as out stations.

TRANSPORT:

The following statement indicates the position of Transport on the charge of Telecommunication Department which has been distributed through out the Province:-

Bus	Truck	Jeeps	P/Ups	Car	Ambulance	M/Cycles
03	01	13	51	03	01	174

Ambulance & Pick-ups:- 01 Modern Ambulance is required for PWTS, Bahawalpur & 06 Pick Ups are required for 06 districts which are working without vehicles and 04 Pick-ups are also required in Lahore Headquarters for other Government works.

WELFARE OF POLICE PERSONNEL.

Relief Funds: A fund under the head "Police Telecommunication Relief Fund" has been established. The main aims and objects of this fund are as under:-

- i). For providing immediate relief to the families of the members of Telecommunication Punjab, who die during Service.
- ii). Relief is also provided to members in case of their serious illness.

Regimental Fund:- The loans are given to all genuine cases from the Regimental Fund to meet their requirements. The loans are recovered in easy installments without interest. This facility is being equally availed by the staff posted at Headquarters and Out-Stations.

Besides the above, loans are also granted to the Telecommunication Staff from Welfare Fund placed at the disposal of this Section in order to meet their emergency needs.

Dowry Charges:- One Hundred and Twenty Three (123) officers/officials were given financial assistance as dowry charges during the year 2011.

UTILITY STORES

The year 2011-12 has been declared as the year of the Constable in the province of Punjab. New project of establishment of utility stores and a full fledged canteen for Qurban Lines is underway. It is further submitted that more than 15000 officers, officials, bachelors and about 250 families of lower and upper subordinates are residing in Qurban Lines, Lahore.

ISSUES:

Following issues need to be resolved to enhance efficiency of the Tele Wing:-

1. Training.
2. NITRS (National Integrated Trunking Radio System).
3. Offices and Accommodation for Tele Staff.

1) **TRAINING:-** This Wing needs qualified trainers to train the staff. At present, the officers of the Wing are working as faculty staff. It is suggested that fresh graduates in Electronics, Engineering may be employed as Instructors in Training School. The academic side should be placed under them. Diploma holders may also be employed. They should form a permanent professional faculty for academic teachings in the school.

2) TRUNKING RADIO SYSTEM

The Trunking Radio System has been the latest addition in the Punjab Police Telecommunication set-up. The NITRS is a system far more superior to the analog system currently being used by Punjab Police. The system is immensely more secure than the analog system. The Trunking System is digital in nature and ensures privacy and secrecy of communication. It has

numerous advantages over the previous system which include instant caller location, formation of groups by choice, introduction of priority between sets, full control over lost sets rendering them unusable etc.

Having all the above mentioned advantages along with numerous others. The system is latest state of the art and naturally way more suitable than the previous analog system. An introduction of the previous Government the NITRS system is facing difficult times because of the lack of interest on the part of current Provincial and Federal Governments. The Federal Government needs to eliminate the teething problems that the system is facing on account of want of infrastructure like installation of three new BTS sites for complete coverage in Lahore etc. Hence it is again emphasized that in order to save hefty investments made by the previous Government. The Provincial and the Federal Governments need to take up this system more seriously and make requisite funds available.

3) OFFICES AND ACCOMMODATION

The Telecommunication Branch of Punjab Police is suffering tremendously on account of want of official and residential accommodation at their places of postings. It is desirable that substantial funding should be provided for creation of official/residential accommodation for the Tele Staff spread all over the province and priority may be given to hard area posts etc.

In addition to the above it should also be ensured that PC-I for any new project of Police must inherently containing space for Telecommunication Staff as no Police Establishment can effectively function without Telecommunication from field units support. At present demands for communication, equipment and staff keep pouring in without any regard to the provision of residential and or official accommodation for the demanded staff.

CONCLUSION.

It is heartening to record that during the year 2010-2011 major changes have been brought to increase the efficiency and to improve the technical knowledge of the department. New wireless equipment has been added. The introduction of E-Mail System has also revolutionized the communication throughout the Province. It is a matter of great consolation that our technical staff is hard working and competent enough to maintain and operate the latest wireless system in a manner that the huge machinery of Punjab Police is functioning without any complaints on account of communication. The Government of the Punjab has given due attention to equip the department but still a lot is required to be done i.e. to replace the old sets and to provide sufficient offices/residences accommodation. The overall performance remained more than satisfactory.

NITRS (National Integrated Trunking Radio System) has been started in Lahore and Rawalpindi. This project has been financed by the Federal Government. This equipment is at least three times more expensive than the old analog system. Both systems are running side by side in Lahore and Rawalpindi. But there are some teething problems like three more BTS Sites (Towers) are required in Lahore to improve signals in all areas of Lahore. Federal Government has been requested to provide these BTS Sites so that full dependence can be made upon this NITRS in Lahore. However, the Federal Government is short of funds and wants Punjab to take over the system and start spending on it. Punjab Government is hesitant as it is also facing shortage of funds. It needs to be borne in mind that already a hefty amount has been spent in order to install NITRS.

The confusion regarding its future needs to be clarified as early as possible in order to save the instrument already made and in order to provide Punjab Police with the new age of communication.

NITRS should be installed all over Punjab in next five years in five phases. It will improve the communication and will make it very secure, which is the need of current times in order to fight crime and terrorism.

Qualification for the Tele Staff has been enhanced at the level of recruitment. Now instead of Matric, the recruits are Intermediate with Science. They will be better placed to study and understand the modern

telecommunication technology as compared to the matriculates. This is a great leap forward which will enhance the capacity of the Wing. The Standing Order No. 01/2010 of the IGP has been issued containing these amendments.

In addition to its primary duty of providing communication to local Police all over the province. This Wing has gone beyond the call of its mandatory duty and has successfully provided the backup support to the Civil Administration and Criminal Justice Administration by relaying more than 3702.7 million messages throughout the Province. This Wing has also been helping other departments like Corporations, WASA, Flood Commission and Irrigation Department to improve their communication systems. Efforts are underway to keep abreast with the times as Telecommunication technology is dynamic and keeps improving and changing by the day. However, at present it is a source of great consolation that by the grace of Allah Almighty this wing of Punjab Police is performing its duties without any serious complaints from the Punjab Police.

POLICE WIRELESS TRAINING SCHOOL, BAHWALPUR.

ORGANIZATION.

The Police Wireless Training School, Bahawalpur was established with effect from 01.07.1986 as an independent Unit of Police department under the administrative control of the Deputy Inspector General of Police, Telecommunications and Transport, Punjab, Lahore in the premises of District Police Lines, Bahawalpur. An officer of the Rank of DSP is its Principal who used certain powers enunciated in the Government Rules as well as in the standing orders to maintain administration of the Police Wireless Training School, Bahawalpur. The post of SP is required to be created, as the Superintendents of Police are posted in all the Training Institutes in Punjab.

2. ESTABLISHMENT.

The following table indicates the sanctioned and posted Establishment in this School and also shows the shortage of staff in this School-

	DSP	Inspr.	S.Is	A.S.Is.	H.Cs.	Const	Asstt	S/C	J/C	Class iv.
Sanctioned	01	01	09	08	16	24	01	03	02	26
Posted	01	--	07	04	15	24	01	03	02	24
Shortage	--	01	02	04	01	--	--	--	--	02

Beside the above two posts Head-Constables and Two Constables drivers are required to be sanctioned. The executive staff is being posted on deputation basis by the Deputy Inspector General of Police, Telecommunications & Transport, Punjab, Lahore. One Sub-Inspector is serving as Chief Instructor in this School. The post of Lines Officer is being managed by the one Sub-Inspector , while the remaining 3-Sub-Inspector are working as instructors of Classes and 4-Assistant Sub-Inspectors, 5-Head-Constables are also performing their duties as Naib Class Incharge in the School. One Sub-Inspector is working as Chief Drill Instructor, One Head-Constable and three Constables are working as drill Instructors under the command of Sub-Inspector–Chief Drill Instructor. The distribution of work of Ministerial Staff is summarized below:-

i.	Assistant	Head Clerk/Accountant.
ii.	Senior Clerk	Assistant Accountant.
iii.	Senior Clerk	Service Roll Clerk.
iv.	Senior Clerk	Building Clerk/Record Keeper.
v.	Junior Clerk	Dairy / Dispatch.
vi.	Junior Clerk	Computer Operator.

3. BUILDINGS.

The Police Wireless Training School, Bahawalpur is presently located in the District Police Lines, Bahawalpur since 1956. The building accommodation provided to the trainees as well as to the Instructional staff is quite inadequate for catering the requirements of the School. However, the building structure is too old and is in deplorable condition which needs extensive repair. A land of 37-Acres, One Kanal and 7-1/2 Marlas as the purposed site situated in chak No.10/B.C. has been allotted by the Government of Punjab for the construction of Police Wireless Training School, Bahawalpur. Rough Cost Estimate Viz.Rs.155.89/- Million prepared by the Building Department alongwith P.C.I. Proforma has already been submitted to the CPO Lahore through the DIG Tele and Transport Punjab, Lahore.

TRAINING COURSES.

In 2011 total 261 recruits of Police Telecommunications were trained and 120 recruits are under training in PWTS, Bahawalpur.

CONTENTS OF COURSES.

1. Procedure W.T/R.T (Wireless Telegraph/Radio Telegraphy).
2. Wireless Communications.
3. Computer.
4. Law.

5. Pakistan-Studies.
6. Islamiat.
7. English.
8. Basic Police Working and Court procedure.
9. P.T.+Parade (with Weapon Training).

SUGGESTION.

The Police Wireless Training School, Bahawalpur which Located in District Police Lines, Bahawalpur needs the provision of following facilities for improving the training of recruits :-

1. One Barracks for 25 Recruits alongwith Verandah 125.SFT.
2. One Hostel for 10-Officers with Bath and Toilet, 1575.5-SFT.
3. Construction of office of the Head-Clerk (12x 12) 182.SFT.

It is recommended that the above facilities may kindly be provided because the approval and construction of the new Police Wireless Training School, Bahawalpur at its proposed site will take sufficient period in its completion.

It is, therefore, further recommended that the new project of Police Wireless Training School, Bahawalpur may kindly be approved and executed as early as possible, because this is the only School where recruits (Wireless Operators) of all the related Units from all over the country are received for Wireless Telegraphy Training.

MOTOR TRANSPORT WING

INTRODUCTION

This wing provides technical assistance in procurement of transport for Punjab Police and ensure its best maintenance and repair throughout the province. Transport is a vital pre-requisite for any good and efficient police system because a Policeman moves about City, Town, Highways, Deserts, Forests and far flung hamlets at night and day only in the cause of peace, safety and protection of life, honour and property of the public. A Policeman who has to face the criminals must be equipped and mobilized better than the criminal otherwise he cannot act properly due to such handicaps.

BRIEF HISTORY

Soon after independence the strength of vehicles of all type on charge of Punjab Police were 94 only which consisted of military Jeeps, Troop carriers and Truck etc. More or less the same situation continued during the subsequent two decades. After the demerger of one unit into four provinces in 1970 the Punjab Police inherited a total fleet of 384 vehicles including Motorcycles. During the period 1970-80 there was no criterion for transport and when necessity arose, transport of different types was added.

It was only in 1985-86 when the necessity of Transport for Police Stations to increase mobility of the force to meet any sort of eventualities was keenly felt and firmly believed by both the provincial and federal Governments and as a result of it the present transport fleet now consists of 19719 vehicles/motorcycles under the charge of respective Superintendent of Police Head of the Police agency/unit.

There are 667 Police Station, 233 Police Posts in the Province which have been provided transport through their District Police Officers.

STANDING ORDER # 20

MT performs all functions in accordance with detailed instructions contained in standing order # 20 of the Inspector General of Police (1968)

COMPOSITION OF MT STAFF

Auto mechanics
Drivers
Ministerial staff

FUNCTIONS

- Submission of indents for the purchase of new vehicles
- Distribution of vehicles
- Maintenance and repairs
- Issuance of NOC for repairs of vehicles in districts / units
- Monthly inspection of vehicles of Districts/Units
- Auction of condemned vehicles
- Capacity building of staff to upgrade technical and driving skill

MAN POWER (Executive)

Rank	Sanctioned	Present	Shortage
DRIVER STAFF (563)			
Inspectors	02	02	01
S.Is	09	06	03
ASIs	31	28	03
Head Constables	45	39	06
Constables	476	477	01 (Excess)
MECHANIC STAFF (332)			
Inspectors	04	03	01
S.Is	15	16	01 (Excess)
ASIs	62	61	01
Head Constables	53	54	01 (Excess)
Constables	198	192	06

MAN POWER (Ministerial)

Office Superintendent	01	01	0
Assistant	02	02	0
Sr. Clerk	03	03	0
Junior Clerk	07	06	01
Daftri	01	01	0
Naib Qasid	03	02	01
Class IV			
Langri	04	04	0
Water Carrier	02	02	0
Tailor Mster	01	01	0
Sweeper	03	03	0
Barbar	02	02	0
Mali	01	01	0
Washer Man	01	01	0
Watch Man	01	01	0

CENTRAL WORKSHOP COMPRISES OF:

- Machine shop
- Electrician shop
- Denting/painting shop
- Motorcycle shop
- Battery shop

- Service station
- Computer centre
- Police (welfare) driving school

Repair / Maintenance of vehicles at Sub-Workshops

- Minor repair is done at sub-workshops established in regions/units
- Major / minor repair is done at sub-workshop Qila Gujjar Singh Lahore

TOTAL NUMBER OF TRANSPORT WITH PUNJAB POLICE

Light Vehicles	5880
Heavy Vehicles	958
Motorcycles	12345
Bicycles	238
Total:-	19421

DETAIL OF TRANSPORT WITH PUNJAB POLICE

Type of Vehicle	Numbers
Cars	446
Jeeps	553
Pick-ups	4679
Vans	9
Buses	342
Coasters	22
Trucks	97
Prison Vans	338
Mobile Canteens	71
FS Labs	42
Ambulances	54
APCs	24
Break Downs	14
Tow Trucks	35
Water Bowzers	12
Fork Lifters	32

Tractors	3
Motor Boats	65
Total:-	6838

DETAIL OF VEHICLES OF PUNJAB POLICE (District)

Sr.#	DISTRICTS	CARS	JEEPS	VIGOS	PICK-UPS	HEAVY VEHICLES	TOTAL
1.	Lahore	57	90	55	479	114	795
2.	Sheikhupura	4	11	2	92	21	130
3.	Nankana	1	5	1	65	14	86
4.	Kasur	1	8	1	89	14	113
5.	Gujranwala	17	10	6	147	31	211
6.	Sialkot	2	8	2	79	21	112
7.	Gujrat	1	3	2	83	22	111
8.	Narowal	1	6	1	50	9	67
9.	Hafizabad	0	4	1	43	8	56
10.	M.B Din	1	5	0	53	12	71
11.	Rawalpindi	16	19	12	139	52	238
12.	Jhelum	0	6	1	45	11	63
13.	Chakwal	1	6	0	51	10	68
14.	Attock	0	6	1	63	13	83
15.	Sargodha	3	18	3	97	23	144
16.	Mianwali	0	4	2	80	16	102
17.	Bhakkar	1	4	0	53	9	67
18.	Khushab	1	3	1	49	10	64
19.	Faisalabad	7	13	7	167	55	249
20.	Jhang	1	4	1	52	14	72
21.	T.T. Singh	1	6	1	46	9	63
22.	Chiniot	1	5	1	30	12	49
23.	Multan	6	19	3	136	35	199
24.	Vehari	0	5	1	70	11	87
25.	Khanewal	0	6	1	67	10	84
26.	Lodhran	0	5	1	48	10	64
27.	Sahiwal	4	8	1	68	21	102
28.	Pakpattan	0	5	1	51	13	70
29.	Okra	0	5	2	74	13	94
30.	D.G. Khan	2	7	4	79	21	113

31.	Muzafargarh	0	5	3	96	15	119
32.	Rajanpur	1	5	11	74	20	111
33.	Layyah	0	5	1	57	13	76
34.	Bahawalpur	2	14	2	108	23	149
35.	R.Y. Khan	0	14	12	104	24	154
36.	Bahawalnagar	1	4	1	67	11	84

DETAIL OF VEHICLES OF PUNJAB POLICE (Units)

Sr.#	UNITS	CARS	JEEPS	VIGOS	PICK-UPS	HEAVY VEHICLES	TOTAL
1.	PC Farooqabad	4	19	4	78	69	174
2.	EPF	7	8	2	61	7	85
3.	Special Branch	85	21	13	261	14	394
4.	CTD Punjab	38	4	6	52	2	102
5.	Traffic Branch	79	51	46	227	90	493
6.	Investigation	3	9	3	9	0	24
7.	Telecomns:	4	14	2	52	5	77
8.	PC Sihala	7	6	2	19	12	46
9.	PTS Lahore	1	8	2	26	14	51
10.	PTS Rawalpindi	1	1	0	8	3	13
11.	PTS Sargodha	1	1	0	6	3	11
12.	PTS Multan	1	0	1	6	3	11
13.	PTS Farooqabad	1	1	0	6	2	10
14.	Welfare & PQR	3	3	0	4	1	11
15.	PHP	4	11	1	516	20	552
16.	MT Wing & CPO	73	40	16	59	11	199

DETAIL OF MOTORCYCLES WITH DISTRICTS (6556)

Sr.#	DISTRICTS	Numbers	Sr.#	DISTRICTS	Numbers
1.	Lahore	1609	19.	Faisalabad	333
2.	Sheikhupura	177	20.	Jhang	128
3.	Nankana	92	21.	T.T. Singh	88
4.	Kasur	74	22.	Chiniot	88
5.	Gujranwala	371	23.	Multan	282
6.	Sialkot	158	24.	Vehari	94
7.	Gujrat	115	25.	Khanewal	109
8.	Narowal	91	26.	Lodhran	78

9.	Hafizabad	69	27.	Sahiwal	152
10.	M.B Din	82	28.	Pakpattan	75
11.	Rawalpindi	349	29.	Okara	105
12.	Jhelum	84	30.	D.G. Khan	205
13.	Chakwal	93	31.	Muzafargarh	146
14.	Attock	112	32.	Rajanpur	90
15.	Sargodha	197	33.	Layyah	91
16.	Mianwali	115	34.	Bahawalpur	247
17.	Bhakkar	80	35.	R.Y. Khan	200
18.	Khushab	81	36.	Bahawalnagar	96

DETAIL OF MOTORCYCLES WITH UNITS (5789)

Sr.#	UNITS	NUMBERS
1.	PC Farooqabad	67
2.	EPF	41
3.	Special Branch	1615
4.	CTD Punjab	190
5.	Traffic Branch	3029
6.	Investigation	30
7.	Telecomns:	167
8.	PC Sihala	34
9.	PTS Lahore	17
10.	PTS Rawalpindi	9
11.	PTS Sargodha	11
12.	PTS Multan	10
13.	PTS Farooqabad	10
14.	Welfare & PQR	11
15.	PHP	241
16.	MT Wing & CPO	307

DETAIL OF APCs

Districts	Make	On Road	Off Road	Destroyed	Total
Lahore	Mohafiz	2	--	--	3
	Shorlang	1			
Rawalpindi	Mohafiz	2	--	--	2
Gujranwala	Mohafiz	1	--	--	1
Multan	Shorland	1	--	--	1

Faisalabad	Shorland	1	--	--	1
Jhang	Shorland	1	--	--	1
R.Y.Khan	M113P	1	--	--	4
	Shorland	1	--	--	
	Russian	2	--	--	
Rajanpur	M113P	1	--	--	2
	Russian	1	--	--	
Mianwali	Shorland	1	--	--	1
Peshawar	Russian	1	--	--	1
MT Wing	Mohafiz (PHQ)	1	--	--	7
	Shorland	1	1	1	
	Russian	--	1	2	
	G.Total:-	19	2	3	24

DETAIL OF MOTOR BOATS

District	QTY
D.G.Khan	11
Muzaffargarh	8
Gujrat	2
Rajanpur	6
R.Y.Khan	13
Layyah	4
Mianwali	7
Jhang	1
Chiniot	1
Sialkot	1
Attock	6
Bhakkar	3
PC Farooqabad	2
Total:-	65

REQUIREMENT OF FUNDS FOR THE REPLACEMENT/PURCHASE OF TRANSPORT @ 20% EVERY YEAR

Type of Vehicle	Numbers	20 %	Unit Price	Total Cost
Cars	446	89	1600000/-	142400000
Jeeps	553	110	8000000/-	880000000
Pick-ups	4679	936	1700000/-	1591200000
Busses	342	68	4500000/-	306000000

Coasters	22	4	4000000/-	16000000
Trucks	97	19	3500000/-	66500000
Prison Vans	338	68	3500000/-	238000000
Mobile Canteens	71	14	3500000/-	49000000
FS Labs	42	8	3500000/-	28000000
Ambulances	54	11	2500000/-	27500000
APCs	24	5	4500000/-	22500000
Break Downs	14	3	30000000/-	90000000
Tow Trucks	35	7	8000000/-	56000000
Water Bowzers	12	2	6000000/-	12000000
Fork Lifters	32	6	3500000/-	21000000
Motor Boats	65	13	2000000/-	26000000
Motorcycles	12345	2469	100000/-	246900000
Total:-	19171			3819000000

Funds to the tune of Rs. 3,819,000,000 millions (Approx) for the replacement of transport are required annually.

YEAR - WISE ALLOCATION OF FUNDS AND PURCHASE OF TRANSPORT During the last 05-years.

Year	In Millions	Cars	Jeeps	Pick-Ups	Heavy Vehicles	Specialized Vehicles	Motor Boats	Motor Cycles	Bi-cycles	Total
2005-06	1804.7	37	92	531	221	--	--	1670	--	2551
2006-07	2002.0	108	24	214	115	37	14	3670	238	4420
2007-08	600.0	08	25	25	145	5	--	520	--	728
2008-09	632.9	09	03	274	--	4	2	1782	--	2078
2009-10	837.0	-	-	298	24	--	--	1098	--	1420
2010-11	51.382	4	-	83	1	2	49	--	--	139

PROPOSAL FOR THE PURCHASE OF NEW TRANSPORT FOR YEAR 2011-12

Sr.#	DESCRIPTION	QTY:	Unit Price (in mill) (Approx:)	Total Cost (in mill) (Approx:)
1.	Toyota Pick-up D/C (Vigos)	39	3.0	117.00
2.	Toyota Pick-ups S/C	303	1.6	160.00
3.	Car	10	1.5	15.00
4.	Forklifter	2	2.0	4.00
5.	Motorcycle	110	0.90	99.00

6.	Light bar	97	0.80	77.60
	Total:-			472.6

ALLOCATION OF BUDGET FOR MT DURING THE LAST FIVE YEARS

Year	Transport Repair (in millions)	POL Charges (in millions)
2006-07	7.505	21.863
2007-08	8.000	30.000
2008-09	4.275	40.000
2009-10	14.360	31.000
2010-11	10.010	51.382

DETAIL OF LAST FIVE AUCTIONS

Sr.#	Year	Cars	Jeeps	Pick-ups	Heavy Vehicles	M/Cycles	Amount (in millions)
1.	2007	18	29	111	35	123	65.988
2.	2008	28	20	83	53	171	73.843
3.	2009	5	15	100	36	281	69.515
4.	2010	2	0	77	24	426	54.777
5.	2011	5	21	131	9	302	73.440
	Total	58	85	502	157	1303	337.563

Note:- A vehicle can be condemned after 5/6 years service or after covering 2.5 lac Km as per Finance Department directive. Normally police vehicles are auctioned after running 8-10 lac Km journey / 15 years of service depending on their condition.

STEPS TAKEN FOR IMPROVEMENT

- Training of mechanics / drivers
- Training of MTOs
- Reconditioning of old transport with available resources of MT Workshop
- Establishment of Sub-Workshops at district level
- PTRMIS computer system is to be run on internet

POLICE (WELFARE) DRIVING SCHOOL SINCE 1993

- Self-financing welfare project
- Civilians are imparted driving training in a course of 15 days.
- 9610 persons trained so far
- Training fee Rs.2500/- (concession of rs.1000/-for MT officials & their Kins

USE OF WELFARE FUNDS

- Shadi salami on personal, sister, daughter marriage upto Rs.5000/-
- Medical assistance to needy MT Staff upto Rs.20,000/-
- Funeral charges for MT Staff during service Rs.25000/-
- Loan facility upto Rs.20,000/-
- Contribution in mess expenditures Rs.10,000/- per month.
- Iftaar & sehar in ramadan and bara khana on eids.
- Expenditure on mosque
- Any other expenditure for collective welfare of Mt Staff.

SECURITY OF MT WING

Sr.#	MT STAFF	PC STAFF	AMMUNITION
1.	SI = 1 ASI = 5 HC = 6 Const:= 58	SI = 1 ASI = 1 HC = 2 Const: = 8	SMG = 14 Bullets=2243
Total:	70	12	--

Note:The above mentioned staff performs duty in three shifts.17 points in first shift and 15 points in two other shifts.

RECOMMENDATIONS

- Creation of sub-workshops at district level.
- Funds required for the provision of modern tools/equipment to the Sub-Workshops
- Funds required for the replacement of transport @ 20%
- Establishment of medical dispensary for MT personnel
- Replacement of operational vehicles from officers on non-operational duties like Special Branch, CTD, CPO Etc.
- Space required for old / new vehicles.

- Improvement of MT Service Station.
- Wheel balancing & alignment equipment
- Modern Paint Shop
- Revision of Standing order
- Modernization of driving school with the provision of simulators.
- Training of MTO
- Provision of APC (20)
- Establishment of Medical Dispensary
- Training of Mechanics
- PTRIMS computer system is to be run on internet

DETAIL OF TRANSPORT MORE THAN FIVE YEARS OLD

Type of Vehicle	Numbers	Numbers	Unit Price	Total Cost
Cars	446	311	1600000/-	497600000
Jeeps	553	500	8000000/-	4000000000
Pick-ups	4679	3592	1700000/-	6106400000
Vans	9	0	4500000/-	0
Buses	342	242	4000000/-	968000000
Coasters	22	4	3500000/-	14000000
Trucks	97	56	3500000/-	196000000
Prison Vans	338	233	3500000/-	815500000
Mobile Canteens	71	54	3500000/-	189000000
FS Labs	42	3	2500000/-	7500000
Ambulances	54	48	4500000/-	216000000
APCs	24	22	30000000/-	660000000
Break Downs	14	8	8000000/-	64000000
Tow Trucks	35	13	6000000/-	78000000
Water Bowzers	12	3	3500000/-	10500000
Fork Lifters	32	0	2000000/-	0
Motor Cycle	12345	5203	100000/-	520300000
Total:-	19115	10292		14342800000

DETAIL OF TRANSPORT MORE THAN TEN YEARS OLD

Type of Vehicle	Numbers	Numbers	Percentage
Cars	446	90	20%
Jeeps	553	310	56%
Pick-ups	4679	798	17%

Vans	9	0	0%
Buses	342	131	38%
Coasters	22	1	4%
Trucks	97	47	48%
Prison Vans	338	89	26%
Mobile Canteens	71	7	10%
FS Labs	42	1	2%
Ambulances	54	9	17%
APCs	24	16	67%
Break Downs	14	6	43%
Tow Trucks	35	0	0%
Water Bowzers	12	2	17%
Fork Lifters	32	0	0%
Tractors	3	0	0%
Motor Boats	65	0	0%
Total:-	6838	1507	22%

POLICE WELFARE AND FINANCE

Prelude

There are four sub-branches functioning under what is called the main branch of Finance and Welfare, namely Finance, Logistic, Development and Welfare. All sub-branches have clear mandate and their specific functions, for instance, the Finance Branch is dealing with budgetary affairs of the entire Police Department of Province. Similarly, Logistic Branch, as is evident from its name, deals with the logistics including provision of uniform articles, equipment/machinery, transport, arms and ammunition of various types. In fact this branch is exclusively responsible to keep the wheel of the department moving. Development branch is supposed to plan further development of physical infrastructure of the entire department, including planning, designing and constructing new buildings like PSs, PPs, Offices, Police Lines like barracks, stores, police hospitals, residential accommodation etc. for all ranks.

2. The Welfare Branch is looking after the very limited aspect of welfare of the Force, in that it is awarding scholarships to the children of the officials of all ranks, dowry charges to the daughters of the police personnel, maintenance allowance to the widows of martyrs or those expired during service, funeral charges for deaths in service and financial assistance for expenses incurred on medicines for severe diseases which are otherwise not covered by Govt. hospitals. The branch is also administering PQR for which a separate small establishment is functioning under this branch; it also oversees the performance of its staff posted in various districts/regions.

3. The main Finance and Welfare Branch of PHQ is supposed to be the replica of QMG (Quarter Masters General) directorate of GHQ of Pakistan Army. The importance of the subjects of Finance, Logistics and Development was never felt till late 80s when the affect of this cold shoulder policy towards this important aspect of police administration started appearing adversely in the field. The dilapidated police buildings, abandoned lines due to non availability of essential services, lack of transport and inadequate supplies of various equipment, machinery, arms/ammunition were directly affecting the discipline and the performance of the field units. That was the turning point when the officers at the helm of the affairs

started giving some importance to this essential aspect of the Police Administration. Though initially, the amount of interest that was required to be paid to this branch was not then forthcoming, but later on due to mounting pressure from the field units, media projection regarding the plight of the logistics/welfare, the higher ups started giving weight-age to this important aspect of the administration.

4. The branch is still to get its due recognition and to get felt its importance. Indeed it is the back bone of the entire department. The men fight the battle while on wheel with their tummies filled. To keep the Department fit for operations, all men and material have to be kept fighting fit all the time. The amount of work that is to be done to keep the force of 1,77,635 along with their wherewithal operationally fit, is a colossal task. Hence, there is a requirement of organizing this branch in a manner to meet the challenges squarely and thus to produce efficient team to deliver to the entire satisfaction of the police leadership and consequently come up to the expectations of the general public.

5. Following are some of the areas, which are to be given, due considerations at the level of policy formulation forum:

- i. The organization of the branch requires drastic changes to develop into a proper directorate of Finance/Logistics/Development and Welfare to become more efficient, professionally sound and technically advanced to deliver in a meaningful manner.
- ii. The Technical Committee, which is engaged in technical evaluation of samples of equipment/machinery/articles to be purchased, requires proper organizational framework to induct some more experts of various disciplines besides short listing/pre-qualifying reputed laboratories for tests.
- iii. Some of the subjects of the branches are to be decentralized and require to be delegated to RPOs , CPOs/DPOs in order to repose more confidence on the field commanders beside enabling this branch to do justice with its job and produce more quality work based on transparency.
- iv. Well organized branches/sections have to be raised at the district as well as regional level, having representation of all elements including finance, development, logistic and welfare. It will help in streamlining

the procurement process, placing of demands of various equipment/articles and following it up through all stages of purchases. Development of infrastructure is yet another important area of district police administration. The district branch can have a cell/section looking after this aspect. The importance of welfare section can't be undermined. All requirements concerning welfare of the force can be initiated and followed up properly under the supervision of an SP.

- v. Relevant field data regarding various aspects of 121 units (DDOs) to be updated, and then collected at one single point. It will help forming up basis for further working-out of the requirement of various logistics/finance etc. The data is otherwise necessary to plan and strategize our efforts to achieve the objectives successfully with limited efforts/resources.

6. The Addl. IGP/Finance & Welfare is the principal staff officer to the IGP Punjab on Finance and Welfare matters. He is the Senior Purchase Officer and the head of the Purchase Committee of the PHQ. All the goods/items/stores for Punjab Police are purchased through the Purchase Cell of the PHQ. The other members of the Purchase Committee are the AIG/Finance and the AIG/Development.

7. The AIG/Logistics provides the indents of the goods depending upon the funds provided by the government of the Punjab. This office invites bids through open tender under the PPRA Act 2009 and PPRA Rules 2007. The samples are referred to the Senior Technical Officer for technical evaluation of the goods. Financial proposals are opened for the goods which pass the technical evaluation test. The contract for the supply is awarded to the lowest qualified bidder. The supply is received by the AIG/Logistics after the Inspection Committee inspects the goods. Separate Inspection Committees have been established for inspection of the transport and telecommunication equipment. The AIG/Logistics distributes goods after approval of the IGP.

8. During the last financial year 2010-11 following funds were released by Govt. of the Punjab Finance Department: -

Sr: #	Head of Account	Funds allocation for 2010-11
1.	Uniform & Protective Clothing	368,605,000
2.	Ordnance Stores & Anti Riot Equipment	142,009,000

3.	Bed & Boxes	35,267,000
4.	Tear Gas Equipment	3,050,000
5.	Others	2,925,000
6.	Plant & Machinery	98,113,000
7.	Furniture & Fixture	5,202,000

9. Detail of funds allocated by Govt. of the Punjab Finance Department under various head of accounts for the current financial year 2011-12 is as under:-

Sr: #	Head of Account	Funds allocation for 2010-11
1.	Uniform & Protective Clothing	375,984,000
2.	Ordnance Stores & Anti Riot Equipment	210,893,000
3.	Bed & Boxes	10,590,000
4.	Tear Gas Equipment	2,005,000
5.	Others	250,000
6.	Plant & Machinery	51,122,000
7.	Furniture & Fixture	871,000

10. Govt. of the Punjab has so far released only 40% of the aforementioned allocated funds.

11. AIG/Finance prepares the budget estimates for the Punjab Police after taking inputs from the units and districts. After getting the budget, it is distributed among districts/units through the RPOs. The AIG/Finance assists this office in all these tasks.

12. The Punjab Police Welfare Fund has been established with the following aims and objectives:-

- i) To extend and improve medical facilities for serving and retired beneficiaries and their dependents as defined in the definitions.
- ii) To advance, whether as a loan or stipend, grants to the dependents of retired or serving beneficiaries for the purpose of education at approved Institutions.

- iii) To provide any other facility or help which the committee of Management may decide from time to time and which comes under the broad term of "Welfare" of the beneficiaries.
- iv) To provide lump-sum grants at a rate to be decided by the Committee of Management in case of death or injury to any of the beneficiaries in the line of active duty.
- v) To grant dowry charges (marriage grants) on the marriage of daughters of serving, retired and deceased Police Officers / Officials.
- vi) Any other matter incidental or conducive to the attainments of the above of aims and objects.

13. PERFORMANCE FOR THE FINANCIAL YEAR 2010-2011.

During the financial year 2010-2011, Police personnel were contributed financially in shape of the following:-

MAINTENANCE ALLOWANCE:

There are 2621 widows / Invalid Police employees who are being provided Maintenance Allowance out of Punjab Police Welfare Fund @ Rs.3000/- & 4000/- P.M (before / after enhanced rates). A sum of Rs.94.353-Million has been paid.

IMMEDIATE RELIEF / FUNERAL CHARGES:

A sum of Rs.25, 000/- is being paid to the kith and kin of the Police official / Officers who lay down their lives during service. A sum of Rs.16.340-Million has been paid to 654 such cases.

SCHOLARSHIP:

College going children of Police employees securing 45% marks in Public Sector Colleges/Universities and Autonomous public Sector or Private Institutions duly recognized by concerned Boards of Intermediate & Secondary Educations, Punjab Board of Technical Education, Higher Education Commission (HEC) or Pakistan Medical & Dental Council (PMDC) and Government Authority empowered to affiliate or recognize higher or technical educations Institutions should

have secured 60% or above marks in the Board/University examination on the basis of which they have been admitted to the present course are paid scholarship yearly out of Punjab Police Welfare Fund. A sum of Rs.67.038-Million has been paid to 4015 students.

MEDICAL/FINANCIAL ASSISTANCE:

Police officers and their family's members who were suffering from various diseases were granted Medical Assistance out of Punjab Police Welfare Fund for their treatment. A sum of Rs.44.975-Million has been paid to 526 needy persons in such cases.

DOWRY CHARGES:

Dowry Charges Rs.25,000/- & 30,000/- to serving / retired Police employees and Rs.35,000/- & 40,000/- to widows are granted for marriage of their daughters (before / after enhanced rates). In this regard, a sum of Rs.72.370-Million has been paid to 2751 cases.

ESTABLISHMENT OF SCHOOLS/ THE EDUCATORS:-

There is scheme that Police Welfare Organization should established standard school through out Punjab Province for the better education of the children of Police Officers / officials. Detail is as under:-

- MOU signed with the Beacon House School Education System for 11 Schools.
- Fully functional 04 Schools at Faisalabad, D.G.Khan, Sargodha and Multan Districts.
- 02 Projects in Final phases at Jhang and R.Y.Khan.
- Work in progress on Rawalpindi Project.
- Work in progress on Rawalpindi Project.
- Funds spent up to 2011 were Rs.38.937 million.

The Educators Police Public Schools in Punjab.

	Faisalabad	R. Y. Khan	D.G. Khan	Multan	Sargodha
Boar of Governors:	RPO, Faisalabad, Chairman with 3 members	DPO (Chairman) and SP/Investigation, General Secretary with 9 members	RPO, D.G. Khan, Chairman, DPO, Principal, 1 member of the Educator (Company)	1. RPO, Multan,CPO, Multan, SS/Ops, Regional Head, School Head	RPO, Sargodha
Total School Capacity	840	200	714	300	150

SUMMARY OF FINANCIAL BENEFITS OUT OF PUNJAB POLICE WELFARE FUND.**DURING THE FINANCIAL YEAR 2010-2011.**

Sr. #	DESCRIPTION	NO. OF BENEFICIARIES	AMOUNT ENTITLED RS.	TOTAL AMOUNT RS.
1.	Dowry Charges	2751	25,000/- to 40,000/-	72,370,000/-
2.	Maintenance Allowance	2621	3000/- & 4000/- Per Month.	94,352,929/-
3.	Immediate Relief/ Funeral Charges	654	25,000/-	16,340,000/-
4.	Scholarship	4015	As per rules	67,038,020/-
5.	Last Pay on Retirement	502	Full Emoluments	14,569,738/-
6.	Medical/Financial Assistance	526	As per nature of disease	44,974,559/-
7.	Families of Shuhada (Compensation to Shaheed)	68	1,000,000/-	68,000,000/-
	11137	Total Rs.	377,645,246/-	

14. BOTTLENECKS.

- (i) During the Current Financial Year 2011-12, Finance Department only released 40% funds, while remaining 60% funds were withheld. After the utilization of already allocated funds this office approached Finance Department for release of remaining withheld funds. However, only under some heads meager amounts were released while under many heads no additional funds have been released despite the repeated request of this office. The Police Department is facing great difficulties in meeting its requirements especially under object heads “A03202-Telephone & Trunk Calls”, A03303-Electricity”, “A03805-Travelling Allowance”, “A3807-POL Charges” “A03901-Stationery”, “A03902-Printing & Publications”, “A13001-Transport”, “A13101-Machinery & Equipment” and under central purchase heads “A03906-Uniform & Protective Clothing” “A03954-Ordnance Stores” and A03970-Others-040-Bed & boxes.
- ii) Rupees 430 million are required for one time repair of vehicles which are presently off road. This is in addition to normal repair and maintenance funds.
- iii) No budget has been provided for purchase of new vehicles. Police is facing difficult working conditions with present fleet of vehicles which have completed their life span.

- iv) Development schemes have been stuck-up due to freezing of funds. Many ongoing schemes have been unfunded. From Rs.1.5 billion development budget in 2007, it has been reduced to Rs.732.000 million. Out of this only Rs.355.000 million have been released so far.
- v) Accommodation facilities to the constabulary, in single as well as family category, are almost non-existent.
- vi) The process of procurement has been delayed due to partial release of funds in the relevant heads.

FINANCE BRANCH.

Finance Branch mainly deals the cases that involve financial implications and creation of posts/new cadre. All the RPOs/Controlling Offices submit the demands/requirements of their districts/sub-ordinate offices in the form of Budget Estimates/Ss.N.E. They are accordingly analyzed, rationalized, consolidated and then forwarded to Finance Department. Additional demands received from Regions/Districts/Units during a financial year are also examined thoroughly. Demands made on solid grounds are moved to Government with concrete justification for allocation/sanction of additional funds/strength. Demands that exceed to Rs.3.000 million are sent through summary for the approval of Chief Minister and release of funds by the Finance Department.

2. A major portion of the Budget received from the Finance Department is allocated to RPOs/Controlling Offices for onward disbursement to districts/sub-ordinate offices under their administrative control. Residual balance is kept in IGP's Reserves to meet the emergent requirements of the Regions/Units/Districts.

3. Finance Branch also keeps the record of the expenditures made by the Regions/Units/Districts. Expenditure is reconciled with the record maintained by the office of the Accountant General, Punjab on monthly basis. Errors found are conveyed to the office of the Accountant General, Punjab and concerned Region/Unit/District for rectification and reconciliation of the same with concerned DAOs. Working papers of appropriation accounts are also prepared for discussion and approval of the same in Public Accounts Committee.

4. Besides, the revenue target fixed by the Government is also communicated to all the concerned units. Guidelines are issued from time to time to the concerned units to achieve the said target. The record of the receipt/revenue

generated by the department from Traffic Fines, Driving License Fees, services rendered to persons and other departments/Federal Departments etc. is also maintained and reconciled with the O/o the Accountant General, Punjab on monthly basis. Approximately Rs.2, 000,000,000/- is collected in the aforementioned heads during a financial year.

5. The organization is headed by AIG/Finance and chief functions of the Finance Branch are summarized as detailed infra:-

Function:

- i. Preparation of Budget estimates.
- ii. Preparation of S.N.E (Continued & New).
- iii. Preparation of supplementary Budget.
- iv. Allotment and re-appropriation of funds.
- v. Preparation of 1st List & 2nd List of Excess & Surrenders.
- vi. Allocation of foreign exchange.
- vii. Revision/re-organization of Police strength.
- viii. Maintenance of distribution/statements of strength of Districts/Units.
- ix. Fixation of Cadre strength.
- x. Revision of pay scales including Special Pay and allowances.
- xi. Reconciliation of expenditure with AG Office.
- xii. Approval regarding appropriation of accounts from the PAC.
- xiii. Reconciliation of Receipts/Recoveries.
- xiv. Creation of Supernumerary Posts of all ranks.
- xv. Preparation of cases for additional funds.
- xvi. Recovery of Cost of Police Guard deployed on behalf of Federal Government.
- xvii. Approval of CM Punjab regarding financial impacts through summaries.
- xviii. Any Other duties and functions assigned by the PPO/IGP.

FINANCIAL RESOURCES

Budget for financial year 2010-2011 is given below:

FUNCTIONAL HEAD	Budget Estimates 2010 – 2011
032102 - LQ 4125 DIRECTIONS	803,965,000
032102 -LQ 4126 SUPERINTENDENCE	241,611,000
032102 - LQ 4127 DISTRICT POLICE	40,001,311,000
032102 - LQ 4128 C.I.D.	343,532,000

032102 - LQ 4129 SPECIAL BRANCH	1,716,693.000
032102-LW- 4120 ELITE POLICE FORCE	475,351,000
032111 -LQ 4136 POLICE TRAINING INSTITUTE	1,254,689,000
032113 -LQ 4131 PUNJAB CONSTABULARY	3,340,998,000
032150- LQ 4133 POLICE SUPPLIED	242,150,000
032150- LQ 4134 P.Q.R	468,763,000
032150- LQ 4135 WORKS	35,000,000
Total:-	48,924,063,000

FINANCIAL DISCIPLINE

Punjab Police realizes value for money and would utilize financial resources as committed in budget for financial year 2010–2011 with utmost professionalism and integrity.

LOGISTICS BRANCH

Logistics branch mainly deals purchases, distribution and repair of uniform and machinery & equipment. Job descriptions of AIG/Logistics are as under: -

- Indentor of all articles of uniform and equipment arms and ammunition and other central purchase items etc.
- Consignee and Inspection Authority of stores received from firms.
- Repair of office machinery and equipment of PHQ.
- Sanction of uniform allowance.
- Distribution of stores.
- Local purchase of stationery and miscellaneous items for PHQ.
- Drawing and disbursing officer of PHQ.
- Any other duties assigned by IGP/Addl. IGP/Finance & Welfare

During the last financial year 2010-11 following funds were released by Govt. of the Punjab Finance Department: -

Sr: #	Head of Account	Funds allocation for 2010-11
1.	Uniform & Protective Clothing	368,605,000
2.	Ordnance Stores & Anti Riot Equipment	142,009,000

3.	Bed & Boxes	35,267,000
4.	Tear Gas Equipment	3,050,000
5.	Others	2,925,000
6.	Plant & Machinery	98,113,000
7.	Furniture & Fixture	5,202,000

Accordingly, indents were prepared as per requirement of various formations of the Punjab Police and availability of funds under each head of account. Finally following items were purchased and distributed to the field units after inspection by the Inspection Committee as detail given below against each head of account: -

(1) UNIFORM AND PROTECTIVE CLOTHING

Sr: #	Description	Counting Unit	Quantity purchased
1.	Shirt Cloth Cellular Mazri	Meter	374,907
2.	Trouser Cloth Khaki	Meter	223,749
3.	White Cloth (Traffic)	Meter	47,000
4.	Black Drill Cloth (Elite)	Meter	44,379
5.	Shirt Cloth Bluish Grey (Traffic Warden)	Meter	56,513
6.	Trouser Cloth (Bluish Grey)	Meter	30,000
7.	Jersey	Nos.	5,680
9.	Boot U/S, T/W & PHP	Pair	12,363
10.	Track Suit	Nos.	1,050

(2) ORDNANCE STORES & ANTI RIOT EQUIPMENT

Sr: #	Description	Counting Unit	Quantity purchased
1.	12-Bore Gun	Nos.	200
2.	Polo Stick	Nos.	3,000
3.	Arm Guard	Nos.	3,000
4.	Anti Riot Helmet	Nos.	1,853
5.	Anti Riot Jacket	Nos.	2,368
6.	Shield	Nos.	2,451
7.	Shin Guard	Pair	3,000
8.	Ammo. SMG 7.62X39mm	Rounds	750,000
9.	SMG 7.62X39mm	Nos.	1,800
10.	Ammo. G.III 7.62X51mm	Rounds	614,790
11.	Ammo. 9X19mm	Rounds	672,150

(3) Bed & Boxes

Sr: #	Description	Counting Unit	Quantity purchased
1.	Chaproyee	Nos.	5,000
2.	Niwar	K.G	58,590

(4) Tear Gas Equipment

Sr: #	Description	Counting Unit	Quantity purchased
1.	Tear Gas Shell (Long Range)	Nos.	2,133
2.	Tear Gas Shell (Short Range)	Nos.	1,932

(5) Plant & Machinery

Sr: #	Description	Counting Units	Quantity purchased
1.	UPS 1000 VA	Nos.	01
2.	Laser Printer	Nos.	02
3.	Fax Machine	Nos.	01
4.	Walk Through Gate	Nos.	100
5.	Metal Detector	Nos.	1,500
6.	Telephone Exchange for CTD	Nos.	01

(6) Furniture & Fixture

Sr: #	Description	Counting Unit	Quantity purchased
1.	Office Table 0.30 new	Nos.	22
2.	Office Table 0.5 new	Nos.	02
3.	Steel Almirah	Nos.	02
4.	Freight and taxes etc.	Nos.	
5.	Five Seater Sofa	Nos.	05
6.	Office Chair	Nos.	206
7.	Side Rack	Nos.	10
8.	Side Rack 0.11	Nos.	10
9.	Executive Table with rack	Nos.	10
10.	Office Table 0.5MF	Nos.	10
11.	Office Table 0.5 new	Nos.	41
12.	Revolving Chair 0.36	Nos.	20
13.	Magazine Rack	Nos.	10
14.	Library Table	Nos.	10
15.	Computer Table	Nos.	40
16.	News Paper Stand	Nos.	4
17.	Computer Chair Arm less	Nos.	40
18.	Notice Board	Nos.	10
19.	Wooden Cub-Board	Nos.	7

(7) Others

Sr: #	Description	Counting Unit	Quantity purchased
1.	Fiber Glass Guard Room with attached Bath	Set	13

Detail of funds allocated by Govt. of the Punjab Finance Department under various head of accounts for the current financial year 2011-12 is as under:

Sr: #	Head of Account	Funds allocation for 2010-11
1.	Uniform & Protective Clothing	375,984,000
2.	Ordnance Stores & Anti Riot Equipment	210,893,000
3.	Bed & Boxes	10,590,000
4.	Tear Gas Equipment	2,005,000
5.	Others	250,000
6.	Plant & Machinery	117,198,000
7.	Furniture & Fixture	871,000

Govt. of the Punjab has so far released only 40% of the aforementioned allocation of funds. However, process and detail of purchases planned under each head of account for the current financial year 2011-12 is as under: -

(1) UNIFORM AND PROTECTIVE CLOTHING

Sr: #	Description	Counting Unit	Quantity to be purchased
1.	Shirt Cloth Cellular Mazri	Meter	507,157
2.	Trouser Cloth Khaki Drill	Meter	250,876
3.	Shirt Cloth Olive Green (PHP)	Meter	44,061
4.	Trouser Cloth Brown Green (PHP)	Meter	16,768
5.	Black Drill Cloth (Elite)	Meter	31,860
6.	Trouser Cloth Navy Blue (Traffic)	Meter	22,567
7.	Jersey (PHP)	Nos.	11,179
8.	Jersey Grey	Nos.	29,250
9.	Winter Jacket (Elite)	Nos.	3,186
10.	Winter Jacket (PHP)	Nos.	5,568
11.	Winter Jacket (Police)	Nos.	15,750
12.	Boot Lower Subordinate	Pair	25,059
13.	Commando Boot	Pair	2,495
14.	Jogger Boot	Pair	3,186
15.	Track Suit	Nos.	4,000

(2) Ordnance Store & Anti Riot Equipment

Sr: #	Description	Counting Unit	Quantity to be purchased
1.	Bullet Proof Jacket	Nos.	450
2.	Bullet Proof Helmet	Nos.	450
3.	SMG 7.62X39mm	Nos.	1,800
4.	Shot Gun 12-Bore	Nos.	200
5.	Ammunition SMG	Rounds	900,000
6.	Ammunition 9mm/MP5	Rounds	757,894
7.	Ammunition G.III	Rounds	606,277
8.	Anti Riot Jacket	Nos.	3,136
9.	Anti Riot Shield	Nos.	2,486
10.	Anti Riot Helmet	Nos.	3,344
11.	Anti Riot Shin Guard	Pair	2,842
12.	Polo Stick	Nos.	2,113
13.	Bandolier	Nos.	5,625
14.	Bullet Proof Jacket Covers	Nos.	1500

(3) Bed & Boxes

Sr: #	Description	Counting Unit	Quantity to be purchased
1.	Charpoyee	Nos.	1,800
2.	Kit Box	Nos.	900
3.	Niwar	K.G	20,204

(4) Tear Gas Equipment

Sr: #	Description	Counting Unit	Quantity to be purchased
1.	Tear Gas Guns	Nos.	85

(5) Others

Sr: #	Description	Counting Unit	Quantity to be purchased
1.	Fiber Glass Guardroom with attached Bath	Set.	01

(6) Plant & Machinery

Sr: #	Description	Counting Unit	Quantity to be purchased
1.	Vehicle Mounted Jammers	Nos.	03
2.	Night Vision Goggle	Nos.	147
3.	Machinery & Equipment for CTD		
4.	Security Gadgets for important places		

(7) Furniture & Fixture

Sr: #	Description
1.	Furniture for CTD

Purchases of the aforementioned stores for the ongoing financial year 2011-12 are under process. After receipt of stores the same will be distributed to the field units after observance of codal formalities.

DEVELOPMENT BRANCH

Development Branch is headed by AIG/Development, who supervise all developments works relating to police department. Following jobs are performed by this branch:-

- I. To act as Administrative Department of the Police with regard to Development Schemes for holding meetings of Departmental Development Sub Committee (DDSC) up to the value of Rs. 200 million of each scheme and issuance of Administrative Approval.
- II. Processing and vetting of PC-I of all development schemes.
- III. Preparation of annual development program.
- IV. Monitoring of utilization of funds and physical progress of ADP Schemes.
- V. Re-appropriation of funds amongst ADP schemes.
- VI. Establishment of new Police Sub Division, Police Stations, Police Posts and change in territorial jurisdiction in limits of Police Stations/Police posts.
- VII. Initiate proposal for allocation of offices in PHQ Complex.
- VIII. Maintenance and repair of Police Buildings including PHQ Complex as well as IGP's Block.
- IX. Acquisition and transfer of land.

- X. Allocation of funds placed at the disposal of Punjab Police for the repair of Police Buildings to the District/Units.
- XI. Financial sanction of minor repair works beyond the competency of RPOs/CPOs upto Rs. 2,50,000/-
- XII. Allotment of Official residences/quarters/flats on PHQ Pool.
- XIII. Preparation/maintenance of standardized plan/map of Police Buildings.
- XIV. Any other duties and functions assigned by the IGP/Addl. IG F&W.

2. Following development schemes of police department have been included in the ADP 2011-12:-

Sr. No	Description	Total Schemes	No of buildings	Allocation (in million)	Revenue
I.	Police Stations	40	40	267.832	131.832
II.	Police Post/Check Posts	04	09	42.478	22.478
III.	Patrolling Posts (PHP).	02	11	5.153	3.153
IV.	Riverine Posts	07	45	99.000	48.000
V.	Police Lines	01	01	100.000	40.000
VI.	Hostels/Barracks/Allied facilities	06	25	60.357	32.357
VII.	Police Training Institutes	06	24	56.370	28.370
VIII.	Offices	01	01	12.000	6.000
IX.	Residences	02	05	5.892	5.892
X.	Boundary Walls	05	05	22.677	11.677
XI.	Store/Godown	01	01	0.010	0.010
XII.	Dog kennels	01	01	10.000	5.000
XIII.	Block Allocation	01	01	20.000	6.000
Total		77	169	701.769	340.769

3. It is also mention that out of said 77 schemes, 75 are on going and two new schemes i.e construction of Traffic Police Lines Manawan and Block allocation for provision of Security arrangement to Police Buildings.

THE LEGAL AFFAIRS DIVISION

INTRODUCTION

From Legal Branch to the Legal Affairs Division

1. The Punjab Police Legal Affairs Division (hereinafter the “Division”) is a re-formed, re-incarnation of what has been known, for over a century, as its ‘Legal Branch’. Law being the essential basis and foundation of all law-enforcement enterprise in a State, legal affairs, (including, determination, deliberation, interpretation, and application of the existing rules) form an integral and significant component of law-enforcement activity of any police organization. The importance of the legal affairs was fully realized by the framers of law-enforcement rules in British India who devoted one full chapter (Chapter XXVII) in the Punjab Police Rules of 1934 to the Composition, Function and Duties of this Branch.
2. Thus Legal Branch became part and parcel of the police organization at the District, Range and the CPO¹ (Central Police Office) level, discharging its prosecutorial, advisory, reportive, representational and record-management functions in the light of the Police Rules.² For decades, the Branch diligently assisted the operational field officers, investigators and police prosecutors in legal matters discharging, *inter alia*, a wide range of legal duties, such as preparing challans and charge sheets; reviewing the available evidence in court cases before sending them for trial; acting as prosecutors during pre-trial and trial proceedings, producing relevant evidence before courts of competent jurisdiction; preparing police briefs for the attorneys at district courts; preparing legal documents for representation of police organization before various judicial forums in petitions, civil suits and service related litigation; keeping track of convictions and appeals, maintaining records and registers on prosecution and convictions; providing legal opinions as and when sought by the Superintendents of police and supervising service of legal summons and warrants etc. It was the legal nerve centre of the law-

¹ CPO has been re-named as *the Police Headquarters* (PHQ) in recent years to obviate its confusion with the *City Police Officer*, which is also being called the CPO

² For details refer to Police Rules 1934, Chapter XXVII, ‘Duties of Legal Branch’

enforcement endeavor in Punjab prior to the emergence of the Division in 2006.

Creation of the Legal Affairs Division

3. What led to the re-organization of Legal Branch of the Punjab Police in 2006 was the Punjab Government's decision to establish an independent prosecution service for the prosecution of criminal offences in the Province. The decision was formalized through a Provincial Legislative Act³, which created the Punjab Criminal Prosecution Service (hereinafter "PCPS"). With the emergence of this service, the prosecutorial functions of Police, earlier discharged mainly by its Legal Branch were transferred to the PCPS. This necessitated re-organization and a re-definition of the Legal Affairs within the Punjab Police in consonance with the concept of "functional specialization" envisaged by the Police Order 2002⁴ as a cardinal principle to be followed while organizing police. While moving the summary for the creation of the LAD, through re-structuring of Legal Branch in 2006, the then Provincial Police Officer ("PPO"), Inspector General of Police, Mr. Zia-ul-Hassan Khan, observed:

"Article 8(2) (p) of the Police Order, 2002 visualizes organization of Police on functional basis that, inter alia, includes "Legal Affairs". In this age of specialization, complex legal issues which are being faced by the police officers every day especially at no legal background and little knowledge of law, the police functionaries need to have assistance of legal experts in discharge of their duties⁵. Every police action is scrutinized by the judiciary either by exercising the powers of judicial review or plenary powers under Criminal Procedure Code."⁶

4. The IGP emphasized that the creation of such a Division 'was expedient to run the police department successfully and effectively and to implement the Police Order 2002 in its proper spirit.'⁷ The creation of the LAD⁸ did not change dramatically the traditional functions of the law officers working in the police uniforms but only renewed recognition of their pronounced significance

³ The Punjab Criminal Prosecution Service (Constitution, Functions and Powers) Act 2006 (Act III of 2006)

⁴ The Police Order, 2002 (Chief Executive's Order No XXII of 2002), Article 8

⁵ Emphasis added

⁶ Creation of the Legal Affairs Division Punjab: Summary for the Chief Minister (hereinafter "Summary for the CM") , para 3

⁷ Ibid, para 8

⁸ It is pertinent to note that the worthy IGP also used the term "Legal Affairs Bureau" in para 8 of the above noted summary, but what was approved and created was the LAD as mentioned in the Subject of the Summary.

in the light of increased judicial oversight, massive litigation, and ever-expanding public accountability of every police action. It also re-deployed legal assistance to new areas such as some select police stations, sub-Divisions, FIR registration centers and police training institutions to enhance the quality of the legal content of police function. Following was the strength of the proposed Division:

Position/Rank	Number
DIG/Legal	1
SSP/Legal	2
SP/Legal	14
DSP/Legal	160
Inspector/Legal	459

5. Part of this re-organization was the creation of a 'Legal Cell' at the PHQ (then CPO), to be headed by an officer of the rank of a DIG with the duties:⁹
 - a. To advise the IGP/PPO on all legal matters;
 - b. To provide legal support to other Staff Officers of the PPO;
 - c. To deal with litigation at the level of Supreme Court, High Court, PST & Ombudsman;
 - d. To deal with all legal references received from other offices;
 - e. To represent the IGP/PPO before the Courts; and
 - f. To supervise, on behalf of the PPO, the working of the Legal Affairs Bureau/Division.

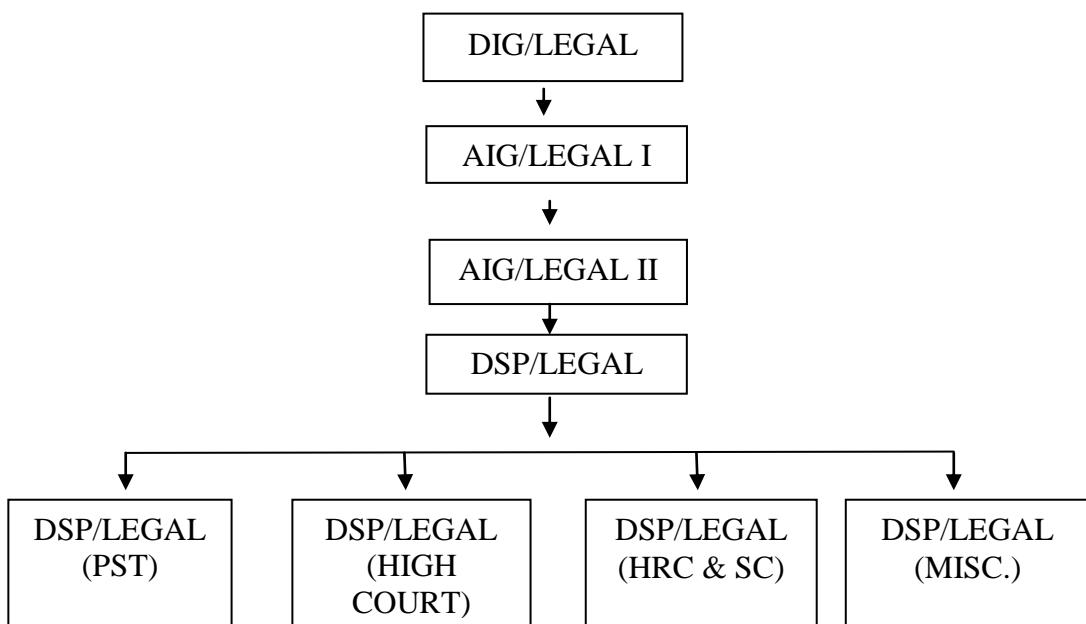
This unit initially purported to be 'a legal cell', has since taken a leading role in the affairs of the Province-wide organization of legal capacity and is now its epicenter, acting in dual capacity of (a) providing leadership to the LAD members in all the districts, and (b) discharging on behalf of, and for, the PPO, advisory, interpretative, representational and reporting duties involving policy issues and legal rules as well as dealing with cases pending before various judicial forums in which the office of the PPO is respondent. As the duties and responsibilities of the LAD at the district and regional level remain the same as those of its precursor, the Legal Branch minus the prosecutorial functions transferred in 2006 to the PCPS, the present contribution will focus on the structure and functions of the LAD at the PHQ.

⁹ Summary for the CM, para 4

I. STRUCTURE OF THE DIVISION AT THE PHQ

6. Under the leadership of the DIG/Legal, the LAD component at the PHQ is structured along functional lines:
- The **Office of the DIG/Legal**, advising directly on the most important legal issues involving departmental policy matters as well as the most sensitive cases such as the Cases of Missing Persons;
 - The Human Rights Cell (**HRC**), dealing exclusively with cases before the Supreme Court of Pakistan (SCP), in its capacity as the protector of the fundamental/human rights granted by the Constitution of Pakistan;
 - Lahore High Court (**LHC**) Cell, dealing with writ petitions and other cases pending before the LHC;
 - Punjab Service Tribunal (**PST**) Cell, dealing with cases and appeals pending before the PST, and
 - Miscellaneous** Cell, taking up all other matters upon the direction of the DIG/Legal requiring legal advice and assistance.

ORGANOGRAM



II. DUTIES AND RESPONSIBILITIES OF THE DIVISION

7. Generally, the duties and responsibilities of the Division include advising the IGP on policy matters concerning law and courts; providing legal advice and opinion in legal matters to the field formations as and when they seek such advice from the Office of the IGP; assisting the IGP in interpreting law; liaising with Research & Development Branch in developing and proposing

amendments to the rules as and when required as well as assisting the IGP in supervision of Legal Affairs Division throughout the Province. The following section outlines the duties of the Division in greater detail:

a. Matters Pending Before the Superior Judiciary:

8. The Division prepares comments, responses, representations and reports for all matters pending before the Superior Judiciary such as the Supreme Court and the High Court, and is also responsible for filing of appeals and review petitions against judicial orders and judgments the IGP wishes to contest. It also prepares and submits comments and reports to the Supreme Court of Pakistan in Human Rights Cases, based on the information received from the Districts and the Regions.

The following table gives some idea of the workload just in one category of cases pending before the Superior Judiciary.

Year	Human Rights Cases Received	Replies Submitted	Cases Under Process
2009	1218	1218	-
2010	7023	6903	120
2011	3250	2500	750

b. Cases Before the Punjab Service Tribunal (“PST”)

9. The Punjab Service Tribunal is the judicial forum where the police officers go to file appeals to contest the award of promotions and punishments by the department, usually making the IGP a party to the contest. The Division represents the IGP at this important forum, and directs the Districts and Regions, on his behalf, to implement PST judgments. The Division also files, with the approval of the Add'l IG Punjab, appeals challenging PST decisions before the Superior Judiciary. The following table reflects the quantum of work with respect to the PST.

Year	Number of Appeals Filed Before the PST
2009	595
2010	881
2011	634

10. At this moment, some 500 appeals are pending before the PST and between 20 and 25 appeals are fixed for hearing on a daily basis! This makes it impossible for the Division to adequately represent the department in all those cases. However, one DSP Legal is dedicated to being present at the PST on a daily basis to represent Punjab Police in appeals fixed for the day.

c. Courts of Sessions and Lower Courts:

11. The Division also receives and implements directions from the Courts of Sessions and the lower judiciary ensuring appearance of investigators and production of evidentiary material and record before those forums. It also deals with directions regarding the change of investigation. The Division implements judicial strictures passed against defaulting police officers; it also refers matters to the AIG Discipline in cases where disciplinary action is recommended by a judicial body.

d. Civil Suits:

12. Apart from litigation and petitions directed against the police department, there are also cases where civil suits have been filed against it. The Division also responds in those civil suits on behalf of the IGP. In many cases, comments and reports are received from the districts and regions which are vetted by the Division, and written statements are signed and filed by it on behalf of the IGP. The following table lists the number and status of such cases:

Year	Civil Suits Received	Disposed Of	Pending
2009	11	10	01
2010	17	07	10
2011	30	25	05
Total	58	42	16

e. Petitions for Transfer Of Investigation:

13. Cases where courts summon and scrutinize case files in ongoing investigations, sometime such scrutiny leads to inviting comments from the IGP or issuing orders/instructions for transfer of investigation from its present place. The Division prepares and submits requested comments and reviews court orders for transfer of investigation with a view to direct districts and regions to implement them in letter and spirit under intimation to the respective courts.

The following table reflects the number of such cases dealt with by the Division.

Year	Cases/Directions of Transfer of Investigation Received	Cases Disposed off	Cases Under Process
2009	280	280	--
2010	265	263	02
2011	282	273	09
Total	827	816	11

f. Transfer of the Accused Persons and Case Property:

14. The Division deals with the requests sent to the IGP by regions and the districts for the transfer of the accused persons and case property from other provinces including the AJK and Islamabad Capital Territory (ICT). The annual volume of such transfers is provided below:

Year	Cases of Transfer Received	Disposed	Under Process
2009	226	226	----
2010	401	401	----

2011	445	430	15
Total	1072	1057	15

g. Extradition Cases

15. The Division also initiates and takes up with the Home Department, Government of Punjab and the Federal Ministry of Interior, cases of extradition of the accused persons and/or proclaimed offenders wanted by the Punjab Police. It also communicates downwards with the concerned field formations. The following table details such cases handled by the Division:

Year	Extradition Cases Received	Disposed	Under Process
2009	64	64	-
2010	142	142	-
2011	139	139	-
Total	345	345	345

h. Legal Opinion and Advice:

16. This is one of the key responsibilities of the Division where it receives references from the IGP, the Add'l: IGPs, DIGs, and AIGs in the PHQ as well as district and regional police commanders, seeking opinion and advice finding and interpreting law governing matters dealt with by the police organization. The Division receives some 600 to 650 such references per year, and formulates and communicates legal opinion in each case. The Division is also involved in proposing, developing and framing amendments to the Police Laws.

i. Cases of Missing Persons:

17. Following the establishment of the National Commission on Missing Persons (NCMP), the Division is seized of all such cases in the Provinces with the DIG/Legal being the focal person within the PHQ, representing the IGP at the hearings and meetings of the Commission, and corresponding with the Commission and the Field Formations on this important issue.

HUMAN AND MATERIAL RESOURCES AVAILABLE:

18. Currently the resource profile of the Division is as follows:

Executive Staff

Position	DIG	AIG	DSP/L	IP/L	SI	ASI	HC	Const.	D.R	D/C	Total
Posted	1	2	5	4	1	3	1	6	-	-	21

Ministerial Staff

Position	OS	PS	Assist.	Steno	SC	JC	Daftari	NQ	Total
Posted	2	2	3	1	2	8	1	3	22

III. CHALLENGES:

19. The Division is facing multiple challenges to its proper functioning at this moment. They come from a host of factors: the work culture, quantum of work, inadequate capacity and limited resources. The issues of organization and communication are equally important.

A. Work Culture: Legal Branch, despite huge significance of its work, has received lesser attention in terms of organization and capacity building than the operational policing. Decades of practice have crystallized a bit of a laid-back attitude and a culture of mechanical functioning without proper and clear goal-setting to be pursued proactively. The mode of working has become defensive be it the internal organizational matters or issues in litigation. This is evinced by the fact that it has adopted a general attitude of compliance of the judicial orders without debating their merits, mostly not exercising its legal right of filing timely and well-reasoned appeals. Consequently, our appeal activity is limited and leaves much to be desired in terms of quality. Being the legal face and voice of the Punjab Police, the Division needs to act with greater independence, responsibility and pro-activity constantly reviewing the laws, rules and procedures governing the police function in the

Province, and developing proposals for keeping the rules updated in the light of changes taking place in the realm of policing.

B. Quantum of Work and Limited Resources: Most of the challenges inventoried under “A” above come from the fact that there is no match between the quantum of work the Division has on its table and the resources available to it. The quality of work is suffering simply because of non-availability of adequate capacity. Just to give an example, if there are 20 cases listed on a given day before the “PST”, and the Division has just one DSP representing the organization, and preparing comments and reports for those cases, then the quality of such representation and preparation of our legal position is not hard to guess!

The Honourable High Court usually requires gazetted legal officers fully conversant with the facts of a sub-judice case to attend the proceedings and produce relevant record. There have been cases, where one-sided orders have been issued in writ-petitions for lack of adequate representation. A proper representation is impossible to achieve without enhancing the capacity of the Division by increasing the numbers of the gazetted legal officers at the PHQ. The Division, shouldering one of the key responsibilities of the PHQ needs to be upgraded as soon as possible.

C. Working/Office Space: The staff of the Division, already short in strength, is also facing an acute shortage in terms of office space, and work stations. Office space and equipment being the most basic paraphernalia for any serious work has become a challenge.

D. Non-Availability of Legal Literature: There is a great paucity of relevant legal literature available to the legal staff which makes it hard for them to keep abreast of the current legal developments. This impinges on the quality of their products and reduces their ability to act and perform fully, and in a timely manner.

PUNJAB CONSTABULARY

Punjab Constabulary formerly known as Punjab Reserve Police was raised in 1972 with the strength of 1000 Constables, which were trained in Anti Riot Tactics. The main idea behind its creation was to render maximum assistance to the District Police of the Province of Punjab for maintenance of law and order situation. Its strength was gradually increased upto 2800 upto 1982. Later on as per direction of the Governor of the Punjab its strength was raised upto 5,000 in phased programme. During 1987 with its re-organization and renaming as Punjab Constabulary its strength was increased upto 12000.

Punjab Constabulary is being headed by an Addl: IGP/Commandant and a DIG/Deputy Commandant. Its main Headquarters is at Farooqabad District Sheikhupura. It consists of 07 Battalions which are headed by DIG/Battalion Commander, Btn. No.1 at Lahore & others by SSP/Battalion Commanders. Its Battalions are stationed at their Sub Headquarters i.e. Battalion No.1,5 & 7 at Lahore, Battalion No.2 at Rawalpindi, Battalion No.3 at Multan, Battalion No.4 at Faisalabad and Battalion No.6 at PC Hqrs: Farooqabad. All the Battalions of Punjab Constabulary except Guard Battalion No.7 (which consists of ex-army personnel) have been divided into three Wings namely Haider, Babar & Tipu which are headed by a Deputy Superintendent of Police. Each Wing has 03 companies headed by an Inspector. A company is divided into 03 platoons headed by Sub-Inspector and platoon is divided into 04 sections. A Head Constable holds the command of section. A platoon consists of strength of 01/SI, 02/ASI, 04/HCs and 40 Constables (Total=47)

However, total sanctioned strength of Punjab Constabulary (excluding the strength GB-7) is as under:-

**EXECUTIVE.
(Btn.1 to Btn.6)**

Detail	Addl: IGP	DIG	SSP/ SP	DSP	IP	SI	ASI	HCs	Cs.	Total
Sanctioned	01	02	06	22	89	240	480	1037	9115	10992
Posted	01	02	06	21	56	200	450	795	8241	9772
Shortage	--	--	--	01	33	40	30	242	874	1220

MINISTERIAL.

	A.D	OS	P.S.	Steno	Asstt:	Auditors	S/Cs	Pesh Imam	J/Cs	Daftaries	Naib Qasids
Sanctioned	02	07	02	07	33	02	64	06	103	27	90
Present	02	07	02	04	31	--	62	--	98	27	87
Shortage	--	--	--	03	02	02	02	06	05	--	03

MENIAL.

	Painter	Car penter	Mason	Tailor master	Langri	Cobbler	Water carrier	Sweeper	Barber	Mali
Sanctioned	04	07	04	05	219	14	96	107	140	29
Present	04	07	04	05	206	14	95	100	133	29
Shortage	--	--	--	--	13	--	01	07	07	--

	Khalasi	Washer man	Cycle mech:	Watch man	Electrician	Plumber	Engine driver	Line man	Baker	Cook
Sanctioned	09	141	01	01	04	06	05	04	03	02
Present	08	137	01	01	03	06	05	03	03	02
Shortage	01	04	--	--	01	--	--	01	--	--

GUARD BTN.7.

Detail	SP	IP	SI	ASI	HCs	Cs.	Total
Sanctioned	01	04	10	31	283	1225	1554
Present	01	03	09	29	275	1200	1517
Shortage	--	01	01	02	08	25	37

The job description of officers/officials of this unit has been shown against each:-

Addl.IGP/Commandant	To head the Administrative affairs of Punjab Constabulary and to deal with policy matters.
DIG/Dy: Commandant	To Assist the Commandant in routine business and establishment matters
SP/Hqrs	To Assist the Commandant & Dy: Commandant in routine business and establishment matters.
Btn. Commanders (DIG/SSP/SP)	Being head of Btn/Sub Hqrs supervises working of his Btn, coordinates with High-ups in special

	assignment/ policy matters and acts as D.D.O.
DBC/DSP	To Assist Battalion Commander and other senior Officers in routine business and ensure discipline in the force and security of lines area, periodic checking/inspection of stores & offices and suggest proposals for welfare of force.
DSP/Wing Commander	As Wing Commander he is responsible for the welfare and discipline of junior rank officer under his command. Carries out periodic checking/inspection of the force deployed with District Police and ensures utilization/ deployment of force as per IGP's Standing Order. Redresses the grievances and suggests proposals for betterment of force.
Quarter Master/AIP & L.O	An Inspector posted as Q/Master/AIP is responsible for administration of the force and all other affairs at Hqrs:/ Battalion level. Maintains discipline amongst the force, arranges weekly/general parade, supervision of lines area and timely dispatch of PC force deployed to District for law & order maintenance. Ensures cleanliness in the lines area & barracks.
Inspector Personnel/OSI	Deals with establishment matters pertaining to HCs and Constables, maintains seniority of constables for transfer to District Police & record of list "A", Fauji Missals and timely disposal of references.
IP/Company Commander	Being Company Commander, he is responsible for administration and all other affairs of the company (03 platoons) under his command. Maintains discipline in the force and ensures availability of the force and goes with the Company as and when deployed in District for law & order maintenance.
SI/Platoon Commander	SI posted as platoon Commander is responsible to maintain discipline of the force under his command, assists Company Commander and ensures

	availability of platoons and moves with the force as and when deployed for Law & order duty.
ASI/Asstt: Platoon Commander	ASI posted as Asstt: Platoon Commander is responsible to maintain discipline of the force under his command, assists Platoon Commander and ensure availability of platoon and moves with the force as and when deployed for Law & order duty.
HC/Constable	HC works as Section Incharge and each section consists of 01/HC & 10/Cs. Perform standing Guard/Gunman/ Striking duty as per requirements/nature of duty and to comply with the orders of his seniors.

TRANSFER/TENURE OF POSTING IN PC UNDER IGP'S STANDING ORDER NO.9/2001.

The officers of junior rank (Constable to IP) are posted from District Police to Punjab Constabulary for a period of two and three years under IGP's Standing Order, 9/2001 having age criteria as under:-

- i. Constable..... Not more than 37 years.
- ii. Head Constable..... Below 40 years.
- iii. ASI..... Below 45 years.
- iv. SI..... Below 47 years.
- v. IP Below 50 years.

MAIN FUNCTIONS OF PC FORCE.

1. Punjab Constabulary is a reserve force which performs duty in emergency situations to maintain law & order in support of district police in the Punjab on the orders of the Inspector General of Police and also assists Islamabad and AJK Police on request.
2. Performs security as well as guard duties on important premises.
3. Performs VVIP & VIP security duties.
4. PC is also performing security duties on the check posts in the crime hit areas of Rajanpur & R.Y.Khan and also guarding key installations.
5. Any other important duty assigned to PC by IGP time to time (in case of emergencies)

KEY PERFORMANCE OF PC FORCE.

1. PC platoons are deployed under the orders of the IGP in various districts to support the district police for the maintenance of law & order. Once deployed in the district the performance of PC is usually related with the performance of the district police.
2. On deployment of PC force works as a reserve force with the district Police Force and its performance is measured along with the performance of district Police as it works under the command of DPO (concerned).
3. PC also performs guard duties in Lahore & other Districts in aid to District Police and its performance is checked by not only PC officials but also by the officers of District Police.
4. PC guards are performing upto the mark and entirely to the satisfaction of the persons/establishments they are guarding as well as of District Police.

IGP's STANDING ORDERS 9/87 & 1/03 REGARDING DEPLOYMENT OF PC

1. The PC personnel will perform only those duties for which they are requisitioned.
2. The PC shall be deployed for duty preferably in Platoons but not below a section.
3. The PC vehicles shall be used for carrying the force to and from the place of deployment.
4. The requisitioning district will look after the welfare of deployed force and provide logistical support.
5. A Liaison Officer shall be appointed to co-ordinate with the Incharge of PC contingent so that their problems during deployment can be effectively tackled.
6. The PC contingent in no circumstances be used for duties like conducting of Raids, Patrolling, Nakabandi, Point duties, Traffic checking, etc.
7. PC vehicles will not be used for duties like patrolling, traffic checking, etc.

SECURITY MEASURES

Each premises of PC is being secured diligently with highly trained Force, Elite Police, Mounted Squad and CCTV.

PUNJAB CONSTABULARY-ANTI RIOT FORCE.

1. The PC was originally raised as a sticking force to handle law and order situation but over years it drifted from its real task. It is now a borrowing agency where officers and jawans are posted from Districts on deputation of 2/3 years. They have been imparted a preliminary anti-riot drill during their recruit training which at all does not serve the purpose.
2. Controlling the mob is a science which needs the knowledge of mob psychology, importance of the situation, tone and gesture of the force, controlling over the nerves, riot control formations, skill to handle the equipments and knowledge of rules/laws pertaining to control the demonstrations, protests and riots.
3. In order to meet the satisfactory training level of the PC it has been recommended to the IGP that through Addl.IGP/Training a comprehensive training programme on the subject of Anti-Riot be chalked out for this unit.
4. Riot control refer to the measures used by police to control discipline and arrest the civilians involved in riots, demonstrations or protest. In developed countries every effort is made to control the law and order situation by using minimum force. Generally, non-lethal weapons like betons, tear gas, pepper spray, water cannon, police dogs, mounted police, electric tasers, long range acoustic device, stink bombs, armoured vehicle etc. are used in view of number of protestors and gravity of the situation. Whereas, PC has traditional equipments to cope with law and order situation/riots. It has, therefore been recommended to IGP that the following equipments may be provided to enable the PC to handle demonstrations/riots effectively:-

Sr.#	Nomenclature of Items	Quantity Required
1.	APC-Riot	06 (one for each 6 Battalions)
2.	54 seater buses for transportation of force.	12 (02 for each 6 Battalions)
3.	Trucks for transportation of Anti Riot equipment.	12 (02 for each for 06 Battalions)
4.	Water Cannon (Anti Riot)	12 (02 for each for 06 Battalions)
5.	Horses	90 (15 for each 06 Battalions)
6.	Helmets (Anti Riot)	3000
7	Shields (Anti Riot)	3000
8.	Gloves (Anti Riot)	11000
9.	Neck Protector (Anti Riot)	11000

10.	Shin Guards (Anti Riot)	3000
11.	Jackets (Anti Riot)	3800
12.	Tear Gas Guns	320
13.	Long range gas shells	8000
14.	Short range gas shells	6000
15.	Gas Grenade	5000
16.	Rubber Bullets 38 MM	180
17.	Rubber Bullets (short gun 12 bore)	18000
18.	Chemical mass (Anti Riot)	120
19.	Gas masks (Anti Riot)	360
20.	Rocket and para shoot lighting shells	22
21.	Maga phones	24 (04 for each for 06 Battalions)
22.	First Aid kits	60 (10 for each for 06 Battalions)
23.	Barriers	90 (15 for each for 06 Battalions)
24.	Movie Cameras	18 (03 for each for 06 Battalions)
25.	Concertina wire Rolls	90 (15 for each for 06 Battalions)
26.	Chain Cutters	24 (04 for each for 06 Battalions)
27.	Handy sport lights	24 (04 for each for 06 Battalions)

ON GOING ADP SCHEMES

Sr.#	Name of schemes/project	Funds Sanctioned Rs. (M)	Funds utilized Rs.(M)
i.	Construction Of 10 Nos Barraks (Btn-1abbas Line Bedian Lahore)	224.842 (M)	191.690 (M)
ii.	Construction of Boundary wall (Btn-1abbas Line Bedian Lahore)	28.585 (M)	14.691 (M)
iii.	Construction of 4 Nos Barraks (PC/Hqrs: Farooqabad)	60.178 (M)	52.963 (M)

PROPOSED/NEW DEVELOPMENT SCHEMES

SR.#	NAME OF SCHEME	REMARKS
1.	Construction of Boundary Wall (Btn.2, PC Rawalpindi)	The PC-I and RCE amounting to Rs.19.373 (M) has been sent to PHQ Punjab vide this office Memo: No.4683/GA-III, dated 11-08-11 for administrative approval.
2.	Construction of Boundary Wall (Btn.No.3 PC Multan)	The PC-I and RCE amounting to Rs.29.066 (M) has been sent to PHQ Punjab vide this office Memo: No.4643/GA-III, dated 04-08-11 for administrative approval.

3.	Construction of Boundary wall (Btn.4 PC Faisalabad)	The PC-I and RCE amounting to Rs.28.821 (M) has been sent to PHQ Punjab vide this office Memo: No.4642/GA-III, dated 04-08-11 for administrative approval.
4.	Construction of 15 Nos. Garage for the safety of Motor Vehicles (Btn.4 PC Faisalabad)	The PC-I and RCE amounting to Rs.8.860 (M) has been sent to PHQ Punjab vide this office Memo: No.2064/GA-III, dated 15-04-11 for administrative approval.
5.	Installation of ½ Cusec Turbine (Btn.4 PC Faisalabad)	The PC-I and RCE amounting to Rs.2.212 (M) has been sent to PHQ Punjab vide this office Memo: No.2065/GA-III, dated 15-04-11 for administrative approval.
6.	Construction of Overhead Reservoir (PC Hqrs: Farooqabad)	The PC-I and RCE amounting to Rs.2.20 (M) has been sent to PHQ Punjab vide this office Memo: No.1551/GA-III, dated 23-03-11 for administrative approval.
7.	Construction of 12 Nos Watch Towers (PC Hqrs: Farooqabad)	The PC-I and RCE amounting to Rs.20.96 (M) has been sent to PHQ Punjab vide this office Memo: No.4808/GA-III, dated 10-09-11 for administrative approval.

CAPACITY BUILDING.

5. To improve capacity building training in following courses has been imparted to junior rank officers w.e.f 01-01-11 to 30-09-11 is as under:-

ANTI RIOT DRILL COURSE.

No. Of course	Duration	Official participated
32	02 WEEKS	1136

FIELD CRAFT AND WEAPON COURSE.

No. Of course	Duration	Official participated
28	03 Months	1520

Mock Exercise (Handling & Dispersal Of Crowd)

No.	Official participated
47	1875

RESCUE POLICE UNIT.

A well trained Police Rescue Unit was raised to help the victim of natural calamity/flood hit areas. This unit has successfully projected the soft image of Police by providing service to the victim of flood in D.G.Khan Region and thus earned appreciation from public, C.M Punjab. This unit is based at Hqrs: Farooqabad.

ACHIEVEMENTS.

1. The force of this unit whenever is called to handle the law & order, it reached well in time and controlled the situation efficiently as per requirement of the matters.
2. The officers/officials of Punjab Constabulary are deployed for law & order duty throughout the Punjab. During deployment 35 officers/officials of this unit have sacrificed their lives in incidents/suicide bomb blasts.
3. Police Rescue Unit has contributed a lot in removing the miseries of flood affected peoples during 2010 in Northern Punjab. This unit is always alert and available round the clock at PC Hqrs: for performing any emergent duty.

THE PUNJAB ELITE POLICE FORCE

HISTORY

The Elite Police Force was established in view of increase in violent crime which took forms of hostage taking, kidnapping for ransom, hijacking, sectarian terrorism, dacoities, robberies, sabotage, and bomb explosions leading to a sense of insecurity throughout the province. The conventional police at that time was neither trained nor equipped to deal with such criminal activity. It was decided in 1997 by the then Chief Minister, Punjab Mr. Shahbaz Sharif to respond to such violent crime by establishing Elite Police Training School, Bedian which aimed at training the police officials on the pattern of Special Services Group (SSG) of Pakistan Army. The school, since then, has undertaken Basic Elite Course, Advanced Instructors' Course, ASPs Course, Refresher Course, PHQ General Duties Course, T/ASIs Course and VVIP Protection Courses. The Elite Police Training School (EPTS) has emerged as the centre of excellence for high quality police commando training for all the law enforcement forces of Pakistan. The EPTS has imparted training to the officers and men of police forces for all the provinces, Pakistan Rangers, Prisons, Rescue 1122, Railways Police and Private security agencies.

AIMS/OBJECTIVES

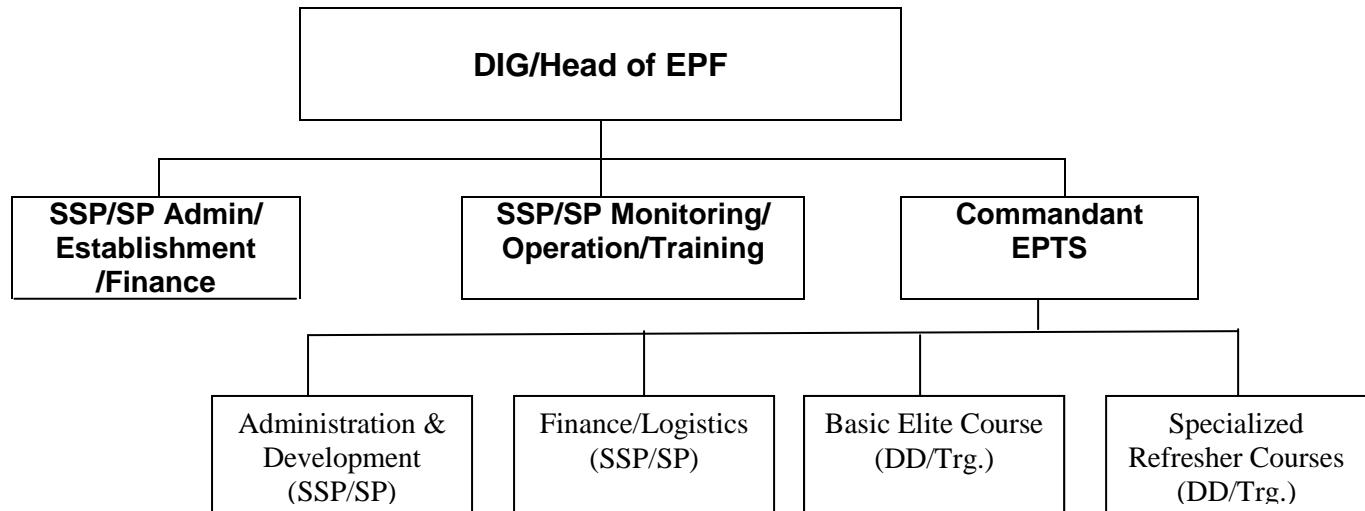
- To enhance operational capacity of police to combat desperate criminals dacoits and kidnappers etc.
- To raise highly trained force to fight terrorism.
- To develop sense of discipline, honor, patriotism and acquisition of knowledge to enable them to tackle tactical situations.

ELITE POLICE TRAINING SCHOOL, BEDIAN

EPTS has a total area of more than 171 Acres, of which buildings, hostels, training grounds, residences cover 108 acres. Presently, the EPTS, Bedian is being headed by a Commandant who is seconded officer from the SSG of the Pakistan Army. He is assisted by two serving Majors from SSG of Pak Army. Two Superintendents of Police are also serving there to look after the administration and financial issues of the School. The Commandant and other officers work under the

administrative control and supervision of the Deputy Inspector General of Police who heads the organization assisted by two SSP/SPs at the Headquarters.

The structure of the EPTS with respective job descriptions is as under:



The job description of major offices is as under:

OFFICE	AREA OF SUPERVISION
DIG Head of EPF	Overall supervision of Administration, Training and all other functions of Elite Police Force.
COMMANDANT EPTS	Planning, Execution and Monitoring of the training courses at EPTS.
SSP/SP HQ	Budget, Accounts, DDO, Procurement, Purchases, Tender Committee, Survey Committee, Maintenance of Stores/Godown, Stock taking, Buildings maintenance, Distribution
SSP/SP MONITORING	Posting/transfer, Promotional Courses, Promotion (DPCs), Discipline/Internal accountability. Planning/Execution (Admn), Monitoring of deployed personnel in districts.
MAJOR (REFRESHER COURSE)	Planning, Selection, Execution, Passing Out, Trainer's Training, Review of Syllabus/Training program weekly / monthly
MAJOR (SPL COURSE)	Planning & execution of courses, VVIP Protection, Weapons, Unarmed Combat, Sniper Shooting, Minor Tactics, and Review of Syllabus/Training program weekly / monthly.

COURSES

The details of courses run at EPTS are as under:-

Sr. No.	Title of the Courses	No. of course each year
1.	Basic Elite Course (24 weeks)	01
2.	Refresher Course (04 weeks)	10
3.	Advance Instructor Course (04 weeks)	02
4.	VVIP Protection Course (04 weeks)	07
5.	PHQ General Duties Course (02 weeks)	20
6.	ASPs Course (06 weeks)	01
7.	T/ASIs Course (14 weeks)	01

COURSE DETAILS

The course contents of the main Basic Elite Course cover the following subjects:

i. Physical Training

a.	Karate	e.	Disarming with and without weapons/knife	i.	12 Miles walk with appropriate intervals
b.	Judo	f.	Running – two miles (Daily)	j.	Second Class Rope Climbing
c.	Kick Boxing	g.	Para Physical Training (Daily)	k.	Physical Efficiency Test (PET)
d.	Boxing	h.	04 Miles Race once a month		

ii. Weapons Training

a.	SMG 7.62 mm	f.	Pistol 9mm	k.	Room Combat
b.	G-III 7.62 mm	g.	Tear Gas Gun	l.	Firing through Built up Area
c.	LMG 7.62 mm	h.	PRG - 7	m.	Firing of all weapons
d.	Sniper Rifle 7.62 mm	i.	Riot Shot Gun 12 Bore	n.	Chase – Fire Using Vehicles
e.	MP-5, 9mm	j.	Very Light Pistol		

iii. Anti Terrorist Tactics

a.	Patrolling	f.	Cordon and Search	k.	Fighting in Built-up Area
b.	Ambush	g.	Quick Action Drills	l.	Model Discussion &

					Planning
c.	Anti Ambush	h.	Section Formation	m.	Out Door Practical Exercises
d.	Road Blocks Naka	i.	Use of Armored Car & APC		
e.	Raid	j.	Room Combat		

iv. **Field Craft**

a.	Camouflage and Concealment	c.	Types of Crawls	e.	Night Vision
b.	Various Types of Cover	d.	Use of Cover	f.	Stalking

v. **Map Reading and Navigation**

a.	Use of Maps	c.	Map to Ground	e.	Use of Compass
b.	Eye Sketch	d.	Ground to Map		

vi. **Special Training**

a.	Building Rappelling	d.	Building to Building Crossing	g.	VVIP Protection
b.	Heli Rappelling	e.	Rolling Firing	h.	Gun Man Duties
c.	Pully Descending	f.	Body Guarding		

TOTAL COURSES CONDUCTED AND PERSONNEL TRAINED BY THE EPTS

Sr.#	Name of Course	Total Courses Conducted	No. of persons trained
1	Basic Elite Course	13	8959
2	Elite Refresher Course	22	2988
3	VVIP Protection Course	27	794
4	Elite Orientation Course for GOs / Upper Subordinates	55	1797
5	Instructors Courses	5	303
6	General Security Course	91	3065
7	Miscellaneous Courses	31	9832
8	ASPs Courses	10	248
Total		264	28302

POST TRAINING DEPLOYMENT

The officers and men trained by the EPTS are deployed at field units, i-e the districts where they are utilized by the district police commander as and when required. All the operational matters of such deployed force are overseen by the respective District Police Officer. Presently there are 20 inspectors, 144 sub inspectors, 365 assistant sub inspectors, 927 head constables and 4510 constables totaling 5966 deployed in all thirty six districts of Punjab. These trained personnel are armed with modern weapons and equipment in order to discharge their duties effectively.

OPERATIONAL ACHIEVEMENTS

Since the establishment of Elite force, all major operations to curb heinous crime in the province were carried out by Elite Police Force. The district police commanders utilize the services of highly trained Elite trained men in all important raids against dangerous criminals and Proclaimed offenders. EPF demonstrated the highest level of professionalism and gallantry due to its high level of training and as a result of EPF's operations thousands of POs were arrested and their hideouts were smashed. Due to high quality training in threat elimination, a number of risky and dangerous operations resulted in elimination of dozens of hardened criminals. The highest level of professionalism demonstrated by the Elite Police Commandos resulted in reduced loss of lives of police personnel during risky raids and operations. As of now, 33 Elite Police Officials embraced martyrdom in the line of duty. EPF is considered as a symbol of trust and reliability in the eyes of general public leading to an enhanced sense of security for the people of province.

FUTURE VISION

In the wake of incident of 9/11 and post 9/11 developments, the entire spectrum of security and Law and Order in the country has changed. The dimensions of terrorist crime, their motivations, and the methods of operations have changed and have become much more sophisticated. The police forces around the country are in forefront to counter the wave of terrorism which has pitched them against new methods being employed by the terrorists. It is imperative that the role of EPF should be enhanced to tackle the present day security threats also. These include suicide bombings, hostage taking of high value targets, targeting and inflicting damage to foreign dignitaries and installations. This changed threat requires the law enforcement forces generally and specialized forces like EPF

especially to be better equipped and better trained to cope with the new challenges. In view of foregoing, new courses have been conceived and planned which include 'Bomb Disposal and Explosive Handling Course', VVIPS protection course, Heavy Weapons course etc. These courses serve as way forward in excellence and effectiveness for EPF and require commitment by the Government to improve EPF as the main striking force in eliminating such threats by adequately funding such initiatives.

CHALLENGES, CONSTRAINTS AND FUTURE PLANS

Challenges

In year 2011 Punjab Police faced a number of challenges like extremism, terrorism, heinous crime of kidnapping for ransom, public protests due to economic breakdown coupled with problems pertaining to constabulary. The extremism, in Punjab, has magnified due to war-on-terror which started in year 2001. This problem is more acute in areas of Southern Punjab where literacy rate is quite low. An analysis of the situation indicates a five-stage-phenomenon, whereby a youth comes into contact with a group or facilitator thereof, redesigns his views about the different religious concepts, slowly accepts these ideas through frequent meetings and congregations, starts attracting towards it, becomes part of it and finally commits the act of terror. Many of these extremists groups, though, were banned in year 2009-10 nonetheless, lack of financial resources has resulted into fragmentation of these banned outfits and many have joined hands with terrorist organizations based in the far-flung areas of Pakistan. These trained gangs have been involved in bank robberies, dacoities, murders and kidnapping for ransom of many high profile personalities of high profile.

In 2011 the wave of terror visited the province thrice in the months of January, April and June. The total number of persons killed due to these acts of terror comes out to be 63 as compared to 264 in year 2010. The study of these attacks suggests that terrorists were more focused on shrines in 2011 as compared to following a multi-pronged approach in year 2010 when they targeted security forces, public spots and places of worships alike. The year also witnessed massive public protests against economic policies and human rights abuses. In year 2011 nearly 6,500 public processions were recorded, among them approximately 750 (11%) were directed against the law enforcement agencies on account of human rights violations. In addition to it, a large number of police force remained engaged in controlling, managing and overlooking these rowdy gatherings of the people.

Another challenge for the Punjab Police is to curb the spikes in heinous crime. The standard of investigation remained abysmally low thus pulling the conviction rate down at about 11-12 % as compared to 14% in year 2010. The police command has to come up with a road map for improving the investigation skills of lower subordinates thereby, securing a better conviction rate. The establishment of

Forensic Lab, a state of art complex, to facilitate the investigators will certainly improve the standard of investigation in the province. Apart from it, a number of investigation courses and modules have also been introduced, at police training schools, to groom the investigators in Punjab. The idea of establishing 100 Model Police Stations, across the province, is a step forward in this direction. Another issue which warrants prompt attention is widening gap between senior officers and junior ranks. Nearly 76 percent of the total Punjab Police comprises of constabulary where as 15-20 percent covers the ranks from Head Constable to Inspector. Therefore, statistically, the police leadership should devise policies keeping in view its effects on the larger part of the force which is essential for morale building and achieving the desired standards. Unfortunately the frame work of these action plans does not address the genuine grievances of lower subordinates. Opinion based punishments were awarded and more than 600 cases were registered against them on charges of dereliction of duty, negligence and corruption across the province in 2011. Though, low employment rate has propelled educated persons to opt for recruitment as police constable nonetheless the standard of the force has decreased appreciably due to poor training facilities. Low development budget and lack of technical facilities have compounded these matters. The policy of celebrating the current financial year as “*year of the constable*” is a step to redress some of the basic problems of Punjab Constabulary. Steps taken in this regard are given below:-

- Preparation of Master Plan in consultation with professional experts for Development of Police Lines, within one month.
- Utilization of 80% development funds (repair) on projects relating to constabulary.
- Seven days for submission of all dowry cases, Shaheed claim, Scholarship and financial assistance cases.
- Renovation/Uplift of Accommodation/Missing Facilities, Family Quarters, Barrack Accommodation, Clean Drinking Water, Sanitation, Washing Rooms, New Construction.
- Plantation campaign, one person one plant.
- Recreational Facilities/Gymnasium, Sports day, Daily Sports hours.
- Frequent meetings with Constabulary to redress their grievances.
- Provision of Messing/Canteen/Mess meetings in Police Lines/Police Stations.
- Establishment of Welfare Shops/Stores/Utility Stores, CSD.
- Celebration of Shaheed day as an Annual feature on 23rd March. Publication of, “Shaheed book”. Invitation to the families of Shaheed as Chief Guest.

- Celebration of Veterans' Day. Reunion of retired officers. Sharing experiences
- Arrangements for Doctors, Vaccinations, blood groupings, Hepatitis test, sprays, Dengue campaign, Medical insurance.
- Weekly Day Off for officers from the rank of a Constable to the Inspector.
- Establishment of Police Welfare Schools for quality education.

The idea of circumscribing the brutality of police and introducing concepts like community policing are paradoxical in nature. The creation of an island of excellence is, therefore, an oxymoron. Since the police highhandedness is deeply entrenched in the way our society has been reshaping itself for last 64 years therefore any effort to raise a public friendly police force will indirectly be forcing the political elites to restructure the social norms and mores as well. The sum total of all these policies, if not genuinely backed by politicians, is not going to change the behavior and outlook of the force. The concept of urban policing has been introduced which gives a situational analysis of five city police areas i.e Multan, Gujranwala, Rawalpindi, Faisalabad along with District Lahore. On the basis of this analysis approaches have been developed for improving recruitment, training and logistics of these policing units so that the norms (law, policy & practice) can be fused together to meet the challenges of the modern times.

The lack of coordination among different field units and inability of senior officers to ensure proper dissemination of any order, important strategy or policy down to the constable level is another factor impeding the efficiency of the force. Lack of innovative ideas and practical implementation thereof is another limiting factor. The implementation of senior command structure, as envisaged in Police Order 2002, was enforced vociferously however half hearted efforts were made whenever question of separation of operation and investigation units props up at police station level. The configuration of priorities of police command at District, Region and Province levels will remain a recurring phenomenon in the coming years as it hit the head-lines in 2011 as well.

Another important challenge is media management. In year 2011 police actions were reactionary to the media reports, remarks of judiciary and strictures. This reactive response is not enough to handle print & electronic media. The pre-emptive and proactive strategies are required to deal with this new phenomenon. Unless the top leadership comprehends this reality and practically implements it through RPOs,

CPOs and DPOs the police image will be portrayed negatively among the masses. Since media is an important tool to shape and reshape public opinion therefore a meaningful relationship needs to be established with it at tactical and operational level.

A new media policy has been devised whereby the contours of information to public have been clearly laid down. Director Public Relations (DPR), is responsible for building effective and cordial relationship with media. The duties of media unit have also been elaborated and the strategic management of media through a District Media Person has been pointed out. A detailed note on developing media material/press releases has also been included in the policy.

Constraints

Constraints of different nature are being faced by Punjab Police. Some of these are listed below:

1. Quality Human Resource
2. Managerial
3. Financial
4. Political
5. Cultural

Quality Human Resource

The key constraint, in Punjab Police today, relates to scarcity of quality human resource. The QHR is directly proportional to the efficiency, effectiveness and standard of service delivered. The selection, retention and development of the police force is therefore a principal concern for police establishment. The policy for recruitment solely rests on the political will and the whims of the recruiting officer(s). Marred by political intervention, the whole process of recruitment is questionable in terms of transparency and merit. A massive restructuring and re-engineering is required for laying down contours of merit based recruitment and its effective implementation. The wrong caliber of people, recruited over the years, has now risen to important positions as investigators and station house officers who are not contributing to the productivity of the department.

Managerial

Exhibiting poor managerial skills is another impediment which the Police leadership faces continuously. The art of man-management and optimal utilization of resources is perhaps one of the basic facets of policing in Punjab. The postings of District Police Officers and other police managers at operational levels are not solely based upon the sweet will of Provincial Police Officer which is another managerial

constraint. Furthermore, no mandatory provision exists for the posting of good and efficient police officers at training institutions in Punjab. A policy on good manager at tactical level needs to be developed which elaborates the criteria for transfers and postings of instructors at Police Training Schools.

Financial

There has been a gradual decrease in the development budget for the Punjab Police. An amount of 700 million rupees is earmarked for 2011-12 as compared to more than a billion rupees in 2010-11. If we calculate the actual training expenditure per constable in the province then it amounts to nearly 10 \$ in 2011 as compared to 12 \$ in the previous year which is not going to improve the standard of constabulary.

Political

The police cannot be a totally independent department as every organization in a nation state has to come under a political dispensation which overlooks its performance. Politics, in democracies, is a process by which will of the people is reflected through accountability and fair play in different departments. However, in Pakistan, the politics is not reflective of people's aspiration, which often results into undue interference and politicization of force. The landmark decision of Indian Supreme Court in 2006 can be used as a benchmark for Punjab police as well where the Apex Court directed the provincial and central governments to fix the tenures of DIGs and IGP, and to establish a decision making body for resolution of issues pertaining to political interference.

Cultural

Culture is the sum total of the norms, folkways and general behavioral patterns in a society. Owing to its feudalistic background, the Punjab province exhibits a culture of torture and brutality. We need to understand that the efforts for cultural transformation of police force should be linked with the political alacrity to change the societal norms. Unless the reorganization in police is seen in totality, taking into view the political part of the policies as well, any isolated endeavor will be an exercise in futility.

Future Plans

The Punjab police is committed towards reforms, and is taking a number of steps to meet the challenges and overcome the constraints. Some of these are listed below:

1. The establishment of 100 Model Police Stations in the Province
2. Annual Policing Plans as a means to evolve a well structured policing policy in the province

3. Concepts of community based policing in urban areas so that same can be replicated in rural parts as well
4. Policy of free registration regime so that the problems relating to non-registration of cases can be resolved
5. Development of effective counter terror strategy to fight extremism and terrorism
6. Establishment of a new forensic lab in Lahore so that quality of investigation can be improved
7. Introduction of new media-management policy for better handling of media
8. Development of better statistical and analytical analysis of crime
9. Formation of Key Performance Indicators so that an elaborate system of Performance Evaluation is developed
10. Constabulary based welfare schemes to bridge the gap between senior command and junior ranks
11. Computerization of police station record and enabling at least 10% of police constabulary in Punjab to be a computer literate.
12. Promotion of traffic discipline and road safety through education and rigorous enforcement of traffic rules.
13. Management and Maintenance of the infrastructure, transport, equipment, and arms in the best state operational preparedness.
14. Management and better operations of Rescue & Emergency police services.
15. Co-operation/co-ordination with civil society and media in creating awareness about policing priorities and promoting public peace.
16. Assistance and co-operations with Courts/District authorities
17. Cooperation with other law enforcing agencies and government departments for ensuring Good Governance.
18. Messing has been significantly improved as far as the dietary standards and the dining conditions are concerned in their districts.
19. New barracks are being constructed in Police Stations and Police Lines in all Districts to provide accommodation to the force.
20. For the children of the police employees, the Educators School system has been introduced in D.G.Khan, Multan, Bahawalpur, Sargodha, Faisalabad, Jhang and Rawalpindi with collaboration of the Beacon House School System.
21. Scholarship amount for the children of Police employees have also been increased.
22. Guzara Allowance is been given to approximately 4000 widows and disabled police employees. This amount has also been increased from Rs. 2000 to 3000.
23. Dowry fund is also being given to the police employees at the marriage of their daughters.
 - i. In service or Retired. Rs.25,000/-
 - ii. Widows. Rs.35,000/-
24. When a Police officer dies during service or is martyred, an amount of 25,000 is given for funeral arrangements.

25. As compensation an additional pay (basic pay + allowances) is given at the time of retirement.
26. Full medical cover is provided to the Police employees suffering from a serious disease.
27. Compensation to the family of Shaheed has been increased to from 5 Lac to 30 Lac. (20 Lac by Punjab Government & 10 Lac by Department).
28. Shaheed is considered to be a living person and on duty and his or her family enjoys all the benefits of pay till the completion of his or her 60 years service, including pension.
29. Children of a Shaheed are provided education at the expense of the Police department. In addition to it the educational expenditure of children of martyred police officials from primary to post graduate level will also be borne by Punjab Police.
30. Compensation for the disabled Police employee has been increased from Rs. 2 Lac to 5 Lac.
31. The implementation of new scholarship scheme for the children of police officials will open new avenues for them. Under the scheme, 100% expenditures for the educational need of those children who got admission in the prominent institutions such as Higher Education Commission, PMDC, LUMS, NUST, COMSATS, Government College University etc. These expenditures are being borne from Police Welfare Fund. It is a revolutionary step to take care for police officials and their families.

ORGANIZATIONAL ACTIVITIES



The Inspector General of Police, Javed Iqbal is signing MoU with Turkish Police Chief.



Group photo of Turkish Police delegation with Punjab Police high Command.



The Inspector General of Police, Punjab Javed Iqbal presenting Police Souvenir to Addl. IGP Mr. Azam Joya on his superannuation.



The Addl. Inspector General of Police, Welfare & Finance Punjab Aftab Sultan presenting Souvenir to Addl. IGP Mohammad Wasim on his superannuation.



Group photo of Punjab Police high Command.



The Inspector General of Police, Punjab Javed Iqbal with newly selected ASPs during their visit to PHQ.



Guard of honor being presented to the Inspector General of Police, Punjab Mr. Javed Iqbal.



The Inspector General of Police, Punjab Mr. Javed Iqbal, at Police Training School Chung, Lahore.



The Inspector General of Police, Punjab Javed Iqbal laying floral wreath on the Shuhada's Coffin Box alongwith Chief Minister Punjab.



Foundation stone laid by Javed Iqbal Inspector General of Police, Punjab at Yadgar-e-Shohada, Police Training School, Chung, Lahore.

ACRONYMS

1.	IGP/PPO	Inspector General of Police/Provincial Police Officer
2.	Addl: IGP	Additional Inspector General of Police
3.	CCPO	Capital City Police Officer
4.	CPO	City Police Officer
5.	RPO	Regional Police Officer
6.	AIG	Assistant-Inspector General of Police
7.	DPO	District Police Officer
8.	SSP	Senior Superintendent of Police
9.	SP	Superintendent of Police
10.	SDPO	Sub-Divisional Police Officer
11.	ASP	Assistant Superintendent of Police
12.	DSP	Deputy Superintendent of Police
13.	SHO	Station House Officer
14.	IP	Inspector Police
15.	SI	Sub-Inspector
16.	ASI	Assistant Sub-Inspector
17.	HCs	Head Constables
18.	Cs	Constables
19.	U/S	Upper Subordinates
20.	L/S	Lower Subordinates
21.	MIP	Millat-e-Islamia Pakistan
22.	TNFJ	Tehreek Nafaz-e-Fiqha Jafiria
23.	ATB	Afghan Trained Boys
24.	RAP	Returnee from Afghan Prisons
25.	WMD	Weapon of Mass Destruction
26.	LJ	Lashkar -e- Jhangvi

POLICE DEPARTMENT.

DISCIPLINE BRANCH.

PUNISHMENT AWARDED TO POLICE PERSONNEL DURING 01.01.2011 TO 30.11.2011.

Rank.	Grounds.	MAJOR.						MINOR.						
		Dismissal	Removal from service.	Compulsory retirement.	Forfeiture of approved service.	Reduction in rank.	Recovery from pay/ pension.	Withholding of increment	Withholding of promotion	Reduction to lower stage or stages in pay scale.	Censure	Extra drill quarter guard.	Fine.	Total.
ASP/DSP.	Torture.	0	0	0	0	0	0	0	0	0	0	0	0	0
	Death in custody.	0	0	0	0	0	0	0	0	0	0	0	0	0
	Corruption.	0	0	0	0	1	0	0	0	0	1	0	0	2
	Absence from duty.	0	0	0	0	0	0	0	0	0	0	0	0	0
	Negligence.	1	0	0	0	0	0	0	0	0	4	0	0	5
	Criminal case.	0	0	0	0	0	0	0	0	0	1	0	0	1
	(Any other reasons):-	0	0	0	0	0	0	0	1	0	0	0	0	1
	Inefficiency.													
	Poor performance.	0	0	0	0	0	0	4	2	0	2	0	0	8
	Lack of supervision/interest in official duty.	0	0	0	0	0	0	0	0	0	4	0	0	4
	Misuse of official powers.	0	0	1	0	4	0	1	0	0	0	0	0	6
	Failed to control crime.	0	0	0	1	0	0	0	2	0	0	0	0	3
	Disobeying the orders of seniors/Courts.	0	0	0	0	0	0	0	0	0	0	0	0	0
	Misbehaviour.	0	0	0	0	0	0	0	0	0	0	0	0	0
	Delay in registration of FIR.	0	0	0	0	0	0	0	0	0	0	0	0	0
	Delay in submission of challan/investigation.	0	0	0	0	0	0	0	0	0	0	0	0	0
	Failed to recover case-property.	0	0	0	0	0	0	0	0	0	0	0	0	0
	Faulty investigation.	0	0	0	0	0	0	0	1	0	0	0	0	1
	Escape of accused.	0	0	0	0	0	0	0	0	0	0	0	0	0
	Failed to arrest accused/P.Os/T.Os/C.As.	0	0	0	0	0	0	0	1	0	0	0	0	1
	Illegal confinement.	0	0	0	0	0	0	0	0	0	0	0	0	0
	TOTAL.	1	0	1	1	5	0	5	7	0	12	0	0	32

Rank.	Grounds.	MAJOR.						MINOR.					
		Dismissal	Removal from service.	Compulsory retirement.	Forfeiture of approved service.	Reduction in rank.	Recovery from pay/ pension.	Withholding of increment	Withholding of promotion	Reduction to lower stage or stages in pay scale.	Censure	Extra drill quarter guard.	Fine.
	Torture.	0	0	0	1	0	0	1	0	0	0	0	2
	Death in custody.	0	0	0	0	0	0	0	0	0	0	0	0
	Corruption.	11	0	1	5	3	0	4	5	1	3	0	1
	Absence from duty.	4	0	1	3	0	0	7	0	1	62	0	12
	Negligence.	0	0	1	78	1	0	60	20	8	186	6	2
	Criminal case.	8	0	0	6	2	0	4	2	1	22	0	9
Inspector.	(Any other reasons):-	2	0	0	53	17	1	83	39	17	318	10	6
	Inefficiency.												546
	Poor performance.	0	0	0	34	5	0	23	5	2	68	1	1
	Lack of supervision/interest in official duty.	0	0	0	16	1	0	21	2	1	76	2	4
	Misuse of official powers.	5	0	1	9	1	0	3	5	1	14	0	0
	Failed to control crime.	0	0	0	13	1	1	34	4	5	47	2	0
	Disobeying the orders of seniors/Courts.	0	0	0	2	0	0	4	2	0	32	0	1
	Misbehaviour.	0	0	0	1	0	0	1	0	0	5	0	0
	Delay in registration of FIR.	1	0	0	7	0	0	15	22	2	70	1	0
	Delay in submission of challan/investigation.	0	0	0	3	0	0	9	5	0	20	0	3
	Failed to recover case-property.	0	0	0	4	1	0	1	1	0	3	0	0
	Faulty investigation.	3	0	2	17	4	0	9	6	1	23	0	0
	Escape of accused.	1	0	1	1	0	0	1	1	0	2	0	0
	Failed to arrest accused/P.Os/T.Os/C.As.	0	0	0	21	1	0	11	1	1	49	3	3
	Illegal confinement.	0	0	0	3	2	0	2	3	0	3	0	0
	TOTAL.	35	0	7	277	39	2	293	123	41	1003	25	42

Rank.	Grounds.	MAJOR.						MINOR.						
		Dismissal	Removal from service.	Compulsory retirement.	Forfeiture of approved service.	Reduction in rank.	Recovery from pay/ pension.	Withholding of increment	Withholding of promotion	Reduction to lower stage or stages in pay scale.	Censure	Extra drill quarter guard.	Fine.	
Sub-Inspector.	Torture.	2	0	1	1	0	0	3	0	0	4	0	0	11
	Death in custody.	0	0	0	0	0	0	0	1	0	0	0	0	1
	Corruption.	23	0	11	45	27	0	19	11	0	37	0	13	186
	Absence from duty.	70	3	4	161	9	0	139	15	3	1018	0	743	2165
	Negligence.	10	1	4	313	23	0	309	69	9	1210	0	189	2137
	Criminal case.	25	1	6	60	4	0	22	15	0	144	0	30	300
	(Any other reasons):- Inefficiency.	14	2	2	306	67	0	256	45	18	1495	0	200	2412
	Poor performance.	2	0	0	179	8	0	214	33	5	576	0	45	1058
	Lack of supervision/interest in official duty.	0	0	1	40	5	0	23	5	1	106	0	6	184
	Misuse of official powers.	14	0	4	34	12	0	19	9	1	22	0	2	117
	Failed to control crime.	1	0	0	2	3	0	9	0	0	8	0	4	27
	Disobeying the orders of seniors/Courts.	2	0	1	38	3	0	26	9	2	114	1	6	202
	Misbehaviour.	0	0	0	7	4	0	1	0	0	8	0	4	24
	Delay in registration of FIR.	0	0	0	19	0	0	16	4	0	39	0	9	87
	Delay in submission of challan/investigation.	0	0	1	77	5	1	49	39	10	304	2	41	529
	Failed to recover case-property.	0	0	0	60	9	0	24	16	3	67	0	10	189
	Faulty investigation.	24	0	9	178	57	0	80	71	12	227	3	31	692
	Escape of accused.	5	0	0	23	6	0	12	5	7	40	0	10	108
	Failed to arrest accused/P.Os/T.Os/C.As.	1	0	1	120	10	1	70	23	15	301	1	31	574
	Illegal confinement.	0	0	2	5	1	1	4	8	0	11	0	0	32
TOTAL.		193	7	47	1667	253	3	1291	376	86	5731	7	1374	11035

Rank.	Grounds.	MAJOR.						MINOR.					
		Dismissal	Removal from service.	Compulsory retirement.	Forfeiture of approved service.	Reduction in rank.	Recovery from pay/ pension.	Withholding of increment	Withholding of promotion	Reduction to lower stage or stages in pay scale.	Censure	Extra drill quarter guard.	Fine.
	Torture.	2	0	0	2	0	0	0	0	0	1	0	0
	Death in custody.	2	0	0	0	0	0	0	0	0	1	0	0
	Corruption.	15	1	8	50	11	1	21	9	2	31	0	6
	Absence from duty.	30	1	6	105	6	0	58	8	11	570	1	145
	Negligence.	11	0	3	319	18	0	200	50	7	1097	0	150
	Criminal case.	19	0	2	9	4	0	5	6	0	30	0	1
Assistant Sub-Inspector.	(Any other reasons):-	10	2	2	221	40	0	146	37	9	1190	1	141
	Inefficiency.												1799
	Poor performance.	2	0	2	227	11	1	189	23	7	542	3	117
	Lack of supervision/interest in official duty.	0	0	0	14	2	0	19	5	0	81	0	4
	Misuse of official powers.	12	0	0	25	9	0	13	5	3	20	0	1
	Failed to control crime.	0	0	0	1	1	0	0	1	0	3	0	6
	Disobeying the orders of seniors/Courts.	4	0	0	20	2	0	17	4	3	98	0	8
	Misbehaviour.	2	0	0	4	0	0	4	2	1	16	0	0
	Delay in registration of FIR.	0	0	0	6	0	0	1	3	1	11	0	5
	Delay in submission of challan/investigation.	0	0	0	32	2	0	28	12	6	259	0	42
	Failed to recover case-property.	0	0	0	11	2	0	7	7	1	61	0	6
	Faulty investigation.	10	0	1	99	19	0	56	35	4	128	0	21
	Escape of accused.	2	0	1	7	1	0	3	2	0	8	0	4
	Failed to arrest accused/P.Os/T.Os/C.As.	1	0	0	80	8	0	40	15	14	313	0	19
	Illegal confinement.	2	0	0	8	2	0	6	3	1	7	0	0
	TOTAL.	124	4	25	1240	138	2	813	227	70	4467	5	670

Rank.	Grounds.	MAJOR.						MINOR.						
		Dismissal	Removal from service.	Compulsory retirement.	Forfeiture of approved service.	Reduction in rank.	Recovery from pay/ pension.	Withholding of increment	Withholding of promotion	Reduction to lower stage or stages in pay scale.	Censure	Extra drill quarter guard.	Fine.	Total.
	Torture.	0	0	1	0	0	0	0	0	0	1	0	0	2
	Death in custody.	0	0	0	0	0	0	0	0	0	0	0	0	0
	Corruption.	11	0	1	19	3	0	6	1	1	7	0	2	51
	Absence from duty.	31	1	7	73	15	4	53	6	4	438	0	295	927
	Negligence.	8	0	2	57	7	1	45	14	5	229	0	40	408
	Criminal case.	11	0	1	7	1	0	0	1	0	6	0	1	28
Head Constable.	(Any other reasons):- Inefficiency.	9	1	2	75	16	1	45	7	5	205	1	41	408
	Poor performance.	0	0	0	9	0	2	4	0	0	32	0	4	51
	Lack of supervision/interest in official duty.	1	0	0	19	3	0	4	0	0	17	0	2	46
	Misuse of official powers.	10	0	0	3	2	0	1	1	0	7	0	0	24
	Failed to control crime.	0	0	0	1	0	0	0	0	0	0	0	0	1
	Disobeying the orders of seniors/Courts.	0	0	0	2	0	0	2	0	0	16	0	1	21
	Misbehaviour.	1	0	0	1	0	0	0	1	0	4	0	0	7
	Delay in registration of FIR.	0	0	0	1	0	0	1	0	0	1	0	0	3
	Delay in submission of challan/investigation.	2	0	0	1	0	0	0	0	0	1	0	0	4
	Failed to recover case-property.	1	0	0	0	0	0	0	0	0	1	0	0	2
	Faulty investigation.	0	0	0	0	1	0	1	0	0	2	0	2	6
	Escape of accused.	2	0	1	0	1	0	0	0	0	2	0	1	7
	Failed to arrest accused/P.Os/T.Os/C.As.	1	0	0	0	1	0	0	0	0	0	0	0	2
	Illegal confinement.	0	0	0	3	0	0	0	0	0	1	0	0	4
	TOTAL.	88	2	15	271	50	8	162	31	15	970	1	389	2002

Rank.	Grounds.	MAJOR.						MINOR.						
		Dismissal	Removal from service.	Compulsory retirement.	Forfeiture of approved service.	Reduction in rank.	Recovery from pay/ pension.	Withholding of increment	Withholding of promotion	Reduction to lower stage or stages in pay scale.	Censure	Extra drill quarter guard.	Fine.	Total.
Constable.	Torture.	2	0	0	6	0	0	2	0	0	5	0	0	15
	Death in custody.	6	0	0	0	0	0	0	0	0	0	0	0	6
	Corruption.	45	1	4	41	3	1	19	2	1	28	0	60	205
	Absence from duty.	1776	152	57	2302	6	38	1678	36	163	8952	125	11108	26393
	Negligence.	70	2	2	361	7	7	234	9	24	1487	1	308	2512
	Criminal case.	185	3	9	73	1	1	24	2	3	92	0	17	410
	(Any other reasons):-	87	5	3	338	1	1	129	8	18	1005	11	175	1781
	Inefficiency.	0	0	0	36	0	0	26	0	0	138	0	85	285
	Lack of supervision/interest in official duty.	3	0	0	19	0	0	7	0	1	39	1	16	86
	Misuse of official powers.	9	0	0	30	0	0	8	1	0	18	0	3	69
	Failed to control crime.	0	0	0	0	0	0	0	0	0	4	0	1	5
	Disobeying the orders of seniors/Courts.	10	2	0	26	0	1	16	0	0	55	0	14	124
	Misbehaviour.	6	0	2	14	0	0	7	0	0	37	0	3	69
	Delay in registration of FIR.	0	0	0	2	0	0	0	0	0	0	0	0	2
	Delay in submission of challan/investigation.	0	0	0	2	0	0	0	0	0	0	0	0	2
	Failed to recover case-property.	0	0	0	0	0	0	0	0	0	1	0	0	1
	Faulty investigation.	11	0	0	7	0	0	1	0	0	6	0	0	25
	Escape of accused.	21	0	0	30	0	0	3	0	0	4	0	8	66
	Failed to arrest accused/P.Os/T.Os/C.As.	1	0	0	1	0	0	0	0	0	0	0	0	2
	Illegal confinement.	2	0	0	3	0	0	1	0	0	9	0	2	17
TOTAL.		2224	165	77	3286	18	49	2155	58	210	11879	138	11800	32059
GRAND TOTAL.		2665	178	172	6742	503	64	4719	822	422	24062	176	14275	54800