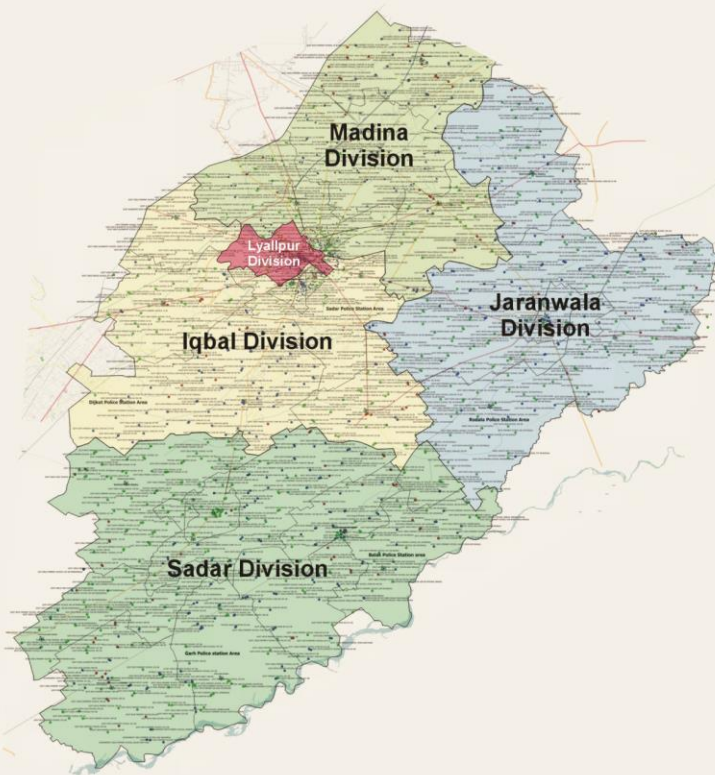


FAISALABAD POLICE



Annual Policing Plan 2015-2016



Area: 5856 (Sq/KM)
Population: 8 Million
P/S: 40
Circles: 13
Divisions: 05



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City Police Faisalabad



ANNUAL POLICING PLAN 2015-16

Section One

Introduction

1.1. This Annual Policing Plan is based on requirements of the Police Order 2002 for approval of the Provincial Government and oversight by the Provincial Public Safety and Complaints Commission.

City of Faisalabad (Brief History)

Location:

The district lies from 30.35° to 31.47° North latitude and 72.01° to 73.40° East longitudes. It is bounded in the North by Gujranwala and Shiekupura Districts, in the East by Sheikhpura and Sahiwal districts, in the south by Sahiwal and Toba Tek Singh districts and in the West by Jhang & Chiniot districts.

Area and Population:

Faisalabad district has an area of 5,856 Sq Km and a population of 80,00,000 souls. According to Municipal administration; this district consists of eight towns.

Climate:

The climate of the district touches two extremes. The maximum temperature in summer reaches up to 50° C or 122° F. in winter, it may fall below the freezing point. The maximum temperature in winter 21° C and 6° C respectively.

Background:

Faisalabad District came into existence in 1904 as Lyallpur District. The name Lyallpur was given with a view to pay tribute to Sir James Lyall Lt. Governor of Punjab, for his services rendered in colonization. In 70's, the current name of Faisalabad was given after the name of late King "Faisal" of KSA.

Industrial Growth:

In the beginning, Lyallpur now Faisalabad was developed as a hub of agricultural activities. It gained popularity throughout Punjab having as eat grinding and cotton ginning units. These units kept enhancing their capabilities and at the time of independence 1947, there were four flour mills, textile mills, twelve ginning and six engineering units.

After independence with the capabilities of our entrepreneurs and government support, a city which was basically an Agro-based industrial city with original base of power looms and textile processing, have grown up to the capacity of largest chemical plant in Pakistan and largest manmade fiber producing mills which are located in Faisalabad.

Approximately 70% of textile export originates from Faisalabad. Indeed, it is the second largest revenue contributor to the national exchequer. After observing the current growth patterns of industrialization, it can safely be predicted, that establishment of industry by the investors/ entrepreneurs, in Faisalabad, is a highly plausible, profitable and environmentally convenient.

Communication:

M-3 is the most modern and developed motor way linking to Lahore in the East and Islamabad in the North. With the completion of recently announced Faisalabad-Karachi Motor way and extending the leg of M3 to Sialkot, Faisalabad will emerge as the best technical rectangle of Pakistan (Faisalabad-Gujranwala, Sialkot, Gujarat), Faisalabad is likely to become the most vibrant central industrial hub, “a Trading Gateway: for Southern & Northern areas of the country, and the safest alternate highway to Karachi in the South and Peshawar in the North.

Education:

Faisalabad city has the distinction of having a world famous Agricultural /Engineering University and equally renowned Ayub Agricultural Research Institute, Nuclear Institute for (NIAB) and National institute for Biotechnology and Genetic Engineering (NIBGE). Besides Punjab Medical College there are several other Universities and colleges like G.C. University, The University of Faisalabad, National Poly Technical College, Superior Science College, NFC Institute of fertilizer & research, National Textile University and many other technical and educational institutions.

Health:

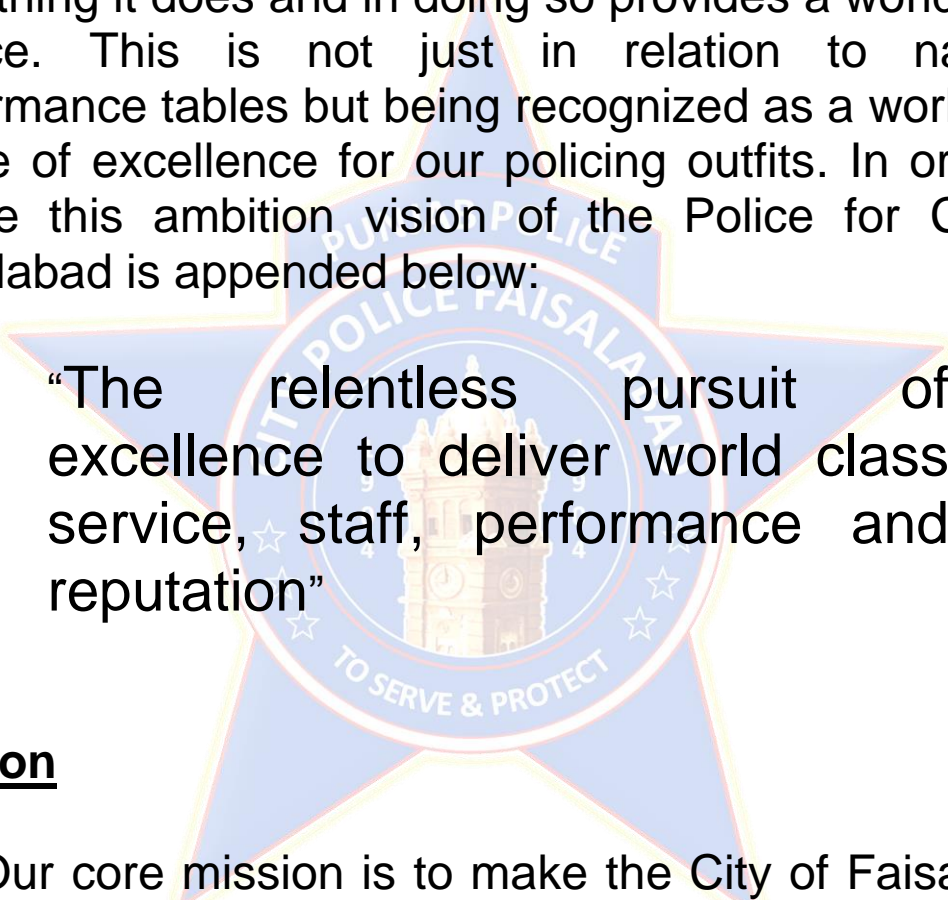
There are more than 40 hospitals run by various government department for providing primary to specialized health care facilities to its citizens.

FAISALABAD POLICE

These hospitals provide about 3300 beds facility for its patients. In addition, there are approximately 43 hospitals run by private welfare institutions with specialized health care and having approximately 1500 beds facility.

Vision

1.2. Faisalabad Police is an organization that continually strives to deliver for community, achieve excellence in everything it does and in doing so provides a world class service. This is not just in relation to national performance tables but being recognized as a worldwide centre of excellence for our policing outfits. In order to realize this ambition vision of the Police for City of Faisalabad is appended below:

The logo of the Faisalabad Police is a large blue five-pointed star with a yellow outline. Inside the star is a circular emblem containing a golden clock tower. The text "POLICE FAISALABAD" is written in a semi-circle above the tower, and "TO SERVE & PROTECT" is written in a semi-circle below it. There are also small white stars on either side of the tower.

“The relentless pursuit of excellence to deliver world class service, staff, performance and reputation”

Mission

1.3. Our core mission is to make the City of Faisalabad safer by upholding the law fairly and firmly; preventing crime and antisocial behavior; keeping the peace; protecting and reassuring the community; investigating crime and bringing offenders to justice.

Values

1.4. Faisalabad Police will strive to uphold the following values which promote professionalism and trust:

Integrity

Integrity to the City of Faisalabad Police means acting in accordance with the values of the organization. It is about being trustworthy, reliable, committed and there is an expectation that staff have the confidence and support of their colleagues to challenge behavior that falls below the standards, expected by the Force. Our behavior, actions and decisions will always support the public interest and those we work in partnership with. We value public trust and confidence in policing and to earn this we will be open to scrutiny and transparent in our actions. We will respond to well founded criticism with a willingness to learn and change. We fully support the National Police Code of Ethics.

Fairness

We are an organization that believes in openness, honesty and fairness. We believe in mutual trust and respect, and in valuing diversity in our role both as an employer and as a public service provider. We will seek to create an environment that maximizes everyone's talents in order to meet the needs of the organization, and those of the community we serve.

Professionalism

Professionalism is a quality that we highly value. We expect our staff to be dedicated to professional development, both for themselves and the people they are responsible for, and empowered to use discretion and common sense to make important operational decisions at the correct level. Being professional ensures that we meet the needs and demands of our customers to deliver high quality, fast and effective services.

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There is a strong belief and commitment at all levels of the organization that adherence to being professional produces better outcomes for our community and greater success for the City of Faisalabad Police.

“Our values underpin everything we do”



Section Two
Goals/Targets

Operational Goals

2.1. Operational Goals of Faisalabad Police for 2014-15 would be as follows:

- i. Maintain Public Peace and Order.
- ii. Drive against Criminals and Fugitives.
- iii. Zero Tolerance for Counter terrorism, Sectarianism and Extremism.
- iv. Security of key installations, foreigners, and dignitaries.
- v. Free and prompt registration of cases.
- vi. Fair and speedy investigations.
- vii. Prevention of Crime.
- viii. Contingency plan for meeting emergencies.
- ix. Prompt and professional response in calls for service.
- x. Promote police-public partnership.
- xi. Develop performance indicators and monitoring mechanism.
- xii. External accountability before Judiciary, Parliament, Executive and Media.

Administrative Goals

2.2. Administrative goals of Faisalabad Police for 2014-15 would be as follows:

- i. Improvement of police image (Thana Culture).
- ii. Community policing.
- iii. Redressal of public complaints.
- iv. Internal accountability against corruption and abuse of authority.
- v. Emphasis on discipline, training and capacity building.
- vi. Welfare and incentives for the force.
- vii. Promote merit and fair-play in internal administration.
- viii. Accessibility to force and redress of their problems.
- ix. Up-gradation of police infrastructure.
- x. Promote team work and esprit de corps.
- xi. Computerization.
- xii. Financial discipline.

Section Three

Action Plan for Operational Goals

3.1. Maintain Public Peace and Order.

- We continue to maintain the capability and capacity to deal with spontaneous protest or unrest.
- We will work with our partners in the City to plan for and address large events.
- We will provide updates to City businesses, residents and workers to assist them to react effectively to events.
- We will engage with businesses to address any concerns and resolve any problems or disruption connected with any public order events, with contact being made prior to, during and post event.
- We will continue to ensure that we make best use of social media to keep the public informed and provide additional ways for them to furnish us with information.
- We will use intelligence effectively to maximize the visibility and accessibility of our officers so they are best able to respond quickly to an incident.
- We will continuously review tactics and options in line with national best practice.
- We will resort to minimum and necessary use of force in dispersing an unruly mob or tackling a violence-prone situation.
- We will work in unison with Peace, Muhafiz & Reconciliation Committees for maintenance of peace and order without violating provincial

government policy or compromising on internal administration and operations of police service.

- We have developed an Ops Room in SSP Ops Office to monitor law & order situations; shall continue with the same by introducing new innovations and improvements.
- Revival of village defense committees.

3.2. Drive Against Criminals and Fugitives.

- Patrons of criminals and men of influence harboring absconders are special target of Faisalabad Police in order to ensure rule of law.
- Hot Pursue of Target Offenders and Absconders will be carried out.
- Action u/s 87/88 Cr.PC will be taken against Proclaimed Offenders.
- Cellular Detection Unit (CDU) is established to track wanted criminals through cell phones.
- Special Naka Bandi and Checking Points will be established at different locations for the arrest of criminals.
- Enhance methods of information sharing to encourage community to report criminals.
- Specials Teams be formed to collect intelligence/information as well as arrest of criminals.
- Geo Tagging of the houses of criminals/ target offenders will be carried out.

3.3. **Counter Terrorism, Sectarianism and Extremism.**

- Working together with our community and partners, we will continue to be creative in our approach to keeping the City safe from terrorism.
- Keeping our community informed with timely information on emerging terrorism threats, through briefings, engagement and joint exercising ensures that businesses understand the risks and challenges facing the City.
- Engaging with groups and individuals to prevent them from turning to terrorism or extremism will remain a core element of our counter terrorism strategy.
- Maintain preparedness to respond to a terrorist incident by regularly testing own plans and working with businesses and partners to exercise theirs.
- Enhance methods of information sharing to encourage community to report suspicious behaviour.
- Continue to work in partnership with the District Administration to enhance security measures across the City.
- Committed to maintaining ring of steel and high visibility policing patrols.
- Use of intelligence and analysis to target the deployment of resources to detect, deter and disrupt terrorism.
- Ensure the maximum availability and deployment of specialist staff to provide additional security, protection and advice to community.

- Make full use of existing and emerging technology, such as CCTV Cameras and Panic Alert System.
- Ensure zero tolerance against anti-state & anti-social elements who promote sentiments of hatred against different sects and country.
- Activities of 4th Scheduler, ATBs, RAPs, RGBs and religious extremists are particularly kept under close watch.
- Take action under Foreigner's Registration Act against Afghan refugees / nationals.
- Place all mischief mongers in 4th Schedule.

3.4. **Security of Key Installations, Foreigners and Dignitaries.**

- Stringent security arrangements are made in and around the key installations, important buildings and for the foreigners. Proper security plans are issued in this regard.
- CCTV Cameras are installed on the entry/ exit points.
- Regular checking of such security arrangements are ensured by Senior Police Officers.
- A liaison with concerned administration is maintained for effective provision of security cover.
- Police officials deployed on duty are adequately briefed to remain alert and take positions at vantage points.
- Intelligence based combing/search operations are being carried out in the surrounding areas.
- Proper search and sweeping of the buildings are ensured on regular basis through Special Branch.
- Night traveling by the foreigners is discouraged.

- Coordination on security matters with Armed Forces and Intelligence Agencies.

3.5. **Free and Prompt Registration of Cases.**

- Reporting Rooms in all police stations are established where token is issued against each application for proper monitoring.
- Complaint boxes, dedicated telephone complaint line and online complaint system will be used for monitoring registration of cases and public feedback.
- Registration of cases upon rescue calls will be monitored regularly.
- Complainants will be regularly attended by CPO, SSP/Ops & Divisional SsP for redressal of complaints.
- Open Kachahris will be held regularly to redress public complaints.
- Strict action will be taken against the SHOs for not registering FIRs timely.

3.6. **Fair and Speedy Investigations.**

- SSP Investigation will ensure fair and prompt investigations.
- Special Crime Scene Units are developed for evidence collection which is equipped with latest equipments at Circle Levels.
- Investigation of Special Report Cases will be accorded highest priority.
- SHOs will hold weekly meetings, SsP/DSsP will hold two meetings in a month and SSP

Investigation will hold monthly meeting to review and monitor investigations.

- Interim / incomplete challans will be submitted before trial courts within two weeks.
- Investigation teams will be constituted in each investigation wing of the police station in accordance with volume of crime based on average statistics.

3.7. **Prevention of Crime.**

- Continue to be innovative in our approach to reducing crime, targeting crime hotspots and known offenders.
- Continue working with the partners, adopting a collaborative approach to problem solving to maintain the City as a low crime, safe area.
- Maintaining and building relationships with our residents, businesses and workers and encouraging them to take an active citizen role.
- Continue use of intelligence effectively to identify crime and disorder hotspots and trends so that resources can be matched to demand.
- Maximizing officer visibility and accessibility in hotspot areas in abide to deter offending and help in identifying and target persistent offenders to reduce re-offending.
- Launch specific targeted operations to address emerging challenges and provide quality-focused investigations with high quality evidence to support successful prosecutions.
- Ensure that our patrolling strategies offer re-assurance to our community.

- Ensure that victims can easily report crime and that once reported; victims will receive a professional response and are regularly updated.
- Maintain a focus on incidents of Dacoity, Robberies, and Kidnapping for ransom.
- Respond swiftly to calls for assistance, maintaining some of the fastest response times in the country.
- Check criminal record of previous three years; identify gangs of robbers and auto-snatchers and re-arrest them; get their bails cancelled and prosecute them successfully.
- Act as an arbitrator to resolve conflicts between arch enemies and take preventive action against them.
- Revive Thekri Pehra in rural and Chowkidara System in urban areas.
- Enforce Shop Security Ordinance in its true sense.

3.8. Contingency Plan for Meeting Emergencies.

The contingency plan for meeting emergencies is annexed herewith as an annexure “A”.

3.9. Prompt and Professional Response in Calls for Service.

- Rescue 15 City Faisalabad would be a model response centre for citizen’s calls for service or information. Faisalabad Police will reach the door steps of citizens between 5 to 10 minutes.
- A Police Ambulance to invariably be stationed at Rescue 15 Centre helping respond in criminal cases of attack or medical emergencies.

- Stolen / snatched vehicles data is being stored in Rescue 15 Centre for professional input to patrolling officers or investigators.
- Emergency response mechanism in case of gruesome acts of terrorism, law and order situations or natural calamities to be developed in Rescue 15 Centre.

3.10. **Promote Police-Public Partnership.**

- Responsive and work in coordination with Public organizations.
- Working with NGOs in creating awareness about policing priorities and promoting public tranquility.
- Using social/electronic/print media for public awareness and coordination.
- To adopt a transparent and media-friendly approach to reporting crimes and disseminating information to public about incidents or events.
- Truth is our savior.
- Not to be selective in disseminating information. Be open and across the board.
- Faisalabad Police TV Channel “Channab Nama” is an effective means of disseminating information to Public and Government.

3.11. **Develop Performance Indicators and Monitoring Mechanism.**

- Monthly Crime Meetings will be held to evaluate performance and monitor it regularly on the basis of

operational and administrative priorities set forth in this Annual Policing Plan.

- Monthly SsP Meetings be held to follow up implementation of decisions of the Crime Meetings.

3.12. **External Accountability by Judiciary, Parliament, Executive and Media.**

- While internal accountability is the ethos of police command, it will not fight shy of external accountability for each action taken in good faith. Actions based on malafides will not be condoned or covered up.
- Every action of police is subject to law. Facts should invariably be placed before the District Courts, High Court and Supreme Court when asked to do so.
- Maximum respect be shown to the members of Parliament and Provincial Assembly. However, unlawful demands or illegal pressures, if any, be politely refused.
- All lawful directions of the executive including the Chief Minister and Cabinet Ministers be promptly and properly complied with. All policy-related matters or legal complications, if any, be referred to the Provincial Police Officer for further interaction at policy levels.
- All complaints or issues about police raised by the Media should be responded with professionalism and integrity. Truth not to be sacrificed at the altar of expediency.

Section Four

Action Plan for Administrative Goals

4.1. Improvement of Police Image (Thana Culture)

- Posting of SHOs and Muharrar will be on merit after test and interview.
- Behavioral Change Course will be conducted.
- SOPs for public dealing will be chalked out.
- Complaint boxes, Khulli Kachahries, Public meetings will be held for public feedback.
- Strict action will be taken on misbehave/corruption complaints.
- Quick response will be assured.
- E-Police stations will be developed at Tehsil level for providing best service to public.

4.2. Community Policing

- Treat public fairly with dignity and respect ensuring fair access to our services.
- Provide public with information so they know their dedicated neighborhood police teams are, where they are based, how to contact them and how to work with them.
- Arrange regular public meetings to access public priorities, at least once a month.
- Provide public with updates on police performance, local crime and policing issues.
- Focus on the needs of community and listen and responds to their policing issues.

- Continue to meet public to identify their areas of concerns and the priorities on which they want us to focus.
- Improve performance by using feedback of public.
- Use 'social media' such as 'You Tube', 'Twitter' and 'Facebook.'

4.3. **Redressal of Public Complaints.**

- Complaints against police are entertained at CPO Office Phone No. 9201255. Redressal of grievances, Response time varies between 24-48 hours up to one week, depending on the nature of complaint.
- Complaint Cell is also developed at CPO office which is working round the clock.
- Every complaint, either false or true, will be responded to by telephone call or letter (time limit 07 days).

4.4. **Internal Accountability against Corruption and Misuse of Authority.**

- Internal accountability cell be established at CPO Office to receive complaints against police.
- Zero tolerance against corrupt practices and misuse of authority.
- Issuance of Code of Conduct for Police.

4.5. **Emphasis on Discipline, Training and Capacity Building.**

- SsP will ensure that officials do not break chain of command.
- Training and capacity building of officials will be given priority.
- Professionalism, expertise and specialization will be developed at all ranks of police.

4.6. **Welfare and Incentives for Police Service.**

- Rejuvenation and streamlining of welfare schemes of Faisalabad Police, especially Combined Police Hospital, Plazas, Petrol Pump, Housing Scheme, Police College, Library and Printing Press in Faisalabad.
- Enhancement of welfare grants in areas like medical treatment, education and for the welfare of 'Shohdas' Family.
- Accelerated promotion for lower ranks.

4.7. **Promote Merit and Fair-Play in Internal Administration.**

- Promotions on merit along with merit-based promotion examinations.
- Posts in Faisalabad Police will only be filled on basis of quality of officers.
- Faisalabad Police Officers will take pride in uniform and their service.
- The motto of senior command is "To try and make a difference".

4.8. **Accessibility to Force and Redressal of Problems.**

- Weekly Orderly Room in Police Lines.
- Weekly Orderly Rooms by Town SsP.
- Liberal policy on leave.
- Personal problems of all ranks to be attended and given priority.

4.9. **Up gradation of Police Infrastructure.**

- Existing buildings to be repaired and upgraded.
- Living facilities for officers will be up to the mark.
- Police vehicles will be repaired.

4.10. **Promote Team Work and Spirit de Corps.**

- Success of Faisalabad Police depends on team work.
- Officers will support each other.
- Undesirable practices will be shunned through peer pressure and dirty linen will not be washed publicly.

4.11. **Computerization**

- Establishment of 5 E-Police Stations across the city with the following features (One window Operation)
 - Character Certificate
 - Job Certificate
 - Servant Certificate
 - Vehicle Verification
 - Documents Verification

FAISALABAD POLICE

- Report for Missing Documents
- Report of Missing Vehicle
- Learner Driving Permit
- Legal Guidance
- Copy of FIR
- E-Complaints
- Implementation of Android Application for Crime Mapping
- Faisalabad Police Dynamic Website
- Police Personnel Database and Service Cards for Security
- Online Complaints through web and Complaints Tracking
- Facebook Page management for the information and welfare of public
- Panic Alert System
- Police Record automation

4.12. **Financial Discipline**

- Faisalabad Police realizes value for money and will utilize financial resources as mentioned in budget with utmost professional commitment and integrity.
- Strict financial discipline will be enforced.
- Emphasis will be on recruitment, promotions, purchase of equipment and construction of new buildings.