



**OFFICE OF THE
DISTRICT POLICE OFFICER,
LAYYAH**



Article 10(4) of the Police Order 2002 envisages the formulation of Annual Provincial Policing Plan. The plan shall include objectives of policing, Goals/Targets to be achieved, action plan to be adopted for achieving these goals, Operational Plan, Administrative plan and financial resources likely to be available during the year. As a statutory requirement, “Annual Policing Plan 2015-16” is supposed to be submitted to the competent authority for its approval. However, it is necessary to register at the out set that reforming police in accordance with the wishes of the citizens of Punjab is inescapably a cost intensive effort where huge public money is involved.

Despite financial stringency, Layyah police is fully cognizant of and committed to its pivotal and crucial role in warding off today’s biggest menace namely terrorism in addition to performing other basic functions and duties as enumerated in “Our Policing Pledge.” Effective response to this challenge entails that various components of Punjab Police act in unison, and that optimum, levels of coordination and synergies be achieved with other relevant entities within and out of the province. In the interest of a comprehensive approach to law enforcement, we have also been guided by the need to ensure that counter-terrorism role of Layyah Police would not detract from its ability to meet the broader responsibility entrusted to it for maintenance of law and order in the province.

The form and content of the present APP is intended to enhance its utility as a common frame of reference for ongoing internal dialogue within the police community, and as means of information to relevant agencies, general public, and other stake holder.

INTRODUCTION OF DISTRICT LAYYAH

Previously Layyah was the most northern of the fourth Tehsil of Muzaffargarh District and is a roughly rectangular block of territory 2,417 square miles in area, its greatest length from north to south being 80 K.M and its greatest width from east to west being 96 K.M. It was upgraded as a district in the year 1982.

On the north it is bounded by the Bhakkar District and on the south by the Muzaffargarh district. The river Indus flowing practically north-south meanders over the western boundary which, however, has been recently fixed and no longer depends upon the vagaries of that mighty stream. Beyond the river lie the districts of Dera Ismail Khan and Dera Ghazi Khan.

The administrative head-quarters of the District Layyah is the town of Layyah which is situated on the Sindh-Sagar railway line. This line traverses the District from

north to south parallel to the Indus and at an average distance of 18 K.M from it, and brings Layyah within a three hours' journey from Muzaffargarh District.

The exact position of Layyah town is in 36 58 north latitude and 70 58 east longitude and is about 500 feet above sea level.

The most striking physical feature of the District is the startling divergence between the Indus valley on the west and the desolate uplands which form the central and Easter portions of this territory.

The bed of Indus is wide and straggling and all through the winter there are broad stretches of barren land along its course, while the channels are numerous and perpetually shifting. The track usually occupied by the main stream is roughly seven Kilometer in width, containing innumerable islands and shoals.

Along the whole length of the river lies the broad belt of alluvial land known as the Nasheb or Kacchi, intersected by jungle. The bhani is a kind of poplar (populous Euphratica), somewhat resembling the birch in general appearance and colour of the bark; where allowed to grow, as in the Khokkarwala rakh, it attains a moderate size but elsewhere it rarely exceeds 15 or 12 feet.

LOCATION.

| | |
|-------|---------------------------------------|
| West | River Indus/District Dera Ghazi Khan. |
| East | District Jhang |
| North | District Bhakkar |
| South | District Muzaffargarh. |

AREA

| TEHSIL | AREA |
|---------------|--------------|
| Layyah | 1722 Sq. K.M |
| Karor | 1824 Sq. K.M |
| Choubara | 2743 Sq. K.M |
| Total | 6289 Sq. K.M |

POLITICAL SETUP:

| Constituency | National/ Provincial | Name of MNA/MPA | Party affiliation |
|---------------------|---------------------------------|-------------------------------|------------------------------|
| NA-181 | MNA | Mr. Sahib Zada Faiz-ul-Hassan | PML/N |

| | | | |
|--------|-----|-----------------------------|-------------------------------|
| NA-182 | MNA | Syed Saqlain Shah Bukhari | PML/N |
| PP-262 | MPA | Mr. Abdul Majeed Khan Niazi | PTI |
| PP-263 | MPA | Shahab-Ud-Din Sehar | PPP |
| PP-264 | MPA | Mr. Qaisar Abbas Magsi | PML/N |
| PP-265 | MPA | Mr. Ijaz Ahmad Achlana | PML/N |
| PP-266 | MPA | Ch. Ishfaq Ahmad | Independent (now in PML/N) |

LANGUAGES SPOKEN IRRIGATION SYSTEM

LANGUAGE.

Following languages are spoken in this district.

Urdu Saraiki Punjabi

Note: Most of the population of rural area is much familiar with Saraiki/Urdu/Punjabi.

IRRIGATION SYSTEM

There are two system of irrigation prevailing in the district.

1. Canal Watering system
2. Tubewel System

IMPORTANT LOCAL TELEPHONE NUMBER.

| Sr No | NAME /RANK | OFFICE | RESIDENCE |
|--------------|---------------------------------|---------------|------------------|
| 01 | District Sessions Judge Layyah. | 0606-920030 | - |
| 02 | D.P.O LAYYAH | 0606-920151 | 0606-920152-53 |
| 03 | D.C.O LAYYAH | 0606-920103-4 | 0606-413705 |
| 04 | D.H.Q. Hospital (Emergency) | 0606-413738 | - |
| 05 | Fire Brigade | 0606-413008 | - |
| 06 | Rescue-1122 | 1122 | - |
| 07 | Wireless Control Layyah | 0606-920165 | - |
| 08 | XEN Wapda Layyah | 0606-920296 | - |

JUDICIAL SET UP HEADQUARTER LAYYAH.

The following Courts are functioning for the administration of Justice:

1. Mian Ghulam Hussain, District & Sessions Judge, Layyah
2. Mr. Jehangir Ali Gondal, Addl: Sessions Judge, Layyah.
3. Mr. Izhar Ul Haq Alvi, Addl: Sessions Judge, Layyah.
4. Sheikh Javed Ahmad, Add: Sessions Judge, Layyah.
5. Mr. Ijaz Ahmad, Senior Civil Judge, Layyah.
6. Sheikh Sana Ullah, Civil Judge 1st Class/JMS-30, Layyah.
7. Mr. Shaukat Ali, Civil Judge, Layyah.
8. Mr. Irfan Mehmood, Civil Judge, Layyah
9. Mr. Shahid Sarfraz, Civil Judge , Layyah
10. Mr. Abdul Sattar Kallu, Civil Judge, Layyah.
11. Mr. Mumtaz Hinjra,. Civil Judge
12. Mr. Shehzad Anjum, Civil Judge, Layyah.
13. Mr. Muhammad Aslam, Civil Judge, Layyah.
14. Mr. Muhammad Raza, Civil Judge, Layyah.
15. Mr. Muhammad Adnan Ahmad, Civil Judge, Layyah.
16. Mr. Atif Khan, Civil Judge, Layyah
17. Mrs. Iram Nazeer, Civil Judge, Layyah
18. Mrs. Sada Sahiba, Civil Judge, Layyah.

JUDICIAL SET UP SUB-DIVISION KAROR.

1. Mr. Ijaz Ali, Addl: Sessions Judge, Karor.
2. Mr. Muhammad Aslam Dhariwal, Karor.
3. Mr. Ghulam Shabbir, Civil Judge, Karor.
4. Mr. Ameer Hussain Loothar, Civil Judge, Karor.
- 5.

JUDICIAL SET UP SUB-DIVISION CHOUBARA.

1. Mr. Shafiq Ahmad Shafi, Civil Judge/JMS-30, Layyah.

KEY POINTS AND THEIR SECURITY ARRANGEMENTS.

| Sr No | Name and Installation | Location | Security Arrangements |
|-------|----------------------------|--|---|
| 1 | T.V Booster Jaman Shah | Jaman Shah | Five Armed Security Guards hired by Private Security Company. |
| 2 | Microwave Tower Karor | Karor | One unarmed chowkidar |
| 3 | Microwave Tower Jaman Shah | Jaman Shah | One Unarmed Chowkidar |
| 4 | Telephone Exchange Layyah | Layyah City | Two Armed Security Guards hired by Private Security Company |
| 5 | Grid Station WPDA | Layyah, Chowk Azam, Kot Sultan, Fateh Pur, Karor, Choubara and Nawan Kot | Four Armed Security Guards are deployed at each Grid Station |
| 6 | Layyah Suger Mills Layyah | Layyah City | Mills Authorities have managed their own well equipped security system |
| 7 | Railway Track | Passes through the area of Kot Sultan, Layyah and Karor Police Stations | Railway PWI has his own patrolling plan. Local Police is also active in these area. |

1.1 **Our Policing Pledge.**

- Protect life, property and liberty of citizens.
- Ensure justice and fair play.
- Ensuring fair, transparent and technical investigation with the help of latest Forensic Aids.
- Treating everyone with dignity, respect and provide fair access to services.
- Respect for human rights
- Guide and assist citizen particularly vulnerable groups
- Torture free environment
- Role in relation to 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
- Avoid unnecessary and excessive use of force
- Assist other government agencies/departments in discharging their functions/ duties.

1.2 **Mission**

Our **Mission** is to fight crime and win by providing dynamic and effective law enforcement. Layyah Police will strive to uphold core values like integrity, courage, loyalty and fairness in order to promote professionalism and trust. Additionally we will not mere protectors of public, we should be guardians of the people and friends to the community. Our Mission is based on the principle of 4Ps which says that policing can effectively be measured by purposeful, performance oriented, public centric and preventive actions.

1.3 **Vision**

Transformation of Layyah Police into a service oriented, thoroughly professional, honest, and accountable to people.

1.4 **Values**

Layyah Police exposes certain organizational principles and values that guide our policing methodology, based on impeccable integrity, commitment to fairness, high degree of professionalism, strong accountability and maintaining excellence in ultimate task of service to the community in an uninterrupted incremental and evolving manner.

1.5 **Targets to be achieved**

Our overarching target will be;

“Achieve public confidence so that by June 2016 the public is convinced that Layyah Police is dealing effectively with terrorism, anit-state and anti-social behavior and crime issues that matter in the province.”

Strategic Aims and Objectives

i) Goals/Targets to be achieved.

a. Operational Targets.

Operational priorities of District Police Layyah for 2015-16 are as follows:

- Combating Terrorism and suicide bombing
- Drive against Prescribed organizations and hate mongers
- Constant campaign against hardened criminal
- Maintenance of Public peace and order
- Security of key installations and foreigners
- Fair, transparent, merit and Speedy technical investigation with the help of latest Forensic technology.
- Torture free policing
- Intelligence based policing Model
- Prevention of heinous crime/house robberies/street crime
- Close Liaison with Judiciary and other sister Intelligence Agencies.
- Ensuring peace during Muharram-ul-Haram
- Enforcement of traffic discipline
- Free Registration Policy
- Prompt and professional response to calls for service
- Complaints Management System
- Zero tolerance against social violence
- Dissemination of information to public
- Developing performance indicators, monitoring mechanism and benchmarks
- Devising SOPs for operational clarity and transparency

b. Administrative Targets.

- Decent behavioral changes among the Police Personnel towards the general public especially to the aggrieved persons approaching the Police Station for seeking redress.
- Computerization of all Police record.
- Up-gradation of Police Service Counter (Rescue – 15)
- Establishment of Police Service Centers.
- Strict vigilance of sectarian activists with the coordination of other agencies i.e. Special Branch, ISI, MI etc.
- Cultural transformation of Police.
- Further Improvement of Police image in the eyes of general public as well as cordial relation with Media.

- Peaceful order of society free from all sorts of crime and terrorism.
- Call tracking system with the collaboration of CPLC.
- Monthly checking of arms dealers / repair shops.
- Establishment of Forensic Science Laboratory / equipments in each police station.
- Updating the record of P.Os and C.As in each Police Station.
- Completion of History Sheets.
- Fixation of head money of all the hardened P.Os.
- Cordial relations with the elected representatives.

ii) Action plan to be adopted for achieving these goals/targets.

a) Operational Plan & b) Administrative Plan.

- Activists of banned extremist organizations are closely monitored and their activities are restricted through legal mechanism
- 4th Schedule lists revised and updated on regular basis to include ATBs, RAPs, Lal Masjid Elements (LME's) LJ, LM and RGB
- The enforcement and implementation of newly promulgated laws to check extremism, hate speech, provocation material etc.
- Crake down on 'Chanda' collection by proscribed organizations
- Mischief mongers and fire brand speakers not allowed to address any gathering in the Districts
- Combing the areas and camps occupied by Afghan population, and repatriation of illegal settlers
- Strict checks at entry-exit points.
- Implementation of National Action Plan against Terrorist within the ambits of new laws.
- Construction of fortified check posts with CCTV Cameras, and aggressive checking at all entry points into Layyah district.
- Strict vigilance at key installations and sensitive points
- Special duties deployed on mosques and other places of worships at the time of Prayers
- Institutionalized intelligence sharing
- Local media & cable TV channels have been sensitized regarding government Policy/action in combating terrorism
- Intelligence regarding the activities of sectarian terrorists are being collected from all possible means
- Complete record regarding relatives/visitors of under trial sectarian accused will be maintained

- Persons on hit list or possible targets will be briefed properly in order to avoid any untoward incident
- Strengthen the Beat System
- In order to ensure that adequate tactical capacity is available with Layyah Police to respond to incidents of terrorism, Rapid Response Force has been established to bring to justice terrorists, their recruiters and facilitators to justice.
- Training : Quality Improvement
- Better Intelligence
- Coordination with other agencies
- Joint Task Team
- Police Public Committees
- Steps for inter faith harmony
- Meetings with ulemas
- Policy of winning hearts and minds may be invoked again to establish a tolerant atmosphere
- Comprehensive counter-terrorism strategy
- More coordination among intelligence agencies
- Effective linkage of Punjab Police with NACTA
- Capacity Building
- Human Resource Development
- Forensic Expertise
- Logistics and Equipment
- Proper investigation of terror related cases
- Access to modern surveillance technologies
- Visitors/sitting Rooms for Doctors, Lawyers, Students and General Public have been established with comfortable furniture at all Police Stations. Updation of these visitors rooms.
- Community Policing
- Accountability
- Improvement of Training Standards/Scientific need assessment of training
- Merit-Based Recruitments, promotions and postings/transfers
- Computerization of all police Station Record
- New e-initiatives taken by Traffic Police
- Improvement of Automated Finger Print Identification System in Layyah District
- Security of tenure at operational levels
- Welfare and incentives for police service
- Accessibility to force and redressal of their problems

- Promoting team work and spirit de corps
- Financial discipline and utilization of resources
- Implementation of media policy
- On line registration of FIR using PROMIS facility
- Development of SOPs for effective police administration

| Sr. No | Category | No. of POs to be arrested | Measures adopted |
|--------|---------------|---------------------------|--|
| 1. | Murder | 35 | 1. Constitution of special team at P.S level. 2. Contact with complainant of cases. 3. Initiation of Proceedings u/s 88 Cr.P.C. 4. Continuous of raids under the supervision of SDPOs |
| 2. | Dacoity | 15 | |
| 3. | Robbery | 29 | |
| 4. | ATA Cases | 05 | |
| 5. | Vehicle theft | 17 | |

ARREST OF ABSCONDER ACCUSED.

| Sr. No | Category | No. of POs to be arrested | Measures adopted |
|--------|---------------|---------------------------|--|
| 1. | Murder | 05 | All the DSsP/SDPOs of this district have been directed to constitute special teams comprising upon the officers/officials of their respective Sub-Divisions to achieve the target. |
| 2. | Dacoity | 05 | |
| 3. | Robbery | 08 | |
| 5. | Vehicle theft | 10 | |

RECOVERY OF NARCOTICS.

| Sr. No | Narcotics | Recovery | Measures adopted |
|--------|-----------|--|---|
| 1. | Chars | 65.00 Kg | 1. Deployment of police officials in plain clothes for intelligence purpose. 2. Continuous raids on narcotics Peddlers. 3. Compiling of data and surveillance of previous record holders. |
| 2. | Herion | 10.00 Kg | |
| 3. | Liquor | 3500 litters 3000 Bottles 9500 Kuppies | |

RECOVERY OF ILLICIT WEAPONS.

| Sr. No | Illicit Weapons | Quantity | Measures adopted |
|--------|-----------------|----------|--|
| 1. | Kalashnikov | 20 | 1. Deployment of police officials in plain clothes for intelligence purpose. 2. Continuous raids on Natorious Peddlers. 3. Compiling of data and surveillance of previous record holders. 4. Surprise inspection of arm dealer by SDPOs |
| 2. | Rifle | 25 | |
| 3. | Gun | 29 | |
| 4. | Others | 175 | |

| | | |
|-------------------------|----|--|
| Busting of Gangs | 09 | All the DSsP/SDPOs of this district have been asked to make meaningful efforts to achieve the targets. |
|-------------------------|----|--|

COMBATING TERRORISM

(Counter Terrorism Department, strategies and recommendations)

As the biggest challenge of today is terrorism and extremism, therefore Counter Terrorism Department (CTD) was specifically raised. It is expected that more effective and tangible results will be achieved in this year to gain the confidence of general public and secure communities in Punjab. CTD has webbed itself down to the district level with adequate human resource and logistic. Keeping in view the generic mandate of CTD the following functional matrix is proposed for the year subject to changes made by CTD for operational purposes;

Following may be the flow cycle of combating terrorism and extremism:

2.1 Counter terrorism with public information

The whole cycle revolves around the human intelligence which is the key success in any counter terror strategy. The lesson drawn from Malaya and Sri Lanka is that Police cannot fight insurgents unless it establishes close contact with public by weeding out corruption and bringing about drastic administrative changes in its set up. The center of gravity of policing in today's world lies in community mobilization and no counter terror effort will be fruitful unless it is based on public centric policing.

2.2 Combating Terrorism (General Guidelines)

The following measures in the counterterrorism strategy are being perused by Punjab Police:-

2.3 Response to Terrorism

CRIME CONTROL STRATEGIES

(Maintaining Order, investigation initiatives & recommendations)

3.1 Drive Against Hardened Criminals

Concrete steps will be taken for the arrest of proclaimed offenders and absconders of cases of murder, robbery, and dacoity and kidnapping for ransom by updating lists, crackdown on hide outs, completion of record and by name allocation of PO's to dedicated teams. Following measures will be taken to achieve maximum results;

- Proceedings u/s 88 Cr.PC are being initiated against the all proclaimed offenders.
- Action u/s 514 Cr.PC against court absconders
- Daily supervision of the campaign with strict accountability
- Updated Red Book and Black Book for wider circulation
- Publicity of POs with photographs in print/electronic media
- Establishment of dedicated teams at Police Station level

3.2 Maintenance of Public Peace and Order

With the increase of complexity in the social fabric of Layyah, maintenance of public order has emerged as a major challenge for police. This year it is resolved that the issue of maintenance of public order will be dealt with in a scientific and proactive manner. Extensive community – police interaction will be made to keep communities peaceful and law abiding. Interest groups should be identified and marginalized through proactive negotiations. Following guidelines are mandatory to follow;

- Maintenance of public peace and order during public protests, power riots and religious rots etc.
- Regulate processions and public gatherings in accordance with Police Order, 2002, Criminal Procedure Code and Police Rules.
- Maintain peace and harmony during Muharram-Ul-Harram 2015
- Maintenance of peace on national days and special occasions
- Work in unison with notables of the area and various pressure groups like Traders and Ulema 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
- Entry to all special events through Walk Through Gates
- Implementation of SOPs

3.3 Specifying areas and mode of protests

- With the rapidly changing socio-economic conditions the job of maintaining public peace will become more difficult day by day. A statistical and analytical approach based on data analysis be conducted to figure out troubled areas to devise proper security planning for any unforeseen circumstance.
- It has been observed that a small issue can ignite public unrest which soon turns into a major law & order problem. The survey of areas to see past trends of violence is being conducted by the undersigned and plan/ strategies is also being prepared accordingly.

3.4 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
- Enhanced security for all the foreigners especially, Chinese nationals involved in development projects in the Layyah district. An elaborate SOP regarding overstay of foreigners has been prepared to strengthen their monitoring and surveillance mechanism. It will also assist CTD in its counter-terror strategy.
- Proper registration of all foreigners has been done by the security branch of this office.
- Preparation of contingency plan for security of foreigners by Special Branch.
- 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 on all sensitive installations
- Coordination with Armed Forces and Intelligence Agencies on security issues
- Proper briefing of Force deployed

3.5 Fair, Transparent, Technical and Speedy Investigation with the help of latest Forensic Equipments.

In accordance with the provisions of Police Order 2002, a separate & independent Investigation Wing was established. Transparency and fair play are the main objectives in conducting investigations.

The investigation officers, adopt different techniques which are case specific, however, the major problem is that such methods rarely produce any evidentiary leads. The reliance on these techniques results in delaying the resolution and do not add any significant information to the case. Therefore, specific investigation plans need to be developed to see whether it will produce any meaningful information or engender further delay.

A booklet titled “Modern Investigation Techniques” prepared by R&D was received and circulated to all SHOs/Investigating Officers to follow Modern Techniques to fair play in the investigation. The booklet is a translation of International Interrogation Manual and three other leading books on conducting successful interrogation. It contains fifty important points on successful

interrogation and ten salient features of investigation leading to confession. It also provides how the investigation should be planned and the importance of the venue of the interrogation. Implementation of these techniques will definitely improve the quality of investigation and methodology of the interrogation.

The techniques like thorough interviews and interrogations, surveillance and various tests are important tools of investigation. Following guidelines are provided to realize this objective;

- Preparation of investigation plan
- Surveillance, interviews and interrogations to maximize opportunity of observation
- Separation of Investigation Staff from Watch and Ward at the Police Station level
- Challan of the cases to be submitted in the court within 14 days of registration of the FIR
- Early trial of criminal cases ensured through vigorous prosecution
- SHOs will hold weekly meetings, DSPs Investigations will hold two meetings in a month and undersigned will hold monthly meeting to review and monitor investigations.

Special emphasis shall be laid on capacity building of Investigating Officers.

Following will be done to enhance the capacity;

- One week workshop for investigating officers will be conducted in District Police Lines in each month
- Fair investigation is a basic bench mark for performance evaluation. It will be ensured that action is taken on the following issues:-
 - Registration of false FIR
 - No arrest, torture and challan of innocent persons
 - Punitive action on faulty investigation
 - Action u/s 182 on false FIRs
 - Registration of cases under 155, 156 Police Order, 2002
 - Action against harbourers patrons of criminal and influential persons harboring absconders or criminals would be special target of Punjab Police in order to ensure rule of law

3.6 Recommendations

- Induction of SI (investigator) through PPSC
- Improved procedure for change of investigation
- Provision of more vehicles for investigation purpose
- Polygraph machines be provided for investigation at Range level
- Authorization to use mobile phone data can call recording facility
- Enhanced role of Special Branch and CTD on organized mafias
- Discourage re-investigation and repeated/multiple investigations
- Establishment of cyber support units at district level
- PROMIS for facilitating the investigation and making it evidentiary intensive

- Reporting rooms in all police stations to be upgraded
- Establishment of technology based separate interrogation rooms at police station level.

3.7 Punjab Forensic Science Laboratory

Punjab Forensic Science Agency is providing support to the police and other players of the criminal justice system.

Objectives

- Science support in criminal investigation.
- Scientific advice for legal profession and objective expert testimony to the court;
- Training in effective and efficient application on forensic science;
- Recognition of evidence from crime scene;
- Collection and preservation of clue material so recognized;
- Analysis, testifying and examination of forensic findings;
- Interpretation of forensic results/findings;
- Focused and intensive police interventions for ensuring delivery of forensic service in a fair, transparent and scientific manner;
- Identification, evaluation and implementation of appropriate national, regional and international best practices for effective delivery of forensic service; In depth analysis and re-engineering of processes; especially those relating to the collection, safe custody, submission and analysis of forensic evidence;
- **Facilities to be provided;** Audio-visual, Crime Scene Investigation, Computer Forensics, Death Scene Investigation, DNA (De-oxide Nucleic Acid) & Serology, Firearms & Tools Marks, Latent Finger Print, Narcotics, Pathology & Histopathology, Polygraph Readers, Questioned Documents, Toxicology and Trace Chemistry;

Keeping in view above mentioned facts it is hoped the PFSL is adding a lot in making Police investigation transparent, modern and reliable. To make PFSA effective, it is necessary to make it an adjunct with IG Office Lahore under the direct command of W/IGP Punjab as the end users of this facility will essentially be the police investigators.

The new forensic science laboratory is offering a wide range of facilities to the investigation officers. It will also make investigation scientific and enhance its evidentiary value. The important thing is that investigating officers at local level should have liaison with the on field units of forensic lab who then can coordinate to send sample, prints (finger & foot), videos etc to the lab for in depth analysis and examination.

Crime investigation is a team effort where investigators and scientific experts facilitate each other on daily basis. The PFSA is providing police investigators the missing links between crime and the suspects. Recent innovations and dynamics of forensics have led to result oriented investigations; the role of PFSA will no longer be confined to criminal administration system only. It now encompasses the areas like law & order, communal violence and terrorist activities etc.

3.8 Role of PHP (Safe Highways)

Punjab Highways Patrol (PHP) is mandated for safe highways across Punjab. Although PHP is already doing its job to keep highways safe but still a lot is required to be done. The target set for PHP is to reduce incidents of robberies on highways to 50% of total highway robberies. To achieve this target PHP is required to conduct;

- Statistical study of highway crime and efforts to prevent it
- Improve supervision at SP and DSP level
- Efficiently use human and logistic resources
- Increase its presence on vulnerable points
- Make each and every member of PHP to count
- Enforce discipline in its stringent sense
- Coordinate with district police for synergy and optimum utilization
- Engage in hot pursuits of highway robbers
- Improve its image in the eyes of commuters and road users with politeness, and better service delivery
- Develop quantifiable performance indicators and public opinion polls

The most important monitoring tools of PHP is web based CCTV cameras. It is with the PMU controlled by Home Department with a link available to PHP. It will help in furthering the supervision of PHP posts and staff and will result in better service delivery.

3.9 Riverine Police Posts:

The formation of new unit under the name of Riverine Police was initiated by the Government with the sole purpose of extending the writ of the state to the areas along the River Indus. 03 Riverine Police Posts have already been established in District Layyah in near about 85 K.M area of this district to check the cross border movement of Dacoits and Terrorists under the Command and Control of the undersigned. These posts are presently operational and deployed police personnel are performing their duties.

The manpower was equipped with standard weapons and other equipment purchased and issued to the force. Apart from weapons, one dingle cabin pickup for each Post one boat and two Motorcycles for patrolling purposes, have been allotted.

Further Police Posts are required to be established in the area of district Layyah. It is expected that we would be able to complete some of these posts during this financial year. The other administrative issues like selection of sites, command structure, transport and improvement of the living conditions will be gradually resolved. Needless to say that establishment of police posts will go a long way in controlling the movement of the dacoits and the terrorists through river routes.

3.10 Prevention of House Robberies

- Reduce dacoities/robberies of all types in year 2015-16 in comparison with the year 2014-15
- Reduce auto snatching offence during year 2015-16 in comparison with year 2014-2015.
- Check criminal record of previous five years; identify gangs of robbers and auto-snatchers and re-arrest them; get their bails cancelled and prosecute them successfully
- Utilization of preventative law
- New history sheets should be opened with effective supervision by SDPOs/DPOs who should register their personal comments in it
- Preparation of Photo albums by CRO
- Sketch making facility to be extended to district level

3.11 Strategy of Combat Street Crimes

Street crime has become a buzz word for the crime committed at metropolitan/urban areas. In this wider interpretation it includes pick-pocketing, mobile phone/purse snatching, drug dealing, wounding, assaults and public order offences. Sometime street crime is interchangeably used for mugging, which is a category of violent crime and refers to all robberies, attempted robberies etc.

During the year 2010, 01 case of purse snatching is occurred in this district. Special Squad of Anti Street Crime was established to combat this menace and no case in year 2011, 12,13, 14 &15 (Jan. to July) is reported in this district. Keeping in view the magnitude of the problem following strategy has been devised and circulated to all field formations especially in urban areas in the shape of guidelines.

- Creation of District Technical Team for mobile phone data analysis
- Identifying crime hot spots, timing's locations, patterns
- Preparation and pupation of the Police Station record about street crime
- Preparation of Albums of recorded criminals by CRO
- Intelligence sharing and enhanced role of Special Branch, CTD
- Intelligence led Targeted operations
- Display of photographs of criminals at conspicuous places, Police Stations, Newspapers and TV, etc.
- Registrations of SIMs/Franchise holders of cell phone
- Online verification from NADRA
- CCTV surveillance of shopping malls/high risk areas/streets
- Proactive role of the Beat Officers and tasking them to gather intelligence
- Cultivation informers and giving them incentives
- Criminal intelligence database in investigation branch/districts under separate head

3.12 Use of Technology-CCTV Surveillance

CCTV Surveillance of all street crime affected areas, as pilot project may be launched containing:-

- a. CCTV camera network and software should have vehicle number plate recognition and capability to zoom in to record the facial features of offenders
- b. Software with facial recognition capabilities from feed obtained through CCTV coverage
- c. Useful for short listing offenders in all types of offences but especially useful for street crime and kidnapping for ransom cases

Technology Requirement

- Requirement for the urban cities of this district:-
 - 200- CCTV cameras
 - 09-Interrogation rooms
 - 02- surveillance vehicles with surveillance accessories.
 - 20- Surveillance vehicles
 - 40-Trackers in patrolling vehicle

3.13 IMEI tracking of stolen/snatched phone.

- Database of all stolen/snatched mobile hand sets in Layyah district to be maintained at PS level
- List of all stolen/snatched mobile phones to be shared with mobile phone operators for IMEI tracking on an ongoing basis
- Special unit to be established in the Layyah district to act as a focal point
- Field formations to take action against all offenders identified through tracked hand sets

3.14 Strategy – Kidnapping for Ransom.

Kidnapping for ransom is an organized crime and sends very serious signals of fear and insecurity amongst them masses.

Following strategic guidelines have issued for implementation:-

- The district will establish an Anti Kidnapping Task Force (AKTF) under the direct command of DPO, which will consist of following teams.
 - Response Team
 - Technical Team
 - Investigation Team
 - Negotiation Team
 - Operation Team
- Coordination with other Intelligence Agencies through district intelligence coordination committee
- Use of satellite tracking devices during delivery of ransom
- Preparation of flawless case files based on material/circumstantial evidence containing no contradiction in statements
- Identification parades of the accused as mandatory requirement
- Due weight age and follow up of expert opinion
- Monitoring by the DPO till decision of the case for exemplary punishments

- Cooperation with KPK/Sind authorities for arrest of accused and recovery of kidnapper

3.15 Unity of Command at the Operational Level

- No separate hierarchy in district
- SHO to have command over Police Station both Operational and Investigation Staff
- Investigation of cases of Local & Special Laws by operation wing
- Investigation staff to investigate rest of the cases
- SP Central Intelligence Agency (CIA), SP/Investigation to work under DPO

3.16 Liaison with Judiciary

Under article 109 of Police Order 2002, a Criminal Justice Co-ordination Committee was formed which comprises the Learned District & Sessions Judge, District Police Officer, Superintendent of Jail, District Probation Officer, District Public Prosecutor and Head of investigation in a District. The committee conducts formal and informal meetings to discuss following issues:-

- Promote understanding, coordination and cooperation in the administration of criminal justice system such as weaknesses and faults in the investigation system, Pre-arrest and Post-arrest bails, Police and judicial Remands, Illegal Detentions etc.
- Exchange information on local developments which may affect other parts of the system
- Formulate coordinated priorities and plans to give effect to locally agreed policies
- Raise relevant issues with appropriate authorities
- Review the implementation of decisions taken by Criminal Justice Coordination Committee
- Registration of cases against criminal, corrupt and incompetent Police Officers

3.17 Ensuring Peace during Muharram-Ul-Harram

To maintain Law & Order during the Muharram-ul-Haram, a comprehensive Security Plan was prepared. To keep the peace and harmony, various meetings were also held with the members of Peace Committees and Ulema of all the sects. With the grace of Almighty Allah and efforts of the local police no any occurrence took place during the Muharram-Ul-Harram 2014. However, During the Muharram-Ul-Harram-2015, a comprehensive plan has also been prepared and some of the salient features/guidelines are given below:-

- Pre-Muharam arrangements include collection of advanced reconnaissance, contingency plan, meetings with peace committees, re-energizing Muhallah committees, establishments of Joint Task Teams, preparation for control room, banning of entry of fire brand speakers
- Some of the pre-Muharam preventive measures include strict surveillance of all activists, arrest of sectarian Pos, strict enforcement of ban of brandishing arms etc, ban of provocative posters etc, action against authors, printers who write and publish objectionable material, ban on misuse of loud speakers and security of high profile personalities

- Briefing about Muharam duties to the force and strategic deployment thereof
- Establishment of police pickets, strict checking at entry/exit points. No changes in procession route/time
- Technical sweeping be carried out and sniffer dogs usage where possible.
- Complete search of shops, houses and other buildings in the locality on the route
- Blocking of tributaries and link roads leading to the precession
- Proper identification mechanisms of private security guards at Imam Bargahs
- Cordoning and sealing the area in case of any unforeseen incident/mishap
- Establishment contacts with Army and deployment of plain clothes duty in coordination with Special Brach, CTD and Health Department
- Arrangement for dispersal and post-Muharam plans

3.18 Targets of Traffic Police

- Layyah will revive its model traffic policy by ensuring firm and police enforcement strategy.
- Training, capacity building and equipment up gradation will be the special focus of traffic police all over the province, particularly in Layyah
- Enforcement of traffic laws & revenue generation through realization of traffic fine and driving license fee
- Implementation of Driving Issuance Management System (DLIMS-Phase-II). It is an effort to bring at part licensing system in Punjab with International standards. The project was initiated in 2009 with IT department and it has been implemented throughout Punjab. Standardization of Practices on basis of inspections and internal audits as part of Traffic SOPs in district Layyah.

3.19 Prompt and Professional Response to Calls for Service

- Rescue 15 in Layyah would be a model response centre for citizen's calls for service in emergencies. Layyah Police will reach the door steps of citizens between 5 to 10 minutes
- Response time for 15 minutes in district Layyah.
- Rescue 15 Response Centre will be improved in this districts
- Data of all Stolen/snatched vehicles is stored in every Rescue 15 Local Police of a this district will be linked with 1122 and fire brigade and other departments associated with disaster management
- An Integrated Command & Control Centre is being established in Layyah.

3.20 Complaint Management System

- Complaints against police are entertained at Open Court in the DPO Office Layyah and online at gmmujtaba267@gmail.com. Redresses of grievances are to be ensured by officer designated for this job
- Response time varies between 24 hours up to one week depending on nature of complaint.

- Call Back Center has been established. The grievances of the applicants are being redressed through Call Back Center.
- Complaint cells has been established and working round the clock
- Every complaint, whether false or true, is being responded to by telephone call or letter (time limit 07 days)
- Internal Accountability Cell

3.21 Zero Tolerance against Violence

- Reduce rate of violent crimes like murders, use of firearms in murderous during the year 2015-16 – in comparison with year 2014-15
- Discourage the trend of aerial firing in this district.
- Complete ban on display of arms/weapons
- Complete verification of the fire crackers shops and ensuring stringent measures
- Regular inspection of arms dealers shops.
- Strengthening of the 1 check posts for control of weapon smuggling

3.22 Zero Tolerance against Social Violence

- Strict implementation on the use of fire crackers
- Ensuring implementation of violation of one Dish
- Drive against like flying (users and manufactures)
- Action against beggars at busy points in urban centers
- Facilitating price control round the year especially during Ramzan
- Taking cognizance of hoarding during wheat harvesting season
- Action against child marriages/child labour.

3.23 Performance Indicators, Benchmarks and Monitoring Mechanism

- Monthly Conference is to 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 DSP/SDPO Conference should be held by RPO/DPO to follow up implementation of decisions of the conference
- Quality service response to social challenges and catastrophic events
- Number of complaints about non-registration of cases
- Number of welfare schemes initiated and monitored
- Performance to be measured on number of cases traced rather than number of cases registered
- Number of complaints of Human Rights violations
- Number of cases of security lapses like escape from police custody, death in police custody etc.

- Commanding respect and ensuring discipline of force
- Participatory management on the pattern of Provincial Police Management Board
- Preparation of comprehensive policing plans at PS, Tehsil and District level

3.24 Planned Inspections of Police Stations

- SDPOs will carry out informal inspections of each Police Station once a month.
- DPO will carry out quarterly formal inspection of each Police Station
- Other GOs will carry out quarterly formal inspection of each Police Station

3.25 Performance Evaluation

- Evaluation of SHOs and SDPOs on monthly.
- Annual evaluation containing a gist of all such reports
- Results to be reflected in PERs and promotions

3.26 Recommendations

- Separate proforma for Annual Performance Evaluation Report be drafted for Police Officers
- Proposed new Bench marks will form basis for Annual PERs
- Field postings and promotions on the basis of performance evaluation reports

CHANGING THANA CULTURE

(Reasons, initiatives and recommendations)

“*Thana Culture*” is often defined as culture of repression, abuse of authority, highhandedness, misbehavior, “*Sifarish*”, unsociability, pessimism, corruption, partisan, inefficiency, indifference and many other negative social attributes. Work ethics are considered to be non-transparent, out-dated modes of operation/ investigations and negative conduct. Lack of accountability and failure to communicate to public are additional factors contributing to the negative image of police. There are also question marks over formal (investigation, law & order situation etc) and informal (mediation, public dealing etc) professionalism of police officers.

On the touchstone of J-Curve model there has been a consistently widening gap between expectation and achievement for the last two decades. From the policeman perspective, it is a culture of stress, frustration, job over stretching, sub-human working ecology and conditions, insecurity, missing ownership, pessimism, and financial stringency. If we dovetail both perspectives we can say in one sentence that “A common citizen of Layyah is afraid of visiting police station alone for preferring his grievance”. He needs somebody who is notable or influential in the community and indifference as he perceives that policeman will not listen to him.

Hence on both sides of the societal prism, there is negativity and regressive trends continually producing a sum total of social depression and state anomie.

4.1 Steps taken for changing Thana culture

Three pronged strategy may be devised for re-vamping or engineering the Punjab Police culture.

4.1.1 Internal Accountability

Although an effective mechanism of internal accountability is already vogue in police but the thrust of that accountability system is more on discipline side rather than on social accountability of the police. There is need to develop parameters for making police more responsive and public friendly. The police officials who are creating distrust and gap between the community and police should be sorted out. At the same time, the officers who are gaining public confidence and are honest should be generously rewarded.

4.1.2 Community Policing

- Community policing is based on the broader principle of collective, corrective and community based actions of police. It is an innovative way of identifying the causes of the problems and solving these problems with active participation of the public. It is a combination of management philosophy and a new way to do the business of policing.
- As defined by Pamela Mayhall, Police community relation is a person to person relationship that involves mutual respect and acceptance, self awareness and other-

awareness, interdependence rather than dependence, communication and willingness to listen in crises, mutual problem solving. It works for community based crime prevention and tries to accomplish:-

- Dispute Resolution;
- Police part of the community not apart from it;
- Prioritization of community's needs;
- Partnership with public;
- Accountable to public;
- Mutual Trust – Bridging the gap;
- Proactive policing;

4.1.3 Community Policing Plan

- The Layyah Police along with other stake holders plans to establish Five Tiers. These committees will be established at Mohallah level/Union Council Level, Tehsil Level, District Level and Provincial Level, each consisting of 10/15 members. The Members would be volunteers, people of good repute, non-controversial, having no personal motives, non-political, neutral persons having respect & credibility and sound standing in their respective professions and with no criminal record. Their term of office would be two years. Furthermore, Muhallah Committees, Masalihitee/Police Public Committees and beat system are already established in this district to promote community policing in this district. Impartial, well educated and well reputed persons of area of Police Station were selected as Members of the Committees. Code of conduct, terms of references and procedure issued by the higher ups have been circulated in Urdu to all the SHOs of this district for strict compliance with the directions to brief the members of the Masalihitee Committees of their respective areas.

Objectives

- To Create an environment helpful to the citizens to redress their grievances
- To promote Police Public cooperation and invigorate the public confidence in police as per the provisions of Police Order 2002
- To enhance the professional skill of the police by improving the working conditions and infra structural facilities of the police
- To assist the police in materializing its organizational goals
- Community Policing organizations have been established in districts with appropriate sub-committees like Tehsil Committees, Legal Committees, Traffic Committees, Media Committees, and other appropriate committees according to the local conditions of a particular district
- Peace Committees comprising Ulema, religious leaders of all sects, political leaders, and notables of the area have been established at Police Station & District Level; which assist the District Police to keep peace and religious harmony among all religious congregations.

- Citizen-Police Liaison Committees (CPLCs) in this district. This committee has been exhausted due non-interest of private Chairman. However, on the directions of high-ups, the same would be re-established and various service and projects such as stolen car tracking system, drug addicts rehabilitation facilities, traffic improvement programmes, mass education campaign, help desk for public, neighborhood watch programmes, criminals sketching system another computerization and mechanization projects would be initiated.
- Beat System, Neighborhood watch system (Theekri Pehra and Chowkidara system) and Mohallah Committees have been established in all the districts of Punjab, with the active participation of the community. We hope it would prove to be a milestone in improving the law and order scenario in the province.

4.1.4 Role of women police officers in Policing

Lady police officers/officials are posted in this district at each police station to redress the grievances of the women specially who hesitated to approach the male police officers. They are working to achieve the entire task given to them efficiently. As a policy Punjab Police strongly recommends gender main streaming of women police and optimizing their performance in police organization, in fighting crime by their professional grooming/capacity building, to meet the challenges of 21st century policing. We look forward to delegate more operational role in future to the women police for dispensation of justice to the public for strategizing our efforts to counter and combat crime. On their part we expect high level of commitment and professionalism to be proactive members of Punjab Police individually and collectively.

Women police officers are being encouraged to play their part in community mobilization. To facilitate the posting mechanisms of these officers a statistical analysis of population and crime against women will be conducted an urban centers and then women police officers will be posted in those cities that exhibit high crime against women. These officers are encouraged to have liaison with NGOs working for women empowerment. They will develop a meaningful association with media to expose negative side of our social and cultural taboos. Finally their role be increased from urban centers to rural areas.

4.1.5 “Free Registration of FIR” Regime

The registration of FIR should be based on the principle of free, fair and forthwith documentation of information. The concept of “Free Registration of FIR” is being put forward as a tool of cultural transformation. However, there are certain pitfalls of this regime in addition to indirect increase of cost of the policing system. Ideally cognizable information received in the police station should end up with FIR. After due investigation, it should be decided that the case is made out or not. However, our Criminal Justice System does not encompass that a false FIR has horrible consequences for innocent citizens. It is Herculean task to get a false FIR cancelled in Pakistan, and the cancellation is without impunity for the person who has lodged false information report.

On the other side junior police officers tend to avoid registration of FIR in certain genuine cases due to vested interests or with the purpose of burking overall crime picture of a precinct, Hence it is proverbially a case of between the devil and deep sea. If we go for free registration of FIR regime number of cases to be investigated may get doubled from the existing 386437 total cases registered in 2010. It will increase the cost of investigation and other aspects of the system. Therefore there is a need to find a solution which is transparent and non-cumbersome. Some legislation may be made to introduce a system of preliminary enquiry on contested or suspected information before registration of FIR. Such enquiry may be time-bound say three working days to decide in either way. This system is necessary in the wake of a well entrenched perception of that FIR tantamount to charge sheet and gospel truth.

However, keeping in view the various Court decisions, following guidelines have been issued:-

- a. More effective complaint Cells will be established/strengthen and will be regularly monitored the progress in each case/complaint.
- b. Whenever an application containing the grounds based on cognizable offences is made, cases should immediately be registered under the relevant provision of law.
- c. DPO should take cognizance of the matter analyzing the reasons for manifold increase in such complaints and also for ensuring meaningful inquires at the level of DSPs/SDPOs for taking remedial measures.
- d. As is provided in the Criminal Procedure Code as well as in the other relevant laws on the subject, there should be sufficient evidence on record against an accused before his arrest in a case. The role of senior police officers needs to be much more visible who should constantly scrutinize the police files and particularly those wherein an accused has been arrested or is likely to be arrested.
- e. It is a legal right of a citizen to get an FIR recorded under section 154 of the Code of Criminal Procedure. An officer Incharge of the Police Station can refuse to investigate a case if sufficient ground to enter upon an investigation does not exist but should not refuse to register the case.
- f. Unfortunately, the citizens have been denied this right for a very long time and the major complaint against the Police is that they are reluctant to register FIR and mostly indulge in burking of crime. There are a host of reasons for this attitude; predominant being the fear of being judged adversely on the basis of increase in registered crime.
- g. Public faces resistance in exercise of their legal right of getting an FIR recorded regarding commission of a cognizable offence. Complaints of non registration of cases and/or minimizing the offence are still pouring in. It clearly shows that the Supervisory Officers are not playing their role in removing this long standing complaint of the citizens. The directions of the Inspector General have either not been conveyed to the officers incharge of the Police Stations with full urgency and impact or the practice of burking, which still continues, has a tacit approval of the supervisory officers. In either case the Supervisory Officers as well as their subordinates at the Police Stations are liable for violating the mandatory provisions of law and ignoring the instructions.

- h. For the future, a policy of zero tolerance shall be adopted. Whenever a matter of non registration of cases on report of commission of a cognizable offence or minimizing of offences comes to notice the concerned SHO shall be placed under suspension immediately and would be proceeded against under the E&D rules 1975
- i. In case of complaints from subdivision, the Supervisory Officers, SDPOs and SPs shall also be dealt with departmentally for poor supervision. The District Police Officer shall be issued a letter of displeasure for failure of command..
- j. A register has been maintained at wireless control of this District. All offences, incidents of theft, Robbery, Car/Auto theft etc. broadcasted on the wireless network are being entered in this register.
- k. In this district Reader's Branch is reconciles/compares the information received from the "Reporting Centers" and the information received from the Wireless Control Centers and compares in to the FIR register. In case any of the cognizable incidents has not been registered the matter is brought to the notice of the District Police Officer.
- l. If a written report is of non-cognizable nature the SHO shall enter the text of the report in the daily dairy (Register No.2) and then refer the matter to the Magistrate who may either take cognizance or send it to the court of competent jurisdiction for further proceedings.
- m. If a report constituting a cognizable offence is reported and its registration is avoided or omitted by the SHO the Senior Police Officer present in the Police Station at the time of the receipt of the complaint and the Moharrer shall render themselves liable to the imposition of minimum punishment of a major penalty as laid down in the PEEDA Act, 2006.

4.1.6 Public Feedback System

In order to improve performance of Police, public feedback is necessary. A citizen feedback center has been established in this district to get public impressions about police working and to make genuine efforts to bring a positive change in the police culture.

4.1.7 Social Service

On the lines of developed world, there is a need to develop an impersonal police response system as is available, for instance, in the USA in the shape of "911". Although, efforts are being made to make "15" a solution to all social problems but still a lot is required to be done. Police image can be improved if police acts as a helping hand in all social aspects of the community.

These gestures should be over and above the main stream functions of a police service. Similarly, police efforts in natural disaster situation or any other calamity, natural or otherwise, are also required to be highlighted in order to improve its image. It is needless to mention that the Punjab Police has performed a commendable job during unprecedented flood in 2010. It has been recognized as a frontline agency in Punjab. Such social service has always been helpful in creating a softer image of Punjab Police.

4.1.8 Improving Image of Police

Police in Pakistan is undergoing a major credibility crisis. Police should change its behavior and attitude towards the public in order to improve its public image. Some gruesome incidents of police torture and highhandedness brought bad name to Punjab Police. The world is moving towards the concept of Community Policing at a rapid pace; which is a policing strategy and philosophy based on the notion that community interaction and support can help control crime and reduces fear of crime.

In order to address this lack of credibility and public confidence in Police the following measures are being taken:-

- Security of tenure of postings/transfers for a fixed term of one year at least
- Open Courts are being held regularly at DPO and SDPO level to attend public complaint and address their grievances
- Rescue 15 and Police Help Centers are functional round the clock
- Close liaison with media to project the soft image of police
- Achievements of Police to be publicized
- Prompt/free registration of cases
- Meaningful/visible patrolling to restore public confidence and minimize crime
- Preservation of public peace and ensuring safety of the citizens
- Ensuring culture of transparency
- Ensuring fair investigation of cases
- Complaint Cell is established in the office.
- Zero tolerance against corrupt practices and misuse of authority
- Code of Conduct 2011 for police is being implemented.
- Organization of seminars, workshops and surveys on police image
- Public satisfaction surveys to be conducted
- Encouragement of Investigative journalism
- Citizen feedback system
- Establishment of Crime Against Women Unit is established in this district.
- Improvement of work ecology at Police Station

4.1.9 Priorities for Positive Change

All the senior officers have been directed to be accessible to the public and the media and should set personal examples of courtesy and cooperation. For positive change in Police improvement in recruitment, training, performance evaluation & promotion mechanisms, internal administration, techniques for community mobilization, accountability, media management, capacity building and persistent efforts for attitudinal change are essential. For improvement of work ecology at Police Station and training centers, ecology strategies are being devised.

4.1.10 Cod of Conduct 2011

The article 114 of the Police Order, 2002, Police Rules 14.4 and conduct Rules empower the Provincial Police Officer, to issue a Code of conduct to regulate police practices and to provide a set of guidelines laying out how the police should act and behave both on & off duty in order to bring them in conformity with new law while performing their duties in official capacity. This Code of Conduct does not seek to restrict police officer's direction; rather aims to define the parameters of conduct within which that discretion should be exercised.

Keeping that in view a Code of conduct has been issued. Any violation of the same shall be a ground for punishment under the Punjab Employees Efficiency, Discipline and Accountability Act 2006.

The main features of Code of Conduct include honesty, fairness, impartiality, transparency, politeness and tolerance, abuse of authority, lawful orders, confidentiality of orders, appearance, non-participation in politics and other general guidelines.

TRAINING

(New trends, initiatives and recommendations)

It is the most important aspect of policing and certainly the most difficult one. Here the guiding principles should be moderation, modification and maturity of people force. Training schools of Punjab Police require major investment to achieve the objective of cultural transformation of Punjab Police. Basic infrastructures of these training schools are required to be improved along with major over-hauling of syllabi and training module. Punjab Police has recently ventured a comprehensive "Punjab Police Training Policy" covering all the modern needs of an accountable police but mere over-hauling of training techniques and modes may not yield results, if it is not coupled with major infrastructural improvement.

5.1 Police Strength

The Population of Layyah district as per census 1998 was 11,20,751 which has been increased approximately near about 17,00,000/- Only 1139 Strength is available to redress the grievances of the general public which should be increased as per increase of population. There is a strong need to increase junior officers to Constabulary ratio, if we want to depart from "Irish Constabulary Models". No doubt, present police to population ratio is not at par with the modern requirements therefore, more constabulary is required to perform ever increasing policing functions, On the other side, Investigating Officers are also required to be recruited directly at the level of SI to replace the deadwood in the department.

A special reference is required to be given here with reference to capacity building of investigators. The main story of Punjab Police or for that matter of any police is to conduct a transparent, efficient and evidence based investigation of criminal cases as the investigator is the most important pivot of any criminal justice system. Therefore, he should be the most knowledgeable, equipped an intellectually should individual in a criminal justice system. If we look at the present lot of investigators in Punjab Police, we will hardly find any such attribute mentioned above. Therefore, there is a dire need to train newly recruited junior police officers, as investigators on modern lines with exhaustive exposure to Forensic Science and its techniques.

5.2 Improvement of Training Standard

Training Branch has developed an exhaustive Training Policy document which is in the process of approval. That document will transform, on its implementation, training institutes in accordance with the modern needs and requirements. We as police have to invest heavily in training of police officers of all ranks if we want to achieve the overarching objective of gaining public confidence. Salient features are;

- The syllabi at Police training schools and colleges are being revised. More emphasis is laid on quality of investigation, specialized training to the Elite to fight terrorism, PC battalion for disaster management, training on investigation of terrorism cases and cyber-crime.
- Grading system in all courses is being introduced and linked with promotion to all ranks.

5.3 Training Modules Plan

- Counter-terrorism Strategies
- Stress Management
- Communication Skills
- Motivation and Accountability
- Media Management
- Scientific Interrogation
- Stimulation Exercised
- Modern Weapons Training
- Anti-Corruption / Disciplinary
- Negotiation Skills

5.4 Recommendations

Proposed Training Facilities

- Investigation Training Center as recommended by CSD Global Team
- Police School of Intelligence
- Posting in PTIs be declared as filed posing
- Adequate budget allocation for Training
- Infrastructural improvement of Police College Sihala, Police Training Schools, Elite School, Police School of Intelligence, Punjab.

- Establishment and improvement of Canine Unit
- Construction of Riverine Posts
- Improvement of professional competence
- Better combat capability
- Capacity building of training institutions
- Posting of good Police Officers as Head of training institutions
- Motivational Courses in Police Lines Schools: DPOs to participate
- Lectures to be delivered to improve quality of investigation by Prosecutors, Law Officers and retired Police Officers
- Public dealing to be included in all police training courses
- Victimology (Science to deal with victims)
- Kinesics (study of body language)
- Behavioral training
- Mock conversations
- Scientific interrogation
- Simulation Exercises

MEDIA MANAGEMENT

6.1 Information of Public

DPR, in charge of police-media relationship, is responsible for building an effective, efficient and cordial relationship between media and police. For the smooth working policy guidelines have been issued for managing relationship between police and media with special emphasis on police – public relations and our commitment to professional interaction with electronic & print media.

The key feature here is to balance police interest with operational constraints, national security, privacy principle and sub-judice cases.

A well managed relationship with media can:-

- Prevent crime by raising public awareness of potential risks and law enforcement measures

- Increase police accountability to its stakeholders
- Avoid unnecessary instruction in police operational duties
- Provide broad guidance on police – public relations, less inconvenience to police
- Positive and open working relationship between police and media, essential for effective and positive communication
- Strategic management of media including regular contacts with the main representatives of media helps in mitigating potential negative influence on and from this sector
- Operational activities communicated to the general community and various stakeholders in a positive way
- Issue timely accurate information that is newsworthy and is in public interest. An informed community is more likely to cooperate with police
- Supply media organizations with accurate information about who, what when, where and why in investigations. In reporting an event, media may present information in a different way with different emphasis than police. Success lies in having an event reported accurately and in a positive way

6.2 Duties of Media Unit

A media unit within existing resources will be established for following purposes:-

- Scanning and monitoring of all kinds of media
- Forwarding media articles and news reports to the relevant units of the police organization
- Carrying out the relevant studies for the press conferences to be authorized, organized and addressed by the IGP/PPO
- Preparing the bulletins/handouts for these conferences
- Filing visuals that have been shot on video or photographed during important meetings, openings and ceremonies
- Submitting the information and documents to the media prepared by the relevant units about any police related matter after approval by the concerned authority
- Submitting the annual/monthly reports prepared by the police units to the media organizations
- Coordination with all units of the police organization, monitoring the meetings, briefings, conferences etc. and informing the media in accordance with the orders given by IGP/PPO
- Preparing a media resource inventory which should have a comprehensive list of all newspapers, radio stations, T.V. Channels and contact persons so that important opportunities for communication are not missed
- Deciding about the type of coverage like press conference, features stories to be presented in the news program etc.
- Keeping record of all media contacts
- Collecting and recording all coverage of activities relating to mass media
- Prompt follow up of the news/report sent to the media

- Carrying out all other tasks in relation to the Police Public Relations Branch

6.3 Developing Media Material/Press Releases

- All material released or provided to members for dealing with the media have to be cleared by the authorized quarters as mentioned in previous chapters
- Draft media releases, talking points, fact sheets provided to the **PPRB** must be cleared by the concerned authority
- Information provided to **PPRB** must be verified with the relevant issuing authorities. Any media statement needs to be checked by the information authorities like investigation department
- All material such as leaflets, directly produced for public information should be reviewed by the **PPRB**.
- All electronic material to be included in a media release needs to be cleared by the **PPRB**, having in mind the above-mentioned regulations
- The unit has been established to operate seven days a week with a representative of the branch on call 24 hrs to deal with major incidents
- This process will ensure that the corporate goals and messages are not only checked for simple grammar and spelling, but also for branding, accuracy and consistency
- Press release must be well written, short and direct
- All statements and releases have to be distributed to all concerned parties

A C C O U N T A B I L I T Y

The IGP is fully aware that effective Police accountability is essential for the improvement of policing culture in the province hence we intend to:-

- Strengthen internal accountability mechanism and supporting external accountability
- Formal and informal inspections are being conducted by SSP, Layyah
- Disciplinary action are being initiated under Punjab Police E& D Rules 1975 and legal action under provisions of the Police Order 2002 against the delinquent officials
- Under the supervision of DIG Inspection and Vigilance, frequent inspections and surprise inspections of Police Stations are being conducted and delinquent officers are being punished
- This indicates variety of punishments (major and minor) given to police officers from ASP/DSP to constable. These punishments include dismissal, removal from service, compulsory retirement, forfeiture of approved service, reduction in rank, recovery from pay/property, withholding of increment, withholding of promotion and censure. These Punishments are awarded on grounds

that include torture, death in police custody, corruption, absence from duty, criminal case, and poor performance, failure to control crime, misbehavior, failure to recover property, illegal confinement and failure to arrest POs.

The statistical data shows cause important result. The major chunk of the total “major punishments” awarded to police officials rests with either Sub-Inspectors or constables. It is also indicative of the fact that the problem lies with these cadres. These may include ineffective and lackluster training, gap between supervisor officers and SIs or constables, hectic duty hours putting these cadres under tremendous work strain and stress. These cadres are always appointed for multifarious duties without human aspect being taken into account.

COMPUTERIZATION

The IT Sector development is integral to E-government initiatives by Government of Punjab. Improving efficiency 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. Efficient and responsive 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 Layyah Police through Information Technology Department, The following IT related projects are initiated in this regard:
 - Transfer/Posting Record System
 - Driving License System
 - Automation of Rescue-15
 - Police Security and Route Deployment System (PSRDS)
 - Development of Layyah Police Website
 - Daily Crime Report System (D.C.R) in Investigation Branch
 - Crime Record Information Management System (CRIMS) for Layyah Police
 - Establishment of Data Centre at District Police Officer, Layyah..

8.1 Police Record and Office Management Information System (PROMIS)

It is a flagship program of automation of police processes at police station level. All the Police Stations of this district attached with SP Office Layyah through E-mail. Computers/Fax Machines have been provided to all Police Stations of this district and record of police station is being maintained.

Salient features of the project are;

8.2 Establishment of Pakistan Automated Finger Print Identification System (PAFIS) In Punjab

- Pakistan Automated Finger Print Indexation System
- Database of finger prints
- Comparison of latent prints
- The project of PAFIS has been established in this district.

8.3 Establishment of Cyber Crime Units

- It's a unit comprising four persons namely DEO, FP Expert (Head proficient), CRO Inspector and Sub-Inspector who will coordinate and facilitate the queries raised by investigation officers of different districts across Punjab
- Complete record is to be computerized

- Problems of IOs of obtaining data from different organizations including Telecom & cellular phone companies to be solved
- Computerized photo album of recorded persons is to be established

BUILDING HIGH MORALE & POLICE WELFARE

(Initiatives and Steps)

9.1 Year of the Constable

- Preparation of Master Plan in consultation with professional experts for development of Police Lines. .
- Funds for on going Schemes are being utilized.
- 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 grievance.
- Provision of Messing/Canteen/Mess/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 Veteran’s 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.

9.2 Security of Tenures at Operational Levels

- Educated, efficient and honest SHOs are being posted in this district with maximum posting of 02 years.

9.3 Welfare and Incentive for Police Service

- Messing has been significantly improved as far as the dietary standards and the during conditions are in this district
- New barracks are being constructed in Police Stations and Police Lines, Layyah to provide accommodation to the force
- Scholarship amount for the children of Police employees has also been increased
- Guzara Allowance is being given to widows and disabled police employees. This amount has also been increased from Rs.2000/- to 3000/-

- Dowry fund is also being given to the police employees at the marriage of their daughters

| | |
|------------------------|-------------|
| In service of Retired: | Rs.30,000/- |
| Widows: | Rs.40,000/- |
- When a Police officer dies during service or is martyred, an amount of Rs50,000/- is given for funeral arrangements
- As compensation an additional pay (basic pay + allowances) is given at the time of retirement
- Full medical cover is provided to the Police employees suffering from a serious disease
- Compensation to the family of Shaheed has been increased from 5 Lac to 30 Lac. (20 Lac by Punjab Government & 10 Lac by Department)
- 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
- Compensation for the disabled Police employee has been increased from Rs.2 Lac to 5 Lac
- The implementation of new scholarship scheme for the children of police officials has been introduced. Under the scheme, 100% expenditures for the educational needs of those children who got admission in the prominent institutions such as Higher Education Commission, PMDC, LUMS, NUST, COMSATS and Government College University etc. are covered. These expenditures are being borne from Police Welfare Fund. It is a revolutionary step for the betterment of police officials and their families.

9.4 Accessibility to Force and Redressal of Problems

- Weekly Orderly Rooms by DPO
- Liberal policy on leave/weekly day off
- Personal problems of all ranks to be attended/addresses

R e s e a r c h a n d D e v e l o p m e n t

During the current year R&D has formulated policy instructions, 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. Street Crime, Code of Conduct for Police Offices, Police Commissions 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 2013, Guidelines of Investigation of cases u/s Control of Overstay 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. The SOPs are being implemented in letter & spirit.

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 distributed to the field formations as readily available reference for consolation and implementation.

Discipline is very crucial and important to an organization like police. Bases on international best practices. The branch has formulated a “Cod of Conduct”, which will serve as guidelines for regulation 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 guidance and implementation.

Riverine Police Posts:

The formation of new unit under the name of Riverine Police was initiated by the Government with the sole purpose of extending the writ of the state to the areas along the River Indus. 03 Riverine Police Posts have already been established in District Layyah in near about 85 K.M area of this district to check the cross border movement of Dacoits and Terrorists under the Command and Control of the undersigned. These posts are presently operational and deployed police personnel are performing their duties.

The manpower was equipped with standard weapons and other equipment purchased and issued to the force. Apart from weapons, one dingle cabin pickup for each Post one boat and two Motorcycles for patrolling purposes, have been allotted.

Further Police Posts are required to be established in the area of district Layyah. It is expected that we would be able to complete some of these posts during this financial year. The other administrative issues like selection of sites, command structure, transport and improvement of the living conditions will be gradually resolved. Needless to say that establishment of police posts will go a long way in controlling the movement of the dacoits and the terrorists through river routes.

- Reduce dacoities/robberies of all types in year 2015-16 in comparison with the year 2014-15
- Reduce auto snatching during year 2015-16 in comparison with year 2014-15
- Check criminal record of previous five years; identify gangs of robbers and auto-snatchers and re-arrest them; get their bails cancelled and prosecute them successfully
- Utilization of preventative law
- New history sheets should be opened with effective supervision by SDPOs/DPOs who should register their personal comments in it
- Preparation of Photo albums by CRO
- Sketch making facility to be extended to district level

E-POLICING

1. The project of PROMIS be installed throughout the Police Stations in Punjab and it should be made meaningful.
2. The record of Police Stations should be computerized through proper programming.
3. There should be a systematic data base centre containing data of challaned accused, Snatched/Theft/550 Cr.P.C. Vehicles, Ganges, POs, CAs and all the necessary data should be available there. All the Police Stations should be linked to that centre.
4. The communication & correspondence should be preferable be made through E—Mail/Internet as it is more secure. It will save time a money as well.
5. Online complaints & FIR registration access also be provided to the public.
6. There should be Police websites of identical pattern of all the districts in the province for awareness of general Public.

FINANCIAL RESOURCES

The financial resources allocated to direct during the year, 2015-16 various heads is estimated as under:

| Head of Accounts | Modified |
|---|------------------|
| A01101-Pay of Officers | 7577800 |
| A01103-Special Pay | 386300 |
| A011-01-Total Pay of Officer | 7964100 |
| A01151-Pay of other staff | 135518600 |
| A01153-Special Pay | 2791600 |
| A01158-Pay of Shaheed Officials | 12000 |
| A011-2-Total pay other Staff | 13832220 |
| A012-1-Total Regular Allowance | 263755400 |
| A012-2-Total Other Allowances | 1530000 |
| <u>A03-OPERATING EXPENCES</u> | - |
| A03201-Postage and Telegraph | 300000 |
| A03202-Telephone & Trunk Calls | 3000000 |
| A03301-Gass Charges | 0 |
| A03303-Electricity Charges | 4000000 |
| A03304-Hot & Cold wheather Charges | 200000 |
| A03402-Rent Office Building | 0 |
| A03407-Rates & Taxes | 1500000 |
| A03805-Traveling Allowance | 6000000 |
| A03806-Transportation of Goods | 50000 |
| A03807-POL Charges | 65000000 |
| A03901-Stationery | 5000000 |
| A03902-Printing and Publication | 1200000 |
| A03905-News paper & Periodical | 150000 |
| A03906-Uniform & sewing cloth | 500000 |
| A03906-Uniform Purchase | 2000000 |
| A3907-Advertising & Publicity | 50000 |
| A03914-Secret Services Exp: | 300000 |
| A03918-Exhibitions Fairs & others | 20000 |
| A03953-Cost of Investigation | 5000000 |
| A03955-Computer Stationery | 500000 |
| <u>A03970-OTHERS</u> | 5000000 |
| 001-Others | 1280000 |
| 001-Others-Model Police Posts | 720000 |
| 011-Feeding Charges | 0 |
| 040-Bed & Boxes | 1500000 |
| 044-Tent & Pauls | 1000000 |
| A03970-050-Road Safety Campaign | 0 |
| A03954-Ordinance Store | 500000 |
| A03-Total Operating Expenses | 104770000 |
| <u>SCHOLARSHIP</u> | - |
| A06103-Cash Reward | 1000000 |
| A05216-Financial Assistance | - |
| A061-Total Scholarship | 1000000 |
| <u>A013-REPAIR & MAINTENANCE</u> | - |
| A013001-Transport | 7000000 |
| A013101-Machinery | 1000000 |
| A13201-Furniture & Fixture | 200000 |
| A-13-Total Repair & Maintenance | 8200000 |