

ANNUAL POLICING PLAN **FOR THE YEAR 2017-18**



DISTRICT GUJRAT

**District Police Officer
Gujrat**



INTRODUCTION

The “District Gujrat” was established on 18.03.1849. It has three Tehsils, i.e. Gujrat, Kharian and Sarai Alamgir. The District is located between two major rivers Jhelum and Chenab and is commonly known as Chajjdoab. It is bounded on the North east by District Mir Pur & Bhimber (AJK) on the South East by the river Chenab separating it from the Districts of Gujranwala and Sialkot, on North west by District Jhelum through River Jhelum and from the South west by District Mandi Bahauddin and on the east by river Tawi which separates it from the Sialkot District.

The main body of the District apart from Pabbi, may be described as the lowest slope of the Himalayas extended as far as the town of Dinga and Westward from that point an alluvial plateau of the same character as in other district in the central Punjab.

The police have an obligation and duty to function according to the Constitution, law and democratic aspirations of the people. The functioning of the police requires it to be professional, service oriented and accountable to the people. The Annual Policing Plan is expedient to redefine the police role, its duties and responsibilities, as envisaged in the article 32 of Police Order, 2002. This plan sets out the main objectives for policing and tackling crime for the next year. It also sets out the objectives for working with sister agencies to improve community safety and criminal justice system in the district. The Annual Policing Plan reflects areas for the improvement and development, as well as key services which will be maintained. Although an issue may not be a priority, this does not mean that it will not be dealt with; the Police will always respond to emergencies and investigate crimes.

Its major objectives and priorities are to stream line a plan/ strategy, for the achievements of strategic goals, specific targets making the Police a service oriented department. It is a road map to evaluate the police performance i.e. where they are, where they want to be and how in particular time frame.

The activities of the Gujrat Police will be reviewed regularly, thereby ensuring that the most appropriate action is taken to reassure the public and improve community safety throughout the district. Our one year strategy sets out how Gujrat Police aim to achieve its strategic objectives over the year and the greater detail of what will be

delivered within the next 12 months is contained within our “Annual Policing Plan for 2017-18”.

Message From The District Police Officer, Gujrat:

“Nobody can give you freedom. Nobody can give you equality or justice, but the Police”

“Path of duty is Path of Glory, Duty gives dignity to life”

A people-focused policing service has to be integral to the way that policing is conceived, managed and delivered. It does not only apply to the public-facing parts of the organization, but to everyone at all levels and whatever their function

Building the trust and confidence of all the communities is critical to effective policing and at the heart of my philosophy. In order to do this it is essential to understand the needs of communities throughout the Force and work to establish dialogue with those who are sometimes difficult to reach. It is also essential to adapt policing which meet their requirements and expectations. Over long engagement with communities to identify what they actually want, it is observed that the general public wants the police to listen to them, fully engage with them to understand their needs and concerns, keep them informed of local policing developments, the initiatives and plans they intend to carry out and the effectiveness of actions taken; they also want to be protected but above all, they want to feel safe. If they are victims or witnesses they want to be supported and kept informed of progress throughout the investigative process.

Analysis of existing and newly meetings with communities and the Police Officers/Officials has also identified factors that determine and influence public confidence and reassurance and have helped shape improvement tactics currently being undertaken by the Force in this Policing Plan for the year 2017-2018.

I am proud to present the Annual Policing Plan, for the year 2017-18, and it also gives me great pleasure that Gujrat Police will be able to achieve the targets in the current policing plan through dedication, devotion and commitment seeking guidance and active support from all segments of society including media & organizations working for the welfare of the society public.

Little is known about the early history of this District. The town of Gujrat itself is of modern origin, but occupies the site of an ancient city, the foundation of which is traditionally assigned to one Raja Bachan Pal, a Surajbansi Rajput, who emigrated from the lower Gangetic Doab, but of whom nothing more is known. The original name of the city is said to have been Udanagri, the everlasting or sweet-smelling city.

The principal source of the above mentioned history is the settlement report of General Cunningham and Captain H. Mackenzie. This settlement report is the principal work of reference on all matters connected with the District. General Cunningham has also stated that the restoration of the old city was done by Ali Khan, a Gujar. Captain Mackenzie, on the other hand, records the tradition that the city was rebuilt in Sambat 175 (A.D.118) by Rani Gujran, wife of Badr Sen, son of Raja Rasalu of Sialkot. Both accounts ultimately agree in the final restoration of the city in the time of Akbar.

Major towns

- ***Major Towns of Gujrat District***
- ***Gujrat City***
- ***Kharian***
- ***Lalamusa***
- ***Dinga***
- ***Kotla Arab Ali Khan***
- ***Tanda***
- ***Daulat Nagar***
- ***Karianwala***
- ***Kunjah***
- ***Jalalpur Jattan***
- ***Sarai Alamgir***

VISION

To make Gujrat a safer place for people

VALUES

Gujrat Police is “One Team” comprising of police officers / officials, police staff, Elite Police, QRF, GTF, Muhafiz Force, PQRs and other volunteers.

OUR PRIORITIES / TARGETS

To reduce serious violent & volume crime and increase the detection rate

- To reduce the serious sexual offences especially against children.
- To prevent the burglary and theft.
- To protect vulnerable people and communities.
- To tackle serious and organised criminals.
- To counter terrorism, the threat of terrorism and domestic extremism.
- To reduce kidnapping and extortioning.
- To bring the offenders to justice.
- To tackle the drug-related crime, in particular, the supply of Drugs.
- To secure the trust and confidence of people on Police Force.

OUR OPERATIONAL PRIORITIES, ACHIEVEMENT OF OUR STRATEGIC

Reduce serious violent crime:

This priority focuses on preventing homicide and serious violence, including reducing re-offending and bringing prolific and priority offenders to justice, tackling domestic violence and serious sexual offences and reducing the harm caused by alcohol and drugs. It recognizes the importance of managing offences related to the night-time economy with partners through prevention and early intervention.

Deal effectively with the crime and anti-social behavior most affecting local communities:

This priority focuses on identifying and reducing the crime and anti-social behavior most affecting local neighborhoods, including those areas identified as “high demand”, with specific emphasis on reducing re-offending, bringing prolific and priority offenders to justice and reducing the harm caused by alcohol and drugs. It recognizes

the importance of working with partners to ensure that community concerns are recognized and dealt with appropriately.

Tackle organized criminality:

This priority focuses on working collaboratively with other forces and agencies to tackle criminals engaging in serious and organized crime that causes or has the potential to cause significant harm.

Counter terrorism and domestic extremism:

This priority focuses on tackling criminals who use violence and extreme forms of victimisation for the apparent advancement of a political or ideological position.

Reduce road casualties:

This priority focuses on reducing the number of people killed or seriously injured on our roads, with a particular emphasis on the education of road users.

Secure the trust and confidence of people District Gujrat:

This priority focuses on ensuring that every member of Dorset Police delivers the highest quality of service and meets the specific needs of individuals and communities and to meet our General Equality Duty. Fundamentally, to meet the Community Expectation to be - Listened to, Understood, Informed, Protected and Safe.

Our Strategic Priorities:

- To make "District Gujrat" safer.
- To feel this district safer.
- Means a place; that not only safer but feel safer.

To Make District Gujrat Safer And To Make This District Feel Safer, Our Commitment Is that:

- We will act with professionalism and integrity and treat each member of our community with fairness and respect.

- Police Officers will be a visible present at Police Stations, Police Posts, Guards and Check posts and are easy to contact.
- The Public Relations Officer will arrange regular contact opportunities with the community to agree local priorities and listen to local concerns. He will also keep informed about progress made to address local policing priorities.
- We will aim to answer “15” calls straight away and deploy to emergencies as quickly as possible.
- We will answer all non-emergency calls promptly and aim to agree a course of action to suit the individual needs, ranging from giving appropriate advice, attending at an agreed time or referring you to another agency if necessary.
- If someone has been a victim of crime or anti-social behaviour we will keep him informed of progress in his case. We will also inform you of the outcome of the case.
- We welcome the feedback on any part of our service, from any corner, as a means to ensure that we constantly improve the services to make the people of Gujrat District safe and make them feel safer.

THE FOUR “P” STRATEGY:

In relation to terrorism and domestic extremism, Gujrat Police adopts the four “P” Strategy

- Prevent: terrorism by tackling causes
- Pursue: terrorists and their sponsors
- Protect: public from terrorists and threat of terrorism
- Prepare: for the consequences

The Gujrat policing pledge:

Gujrat Police will deliver these priorities, which reflects the Police Force Values and community expectations.

We will always act with Integrity. We will be Professional and treat the people with fairness and respect, ensuring them fair access to our services at a time that is reasonable and suitable. We will listen them, strive to understand their needs and expectations and we will keep them informed. We will work hard to protect them and keep them safe.

We will ensure police patrols are visible and in their area at times when they will be most effective.

We will respond to every call / message and, where necessary, provide a more detailed response as soon as we can.

We will aim to answer “15” calls within seconds / minutes, deploying to emergencies immediately and giving an estimated time of arrival, getting to the people as safely and as quickly as possible. Both in urban and rural areas, we will aim to response as soon as possible.

We will answer all non-emergency calls promptly. If attendance is needed, we will send a patrol giving the caller an estimated time of arrival.

If agreed that attendance is not necessary we will give the caller advice, answer his questions and / or put him in touch with someone who can help.

We will arrange regular public meetings to agree the priorities of community, at least once in a month. We will provide updates on progress, and on local crime and policing issues. This will include the provision of crime maps, information on specific crimes and what happened to those brought to justice.

Visages of policing plan:

The important visages of policing plan are as follows:-

TARGETS TO BE ACHIEVED

- Operational targets
- Administrative targets

Mechanism to Be Adopted For Achieving Targets:

- Operational Mechanism.
- Administrative steps to be taken.

- Operational Mechanism may include areas like maintenance of public order, drive against criminals, combating terrorism.
- Security of key installations and foreigners.
- Free registration of cases.
- Fair and speedy investigation.
- Prevention of crime.
- Contingency plan for meetings emergencies and annual events like Muharram.
- Administrative steps inter-alia improvement of police image, Thana culture, community policing, redressal of public complaints, monitoring and vigilance.
- Improving discipline accountability.
- Raising training standards, merit based recruitment.
- Welfare of the force and projects based recruitment.
- Computerization.
- Financial discipline.

Let us think concretely on these lines, not in term of slogans but in terms of actual measure to develop attentive, cordial and well-ordered policing.

Review:

The annual policing plan is the panacea which leads the Gujrat police to achieve strategic goals and specific targets during the next year. The strategic goals, objectives and specific activities highlight the ultimate objective of safer Gujrat. Gujrat Police is committed to provide QUALITY SERVICE in partnership with the community. Guiding principles of its conduct are illustrated by the word “**S.E.C.U.R.E**” which is explained as under:-

SAFETY:

Taking every step aimed at ensuring public safety:

Excellence:

Effort to maintain high standard of service.

Courtesy:

Effort to serve the public with courtesy and politeness.

Understanding:

Developing understanding to public needs and demands.

RESPECT:

Treating everyone with respect.

EFFECTIVENESS:

Ensuring effective and efficient working.

Professionalism, integrity and accountability constitute the core values as far as working of the district police is concerned. The main theme of the plan is to improve police efficiency and effectiveness by building closer citizen-police relationship, better service delivery, and improvement in administration. Against each priority area, a set of goals and targets have been identified. These goals and targets will be achieved through a number of activities which will be completed during the year. Officers have been designated for ensuring successful completion of these activities. It includes strategies to re-orientate the mindset of the Police and make it a people friendly service.

Police Order 2002 is a big leap forward in this direction. It has provided the basic legal foundations on which a new structure of Police Culture can be built. This plan has been prepared after intensive in-house debates, and keeping in mind, government priorities and needs of the people. Public needs have been ascertained through newspapers, media reports and interaction with various stakeholders.

ANNUAL POLICING PLAN, 2017-18

Closer citizen police relationship:

Gujrat Police will continue its efforts to establish a closer relationship with the local community through various initiatives such as extension of ongoing community policing projects to other areas in the district, bringing improvements in ongoing ADR mechanism at police station level, greater interaction with the community through holding more Open Kachehris and feeling the public pulse through media by Public Relations Cell.

#	Objectives		Targets	Activities	Performance Indicators	Action By
1	Establishing closer liaison with the community	1.1	Effective functioning of existing community policing initiatives and initiation of new initiatives through community policing officer (U.C system)	Monitoring the monthly performance of neighborhood watch in every P.S area	<ul style="list-style-type: none"> • Performance in terms of crime control • Performance in terms of addressing public complaints and solutions • Frequency of police public meetings and participation level • State of Resource allocation 	District Community Policing Officer and In Charge Neighborhood watch project
				Monitoring the monthly performance of Massalihati committees	<ul style="list-style-type: none"> • A mechanism for performance appraisal system to be devised • Performance assessment as per devised performance appraisal system 	District Community Policing Officer
				Initiation of new community policing initiatives in the district (Community involvement preferably in the working	<ul style="list-style-type: none"> • Introduction of at least one project at Kharian, Sadar Gujrat, Headquarter and Sarai Alamgir circles 	SDPOs concerned and District Community Policing Officer

			of Rescue 15 facilities in the district)		
	1.2	Increased police-community dialogue & greater citizen participation in police affairs	Holding of open Kachehris (Special Jumma Kachehris and thrice a week regular Kachehris)	<ul style="list-style-type: none"> No. of Kachehris held by the DPO and every other GOs No. of complaints received No. of the complaints resolved on the spot No. of complaints referred to complaint cell 	All SsP, SDPOs and SHOs
			Establishment of citizen police liaison committee	<ul style="list-style-type: none"> Establishment of office of the CPLC No. meetings held 	DPO
	1.3	Improved Public Relations Management	Establishment of a public relations cell in the district	<ul style="list-style-type: none"> Development of working procedures for the PRO branch Implementation of the working procedures 	DPO
			Media campaign to sensitize citizens about laws and procedures relating to police working and information about police activities	<ul style="list-style-type: none"> Monthly publication of Gujrat police newsletter No. of advertisements, articles, and news printed Number and frequency of advertisements and coverage on electronic channels 	DPO and PRO
			More interactive website	<ul style="list-style-type: none"> Regular updation and monitoring Feedback analysis and prompt response Information sharing 	DPO and PRO

Better Service delivery:

Gujrat Police is committed to qualitative police for the community and the current Plan has set targets for improving the performance in preventive policing, investigative work, and rescue services. In order to check the menace of terrorism, the district police plans to devise counter terrorism strategies and reorganization of district security branch. The district police will extend full cooperation in implementation of National Judicial Policy 2010.

The district police also plans to establish close liaison with all the components of district criminal justice system through DCJCC, Protecting minorities, disadvantaged and vulnerable groups will remain a priority for Gujrat police. The district police will also facilitate the community in providing access to information under Punjab Police access to information policy.

#	Objectives		Targets	Activities	Performance Indicators	Action By
2	Better prevention and control of crime	2.1	Better prevention of crime	Developing criminal intelligence through better coordination with other agencies	<ul style="list-style-type: none"> No. of frequent meetings with other districts, ranges etc. No of reports generated for sharing criminal intelligence with other formations No. of joint operations carried out 	DPO; SP, Investigation
				Provide visible policing presence through effective deployment	<ul style="list-style-type: none"> Reorganization of beat and patrolling network at PS level 	DPO, all SDPOs and SHOs
				Effective role of Punjab Highway Patrolling Posts in ensuring highway safety	<ul style="list-style-type: none"> Closer liaison between PHPP and PS officials No. of joint meetings held 	DPO & DSP/PHP
				introducing Thikri Pehra, Chowkidara (other forms of citizen involvement in prevention of crime)	<ul style="list-style-type: none"> No. of such programmes initiated Reduction in crime in the area 	DPO; all SsP, SDPOs and SHOs
				Apprehension of absconders, proclaimed offenders and court absconders	<ul style="list-style-type: none"> No. of Persons apprehended 	DPO; all SsP, SDPOs and SHOs
				Identify and reduce organized criminal activities with specific	<ul style="list-style-type: none"> Establishment of organized crime squad 	DPO; all SsP

			focus on narcotics, gun running, vehicle theft and land grabbing.	<ul style="list-style-type: none"> No. of staff posted No. of cases traced increase in convictions for related offences 	
			Improving the quality of emergency services at Rescue Gujrat, Kharian, Jalalpur Jattan and Shadiwal	<ul style="list-style-type: none"> Establishment of Rescue 15 facility at Gujrat City Monitoring monthly performance of the Rescue 15 centres in terms of No. of calls received and their response Development of working procedures for Rescue 15 Gujrat 	DPO, SDPOs and In charge 15 centres
			Busting gangs of known criminals	<ul style="list-style-type: none"> No. of gangs identified No. of gangs busted Amount of recovery made 	DPO; all SsP, SDPOs and SHOs
	2.2	Improvement in quality of Investigations and detection of crime	<ul style="list-style-type: none"> Improvement in the working and usage of crime scene unit during scene of crime investigations 	<ul style="list-style-type: none"> Quarterly awareness sessions for SHOs on crime scene unit Monthly performance review of the Unit in terms of No. of crime scene visited No. of crime scene evidence recovered No. of cases detected through CSU efforts at SOC 	DPO and SP investigation, PSO and In charge Crime Scene Unit
			Monitoring of investigation processes	<ul style="list-style-type: none"> No. of applications submitted for change of investigation through DSB No. of instances when change of investigation has been recommended by the board No. of complaints received in the complaint cell for change of investigation No. of cases initiated by 	DPO; SP, Investigation, SDPOs

				<ul style="list-style-type: none"> supervisory officers on faulty investigation No. of instances when action has been taken against the IO for faulty investigation 	
			3% Increase the rate of detection in violent crime against person	Increase in detection	DPO; SP, Investigation
			5% Increase the rate of detection in violent crime against property	Increase in detection	DPO; SP, Investigation
			10% Increase the rate of detection in street crime	Increase in detection	DPO; SP, Investigation
			Increase the rate of convictions to 60%	Increase in the rate of conviction	DPO; SP, Investigation
	2.3	Closer liaison with all components of criminal justice system	<ul style="list-style-type: none"> Effective coordination through Criminal Justice Coordination Committee 	<ul style="list-style-type: none"> Extending cooperation in implementation of National Judicial Policy 2009 Regular meetings of the committee Devising structured agenda programme for the meeting Liaison with district jail authorities with reference to transportation of UTPs Improving securities in court premises and Bakhshi Khanas Improving the service of summons and warrants Better coordination in other court related issues 	DPO, SP Inv. and DSP Legal
			<ul style="list-style-type: none"> Disciplinary action against negligent police 	<ul style="list-style-type: none"> Number of instances of departmental action taken 	DPO: SP, Investigation

				officers with reference to issues raised in DCJCC	<ul style="list-style-type: none"> Number of instances of criminal action taken 	
				<ul style="list-style-type: none"> Drastic improvement in cases sent for Challan within statutory time line as envisaged by National Judicial Policy 2009 	<ul style="list-style-type: none"> No. of cases sent for Challan within statutory time line 	DPO: SP, Investigation
				<ul style="list-style-type: none"> Follow up of case in courts 	<ul style="list-style-type: none"> % of hearings attended by the Pervi Officer of the concerned police station 	DPO; all SsP and DSP Legal
3	Protecting the district against terrorism and maintenance of public order	3.1	Reduce terrorism incidents and maintain an effective response to terrorist incidents	Better sharing of information with sister agencies working on counter-terrorism activities	<ul style="list-style-type: none"> No. of meetings with sister agencies No. of information reports issued to sister agencies 	DPO
				Devising mechanism for preventing and effectively handling the acts of terrorism in the district	<ul style="list-style-type: none"> Preparation of district based strategy to effectively tackle the acts of terrorism Preparation of a strategy for precautions against terrorism 	DPO; SP, Investigation, Inspector Security
		3.2	Improvements in intelligence/information gathering network at district level	Better collection and analysis of information	<ul style="list-style-type: none"> Reorganization of District Security Branch 	DPO; all SsP
		3.3	Efficient handling of	Through reorganization of district security branch	<ul style="list-style-type: none"> Liaison with political and religious leaders at all levels 	

			political religious and other events		<ul style="list-style-type: none"> • Liaison with labour, student and business community leaders • Better coordination with local administration through regular consultations • Coordination with other stakeholders such citizen committees/ professional associations, peace committees during Muharram and other important events 	
4	Protecting minorities, vulnerable and disadvantaged groups and public access to information	4.1	Improved support to vulnerable and disadvantaged groups by providing and implementing special procedures	Implement of Punjab Police Human Rights and gender sensitization Policy	<ul style="list-style-type: none"> • Establishment of Human Rights Cell • Circulation of the policy • No. of human rights related complaints against police officers 	DPO; all SsP and SDPOs
		4.2	Better public access to information	Implementation of Punjab Police Access to information Policy	<ul style="list-style-type: none"> • No. of request received • No. of requests entertained in the light of the new policy • Women help desks in police stations • Capacity building of women police to deal with gender related issues 	DPO

Improvements in Administration and welfare measures:

The goal of better service delivery cannot be achieved without bringing improvements in administration, towards this end the district police intends to take certain key steps such as improving complaint handling mechanism in DPO office, PS Moharrir branch. A part from ensuring internal accountability through reorganization of IVC and inspection system, internal accountability division (IAD) has been established under the Chairmanship of DSP/Legal as directed by worthy IGP to eliminate the corruption from the Police Department. A prompt action is ensured on the report of (IAD). The district police also attach great significance to gender based policing, capacity building and introduction of modern technologies which figure, in priority list for the plan.

In order to improve the working condition and facilitate the manpower the plan also caters for various welfare measures for the district police.

#	Objectives		Targets	Activities	Performance Indicators	Action By
5	Improvement in service delivery	5.1	Better complaint handling mechanism	Reorganization of Complaint Cell	<ul style="list-style-type: none"> • Formulation of complaint handling protocols • No. of Complaint Cell staff trained in complaint handling protocols and SOPs 	SP HQrs, PSO DPO, In charge Complaint Cell
		5.2	Improvement in PS Moharrir branch	Moharrir's post to be upgraded from Head Constable to ASI	<ul style="list-style-type: none"> • Criteria for the post of Moharrir be formulated • Staff deployed according to the criteria • Posting of women police officers in Moharrir branch 	SP HQrs, In Charge Establishment Branch
6	Effective performance monitoring and evaluation and improved accountability	6.1	Improving efficiency of the organization through incentives and sanctions	Implement performance based rewards and punishment system	<ul style="list-style-type: none"> • No. of persons rewarded or punished under the system 	DPO; all SsP
				Improved internal accountability	<ul style="list-style-type: none"> • Through reorganization of inspection and vigilance cell • Formal and informal inspections by supervisory officers • No. and frequency of inspections 	DPO; all SsP, In charge IVC and PSO DPO

					<ul style="list-style-type: none"> No. of rewards or sanctions consequent to inspection reports/ follow up of inspection reports 	
				<ul style="list-style-type: none"> Effective liaison with District Public Safety and Police Complaints commission when exists 	<ul style="list-style-type: none"> Extending Cooperation in the light of National Judicial Policy 2009 No. of meetings held Rank of police officer participating in the meeting No. of complaints received No. of cases in which action is taken by the police 	DPO
				<ul style="list-style-type: none"> Effective monitoring of compliance of court directions 	<ul style="list-style-type: none"> No. of cases in which court decisions/ direction were implemented within stipulated time 	DPO; all SsP; DSP/ Legal
		6.2	Transparency in administration	<ul style="list-style-type: none"> Transfer/posting policy 	<ul style="list-style-type: none"> Transfer/posting to be carried out on the basis of performance of the officers and in accordance with the instructions of Provincial Police Officer 	DPO; all SsP
				<ul style="list-style-type: none"> Merit base recruitment 	<ul style="list-style-type: none"> Recruitment strictly as per criteria fixed by IGP 	DPO
				<ul style="list-style-type: none"> Effective utilization of investigation cost funds 	<ul style="list-style-type: none"> Devising an effective mechanism for the distribution of cost of investigation funds % of total funds utilised. No. of cases in which funds distributed during the investigation process 	DPO; SP/ Investigation
7	Promoting gender based policing	7.1	Steps to cater for the special needs of women complainant,	<ul style="list-style-type: none"> Deployment of women police at important points in offices and police 	<ul style="list-style-type: none"> Establishment of women help counters in police stations and DPO offices Posting of women police in PS Moharrir offices 	DPO, SP/HQrs

			Accused and witnesses	stations		
				<ul style="list-style-type: none"> Capacity building of women police officers to tackle gender based crime 	<ul style="list-style-type: none"> No. of training courses No. of women police officers to be trained 	
8	New technologies for better efficiency and service	8.1	Introducing automation of records and other technologies	<ul style="list-style-type: none"> Automation of Establishment Branch through HR software 	<ul style="list-style-type: none"> Development of software Automation of service records pertaining to officers from inspector to constable level 	DPO; SP/HQrs
				<ul style="list-style-type: none"> Automation of investigation work through case tracking software 	<ul style="list-style-type: none"> Development of software Automation of record pertaining to registered cases 	DPO and SP/HQrs,
				<ul style="list-style-type: none"> Improving the district police website 	<ul style="list-style-type: none"> Regularly updating the district police website Feedback analysis Information sharing 	SP/HQrs and PRO
				<ul style="list-style-type: none"> Encourage e-learning 	<ul style="list-style-type: none"> No. of officers officially trained in IT-related courses No. of officers granted leave for such training at their own expense Use of computers at PS level 	DPO, SP/HQrs
				<ul style="list-style-type: none"> Introduction of CC Camera network for surveillance purposes in Gujrat City 	<ul style="list-style-type: none"> Operation and Management Plan to be prepared Plan to be implemented 	DPO, SP HQrs
9	Better efficiency	9.1	Capacity building of the existing staff	<ul style="list-style-type: none"> Refresher courses for manpower to be organized in district 	<ul style="list-style-type: none"> No. of refresher courses carried out No. of officers trained in such courses Special training course for women police 	DPO and SP/HQrs,

	and service through training and human resource development			<p>police lines</p> <ul style="list-style-type: none"> • Special training sessions in various areas pertaining to investigation, arrest, detention and search protocols, rights issues in criminal investigations, investigation of gender based crime, enquiry procedures and preparation and implementation of annual policing plans 	<p>officer will also be planned</p> <ul style="list-style-type: none"> • No. of special training sessions • No. of officers trained 	DPO, SP HQrs
10	Better work environment	10.1	Better buildings and improved logistics	<ul style="list-style-type: none"> • Construction, repair, and renovation of police stations, offices and residential buildings • Improvement in training facilities • Optimal allocation of transport • Optimal allocation of equipment 	<ul style="list-style-type: none"> • Construction of new buildings for PS Sadar Lalamusa & PS Karianwala • Construction of new residences for SHOs, A/Division, B/Division, Civil Line and Larry Adda • Institutional needs assessment for training submitted to the Training Branch in the CPO • Resource allocation and requirement report submitted to CPO • Resource allocation and requirement report submitted to CPO 	<p>DPO, SP HQrs and DSP HQrs</p> <p>DPO and all Ssp</p> <p>DPO</p> <p>DPO</p>

		10.2	Improving policing service at police station level	<ul style="list-style-type: none"> Establishment of one model police station in the district level 	<ul style="list-style-type: none"> Formulation of working procedures Provision of adequate resources 	DPO and SP/HQrs,
11	Increased employee satisfaction	11.1	Monetary and other incentives	<ul style="list-style-type: none"> Timely and equitable disbursement of salaries and allowances 	<ul style="list-style-type: none"> % of Salaries and allowances disbursed within stipulated time % of current financial year travelling allowance claims disbursed within the current financial year 	DPO
		11.2	Rationalization of working hours	<ul style="list-style-type: none"> Rational working hours and grant of leave 	<ul style="list-style-type: none"> Revision of sanctioned manpower for each police station 10% of manpower in each rank entitled for long leave 	DPO; SP/HQrs,
12	Better physical & mental fitness	12.1	Increase awareness of mental and physical fitness	<ul style="list-style-type: none"> Promote fitness through education and awareness programmes and incentives 	<ul style="list-style-type: none"> No. of sports events organised by the district police for police officers No. of events organised by other organisations in which district's police teams participated No. of rewards made to officers for results in sporting events 	DPO; SP/HQrs,
				<ul style="list-style-type: none"> Establish fitness centre at district level 	<ul style="list-style-type: none"> Establishment of fitness centre at district police lines Appointment of a relevant staff to the centre 	DPO; SP/HQrs and DSP/HQrs
		12.2	Improve job satisfaction	<ul style="list-style-type: none"> Timely implementation of compensation schemes for deceased and 	<ul style="list-style-type: none"> % of cases in which compensation was paid within stipulated time 	DPO; SP/HQrs

				invalided officers		
		12. 3	Better management of welfare schemes and projects	<ul style="list-style-type: none"> Effectively utilization of police welfare funds for the employees' welfare 	<ul style="list-style-type: none"> % of the District Welfare Fund actually disbursed for welfare of officers and their dependents 	DPO; all SsP

- **Contingency plan for meeting emergencies and annual events like Muharram. The contingency plan has been established for meeting emergencies and annual events *like Muharram***

ONGOING/NEW WELFARE SCHEMES:

The information / short summary of ongoing and new police welfare and development schemes 2016-17 and 2017-18, is as under:-

Sr. No.	Name & No.of Scheme/work	Approved cost of scheme with T.S	Date or year of construction started	Allotment of Funds in Millions	Funds released	Funds utilized (With %)	Funds available	Present status of constructions %	Detail of work
1	Construction of PS Tanda District Gujrat ADP No8444 (2017-18)	<u>32.950(M)</u> 31.455(M)	22.06.2017	18.900(M) (2017-18)	18.900(M) (2017-18)	18.900(M) (100%)	-	58%	1. Main building ground floor flooring in progress. 2. First floor laid brick masonry completed plaster completed. 3. boundary cement pointing in progress 4. 2 nd Floor; brick work completed plastering in progress. Mumty roof laid
2	Construction of PS B/Div District Gujrat ADP No. 8445 (2017-18)	<u>30.774(M)</u> 29.165(M)	06.06.2017	16.987(M) (2017-18)	16.987(M) (2017-18)	11.656(M) (69%)	5.331(M)	90%	Plastering completed 2. Gutka work in progress. 3. Flooring completed except rubbing. 4. Roof tile is in progress. Work completed with saving (according to building department)
3	Construction of residence of SP/Inv District Gujrat ADP No. 8564 (2017-18)	<u>8.141(M)</u> 8.433(M) Revised approval 10.243(M) On 08.01.2018	18.05.2017	6.710(M) (2017-18)	6.710(M) (2017-18)	6.710(M) (100%)	-	100%	Completed.

4	Construction of residence of DSP/SDPO Sarai Alamgir District Gujrat ADP No. 8564 (2017-18)	<u>4.984(M)</u> 4.779(M)	18.05.2017	2.933(M) (2017-18)	2.933(M) (2017-18)	2.933(M) (100%)	-	100%	Main building competed 2. boundary wall competed
5	Construction of office of DSP/SDPO Sadar Gujrat District Gujrat ADP No. 8564 (2017-18)	<u>12.681(M)</u> 10.603(M)	18.05.2017	4.929(M) (2017-18)	4.929(M) (2017-18)	4.929(M) (100%)	-	48%	1. Plastering completed. Flooring in progress 2. Roof tile completed. 3. Gutka work in progress.
6	Construction of office of DSP/SDPO City Gujrat District Gujrat ADP No. 8564 (2017-18)	<u>12.681(M)</u> 11.436(M)	18.05.2017	3.500(M) (2017-18)	3.500(M) (2017-18)	3.500(M) (100%)	-	53%	1. Plastering completed. Flooring in progress. 2. Roof tiles completed. 3. Boundary wall completed. 4. Gutka work in progress.
7	Construction of DPO House District Gujrat ADP No8561 (2017-18)	<u>12.445 (M)</u> 12.519(M)	<u>12.06.2017</u>	10.082(M) (2017-18)	10.082(M) (2017-18)	9.570(M) (95%)	0.512(M)	98%	1. Main Building: Flooring completed. 2. Roof tiles completed. Gutka completed. 3. Boundary wall: completed. External development in progress. Work completed with saving (according to building department)
8	Construction of DPO Office District Gujrat ADP No8443 (2017-18)	<u>81.515 (M)</u> 80.012(M)	<u>15-05-2009</u> 14.02.2018	20.000(M)	20.000(M)	20.000(M) (100%)	-	20%	1. Ground floor of plaster completed. 2. First floor roof laid.
9	Construction of police Station Doulatnagar ADP No 87197 2017-	<u>32.724(M)</u> 34.219(M)	23.12.2018	5.700(M)	5.700(M)	5.700(M) (100%)	-	15%	1. Boundary wall: brick work completed. 2. Main building brick masonry in F&P

FINANCIAL RESOURCES

CODE / HEAD OF ACCOUNT	AVAILABLE
A01101-BASIC PAY	21,341,159
A01103-SPECIAL PAY	109,440
A01151-BASIC PAY	917,441,600
A01152-PERSONAL PAY	31,000
A01153-SPECIAL PAY	10,035,537
A01156-PAY OF CONTRACT STAFF	11,662,460
A01158-PAY OF SHAHEED POLICE OFFICIALS	9,467,024
A01202-HOUSE RENT ALLOWANCE	58,399,253
A01203-CONVEYANCE ALLOWANCE	108,061,310
A01207-WASHING ALLOWANCE	5,180,592
A01208-DRESS ALLOWANCE	88,000
A0120D-INTEGRATED ALLOWANCE	92,900
A0120Q-FIXED DAILY ALLOWANCE	170,453,193
A01210-RISK ALLOWANCE	15,802,000
A01216-QUALIFICATION ALLOWANCE	101,777
A01217-MEDICAL ALLOWANCE	80,799,720
A0121N-PERSONAL ALLOWANCE	6,860
A0121V-SPECIAL ASSIGNMENT ALLOWANCE	2,524,000
A01224-ENTERTAINMENT ALLOWANCE	5,500
A01229-SPECIAL COMPENSATORY ALLOWANCE	1,623,000
A0122C-ADHOC RELIEF ALLOWANCE - 2015	13,137
A0122M-ADHOC RELIEF ALLOWANCE-2016	76,107,420
A0122Y-AD-HOC RELIEF ALLOWANCE 2017	91,724,158
A01239-SPECIAL ALLOWANCE	90,000
A0123A-POLICE LAW AND ORDER ALLOWANCE	171,024,779
A01244-ADHOC RELIEF	3,105
A01260-RATION ALLOWANCE	62,151,729
A01261-CONSTABULARY ALLOWANCE	23,823,260
A01270-OTHER	990,422
A01274-MEDICAL CHARGES	745,100
A03201-POSTAGE AND TELEGRAPH	83,000
A03202-TELEPHONE AND TRUNK CALL	9,021,300
A03301-GAS	800,000

A03302-WATER	10,000
A03303-ELECTRICITY	12,370,000
A03304-HOT AND COLD WEATHER CHARGES	338,000
A03402-RENT FOR OFFICE BUILDING	2,500,000
A03407-RATES AND TAXES	645,000
A03805-TRAVELLING ALLOWANCE	3,000,000
A03807-P.O.L CHARGES A.PLANES H.COPTORS S.CAR	70,362,000
A03901-STATIONERY	3,473,000
A03902-PRINTING AND PUBLICATION	1,608,000
A03905-NEWSPAPERS PERIODICALS AND BOOKS	100,000
A03907-ADVERTISING AND PUBLICITY	200,000
A03914-SECRET SERVICE EXPENDITURE	600,000
A03953-INVESTIGATION COST	5,088,000
A03955-COMPUTER STATIONERY	1,735,000
A03970-OTHERS	7,841,400
A04114-SUPERANNUATION ENCASHMENT OF L.P.R	25,600,000
A06103-CASH AWARDS	560,000
A13001-TRANSPORT	9,010,000
A13101-R & M OF MACHINERY AND EQUIPMENT	1,403,000
A13201-FURNITURE AND FIXTURES	413,000
