**P-FORM**

**PERFORMANCE OF ASIs, SIs & IPs TELECOMMUNICATION**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **SR. NO.** | **PERFORMANCE CATEGORY** | **POOR** | **SATISFACTORY** | **GOOD** | **VERY GOOD** |
| 1. | Attendance | 60% | 60-70% | 70-85% | 85-100% |
| 2. | Turn Out | 03-Punishments | 02-Punishments | 01 -Punishments | No Punishments |
| 3. | Rating as Supervisory Officer | 60% attendance of the subordinate staff | 60 to 70 % attendance of the subordinate staff | 70 to 90% attendance of the subordinate staff | 90 to 100% attendance of the subordinate staff |
| 4. | Behavior with colleagues | 03-Complaints by the Incharge | 02-Complaints by the Incharge | 01 -Complaints by the Incharge | No Complaints by the Incharge |
| 5. | Integrity | 02-Punishments | 01 -Punishment | 01 -Punishment | No Punishment |
| 6. | Efficiency and output | 02-Complaints of SHO/SDPO/DPO | 01 -Complaint of SHO/SDPO/DPO | 01 -Complaint of SHO/SDPO/DPO | No Complaint |

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**P-FORM**

**PERFORMANCE OF ASIs, SIs & IPs SSP/MT (MECHANIC)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **S #** | **PERFORMANCE CATEGORY** | **POOR C** | **SATISFACTORY B** | **GOOD A** | **VERY GOOD A-l** |
| 1 | Punctuality |  |  |  |  |
| 2 | Skill of repairing of vehicles | Cannot perform minor repairs independently | Can perform minor repairs independently | Can perform major repairs independently' | Can perform overhauling of engines |
| 3 | Efficiency & output |  |  |  |  |
| 4 | Driving skills |  |  |  |  |
| 5 | Integrity |  |  |  |  |
| 6 | Behavior with Colleagues |  |  |  |  |

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**P-FORM**

**PERFORMANCE OF ASIs, SIs & IPs SSP/MT (DRIVER)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **SR. NO.** | **PERFORMANCE CATEGORY** | **POOR C** | **SATISFACTORY B** | **GOOD A** | **VERY GOOD A-l** |
| 1 | Punctuality |  |  |  |  |
| 2 | Appearance (in Uniform) | Not in uniform or untidy | Casual | Normal | Alert |
| 3 | Maintenance of Vehicles (Cleanliness) |  |  |  |  |
| 4 | Driving skills |  |  |  |  |
| 5 | Integrity |  |  |  |  |
| 6 | Behavior with Colleagues |  |  |  |  |
| 7 | Efficiency & Out put |  |  |  |  |

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**P-FORM**

**PERFORMANCE OF ASIs, SIs & IPs PTS/BAHAWALPUR**

|  |  |  |
| --- | --- | --- |
| 1. | Inspector | He is posted as Chief Instructor and he is responsible for the improvement of training quality. |
| 2. | Sub- Inspector | i) Sub-Inspectors who are posted as class instructors are responsible for the completion of syllabus and to imp we the training standard.ii) Sub-Inspector who is posted as Line Officer is responsible for the discipline in the Line area and cleanness of school/line area and deployment of security duty of Police Wireless Training school Bahawalpur.iii) Sub-Inspector posted as workshop Incharge is responsible for the maintenance of equipment and workshop. |
| 3. | AS I | i) Assistant sub-Inspectors who are posted as Assistant class Incharge are responsible to teach the trainees and also help the class Incharge.ii) Assistant sub-Inspector who is posted as reader/OASI is responsible to maintain the office record of Police Wireless Training School Bahawalpur 'iii) Assistant sub Inspector who is posted as Incharge Misc: store is responsible for the maintenance of Kot store record. |

**(Page-1)**

**P-FORM**

**PERFORMANCE OF ASIs, SIs & IPs TRAFFIC AND CITY TRAFFIC POLICE**

 **(1) PENAL ACTION AGAINST TRAFFIC VIOLATORS (Traffic Sectors)**

|  |
| --- |
| **(a) Vehicle-wise** |
| **TOTAL CHALLANS** | **RATIO OF PSV/COMMERCIAL VEHICLES CHALLANS** | **GRADING** | **MARKS** |
|  | Up to 10% of total challans | Poor | 01 |
|  | Up to 20% of total challans | Satisfactory | 02 |
|  | Up to 30% of total challans | Good | 03 |
|  | Above 30% of total challans | Very Good | 04 |
| **(b) Moving Violations** |
| **TOTAL CHALLANS** | **RATIO OF MOVING VIOLATIONS** | **GRADING** | **MARKS** |
|  | Up to 30% of total challans | Poor | 01 |
|  | Up to 50% of total challans | Satisfactory | 02 |
|  | Up to 70% of total challans | Good | 03 |
|  | Above 70% of total challans | Very Good | 04 |
| **(c) Mechanical Violations** |
| **TOTAL CHALLANS** | **RATIO OF MECHANICAL VIOLATIONS** | **GRADING** | **MARKS** |
|  | Up to 05% of total challans | Poor | 01 |
|  | Up to 10% of total challans | Satisfactory | 02 |
|  | Up to 20% of total challans | Good | 03 |
|  | Above 20% of total challans | Very Good | 04 |

**(2) ACCIDENTS (Traffic Sectors)**

|  |
| --- |
| **(a) Comparative Accident Figures** |
| TOTAL ACCIDENTS | COMPARATIVE FIGURES OF REGISTERED TRAFFIC ACCIDENTS | GRADING | MARKS |
|  | Up to 05% increase in comparative accident figures in the sector | Poor | 01 |
|  | No increase or decrease in comparative accident figures in the sector | Satisfactory • | 02 |
|  | Up to 05% decrease in comparative accident figures in the sector | Good | 03 |
|  | Up to 10% decrease in comparative accident figures in the sector | Very Good | 04 |

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**(3) PREVENTIVE MEASURES (Traffic Sectors)**

**(a) Suspension of Driving Licences viz-a-viz Road Accidents**

|  |  |  |
| --- | --- | --- |
| **NUMBER OF DRIVING LICENCES SUSPENDED/ CANCELLED** | **GRADING** | **MARKS** |
| 05 driving licences suspended/cancelled | Poor | 01 |
| 10 driving licences suspended/cancelled | Satisfactory | 02 |
| 15 driving licences suspended/cancelled | Good | 03 |
| 20 driving licences suspended/cancelled | Very Good | 04 |

**(b) Suspension of Route Permits**

|  |  |  |
| --- | --- | --- |
| **NUMBER OF ROUTE PERMITS REFERRED FOR SUSPENSION/CANCELLATION** | **GRADING** | **MARKS** |
| 03 route permits suspended/cancelled | Poor | 01 |
| 05 route permits suspended/cancelled | Satisfactory | 02 |
| 07 route permits suspended/cancelled | Good | 03 |
| 10 route permits suspended/cancelled | Very Good | 04 |

**(c) Suspension of Fitness Certificates**

|  |  |  |
| --- | --- | --- |
| **NUMBER OF FITNESS CERTIFICATES REFERRED FOR SUSPENSION/CANCELLATION** | **GRADING** | **MARKS** |
| 03 fitness certificates suspended/cancelled | Poor | 01 |
| 05 fitness certificates suspended/cancelled | Satisfactory | 02 |
| 07 fitness certificates suspended/cancelled | Good | 03 |
| 10 fitness certificates suspended/cancelled | Very Good | 04 |

 **(d) PENAL ACTION AGAINST RASH AND NEGLIGENT DRIVING**

|  |  |  |
| --- | --- | --- |
| **CASES REGISTERED UNDER SECTION 279/PPC VIZ-A-VIZ ROAD ACCIDENTS** | **GRADING** | **MARKS** |
| 02 cases registered viz-a-viz 10 accidents in the sector | Poor | 01 |
| 04 cases registered viz-a-viz 10 accidents in the sector | Satisfactory | 02 |
| 05 cases registered viz-a-viz 10 accidents in the sector | Good | 03 |
| Above 05 cases registered viz-a-viz 10 accidents in the sector | Very Good | 04 |

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4. **PENDING CHALLANS (Traffic Sectors)**

**(a) Undecided Traffic Challans Pending in Courts**

|  |  |  |
| --- | --- | --- |
| **RATIO OF PENDING CHALLANS IN TRAFFIC COURTS** | **GRADING** | **MARKS** |
| Up to 20% challans pending in traffic courts | Poor | 01 |
| Up to 5% challans pending in traffic courts | Satisfactory | 02 |
| Less than 05% challans pending in traffic courts | Good | 03 |
| No challans pending in traffic courts | Very Good | 04 |

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**P-FORM**

**PERFORMANCE OF ASIs, SIs & IPs TRAFFIC CHALLANING OFFICERS**

 **(1)**

**ACTION AGAINST TRAFFIC VIOLATORS UNDER TRAFFIC LAWS (a) Number of Challans (beat/duty point officer)**

|  |  |  |  |
| --- | --- | --- | --- |
| **TOTAL CHALLANS** | **COMPARATIVE CHALLAN PERFORMANCE** | **GRADING** | **MARKS** |
|  | No increase in comparative challan figures | Poor | 01 |
|  | Up *to* 05% increase in comparative challans | Satisfactory | 02 |
|  | Up to 07% increase in comparative challans | Good | 03 |
|  | 10% and above increase in comparative challans | Very Good | 04 |

**(b) Vehicle-wise**

|  |  |  |  |
| --- | --- | --- | --- |
| **TOTAL CHALLANS** | **RATIO OF PSV/COMMERCIAL VEHICLES CHALLANS** | **GRADING** | **MARKS** |
|  | Up to 10% of total challans | Poor | 01 |
|  | Up to 20% of total challans | Satisfactory | 02 |
|  | Up to 30% of total challans | Good | 03 |
|  | Above 30% of total challans | Very Good | 04 |

**(c) Moving Violations**

|  |  |  |  |
| --- | --- | --- | --- |
| **TOTAL CHALLANS** | **RATIO OF MOVING VIOLATIONS** | **GRADING** | **MARKS** |
|  | Up to 30% of total challans | Poor | 01 |
|  | Up to 50% of total challans | Satisfactory | 02 |
|  | Up to 70% of total challans | Good | 03 |
|  | Above 70% of total challans | Very Good | 04 |

**(d) Mechanical Violations**

|  |  |  |  |
| --- | --- | --- | --- |
| **TOTAL CHALLANS** | **RATIO OF MECHANICAL VIOLATIONS** | **GRADING** | **MARKS** |
|  | Up to 05% of total challans | Poor | 01 |
|  | Up to 10% of total challans | Satisfactory | 02 |
|  | Up to 20% of total challans | Good | 03 |
|  | Above 20% of total challans | Very Good | 04 |
|  |  |  |  |

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**(2) ACCIDENTS (Beat/Duty Point Officer)**

**(a) Comparative Accident Figures**

|  |  |  |  |
| --- | --- | --- | --- |
| **TOTAL ACCIDENTS** | **COMPARATIVE FIGURES OF REGISTERED TRAFFIC ACCIDENTS** | **GRADING** | **MARKS** |
|  | Up to 05% increase in comparative accident figures in the beat/duty point | Poor | 01 |
|  | No increase or decrease in comparative accident figures in the sector beat/duty point | Satisfactory | 02 |
|  | Up to 05% decrease in comparative accident figures in the beat/duty point | Good | 03 |
|  | Up to 10% decrease in comparative accident figures in the beat/duty point | Very Good | 04 |

**(3) PREVENTIVE MEASURES (Sector Incharqes)**

1. **Suspension of Driving Licences viz-a-viz Road Accidents**

|  |  |  |
| --- | --- | --- |
| **NUMBER OF DRIVING LICENCES SUSPENDED/CANCELLED** | **GRADING** | **MARKS** |
| 05 driving licences suspended/cancelled | Poor | 01 |
| 10 driving licences suspended/cancelled | Satisfactory | 02 |
| 15 driving licences suspended/cancelled | L Good | 03 |
| 20 driving licences suspended/cancelled | Very Good | 04 |

**(b) Suspension of Route Permits**

|  |  |  |
| --- | --- | --- |
| **NUMBER OF ROUTE PERMITS REFERRED FOR SUSPENSION/CANCELLATION** | **GRADING** | **MARKS** |
| 03 route permits suspended/cancelled | Poor | 01 |
| 05 route permits suspended/cancelled | Satisfactory | 02 |
| 07 route permits suspended/cancelled | Good | 03 |
| 10 route permits suspended/cancelled | Very Good | 04 |

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**(c) Suspension of Fitness Certificates**

|  |  |  |
| --- | --- | --- |
| **NUMBER OF FITNESS CERTIFICATES REFERRED FOR SUSPENSION/CANCELLATION** | **GRADING** | **MARKS** |
| 03 fitness certificates suspended/cancelled | Poor | 01 |
| 05 fitness certificates suspended/cancelled | Satisfactory | 02 |
| 07 fitness certificates suspended/cancelled | Good | 03 |
| 10 fitness certificates suspended/cancelled | Very Good | 04 |

**(d) PENAL ACTION AGAINST RASH AND NEGLIGENT DRIVING**

|  |  |  |
| --- | --- | --- |
| **CASES REGISTERED UNDER SECTION 279/PPC VIZ-A-VIZ ROAD ACCIDENTS** | **GRADING** | **MARKS** |
| 02 cases registered viz-a-viz 10 accident in the beat/duty officer | Poor | 01 |
| 04 cases registered viz-a-viz 10 accidents in the beat/duty officer | Satisfactory | 02 |
| 05 cases registered viz-a-viz 10 accidents in the beat/duty officer | Good | 03 |
| Above 05 cases registered viz-a-viz 10 accidents in the beat/duty officer | Very Good | 04 |

**(4) PENDING/UNDECIDED CHALLANS (Challaninq Officer)**

**(a) Undecided Traffic Challans Pending in Courts**

|  |  |  |
| --- | --- | --- |
| **RATIO OF PENDING CHALLANS IN TRAFFIC COURTS** | **GRADING** | **MARKS** |
| Up to 20% challans pending in traffic courts | Poor | 01 |
| Up to 5% challans pending in traffic courts | Satisfactory | 02 |
| Less than 05% challans pending in traffic courts | Good | 03 |
| No challans pending in traffic courts | Very Good | 04 |

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**P-FORM**

**(1)**

**ACTION AGAINST TRAFFIC VIOLATORS UNDER TRAFFIC LAWS (a) TRAFFIC WARDENS**

 **Number of Challans (Traffic Wardens)**

|  |  |  |  |
| --- | --- | --- | --- |
| **TOTAL CHALLANS** | **COMPARATIVE CHALLAN PERFORMANCE** | **GRADING** | **MARKS** |
|  | No increase in comparative challan figures | Poor | 01 |
| Up *to 05%* increase in comparative challans | Satisfactory | 02 |
| Up to 07% increase in comparative challans | Good | 03 |
| 10% and above increase in comparative challans | Very Good | 04 |

**(b) Vehicle-wise**

|  |  |  |  |
| --- | --- | --- | --- |
| **TOTAL CHALLANS** | **RATIO OF PSV/COMMERCIAL VEHICLES CHALLANS** | **GRADING** | **MARKS** |
|  | Up to 10% of total challans | Poor | 01 |
| Up to 20% of total challans | Satisfactory | 02 |
| Up to 30% of total challans | Good | 03 |
| Above 30% of total challans | Very Good | 04 |

**(c) Moving Violations**

|  |  |  |  |
| --- | --- | --- | --- |
| **TOTAL CHALLANS** | **RATIO OF MOVING VIOLATIONS** | **GRADING** | **MARKS** |
|  | Up to 30% of total challans | Poor | 01 |
| Up to 50% of total challans | Satisfactory | 02 |
| Up to 70% of total challans | Good | 03 |
| Above 70% of total challans | Very Good | 04 |

**(d) Mechanical Violations**

|  |  |  |  |
| --- | --- | --- | --- |
| **TOTAL CHALLANS** | **RATIO OF MECHANICAL VIOLATIONS** | **GRADING** | **MARKS** |
|  | Up to 05% of total challans | Poor | 01 |
| Up to 10% of total challans | Satisfactory | 02 |
| Up to 20% of total challans | Good | 03 |
| Above 20% of total challans | Very Good | 04 |
|  | **(Page-7)** |  |  |

2. **ACCIDENTS**

**(a) Comparative Accident Figures**

|  |  |  |  |
| --- | --- | --- | --- |
| **TOTAL ACCIDENTS** | **COMPARATIVE FIGURES OF REGISTERED TRAFFIC ACCIDENTS** | **GRADING** | **MARKS** |
|  | Up to 05% increase in comparative accident figures in the beatyduty point | Poor | 01 |
|  | No increase or decrease in comparative accident figures in the beat/duty point | Satisfactory | 02 |
|  | Up to 05% decrease in comparative accident figures in the beatyduty point | Good | 03 |
|  | Up to 10% decrease in comparative accident figures in the beat/duty point | Very Good | 04 |

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**(3)**

**PREVENTIVE MEASURES (Traffic Wardens)**

**(a) Suspension of Driving Licences viz-a-viz Road Accidents**

|  |  |  |
| --- | --- | --- |
| NUMBER OF DRIVING LICENCES SUSPENDED/ CANCELLED | GRADING | MARKS |
| 05 driving licences suspended/cancelled | Poor | 01 |
| 10 driving licences suspended/cancelled | Satisfactory | 02 |
| 15 driving licences suspended/cancelled | Good | 03 |
| 20 driving licences suspended/cancelled | Very Good | 04 |

**(b) Suspension of Route Permits**

|  |  |  |
| --- | --- | --- |
| NUMBER OF ROUTE PERMITS REFERRED FOR SUSPENSION/CANCELLATION | GRADING | MARKS |
| 03 route permits suspended/cancelled | Poor | 01 |
| 05 route permits suspended/cancelled | Satisfactory | 02 |
| 07 route permits suspended/cancelled | Good | 03 |
| 10 route permits suspended/cancelled | Very Good | 04 |

**(c) Suspension of Fitness Certificates**

|  |  |  |
| --- | --- | --- |
| NUMBER OF FITNESS CERTIFICATES REFERRED FOR SUSPENSION/CANCELLATION | GRADING | MARKS |
| 03 fitness certificates suspended/cancelled | Poor | 01 |
| 05 fitness certificates suspended/cancelled | Satisfactory | 02 |
| 07 fitness certificates suspended/cancelled | Good | 03 |
| 10 fitness certificates suspended/cancelled | Very Good | 04 |

**(d) PENAL ACTION AGAINST RASH AND NEGLIGENT DRIVING**

|  |  |  |
| --- | --- | --- |
| CASES REGISTERED UNDER SECTION 279 VIZ-A-VIZ ROAD ACCIDENTS | GRADING | MARKS |
| 02 cases registered viz-a-viz 10 accidents in the *beat/duty* point | Poor | 01 |
| 04 cases registered viz-a-viz 10 accidents in the beat/duty point | Satisfactory | 02 |
| 05 cases registered viz-a-viz 10 accidents in the beat/duty point | Good | 03 |
| Above 05 cases registered viz-a-viz 10 accidents in the beat/duty point | Very Good | 04 |

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**(4) PENDING CHALLANS (Traffic Wardens)**

**(a) Undecided Traffic Challans Pending in Courts**

|  |  |  |
| --- | --- | --- |
| RATIO OF PENDING CHALLANS IN TRAFFIC COURTS | GRADING | MARKS |
| Up to 20% challans pending in traffic courts | Poor | 01 |
| Up to 5% challans pending in traffic courts | Satisfactory | 02 |
| Less than 05% challans pending in traffic courts | Good | 03 |
| No challans pending in traffic courts | Very Good | 04 |

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**P-FORM**

**PERFORMANCE OF ASIs, SIs & IPs TRAFFIC OFFICERS POSTED IN OFFICES**

 **(1) REFERENCES DISPOSAL**

|  |  |  |  |
| --- | --- | --- | --- |
| **TOTAL REFERENCES** | **DISPOSAL OF REFERENCES** | **GRADING** | **MARKS** |
|  | Takes too much time to dispose references | Poor | *1* |
|  | Disposes references in 05 days | Satisfactory | 2 |
|  | Disposes reference in 03 days | Good | 3 |
|  | Disposes references within 02 days | Very good | 4 |

**(2) WORK OUTPUT AS PER JOB DESCRIPTION**

|  |  |  |  |
| --- | --- | --- | --- |
| **BRIEF JOB DESCRIPTION** | **RATIO OF ASSIGNMENTS COMPLETED** | **GRADING** | **MARKS** |
|  | Has limited knowledge about his job assignment | Poor | 1 |
|  | Has average knowledge about his job assignment | Satisfactory | 2 |
|  | Has sufficient knowledge about his job description | Good | 3 |
|  | Has good knowledge about his job description | Very good | 4 |

**(3) COMPUTER APPLICATIONS AWARENESS**

|  |  |  |
| --- | --- | --- |
| **COMPUTER APPLICATIONS AWARENESS** | **GRADING** | **MARKS** |
| None | Poor | 1 |
| Microsoft word | Satisfactory | 2 |
| Microsoft word Excel powerpoint | Good | 3 |
| MS Office typing | Very good | 4 |

**(4) INSPECTION AND AUDIT REPORTS**

|  |  |  |  |
| --- | --- | --- | --- |
| **TOTAL NUMBER OF INSPECTIONS/AUDITS** | **DISCREPANCIES/SHORTFALLS HIGHLIGHTED** | **GRADING** | **MARKS** |
|  | Major irregularities reported | Poor | 1 |
|  | Minor irregularities reported | Satisfactory | 2 |
|  | No irregularity reported | Good | 3 |
|  | Record complete in all respects | Very good | 4 |

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**P-FORM**

**PERFORMANCE OF ASIs, SIs & IPs ELITE POLICE FORCE PUNJAB**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **S/No** | **Performance Category** | **Poor 25% C** | **Satisfactory 40% B** | **Good 50% A** | **Very Good 80% A-l** |
| 1. | Raids ( Operations / Security ) |  |  |  | . |
| 2. | Physical Fitness |  |  |  |  |
| 3. | Firing Expertise |  |  |  |  |

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**Platoon RAID/OPERATION REPORT DISPATCH NO. DATED**

Date of Operation\_\_\_\_\_\_ Departure/Return Report No.\_\_\_\_\_\_Operation Time\_\_\_\_\_Operation place

Orders\_\_\_\_\_\_\_\_\_\_\_\_dated\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Before operation briefing given and who briefed\_\_\_\_\_\_\_\_\_\_\_

Nature raid/operation\_\_\_\_\_\_\_\_ (suggested/non suggested/suddenly/during patrolling/ambition) under

whose leadership was done

How many elite teams participated\_\_\_\_\_\_\_Name of operational incharge\_\_\_\_\_Team members\_\_\_\_\_

Whether. SOP was observed during Operation — If no then reason

District Police or any other Agence/Force participated in the operation (name) -— Detail

of manpower\_\_\_\_\_\_\_Role\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Role of Elite Force in Operation (Detail be attached separately with copy of FIR)

Detail of weapon/ammunition/material used during operation

Detail of Operation (detail be written neat and clean and if required write on separate paper and attached)--

Operation was successful If failed give reason—

No. of criminals escaped from the scene «• reason-

|  |  |  |  |
| --- | --- | --- | --- |
| Arrested criminals | Weapon/ammunition recovered | Criminals killed | Miscellaneous recovery |

Where arrested criminals and recovered things deposited (get signatures of recipient)

Details of rewards/certificates awarded by officers on successful raid/operation ;

Loss of Elite (reason) (attach detail)

Detail /factual position obtained from the Elite Team on return from operation/raid —

Signallire Operation Incharge Signature EPF Incharge
Remarks of SP Monitoring—•

Countersignature

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**Annexure-“A”**

INCIDENT REPORT (IR)

|  |  |  |
| --- | --- | --- |
| \* | Date | **Classification:** (Rst. Confd. Secret)**Priority** (Flash, Immediate, Routine)**Nature** (Raid, Ambush, Encounter, Search, Siege, Terrorist etc.) |

\* Place District PS

**1. BRIEF FACTS:-**

**2. POLICE ACTION:-**

**3. RESULT:-**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| (i) | Accused Killed | (ii) | Injured | (iii) | Arrested | (iv) | Recovery  |
|  |  |  |  |  |  |  | a. Weapons |
|  |  |  |  |  |  |  | b. Others |
| (i) | Police Shaheed | (ii) | Injured | (iii) | Missing | (iv) | Lost |
|  |  |  |  |  |  |  | a. Weapons |
|  |  |  |  |  |  |  | b. Others |

**4. ELITE SPECIFIC**

* Role
* Performance
* Injured
* Shaheed
* Recoveries
	+ Weapon
	+ Others
	+ Arrest

**5. REMARKS OF GO/INCHARGE ELITE:-**

 Analysis, opinion and recommendations of the incident.

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**P-FORM**

**PERFORMANCE OF ASIs, SIs & IPs CTD**

**PART-4**

1. **INTELLIGENCE GATHERING**
	1. **SOURCE REPORTS.**

|  |  |  |
| --- | --- | --- |
| **SUBJECT** | **GRADING** | **MARKS** |
| Submission of 01 Source reports in one month | Poor | 01 |
| Submission of 02 Source reports in one month | Satisfactory | 02 |
| Submission of 03 Source reports in one month | Good | 03 |
| Submission of 04 Source reports in one month | Very good | 04 |

* 1. **REPORTS**

|  |  |  |
| --- | --- | --- |
| **SUBJECT** | **GRADING** | **MARKS** |
| 02 intelligence Reports of advance information of future incidents in one month | Poor | 01 |
| 04 intelligence Reports of advance information of future incidents in one month | Satisfactory | 02 |
| 06 intelligence Reports of advance information of future incidents in one month | Good | 03 |
| 08 intelligence Reports of advance information of future incidents in one month | Very good | 04 |

* 1. **SURVEILLANCE**

|  |  |  |
| --- | --- | --- |
| **SUBJECT** | **GRADING** | **MARKS** |
| Submission of 05 reports about in one month | Poor | 01 |
| Submission of 6 to 9 reports about in one month | Satisfactory | 02 |
| Submission of 10 reports about in one month | Good | 03 |
| Submission of more than 10 reports about target in one month  | Very good | 04 |

**Note: if intelligence reports lead to rest and the accused is “black” during his interrogation, then all the reports will be considered as satisfactory. If the accused is not declared black during interrogation then number of reports will not be considered.**

**(Page-1)**

1. **OPERATION**
	1. **INTERVIEWS OF PERSONS INVOLVED IN TERRORISM**

|  |  |  |
| --- | --- | --- |
| **SUBJECT** | **GRADING** | **MARKS** |
| Interview of 3 terrorists including 4th schedule persons in one month | Poor | 01 |
| Interview of 4 terrorists including 4th schedule persons in one month | Satisfactory | 02 |
| Interview of 5 terrorists including 4th schedule persons in one month | Good | 03 |
| Interview of 6 terrorists including 4th schedule persons in one month | Very good | 04 |

* 1. **ARREST OF POS**

|  |  |  |
| --- | --- | --- |
| **SUBJECT** | **GRADING** | **MARKS** |
| If not any PO is arrested in one month | Poor | 01 |
| Arrest of 01 PO in one month | Satisfactory | 02 |
| Arrest of 01 PO or 01 Red book PO in one month | Good | 03 |
| Arrest of 01 PO including 01 Red Book PO in one month | Very good | 04 |

1. **INVESTIGATION**

|  |  |  |
| --- | --- | --- |
| **SUBJECT** | **GRADING** | **MARKS** |
| Arrest of 01 accused leading to new information | Poor | 01 |
| Arrest of 02 accused leading to new information | Satisfactory | 02 |
| Arrest of 03 accused leading to new information | Good | 03 |
| Arrest of 04 accused leading to new information | Very good | 04 |

**OVERALL GRADING**

|  |  |  |  |
| --- | --- | --- | --- |
| **Sr.** | **Performance category** | 80% or above | Very Good |
|  |  | 50% to 80% | Good |
|  |  | 40% to 50% | Satisfactory |
|  |  | Below 40% | Poor |

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**P-FORM**

**PERFORMANCE OF ASIs, SIs & IPs SPECIAL BRANCH, PUNJAB**

|  |  |  |
| --- | --- | --- |
| Sr. No. | Performance Category | Number of Reports |
| 1. | Source Cultivation (Cultivated) |  |
| 2. | Source management and information gathering :- |
|  | i. Political. |  |
|  | ii. Sectarian. |  |
|  | iii. Religious. |  |
|  | iv. Professionals. |  |
|  | v. Others. |  |
| 3. | Political Analysis |  |
| 4. | Monitoring of persons under watch:-  |
|  | i. 4th Schedule.  |  |
|  | ii. Other prescribed/defunct organizations. |  |
|  | iii.' Religious worship places. |  |
| 5. | Verification of character antecedents |  |
| 6. | Report Generation :- |
|  | i. Counter Intelligence Report. |  |
|  | ii. Religious & Sectarian Report. |  |
|  | iii. Monitoring of Departments. |  |
|  | iv. Law & Order Situation. |  |
|  | v. Others. |  |
| 7. | Security Audit |  |
| 8. | Use of Technical/Surveillance gadjets |  |
| 9. | WIP/VIP Security Duty |  |
| 10. | Preparation of Diaries as per standing orders: - |  |
|  | i. Daily Diaries. |  |
|  | ii. Weekly Diaries. |  |
|  | iii. Fortnightly Diaries. |  |
|  | iv. Monthly Diaries. |  |
|  | v. Quarterly Diaries. |  |
|  | vi. Others. |  |
| **TOTAL** |  |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Poor | Satisfactory | Good | V. Good |
| Overall Performance |  |  |  |  |

|  |  |
| --- | --- |
| Less than 60 reports / duties / Tasks in three months | Poor |
| 60 to 74 reports / duties / Tasks in three months | Satisfactory |
| 75 to 89 reports / Tasks in three months | Good |
| 90 and above reports / duties / Tasks in three months | Very Good |

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**P-FORM**

**PERFORMANCE OF ASIs, SIs & IPs PHP FIELD STAFF**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Sr. No.** | **Performance Category** | **Poor C** | **Satisfactory B** | **Good A** | **Very Good A-1** |
| 1. | Heinous Crime | Unfoiled  | Foiled | Foiled with arrest and recovery | No Heinous Crime occurred |
| 2. | Local & Special Law i. Arms Ordinance ii. Control of narcotics Substance Act. iii. PEHO iv. 279 PPC | NIL | 01 case | 02 case | More than 02 cases |
| 3. | Accident prevention/Handling | No response without any reason | Responded | Responded and helped timely | No Serious accident occurred |
| 4. | Helped Rendered to commuters | Less than 20 per 03 months | 20-50 per 03 months | 50-80 per 03 months | More than 80 per 03 months |
| 5. | Over all category whichever category highest in number | -- | -- | -- | -- |

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**P-FORM**

**PERFORMANCE OF ASIs, SIs & IPs POLICE TRAINING INSTITUTE MULTAN**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Sr. No.** | **Performance & Category** | **Poor****25% C** | **Satisfactory 40% B** | **Good 50% A** | **Very good 80% A-l** |
| 1 | Rating as Law Instructor |  |  |  |  |
|  | Rating as Drill Instructor |  |  |  |  |
|  | Rating as Weapon Instructor |  |  |  |  |
|  | Rating as Lines Staff. |  |  |  |  |
| 2 | Rating in Misc/other assignment given. |  |  |  |  |
| 3 | Sense of Responsibility |  |  |  |  |
| 4 | Overall performance. |  |  | *\* |  |

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**P-FORM**

**PERFORMANCE OF ASIs, SIs & IPs COMMANDANT PUNJAB CONSTABULARY**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **S#** | **PERFORMANCE CATEGORY** | **POOR****25%****C** | **SATISFACTORY 40%****B** | **GOOD****50%****A** | **VERY GOOD 80%****A-I** |
|  | Level of responsibility and commitment |  |  |  |  |
|  | Discipline |  |  |  |  |
|  | Behavior/attitude with colleagues and subordinates |  |  |  |  |
|  | Respect for the seniors |  |  |  |  |
|  | Level of bravery |  |  |  |  |
|  | Command, Control/Supervision & anti-riot skills to ward off any untoward subversive / terrorist activity |  |  |  |  |
|  | |Professional competency in handling law and order situations |  |  |  |  |
|  | Financial integrity |  |  |  |  |
|  | Punctuality & presence in Police Lines for general, point & security duty |  |  |  |  |
|  | Physical / Health standard |  |  |  |  |
|  | Overall turn out |  |  |  |  |

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**P-FORM**

**PERFORMANCE OF ASIs, SIs & IPs POSTED IN FIELD**

**(THREE MONTHLY)**

**ARREST OF POs & CAs OF HEINOUS OFFENCES**

|  |  |  |
| --- | --- | --- |
| **SUBJECT** | **GRADING** | **MARKS** |
| Less than 10% of POs CAs allocated | Poor | 01 |
| 25% of POs CAs allocated | Satisfactory | 02 |
| 50% of POs CAs allocated | Good | 03 |
| 60% of POs CAs allocated | Very Good | 04 |

**CRIME**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **CASES**Entrusted/Registered (for SHOs) | **ACCUSED ARRESTED**(Nominated or otherwise) | **CHALLANS SUBMITTED** | **GRADING** | **MARKS** |
|  | Upto 20% of registered cases | 20% of registered cases | Poor | 01 |
| Upto 40% of registered cases | 40% of registered cases | Satisfactory | 02 |
| Upto 60% of registered cases | 60% of registered cases | Good | 03 |
| Upto 80% of registered cases | 80% of registered cases  | Very Good | 04 |

**LOCAL AND SPECIAL LAWS**

|  |  |  |
| --- | --- | --- |
| **CASES REGISTERED**  | **GRADING** | **MARKS** |
| Less than **10** Cases of local & Special law | Poor | 01 |
| **15** Cases of local & Special law | Satisfactory | 02 |
| **20** Cases of local & Special law | Good | 03 |
| **25** Cases of local & Special law | Very Good | 04 |

**PREVENTIVE ACTION**

**(55/110, Goondas Ordinance 1959, Restriction of Habitual Offenders Act 1918)**

|  |  |  |
| --- | --- | --- |
| **CHALLANS** | **GRADING** | **MARKS** |
| Less than **10** Preventive challans sent  | Poor | 01 |
| **20** Preventive challans sent | Satisfactory | 02 |
| **30** Preventive challans sent | Good | 03 |
| **35** Preventive challans sent | Very Good | 04 |

 **OVERALL GRADING**

|  |  |
| --- | --- |
| **MARKS** | **GRADING** |
| 12 | Very Good |
| 09 | Good |
| 06 | Satisfactory |
| 04 | Poor |
| **(Page-1)** |

**P-FORM**

**PERFORMANCE OF ASIs, SIs & IPs ON STAFF POSTING**

**(THREE MONTHLY)**

|  |  |  |
| --- | --- | --- |
| **REFERENCES****ENTRUSTED** | **PENDENCY** | **GRADING** |
|  | More than 60%  | Poor |
| More than 40% but less than 60% | Satisfactory |
| More than 20% but less than 40% | Good |
| Less than 20% | Very Good |

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**P-FORM**

**PERFORMANCE OF ASIs, SIs & IPs ON HEADQUARTER/LINE DUTY**

**(THREE MONTHLY)**

1. **LINE STAFF (RI, LO, KOT INCHARGE, STORE KEEPER) AND OTHER DUTIES**

|  |  |  |
| --- | --- | --- |
| **GRADING BY GOs OF EACH UNIT IN THEIR INSPECTIONS** | **NO. OF INSPECTIONS** | **GRADING** |
|  | More than 80% | Very Good |
|  | More than 60% | Good |
|  | More than 40% | Satisfactory |
|  | More than 20% | Poor |

1. **GENERAL DUTY**

|  |  |  |  |
| --- | --- | --- | --- |
| **NO OF PRISON/COURT** **DUTIES** | **NO. OF DUTIES** | **PRISONERS ESCAPED** | **GRADING** |
|  |  | None | Very Good |
|  | Caught the conspiracy to escape | Good |
|  | Caught after escape | Satisfactory |
|  | Any number of escapes | Poor |

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**P-FORM**

**PERFORMANCE OF ASIs, SIs & IPs ON INTELLIGENCE DUTY (DISTRICT)**

**(THREE MONTHLY)**

|  |  |  |
| --- | --- | --- |
| **REPORTS SUBMITTED** | **REPORTS DEEMED USEFUL** | **GRADING** |
|  | More than 80% | Very Good |
| More than 60% | Good |
| More than 40% | Satisfactory |
| More than 20% | Poor |

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