

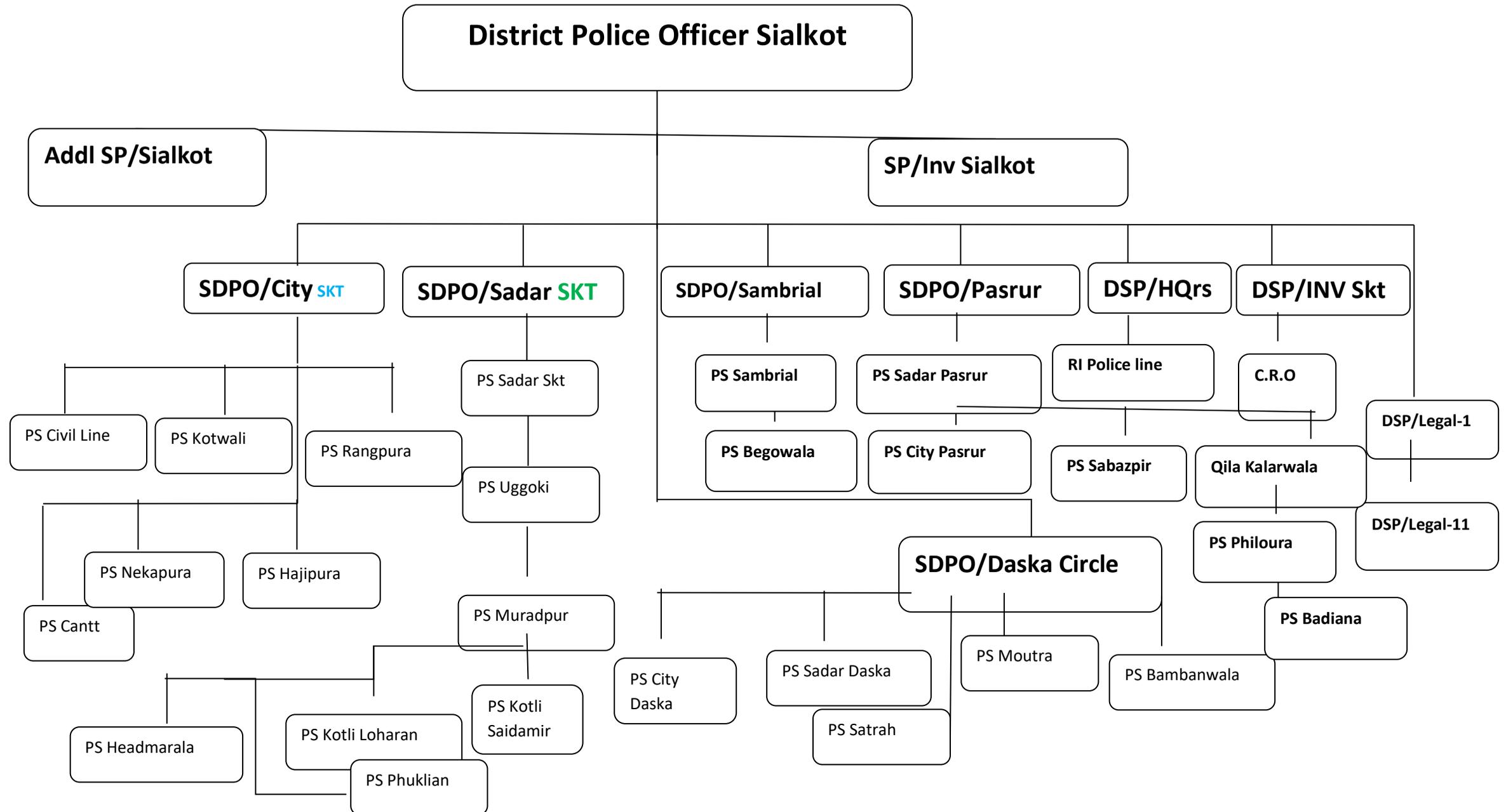
# **ANNUAL POLICING PLAN**

**For the Calendar year 2023-2024**  
**(Chapter-IV, Article-32 of Police Order-2002)**



**DISTRICT SIALKOT**  
**District Police Officer**  
**Sialkot**

# ORGANIZATIONAL SET-UP OF POLICE IN SIALKOT DISTRICT



## **INTRODUCTION**

The importance of policing in present days rapidly changing environment calls for increased and efficient service to the people hence provision of appropriate security cover cannot be under estimated. Police performance today is being assessed, evaluated, and analyzed by the demanding public and critical media. Therefore, it is essential that the traditional methods of policing should gradually be replaced by scientific and organized study of crime and in accordance with needs and expectations of the society. This paradigm shift in attitudes and methods is only possible if policing is not haphazard or wayward but is based on a well considered plan focused on measurable targets along with the action plan to achieve the specified objectives.

Police Order 2002 has made it mandatory for the Head of the district police to chalk out annual policing plan in the light of prevalent crime and visible trends by setting up measurable goals and objectives. It clearly determines priorities that shall be addressed during the next twelve months. These priorities have been set while taking into consideration a wide ranging agenda for the district police with the aim of providing improved service for making Sialkot district safer for the people.

Our aim is to attain excellence for the Sialkot Police by establishing rule of law, ensuring human rights, and providing relief to the citizens against the criminal activities. These objectives cannot be achieved by the police effort alone unless it is supplemented by wielding a meaningful Police-public co-operation.

With limited resources, the Sialkot police is striving to deal with multifarious problem and given the needed resources it will give a better result of its performance during the next twelve months by providing better service delivery to the people and controlling crime rate in the area.

## **SIALKOT DISTRICT – A GENERAL PROFILE**

The contemporary policing is based on correct appreciation of challenges and the response thereto. Detailed study of the geographic make-up, analysis of population patterns, ethnic distribution, degree of urbanization and modernization, level of commercial and industrial activity, number of sensitive installations and places of worship are highly important. This study would facilitate police to focus and concentrate its energies and attention on these areas.

District Sialkot is predominantly rural with agrarian economy based on farming. A total of 75% of the population live in the villages and is related to agriculture. Rest of the 25 % resides in city/towns and they work in factories. The district is known for the export of surgical instruments, sports goods, and leather products which result in earning foreign exchange for the country. In addition to it, the country's first privately run Airport, Sialkot International Airport Limited (SIAL) and SIAL Airline are established here. Similarly, Sambrial Dry port is also situated here. Since it is an industrial city, therefore, people are rich and prosperous. They contribute a handsome amount to the national exchequer in the form of various taxes.

People of different castes i.e. Jat, Gujjar, Rajput, Arain, Awan, Kashmiri, Pathan and Sheikh are living in the district. Jat is the largest tribe among the rest which contributes 40% of the population.

### **Boundaries:**

District Sialkot shares international border with India in the North-East, District Narowal in the East while Gujrat lies in the West. District Gujranwala and Sheikhupura lie in the South. River Chenab, which is one of the major rivers of the country, also flows through its soil.

### **Area/Towns:**

The area of the District is 3016 Sq.Km. The district has been divided into 4 Tehsils and 124 union councils. The district comprising of following Tehsils:

- i) Tehsil Sialkot.
- ii) Tehsil Daska
- iii) Tehsil Sambrial
- iv) Tehsil Pasrur

### **Population**

**4 Million**

➤ Rural 74%

➤ Urban 26%

**Literacy Rate:**

Literacy rate 59%

➤ Male 66 %

➤ Female 52 %

**Police Sub Divisions:**

I) Police sub-Divisions: 05

1. City Circle

2. Saddar Circle

3. Daska Circle

4. Pasrur Circle

5. Sambrial Circle

**Police Stations/Posts:**

i) Police Stations 27

ii) Police Posts 04

iii) Patrolling Posts 08

**Sanctioned Police Strength:**

3229 (Constable to Inspector)

**Present Police Strength**

2931 (Constable to Inspector)

**EXECUTIVE STAFF**

| Strength   | DPO/<br>SPs | ASPs/<br>DSPs | ASP/<br>UT | DSP<br>Legal | Ins.<br>Legal | Ins<br>. | SIs | ASIs | HCs | Const | Total |
|------------|-------------|---------------|------------|--------------|---------------|----------|-----|------|-----|-------|-------|
| Sanctioned | 3           | 8             | -          | 2            | 8             | 59       | 169 | 360  | 247 | 2394  | 3250  |
| Present    | 2           | 7             | 1          | 1            | 1             | 61       | 167 | 240  | 229 | 2234  | 2943  |
| Shortage   | 1           | 1             | -          | 1            | 7             | -        | 2   | 120  | 18  | 160   | 310   |
| Excess     | -           | -             | 1          | -            | -             | 2        | -   |      | -   | -     | 3     |

**MINISTERIAL/ MENIAL STAFF**

| <b>Name of Post</b> | <b>Sanctioned</b> | <b>Present</b> | <b>Vacant</b> |
|---------------------|-------------------|----------------|---------------|
| Paish Imam          | 1                 | -              | 1             |
| Daftri              | 1                 | -              | 1             |
| Naib Qasid          | 13                | 13             | -             |
| Water Carrier       | 8                 | 9              | +1            |
| Tailor              | 1                 | 1              | -             |
| Cycle Mistry        | 1                 | 1              | -             |
| Electrician         | 1                 | 1              | -             |
| Dhobi               | 2                 | 2              | -             |
| Mali                | 7                 | 6              | 3             |
| Mochi               | 1                 | 1              | -             |
| Sentry Worker       | 66                | 45             | 21            |
| Langri              | 11                | 10             | 1             |
| Barber              | 5                 | 5              | -             |
| Painter             | 1                 | 1              | -             |
| Khalasi             | 1                 | 1              | -             |
| Mason               | 1                 | 1              | -             |
| Carpenter           | 1                 | -              | 1             |
| Senior Clerk        | 11                | 5              | 6             |
| Junior Clerk        | 11                | 10             | 1             |

**RESOURCES AVAILABLE TO DISTRICT POLICE SIALKOT**

**ARMS & AMMUNITIONS**

| <b>S.No</b> | <b>KIND OF WEAPON</b>    | <b>TOTAL</b> | <b>AMMUNITION AVAILABLE IN KOT.</b> |
|-------------|--------------------------|--------------|-------------------------------------|
| 1           | Rifle SMG                | 683          | 155054                              |
| 2           | Rifle 7.62 China         | 174          | -                                   |
| 3           | Rifle G-3                | 315          | 137632                              |
| 4           | Rifle MP-5               | 135          | 76849                               |
| 5           | Revolver 38 bore Special | 123          | 8407                                |
| 6           | Revolver 455 bore        | 100          | 13259                               |
| 7           | Sten Gun                 | 5            | -                                   |
| 8           | 12 bore Pump Action      | 130          | LG3130/RB2573                       |
| 9           | Rifle 22 bore            | 18           | 1000                                |
| 10          | Rifle Muscket 410 bore   | 229          | 9000                                |
| 11          | Very Light Pin Pistol    | 42           | 739                                 |
| 12          | Grenade Launcher Gun     | 40           | -                                   |
| 13          | Berreta Pistol           | 250          | -                                   |

|    |                           |       |              |
|----|---------------------------|-------|--------------|
| 14 | Tear Gas Gun              | 78    | LR2232/SR510 |
| 15 | Bullet Proof Jacket       | 415   | -            |
| 16 | Helmet bullet proof       | 335   | -            |
| 17 | Machine Gun MG-1 A3       | 7     | 10700        |
| 18 | LMG 303 bore              | 1     | -            |
| 19 | Gas Mask alongwith Filter | 39/69 | -            |

**ANTI-RIOT/SECURITY EQUIPMENT**

| <b>S #</b> | <b>NAME OF EQUIPMENT</b>        | <b>NO. OF EQUIPMENT.</b> |
|------------|---------------------------------|--------------------------|
| 1          | Shield                          | 360                      |
| 2          | <i>Bamboo Lathi/lathi Baans</i> | 100                      |
| 3          | <i>Polo-stick</i>               | 1175                     |
| 4          | <i>Mega Phone</i>               | 6                        |
| 5          | <i>Metal detector</i>           | 45                       |
| 6          | Bandoliers                      | 37                       |
| 7          | Plastic Helmet                  | 210                      |
| 13         | Fiber Glass Helmet              | 110                      |

**TRANSPORT**

| <b>Sr. No.</b> | <b>Type of Vehicle</b> | <b>Available.</b> |
|----------------|------------------------|-------------------|
| 1              | <i>Fortuner</i>        | 1                 |
| 2              | Jeep                   | 4                 |
| 3              | <i>Vigo Pickup</i>     | 8                 |
| 4              | Foton Pickup           | 3                 |
| 5              | Toyota Pickup          | 73                |
| 6              | Hondai                 | 1                 |
| 7              | Bus                    | 4                 |
| 8              | Truck                  | 2                 |
| 9              | Jail Van Big           | 9                 |
| 10             | Khidmat Markaz Bus     | 1                 |
| 11             | Laboratory Van         | 2                 |
| 12             | Ambulance              | 1                 |
| 13             | Elite pickup           | 11                |
| 14             | Traffic pickup         | 8                 |
| 15             | Motorcycle             | 158               |

## COMMUNICATION

| Sr. No. | Kind of equipment | Available |
|---------|-------------------|-----------|
| 1       | Base set          | 5         |
| 2       | Mobile set        | 8         |
| 3       | Pocket set        | 50        |

**One Team - One  
Vision**

*to make Dialskot a safer place for  
people*

Sialkot Police is a Team that is committed to One Vision  
"to make District Sialkot a safer place for people"

To guide us in this endeavour we have clear, strong  
**Values:**

## Integrity

- *We are honest, trustworthy and genuinely accountable*

## Professionalism

- *We are committed to excellence and delivering the highest quality of service*

## Fairness

- *We act impartially, treating all according to their needs*

## Respect

- *We treat all with dignity and value difference*

Our Values have been defined by our staff and our communities. They are the standards for which we strive and by which we wish to be judged.

## *THE SIALKOT POLICING PLEDGE*

Sialkot 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.

**Let us think concretely on these lines,  
not in term of slogans but in terms of  
actual measure to develop attentive,**

# *REVIEW*

The annual policing plan is the panacea which leads the Sialkot 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 Sialkot. The District Police Sialkot 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.

## ***DISTRICT OBJECTIVES OF POLICING***

### **CRIME AGAINST PROPERTY:-**

Following measures would be adopted for the prevention of crime against property. These measures are not specifically meant for crime against property but include other crimes also:-

#### **1. UNION COUNCIL NETWORK**

Union Councils are divided in beats and Two Motorbike (Rider Squads) are allocated to each union Council. These Motor Bike Squads are known as UC Squad. A network of this system has been established in all 124 union councils of the district in order to prevent crime particularly under the head of violent crime against property. One upper subordinate, four constables, two motorcycles, 2 SMG Guns, 2 pistols, one wireless set have been provided each to all the 124 Union councils of the district. The armed UC Squads conduct patrolling in the jurisdiction of the respective union councils. They collect valuable secret information regarding the movement of POs, CAs, TOs and MDs

in their respective jurisdiction. Efforts would be made to enhance efficiency and effectiveness of the network to its maximum.

2. Particular emphasis has been focused on patrolling. Shift wise patrolling in the urban and rural areas is conducted. Previous criminal record reveals that majority of the occurrences of violent crime against property took place between 4pm to 3am. Patrolling on official vehicles all out the district is being made in the above peak hours.
3. "Thekere Pehra" will be introduced in the rural areas. It will be supervised by Beat officers of the concerned Police Station. There is no denying the fact that Thekri Pehra is highly important in preventing rural crimes particularly cattle theft.
4. Movements of previous record holders are being regularly monitored by the respective police stations.
5. Suspected persons are being interrogated and their physical remand obtained u/s 54 Cr.P.C if reasonable suspicion exists against them.
6. Cases of robbery and dacoity are being vigorously perused in the courts. Maximum punishments in the cases where the prosecution witnesses support the prosecution will be obtained.
7. History sheets of all the previous record holders have been prepared and would be updated on regular basis.
8. POs of the district have been individually distributed among the beat officers for their early arrest.
9. Random and regular raids on the residence of declared and suspected criminals will be carried out.
10. General hold up at strategic points are being regularly conducted to nab the criminals in surprise and recover the stolen articles.
11. SOS calls are being made off and on in order to assess the efficiency and potential of the force to chase the target.
12. District police has constant liaison with the superintendent jail. Complete antecedents of the bailed out criminals are obtained for their strict surveillance.

### **CRIME AGAINST PERSON:-**

1. Complete or incomplete challans of the cases are being submitted in the courts within mandatory period of 14 days as envisaged in section 173 Cr.P.C.
2. Old enmities exist among the people of subdivisions. Proceeding u/s 107/151 Cr.P.C are being promptly invoked where apprehension of further escalation of tension or reasonable ground exists that any party may jeopardize the peace of area.
3. Certain stringent measures in order to safeguard the life, honor and property of the people have been adopted. Particular attention has been diverted to bound down the notables of rival parties against the heavy amount and sureties under section 107/151 Cr.P.C.
4. Vigorous prosecution of cases is being made in the courts for getting maximum punishments. Parties involved in cases under the head of crime against persons bridge their differences during the pendency of case, consequently, accused get acquittal due to compromise. The codified law has also extended certain concessions to the accused and hence sometimes the accused are acquitted in view of the certain material discrepancies in the statements of the witnesses. Efforts would be made to ensure punishments to accused.
5. Cancellation of licensed weapons used in the occurrences is being made promptly.

### **MEASURES TO STOP ROAD ACCIDENTS AS WELL AS OTHER INFRINGEMENTS OF TRAFFIC RULES.**

Following actions would be ensured:-

1. Vehicles involved in accidents are impounded promptly.
2. Cancellations reports of driving licenses of the drivers involved in fatal accidents would be immediately sent to the concerned department.
3. Awareness campaign regarding traffic rules among masses would be initiated.
4. Heavy fines be imposed for deterrent impact.

### **PREVENTIVE MEASURES TO STOP ESCAPE FROM POLICE CUSTODY.**

1. Sufficient police force including Elite Force is earmarked to escort the under trial accused persons during their production in the criminal courts at Daska, Pasrur as well as district Head Quarters Sialkot

2. Wireless fitted vans transport the under trial accused from district jail Sialkot to the concerned criminal courts of the district.
3. All the SHOs, SDPOs and Moharrars of the police stations have been categorically directed to deploy armed police personnel at “Hawalats” in order to minimize the incidents of abscondance of the accused.
4. Stern departmental action is taken if anyone found violating the above instructions.
5. Monitoring of ‘Hawalats’ of police stations through CCTV cameras

### **LOCAL & SPECIAL LAWS.**

**Objective:** To increase police activity in taking cognizance in genuine cases under local and special laws.

#### **Key actions to meet the objectives and deliver targets.**

Activation of police managers to increase activity regarding taking cognizance under the law.

To monitor periodically activity under local and special laws in respect of all police stations of the District.

The offences falling under arms ordinance, CNSA, prohibition order, gambling act would be curtailed by timely / judicious action. The habitual offenders act, gonda ordinance, preventive action u/s 55/109,55/110, 107/150, 107/151 Cr.P.C. would be initiated for the purpose.

### **RECOVERY OF TEMPERED VEHICLES AND STOLEN PROPERTY.**

**Objective:** To increase recovery of tempered cars and stolen Property

#### **Key actions to meet the objectives and deliver targets.**

Increasing police mobility at all entry and exit points of Sialkot.

Intelligence gathering and linking of intelligence data with action group. e.g. Elite Force

Increased surveillance of habitual offenders.

## **FOOL PROOF SECURITY ARRANGEMENTS AT RELIGIOUS GATHERINGS / PUBLIC MEETINGS.**

In order to ensure law & order and protection of participants at all religious /public gathering following methodology would be adopted:-

Detailed contingency plan would be prepared for Law & Order situations arising out of Sectarianism/ Inter-Faith issues/blasphemy or any other issue having religious connotation.

In order to associate different opinion leaders, meetings with religious leaders/ Ulemas/ Mashaikh/ Professionals/ Businessmen/ persons integrity etc would be regularly held. The Peace Committees would be constituted representing people having good judgment who command respect and have effective following in their communities.

Seminars/ Conferences on religious harmony at local level would also be arranged to bring communities in harmony.

Meeting of Inter-faith Harmony Committees would be held regularly to bridge the gap between different religious Communities.

Monthly Meetings to review Law & Order situations would be held without fail.

The activities of Khatib, spreading hatred would be effectively checked and discussed during Monthly law & order meetings.

Prompt action would be initiated in cases of mis-use of loudspeaker and reviewed during monthly Law & Order Meetings.

Action against the distribution of hate- literature, and appearing of wall-chalking against different sects would be reviewed regularly.

The venue of religious public gatherings would be protected by deploying uniformed/plain clothed armed Police personnel.

The management of religious gatherings would be asked to deploy their volunteers at the entry-points of venue in order to check the suspicious elements.

Metal detectors would be invariably used.

The management of religious gatherings would be asked to restrict the entry/exit points, so that the checking process could easily be performed.

The management of gathering would be asked to bound down the guests / scholars to avoid indulgence in sectarianism.

## TARGETS TO BE ACHIEVED AND MECHANISM

| <i>Sr.#</i> | <i>Category of Targets</i>            | <i>Present Status (No./Percentage)</i>  | <i>Expected Achievement of the Target (No./Ratio /Percentage)</i>                 | <i>Mechanism</i>   |
|-------------|---------------------------------------|---|---|--|
| 1           | <i>Maintenance of Law &amp; Order</i> |   | <i>100% expected to be achieved of the targets</i>                                | <i>Detailed contingency plan has been prepared for the maintenance of Law &amp; Order situations<br/>Law &amp; Oder situation is under control and sufficient police force is being deployed in order to maintain law &amp; order situation.</i> |
| 2           | <i>P.Os</i>                           | <i>3613<br/>46%</i>   | <i>3360/20 % expected to be achieved of the targets</i>                           | <i>Efforts for the arrest of maximum number of POs and in this respect POs have been allotted to the police officials.</i>   |
| 3           | <i>Heinous Crime</i>                  | <i>4201<br/>13%</i>   | <i>100% expected to be achieved of the targets</i>                                | <i>Intelligence gathering and its proper application in prevention and detection of crime.<br/>Busting of crime criminals</i>  |
| 4           | <i>Capacity Building-Training</i>     | <i>18</i>   | <i>100%</i>   | <i>Capacity building courses are being convened regularly in order to boost up efficiency of the police officers/officials</i>   |
| 5           | <i>Welfare Projects</i>               | <i>1</i>  | <i>Welfare of the police force and improvement of police line/police stations</i> | <i>Police Petrol Pump is being installed at Police Lines Sialkot</i>   |
| 6           | <i>I.T Initiatives</i>                | <i>Installation of fiber optic (10 km) to enhance the existing smart city surveillance (save the brave Sialkot)</i> | <i>I.T system is required in order to get call data etc independently</i>         | <i>Work with other agencies such as police forces of other areas.</i>  |
| 7           | <i>Investigation</i>                  |   |   | <i>Appointment of efficient, dedicated and professional police officers as SHOs and I.Os</i>   |
| 8           | <i>Any other</i>                      |   |   | <i>Due to shortage of strength, there are huge number of cases under investigation but few I.Os. However, IOs are encouraged to make effective time management for each of these cases to ensure justice and rule of law</i>                     |

**FINANCIAL RESOURCES LIKELY TO BE AVAILABLE**

| <i>Sr. No</i> | <i>Code/Head of Account</i>      | <i>Amount (Total)</i> |
|---------------|----------------------------------|-----------------------|
| <i>1</i>      | <i>Pay and Allowances</i>        | <i>1,032,068,403</i>  |
| <i>2</i>      | <i>POL</i>                       | <i>96,800,000</i>     |
| <i>3</i>      | <i>Investigation Cost</i>        | <i>12,100,000</i>     |
| <i>4</i>      | <i>Transport</i>                 | <i>13,915,000</i>     |
| <i>5</i>      | <i>Machinery &amp; Equipment</i> | <i>2,420,000</i>      |
| <i>6</i>      | <i>Furniture &amp; Fixture</i>   | <i>1,210,000</i>      |
| <i>7</i>      | <i>Others</i>                    | <i>12,400,000</i>     |

## **MESSAGE FROM THE DISTRICT POLICE OFFICER**

**“If we are to achieve, we must look for the opportunity in every difficulty instead of the difficulty in every opportunity.”**

According to the prevailing situation, there is dire need to overhaul police infrastructure/system. In this regard, new avenues, plans and strategies have been drawn in pursuance of police order 2002 to achieve desired objectives and targets.

As a matter of fact, things are moving pretty fast in our modern and scientific world but I have tried my level best to incorporate all the latest developments in policing plan 2023-24. It is the plan to improve the quality of policing. It not only enables the local police to chalk out roadmap for next year policing priorities but also contains elements such as being sensitive to public requirements, incorporating their felt needs in the plan. So it covers whole range of issues from organizational planning, to community participation and public oversight.

Much like the previous policing plans this one is also citizen focused document aimed at improving the quality of policing services through better and efficient administration and establishing closer contact with the local community.

It gives me great pleasure that the District Police Sialkot 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 CPLC & organizations working for the welfare of the public.

**Our motto is:-**

**“Live to serve”**