



GOVERNMENT OF SINDH
POLICE DEPARTMENT

No. 5352/90 /ACR-Estt:

Karachi, dated: 12, 05-2022

To,

All Addl: IGsP in Sindh
All DIGsP in Sindh
All AIGsP in CPO
All SSsP/SsP in Sindh

Subject: - PERFORMANCE EVALUATION REPORTS /ANNUAL CONFIDENTIAL REPORT OF SINDH POLICE OFFICIALS

I am directed to convey the direction of IGP, Sindh for compliance in the light of Police Reforms Committee, regarding initiate PERs/ACRs. The following points in respect of Point no. 7 of the minutes of meeting received through letter No. 14902-29/AIGP/OPS-II/2022 dated 12-04-2022 (copies enclosed) may please be observed before writing of Performance Evaluation Reports / Annual Confidential Reports of Sindh Police Officials.

- i. The PERs/ACRs are the most important document in the career of a Government servant. An officer's promotion and retention in service mostly depends on what has been recorded in the PERs/ACRs. The preparation of Evaluation reports is an important and responsible duty. The manner in which Evaluation reports are written will be taken into account in judging the qualities of the reporting officer. The opinions which are expressed should represent the result of careful consideration objective assessment, so that, if called upon, the reporting officer could justify the assessment of his subordinate made by him.
- ii. It is a system of making judgment about Government servant of various levels by their superior in or to guide selection and other personnel decision. The character roll dossiers maintained for the purpose contains a systematically prepared and carefully assembled performance record of the official concerned.
- iii. The Government is responsible for issue of policy directions for preparation and maintenance of the confidential record of each government servants.
- iv. Many reporting officers are overly generous in their assessment. In some extreme cases, reporting officers have rated all officers serving with them as "very good" which is obviously a misjudgment.
- v. Such reporting places equally good officers of the same group working elsewhere at a disadvantage since their work is evaluated under more objective and stricter criteria.
- vi. Adverse remarks are often recorded by the reporting officers without prior counseling to the officer reported upon. This is contrary to the existing instructions and is, in fact, a reflection on the reporting officer. They are expected to counsel an officer about his weak points and advise him how to improve. Adverse remarks should normally be recorded only when the officer fails to improve despite counseling.

4005 /OIT/PO/Karachi
Date: 14-5-22


Outward No: 1004/AIGP/15
Date: 16-05-2022


145722


1715

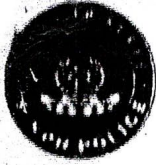
- vii. The countersigning officers, when differing with the assessment or remarks given by a reporting officer, neither score these out nor do they give their own assessment in red ink against the relevant remarks. These entries, particularly on "quality and output of work" and "integrity" are of crucial importance when considering an officer for promotion.
- viii. It is hoped that reporting and countersigning officers will avoid these deficiencies in reporting.
- ix. The Countersigning Officer should weigh the remarks of the RO against his personal knowledge of the officer under report and then give their assessment. In case of disagreement, the Countersigning Officers should give specific reasons. Similarly, if the Countersigning Officers differ with the grading or remarks given by the Reporting Officer.
- x. The Countersigning Officers should underline, in red ink, remarks which in their opinion are adverse and should be communicated to the officer reported upon. All adverse remarks whether remediable or irreparable should be communicated to the officer underreport, with a copy of communication placed in the CR dossier. Reporting Officers should ensure that proper counseling is given to the officer under report before adverse remarks are recorded.
- xi. In case of disagreement with the assessment done by the Reporting Officer, specific reasons should be recorded by the Countersigning Officers.
- xii. The Reporting and Countersigning Officers should be clear, direct, objective and unambiguous in their remarks.
- xiii. Vague impressions based on inadequate knowledge or isolated incidents should be avoided.

2- The matter may be assigned **Top Priority**.


(SHEHZAD AKBAR) PPM, PSP
DIGP/ESTABLISHMENT,
FOR INSPECTOR GENERAL OF POLICE
SECRETARY TO GOVERNMENT OF SINDH
POLICE DEPARTMENT, KARACHI

Copy to :

1. The Director I.T, CPO Sindh with the request to please upload the same on Sindh Police website.
2. The AIGP/Operations, CPO, Sindh w/r to his letter dated: 12/04/2022.



OFFICE OF THE
INSPECTOR GENERAL OF POLICE,
SINDH, KARACHI.

No. 14902-29 /AIGP/OPS-II/2022.
Dated. 12 -April-2022.

The Addl. Inspector General of Police,
Internal Accountability Bureau, Sindh.

The Addl. Inspector General of Police,
Karachi Range.

The Deputy Inspector General of Police,
Information Technology, Sindh.

The Deputy Inspector General of Police,
SAR Division, Sindh, Karachi.

The Deputy Inspector General of Police,
Training, Sindh, Karachi.

The Deputy Inspector General of Police,
Hyderabad, Sukkur & Larkana Ranges.

The Deputy Inspector General of Police,
East, West & South Zones.

The Deputy Inspector General of Police,
Traffic, Karachi.

The Assistant Inspector General of Police,
Legal, Sindh, Karachi.

The Senior Superintendents of Police,
District Hyderabad & Sukkur.

The Addl. Inspector General of Police,
Investigation, Crime, Sindh.

The Addl. Inspector General of Police,
Special Branch, Sindh.

The Deputy Inspector General of Police,
Investigation, Crime, Sindh.

The Deputy Inspector General of Police,
Establishment, Sindh, Karachi.

The Deputy Inspector General of Police,
RRF, Sindh, Karachi.

The Deputy Inspector General of Police,
CTD, Sindh.

The Deputy Inspector General of Police,
Mirpurkhas & SBA Ranges.

The Assistant Inspector General of Police,
Welfare, Sindh, Karachi.

The Assistant Inspector General of Police,
Centralized Complaint Cell, Sindh, Karachi.

The Project Director, General of Police,
I.T.C.P.O. Sindh, Karachi.

Subject: NATIONAL POLICE CONFERENCE-2022-RESHAPING POLICE FOR PUBLIC SAFETY,
ACTION PLAN FOR THE IMPLEMENTATION OF POLICE REFORMS COMMITTEE
(PRC) REPORT.

Please find enclosed herewith a copy of Draft Proposed Action Plan for the implementation of Police Reforms Committee, on the subject noted above.

The PRC recommendation containing directions of IGP Sindh has been tasked to the officers/posts (**Focal Person**) mentioned against each.

Addl.IGP IAB & DIGP Establishment are requested to please take further necessary action being a "**Focal Person**" on the directions of IGP Sindh mentioned against recommendation under the head of "Police Accountability".

Addl.IGP Karachi Range & SSsP District Hyderabad & Sukkur are requested to please take further necessary action being a "**Focal Person**" on the directions of IGP Sindh mentioned against recommendation under the head of "Revamping Urban Policing" point No.01. The relevant chapter#3 on Revamping Urban Policing from Police Reforms is enclosed as annexure "A".

Addl.IGP Karachi Range & DIGP Hyderabad Range are requested to please take further necessary action being a "**Focal Person**" on the directions of IGP Sindh mentioned against recommendation under the head of "Revamping Urban Policing" point No.02. The relevant chapter#3 on Revamping Urban Policing from Police Reforms is enclosed as annexure "A".

DisGP Hyderabad, SBA, Mirpurkhas, Sukkur, Larkana Ranges, DisGP East, West South Zones, Karachi, DIGP Crime & Investigation and AIGP Legal are requested to please take further necessary action and furnish inputs on PRC recommendation under the head of "Criminal Justice System Effectiveness and Anti-Terrorism Act Cases" point No.01 (A&B).

I.R No 2744 PS/DIG/E
Dated 12-4-2022

see

DisGP Hyderabad, SBA, Mirpurkhas, Sukkur, Larkana Ranges , DisGP East, West South Zones, Karachi & DIGP CTD Sindh and DIGP Crime , Investigation Sindh are requested to please take further necessary action and furnish inputs on PRC recommendation under the head of **“Criminal Justice System Effectiveness and Anti-Terrorism Act Cases” point No.03 para (01)** .

Addl.IGP IAB (holding charge of R&D), Addl.IGP Special Branch, DIGP Traffic, DIGP Investigation, DIGP S&E Division, DIGP I.T, DIGP RRF, AIGP Welfare, AIGP Legal are requested to furnish proposal in the light of **“Sindh Police Act-2019” and Police Rules 1934** on PRC recommendation under the head of **“Legislative Reforms” point No.04** . Copy of Draft Punjab Police Rule has already been shared with your office vide this office letter No.14430-41/AIGP/OPS-II/2022, dated.07-04-2022, copy enclosed as **annexure “B”**.

AIGP Legal is requested to please prepare a Draft Law on “Change of Investigation” being a **“Focal Person”** on the directions of IGP Sindh mentioned against recommendation under the head of **“Legislative Reforms “ Point No.05**. The relevant SOP and policy on Change of Investigation is enclosed at **annexure “C”**.

DIGP Crime & Investigation and AIGP Legal are requested to compliance of the task being a **“Focal Person”** on the directions of IGP Sindh mentioned against recommendation under the head of **“Legislative Reforms “ Point No.07**.

Addl.IGP Investigation & DIGP Investigation are requested to please take further necessary action being a **“Focal Person”** on the directions of IGP Sindh mentioned against recommendation under the head of **“Improvement in Investigation” point No.01, 02 , 03 & 04** .

DIGP Investigation and DIGP Training Sindh are requested to please take further necessary action being a **“Focal Person”** on the directions of IGP Sindh mentioned against recommendation under the head of **“Improvement in Investigation” point No.05**.

Addl.IGP IAB & DIGP Establishment are requested to please take further necessary action being a **“Focal Person”** on the directions of IGP Sindh mentioned against recommendation under the head of **“Improvement in Investigation” point No.07** .

DIGP Investigation is requested to please prepare a draft SOP in the lights of PRC meeting dated. 23-09-2019 headed by Chief Justice Supreme Court of Pakistan and take further necessary action being a **“Focal Person”** on the directions of IGP Sindh mentioned against recommendation under the head of **“Improvement in Investigation” point No.08** . (Draft copy of SOP received from NPB is enclosed as **annexure “D”**)

DisGP Hyderabad, SBA, Mirpurkhas, Sukkur, Larkana Ranges , DisGP East, West South Zones, Karachi are requested to please ensure compliance and furnish report on introduction of printed Zimni (Case Diary) forms on PRC recommendation under the head of **“Improvement in Investigation” point No.09** . DIGP Investigation is requested to please prepare a draft SOP for printed Zamni.

DIGP Investigation, DIGP I.T & Project Director I.T are requested to please take further necessary action and report being a **“Focal Person”** on the directions of IGP Sindh mentioned against recommendation under the head of **“Improvement in Investigation” point No.10** .

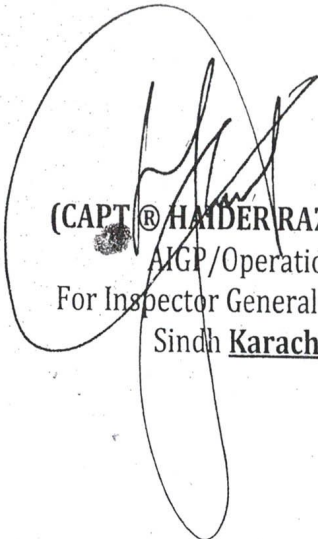
DIGP Training & Project Director I.T are requested to please take further necessary action being a **“Focal Person”** on the directions of IGP Sindh mentioned against recommendation under the head of **“Improvement in Investigation” point No.11** .

AIGP Legal is requested to please take further necessary action being a **“Focal Person”** on the directions of IGP Sindh mentioned against recommendation under the head of **“Improvement in Investigation” point No.12** .

DIGP Establishment and AIGP Centralized Complaint Cell is requested to please take further necessary action being a **“Focal Person”** on the directions of IGP Sindh mentioned against recommendation under the head of **“Improvement in Investigation” point No.13** .

The requisite tasked shall be completed within allocated time frame mentioned against each recommendation and compliance report be furnished to this office in hard and soft at email igppolice@gmail.com for the perusal of IGP Sindh.

Enclosed: (As above).


(CAPT @ HAIDER RAZA) PSP
 AIGP/Operation
 For Inspector General of Police,
 Sindh **Karachi.**

Copy forwarded to the following:-

1. PS IGP Sindh.
2. PA to DIGP/H. Qtrs.

		Accreditation Council for Investigation Officers			
7.	To safeguard against abuse of powers a due diligence process would be compulsory in accordance with PR26-1 & 26-2 before making arrest;	<ul style="list-style-type: none"> • Internal Accountability Units have been established in every police organization for accountability of IOs on the charge of defective investigations. • All PPOs/IGsP have notified SOPs for due diligence before making an arrest. • In all the four provinces and in 	Safeguards Against Abuse of Powers/ Accountability of Investigating Officers	• PPOs	Addl: IGP IAB & DIGP Establishment are nominated as Focal Persons and tasked as below: Addl: IGP IAB: Strengthening of IAB DIGP Establishment: Improving the system of PERs to ensure safeguard against abuse of powers
				01 Month	