



NPB *NewsLetter*

Ministry of Interior, Government of Pakistan

**National Police
Bureau**

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Quote of the Quarter

“We change the world not by what we say or do, but as a consequence of what we have become”

Editorial Board

- SSP Ahmad Mukarram, Director NPB
- SSP Asif Paracha, Director GCC
- Ms. Mahreen Maqsood, Human Resource Manager

OUR VISION

Reshaping police into a professionally competent, operationally neutral and publicly accountable service-delivery organization.

Message From Director General NPB

This is the first News letter of the National Police Bureau and covers main activities undertaken during the first half of 2008. I took over as Director General on 16 April 2008 after my predecessor Dr. Muhammad Shoaib Suddle was posted as Inspector General of Sindh Police. His contributions toward reshaping the Police Services of Pakistan are monumental. He initiated many projects of modernization of

OUR MISSION

Building standards for professional policing, and acting as a national think tank on issues relating to criminal justice reform, public safety and police information technology.

police and it would be a great honour for me to complete or fast forward these projects. We at the NPB will try and make a difference with cooperation and support of the National Public Safety Commission and the National Police Management Board.



Establishment of Police Complaints Centre

NPB has established Police Complaints Centre in its own premises to get in touch directly with the public having complaints regarding police officials. Police Complaint Centre can be contacted on following numbers and e-mail address:

051-9213063
051-9213064
051-9213065
051-9213066
complaints@npb.gov.pk

Joining of Mr. Asif Saifullah Paracha as Director GCC

SSP Asif Paracha (PSP) has joined NPB as Director GCC and national focal person for violence against women, on 16 June 2008. We welcome him in his this new position, and hope he can make a difference.

1st Biannual SAARC Conference of Police Chiefs on Cooperation in Police Matters

The 1st Biannual SAARC Conference on Cooperation in Police Matters was held in Islamabad on 15-17 April 2008. Mr. A. Rehman Malik, Advisor to the Honorable Prime Minister on Interior, inaugurated the Conference. During his inaugural address, the Advisor emphasized the need to ensure rule of Law, promote good governance & regional Cooperation to deal with the menace of terrorism and narcotic drugs and organized crime.

Syed Kamal Shah, Secretary Interior, while addressing the inaugural session said that Pakistan has taken effective measures to fight organized crime and taken a number of steps to enhance effectiveness of Law enforcement

agencies like Capacity Building, Modern equipment, transport & Weapons, defective's border control, machine readable passports, visas, computerized NICs, e-policing and establishment of most modern Trunk Radio System for police which aim at modernizing our law enforcement agencies to accept the 21st Century Challenges.

H.E. Dr. Sheel Kant Sharma, Secretary General of SAARC appreciated the government of Pakistan for the excellent arrangements made for the meeting and warm hospitality intended to the delegations. Further he said that the menace of terrorism and narcotic drugs is

a threat to peace & Security in the region and hindrance to achieve Socio-economic development and every endeavor should be made to suppress these. The Police Chiefs Conference was opened by Mr. Y.K.A. Rohanajith Director, SAARC Secretariat. Mr. Tariq Khosa, DG, NPB and the leader of the delegation of Pakistan was elected Chairperson of the Conference. The delegations briefed the Conference on the actions taken/being taken to implement the decisions recommendations and the meeting noted with satisfaction that most of the decisions taken at the sixth Conference on Cooperation in Police Matters (New 23 October 2007)

have been implemented. The meeting also reviewed the progress in the implementation of the decisions/recommendations of the Second Meeting of SAARC Interior/Home Ministries (New Delhi, 25 October 2007) pertaining to SAARC Regional Convention on Suppression of Terrorism & its Additional Protocol.

While considering of matters relating to cooperation in the provision of required training, techniques and technology for police investigations, Pakistan agreed to host training programme in counter-terrorism techniques.



Advisor Interior addressing the Inaugural Session



Secretary Interior addressing the Inaugural Session



Director General NPB addressing the Inaugural Session



Secretary General SAARC addressing the Inaugural Session

1st Biannual Conference of SAARC Police Chiefs in Pictures



Delegates with the Chief Guest Advisor on Interior



Delegates from Bhutan



Participating Delegates



Director General NPB with IG Sindh



Secretary Interior presenting souvenir to Advisor



Participating Delegates

Gender Crime Centre

The Director General National Police Bureau is the national focal person on cases of violence against women. The Gender Crime Centre (GCC) was established in April, 2006 to gather and collate data on cases of violence against

women especially cases of Rape, Gang Rape and Honor Killings or Karo Kari. It assists the government to develop effective counter-measures to control the menace of violence against women. The GCC manifests the government's resolve to take

necessary steps to combat violence against women and foster women's empowerment and access to justice. Proactive role of the GCC includes being the focal point for the Committee on Gender Issues formed on the directions of Advisor to the Prime

Minister on Interior Affairs, designing of SOPs and manuals for police on gender crimes and active partnerships with organizations like GTZ and ROZAN. It's reactive role includes soliciting reports from various police services.

22nd Meeting of National Public Safety Commission

The 22nd meeting of National Public Safety Commission was held on 31st March, 2008 at National Police Bureau, Islamabad. Mr. A. Rehman Malik, Advisor to the Prime Minister on Interior and Chairperson National Public Safety Commission (NPSC) chaired the meeting. Syed Kamal Shah Secretary Interior also attended the meeting by special invitation.

Lt. Gen. (Retd) Moin-ud-Din Haider, Mr. Muhammad Abbas Khan, Dr. Sabiha Hassan Syed, Mrs. Sarkar Abbas & Dr. Muhammad Shoaib Suddle (DG NPB, Secretary NPSC) attended the meeting.

The Chairperson asked the Commission to come up with concrete proposals for linking performance of police officers with

crime control in their respective jurisdictions and he asked the Commission to design such a plan of action which can be followed in order to improve the quality of policing in the country. "For redressed of public complaints vis-à-vis police, the Government would consider establishing independent Police Complaints Authorities at the provincial level" he added. The chairperson desired that the Federal Police Complaints Authority should be established at the earliest to provide, are independent mechanism of redressed of citizens' grievances against police. The chairperson also asked the Commission to consider establishing model police stations in the country as a pilot project where

working environment similar to Motorway Police would be provided. He also desired that the Commission should offer suggestions on abolition of FCR in FAT A. The Chairperson assured the Commission of his full support in turning it into an effective and potent public safety organization. The Secretary NPSC/DG NPB briefed the Chairperson on the role of NPSC & NPB, salient features of Police Order 2002, its relevance for transformation of police into a modern public service organization, e- policing projects being steered by National Police Bureau including (1) Pakistan Automated Fingerprint Identification System (2) Police Records and Office

Management Information System (3) National Forensic Science Agency (4) National Integrated Trunking Radio System (5) Conversion of 'B' area into 'A' area in Balochistan and (6) Raising of Balochistan Constabulary.

The Commission appreciated the efforts of National Police Bureau in relation to holding the first SAARC Conference of Police Chiefs on 16-17 April 2008 in Islamabad. On suggestion of the members of the NPSC, Secretary/DG NPB was asked to get a survey conducted about public perceptions of the Police Services of Pakistan.

23rd Meeting of National Public Safety Commission

The 23rd meeting of National Public Safety Commission was held on 15th May, 2008 in the committee room of Ministry of Interior, 'R' Block, Islamabad. Mr. A. Rehman Malik, Advisor to the Prime Minister on Interior and Chairperson NPSC chaired the meeting. Secretary Interior and all Inspectors General of Provincial & Federal Police Departments, by special invitation.

It was suggested in the meeting that police will carryout its duties in accordance with law and not accept any extraneous influence or political interference in upholding the rule of law. It was also suggested that Combating Terrorism & Organized Crimes like Kidnapping for Ransom and Crime against the women and children would be highest priority of the police. Displaced persons in the tribal areas of NWFP and some disturbed regions of Balochistan will be rehabilitated through respective

provincial authorities. It was decided in the meeting that effective Law & Order will be maintained to enhance sense of security among the citizens & for this all Provincial Police Departments will create institutional mechanism to address complaints against police, also the Citizen Police Liaison Committees would be established at various operational levels of police to enlist support of the community in fighting crime and in accordance to this a Police Complaint Centre in the National Police Bureau will monitor complaints against the police from 4th week of May 2008. All members NPSC raised one point that registration of FIRs should be free but arrest should be made only when material evidence is available and in case if FIR was declared as false, strict action in accordance with law will be required. When DG NPB invited members NPSC

to give their vision on National Policing Strategy, Lt. Gen. ® Moin-ud-Din Haider shared his views as National Forensic Science Agency should be an independent Agency, Police Order 2002 should be restored in its original shape, recruitment in police in all ranks should be on merit, quality of training being imported to police officers needs to be improved and delinquent police officials should be taken to task. Mr. Sikandar Hayat Jamali added that introduction of information technology to police should go to down the lines and capacity building of end users was necessary to upgrade their skills. Dr. Sabiha Hassan Syed while making her comments said that observation in police should be reduced and the benefits to public as stakeholders are highlighted. Mrs. Sarkar Abbas put her comments as NPSC should be consulted while making

appointments / removal of head of any Federal law Enforcement Agency in accordance with Police Order 2002, Federal Law Enforcement Agencies should submit the annual plans containing statement of financial resources available, performance targets for the year and their delivery mechanism for overseeing the implementation, Members NPSC were justices of peace in accordance with code of criminal procedure and they should function effectively in this respect and FIR registered on direction of Court of Law be investigated only on merits to ensure justice. The commission resolved to uphold rule of Law, make police service-oriented and promote professionalism based on expertise, knowledge and training to meet public expectations

24th Meeting of National Public Safety Commission

The 24th meeting of National Public Safety Commission was held on June 03, 2008 at the National Police Bureau, Islamabad. Lt General (Retd) Moinuddin Haider presided the meeting due to last minute other pressing official commitments of Advisor Interior Mr. A Rehman Malik.

DG NPB presented the outline of the National Policing Strategy for 2008-09 containing vision, mission, strategic aim, values, and operational / administrative priorities of police services of Pakistan. The Commission broadly agreed with the framework and priorities. However, DG NPB was asked to expand mission statement and make some amendments/additions in the proposed priorities and send them to the Members for their considered feedback.

About the establishment of Police Complaints Centre in the NPB on the

directions of the Advisor Interior. DG NPB informed that complaints are being received on 4 toll-free phone lines as well as by email and by post. The complaints are referred immediately to the DPOs and other senior police officers for redressal. The Commission directed that a monthly evaluation of complaints be carried out by NPB to determine nature of complaints and their follow up. The Commission voiced its concern that independent Federal Police Complaints Authority had not been established so far by the Federal Government.

In order to carry out a Survey on Public Perception of Police, Dr. Sabiha Syed, Member was requested by the Chair to head a sub-committee to prepare questionnaire and work out further modalities for carrying out the survey, as this task was deemed to be of great

national importance. She desired that IG Retd Mr. Afzal Ali Shigri, Prof Rasul Baksh Rais of LUMS, Dr. Muhammad Fateh Burfat, Head of Department of Sociology, Karachi University, Dr. Hafeez-ur-Rehman, Head of Department of Anthropology, Quaid-e-Azam University, Islamabad, Dr. Ijaz Shafi Gilani of Gallup Pakistan, and Dr. Muhammad Parvez, Head of Department of National Institute of Psychology, Quaid-e-Azam University, Islamabad may be co-opted as members to assist her in planning and executing the task of carrying out national survey on police.

It was decided to hold of a National Seminar / Workshop on Police Reforms. The Seminar may be held in the 3rd week of July, 2008 with participation of relevant stakeholders like Members of Provincial and District Public Safety and Complaints

Commissions, Nazims, civil bureaucracy, representatives of Bar Associations and police officers.

Establishment of a Steering Committee on Gender Crime in the NPB was also discussed. The committee will have representatives of all the federal and provincial police departments and agencies. It will meet every two months. Initially it will focus on preparing National Strategy on Gender Responsive Policing in Pakistan. It will also design SOPs about women protection issues. It will also try to come up with a national police image and performance survey on gender issues.

4th Meeting of National Police Management Board

The 4th meeting of National Police Management Board was held on 15 May, 2008 in the Committee Room of Ministry of Interior, 'R' Block, Islamabad in the Chairmanship of Mr. A. Rehman Malik, Advisor to the Prime Minister on Interior. Secretary Interior also attended the meeting by special invitation.

The Chair welcomed all the participants and asked them to freely discuss the issues and matters relating to policing and Law &

Order in the country and send their recommendations to the Government through National Public Safety Commission for implementation. After the board discussion on various legal, professional, operational and service issues relating to policing & law & order in the country including amendments in Police Order 2002, it was decided that Complaint Registration Centres will be established with dedicated staff to provide service to

the community in the police stations which will lead to a police complaint centre at National Police Bureau while monitoring all complaints, and no extraneous influence or political interference in up holding rule of law will be accepted. It was also discussed & decided that a Committee under Director General FIA will suggest amendments in Police Order 2002 within 30 days in order to make police practically neutral, more

professional and highly accountable along with a Committee under Director General, National Police Bureau to prepare welfare/relief package in 15 days for the police (specially junior ranks) to improve salary structure, health facilities and education opportunities for families of policeman including some tangible benefits on retirement.

First Meeting of Steering Committee on Gender Issues

Steering Committee on Gender Issues had been constituted under the directions of Advisor to the Prime Minister to explore the possibility of entering into partnership with German Technical Cooperation Pakistan (GTZ). The first meeting of Steering Committee on Gender Issues was, held on 2 June 2008 under the

Chairmanship of Director General, National Police Bureau at Islamabad Club Islamabad. The Senior Technical Expert of GTZ sensitized the participants on Gender Responsive policing and discuss the issues like masculine structure of police, lack of Standard Operating Procedures to deal with survivors of violence, gender based

training deficiency etc. The recommendations like inclusion of training program to eliminate violence against women, development of Standard Operating Procedures, restructuring of Gender Crime Centre, improve the image of police and selection of permanent focal persons for the Steering Committee was

also discussed in the meeting. SSP Asif Paracha, Director GCC will be the focal person on Gender Issues in Pakistan.

Consultative Workshop on review of Training Modules for ASIs (06-08 February 2008)

After a Training Need Analysis (TNA) initiative by Access to Justice Program to identify the specific subjects of training for various police ranks in the light of current radically changing crime situation and identification of specific performance gaps between the existing and desired levels, modification according to subject wise in trainings, AJP Consultants developed 78 training modules for 5 ranks of police. This workshop was coordinated by Mr. Israr ul Haq Training Specialist, NPB. The inaugural session of the workshop was chaired by Mr. Muhammad Afzal Kahut Program Director, Access to Justice Program and Dr. Muhammad Shoaib Suddle, Director General, National Police Bureau. Prof. Javed Iqbal, HR Consultant AJP made a comprehensive briefing about the salient features of the program.

Dr. Muhammad Shoaib Suddle, DG, NPB in his inaugural address welcomed the participants and expressed the view that this activity is important because an absolute change was envisaged in the overall police culture in the vision of Police Order 2002 and the participants of the workshop while acting as a change agent can only transform a positive change by inculcating the quality performance standards in a police officer to help him to become a role model in the society. Mr. Afzal Kahut, Program Director AJP in his address welcomed the participants and shared his views that out of many initiatives, one of the initiatives undertaken by AJP was to bring a change in the overall police training system through a blend of new topics in the existing traditional & years old syllabus.

He urged upon the participants to take part in the discussion in a serious manner and make meaningful recommendations on this modules so that it can be finalized. In the working session Mr. Israr ul Haq, the workshop Coordinator made a presentation based on TNA study to show the specific gaps in exciting training courses. Mr. Ehsan Sadiq, Reform Specialist/Associate Coordinator introduced the background of the process initiating important intervention by AJP. Mr. Fayyaz Ahmad Sunbal, SP Multan/Associate Coordinator also briefed the participants about the group formation process. Five groups were made for the process of modules analysis, leading by the group leaders, who make a presentation on review & analysis by his group members.

Dr. Muhammad Shoaib Suddle awarded the certificate to the participants and congratulated the participants for attending this important activity and contributed their valuable experience regarding this. In his concluding address he said that police is a key stakeholder of the Justice Sector and in order to work in the light of Police Order 2002, a meaningful change in police training system" is required and training institutes have to play a vital role in this side.

Consultative Workshop on review of Training Modules for SHOs (05-07 May 2008)

While working on series of 78 training modules for 5 police ranks after a Training Need Analysis (TNA), Access to Justice Program organized a workshop on "Review of Training Modules for SHOs" from 05-07 May 2008. The workshop was attended by 32 participants including 20 faculty members of the police training institutes, the remaining 10 participants represented the field officers posted as SHOs at various police stations to share the academic experience with the field experience. One of the main objectives of this workshop was to suggest the deficient areas not covered in the contents and to determine as up to what extent a specific training module can be dovetailed in the ongoing training course on which of the training modules independent training courses can be organized. The inaugural session of the workshop was chaired by Mr. Muhammad Afzal Kahut, Program Director, Access to Justice Program and Mr. Ahmad Mukarram, Director, NPB.

Mr. Ahmad Mukarram Director, NPB in his welcome address emphasized that in the vision of Police Order 2002 a police officer has to perform in a professional manner, as a role model and a custodian of Law & Order to meet the expectation of a common man.

Mr. Afzal Kahut, Program Director, AJP while addressing the inaugural session expressed his views that AJP was endeavoring through various projects and interventions to contribute in bringing out a major dent in justice reform sector in order to provide a relief to the common man. To being the common man out of the prevailing fears, there is a need to bring a massive transformation in police culture and one of the initiatives taken by AJP is these training modules so that we can bring a change in years old syllabus. In the following working session Ch. Israr ul Haq briefed the participants about the TNA study initiated by AJP and the specific gaps which tried to be covered in the training modules by AJP.

He also briefed the participants about the expectation of undertaking an in-depth analysis of each module by using their academic and field experience wisdom regarding contents, relevance, possibility of deletion / addition and incorporation in the exciting syllabus. Mr. Ehsan Sadiq, Police Reform Specialist / Associate Coordinator introduce the background of the process of initiating this important intervention by AJP and briefed the participants about group formation and their tasks. Four groups were made for the analysis of 16 modules.

After the working session of three days, the concluding ceremony was held on 7th May 2008, which was chaired by Mr. Tariq Khosa, Director General, NPB and Mr. Afzal Kahut, Program Director, PMU, AJP. Mr. Afzal Kahut, Program Director, AJP expressed his appreciation that the participants took an active participation in analysis and review of each module with a spirit of making a positive contribution in a short span of 3 days to assist the AJP in completion of this task.

Mr. Tariq Khosa, DG, NPB in his address, expressed the views that SHOs which are the important pillars of police force need a complete transformation in terms of professional skills, attitudes, personality traits, character and integrity to maintain the Rule of Law and this change can only be seen through modern & professional trainings. He emphasized upon the participants to perform their assigned roles in an honest manner with devotion & sincerity to resolve the grievance of the common man.

DG, NPB, also awarded the certificates to the participants and also expressed his thanks to Program Director AJP, for extending assistance to NPB in accomplishment of this important national activity.

Consultative Workshop for SHO's in Pictures



DG NPB awarding the certificate to a participant



DG NPB & Project Director PMU in Concluding Session



DG NPB awarding the certificate to a participant



DG NPB awarding the certificate to a participant



Group Photo of participants



Group Photo of participants

Police Projects Update

Police Record and Office Managements Information System (PROMIS)

The project approved at a cost of Rs.1405.04 million aims at computerization of entire police station records including FIRs and office management system throughout the country. This mega project seeks to enhance the operational capability of police in fight against terrorism, organized crime and high profile cases, in particular. The project is expected to be completed by December 2008.

Automated Fingerprint Identification System (AFIS)

The project approved at a cost of Rs.1107.014 million aims at recording the fingerprints of criminals in electronic form and providing e-enablement for online comparison of live and latent fingerprints by connecting all district police headquarters in Pakistan. A database of fingerprints record of over 200,000 has already been developed. Over 380 police officers have been imparted training across Pakistan. The police from all over Pakistan is being provided access to this database. The Central Site at FIA Headquarters, Multifunction Work Stations at Islamabad, Lahore, Karachi, Peshawar, Quetta, Gilgit, Muzzafarabad and 52 Remote Terminals have been established and connected through microwave system across the Pakistan in the first phase. Civil and Electrical Work under process in remaining 82 RTs. Phase I of the project has been completed.

Automation of National Police Bureau

The project approved at a cost of Rs. 34.423 million seeks to enhance the capacity of National Police Bureau to act as national focal point for the law enforcement agencies of Pakistan. In order to undertake its expended role, the project provides for automation of the Bureau and establishment of a live video Conferencing facility with the Provincial Police Officers. The project shall be completed during 2008-09.

National Forensic Science Agency (NFSA)

To improve the quality of police investigation techniques and the capacity of law enforcement agencies, especially in relation to investigation of serious crime and cases of terrorism, to have evidence-based prosecution leading to better conviction rate in courts and to improve the human rights situation and quality of criminal justice administration, the Government has approved the project of National Forensic Science Agency costing Rs.1292.45 million. Headquarters and the DNA laboratory of the Agency has been established at Islamabad since 31 March 2006 and work for setting up of a Forensic Training Institute is in progress. Four Forensic Science Laboratories will be established at provincial headquarters, for which land has been acquired. The project Director has been appointed and building designs/drawings finalized. The project is expected to be completed by December 2009.

Establishment of Digital Library

The project approved at a cost of Rs.10732 million seeks to establish a Digital Library and a Documentation Centre at the Bureau. The Library will provide live access to international criminal justice centres of excellence and other resources centres. Facilities for live discussion groups shall also be arranged under this project. The project will be completed during 2008-09.

Nationwide Integrated Radio Communication System for Police

The project has been approved by ECNEC at accost of Rs.1951.695 million. It aims to provide secure, efficient, reliable and technologically advanced communication facilities, to enhance the capability and efficiency of police. State-of-the-art radio communication system will be established at Islamabad, Rawalpindi, Karachi, Lahore, Peshawar and Quetta. Later it will be extended to other cities. The project is expected to be completed by December 2008.