

HIMACHAL PRADESH AT A GLANCE

1. Himachal Pradesh being a hilly and relatively peaceful state is well known as Dev Bhumi (an abode of Gods). The total geographical area of Himachal Pradesh is 55,673 square kilometers. As per the 2011 census, the population of Himachal Pradesh is 68,64,602 persons out of which 34, 81,873 are males (51%) and 33, 82,729 (49%) are females (Religion wise the non position is Hindu: 6532765, Sikh: 79896, Muslims: 149881, Christians: 12646, Budhist: 78659, Jain: 1805, other religions: 856 & Religion not stated: 8094) with a density of 123 persons per sq.km. The composition of population shows that 90% of the total population is rural and only 10% is urban. The trend shows that urban population is increasing continuously since 1981. It has increased from 7.61% in 1981 to 8.69% in 1991, 9.80% in 2001 and 10.00% in 2011. In addition, around 1.75 crore tourists including 4 lac foreigners visit the state every year. Himachal Pradesh has common borders with five states namely J&K, Punjab, Haryana, Uttarkhand & Uttar Pradesh of India and with Tibet (China).



DEMOGRAPHIC FACTS AT A GLANCE (AS IN 2011)

Item	Units	Particulars
Area	Sq. Kms.	55,673
Districts	Nos.	12
Divisions	Nos.	3
Sub-Divisions	Nos.	62
Tehsils	Nos.	97
Sub-Tehsils	Nos.	49
Blocks	Nos.	78
Total Villages	Nos.	20,690
Inhabited Villages	Nos.	17,882
Un Inhabited Villages	Nos.	2,808
Towns & Cities	Nos.	59
Males	Lakh	34.82
Females	Lakh	33.83
Rural Population	Lakh	61.76
Urban Population	Lakh	6.89
Scheduled Castes Population	Lakh	17.29
Scheduled Tribes Population	Lakh	3.92
Literacy	Percent	82.8
Growth rate	Percent	12.94
Birth rate	Per 1000	16.4
Per capita income at current prices	-	1,30,067

2. In order to achieve the targeted goals and objectives HP Police will formulate an internal reform process of cultural change through a collective process of consultation and experimentation involving all levels of the organization. The HP Police will adopt best practices and principles available in the country and abroad in its professional functioning. All the

Policing Strategies and Programs will be mainly guided by these principles and practices. This design will be based on three key principles:

- (a) **Holistic Change:** Through a set of comprehensive and well integrated Culture Change Management Programs, to bring a total change in the overall policing philosophy of the HP Police organization.
- (b) **Measurable improvements:** Make results and efforts of the programme measurable, to improve accountability to the people at all levels and bring about a professional work environment in the organization.
- (c) **Partnership:** As an important strategy, we will also seek to develop partnership with the public to mobilize the required programme support and resources within and from outside the organization.

Assurance of Safety of all Citizens

People need a high sense of security, safety and freedom to live safely and move freely. It will be the responsibility of the police to assure the law abiding people the fullest safety through planned processes and commitment of all resources.

Creating an Environment of Freedom from Fear of Crime

The fear of crime has a more crippling effect than crime itself. Based on the felt needs of the community, the police, through appropriate means and measures will create an environment in which the fear of crime and criminals is minimized.

Change Management

These programs will be guided by factors of consistent enforcement of the Rule of Law, uniformity and longevity principles, so that the programs implemented in all units are uniformly representative of the work culture of HP Police which may be seen from proposed management conceptual framework. Dynamic performance excellence model will be devised for HP Police with the active involvement at all levels to achieve these objectives.

Monitoring the Change

This Strategic Policing Plan is intended as a management tool. It sets out the policing priorities at various levels, namely: Ranges, Districts, Sub-Divisions, Police Stations

and other Work Units for implementation during the period of five years (2017-22). The Strategic Plan is aimed at improving the citizen satisfaction by preventing and controlling crime and working for removing the fear of crime. These goals will guide the policing efforts and policing results. The performance against all these goals will be assessed to measure the performance effectiveness of the units at various levels. The operational results will be assessed monthly, bi-annually and annually. Corrective and developmental actions will be initiated and monitored on the basis on periodical evaluations.

Challenges

3. While the state is generally peaceful, it faces challenges on several fronts, some of which are enumerated below:

- (a) 216 kms of common border with Jammu & Kashmir continues to be a cause of concern and special security arrangements are required in view of the internal security situation in J & K.
- (b) The lower hill areas have common border of 371 kms with Punjab, 108 kms with Haryana, 4 kms with UP and 181 kms with Utrakhand. The entire area is likely to remain sensitive from law & order and crime control point of view in the coming years. The complete belt along these borders will need strengthening of police human resources, mobility, communication and infrastructural facilities.
- (c) Large scale industrialization, urbanization, migration of population is already a challenge for the HP Police.
- (d) Protection of Special vulnerable and weaker sections namely: minorities, women, children, SCs/STs. Himachal stands 2nd in terms of ratio of scheduled castes population to the total population in India after Punjab and therefore needs special emphasis.
- (e) Effective implementation of Community Policing Schemes.

- (f) Synergy with people living in villages and Panchayati Raj Institutions and people friendly services oriented towards policing in rural areas through people's participation.
- (g) Catering to the policing needs of tourists including foreigners visiting the state.
- (h) To keep pace with the advancements taking place in the field of technology.

ORGANIZATIONAL OVERVIEW

4. Himachal Pradesh Police as an organization came into existence in 1948 and is working since then in accordance with the Punjab Police Rules 1934. It has been functioning without much structural change since its inception. With the enactment of Himachal Pradesh Police Act 2007, the H P Police got an independent legislative and statutory cover. The profile of the existing police organization and its resources is as under:-

Sr. No.	Units	Nos.
1.	Police Districts	13
2.	Battalions	07
3.	Ranges	03
4.	Sub-Division	25
5.	Police Station	129
6.	Police Posts	107
7.	Temporary Police Post	31
8.	Traffic Barriers	19
9.	Check Posts	17

Human Resources		
1.	IPS	94
2.	HPS	184
3.	Inspectors	279
4.	SIs	706
5.	ASIs	1162
6.	Insprs.(ECC)	28
7.	SIs (ECC)	46
8.	ASIs(ECC)	108
9.	HCs(ECC)	44
10.	Consts.(ECC)	45
11.	HCs	2944
12.	Constables	12333
13.	Total	17973
Other Ministerial Staff		
1.	Staff	384
2.	Cook Class-III	279

3.	Class IV	540
4.	Total	1203

Sr. No.	Armed Police & Other Units Armed Police	Nos.	Civil Police/Districts Establishment	Nos.
1.	Battalions	07		
2.	Personnel	6429	Personnel	8954
	Other Units	Nos.	Logistics	Nos.
1.	Police Training College	97	Vehicles light	320
2.	HPIPS	76		
3.	State CID	591	Vehicles heavy	127
4.	TTR	84	Motor Cycles	450
5.	C&TS	463		
6.	SV & ACB	279		
7.	AP&T	08		

Profile of Crime

5. Himachal Pradesh being a small hill state is comparatively peaceful in comparison to the other states in the country. Traditionally, the crime profile follows a growth trajectory, but it has plateaued during the last five years. Heinous crime is well below the national average. The noticeable point is that between 15% to 18% of the total crime registered for rash & negligent driving. This may be due to the fact that Himachal Pradesh is a hilly state which has a very large network of roads being the only mode of transport and over the years the number of vehicles has increased manifold. Another prominent feature is that the districts sharing borders with other states show more crime registration as compared to the hinterland districts. The tribal districts of Kinnaur and Lahaul & Spiti have a low crime rate. Amongst the Local and Special laws, a large number of cases are registered under the NDPS Act & Excise Act.

Detail/ Finalization of Registered Cases for the year 2011-12 to 2016-17

Sr. No.	Financial Year	Cases Regd.	Case sent up for Trial	Previous cases pending in the court	Cases decided by court			Cases Compr./ Withdrawn	Cases pending Trial in the court	Conviction Rate%	Complaint Received
					Convicted	Acquitted	Total				
1.	2011-12	18818	14261	78931	3709	5806	9515	597/367= 964	82713	38.98%	16353
2.	2012-13	15684	13848	82703	2992	6182	9174	474/403= 877	86500	32.61%	16719
3.	2013-14	16000	12952	86500	2937	6879	9816	593/517= 1110	88526	29.92%	18204
4.	2014-15	17426	14308	88537	2829	5739	8568	494/487= 981	93296	33.01%	18668
5.	2015-16	16973	13702	93295	3207	5949	9156	533/377= 910	96931	35.02%	16820
6.	2016-17	17734	14173	96943	3129	5456	8585	886/447= 1333	101198	36.44%	16766

District wise Crime

Sr.No	Name of Distt.	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
1.	Baddi	739	693	758	767	759	841
2.	Bilaspur	1237	1089	1249	1373	1231	1203
3.	Chamba	957	802	922	1035	833	970
4.	Hamirpur	987	1043	968	918	895	857
5.	Kangra	3438	3480	3118	3225	3098	3781
6.	Kinnaur	332	225	187	237	212	284
7.	Kullu	2142	1032	1357	1208	1184	1069
8.	Lahaul & spiti	160	153	121	124	121	155
9.	Mandi	2127	2139	2152	2505	2423	2303
10.	Shimla	3258	1805	1861	2376	2894	2724
11.	Sirmaur	1096	1156	1006	1126	1067	1133
12.	Solan	1141	946	970	994	880	965
13.	Una	1154	1083	1246	1406	1338	1402
14.	TTR	22	12	19	11	11	13
15.	CID	28	26	66	121	30	34
16.	Total.	18818	15684	16000	17426	16976	17734

The Head Wise Crime in H.P. from the year 2011-12 to 2016-17

Sr.No	Head of Crime (a) IPC Crime	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
1.	Murder	135	103	99	134	104	93
2.	Cul.Homicide	9	6	5	8	7	07
3.	Att. To murder	47	56	73	60	65	72
4.	Dacoity	1	3	14	3	2	04
5.	Robbery	10	11	14	14	7	08
6.	Rape	175	183	264	293	223	249
7.	Kid & Abd	211	176	374	316	318	282
8.	Dowry Death	1	2	0	1	2	03
9.	Cruelty to Women	244	256	344	290	130	218
10.	Molestation	310	292	503	523	439	407
11.	Hurt	735	702	697	742	638	564
12.	Rioting	492	498	482	505	410	409
13.	Accident	2922	2763	2885	2831	2959	3129
14.	Burglary	910	862	888	720	589	583
15.	Theft	978	792	786	612	523	499
16.	Other IPC Offences	6997	5866	6553	7265	7171	6880
17.	Total IPC	14177	12571	13981	14317	13687	13407
	(b) Local & Special Laws						
18.	ND & PS Act.	557	532	603	631	685	1029
19.	Excise Act.	1922	1826	667	1664	1750	2331
20.	PCR Act.	2	3	4	8	3	0
21.	SC/ST Act.	84	74	86	97	98	95
22.	Forest Act.	1526	172	140	132	99	189
23.	Other L & S Laws	550	506	519	577	654	683
24.	Total	4641	3113	2019	3109	3189	4327
25.	Grand Total	18818	15684	16000	17426	16976	17734

Areas of Concern

6. There are certain areas of concern which are required to be addressed while formulating the strategic plan. These areas of concern can be summarized as under:
- (a) The basic service delivery unit at field level is the Police Station. There is a need to improve service delivery at Police Station level.
 - (b) There is need to strengthen the role, responsibilities and duties of Police Posts, Traffic Barriers and Check Posts.
 - (c) Long term policy of recruitment and training has to be evolved to equip police for emerging challenges.
 - (d) In view of large number of cases (**101198 cases**) pending under trial in various courts and further yearly increment, a strategy has to be devised for expeditious disposal of cases under trial.
 - (e) Public satisfaction should become the main focus of police and the functioning of the Criminal Justice System.
 - (f) Under the Local & Special Laws especially in NDPS, Forest, Excise and Gambling Act a new strategy in co-ordination with Drug Controller, Forest, Excise and Judiciary will be worked out for more effective results.
 - (g) Special and concerted effort towards the welfare of vulnerable sections of society, namely: women, children and SC/ST people and adoption of zero tolerance against crimes committed towards these sections.

Modernization of HP Police

7. The “Police” and “law and order” are State subjects as per VII Schedule to the Constitution of India and it is the responsibility of the state governments to improve the functioning of their police force and to equip them adequately with the latest technology for meeting the emerging challenges to public order and internal security in the form of terrorism, cyber crimes etc. The Central Government supplements the efforts of the State Governments in this regard. The Scheme of Modernization of State Police Forces is a significant initiative of the Ministry of Home Affairs towards capacity building of state police forces since 2001. The Central and State Governments are contributing funds towards the scheme of Modernization of Police Forces in the ratio of 75:25. From the year 2012-13 the ratio has been changed to 60:40

and from 2016-17, it has been changed to 90:10 and included in the core schemes of Niti Aayog. The year wise and head wise details of funds projected to the Government of India under the scheme of Modernization of HP Police Force for the years 2011-12 to 2016-17 are as under:

Head wise details of funds under the scheme of Modernization of State Police Forces 2011-12 to 2016-17:

	Amount in Rupees								
Year	Mobility	Weaponry arms	Ammunition	Communica tion equipments	FSL equipments	Training equipments	Traffic equipments	Security equipments	Office equipments
2011-12	2,57,00,000	99,60,000	-	2,36,79,000	1,93,07,000	87,47,800	1,47,68,000	2,72,36,500	53,24,600
2012-13	3,02,00,000	37,36,245	1,18,45,200	2,38,74,000	2,36,77,000	30,00,000	91,73,000	3,81,79,700	1,81,49,450
2013-14	2,77,52,000	37,36,245	1,18,45,200	1,50,67,000	3,42,46,000	35,00,000	91,73,000	40,18,000	1,02,89,900
2014-15	4,61,90,000	-	1,18,45,200	1,33,54,000	1,96,05,000	2,16,46,400	91,73,000	43,18,000	1,02,89,900
2015-16	3,04,42,000	-	1,18,45,200	1,70,16,000	2,32,65,000	25,00,000	80,76,750	50,18,000	1,74,65,950
2016-17	1,56,50,000	44,00,000	-	90,65,000	76,50,000	45,66,000	-	1,36,00,000	1,00,91,000
2017-18	1,25,50,000	48,00,000	-	90,90,000	68,50,000	15,20,000	21,00,000	98,90,000	1,04,20,000
Total	18,84,84,000	2,66,32,490	4,73,80,800	11,11,45,000	13,46,00,000	4,54,80,200	5,24,63,750	10,22,60,200	8,20,30,800

FIVE YEAR TENTATIVE PLAN (2017-18 to 2021-22)

Total (Amount in ₹ in lakhs) State Share

A.	MOBILITY	3145.00	314.50
B.	ARMS AMMUNITION	1345.00	134.50
C.	COMMUNICATION EQUIPMENT	620.00	62.00
D.	FSL EQUIPMENT	205.00	20.50
E.	TRAINING EQUIPMENT	100.00	10.00
F.	TRAFFIC CONTROL EQUIPMENT	415.00	41.50
G.	SECURITY EQUIPMENT	335.00	33.50
H.	OFFICE EQUIPMENT	150.00	15.00
I	HOUSING (FSL)	11000.00	1100.00
	TOTAL	17315.00	1713.5

Note:

Above projection has been made by increasing 140% allocation over the allocation of Rs. 14.41 crore MPF 2014-15. Actual Plan will have to be restricted within the annual allocation to be given by MHA w.e.f. 2017-18 to 2021-22.

HEAD OF DEVELOPMENT –WISE OUTLAY AND EXPENDITURE (Rs. In Lac)

Sr. No	Major Heads/ Minor Heads of Development	Eleventh Plan 2012-17 Approved Outlay	Eleventh Plan 2007-2012 Actual Expenditure	Annual Plan 2016-17 Actual Exp.	Twelfth Five year (2017-22) Projected Outlay	Annual Plan 2015-16		Annual Plan 2016-17
						Approved Outlay	Anti. Exp	
1	2	3	4	5	6	7	8	9
1	POLICE HOUSING GENERAL PLAN (DEMAND NO. 7)	-	2011-12= 1035.00 2012-13= 802.00 2013-14= 1666.00 2014-15= 1673.00 2015-16 = 1316.00 <u>2016-17 = 2104.00</u> Total = 18596.64	2104.00	2017-18 = 2349.14 2018-19 = 3000.00 2019-20 = 4000.00 2020-21 = 4800.00 <u>2021-22 = 5500.00</u> Total =19649.14	1316.00	1316.00	2104.00
2.	IRBN. (DEMAND NO.7)	-	2011-12= 600.00 2012-13= 525.00 2013-14= 201.00 2014-15= 242.35 2015-16 = NIL <u>2016-17 = Nil</u> Total = 1568.35	-	2017-18 = 400.00 2018-19 = 700.00 2019-20 = 1000.00 2020-21 = 1400.00 <u>2021-22 = 1800.00</u> Total = 5300.00	-	-	-
3	SCHEULE CASTE SUB PLAN (DEMAND NO.32)	-	2016-17 = 756.00	756.00	2017-18 = 1000.00 2018-19 = 1200.00 2019-20 = 1400.00 2020-21 = 1600.00 <u>2021-22 = 1800.00</u> Total = 7000.00	504.00	504.00	756.00
4	SCHEULE CASTE SUB PLAN (DEMAND NO.32) IRBN.	-	2016-17 = Nil	-	2017-18 = 300.00 2018-19 = 500.00 2019-20 = 800.00 2020-21 = 1000.00 <u>2021-22 = 1200.00</u> Total = 3800.00	-	-	-
5	TRIBAL SUB PLAN (DEMAND NO.31)	-	2011-12= 100.00 2012-13= 127.60 2013-14= 55.00 2014-15= 234.00 2015-16 = 180.00 <u>2016-17 = 272.00</u> Total = 968.60	272.00	2017-18 = 350.00 2018-19 = 400.00 2019-20 = 460.00 2020-21 = 540.00 <u>2021-22 = 610.00</u> Total = 2360.00	180.00	180.00	272.00
	GRAND TOTAL		21889.59	3132.00	38063.00	2000.00	2000.00	3132.00

STRATEGIC DIRECTIVES AND OBJECTIVES

Vision... Mission

- **Vision:** To make Himachal Pradesh the most secure state in the country.
- **Mission:** To make Himachal Pradesh Police professionally, competent, tech-enabled, people friendly and accountable through continuing training, community partnership, cultural change and empowerment of constabulary.

Objectives:

Our values and leadership principles set out 'how' we are going to deliver our objectives.

1. Prevention & Control of Crime.
2. Management of Traffic.
3. Improving Service Delivery to the people.
4. Human Resource Development of Police Personnel.
5. Adoption of new technologies and innovative methods in Policing.
6. Implementation of Community Policing Schemes.
7. Maintenance of Discipline and Internal Vigilance.
8. Improving Security Environment in the State

STRATEGIC DIRECTIVE:1

PEOPLE-FRIENDLY, PROFESSIONALISM AND ACCOPUNTABILITY.

8. Section 40 of the Model Police Act circulated by the MHA directs that strategic plan should be developed by the states. The Strategic Plan drives all other plans by articulating basic concepts of vision, mission, goals, objectives, programs and activities. Strategic Plan determines where an organization is going over the next several years. HP Police has set for itself the following goals to be achieved in the next five years.

- (a) Transformation of the H.P Police into a People-Friendly, tech-enabled, professionally competent and Accountable organization.
- (b) Address drug problem in the State.
- (c) Disposal of complaints in specified time frame.
- (d) Disposal of cases under investigation within specified time frame.
- (e) Management of Traffic strict enforcement of MV, Act to data unsafe driving on roads.
- (f) Improve the Police response to vulnerable & weaker sections of the society.
- (g) Adopt new technologies and innovative methods in Policing.
- (h) Improve Road Safety and Handling Distress, Disasters and Emergency situations.
- (i) Promote community policing.
- (j) Improve service delivery to the people.
- (k) Human Resource Development.
- (l) Discipline and Internal Vigilance.
- (m) Set performance evaluation promotion for Police Station, Sub-Division, Districts and Zones.
- (n) Introduce Best practices at all levels.
- (o) Welfare, Sports and Health activities for the police personnel and their families.
- (p) Improving security environment in the State.
- (q) Building a modern Police Organization through technology and other support strategies.
- (r) Using RDBMS data for suitable intervention to reduce road accidents.

STRATEGIC DIRECTIVE: 2

UPDATION OF LEGAL FRAMEWORK

- (a) Finalization of HP Police Rules in consonance with HP Police Act 2007.
- (b) Examining proposals for amendments of laws, procedures and processes.
- (c) Compiling of all Office Orders, Standard Operating Procedures, Investigation Manual, Circulars, Notification etc issued by government, PHQ & other institutions in relation to police administrative functions, in a book and electronic form.
- (d) State Police Welfare, Sports and Grievances Redressal Committees to be established and empowered.
- (e) Compiling History of Himachal Pradesh Police.

STRATEGIC DIRECTIVE: 3

Prevention & Control of Crime:

9. Preventing crime and disorder is the primary role of the police. We have to ensure that our services are focused on preventing offences in the first place and dealing robustly with repeat offences and offenders.

While investigating offences, it has to be made sure that we perform with the highest standards of professionalism to bring law-breakers to justice.

To better understand local crime issues and patterns so that local policing teams can prioritise and take action accordingly.

10. Better communication our communities to understand what matters to them is hugely important. We shall strive to solve their problems and take a longer-term view so that solutions are long-lasting. Creativity, innovation and a long time commitment is essential for achievements of our stated objective.

Problem Identification

- Monitoring of prominent public places by using modern technology.
- Monitoring movement of vehicles across the state boundary.
- Linkage of “SHASHTRA” with Police Station.
- Spreading use of database of stolen property.
- Awareness in the public.
- Capacity Building of Investigating Officers through constant training.

PROPOSED ACTION PLAN:

1. To improve working out of improved of burglary cases annually with recovery of the stolen property via scientific investigation and focus on communication. We should strive to improve working out of theft & burglary at the rate of 10% annually.

2. Co-ordinate use of modern technology to monitor public places. Strengthening of inter – state barriers by installing CCTV Cameras and X-ray scanners so that movement of illegal arms and stolen property can be verified.
3. Handheld devices data to be connected with **VAHAN SEVA**, so that the movement of vehicle entering the state and number plate and registration number is verified.
4. High security features such as micro-chip or tagging has to be done in all registration certificates of vehicle as well as driving license which will be effective in the recovery of stolen vehicles.
5. All arms license to be recorded /registered with “**SASHATRA**” Software of Distt. Revenue authorities and also linked to respective Police Station.
6. Half yearly physical inspection of these weapons to be carried out by the Police.
7. Continuous updating and detailed analysis of modus- operendi of burglary and theft cases.
8. State database of all stolen property to be maintained and regularly updated so that the recovery by any other state is facilitated and it will also help in updating the database if any recovery is made by the police.
9. Intelligence collection and co-ordination with neighboring states will be strengthened.
10. GPS tagging of habitual offenders so that they are under continuous surveillance of law enforcing agencies.
11. Special wing for investigation of Economic Offences to be made operational.

Implementation of CCTNS Project in all Police Stations

- (a) Provision of reception and visitors rooms in all Police stations.
- (b) Earmarking of staff for reception of visitors and recording of complaints/cases.
- (c) Providing the copies of General Diary/ FIR/intimation of final report to all complainants /victims.

- (d) Computerization all records of crime and criminals through effective implementation of CCTNS.
- (e) Computerization of profile and modus operandi of criminals and sharing the same with other districts.
- (f) Organizing meeting with private security agencies operating in the district at least once a month to discuss various aspects of crime prevention.
- (g) Posting of communication and technical staff to each Police Station.
- (h) Improving mobility, communication and technical facilities and infrastructure in the Police Stations.
- (i) Providing prompt services for passport verification, driving license, arms license, character and antecedent verification, registration of servants, immigrants strangers etc.
- (j) Bringing about transparency and accountability in services to the community.
- (k) Provisioning of Forensic/ scientific Aids at Police Stations.
- (l) Providing residential family accommodation to all ranks at Police Stations.
- (m) Improve the infrastructure to answer distress and emergency calls.
- (n) Professionalization of Constabulary through sensitization & training.
- (o) Digitization of Records and implementation of E-office in district S.P. offices.

Specialization in Investigation:

- (a) Separation of Investigation, Law & Order, traffic and tourism staff at Police Stations
- (b) Creation of specialized cadre of Investigating Officers and Scene of crime officers.
- (c) To reduce the Police Response time to 15-20 minutes within urban Police Station Limits and 30-45 minutes, depending on distance and emergency involved, in the rural/ remote areas.
- (d) To ensure real time response to the complaints received through SMS service. Response has to be within 10 minutes after the receipt of SMS by the concerned SHO.
- (e) To respond to emergent life saving/ fire hazards / accidents situations within 5 minutes in the Urban PS and shortest possible time in the rural areas depending upon the road condition, accessibility etc.

- (f) To evacuate/ remove the injured and vehicles of Traffic accidents promptly and professionally.
- (g) Creation of **Specialized investigation squads (SIU) at Distt. level for investigation of cases related to:**
 - (i) SC/ST
 - (ii) Women and children
 - (iii) Narcotics and Drugs
 - (iv) Economic offences
 - (v) Cyber Crime

Specialized investigation units at State level (CID)

- (a) Anti terrorist unit
- (b) Economic offences unit
- (c) Cyber crime investigation unit
- (d) Women and children unit
- (e) SC/ST investigation unit
- (f) Anti Drug unit

Effective utilization of SNBC:

- (i) Collect, collate and disseminate intelligence on crime related to Narcotics Drugs and psychotropic substance (ND&PS) and coordinate action by the district police and other State authorities in connection with enforcement of provisions of the NDPS Act.
- (ii) Develop database on ND&PS crimes in the State, including information on criminal and organized networks.
- (iii) Act as Nodal Agency for coordination with concerned Central & State agencies and other organizations, on matters related to Narcotics Drugs and psychotropic substance crime control.
- (iv) Investigate offences under the NDPS Act particularly the cases involving organized networks, and cases with ramifications beyond the State.
- (v) Enhance capacity building of the district police in combating drug trafficking and abuse, scientific and professional investigation of NDPS crime and providing technical support.

- (vi) Sensitize stakeholders on drug menace, law enforcement response and create a rehabilitation infrastructure.
- (vii) Advise the Govt. of HP on issues relating to drug menace and NDPS crimes and suggest changes required in relevant policy and law.

Management of Traffic

12. There has been a tremendous growth of vehicles and vehicular traffic during the last decade. As a result arterial roads in HP are increasingly getting saturated and the parking space is becoming limited. This has led to substantial increase in vehicle accidents and avoidable loss of human life. While the key is better road engineering and education, HP Police will make the following efforts to ensure smooth flow of traffic:

Problem identification

(i) Identifying enabling factors

- Optimum use of scientific equipments
- Sufficient availability of vehicles for transportation of accident victim to hospital and also for patrolling.
- Specialized workforce in separate traffic wing
- Awareness programmes.

(ii) Identifying bottlenecks

- Lack of budget
- Lack of coordination between stakeholder departments
- Hilly terrain of state.
- Insufficient scientific equipments
- Insufficient specialized traffic staff.

(iii) Identification of growth - drivers

- Vehicular traffic
- Tourist inflow
- Construction of new roads, widening of existing roads.
- Use of Technology.
- Identification & improvement of black spots.

(iv) Observing and analyzing trends in indicators

- 3000 approximate accidents per year.
- Approximate 1100 number of deaths per year.
- Deaths per year per one lakh of population in state are 14.
- Total number of vehicles registered in H.P. is 1175510 with approximate annual increase of 13.70%.
- With widening of roads and construction of NH and increased vehicle ownership the numbers of accidents are likely to increase in the coming years.

Target identification

- (a) In order to reduce injuries and deaths, it is imperative to create trauma squads to be deployed on roads. They can act as first respondents.
- (b) Defining targets to achieve the SDGs to halve the number of deaths and injuries by 2022.
- (c) Mapping targets with measurable indicators to stabilize the no of deaths and injuries for year 2017-18.
- (d) To reduce the no of deaths and injury by 25% for year 2018-19 and to reduce the no of deaths and injury by 50% for year 2019-20.
- (e) Target by 2022 to be in top five states with safest road transport.

Strategy Formulations

(a) Analysis of ongoing schemes

- 1) **Road safety clubs:** road safety clubs have been established at police station level in H.P. to increase coordination and cooperation on road safety between police and public and to generate awareness among masses.
- 2) **National Highway Patrolling:** 80 National Highway patrolling beats have been introduced at police station level to control the traffic on NH &SH. The police party equipped with motorcycle and wireless set, remains on patrolling in these beats to ensure the free flow of traffic and to check traffic violations.
- 3) **Awareness programs:** Road safety seminars, campaigns, road shows being organized by the police department to increase awareness among masses.

- 4) **Training of traffic staff:** Presently, approximately 250 Numbers of police personnel are being trained for better traffic regulation and RTA investigation in the state.
- 5) **Use of road Signage's:** Road signages have been erected at accident prone areas and at other important places.
- 6) **RADMS:-** To prepare data base of road traffic accidents in the state, Road Accident Data Management System has been introduced in the state and has started working throughout the state w.e.f. 1-1-2016. The data of road traffic accidents is being monitored/analyzed by ADMC at Police headquarter. In future it will be very useful to identify the places where accidents occur repeatedly.
- 7) **Black spot identification.:-** Identification of black spot is being done as per the standard uniform definition and format for data collection of black spots prepared and notified by the MoRTH .Till now 127 accidents black spot have been identified and the list of 127 black spots so identified had been sent to Engineer-IN-Chief PWD for rectification.

The survey for further identification of black spot is still under process.

- 8) **Use of scientific equipment:-** Presently 171 Alco sensor,81 Doppler Radar,11 Laser Speed gun and 03 Ambulances have been issued to district for enforcing traffic rules and regulation of post accident management process.

(b) Gap analysis

- 1) **Road safety clubs:** - There is no effective participation of public in meetings of road safety clubs to generate awareness and in post road traffic accident management.
- 2) **National Highway Patrolling:-** There are no vans equipped with first aid box and other safety equipment provided for patrolling team on these National Highways.
- 3) **Awareness programs:** - Sufficient funds are not available for organizing road safety seminars, workshop etc.
- 4) **Training of traffic staff:** - Traffic staff deployed is not well conversant to handle scientific equipment and to provide the basic medical treatment/first aid in post accidents situations.
- 5) **Use of Signages:** Signage's are not as per international standard.

- 6) **RADMS:-**The data generated through RADMS is yet not analyzed for corrective measures like identifying black spots or for rectification of bad road engineering where accidents occurred repeatedly etc.
 - 7) Black spot rectification has to be speedy and timely.
- (c) **Restructuring and rationalization of ongoing scheme to orient them to the SDGs.**
- 1) **Road safety clubs:** To make road safety clubs more effective by introducing active members. They will be given role in post accident management system as volunteers.
 - 2) **National Highway Patrolling:** Existing roads will be divided in to patrolling beats. A feasibility report shall be generated to assess the resources to man these beats along with traffic equipment, first aid, rescue equipment and patrolling vehicles.
 - 3) **Awareness programs:** To generate awareness among vehicles drivers of adjoining states through their licensing authorities, their traffic police and at State entry points, regarding different driving skills in hilly terrain of Himachal Pradesh. Appropriate signages may also be put up.
 - 4) **Training of traffic staff:** Training of traffic staff to find and analyze actual cause of accidents and to suggest preventive measures at investigation stage as a separate report to be devised. This report shall be generated by supervisory officers in case number of deaths is more than five.
Basic medical treatment/ first aid treatment course for traffic police to act in post accident period termed the 'golden hours' to be provided.
 - 5) **Use of Signages:-** Replacement of old pattern signages in conformity with international standards on all NHs and SHs.
 - 6) **RADMS:-** Road Accidents data Management system shall be made fully functional in terms of collection of road accident data, analysis of the information and to take corrective measures to reduce the number of accidents.
 - 7) **Black spots:-** New black spots shall be identified on existing roads/ newly constructed NH and SH and rectification of such spots through concerned departments.
 - 8) **Use of scientific equipments:-** Sufficient number of scientific equipments shall be provided to traffic staff to control the road traffic accidents and CCTVs cameras shall be installed at all important places. Ambulances shall be provided to play important role in post accidents management process.

Tourists:

- (a) 1.73 crore domestic and 4 lacs foreigners visit HP every year.
- (b) Majority of them come by road and only a small number by air/rail.
- (c) Coordination between Regulation, Enforcement, education, engineering, research and development functions to be established.
- (d) In order to achieve the above aims and objectives, cooperation of the public will be obtained while causing least inconvenience to the residents and tourists.
- (e) Specialized wing of Traffic, Tourist Railway and airport Police will be created by restructuring of the existing Railways and Traffic wing and by re-defining its role, responsibilities and duties.
- (f) This wing will be headed by IG of Police and assisted by AIG/S.P /DY. S.P. and other officers at the state level.
- (g) District Traffic and Tourist Squads will be formed headed by an NGO of Police at the district level.
- (h) Earmark Police Staff in each Police Station under direct supervision of SHO/SO/SDPO for traffic and tourist duties.
- (i) Provide special training, uniform, communication, mobility to these personnel in traffic & tourism.
- (j) Traffic infringements to be challaned and compounded on the spot.
- (k) Joint Traffic Checking with RTO & Magistrate.
- (l) Specialized investigation, prosecution and trial of road traffic accidents.
- (m) Highway Patrolling on National/State Highways to be introduced.
- (n) Traffic aid centers to be established on NH/SH.
- (o) Police Club/Road Safety Club in each Police Station/Town and Traffic aid centers.
- (p) Help of Traffic Wardens, volunteers, school students, NCC Cadets, Home Guards to be taken.

STRATEGIC DIRECTIVE: 4

SERVICE DELIVERY AND MODERNIZATION:

Implementation of Community Policing Schemes

13. Police Station is the basic field service delivery unit. As the infrastructural and logistical development under modernization is encouraged by Central Govt. with the active involvement of States under the 90: 10 sharing ratio, same can be utilized to enable the police to achieve the service delivery for its citizens. The various initiatives planned to be undertaken are described in following paragraphs.

Strengthening of Urban and Rural Policing

Urban Policing to be introduced in the areas of Municipal Corporation Shimla, all Municipal Committees and Nagar Panchyats /Parishads of the State.

- (a) Beat Officer System to be introduced in all Urban Policing areas.
- (b) Each beat to have beat policing team of 6/7 active persons.
- (c) Response time for Police help to be laid down for each such jurisdiction.
Facility of 100 telephone number to provide easy access to public.
- (f) PCR system to be introduced in all the Urban Policing areas.
- (g) Mobile patrol units to be introduced to increase visibility of police.

Rural Policing to be introduced in all villages and Panchayats of the State:

- (a) Chowkidars to be appointed/nominated for each village/group of villages/
Panchayat after consultation with the village community and representatives.
- (b) Village Beat system as required under PPR 23.1 & 23.3 to be revived.
- (c) Beat Policing Team of 6/7 active members to be formed in each beat.
- (d) Interaction with Nayaya- Panchayat Institutions by Beat Police officers.
- (e) Coordination with Panchayati Raj/rural development agencies to be established.
- (f) Village defence Committees to be formed in areas facing threat of violence.
- (g) Appointment of Special Police officers to be considered for specified areas.
- (h) Village touring by Gazetted police officers.

COMMUNITY POLICING

14. Law enforcement agencies across the globe are focusing on Community Policing strategies that help to prevent crime, reduce fear of crime and ensure safety and security of the community. Police as an organization is established by the Community for taking care of their needs. The community pays for the entire staff of police department through payment of taxes and also pays pension and retirement benefits besides fringe benefits to the policemen. Thus, the community looks after us and our families for whole life for the service we render for 35 years. The society also provides us status, uniforms, powers, recognition and several other benefits. Since the community has employed us they are our masters and we are their employees. Thus, the community expects us to deliver policing services by involving them completely in policing processes, understanding their needs and adopting people friendly methods and procedures.

15. Since most people who do not come in contact with the Police tend to have a negative perception of the Police, it is imperative that an image building exercise must be taken up to instill faith in the community regarding the Police.

16. Keeping in view the above and orders already issued on this subject, the following Community Policing Schemes will be implemented and list of members of community policing schemes will be revised on the basis of their actual contribution:

SCHEME-I : At the Beat Level

BEAT POLICNG TEAM: Beat/ Policing Team (Active group) This scheme will be initiated with the help of ACTIVE GROUP of six/seven respectable persons of the area , one HHG, one Chowkidar and one Police officer (beat constable). One private member of this group will be the team leader (Honorary Special Police Officer). The active group/beat policing team will meet at least once a month, before or after the meeting of the Gram Panchayat/local body, taking up matters of Community Policing including review of cases pending trial, finding solutions of non-cognizable offences, disputes, crime prevention and general awareness regarding policing needs of the beat etc.

(i) **SANRAKSHAN YOJNA:** Under this scheme, all Beat Officers are required to prepare lists of such citizens who are above sixty-five years of age and are living

alone. These lists are prepared with the active cooperation of the local Community Policing Team. Following this exercise, a policeman or a community police volunteer will be designated to visit the residences of such citizens at least once a week to enquire about their welfare and to render reasonable assistance.

(ii) Obtaining feed back from senior citizens regarding Sanrakshan Yojna.

(iii) **POLICE SAHAYATA KAKSH** : Police Sahayata Kaksh/Police Assistance Centers will be established at important places in the Beat especially at Bus stands, district entry points, tourist places, temples, important junctions, residential areas, shopping complexes, hospitals etc to help and assist residents/ visitors to these locations to take care of Policing needs and duties. This will instill sense of safety and security in the minds of general public & tourists.

SCHEME II : At the Police Station Level

- **SAMUDAYAK POLICE SAMITI: Community Policing Committees/ Community Liaison Groups** to be established in all Police Stations under the SDPO with the approval of SP. This committee will meet every three months to review the functioning of police at Police station level.
- **VISHWAS YOJNA:** Visit of public groups and School children to Police Stations in order to create confidence in the people and reduce the perception gap between the local Police station staff and local community about the functioning of the police station. Efforts should also be made to assess functioning of Police Station with respect to cleanliness /hygiene; Facilities for visitors/complainants and implementation of Community Policing Schemes also need to be provided.
- **POLICE CLUBS: Road Safety Clubs: Students, youth, sports & welfare etc.** Under this scheme measures will be initiated to help in implementation of social legislation to enforce duties of citizens as provided in the constitution to generate funds for welfare of police personnel on self help basis and to organize sports activities for police personnel, their families and the community.

SCHEME III : At sub-division level

- **SAHYOG YOJNA:** Visit of Gazetted Police Officers to villages, Panchayats, schools, jails and juvenile homes etc. This scheme is to boost the cooperation and coordination among police and public institutions and to seek the participatory involvement of all people of the society in Police work.
- Gazetted Officers to tour villages of their area at least 3 nights in a month.
- **Samarth Yojna :** Under this scheme girl students of schools and colleges in the State will be imparted training in unarmed combat by police personnel in order to instill confidence in them while dealing with eve-teasers and other anti-social elements.
- **Any other scheme** considered suitable by the Community and the Local Police for adoption in the jurisdiction of the Police Station.

SCHEME IV: At district level

- **MAITRI YOJNA (Victim and witness care scheme) :** Under this scheme care and protection of the victims and witnesses will be ensured by devising suitable mechanism and institutionalizing the system keeping in view the law and government instructions.

SCHEME V: Action Plan for the implementation of Student Police Cadet (SPC) Programme in Himachal Pradesh

Introduction

The Student Police Cadet (SPC) programme is a school-based youth development initiative that aims at training high school students in order to evolve them as future leaders of democratic society by inculcating within them respect for law, discipline, civic sense, empathy for vulnerable sections of society and resistance to social evils. The programme also enables youth to explore and develop their innate capabilities, thereby empowering them to resist the growth of negative tendencies such as social intolerance, substance abuse, deviant behavior, and anti-establishment violence. Equally, it strengthens within them commitment towards their family, the community, and the environment.

Objective

This program aims at keeping students away from violence and ensuring their participation in the process of peace and prosperity. This also focuses to reduce student level crimes/ problems etc. This will reduce police supervision in a long run after having good civil society.

Initiatives taken for the implementation of SPC program

1. In order to roll out the Student Police Cadet Programme H.P Police have identified 60 schools (5 from each district).
2. As per the SPC guidelines, 23 schools (Central Government Administrative schools) out of total 60 schools are to be funded 100 % by the Centre Government & remaining 37 State Govt. schools are to be funded in the ratio of 90:10 as applicable between the Centre & State.
3. In each SPC school, 2 teachers (designated as community police officers incentivized with honorary rank of Sub Inspector and Uniform) and 2 police personnel (drill instructors) will be designated.
4. As per the revised guidelines received from MHA, a State level Monitoring Committee headed by the Additional Chief Secretary/Principal Secretary (Home)/Commissioner (Home) shall be constituted along with the Additional Chief Secretary/Principal Secretary (School Education) and Director General of Police to lay out broad policy objectives and operational guidelines, which will also monitor the progress of the programme.
5. There shall be a Steering Committee at the District level to implement the Student Police Cadet Programme under the Chairmanship of the District Magistrate with the Commissioner of Police/Superintendent of Police and the District Education Officer/DI of Schools as Members.
6. The Superintendent of Police shall nominate a Nodal Officer, not below the rank of a Sub-Inspector, to coordinate and liaise with the schools and other relevant stakeholders for implementing the Programme. The State Government & all District Deputy Commissioners have been requested to constitute the above committees for the purpose.

7. The Student Police Cadet Programme will be implemented in the Government Schools in the first instance. The State level Monitoring Committee will take a decision on the number of schools to be covered in each urban/municipal & rural/panchayat area, subject to the allocation of funds being made for the purpose.

8. The course curriculum for the Student Police Cadet Programme has been formulated by the BPR&D, which will be imparted among the students of schools shortlisted for the purpose by the police trainers over a period of two years i.e. in classes 8th & 9th.

STRATEGIC DIRECTIVE: 5

Public Order Management

Following area have been identified and prioritized:

Systems and Processes

17. The system and processes based approach for early warning mechanisms, crime analyses, law and order mapping, investigation, information processing, prediction and projection needs to be reformulated in view of the changed socio-political situations of the state and the aspirations of the general public.

Public Perception

18. Generally the public in India perceives that the police are partisan and biased in favour of the rich and powerful. Ironically, several studies also reveal that those who have come in contact with the Police (about 2% of the population) have better opinion of the police than those (98% of the population) who have never come in contact with the police. This perception requires to be changed with a concerted focus.

Rate of Conviction

19. While the rate of judicial conviction in countries like USA, Australia, Singapore, France, Germany and Japan is 84%, the rate of conviction in police cases in India under IPC during 2015 was 36.6%. In HP this figure stood at 45.37%, which is even lower than the national average even though much of the conviction processes rests with the prosecution and judicial system, the police which is the first responder organization and a key partner, is often blamed for the poor conviction rates. All efforts will be made to increase the conviction rate so that the public faith in criminal justice system is restored.

Morale and Effectiveness of the Police

20. Compounding these structural limitations there are many issues that drastically affect the morale and efficiency of the Police force. These issues include: inadequate systems for periodical reviews or methods for identifying inadequacies and deficiencies to bring about

desired improvements; inadequate training for the operational levels; overstretched resources; antiquated equipment; poor work facilities and environment; frequent diversion of duties etc. Through institutional interventions the morale and effectiveness will be enhanced by empowering all ranks and files.

21. Since policing is an extremely stressful profession, it is essential that police personnel should maintain good health. This is a key to high level of morale among police personnel. The Annual Medical Checkups should be well documented and reported to higher headquarters. A strict control has to be kept on Body Mass Index (BMI), incidence of heart diseases, respiratory diseases and stress diseases among police personnel. Efforts will be made to ensure adequate exercise and recreation for police personnel by providing gyms and other facilities.

22. However, despite these inherited and current limitations, the strengths of HP Police have been its reputation for sincerity, dedication to duty, smartness and gentle behavior of its personnel. The challenge before HP Police is to build on this and to make HP Police a performance oriented and a professional police organization over the next five years. This onerous task needs to be achieved within the framework and parameters of administrative functioning, planned processes and holistic thinking.

Protection of Women, Children, SCs/STs

23. To ensure equal participation of women in all spheres of life, it is extremely important to address the issue of Sexual and Gender Based Violence (SGBV) and sexual harassment at work places. The following steps will be taken to ensure adequate protection to these vulnerable sections of the society:

- (a) Creation of specialized squads at District/unit and state level.
- (b) Recruitment of 30% female in Police in all ranks.
- (c) Re-structuring of Armed Police Battalions.
- (d) Providing District Armed reserve from Battalions.
- (e) Rotation and Continuous training to District Armed reserves.
- (f) SOPs for Public Order functional duties and responsibilities.

- (g) Gaining support through volunteers from organisation, in social, religious and other functions.
- (h) Standardization of equipments of District Armed reserves & Battalions.
- (i) Increasing visibility of Police functionaries at public gathering and congregation.

Discipline and Vigilance

24. Discipline and internal vigilance should be achieved in the following manner:

- (a) Finalization of departmental enquiries within a stipulated period (3 months).
- (b) Disposal of complaints against police personnel within one week.
- (c) Disposal within 15 days of appeals made before senior officer.

STRATEGIC DIRECTIVE: 6

INTERNAL SECURITY, DISASTER MANAGEMENT AND PREPAREDNESS.

- Trained Human Resources from each battalion HQs will be made available to meet the Internal Security and Emergency Situations and for Disaster Management.
- Main HQ. of Disaster Management preparedness & training will be at Armed Police Battalions and PTC.
- To keep the manpower ready and in preparedness, the company earmarked for the purpose will be regularly trained and mock exercises conducted every three months to evaluate the response period and extent of preparedness to meet emergencies.
- Police Response Teams to evacuate/remove injured or trapped people trapped in the accidental vehicles of traffic accidents, promptly and with requisite medical case.
- To reduce the emergency response time to within one hour to meet any type of emergent situations within the district's limit.
- To reduce the emergency response time in the case of fatal injury, life threatening situations, fire hazards etc with in 5 minutes within Urban limits.
- To liaise with the Fire Department for quick response.
- Preparedness to deal with cases of Hostage crisis and Hijacking situations.
- To keep rescue teams ready in all eventualities to meet earth quake situations as the State falls under the Himalayan tectonic/ active seismic zone.
- External aggression threat & atomic/ biological warfare situations.
- Internal emergencies situation arising due to internal disturbances and declaration of emergencies.
- Air Crashes/Accidents in remote inaccessible areas and conduct of search/ and rescue operations.
- Flood and famine situation.

Establishment of Special Action Groups in every district

- Special Action Group consisting of two reserves will be established in border areas of the State i.e. Nurpur, Una, Nalagarh and Paonta Sahib during the next three years. These groups will be fully equipped alongwith all equipments alongwith vehicles. Similar Special Action Groups will be established in the remaining districts during the next seven years.

Modern Weaponry

- There will be complete overhaul of weaponry. Modern weaponry shall include Tasers and other sophisticated weapons. The Vajra Vahans shall be equipped with modern weapons as well as Riot Control Gears mounted with high resolution CCTV cameras in the front and rear.

Welfare, Sports and Health of Policemen

Training, Research and Development

- (a) Build Training and R&D infrastructural facilities of the Police organization for change of work culture, community partnership, introduction of science and technology and quality standards.
- (b) R&D to undertake service for assessing public satisfaction, policing results and policing efforts.
- (c) Police Training Institutions are required to be re-modelled for imparting training to Gazetted Officers, NGOs Gd-I and NGOs Gd-II at various levels.
- (d) Developing standard operating procedure for investigation of crime, preventive action, handling of disaster/distress situations.
- (e) Developing professionalism in scientific aids to investigation, VIP security, use of weapons, vehicles and equipment. Adequate firing and physical training practice should be provided to all police personnel to keep them in good professional shape.
- (f) Ethics training is an essential input to improve integrity, diligence, industry and conscientiousness of police personnel. Ethics should be part of basic and in-service courses.

Support Services.

Forensic Medicine, Science, Communication and other Technological interventions.

- To Propose and create Forensic Medicine & Forensic Science facilities (Manpower expert, logistical and infrastructural support) to aid crime investigation in the field level at regional basis at Range level/ district level and PS level.
- Better coordination in the matter of Forensic Medicine such as conducting of medical test and issue of MLC, inquest reports, conduct of post mortems etc.
- To create a cadre of Crime scene officers and finger print bureaus at Range/district and PS levels.
- Modernization of Communication and Technical Services.
- Implementation of Crime & Criminals Tracking and Network System (CCTNS) Project.
- To identify and plan all IT needs of the organisation in view of new technological developments in Telecommunication services.

STRATEGIC DIRECTIVE: 7

Human Resources Development

- (a) Identification of Human Resource Needs, type & nature with proper job description, specification and enrichment keeping in view organizational goals and professional excellence.
- (b) Preparation of Human Resource Databank and periodical manpower auditing. Identification of “Career growth opportunities” for personnel.
- (c) To plan and develop in-house training and visiting faculty. To organize cadres and courses at District and Range level to provide in-service courses to the constabulary.
- (d) To develop a timely recruitment system and to avoid strain on training institutions for ensuring quality training.
- (e) Team building and esprit-de-corps.
- (f) To develop a code of conduct and ethics, values and other character building strategies.
- (g) Capacity, competence and skill building.
- (h) Optimum utilization of available manpower.
- (i) Identification of skills for each rank and programs to develop the skills of personnel.
- (j) Creation of human resources management branch at PHQ.
- (k) Review budgets, expenditure and to introduce an outcome budgeting scheme.
- (l) Ensuring compliance of 100% targets of training courses.
- (m) To develop Personal Management Information System (PMIS) of all HP Police personnel.
- (n) Utilization of trained manpower for the investigation and training jobs.
- (o) Staff posted in cyber cell to be adequately trained to deal with cyber crime.
- (p) Field Unit of SNCCB to be established in remaining districts.
- (q) Building awareness and educating people about ill effects of drug abuse by holding monthly meeting with Schools, colleges, Panchayats and other similar institutions. These meetings to be held at police station level.

- (r) Drug rehabilitation centers to be opened in rest of the Distts.
- (s) To meet emergencies at the place of accident, mobile trauma care centres need to be established at district level and in major sub divisions.
- (t) Traffic training school needs to be established to provide training for traffic rules and regulation and to encourage concept of safe driving.
- (u) To increase the number of cranes to ensure availability in each major police station of the district.
- (v) To increase holding of LASER speed gun from 26 to 39 to ensure two in each police district.
- (w) At present there are 11% women police personnel in the H.P. Police Department. It is proposed that the strength of women police personnel will be increased in a phased manner over the next three and five years. By the end of 2020, the strength of women police personnel will be 20% whereas by the end of 2024 this strength will be 30%. To achieve this goal about 500 lady police personnel will be required to be recruited every year and funds shall be required every year for this purpose.
- (x) At present 05 women police stations at Shimla, Mandi, Kangra, Kullu and Baddi are functioning. In the next three years, we propose to open three women police stations in Una, Hamirpur and Sirmour, whereas, women police stations will be opened in remaining Bilaspur, Solan, Chamba, in the next five years.
- (y) We propose posting of 20% women staff in every Police Station in the next three years to encourage women complainants to report crimes freely. In five years, 30% women police personnel will be posted in each Police Post. In thirteen years, 33% women police personnel will be posted in each Police Post and Police Station to address complaints by women by women police only.
- (z) At present 04 Anti Human Trafficking Units in Shimla, Kangra, Kullu and Sirmour have been established in the State. In order to prevent human trafficking, Anti Human Trafficking Units will be opened in remaining districts except Kinnaur and Lahaul & Spiti during next three years. In order to deal with the crimes against children, Special Juvenile Police Units have been established in all Police Stations. However, such units in each district Hqrs. under the Supervision of a Gazetted Officer will be established in during next five years.

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Criminal Justice System & Civil Society.

- (a) Developing synergy and partnership with prosecution, jails, judiciary, forest, excise and taxation, health and educational institutions to improve co-ordination and co-operation with the Police.
- (b) Formation of Committees at District level comprising of District Magistrate, District Superintendent of Police and District Attorney who will be responsible for district level criminal justice functioning and will hold monthly meetings and review progress.
- (c) Develop linkages with Non Governmental Organizations, institutions, and civil society to help police in implementing social legislation.
- (d) Conducting meetings and developing co-ordination with welfare and correctional services departments.
- (e) Interaction with independent bodies dealing with human rights, women and children issues, anti drug organizations etc.

STRATEGIC DIRECTIVE: 8

Accountability and Public Relations

25. A careful study of the reports on police reforms by different commissions and committees reveals that the Indian Police has been characterized by institutional limitations and low morale. These observations merit an objective understanding in order to bring about holistic interventions to make HP Police a dynamic public service oriented organization that can truly serve the people of the State. The sanctioned strength of HP Police needs to be indexed to the growth of population and every five years there should be a review of the overall strength. Further, since police is an essential service and the key to maintaining the authority of the state, the vacancies arising out of attrition should be regularly filled up. Large number of vacancies in police creates a serious law enforcement vacuum, with concomitant and cascading problems.

26. The present structure of the HP Police is inadequate to meet 21st century requirements. In the present hierarchical structure of the HP Police, an overwhelming 89.58% of manpower are Constables and Head Constables, 82.85% are NGOs (Assistant Sub-Inspectors to Inspectors) and 87.41% are Gazetted Officers (GOs-IPS&HPPS). This situation has arisen due to the model that the Indian Police has followed all these years. The British formed the Indian Police in 1861 on the pattern of Irish Army mainly to suit their requirement of fostering the colonial rule. The predominant force of constables was only required to perform mechanical duties like physical guarding and therefore, their education or behavioral requirements were overlooked. However, on account of current challenges, it has become imperative to have highly educated and multi skilled police personnel at all levels. The present numbers of non-gazetted officers (ASIs to Inspectors) who constitute the field force at the cutting edge level, are less in number and are under high work pressure. This is because the remaining ranks which are available in large numbers such as the constabulary (89.58%) are qualitatively lower in terms of professionalism, empowerment, equipment, skill, motivation and sensitivities. This anomaly needs to be addressed on priority. Further, in the long term it is aimed to bring the ratio of constabulary (constables & head constables) and officers (non-gazetted and gazetted) to 75:25.

27. Police Accountability needs to be improved for inspiring public confidence and institutionalizing a mechanism for public participation in policy, planning, review and performance evaluation.

A. State Police Complaint Authority and District Police Complaints authority to be constituted by Govt.

B. Setting up of Ex-officio Vigilance officers in the State Police.

- ADGP HQ will be the Ex-officio Chief Vigilance officer for State Police.
- At District level, Additional SP HQ. will be the Ex-officio Vigilance officer for the concerned district.

C. Initiation of special incentive schemes for rewards, for the valuable information about any cognizable offences and any special white collar crimes being committed in the society

D. Police Public Relations System in the police organization will be initiated at following four levels.

- State level at PHQ
- Range level by IGs ranges/ AP&T and IG PTC.
- District level by District SPs/ COs at Bn Level.
- SDPO/ DySP Level.
- Policy to interact, co-ordinate and strengthen the relationship with media and improve Police -Public Relations.
- Develop partnership project with media and other agencies for enhancing the image and reputation of the organization.
- Image and reputation of Police for honesty, integrity and impartiality will be strengthened.
- Internal vigilance system and external vigilance linkages to be strengthened to ensure honesty and integrity in the organization.

STRATEGIC DIRECTIVE: 9

PERFORMANCE EVALUATION

Accountability

28. Accountability means answerability for the proper performance of the assigned tasks. It means more than mere responsibility to discharge the duties involved in a job and signifies that the discharge of duties shall be to the satisfaction of the party for whose benefit the duties are being discharged. It is a systemic measurement of the performance and contribution of the individual to the organization and in turn of the organization to the society to whom the service is rendered.

29. The aim behind this performance appraisal would be an effort towards improvement in work, raising the standards of professionalism and better service delivery on the one hand and to become tools of encouragement and motivation for the organization and its personnel on the other.

30. It is therefore essential that the departmental functionaries should know clearly the authority to whom they are to be accountable for their performance. The assessment of police performance has several facets. The first facet is the examination of records during inspections which constitute the visible part of accountability, i.e., the quantifiable elements of performance like crime statistics right from registration of cases to the final outcome. The other aspect and more importantly, is feedback and perception of the people for whom this work has been done. At times, the crime statistics suggest that there is peace and that law and order prevails in the area. However, the general feeling in the public is of insecurity. In order to address this dilemma, there needs to be an emphasis on the inter-relationship between efforts, abilities, targets and performance. The evaluation should be objective and at the same time, satisfaction based. The evaluation yardsticks so developed, should firstly help the authorities to have an objective evaluation of police performance and secondly the yardsticks should not encourage the police to resort to extra-legal methods.

31. The following determinants are proposed for consideration while determining the evaluation yardsticks:-

- (a) Prevention of crime.
- (b) Correct registration of crime.
- (c) Prompt visit to the scene of crime.
- (d) Honest and impartial investigation.
- (e) Quick investigation.
- (f) Success in solving the crime.
- (g) Preservation of law and order.
- (h) Manner in which law and order is maintained.
- (i) Participation and co-operation of the public
- (j) Public satisfaction.

32. In the performance of its duties, the police have to be mindful of two factors. The first is people's cooperation and the second is the use of force. The interface of police with the public is at many levels and it shall be the Endeavour of HP Police to make the experience of general public with the police a pleasant one. Be it the issue of traffic management, service delivery and general reputation for integrity and honesty, HP Police will come out on top. In case, HP Police is not able to come up to the expectations of the general public, it is quite likely that there are going to be complaints against the police. These complaints are proposed to be addressed through impartial State and District Level Police Complaints Authority.

- ❖ Traffic management.
 - Smooth and safe flow of traffic.
 - Control of fatal and serious accidents.
- ❖ Service delivery.
 - General spirit of service especially to weaker sections, physically handicapped, senior citizens, women & children.
 - Quality of service rendered in distress, disaster, crises, floods, earth quake, saving of lives etc.
 - Specific instances of service oriented functions performed by the police which draw special appreciation and gratitude from public.
- ❖ General reputation for integrity and honesty.
 - Police collusion with criminals, organizing illicit distillation, gambling, economic crimes, prostitution etc.

- Strict departmental measures in cases of lack of integrity internal and external vigilance.
- ❖ State/District police Complaints Authority.
 - Prompt, objective and impartial enquiry into complaints against police officers.
 - Internal and external vigilance

Measuring Accountability

33. Annual Policing Performance Quotient (APPQ) indicated below in terms of percentage achievements by summing up the weighted average scores of: community satisfaction; plus policing efforts; plus policing results will be calculated on the following basis:

- Community Policing 30%
- Policing efforts 30%
- Policing Results 40%

Supervision

34. Levels responsible for supervision, monitoring and performance appraisal:

Police Station/Platoon	SHO/SO/SDPO	SP/IGP
Sub-Division/Coy.	Dy.S.P./ SP	IGP
District Police/Bn.	S.Ps/Cos./ IGP	IG Zone/ DGP
Range/Zone	IGP	ADGP/DGP

STRATEGIC DIRECTIVE: 10

Sustainable Development Goals (SDGs) from Niti Aayog related to Police Department:

SDG-16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

Introduction:

Vision:

- Our PURPOSE is to improve the safety and wellbeing of people, places and communities in Himachal Pradesh and build a Police Service for the future.
- To build concise, logical & rationalized institutions at cutting edge level professional, self-sufficient, self-deliverable and accountable units, having a defined smaller jurisdiction that is in consonance with defined outreach, supported with defined mobility, communication, HR deployment, and is capable of providing effective public service delivery as decentralized units.
- To formulate policies that promote highest level of community safety with focus on women, children, especially abled persons & other weaker sections of the society especially SC & ST.

16.1: Significantly reduce all forms of violence and related death rates everywhere.

Strategy: Strengthening of Centralized Emergency Response System and increase our Police Stations and Police Posts around the state after every 15-20 kms having a logical service delivery mechanism within the reach of population.

Action Plan:

- Providing Centralized Emergency Response System facility.
- Making Police more responsive to emergency calls/situations.
- Rationalization of strength of every Police Stations and Police Posts.
- Establishment of Special Action Groups in every District.
- Modern Weaponry
- Establishment of Anti Human Trafficking Units in every District.
- Establishment of counseling centres.
- Upgrading forensic facilities and trainings

16.2: End abuse, exploitation, trafficking and all forms of violence against the torture of children.

Strategy: The Police Department may coordinates with Women and Child Development Department to establish sufficient number of counseling centers for children in the State. The Police Department will provide necessary assistance to them.

Action Plan:

- Special Juvenile Police Units consisting of Additional Station House Officer of the police station, one Lady Constable and one Constable of that Police Station. The Station House Officer of the concerned Police Stations have been designated as Child Welfare Officer.
- The Operation “Smile & Muskaan” are in operation to search the missing children.
- 04 Anti Human Trafficking Units in Shimla, Kangra, Kullu and Sirmour have been established at Headquarter level to monitor the violence against women.

16.3: Promote the ‘Rule of Law’ and ensure equal justice for all.

Strategy: The prime objective of Rule of Law for Police organization, Executive, Prosecution, Judiciary is reflect dedicated “**commitment, devotion and accountability**” between inter se departments and in this process approach shall have to be improved service delivery oriented.

Action Plan: Strengthening of Women Police in terms of manpower and their capacity building through training and technological up gradation is needed. The detailed proposal has been prepared for strengthening in manpower and infrastructural development in phased manner as follows:

- Augmenting the strength of women in HP Police.
- Focus on better equipped and responsive police.
- Training to sensitize and quicker Police response.
- Communication equipments for quick response.
- Providing Centralized Emergency Response System facility.
- Making Police more responsive to emergency calls/situations.
- Revision of strength of every Police Stations and Police Posts.
- Establishment of Special Action Groups in every district.
- Modern Weaponry
- Establishment of Anti Human Trafficking Units in every district.
- Establishment of counseling centres.
- Awareness in Public about disasters
- Standard Operating Drill
- Constitution of Disaster Management Force.
- Focus on capacity building, infrastructure, better equipments and responsive police.
- Training to sensitize and quicker Police response.

16.4: Reduce Illicit Financial and Arms Flows and Strengthen the Recovery of Stolen Assets and Combat all forms of Organized Crime.

Strategy: Monitoring of prominent public places by using latest technology. The Investigating Officers of Police Station shall be trained properly and fully equipped with modern techniques of investigation, laptops, Investigation kit alongwith Mobile Forensic Vans. All CID units/Sub units will do Nakabandi during day and night to detect the NDPS cases and also directed to use dog squad (Narcotics) during Nakabandi. Special directions given to the field staff and district SSPs regarding investigation of NDPS cases.

Action Plan:

- Co-ordinate use of modern technology to monitor public places. Strengthening of inter-state barriers by installing CCTV Cameras and X-ray scanners so that movement of illegal arms, financial and stolen property can be verified.
- High security features such as micro-chip or tagging to be done in all registration certificates of vehicle as well as driving license which will be effective in the recovery of stolen vehicles.
- All arms license to be recorded /registered with “SASHATRA” Software of Distt. Revenue authorities and also linked to respective Police Station.
- Half yearly physical inspection of these weapons to be carried out by the Police.
- Continuous updation and detailed analysis of modus- operendi of burglary and theft cases.
- State database of all stolen property to be maintained and regularly updated so that the recovery by other state may be facilitated and it will also help to update the database if any recovery made by the police.
- Intelligence collection and co-ordination with neighboring states to ascertain the where about of illegal arms manufacturer so that the appropriate action will be taken.
- GPS tagging of habitual offenders so that they are under continuous surveillance of law enforcing agencies.
- Specialized units will be created for the investigation of financial matter. These units will be trained specifically investigation of economic offences.
- Strengthen and train the SV&ACB units in the state.

CONCLUSION

Annual Plans, Sub-plans, Programs and Priorities

35. Annual Plans, Sub- plans and programs for each of the five years will be prepared after discussion at various levels clearly defining the tasks to be accomplished and targets to be achieved by each Work Unit. The targets and tasks will be further sub-divided for monitoring on monthly, quarterly and annual basis so that regular accountability can be ensured and performance evaluation carried out under each head. Performance/outcome indicators will be clearly indicated both in qualitative and quantitative terms for achievement at each appropriate level.

36. The Annual plans and sub plans will be prepared based on the priorities determined by the PHQ and circulated to all Work Units at the beginning of each year. The Units: Police Stations, Sub- Divisions Districts/Bns, Ranges, PTC as well as the specialized units like CID, AP&T, TTR, C&TS, etc. will formulate their respective Annual Plans, sub plans and programs for each year.

37. Supervision, Monitoring and Review of “Tasks & Targets” fixed under the Annual Plan, Sub Plans and programs will be carried out on monthly, quarterly and annual basis at the levels indicated in the above paras.

Conclusion

38. The aim behind bringing out this comprehensive strategy is to ensure that there is focused effort from all individuals and the Police department as an Institution, towards meeting the requirements of the society. This document would do away with all ambiguities and doubts about the effort needed to achieve the targets with the available capabilities and also, during its currency, throw light on further requirements/ development in the field of Policing.
