



SINDH POLICE FOREIGN TRAINING / SCHOLARSHIP POLICY 2024



Training Branch, Sindh Police



FOREWORD

Dear Aspirants!

Assalamu-u-Alaikum,

In our ever-evolving world, continuous learning is the cornerstone of professional excellence. At the heart of this learning are numerous opportunities offered by the public and semipublic entities along with national and international donors agencies who provide foreign training opportunities and scholarship programs for capacity building of Sindh Police. In order to insure that the most deserving and suitable candidates are selected for the opportunities, the Training Branch Sindh has devised this Foreign Trainings / Scholarship Policy 2024, so that the Highest Level of transparency and merit could be ensured.

In the recent past, the Training Branch have faced multiple challenges and ambiguities due to the lack of a standardized process for nominating officers for these prestigious opportunities. This has sometimes led to concerns and misunderstandings among the most deserving and suitable candidates. Recognizing the need for transparency and fairness, especially with the advent of IT-based systems like the Training Information and Management System (TIMS), We feel the need to develop the Sindh Police Foreign Scholarship and Training Policy 2024.

This policy aims to bring clarity, equity and inclusivity to the selection process, addressing the reservations of all stakeholders. It is our sincere hope that this initiative will foster a culture of merit and integrity, ensuring that right officers are selected for the right trainings.

Warm Regards,

FAIZULLAH KOREJO, PSP,
Deputy Inspector General of Police Training Sindh.



INTRODUCTION

In a world marked by rapid change and evolving challenges, the Sindh Police is committed to staying at the forefront of excellence and innovation. Recognizing the vital importance of continuous professional development, we are fortunate to have access to a variety of foreign trainings and scholarship programs offered by international agencies and countries. These opportunities are not just about visiting new places; these are about acquiring knowledge and skills that can transform our approach to policing and enhance our ability to serve and protect our people.

Historically, the selection process for these prestigious programs has faced criticism for its lack of uniformity and transparency. There have been concerns about favoritism and missed opportunities for deserving officers. It has become clear that a standardized and fair policy is essential to ensure that the right individuals are chosen for the right opportunities.

The Sindh Police Foreign Scholarship and Training Policy 2024 is a comprehensive response to these challenges. This policy is designed to create a transparent, fair, and inclusive selection process that prioritizes merit and ensures that every deserving officer has an equal chance to benefit from these invaluable opportunities.

Key features of this policy include:

Transparent Circulation: All training opportunities will be communicated openly through official channels and posted on the official websites of the Sindh Police and Training Branch. This will eliminate rumors and ensure that everyone has access to the same information.

Strict Eligibility Criteria: Adherence to a clearly defined set of eligibility criteria will prevent the selection of unsuitable candidates.

Rigorous Nomination Procedure: A thorough vetting and interview process will be conducted by the DIGP Training, followed by a final presentation to the Inspector General of Police. This ensures that only the most capable and deserving officers are selected.

Inclusivity and Fairness: Preference will be given to new candidates who have not previously had the opportunity to participate in foreign training programs, ensuring a wider distribution of opportunities.

Accountability and Contribution: Selected candidates will be required to submit detailed 'follow-up reports' and share their insights and training materials with the department. They will also serve as guest speakers to disseminate their newly acquired knowledge, thereby benefiting their colleagues and enhancing the overall capability of the Sindh Police.



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STANDARD OPERATING PROCEDURE (SOP)

Below are the key elements of the SOP:

S#	Subject	Details
1	Circulation	<ul style="list-style-type: none"> The opportunity for Foreign Training / Scholarship etc shall be circulated through official correspondence as specified by the competent authority. It shall also be posted electronically through official Websites i.e. https://www.sindhpolice.gov.pk https://training.sindhpolice.gov.pk If any opportunity is not circulated / received by the Training Branch, '<u>NO ADVANCE NOMINATION</u>' against such opportunity will be accepted or entertained. Any opportunity shall be circulated only <u>ONCE</u>, before the due date.
2	Eligibility Criteria	<ul style="list-style-type: none"> Nominee must be a willing employee/staff of Sindh Police. Aspiring candidates must fulfill the eligibility criteria (having relevant job experience / job description / relevant posting etc) specified for the training course as provided by the host country/sponsoring agency. Nominees must be recommended by the concerned Range / Unit DIGP. Prior registration at TIMS (Training Information Management System) is mandatory. Duly filled "Nomination Form" (Enclosed at Annexure-A / available at Website https://training.sindhpolice.gov.pk) countersigned by the recommending authority must reach DIGP Training Office before the due date. Nominations received after due date shall not be entertained / considered.
3	Nomination Procedure	<ul style="list-style-type: none"> Recommended candidates shall be interviewed by the DIGP Training Sindh for assessing their suitability for the training and shortlisting as per the criteria provided by the host country/sponsoring agency. Three (03) Principal and three (03) Alternate candidates will be shortlisted against one nomination. IGP Sindh shall be the final authority for the nomination of the one (01) principal and one (01) alternate candidate against a single opportunity.
3	Priority & Preference	<ul style="list-style-type: none"> Priority shall be given to those officers who have not earlier been deputed for any foreign trainings course. Preference shall also be given to the Staff officers working in Central Police Office (CPO). An officer who has been nominated and visited abroad in recent past may be nominated again after the period of one year.
4	Nominees' Obligation	<ul style="list-style-type: none"> The nominated candidate must submit their follow up report/ progress report (along with the copy of training material preferably hard and soft copies both) within fifteen days after the visit. Their report must include their personal input/ suggestions about the subject training for future utilization in Sindh Police's capacity building. Such material shall be placed in the archives/library/International Cooperation Unit of the Training Directorate. Nominated candidates shall be incorporated as 'Resource Persons' on the learnt topics/subject and would be bound to deliver lectures on the subject matter whenever requested by the Training Branch to enhance the Capacity Building & Professional skills of fellow Police Officers.




 8-7-25

CONCLUSION

This policy is not merely a procedural document; it is a manifestation of our commitment to transparency and merit. It underscores our belief in the potential of our officers and our dedication to provide them with equitable and valuable opportunities to expand their horizons and bring back invaluable knowledge and skills to the Sindh Police Department.

As we move forward with the implementation of this policy, let us remember the words of Benjamin Franklin: "An investment in knowledge pays the best interest." Through these carefully curated opportunities, we are investing in the intellectual and professional growth of our officers, which will yield significant benefits for the Sindh Police and the society we serve.

We look forward to seeing the positive impact of this policy on the professional journeys of our officers and the overall effectiveness of Sindh Police.



Annexure-A

NOMINATION FORM FOR FOREIGN TRAINING / SCHOLARSHIP			
PERSONAL DATA			
TIMS Registration No. _____			<div style="border: 1px solid black; padding: 5px; width: fit-content; margin: auto;"> Paste recent passport size picture here </div>
Rank & Posting _____			
Name & Father Name _____			
Surname		Gender	
Marital Status		CNIC #	
Qualification		Nationality	
Previous Training & Experience			
PASSPORT			
Passport Number #	Date of Issue	Date of Expiry	
CONTACT DETAILS			
Cell Number		Email	
WhatsApp Number (if other than provided cell number)		Residence Number	
Contact Person (In case of Emergency)		Emergency Contact Number	
Permanent Address			
TRAINING			
Training / Course Applied for			
Country of Training			
Statement of Purpose			
<u>RECOMMENDATION BY THE RANGE / UNIT DIGP</u>			
Signature & Stamp			
FINAL STATUS			
SELECTED / DROPPED			
DIGP Training Signature & Stamp			

