



**CENTRAL POLICE OFFICE
PUNJAB LAHORE**

Welfare No. /W-III
Dated 10/4/2017

11476

NOTIFICATION

In exercise of the powers conferred upon him under Article-112 read with Articles 27 and 185 of the Police Order, 2002 and approval granted by the Government on 02.03.2017, the Provincial Police officer, Punjab, is pleased to make the following amendments in Rule 12 of the Police (Award of Compensation) Rules, 1989 read with Notification Nos.HP-II/4-22/97, dated May 11, 2004, 7798/AW-III, dated August 30, 2008 and 7641/W-III, dated May 30, 2015. Therefore, Rule 12 ibid shall be amended as follows:

AMENDMENTS IN RULE-12:

a) **SHAHEED CATEGORY:-**

Rule	"Existing"	"As Approved"																												
(12-a) of Rules 1989/2004/2008/2015	<p>"Officers/Officials killed in encounters including death in bomb blasts, riots, watch and ward duties or terrorist activities but not including death in accident, shall be awarded compensation as under:</p> <table border="1"> <thead> <tr> <th>Ranks of Shuhada</th> <th>Amount in Rupees</th> <th>Price of House</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Constable-Head Constable</td> <td>Rs.04.00 Million</td> <td>Rs.01.00 Million</td> <td>Rs.05.00 Million</td> </tr> <tr> <td>ASI-SI</td> <td>Rs.05.00 Million</td> <td>Rs.02.00 Million</td> <td>Rs.07.00 Million</td> </tr> <tr> <td>Inspector-DSP</td> <td>Rs.06.00 Million</td> <td>Rs.03.00 Million</td> <td>Rs.09.00 Million</td> </tr> <tr> <td>SP-SSP</td> <td>Rs.08.00 Million</td> <td>Rs.04.00 Million</td> <td>Rs.12.00 Million</td> </tr> <tr> <td>DIG & above</td> <td>Rs.10.00 Million</td> <td>Rs.05.00 Million</td> <td>Rs.15.00 Million</td> </tr> </tbody> </table>	Ranks of Shuhada	Amount in Rupees	Price of House	Total	Constable-Head Constable	Rs.04.00 Million	Rs.01.00 Million	Rs.05.00 Million	ASI-SI	Rs.05.00 Million	Rs.02.00 Million	Rs.07.00 Million	Inspector-DSP	Rs.06.00 Million	Rs.03.00 Million	Rs.09.00 Million	SP-SSP	Rs.08.00 Million	Rs.04.00 Million	Rs.12.00 Million	DIG & above	Rs.10.00 Million	Rs.05.00 Million	Rs.15.00 Million	<p><u>PACKAGE#1</u> Police officer / Official killed:</p> <p>A. During active armed police operations against terrorists* B. When targeted by terrorists on account of his previous operations/investigations against terrorists, during service and after retirement C. In terrorist attack D. In bomb blast</p> <p>*Terrorist means a person or group of persons following specific ideology & physically resisting / challenging the authority of the state through violent means."</p> <p><u>1. LUMP SUM AMOUNT</u></p> <table border="1"> <thead> <tr> <th>Ranks</th> <th>Lumpsum Amount (in Rupees)</th> </tr> </thead> <tbody> <tr> <td>Constable-Head Constable</td> <td>10 Million</td> </tr> </tbody> </table>	Ranks	Lumpsum Amount (in Rupees)	Constable-Head Constable	10 Million
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Ranks	Lumpsum Amount (in Rupees)																													
Constable-Head Constable	10 Million																													

ASI-SI	12.5 Million
Inspector-DSP	15 Million
SP-SSP	18 Million
DIG & above	20 Million

Note

The proportionate share (of lumpsum amount only) for dependent parents of Shaheed will be $\frac{1}{4}$ in case of him being sole Male issue (if married).

In case of multiple male siblings of Shaheed, the share will be $\frac{1}{6}$ of the lumpsum amount.

2. FULL PAY AND ALLOWANCES

Para-3 of Notification No.Welfare No.7641/W-III, dated 30.05.2015, reads as "Full pay and allowances to the families of Police officials/officers who embrace "Shahadat", till the date of superannuation, with increments and with full benefits of the revised rates of all pay & allowances, special/adhoc relief etc, as allowed by the Government from time to time.

On retirement of the Shaheed, his/her spouse shall be entitled to full pension as per rules governing superannuating official.

The benefits stated in Para 3-ante shall have retrospective effect i.e w.e.f. June 06, 1992." *shall remain intact.*

Note

The disbursement of full pay and allowances to the legal heirs of Shaheed will be in accordance with the relevant Pension Rules, Punjab.

3. RETENTION OF OFFICIAL RESIDENCE.

The official residence, being occupied at the time of Shahadat, will be retained by the family of Shaheed Police officer/official, till the date of superannuation of the Shaheed.

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4. FUNDING FOR PURCHASE OF HOUSE

The families of Shaheed Police officials/officers will be granted funding for Purchase of house as per following scale:

Ranks	Minimum Area of House	Price of House (in Rupees)
Constable-Head Constable	5 Marla	13.5 Million
ASI-SI	7 Marla	17.5 Million
Inspector-DSP	10 Marla	25 Million
SP-SSP	12 Marla	30 Million
DIG & above	20 Marla	50 Million

Note

Choice of location/locality shall be aligned with Shaheed family's preference. Respective Unit Head/CPO/DPO to ensure that house is purchased / transferred in the name of the widow & Children in consultation with CCPO/RPO concerned. The case shall be submitted to Central Police Office (DIG/Welfare) for final re-verification.

5. PROVISION OF TRANSPORT.

The families of Shaheed Police officers in the rank of SP and above will be provided a car (1300 CC/Toyota Corolla) or equivalent amount whereas for Inspector & DSP, a car (1000 CC) or equivalent amount shall be provided.

6. MAINTENANCE / TRANSPORT ALLOWANCE

Rank	Amount (in Rupees)
DIG & above	100,000/-
SSP/SP	75,000/-
DSP/Inspector	50,000/-

SI/ASI	35,000/-
HC/Constable	20,000/-

Note

The disbursement of maintenance / transport allowance to the legal heirs of Shaheed will be in accordance with the relevant Pension Rules, Punjab.

7. RESIDENTIAL PLOT ENTITLEMENT FOR SHAHEED POLICE OFFICERS (SPECIAL QUOTA).

The families of Shaheed officers/officials shall be allotted residential plots from Provincial/Federal Government Housing Foundation schemes, as under.

- i) Federal Officers, serving in the province of Punjab, shall be allotted plots of sizes commensurate with their ranks, as communicated by the Federal Government Employees Housing Foundation schemes free of any charges, as under:

Ranks	Area of Plot (Yards)
DIG and above	50x90
SP/SSP	40x80
ASP	35x70

- ii) All Provincial Police Officers, from SP to Constable, will be allotted residential plots from existing Punjab Government Servant Housing Foundation or Ashiana, as per their grade-wise entitlements, mentioned below:

Ranks	Area of House
Constable to ASI	07 Marlas
SI / Inspector	10 Marlas
DSP/SP	12 Marlas

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Note

In case none is available, commensurate amount shall be made available by the Punjab Government.

8. FREE EDUCATION.

Rule-14 of "The Police Award of Compensation" Rules, 1989, reads as "The children of Shaheed Police Personnel would be provided free education from Primary to Post Graduate level and all expenses in this context shall be borne by the Punjab Government. The IGP/PPO shall collect details of all expenditures incurred on the education of the children of the Shaheed Police Personnel and would submit the actual to the Finance Department for sanction in a lump-sum form on yearly basis. Finance Department would accordingly release Funds" *shall remain intact.*

9. GALLANTRY AWARDS.

The Shaheed Police Officers shall be conferred gallantry awards in different categories as per valour displayed from the "Order of Shujaat", Quaid-e-Azam Police Medal & President Police Medal, as appropriate.

Note

In case of post retirement Shahadat as envisaged at package#1 (B), entitlement of the widow/legal heirs shall be restricted to lumpsum and Maintenance/Transport Allowance only.

PACKAGE#2

- i) Police officer / Official killed during performance of official duty in;
 - A. Encounter with criminals ✓
 - B. Death resulting from acts of violence, during law and order situations.
- ii) Targeted killing of Police officer / official by criminals, during service or

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after retirement*, on account of his previous actions against criminals, duly established after investigation / inquiry conducted by an officer not below the rank of SP.

1. LUMP SUM AMOUNT

Ranks	Lumpsum Amount in Rupees	Price of House	Total Amount in Rupees
Constable -Head Constable	4 Million	13.5 Million	17.5 Million
ASI-SI	5 Million	17.5 Million	22.5 Million
Inspector -DSP	6 Million	25 Million	31 Million
SP-SSP	8 Million	30 Million	38 Million
DIG & above	10 Million	50 Million	60 Million

Note

The proportionate share (of lumpsum amount only) for dependent parents of Shaheed will be $\frac{1}{4}$ in case of him being sole Male issue.

In case of multiple male siblings of Shaheed, the share will be $\frac{1}{6}$ of the lumpsum amount.

2. FULL PAY AND ALLOWANCES

Para-3 of Notification No.Welfare No.7641/W-III, dated 30.05.2015, reads as "Full pay and allowances to the families of Police officials/officers who embrace "Shahadat", till the date of superannuation, with increments and with full benefits of the revised rates of all pay & allowances, special/adhoc relief etc, as allowed by the Government from time to time.

On retirement of the Shaheed, his/her spouse shall be entitled to full pension as per rules governing superannuating official.

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The benefits stated in Para 3-ante shall have retrospective effect i.e w.e.f. June 06, 1992." *shall remain intact.*

Note

The disbursement of full pay and allowances to the legal heirs of Shaheed will be in accordance with relevant Pension Rules, Punjab.

3. FREE EDUCATION.

Rule-14 of "The Police Award of Compensation" Rules, 1989, reads as "The children of Shaheed Police Personnel would be provided free education from Primary to Post Graduate level and all expenses in this context shall be borne by the Punjab Government. The IGP/PPO shall collect details of all expenditures incurred on the education of the children of the Shaheed Police Personnel and would submit the actual to the Finance Department for sanction in a lump-sum form on yearly basis. Finance Department would accordingly release Funds" shall remain intact.

Note

In case of post retirement Shahadat as envisaged at package#2 (ii), entitlement of the widow/legal heirs shall be restricted to lumpsum amount.

PACKAGE#3

Police officer / Official killed while performing an active official police duty in an accident*, duly established after investigation / inquiry conducted by an officer not below the rank of SP.

1. LUMP SUM AMOUNT

Rank	Lumpsum Amount in Rupees
Constable-Head Constable	3.0 Million
ASI-SI	4.0 Million
Inspector-DSP	4.5 Million
SP-SSP	5.0 Million

DIG & above

7.0 Million

Note

The proportionate share (of lumpsum amount only) for dependent parents of Shaheed will be 1/4 in case of him being sole Male issue.

In case of multiple male siblings of Shaheed, the share will be 1/6 of the lumpsum amount.

2. MAINTENANCE / TRANSPORT ALLOWANCE

Rank	Amount in Rupees
DIG & above	75,000/-
SSP/SP	56,000/-
DSP/Inspector	37,500/-
SI/ASI	26,000/-
HC/Constable	15,000/-

***Explanation**

Traffic officer / official killed during performance of his / her active duty as result of vehicular accident;

Note

The disbursement of maintenance / transport allowance to the legal heirs of Shaheed will be in accordance with relevant Pension Rules, Punjab.

Note: The family of Police officer / official covered under Package#3 will not be entitled for grant of full pay & allowances till the date of superannuation. However, his family will be entitled for pensionary benefits as admissible under death in service as well as recruitment under family claim basis.

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COMMITTEES TO SCRUTINIZE AND APPROVE ALL THE CASES OF SHAHEED PACKAGE

- a. All cases of the Shaheed Package for Police Officers/Officials shall be scrutinized and recommended by a Committee comprising of Commissioner of the respective Division and CCPO/RPO of the concerned Police Range;
- b. Recommended cases shall be approved by the following Committee:
 - (i) Minister for Law
 - (ii) Minister for Counter Terrorism
 - (iii) Chief Secretary
 - (iv) Inspector General of Police, Punjab
 - (v) Secretary Home

b) INCAPACITATION CATEGORY:

Rule	"Existing"	"As Approved"
<p>(12-b) of Rules 1989/2004/2008/2015</p>	<p>Temporarily: "Officers/Officials injured in encounters including injury in bomb blasts, riots, watch and ward duties or terrorist activities but not including injury in accident, shall be awarded, Rs.1.00 Million (Rupees one million only) in each case".</p> <p>Permanently: "Officers/Officials released from service on account of having sustained injuries in bomb blasts, riots, watch and ward duties or terrorist activities but not including injury in accident, shall be awarded, Rs.1.565 Million (Rupees one million five hundred sixty five thousand only) in each case".</p> <p>Provided that the Provincial Police Officer, Punjab, may recommend a higher one time grant for Gazetted Officers in suitable cases.</p>	<p><u>PACKAGE#1</u></p> <p>Temporarily: Police Officer / Official Injured: A. during active police operations against terrorists B. when deliberately targeted on account of his personal previous actions against terrorists C. In terrorist attack D. In bomb blast</p> <p>shall be awarded upto Rs.1.00 Million (Rupees one million only) in each case.</p> <p>Permanently: Police Officer / Official released from service on account of having sustained injuries: A. during active police operations against terrorists B. when deliberately targeted on account</p>

of his personal previous actions against terrorists
 C. In terrorist attack
 D. In bomb blast
 shall be awarded, **Rs.3.00 Million (Rupees three million only)** in each case.

PACKAGE#2

Temporarily:

- i) Police Officer / Official Injured during:
 - A. encounters with Criminals
 - B. An act of violence during law and order situations/rioting.
- ii) Police Officer / Official deliberately injured by criminals, on account of his previous actions against criminals, duly established after investigation / inquiry conducted by an officer not below the rank of SP.

shall be awarded upto **Rs.1.00 Million (Rupees one million only)** in each case.

Permanently:

- i) Police Officer / Official released from service on account of having sustained injuries during:
 - A. encounters with Criminals
 - B. An act of violence during law and order situations/rioting.
- ii) Police Officer / Official deliberately injured by criminals, on account of his previous actions against criminals, duly established after investigation / inquiry conducted by an officer not below the rank of SP.

shall be awarded **Rs.2.00 Million (Rupees two million only)** in each case.

c) EMPLOYMENT ON FAMILY CLAIM BASIS:-

The recruitment of legal heirs of Shaheed Police Officials/Officers on various posts as mentioned in **Rule-12 (c)** of the Compensation Rules, Notification No.7641/W-III, dated 30.05.2015, is hereby amended as per following details:

FOR RECRUITMENT OF SON / DAUGHTER / BROTHER

Ranks of Shuhada	Seat to be Allocated on Family Claim Basis as Per Notification No.7641/W-III, dated 30.05.2015.	Approved Additions in Allocation of Seat						
Shaheed Constable to Sub-Inspector	<table border="1"> <tr> <td>i.</td> <td>Junior Clerk (BS-11)</td> </tr> <tr> <td>ii.</td> <td>Constable/Driver Constable/Wireless Operator (BS-5)</td> </tr> <tr> <td>iii.</td> <td>Class-IV (BS-1 to 5)</td> </tr> </table>	i.	Junior Clerk (BS-11)	ii.	Constable/Driver Constable/Wireless Operator (BS-5)	iii.	Class-IV (BS-1 to 5)	"No Changes"
i.	Junior Clerk (BS-11)							
ii.	Constable/Driver Constable/Wireless Operator (BS-5)							
iii.	Class-IV (BS-1 to 5)							
Inspector & above	Sub-Inspector	Assistant in Ministerial Staff in Punjab Police (BS-16).						

* If Shaheed has no child then the brother of widow and if Shaheed is unmarried then the brother of Shaheed will be entitled for recruitment as per above criteria.

FOR RECRUITMENT OF WIDOW

Ranks of Shuhada	Seat to be Allocated on Family Claim Basis as Per Notification No.7641/W-III, dated 30.05.2015.	Approved Additions in Allocation of Seat						
Shaheed Constable to Sub-Inspector	<table border="1"> <tr> <td>i.</td> <td>Junior Clerk (BS-11)</td> </tr> <tr> <td>ii.</td> <td>Constable/Driver Constable/Wireless Operator (BS-5)</td> </tr> <tr> <td>iii.</td> <td>Class-IV (BS-1 to 5)</td> </tr> </table>	i.	Junior Clerk (BS-11)	ii.	Constable/Driver Constable/Wireless Operator (BS-5)	iii.	Class-IV (BS-1 to 5)	In case, widow of the Shaheed desires to be appointed in a Government Department other than Police i.e. Education, Health etc., she may be appointed according to her qualification up to the scale of BS-11.
i.	Junior Clerk (BS-11)							
ii.	Constable/Driver Constable/Wireless Operator (BS-5)							
iii.	Class-IV (BS-1 to 5)							
Inspector & above	Sub-Inspector	<table border="1"> <tr> <td>i.</td> <td>Assistant in Ministerial Staff in Punjab Police (BS-16).</td> </tr> <tr> <td>ii.</td> <td>In case, widow of the Shaheed desires to be appointed in a Government Department other than Police i.e. Education, Health etc., she may be appointed according to her qualification up to the scale of BS-16.</td> </tr> </table>	i.	Assistant in Ministerial Staff in Punjab Police (BS-16).	ii.	In case, widow of the Shaheed desires to be appointed in a Government Department other than Police i.e. Education, Health etc., she may be appointed according to her qualification up to the scale of BS-16.		
i.	Assistant in Ministerial Staff in Punjab Police (BS-16).							
ii.	In case, widow of the Shaheed desires to be appointed in a Government Department other than Police i.e. Education, Health etc., she may be appointed according to her qualification up to the scale of BS-16.							

Special Provision for Widow of Shaheed Officer of the Rank of SP and above		In special circumstances of Shahadat of an officer of the Rank of SP & above, the widow of such officer may be recruited up to the scale of BS-17/18 in any department subject to her qualification. (Age relaxation may be provided on case to case basis).
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Note:-

- i) Only one person amongst the legal heirs of the Shaheed (widow/child/brother) shall be recruited subject to fulfilling the criteria of qualification of the candidate.
 - ii) In case the child / widow / brother does not fulfill criteria / qualification in Executive Staff, he / she may be recruited in Ministerial Staff, subject to qualification.
2. The amendments made in **clause-a, clause-b and clause-c** of Rule 12 shall take effect from 13.02.2017.

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**Provincial Police Officer /IGP
Punjab, Lahore.**

No. 11477-80/W-III

Dated 10-4-2017

Copy forwarded for information and further necessary action to:

- i) The Secretary, Government of the Punjab, Home Department.
- ii) The Accountant General, Punjab.
- iii) The Director General, Civil Audit, Punjab, Lahore.
- iv) All District Accounts Officers in the Punjab.

5/10/2017
**SECTION OFFICER (HOME)
FINANCE DEPARTMENT**

No. & Date Even.

Copy forwarded for information and necessary action to the:

- i) Chief Secretary, Punjab.
- ii) Secretary, Government of the Punjab, Home Department with the request to forward the above rules to quarter concerned for publication in the next Punjab Gazette Notification through Government Printing Press. Ten copies of Punjab Gazette Notification containing said rules may please be supplied to this office.

- iii) Secretary, Government of the Punjab, Finance Department.
- iv) All Addl: Inspectors General of Police in Punjab.
- v) Accountant General, Punjab.
- vi) All RPOs/CCPO/CPOs in Punjab.
- vii) All Deputy Inspectors General of Police in Punjab.
- viii) All Staff Officers in CPO, Punjab.
- ix) All District Police Officers in Punjab.
- x) PSO to IGP.
- xi) DPR, CPO.
- xii) PS to IGP.



(SHOAIB DASTGIR)

Add: Inspector General of Police,
Finance & Welfare, Punjab,
Lahore.