

**GOVERNMENT OF THE PUNJAB
POLICE DEPARTMENT**

Dated Lahore, the 05/03/2012

NOTIFICATION

No. P.III/412/2012: In exercise of the powers conferred under section 112 of the Police Order 2002 (Order No. 22 of 2002), Government of the Punjab is pleased to approve the following recruitment criteria, pay, allowances and terms and conditions of service for members of the Punjab Highway Patrol:-

1. Application of terms and conditions.- the terms and conditions approved in this notification shall apply to the members of the Punjab Highway Patrol.

2. Ranks and equivalence to basic pay scales.- Punjab Highway Patrol shall consist of the following ranks with basic scales noted against each:

(1)	Addl: Inspector General of Police.	BS-21
(2)	Dy: Inspector General Police.	BS-20
(3)	Sr. Supdt:/Supdt: of Police.	BS-19/BS-18
(4)	Dy. Superintendent of Police.	BS-17
(5)	Inspector.	BS-16
(6)	Sub-Inspector.	BS-14
(7)	Asst: Sub-Inspector.	BS-11
(8)	Head Constable.	BS-7
(9)	Constable.	BS-5
(10)	Driver Constable.	BS-5

3. Methods of appointment.- The appointing authority, qualifications for a post and method of appointment shall be such as mentioned in Schedule-I.

4. Recruitment Criteria and confirmation. - (1) the recruitment criteria for initial recruitment shall be such as is mentioned in Schedule-I of this notification.

(2) The Police Rules governing confirmation of officers of General executive branch shall also apply to the PHP.

(3) Constables and ASIs shall have opportunity of confirmation on successful completion of training/requisite courses as specified by the competent authority from time to time.

5. Promotion Criteria. - (1) the criteria for promotion of a member of the Punjab Highway Patrol to a higher rank shall be such as is mentioned in Schedule-I of this Notification.

(2) no promotion in the Punjab Highway Patrol shall be made except on the recommendation of the Promotion Committee/Board mentioned in para 6.

6. Promotion Authority.- (1) the SSP/SP Region will be competent authority to promote the Constable to the rank of Head Constable.

(2) the DIG/PHP will be competent authority to promote the Head Constable to the rank of ASI.

(3) the DIG/PHP will be competent authority to promote the ASI to the rank of Sub-Inspector.

(4) the Addl. IGP, Punjab will be competent authority to promote the Sub-Inspector to the rank of Inspector.

(5) The departmental promotion committee headed by the Addl. IGP, Punjab shall approve promotion at the rank of DSP. The Addl, IGP/PHP, Punjab will be member of the said committee.

(6) The departmental promotion board headed by the IGP, Punjab shall approve promotion to the rank of SP.

7. Pre-Service and In-Service Trainings.- (1) PHP personnel shall undergo such training as the competent authority may prescribe.

(2) The competent authority may prescribe such additional training requirements for each rank in the PHP, as it may deem appropriate.

(3) A member of the PHP who has successfully completed the requisite training shall receive a certificate to that effect and shall be known as a certified officer.

8. Merger in Executive Branch.- Those recruited in the PHP Cadre shall continue to serve in the PHP cadre till the rank of DSP. However, they shall only be eligible for transfer to the general cadre on promotion to the rank of SP.

9. Number of posts in each rank:- The Government may, by notification, determine the number of posts in each rank of the Punjab Highway patrol in districts and Regions.

10. Functions of the members of PHP.- A member of the PHP shall perform the functions as specified in Schedule-II of this notification.

11. Job description of executive and ministerial staff.- As per schedule-III

12. Pay, allowances etc.- A member of the PHP shall draw such pay and allowances and shall be entitled to such facilities and benefits as the Government may by notification determine.

13. Seniority Lists.- The seniority list of all constables of the PHP shall be maintained at PHP Regions. The Regions will be deemed to be PHP Districts. Seniority lists of Head Constables, ASIs, Sis & Inspectors shall be maintained at PHP/HQ. All other matters relating to promotion /seniority/confirmation shall be governed as per Police Rules.

14. Representation against grievances.- A member of the PHP may file a representation for redressal of his grievance regarding any of his terms and conditions of service to the authority next above the competent authority. No

representation shall lie against the determination of fitness of a member of the force for promotion to a higher scale/rank.

15. Regulation, Control and Discipline:- (1) The superintendent of Police / DIG/Addl. IGP Punjab Highway Patrol shall exercise administrative and operational powers within their jurisdictions including deployment, transfer and posting, reward and punishment, suspension and re-instatement, sanction and cancellation of leave over officers of the PHP.

(2) In exercise of administrative and operational powers, duties and functions, the Addl: IGP, Punjab Highway Patrol shall be subject to the control and supervision of the IGP/PPO Punjab.

16. Leave:- A member of the PHP shall be entitled to such leave as is admissible under the Revised leave Rules, 1981.

**Provincial Police Officer,
Ex-Officio Secretary to the Government of Punjab
Police Department**

-do-	-do-	Sub-Inspector (BS-14)	Dy: Inspector General of Police, Punjab Highway Patrol.	-	By promotion on the basis of seniority-cum-fitness amongst the ASIs on the basis of list "E" having at least three years of service as ASI. In case of non availability from PHP members, then by posting from general executive branch.	-	-
-do-	-do-	Inspector (BS-16)	Addl. Inspector General of Police, Punjab Highway Patrol.	-	By promotion, on the basis of seniority-cum-fitness amongst the SIs on the basis of list "F", who have at least five years service as SI. In case of non availability from PHP members, then by posting from general executive branch.	-	-
-do-		Dy: Superintendent of Police, (BS-17)	Inspector General of Police, Punjab.	-	By promotion, on the recommendation of the departmental promotion committee and on the basis of seniority-cum-fitness amongst the confirmed Inspectors, who have at least seven years service as such and have passed the Advance Training Course. In case of non availability then from PHP members, then by posting from general executive branch.	-	-
-do-		Superintendent of Police (BS-18)	Chief Minister, Punjab.	-	By promotion, on the basis of seniority-cum-fitness amongst the DSPs who have at least five years service as such. In case of non availability from PHP members, then by posting from general executive branch.	-	-
-do-		Sr. Superintendent of Police (BS-19)	Chief Minister, Punjab.	-	By posting from amongst the Police officers in BS-19.		
		Deputy Inspector General of Police (BS-20)	Chief Minister, Punjab.	-	By posting from amongst the Police officers in BS-20.		
		Addl. Inspector General of Police (BS-21)	Chief Minister, Punjab.	-	By posting from amongst the Police officers in BS-21.		

Note:

- (1)** Relaxation or condonation shall not be permissible regarding academic qualification and physical requirements and age limit for initial recruitment as Constable/Assistant Patrol Officer and Assistant Sub-Inspector/Patrol officer.
- (2)** A Candidate /person who possesses domicile of the district of appointment shall only be eligible to apply for appointment as Constable/Assistant Patrol Officer or Assistant Sub-Inspector/Patrol officer in the Region wherein that district falls.
- (3)** All matters of seniority and other relevant issues not specifically mentioned here shall be governed by Police Rules.