



## **POLICE WELFARE**

### **A. COMPENSATION FOR THE LEGAL HEIRS OF SHUHADA**

- Provincial Police Personnel and
- All other Civil Servants of the Provincial Government.

#### **1. CASH COMPENSATION**

<b>S No.</b>	<b>Rank/Basic Pay Scale of the Deceased</b>	<b>Amount of Compensation</b>
1	1. Constable, HC, ASI, SI and Inspector/BPS-5 to BPS-16 2. Civil Servants in BPS-1 to BPS-16	Rs. Three Million
2	1. ASP/DSP/BPS -17 2. Civil Servant in BPS-17	Rs. Five Million
3	1. SP, SSP and AIG/BPS-18 & BPS-19 2. Civil Servants in BPS-18 & BPS-19	Rs. Nine Million
4	1. DIG, AIGP & IGP/Provincial Police Officer/BPS-20 to BPS-22 2. Civil Servants in BPS-20 to BPS-22	Rs. Ten Million

#### **2. CONTINUATION OF PAYMENT OF SALARY / PENSION**

- Grant of full pay and allowances (except conveyance allowance) including annual increment to the families of Shuhada at the revised rates as admissible to all Government Servants till the date of superannuation.

- On retirement at the date of superannuation of the Shaheed police Personnel, his/her family/legal heirs, as specifies in the Civil Servant Pension Rules of Khyber Pakhtunkhwa, would be entitled to full pensionary benefits.

### **3. CASH PAYMENT IN LIEU OF PLOT OF LAND**

<b>S No.</b>	<b>Rank/Basic Pay Scale of the Deceased</b>	<b>Amount of Compensation</b>
1	1. FC, HC (Lower Subordinates) 2. Civil Servants in BPS-1 to BPS-8	Rs. One Million
2	1. ASI/SI and Inspectors (Upper Subordinates) 2. Civil Servant in BPS-9 to BPS 16	Rs. Two Million
3	1. DSP/ASP and above (General Officers) 2. Civil Servants in BPS-17 and above	Rs. Five Million

**Note:** In pursuance of the provisions of Para-2(b) above, in all cases of martyrdom occurring on, or after, 19/4/2010, no plot of land will be allotted to any legal heir of the martyr, *free of cost or at concessional rates or in relaxation of any rule or order.*

### **4. EDUCATION PACKAGES FOR SHAHEED POLICE PERSONNEL**

- **For Public Education System.**

<b>S.No.</b>	<b>Level</b>	<b>Amount</b>
i	Class- 1-8	Rs. 6,000/- per annum
ii	Class-9-10	Rs. 18,000/- per annum
iii	HSSC level	Rs. 24,000/- per annum
iv	Under-Graduate	Rs. 48,000/- per annum
v	Post-Graduate	Rs. 72,000/- per annum

- **For Private Education System.**

S.No.	Level	Amount
i	Class- 1-5	Rs. 18,000/- per annum
ii	Class-6-8	Rs. 24,000/- per annum
iii	Class-9-10	Rs. 36,000/- per annum
iv	HSSC Level	Rs. 48,000/- per annum
v	Under-Graduate	Rs. 96,000/- per annum
vi	Post-Graduate	Rs. 14,4000/- per annum

**Note:-** The financial assistance/scholarship shall be paid on bi-annual basis, first payment to be made after the qualified recipient secures admission in an approved course of studies, and its continuation shall be subject to qualifying prescribed examinations by the recipient. Accordingly, the assistance shall be discontinued if the recipient fails to qualify any prescribed examination.

## **B. OTHER INCENTIVES**

- **LOAN**

The loan will be granted only to those Police officials who have completed 10 years of service, for daughter's marriage, repairs/ Construction of House, marriage of one dependent's sister. The prescribed rates for such loans shall be as under:-

- **Executive Staff**

S.No.	Rank	Amount
i	Constable	Rs. 10,000/-
ii	Head Constable	Rs. 14,000/-
iii	ASI	Rs. 16,000/-
iv	SI	Rs. 18,000/-

○ **Ministerial Staff**

S.No.	Rank	Amount
i	Jr. Clerk	Rs. 10,000/-
ii	Sr. Clerk	Rs. 14,000/-
iii	Assist: Steno Typist	Rs. 16,000/-
iv	Stenographer/Assist: SG:	Rs. 18,000/-
v	Class-IV/Govt: Servant including N.Qasid	Rs. 8,000/-

• **MONETARY AID**

The grant of Monetary Aid should be discouraged as far as possible. It should only be considered in cases of marriage of daughters of widows of Police personnel. It shall not exceed Rs. 16,000/- and in service lower grades.

• **SCHOLARSHIP**

The deserving children's of the Police Officials below the rank of an Inspector, Office Superintendent, Assistant, Senior Clerk, Junior Clerk & Naib Qasid who have passed their Matric, FA/FSC including professional course in good grades and have joined the recognized college shall be eligible for the grant of scholarships. The amount payable in this respect will be on the following scales:-

S.No.	Rank	Amount
i	A-Grade	Rs. 8,500/-P.A
ii	B-Grade	Rs. 7,500/-P.A
iii	Professional Classes	Rs. 15,000/-P.A

- **FAMILY PENSION**

Family pension will be granted only to the widows of those police personnel who died during service, having five (5) years service and not granted family pension due to less service i.e ten (10) years, at following rates:-

Rank, Designation, Grade	Rate of Family pension to the widow till death	Rate of stipend up to 4 child till eighteen years
Naib Qasid/Class-IV	Rs.700/-P.M	Rs.150/- P.M
Constable	Rs.900/-P.M	Rs.200/- P.M
Head Constable	Rs.1,000/-P.M	Rs.250/- P.M
ASI	Rs.1,100/-P.M	Rs.300/- P.M
Sub-Inspector	Rs.1,6000/-P.M	Rs.350/- P.M
Jr Clerk/Sr Clerk/St: Typist	Rs.1,000/-P.M	Rs.200/- P.M
Assistant	Rs.1,100/-P.M	Rs.250/- P.M

- **BURIAL CHARGES**

The following amount of Burial Charges will be admissible to the legal heirs on the death from the rank of Constable to Sub-Inspector including Ministerial Staff upto Assistant Grade Clerk/Steno Typist:-

S.No.	Rank	Amount
i	In case of retired personnel	Rs. 20,000/-
ii	For Serving officials	Rs. 20,000/-

## **C. DEATH/ INJURY COMPENSATION CASES**

The following documents for death / injury compensation are required to be submitted with the claim.

- **Death**

- > Brief facts of the case
- > Recommendation of the committee
- > Copy of FIR (attested)
- > Postmortem report (attested)
- > Death Certificate (attested)
- > Recommendation letter of RPO/Head for the Police office/unit

- **Injury**

- > Brief facts of the case
- > Recommendation of the committee
- > Copy of FIR (attested)
- > Standing Medical Board Report
- > Injury sheet
- > Recommendation letter of RPO/Head for the Police office/unit