



**GOVERNMENT OF KHYBER PAKHTUNKHWA**  
**FINANCE DEPARTMENT**  
**(REGULATION WING)**

Dated Peshawar the 16/03/2015

**NOTIFICATION**

**NO.FD(SOSR-II)4-199/2013.** In pursuance to the judgments of the Peshawar High Court Peshawar dated 12/09/2012 in WP.No.2976/2011, dated 11/10/2012, WP No.519-A/2012, dated 15/03/2013 and COC No.85-A/2012 the Government of Khyber Pakhtunkhwa has been pleased to modify this Department Notification of even No. dated 22/02/2011 revise vide notification dated 21-01-2014 in supersession of letters/notifications dated 24-11-2009, 22-03-2010 and 27-07-2010 and issue a single consolidated uniform compensation package for legal heir of the Provincial Police Personnel and All Persons in the service of Provincial Government or working on civil posts in connection with affairs of the province, who while in service, are martyred, incapacitated for further service or seriously injured due to acts of terrorism, as defined in Section-6 of the Anti Terrorism Act, 1997, irrespective of the facts whether they meet such incidents either during the performance of their respective official duties or otherwise, as per detail given below:-

**(a) CASH COMPENSATION**

| S # | Rank/Basic Pay Scale of the Deceased                                                                        | Amount of Compensation in case of Shahadat | Permanent incapacitation | Grievous injury |
|-----|-------------------------------------------------------------------------------------------------------------|--------------------------------------------|--------------------------|-----------------|
| 1.  | a) Constable, HC, ASI, SI and Inspector/ BPS-5 to BPS-16<br>b) Government employee in BPS-1 to BPS-16       | Rs. 3.300 million                          | Rs.500,000/-             | Rs.100,000/-    |
| 2.  | a) ASP/DSP/ BPS-17<br>b) Government employee in BPS-17                                                      | Rs. 5.500 million                          |                          |                 |
| 3.  | a) SP, SSP and AIG/BPS-18 & BPS-19<br>b) Government employee in BPS-18 & BPS-19                             | Rs. 9.900million                           |                          |                 |
| 4.  | a) DIG, AIGP & IGP/Provincial Police Officer/BPS-20 to BPS-22<br>b) Government employee in BPS-20 to BPS-22 | Rs. 11.000 million                         |                          |                 |

**(b) CASH PAYMENT IN LIEU OF PLOT OF LAND IN CASE OF SHAHADAT.**

| S.No. | Rank/Basic Pay Scale of the Deceased                                                         | Amount to be paid |
|-------|----------------------------------------------------------------------------------------------|-------------------|
| 1.    | a) FC/HC (Lower subordinates)<br>b) Government employee in BPS-1 to BPS-8                    | Rs. 1.100 million |
| 2.    | a) ASIs/SIs and Inspectors (Upper Subordinates)<br>b) Government employee in BPS-9 to BPS-16 | Rs.2.200 million  |
| 3.    | a) DSP/ASP and above (General Officers)<br>b) Government employee in BPS-17 and above        | Rs. 5.500 million |

2. In pursuance of the provisions of Para-1(b) above, in all cases of martyrdom occurring on, or after, 19/04/2010, 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.

3. All other facilities currently admissible to the legal heir of the aforesaid regular employees martyrs, but not revised, varied or modified through this Notification, shall continue to be admissible to them, subject to such conditions as may have been prescribed in the notifications/orders issued from time to time.

4. The Cash Compensation and Cash Payment in lieu of plot of land (a & b) shall be admissible to the legal heir of Shaheed Government employees as detailed below:

- Provincial Police Personnel whether regular or contract.
- All Civil Servants as defined in Khyber Pakhtunkhwa Civil Servant Act 1973.
- A Government servant, who is on deputation to the Province from the Federation or any other Province or Authority, including APUG officers serving in the Province.
- A person who is employed on contract, or work-charged basis, or who is paid from contingencies, including employees appointed on Ad-hoc basis.
- Employees working against posts in various projects being funded by the Provincial Government.
- Employees working against posts in various projects being funded by the Federal Government, the administrative control of which vests with the Provincial Government.
- Employees of autonomous and semi autonomous organizations of the Provincial Government.



viii. The compensation package shall be treated as legacy (Tarka) of the deceased employee and distributed amongst the legal heir as per succession certificate in accordance with relevant law of inheritance and succession as per notification No.FD(SOSR-II)4-199/2014 dated 13-06-2014.

5. All the facilities allowed to the family/legal heir of the martyred regular Police Personnel/civil servants from time to time vide Finance/Establishment Department letters noted below shall remain continue to be admissible subject to the same conditions as are prescribed in respective orders:-

| S.# | Facility                                                   | Finance/Establishment Department Notification/Letter                        |
|-----|------------------------------------------------------------|-----------------------------------------------------------------------------|
| 1.  | Payment of Full Pay & Allowances and pensionary benefits   | Letter No.FD(PRC)1-1/2010 dated 29/10/2010<br>(Annexure-A)                  |
| 2.  | Education package/scholarship                              | Notification No.FD(SOSR-II)4-199/2010 dated 25/11/2010 (Annexure-B)         |
| 3.  | Medical facilities                                         | Letter No.FD(SOSR-II)4-199/2002 dated 24/2/2004<br>(Annexure-C)             |
| 4.  | Accommodation                                              | Letter No.SO(FR)/FD/10-3/2001 dated 02/8/2001<br>(Annexure-D)               |
| 5.  | Employment                                                 | Notification No.SOR-VI(E&AD)1-3/2011/Vol-VIII dated 31-08-2012 (Annexure-E) |
| 6.  | Salary of Special Police Force appointed on contract basis | Notification No. FD(SOSR-II)4-199/2010 dated 10-06-2010 (Annexure-F)        |

6. All the facilities, other than mentioned in Para-5 above, currently admissible / available to the Civil Servants / Police Personnels under their relevant/specific rules/policies shall remain to be admissible under the terms and conditions prescribed by the Provincial Government from time to time.

7. The facilities mentioned at Para-5 above **except pensionary benefits** will be admissible to the families of police personnel and other employees recruited on adhoc, contract, contingent paid staff, work charge employees and fixed pay employees till the expiry of their period as per terms and conditions of their appointment.

8. Financial Assistance currently admissible to the family of deceased Government servants, who dies while in service, under this Department Circular letter No.FD/SOSR-II/4-199/02/Vol-III dated 16/02/2006 shall not be admissible to the family/legal heir of all such employees, to whom this Uniform, Compensation Package is extended / allowed.

9. To ensure timely and speedy relief to the family/legal heir of Shuhada, all the Departments/organizations make sure to take the following measures/arrangements:

- All autonomous/semi autonomous organizations of the Provincial Government will make necessary provision in their respective budgets for their employees.
- Provision will be made in estimates of all new projects to cover employees of respective projects.
- For employees of on-going projects, either the respective PC-I/PC-II may be revised or a separate composite PC-I may be prepared for the purpose.
- In all cases, provision made for the payment of compensation, as such, shall not be expended or utilized for any other purpose.

**Note:-** For the purpose of this Notification "Authority" referred to in Para-4(iii) above, means a properly authorized / appointed officer of autonomous/semi autonomous organization or any other legal entity, the administrative control of which vests in the Federal or any Provincial Government.

10. The Education package/scholarship notified under this Department Notification No.FD(SOSR-II) 4-199/2010 dated 25/11/2010 currently admissible to the children of Police Shaheed Personnel will also be admissible to the children of civil servants of the Provincial Government.



11. Finance Department letter No.FD(SOSR-II)4-199/2009 dated 30/03/2009 and Establishment & Administration Department letter No.SOR-II/E&AD/I-10/2009 dated 01/10/2009 shall stand amended only to the extent covered by this Notification. Accordingly, procedure for payment of compensation, as prescribed in the Establishment & Administration Department letter, referred to above, will remain in force.

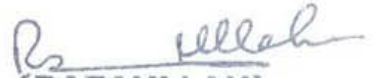
12. On issuance of this Notification all such notifications, orders and letters on the subject shall stand superseded / amended to the above noted extent.

SECRETARY TO GOVERNMENT  
OF KHYBER PAKHTUNKHWA  
FINANCE DEPARTMENT

EndstNo. & date even.

Copy is forwarded for information and necessary action to the:-

1. All Administrative Secretaries to Government of Khyber Pakhtunkhwa.
2. Senior Member Board of Revenue, Khyber Pakhtunkhwa.
3. Secretary to Governor Khyber Pakhtunkhwa.
4. Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.
5. Secretary, Provincial Assembly, Khyber Pakhtunkhwa.
6. All Heads of attached Department in Khyber Pakhtunkhwa.
7. Registrar, Khyber Pakhtunkhwa, Public Service Commission.
8. Registrar, Khyber Pakhtunkhwa, Service Tribunal, Peshawar.
9. Registrar, Peshawar High Court Peshawar.
10. All Deputy Commissioners /Politc Agents strict and Session Judges in Khyber Pakhtunkhwa.

  
(RAZAULLAH)

Additional Secretary (Reg;)

Endst: No. & date even.

Copy is forwarded for information and necessary action to the:-

1. Accountant General, Khyber Pakhtunkhwa, Peshawar with reference to his letter No.Pension(Main)/Pen. Module/2010-111468-1503 dated 05/0112011.
2. Director, Local Fund Audit Department, Khyber Pakhtunkhwa, Peshawar.
3. Director, Treasuries and Accounts, Khyber Pakhtunkhwa, Peshawar.
4. Director General, Provincial Disaster Management Authority, Khyber Pakhtunkhwa Peshawar.
5. All Autonomous/Semi Autonomous Bodies in Khyber Pakhtunkhwa.
6. District Comptroller of Accounts, Peshawar, Mardan, Kohat, Bannu, Abbottabad, Swat and D.I. Khan.
7. Senior District Accounts Officers, Nowshera, Swabi, Charsadda, Haripur, Mansehra and Dir (Lower).
8. All District Agency Accounts Officers in Khyber Pakhtunkhwa / FAT A.
9. Treasury Officer, Peshawar.
10. Director, FMIU, Finance Department.
11. P.S to Minister for Finance Khyber Pakhtunkhwa.
12. P.S to Chief Secretary, Khyber Pakhtunkhwa.
13. P. S to Additional Chief Secretary, Khyber Pakhtunkhwa.
14. P.S to Finance Secretary Khyber Pakhtunkhwa.
15. P.S to Special Secretary Finance Khyber Pakhtunkhwa.
16. P.As to all Additional Secretaries /Provincial Finance Controller and Deputy Secretaries in Finance Department.
17. All the Section Officers/Budget Officers in Finance Department.

  
(WAZIR MUHAMMAD AFGAR)  
SECTION OFFICE (SR-II)



**GOVERNMENT OF KHYBER PAKHTUNKHWA  
FINANCE DEPARTMENT  
(REGULATION WING)**

Annex-1

NO. FD (PRC) 1-1/2010

Dated Peshawar the: 29<sup>th</sup> October, 2010

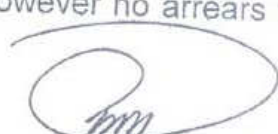
1. The Secretary to Govt. of Khyber Pakhtunkhwa,  
Home and Tribal Affairs Department,  
Peshawar.
2. The Provincial Police Officer,  
Govt. of Khyber Pakhtunkhwa,  
Peshawar.

SUBJECT: CONTINUATION OF PAYMENT OF SALARY ETC TO MARTYRS IN THE  
POLICE DEPARTMENT.

Dear Sir,

In continuation of this Department letter No.FD/SOSR-II/4-199/2002 dated 24.02.2004 on the subject noted above, the Government of Khyber Pakhtunkhwa is pleased to extend the following facilities to the families of those police Personnel who embrace *Shahadat* and sacrifice their lives during the discharge of their official duties:-

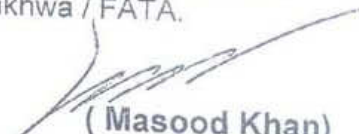
- i) Grant of full pay and allowances (except conveyance allowance) including annual increments to the families of *Shuhada* at the revised rates as admissible to all Government Servants till the date of superannuation.
  - ii) On retirement at the date of superannuation of the Shaheed Police Personnel, his/her family/legal heirs, as specified in the Civil Servant Pension Rules of NWFP, would be entitled to full pensionary benefits.
2. These orders will take effect from 02-02-2004, however no arrears would be admissible upto **30-06-2010**.

  
(Muhammad Idrees Khan)  
Additional Secretary (Regulation)

Endst:of even No. & date.

Copy forwarded for information and necessary action to the:

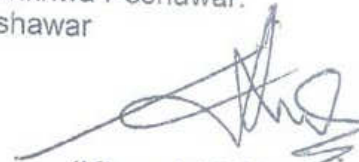
1. Accountant General, Khyber Pakhtunkhwa, Peshawar.
2. All District Comptroller of Accounts, Senior District Accounts Officers and District/Agency Accounts Officer in Khyber Pakhtunkhwa / FATA.

  
(Masood Khan)  
Deputy Secretary (Regulation-II)

Endst:of even No. & date.

Copy forwarded to:

1. Budget Officer-III Finance Department, Khyber Pakhtunkhwa Peshawar.
2. Private Secretary to Chief Secretary, Khyber Pakhtunkhwa Peshawar.
3. P.S to Secretary Finance, Khyber Pakhtunkhwa Peshawar

  
(Khurshid Alam)  
Section Officer (SR-I)





GOVERNMENT OF KHYBER PAKHTUNKHWA  
FINANCE DEPARTMENT  
(REGULATION WING)

Dated Peshawar the 25/11/2010

NOTIFICATION.

NO.FD(SOSR-II)4-199/2010 The Governor Khyber Pakhtunkhwa has been pleased to approve, with immediate effect and until further orders, Education Package for the children of Shaheed Police personnel as detailed below:-

For Public Education System.

|      |                |                        |
|------|----------------|------------------------|
| 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.

|      |                |                        |
|------|----------------|------------------------|
| 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 |

2. 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.

3. The package shall be enforced with immediate effect but where the provincial Government has already reimbursed/paid for the expenditure in any case(s), further financial assistance under the new package shall commence after the date upto which such expenditure has been reimbursed/paid for.

4. This issues in supersession of Para(d) of this department circular of even Number dated 30.3.2009 to the extent of Police personnel.

SECRETARY TO GOVERNMENT  
OF KHYBER PAKHTUNKHWA

Endst: No. & date even.

- Copy is forwarded for information and necessary action to the:-
- 1) Secretary to Government of Khyber Pakhtunkhwa, Home & T.As Department.
  - 2) Provincial Police Officer Khyber Pakhtunkhwa.
  - 3) Accountant General Khyber Pakhtunkhwa Peshawar.
  - 4) District Comptroller of Accounts  
Peshawar, Mardan, Kohat, Bannu, Abbottabad, Swat and D.I. Khan.
  - 5) Senior District Accounts Officer, Nowshera, Swabi, Charsadda, Haripur, Mansehra and Dir  
(Lower).
  - 6) All District/Agency Accounts Officers in Khyber Pakhtunkhwa.
  - 7) Treasury Officer, Peshawar.

(WAZIR MUHAMMAD AFGAR)  
SECTION OFFICER (SR.II)

GOVERNMENT OF N.W.F.P.  
FINANCE DEPARTMENT PESHAWAR  
( REGULATION WING )

NO.FD/SOSR-II/4-199/2002/  
Dated Peshawar the 24-2-2004

To

The Inspector General of Police  
N.W.F.P., Peshawar.

SUBJECT:- CONTINUATION OF PAYMENT OF SALARY ETC TO  
MARTYRS IN THE POLICE DEPARTMENT.

Reference your letter No.10973/A-2,dated: 22-10-2003 addressed to  
the Chief Secretary, Government of N.W.F.P. Peshawar on the subject noted  
above.

2. The Chief Minister N.W.F.P. is pleased to approve the payment of last  
pay & allowances drawn by the Shaheed Police officials for the remaining period  
of their service (upto the age of superannuation) with immediate effect subject to  
the following conditions :-

- (i) Pension will not be attracted in the matter as the bereaved  
families would qualify for pension only after the remaining  
period of service upto the age of superannuation has  
expired.
- ii) The financial liability to be caused by this decision will be  
met out of existing budget and no additional funds will be  
demanded as savings in the head of pay and allowances  
are quite substantial every year.



- 7a
- 86
- iii) Widow of the Shaheed Police official shall be entitled to free medical facilities till the date of superannuation of the Shaheed or remarriage which-ever is earlier. The children of Shaheed Police official shall also be entitled to free medical facilities in Government Hospital till attaining the age of 20 years or superannuation of the Shaheed Police official or whichever is earlier.
- iv) It shall not have any retrospective effect.

*N. L. S.*  
(NAYYAR LAIQ AHMAD)  
SECTION OFFICER(SR-II)

Endst: No. & date even.

Copy is forwarded for information & necessary action to :-

1. The Private Secretary to Chief Secretary, Govt of NWFP, Peshawar.
2. The Private Secretary to Secretary to Govt of NWFP, Home & Tribal Affairs Department, Peshawar.
3. The Accountant General NWFP, Peshawar
4. The Budget Officer-III, Government of N.W.F.P. Finance Department

*N. L. S.*  
SECTION OFFICER(SR.II)

④ *14*  
*25/21.4*

*25/2* Bo-III  
F.O.

FINANCE DEPARTMENT

NO. SO(FR)/ED/10-3/2001

Dated 02.08.2001

From

The Secretary to Govt: of NWFP,  
Finance Department, Peshawar.

To

All the Administrative Secretaries,  
Government of NWFP.

Subject: **REVITALIZATION OF THE CRITICAL SERVICES  
INSTITUTIONAL RESPONSE TO SECTARIAN VIOLENCE AGAINST  
GOVERNMENT OFFICIALS.**

Sir,

I am directed to refer to subject noted above and to say that Government has decided to allow the following package to the families of those Government servants whose death take place due to sectarian violence against Government servants:-

✓ i)

**ACCOMMODATION**

The family of the deceased Government servant shall be allowed to continue living in the Government accommodation till the deceased would have reached the age of superannuation had he not died. In case the deceased's family is not living in government owned house, the family shall be allotted a Government owned/hired house or paid a monthly allowance at the prescribed rate for hiring a house at the option of the deceased's family or if hiring policy is not in vogue, at the prescribed House Rent.

ii)

**PENSION**

Full Pension shall be allowed to the bereaved family. Full family pension shall continue till the children of the deceased attain the age of majority i.e. 18 years.

✓ iii)

**LUMP SUM**

An amount of Rs. 0.5 million shall be paid to the family of the deceased government servant within period of 30 days of his death.



iv) EMPLOYMENT

Either the spouse or one child of the deceased Government servant shall be given employment in the Government provided she/he is qualified for the post not above the rank and pay of BPS-16.

v) EDUCATION

Free education shall be provided to the children of the deceased up to the age of 25 years at a Government Institution.

vi) HEALTH

Free health facilities shall be provided to the family of the deceased upto the age of 20 years at a Government Institution.

2. I am further directed to say that the above relief package will be subject to certification by the Inspector General of Police, NWFP that the death is due to sectarian violence and not because of personal enmity or vendetta.

(NAFIZ NAJIBULLAH)  
ADDITIONAL SECRETARY (REG.)  
FOR SECRETARY FINANCE  
GOVERNMENT OF NWFP

ENDST: NO. & DATE EVEN.

Copy forwarded to:-

1. The COS HQ 11 Corps, Peshawar Cantt: Peshawar.
2. The PMCS C/O HQ 11 Corps Peshawar Cantt: Peshawar.
3. The Additional Chief Secretary, PE&D Department.
4. The Inspector General of Police, NWFP.
5. The Accountant General, NWFP, Peshawar.
6. The Secretary to Governor NWFP, Peshawar.
7. All Distt: Coordination Officers in NWFP.
8. The P.S to Minister for Finance, Govt: of NWFP Peshawar.
9. The P.S to Chief Secretary, NWFP, Peshawar.
10. PS to Finance Secretary, NWFP.
11. PA to All the AFS, DS, BO, SO in Finance Deptt.
12. The Manager Government Printing Press Peshawar for wide publicity.

SECTION OFFICER (FR)

GOVERNMENT OF  
KHYBER PAKHTUNKHWA  
FINANCE DEPARTMENT  
(REGULATION WING)

Dated Peshawar the 10/6/2010

**NOTIFICATION.**

**NO.FD(SOSR.II)/4-199/2010.** Governor, Khyber Pakhtunkhwa Province has been pleased to approve, with effect from 25/5/2010 and until further orders, continuation of payment of salary, till the expiry of the contract period, to the **legal heirs** of those personnel of Special Police Force who are appointed on a two year service contract and who embrace Shahadat while performing official duties.

2. For the purpose of this order, the term "**legal heir**" shall have the same meaning as defined in the Pension Rules of the Provincial Government.

SECRETARY TO GOVERNMENT  
OF KHYBER PAKHTUNKHWA

Endst: No. & date even.

Copy is forwarded for information and necessary action to the:-

- 1) The Provincial Police Officer, Khyber Pakhtunkhwa, Peshawar.
- 2) Accountant General, Khyber Pakhtunkhwa, Peshawar.
- 3) District Comptroller of Accounts, Peshawar and Swat.
- 4) All District Accounts Officers in Khyber Pakhtunkhwa.
- 5) P.S to Minister for Finance Khyber Pakhtunkhwa.
- 6) P.S to Chief Secretary, Khyber Pakhtunkhwa.
- 7) Director, FMIU, Finance Department.
- 8) P.S to Finance Secretary Khyber Pakhtunkhwa.
- 9) Director, Local Fund Audit Department, Khyber Pakhtunkhwa.
- 10) Budget Officer-III, Finance Department.

  
(WAZIR MUHAMMAD AFGAR)  
SECTION OFFICER (SR.II)