



GOVERNMENT OF THE PUNJAB
FINANCE DEPARTMENT

NOTIFICATION

SUBJECT: GRANT OF PRISON SECURITY ALLOWANCE @ ONE MONTH INITIAL BASIC PAY OF BPS-2017 W.E.F. 01.11.2021 TO THE OFFICERS/OFFICIALS OF PRISON DEPARTMENT IN PLACE OF EXISTING PRISON ALLOWANCE

No.FD.PR-6-8/2004. In pursuance of the approval of the Competent Authority, the Governor of Punjab is pleased to grant of Prison Security Allowance @ One Month Initial Basic Pay of Basic Pay Scales, 2017 w.e.f. 01.11.2021 to the officers/officials of Prison Department.

2. With the introduction of the subject allowance, existing Prison Allowance granted vide Notification No. SO (Prs)18-24/2009 dated 23.03.2010 will be discontinued.

3. The said allowance will not be admissible to the following officers/officials:-

- i. Officers/Officials under suspension.
- ii. Officers/Officials who have been made OSDs or who have been directed to report to the Prisons Department/Home Department/S&GAD on the charges of inefficiency/misconduct or indiscipline.
- iii. When Officer/Official is on leave beyond four months, extra ordinary leave, study leave or training abroad.
- iv. Those who are not working in Prison Department.
- v. The referred allowance will not be counted towards pension and commutation/gratuity.

BY THE ORDER OF THE GOVERNOR OF THE PUNJAB

Dated Lahore, the 12 November, 2021.

**IFTIKHAR ALI SAHOO
GOVERNMENT OF THE PUNJAB
FINANCE SECRETARY**

NO & DATE EVEN:-

A copy is forwarded for information and necessary action to the:-

1. The Additional Chief Secretary (Home), Punjab, Lahore.
2. The Secretary to Governor, Punjab, Lahore.
3. The Principal Secretary to Chief Minister, Punjab, Lahore.
4. The Military Secretary to Governor, Punjab, Lahore.
5. The Director General, Audit & Accounts (Works), Lahore.
6. The Provincial Director, Local Fund Audit, Punjab, Lahore.
7. The Chief Inspector of Treasuries & Accounts, Punjab, Lahore.
8. All Additional Secretaries/Deputy Secretaries/Sections Officers of Finance Deptt.
9. System Analyst, Finance Department with the request to upload the notification on official Website.


**(AMAN ULLAH)
DEPUTY SECRETARY (PC)**

NO & DATE EVEN:-

A copy is forwarded for information and necessary action to the:-

1. The Secretary to Govt. of Sindh, Finance Department, Karachi.

2. The Secretary to Govt. of KPK, Finance Department, Peshawar.
3. The Secretary to Govt. of Baluchistan, Finance Department, Quetta.
4. The Secretary to Govt. of Azad Jammu & Kashmir, Finance Department, Muzaffarabad.
5. The Finance Secretary, Govt. of Gilgit Baltistan, Gilgit.
6. Regulations Wing, Finance Division, Govt. of Pakistan, Islamabad.



(AMAN ULLAH)

DEPUTY SECRETARY (PC)

NO & DATE EVEN:-

A copy is forwarded for information and necessary action to the:-

1. The Accountant General Punjab, Lahore.
2. All the District Accounts Officers in the Punjab.
3. The Director General Audit, Lahore.
4. The Director General Works (Accounts), Lahore.
5. The Director General Works (Audit), Lahore.

 22.11.2021
(ZAFAR AHMAD)
SECTION OFFICER (PR)



AGENDA **RESTORATION OF PRISONS ALLOWANCE @ OF ONE MONTH**
ITEM **INITIAL PAY (BPS-2008) W.E.F. 01.07.2017 AND GRANT OF**
NO.01 **HARDSHIP ALLOWANCE EQUAL TO SPECIAL FIXED DAILY**
 ALLOWANCE (FDA) FOR PRISONS EMPLOYEES TO MAKE THEM AT
 PAR WITH PUNJAB POLICE

1.1 Additional Chief Secretary (Home) briefed the Standing Committee of Cabinet on Finance & Development that Criminal Justice System mainly consisted of three parts: (i) Police (law enforcement); (ii) Courts (adjudication / trial); (iii) Prisons (Custody, Control, Care, Corrections & Cure). The role of all these organs of the Criminal Justice System was co-related and to ensure proper functioning of the Criminal Justice System all of them should be performing at their best. Judiciary and Police were being provided with better pay packages than the prisons department.

1.2 The Committee was further apprised that role of Prisons Department was even more important. They not only provided care and custody to the hardened criminals but also took practical steps for the reformation and rehabilitation of the most dangerous elements of the society. The stay of these criminals with the prisons department may continue for years, whereas police only kept such elements for a few days.

1.3 The nature of job of the prison's personnel was much more demanding than that of police and judiciary. It was the only department where employees worked in two shifts for about 12 – 14 hours on daily basis. Even during the 8-hourly break, they were bound to be present in the jail premises by the virtue of Pakistan Prison Rules, 1978, to cater for emergencies and night-time/day-time random assignments. They could not avail the weekends, gazette holidays and even the Eid holidays.

1.4 It was further added that the present salary structure of the employees of the Punjab Prisons was the lowest as compared with other organs dealing with Criminal Justice System. During the last 5 years, total number of employees who left prison department was about 3000, out of which 2438 had left due to lower pay package / unfavorable working conditions.

1.5 20% Special Pay was granted to Prisons Department Employees on 13.06.2006 but the same was withdrawn on 26.09.2009 when a special allowance namely Prisons Allowance, equal to initial pay of the relevant pay scale-2008, was granted. After

that 50% Adhoc Relief 2010 was granted on the running basic pay to all employees of other Departments w.e.f 01.07.2010 except Prisons, Police, and Judiciary etc. Later on, 50% Adhoc Relief 2010 was granted to the Establishment of Lahore High Court, Lahore, vide Finance Department letter Dated 10.11.2016 along with arrears w.e.f. 01.07.2010, in the light of decision of Hon'able Supreme Court of Pakistan in Civil Appeal No.342-L/2015.

1.6 The Finance Department, Government of the Punjab, notified BPS-2017 after reduction of 50% amount as drawn at frozen level for those departments who were in receipt of an allowance equal to 100 % of basic pay in BPS-2008 or BPS-2011 as mentioned in Para-6 (ii) & (iii) in the Finance Department's Notification dated 14.07.2017. Furthermore, specified departments, which were granted Special Allowance equal to initial or basic pay, shall stand frozen at the level of its admissibility as on 30.06.2017. Actually, 50% deduction was not applicable for specified departments Prisons, Police etc. as mentioned in para-9 of the Notification.

1.7 Moreover, the Government of the Punjab, Finance Department, had abolished Risk Allowance being drawn by the Police Department employees w.e.f. 01.07.2017 and a new allowance titled as 'Police Law and Order Allowance' at the same rate of Risk Allowance as on 30.06.2017 had been granted to the Punjab Police on the advice of the Finance Department's dated 11.08.2017.

1.8 In view of the forgoing and in the light of Finance Department's instructions to rationalize the demand so that the pay package of the Punjab Prisons could be brought in comparison with the Pay Package of Punjab Police, the following proposals are submitted for approval of Chief Minister Punjab:

- i. Restoration of Prisons Allowance at the level of its original admissibility i.e @ one month initial pay (BPS-2008) with effect from 01.07.2017 which was being drawn by the employees of Punjab Prisons since 26.09.2009 upto 30.06.2017. The said expenditure will be met from the existing budget of current financial year 2018-19.
- ii. Provision of Hardship Allowance to all employees of Punjab Prisons @ 20 dailies, as admissible to Police Department in the form of Special Fixed Daily Allowance (FDA).

1.9 It was further apprised that the Chief Minister Punjab visited Central Jail Lahore on 13.10.2021 vis-à-vis celebrations of Shan-e-Rehmatul-Lil-Alameen Week. During the visit, Chief Minister announced provision of Prisons Security Allowance @ one month running basic pay for prison employees.

1.10 The case of grant of Prison Security Allowance was earlier placed before Standing Committee of Cabinet on Finance & Development (SCCFD) in its meeting held on 16.09.2021. SCCFD considered the subject matter and directed Home Department to resubmit the case after consulting the Finance Department. In this regard, a meeting was held under the Chairmanship of Finance Secretary on 20.09.2021. It was decided that the case may be placed before SCCFD again for its consideration and approval after announcement by Chief Minister Punjab.

1.11 In the wake of the announcement of Chief Minister, it was requested that the proposal for grant of Prison Security Allowance @ one month running basic pay may be approved.

1.12 It was further apprised that the matter was discussed with the Finance Department, as per direction of the SCCFD. The Finance Department endorsed the proposal of the Department to the extent of Prison Security Allowance @ 1 month initial basic pay. However, it was requested that approval of Prison Security Allowance @ 1 month running basic pay may be considered.

1.13 Secretary Finance added that the endorsement of Prison Security Allowance @ 1 month initial basic pay by the Finance Department was in line with the previous practice.

1.14 Inspector General, Prisons, contended that the Prison Security Allowance @ 1 month running basic pay may be approved to make salaries of the prison employees in line with those of the Punjab Police.

1.15 It was further discussed that considering the plight of employees of the Prison Department, proposal for enhancing the salary by approving Prison Security Allowance @ 1 month running basic pay may be brought before the SCCFD at a later date for consideration.

DECISION NO.01:

The Standing Committee of the Cabinet on Finance & Development considered and approved the Prison Security Allowance @ 1 month initial basic pay (2017) with effect from the 1st November, 2021.

