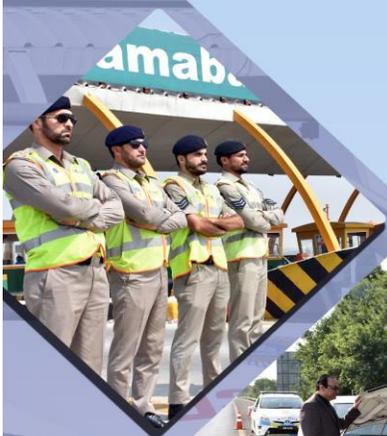




YEAR BOOK
2020-2021

NATIONAL HIGHWAYS & MOTORWAY POLICE



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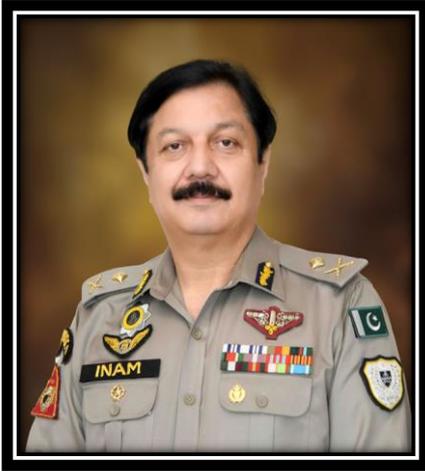
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MISSION

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Message from the Inspector General, NHMP



It is a matter of immense pride that officers and all ranks continue to uphold highest standards of professionalism whilst ensuring safety of travelers on the national road network.

Since its inception, the NHMP has strived not only to educate and assist commuters but also to enforce law for better safety and convenience by applying highest standards of courtesy, integrity and professionalism.

NHMP is currently policing on 4,311 kms highways and motorways. Owing to ever-growing network of national highways & motorways and a surge in traffic volume, NHMP is required to prepare well above and meet all these challenges. Deficiency of manpower and logistics remains the main challenge.

NHMP has taken several IT initiatives including installation of tracking system, deployment of drones and body worn cameras to improve operational activities. Our vision for the future entails complete automation of processes.

The public outreach of NHMP officials is enhanced through the participation of senior officers on FM radio and social media. In addition, NHMP has upgraded its own system of Performance Review. NHMP Performance Audit and Automation System (PAAS) is a significant achievement and focuses on IT-based system of Online Monitoring and Evaluation of working of field units.

Furthermore, NHMP has initiated the development of National Driving Licenses Repository (NDLR) of all provincial/federal licensing authorities. This repository shall serve as a data bank, integrating data of all driving licenses issued in Pakistan. With a single click, this shall enable field officers to verify the driving license, check duplication and identify fake driving licenses. In future, this system will also provide the baseline to implement a point based penalty system based on violations.

“With faith, unity and selfless devotion to duty, there is nothing worthwhile that we cannot achieve. So, let’s continue to engulf in service above self, getting better than yesterday”.

Inam Ghani, QPM & Bar, PSP
Inspector General of Police

Vision

Ensure a safe and secure driving environment on the National Highways and Motorways

Mission

To promote safety on Motorways and Highways through effective enforcement and provision of assistance to road users by applying highest standards of courtesy, integrity and professionalism.

Core Values

- Help
- Education
- Enforcement

Core Responsibilities

- Regulate and control traffic
- Determine and regulate the category/ type of traffic permissible
- Undertake initial investigation in respect of offences
- Conduct road safety awareness campaigns
- Keep road clear from any encroachments
- Provide security to road users
- Act as advisory body to NHA
- Issue driving licenses

1 Introduction

1.1 JURISDICTION

1.1.1 Area of Jurisdiction

NHMP has taken over policing of 4,311 km roads of National Highways and Motorways whereas policing on proposed 4,615 roads will be taken over in future. For policing purposes, it is divided into the following seven operational Zones as under:

Existing Road Network		
Zone	Area of Responsibility (AoR)	Kms
Motorway North Zone	M-1 (Islamabad-Peshawar)	154
	M-2 (Islamabad – Kot Momin)	196
	E-35 Hazara Motorway (Burhan – Mansehra)	175
	Swat Expressway	81
Motorway Central-1 Zone	Sector M-2 South include Link Road M-2 (Kot Momin-Lahore)	169
	Sector M-3 (Lahore-Abdul Hakeem)	230
	LSM (Lahore Sialkot Motorway) + Lahore Eastern Bypass	118
Motorway Central-2 Zone	Sector M-4 (Pindi Bhattian-Shore Kot)	203
	M-5 Sector-1 Multan(Khanewal to Jhangra)	183
	M-5 Sector-II Sukkur (Uch Sharif to Rohri)	294
N-5 North Zone	N-5 (Peshawar – Lahore)	389
	N-75 IMDC (Islamabad - Murree)	41
N-5 Central Zone	N-5 (Lahore – KotSabzal)	626
N-5 South Zone	N-5 (Kot Sabzal –Hyderabad)	452
	M-9 (Hyderabad –Karachi)	136
	N-55 (Jamshoro – Rattodero)	328
	Lyari Expressway	16
West Zone	N-10 (Gwadar – Pasni – Shadi core)	160
	N-25 RCD (Hub to Uthal, Kalat-Quetta-Pishin)	360
TOTAL AREA OF RESPONSIBILITY		4,311

Proposed Road Network	
Proposed Sectors / Zones	KMs
M-6 (Sukkur to Hyderabad)	306
M-8 (Hoshab to Gwadar)	193
M-10 (Northern Bypass Karachi)	57
New (Hakla to D.I.Khan)	285
SKR (Sialkot to Kharian)	185
N-5 (A) (Khanewal to Lodhran)	98
N-10 (Makola to Hub)	493
N-25 (Kalat to Uthal)	433
N-30 (Khuzdar to Basima)	110
N-35 (Hassanabdal to Khunjrab)	806
N-50 (Kuchlak to Zhob/D.I.Khan)	531
N-55 (Sarai Gambila to Kohat)	134
N-65 (Sukkur to Quetta)	385
N-70 (Multan to Muzaffargarh / D.G. Khan)	94
N-85 (Hoshab-Surab)	449
LKBR (Larkana Khairpur Bridge Road)	56
TOTAL	4,615

1.1.2 Jurisdiction Map

NATIONAL HIGHWAYS & MOTORWAY POLICE EXISTING ROADS & PROPOSED DEPLOYMENT



EXISTING ROADS - 4,311 Kms	
Motorways - 1,922 km	M1 : Peshawar to Islamabad (154 km) M2 : Islamabad to Lahore (365 km) M3 : Lahore to Abdul Hakim (229 km) M4 : Pindi Bhattian-Multan (290 km) M5 : Multan to Sukkur (386 km) M9 : Hyderabad to Karachi (136 km) E35 : Burhan to Thakot (174 km) SE : Swat Expressway (81 km) LEW : Lyari Expressway Karachi (16 km) SLM : Sialkot – Lahore (91 km)
Highways - 2,389 km	N5 : Peshawar to Karachi (1473 km) N10 : Gwadar to Makola (160 km) N25 : Hub to Uthal, Kalat-Quetta-Pishin (360 km) N55 : Jamshoro – Ratodero (328 km) N75 : Islamabad to Murree (41 km) LEB : Lahore Eastern Bypass (27 km)

PROPOSED DEPLOYMENT - 4,615 Kms	
Motorways - 1,026 km	M6 : Sukkur – Hyderabad (306 km) M8 : Hoshab – Gwadar (193 km) M10 : Northern Bypass Karachi (57 km) New : Hakla - D.I. Khan (285 km) SKR : Sialkot – Kharian - Rawalpindi (185 km)
Highways - 3,589 km	N-5/A : Khanewal – Lodhran (98 km) N10 : Makola - Hub (493 km) N25 : Kalat – Uthal (433 km) N30 : Khuzdar – Basima (110 km) N35 : Hassan Abdal – Khunjrab (806 km) N50 : Kuchlak - Zhub - D.I.Khan (531 km) N55 : Sarai Gambila – Kohat (134 km) N65 : Sukkur – Quetta (385 km) N70 : Multan – Muzaffargarh – DG Khan (94 km) N85 : Hoshab – Surab (449 km) LKBR : Larkana Khairpur Bridge Road (56 km)



Legends

- Existing Motorways (Solid Green Line)
- Existing Highways (Solid Blue Line)
- Proposed Motorways (Dotted Green Line)
- Proposed Highways (Dotted Blue Line)
- N5 Road Name (Orange Diamond)
- Big City (Black Circle)
- City (White Circle)

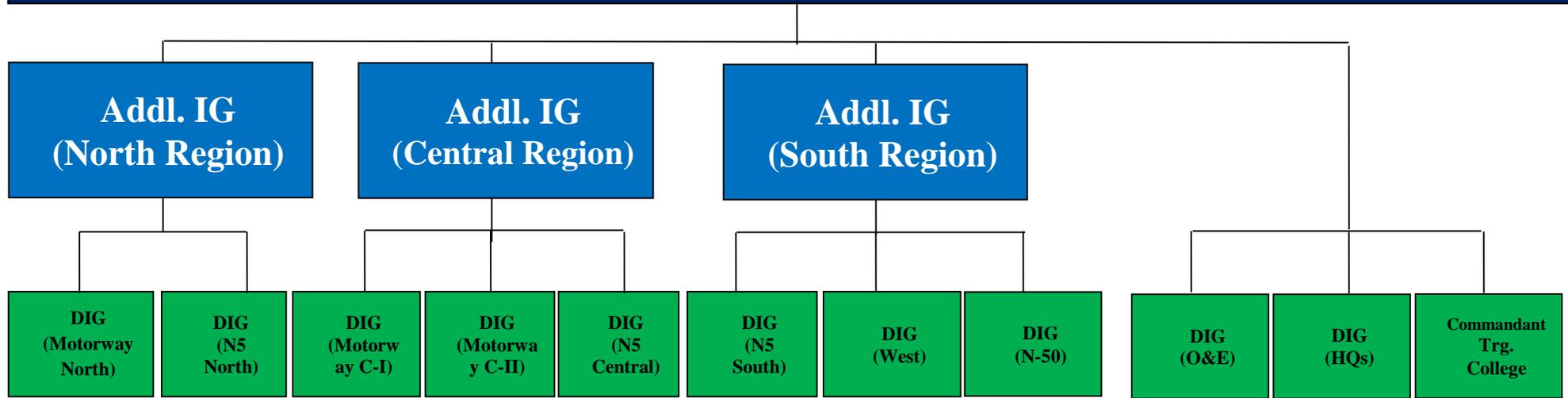
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1.2 ORGANIZATIONAL STRUCTURE

National Highways and Motorway Police (NHMP) is headed by the Inspector-General (IGP) who is assisted by three (03) Additional Inspectors General (Addl. IsG) and eleven (11) Deputy Inspector General (DIsG), each is in-charge of a region and a zone respectively: -

- i. The Additional Inspector General (North Region)
- ii. The Additional Inspector General (Central Region)
- iii. The Additional Inspector General (South Region)
- iv. The DIG Motorway North Zone.
- v. The DIG N-5 (North Zone)
- vi. The DIG Motorway Central-I Zone.
- vii. The DIG Motorway Central-II Zone
- viii. The DIG N-5 (Central Zone)
- ix. The DIG N-5 (South Zone)
- x. The DIG West Zone, Quetta
- xi. The DIG N-50.
- xii. The DIG (Operations & Evaluation).
- xiii. The DIG (Headquarters)
- xiv. The DIG/Commandant, Training College.

Inspector General of Police



7

- | | | | | | | |
|--|--|--|---|--|--|--|
| <ul style="list-style-type: none"> • M-1 (Peshawar – Islamabad) • M-2 (Islamabad – Bhera) • E-35 (Burhan – Mansehra) • Swat Expressway | <ul style="list-style-type: none"> • N-5 North (Peshawar – Lahore) • N-75 IMDC (17 Mile to Lower Topa) | <ul style="list-style-type: none"> • M-2 (Bhera – Lahore) • M-3 (Lahore – Abdul Hakeem) • SLM (Sialkot –Lahore Motorway) • Lahore Eastern Bypass | <ul style="list-style-type: none"> • M-4 (Pindi Bhattian – Faisalabad – Multan) • M-5 (Multan – Sukkur) | <ul style="list-style-type: none"> • N-5 (Lahore - Sadiqabad) | <ul style="list-style-type: none"> • N-5 (Sadiqabad - Karachi) • N-55 (Jamshoro - Sehwan – Ratodero) • Lyari Expressway | <ul style="list-style-type: none"> • N-25 (Hub – Uthal, Kalat – Quetta) • N-10 (Gwadar – Makola) |
|--|--|--|---|--|--|--|

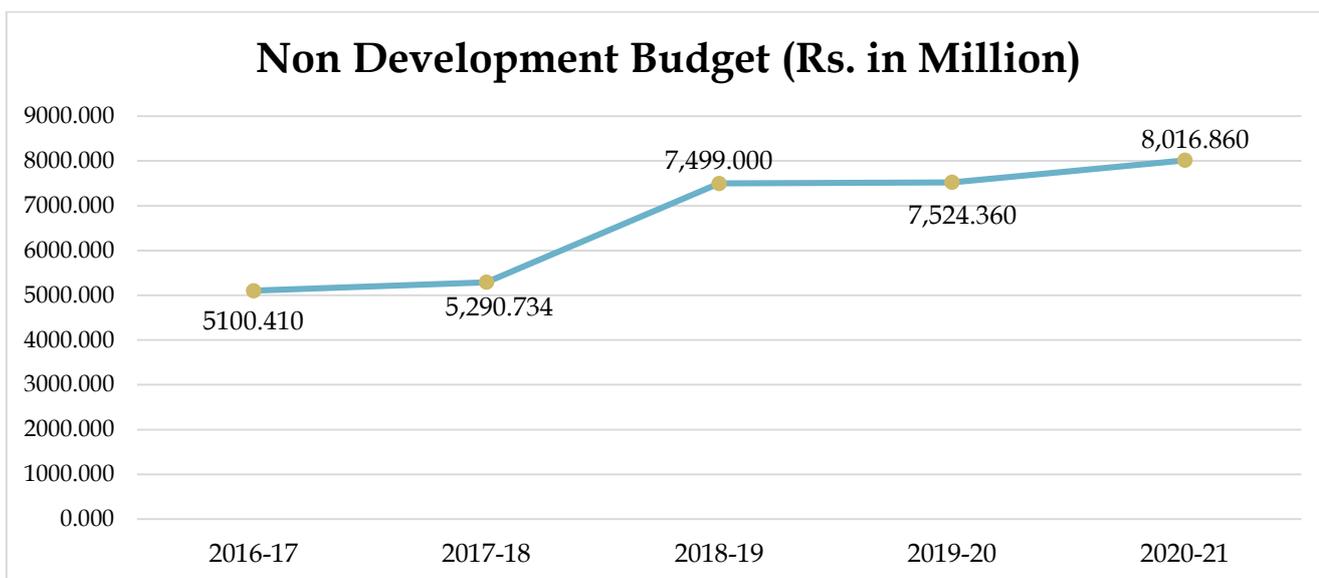
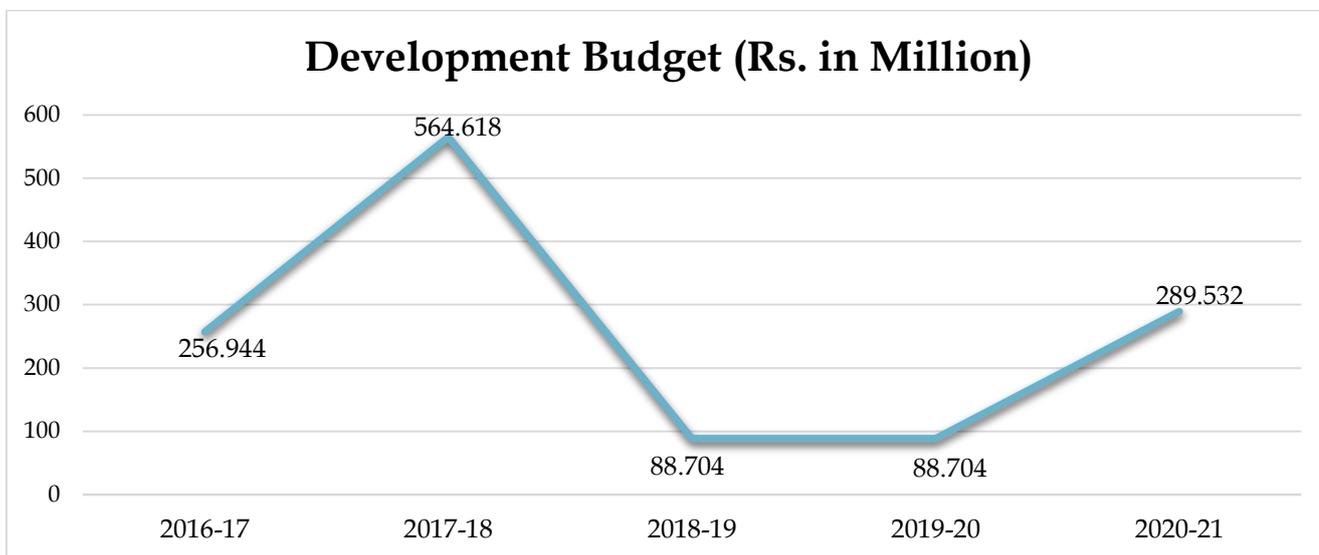
Each Operational zone contains 3 to 4 "Sectors" each headed by a SSP/SP. Each Sector is further divided into averagely 4 "Beats" each Beat is headed by a DSP/Beat Commander (BS-17). Total Sectors are 24 and Currently 22 Sector offices are operational.

S. NO.	ZONE	SECTORS	BEATS	OPERATIONAL SECTORS
1.	Motorway North Zone	04	20	3
		M-1 include Swat Expressway, E-35, Islamabad-D.I.Khan, M-2 (North)		
2.	N-5 North Zone	03	12	3
		North-I, North-II, North-III		
3.	N-5 Central Zone	03	13	3
		Central-I, Central-II, Central-III		
4.	N-5 South Zone	04	18	4
		South-I, South-II, South-III, N-55		
5.	West Zone	03	10	3
		Sector Uthal, Sector Kalat & Sector Gawadar		
6.	Motorway Central-1 Zone	03	8	3
		Sector M-2 South, Link Road M-2, Sector M-3, M-11 (LSM) & LEBP		
7	Motorway Central-2 Zone	03	14	3
		M-4 Sector, M-5 Sector-I Multan & M-5 Sector-II		
TOTAL	07	23	95	22

1.3 BUDGET

The statistics regarding development and non-development budget for last 05 financial years are given below:

Year	Development (In Million)	Non Development (In Million)	Total (In Million)
2016-17	256.944	5100.410	5357.354
2017-18	564.618	5,290.734	5855.352
2018-19	88.704	7,499.000	7587.704
2019-20	88.704	7,524.360	7613.064
2020-21	289.532	8,016.860	8306.392



1.4 STRENGTH

Total sanctioned/working strength of the NHMP department is as under: -

	Sanctioned	Working	Under process	Difference
Uniformed	10,359	6,307	730	4,052
Non-Uniformed	2,913	2,398	174	515
Total	13,272	8705	904	4,567

1.5 SALIENT FEATURES

The following are the salient features of National Highways & Motorway Police:

1.5.1 Emphasis on core competencies

The core values which are focused are Professionalism, Integrity, Courtesy, timely helps to road users, vibrant Road Safety education and cogent application of Law.

1.5.2 Focused and specialized jurisdiction

The objective is very clear i.e. to ensure the safety and security of road users and provide assistance to travelers in distress. The structure of the force has been designed in such a way that a supervisory officer can monitor the staff capably and competently.

1.5.3 Extraneous Interference / Influence

The most important management principle for any disciplined organization is that the integrity of command is never violated. IGP being the head of Department is fully independent in his decision making.

1.5.4 Peer pressure and Organizational Culture

The positive organizational culture of NHMP helped to develop peer pressure within the department. This ultimately discouraged the cultivation of bad norms in the department.

1.5.5 Enabling working environment

A conducive working environment has been provided including better pay and emoluments, job oriented trainings, improved living facilities and fixed working hours.

1.5.6 Service structure

NHMP was structured as an officer based organization and the recruitment standards were kept higher and implemented accordingly, which provided an efficient and educated human resource.

1.5.7 Standard Operating Procedures (SOPs)

SOPs are available for almost every task. The SOPs were developed at the outset and these were continuously updated in accordance with the requirements of operational competitiveness.

1.5.8 Performance based reward system

A performance-based annual award system has been developed. 50% of the force is rewarded annually. This generates healthy competition within the force. In addition to above the reward is given to officer's bases on good work done. Regular performance evaluation and the policy of appreciating excellent performers in shape of awards/rewards are the key factors in realizing the high standards.

1.5.9 Training

A constant thoughtful process with proactive approach towards maintaining the standards and introducing new and improvised techniques is going on ever since inception of NHMP. In this endeavor emphasis is on capacity building of men.

- **Training of Core competencies**

The core values of NHMP i.e. Professionalism, Integrity, Courtesy, timely Help to road users, vibrant Road Safety Education and cogent application of law are imbibed to every officer of NHMP from day one.

- **Training of Professional competencies**

Basic, advanced and refresher training courses are being regularly offered to enhance professional expertise.

1.5.10 Regimental and Welfare Polices

Reward and welfare policies have been developed for staff which includes Interest-free Loans, Scholarships for officer's children, improved medical facilities and policy and other amenities.

2 PERFORMANCE AND ACHIEVEMENTS

2.1 ROAD SAFETY, EDUCATION & AWARENESS



2.1.1 Mobile Education Units (MEUs)

An effective method being used to educate masses on road safety is induction of Mobile Education Units (MEUs). Vehicles with trained staff, equipped with audio/visual systems and road safety educational material have been inducted in Islamabad and one in each provincial headquarters and major cities. These MEUs visit public and private agencies, educational institutions, multi-nationals, bus/van terminals, markets, public places, etc. to impart road safety education at the doorsteps. This strategy is playing a vital role in the education of road users. Seminars and workshops on small scales are also conducted by the MEUs.

The goal of Mobile Education Unit is to create consciousness about road safety among commuters. Its main objectives are as under: -

- Save lives
- Enlightenment about road safety
- Educate regarding traffic rules and regulations
- Provide friendly Policing
- Remove communication gap
- Make the roads of Pakistan safe
- Promote civilized traffic culture
- Create safe driving environment
- Improve habits of safety among pedestrian and school children
- Correction of poor driving attitude
- Analyze reasons of mishaps and to suggest measures to avoid them.

Following methodology is adopted:

- As briefings have to be given to various sections of society like professional drivers, students, non-professional drivers etc. therefore, briefings are designed keeping in view the age group, level of education, experience and language.
- Mobile Education unit has made a movie for the students about pedestrian's crossings, walking, etc. This movie is used to make briefing more effective.
- The presentations are given through multimedia to ensure two-way communication.
- Television, CDs and Computer are used to get the maximum attention of people.
- Question and Answer Sessions are held during briefing session to enhance the learning process.
- Mobile Education Unit gives emphasis on driving ethics during its briefing sessions.
- It aims at awakening the sense of responsibility among commuters.
- On the roads, briefings are given to the commuters at the spot to guide them.
- M.E.U. works in close co-ordination with various NGO's and Govt. Organizations for improving road-safety.
- Stalls are arranged in different exhibitions and local educational institutes to educate people. People are presented with gifts e.g. flowers, sweets etc. to attract them to take active part in making our roads and traffic safer.

Each MEU on an average conducts almost two sessions per day. Around 4,813 road safety education activities were conducted during a year by MEUs of all zones. Various organizations request NHMP to conduct road safety sessions to educate their staff and drivers. Some reputed multi-nationals such as Unilever, Nestle, Pepsi, Coca Cola, Shell, and Telenor etc. regularly conduct annual road safety education programs through MEUs. These MEUs are now being set up at district level.

2.1.2 Briefing and Education

Commuters are briefed at Toll Plazas, Bus Stands, etc. regarding road safety awareness, safe driving



specially in inclement weather conditions, wearing safety helmets while riding motorcycle, etc. by verbal briefings and distribution of pamphlets and leaflets. Zone-wise detail regarding number of briefings material for the year 2020-21 is as under:

Zones	Verbal Briefing	Pamphlets/Booklets Distributed	Leaflets Distributed
Motorway-North	3,868,518	36,568	153,075
Motorway-Central-I	497,336	21,455	0
Motorway-Central-II	2,033,188	149,679	72,388
North	4,310,006	31,192	715,386
Central	3,058,137	74,580	747,746
South	4,711,841	49,789	253,225
West	17,61,035	23,283	21,418
Total	20,240,061	386,546	1,963,238

2.1.3 Road Safety Seminars, Walks and Workshops

In order to impart road safety education and awareness, NHMP organizes seminars, walks and workshops in all Zones. The statistics of road safety seminars, walks and workshops in 2020-21 are as under:

- **458 Seminars** were held collectively in all Zones during year 2020-21 regarding road safety. These seminars aimed to sensitize and educate drivers specially HTVs drivers and owners regarding observance of traffic rules.
- NHMP conducted **290 Workshops** in all Zones during said period. Special workshops were arranged regarding educating the officers about road safety measures during inclement weather conditions like fog and snow. Moreover, workshops regarding protecting the positive image by adhering to the core values of NHMP and meeting the expectations of the general public.
- Moreover, **238 road safety walks** were organized in all Zones which were attended by participants from all walks of life including students, local transporters, civil society members and member persons.



2.1.4 F-M Radio 95

The official channel allotted to NHMP is FM 95. As a non-commercial venture, the coverage radius is 10 km around the federal capital, Islamabad. This channel operates round the clock with the mandate to impart road safety awareness through entertainment and also transmit regular updates on national road network. The FM Radio 95 is also available in our mobile application “NHMP Hamsafar” where it can be listened everywhere without the restriction of coverage radius. PEMRA has approved to expand FM-95 network to three more stations as under:

- Nowshera
- Sialmore
- Jamshoro

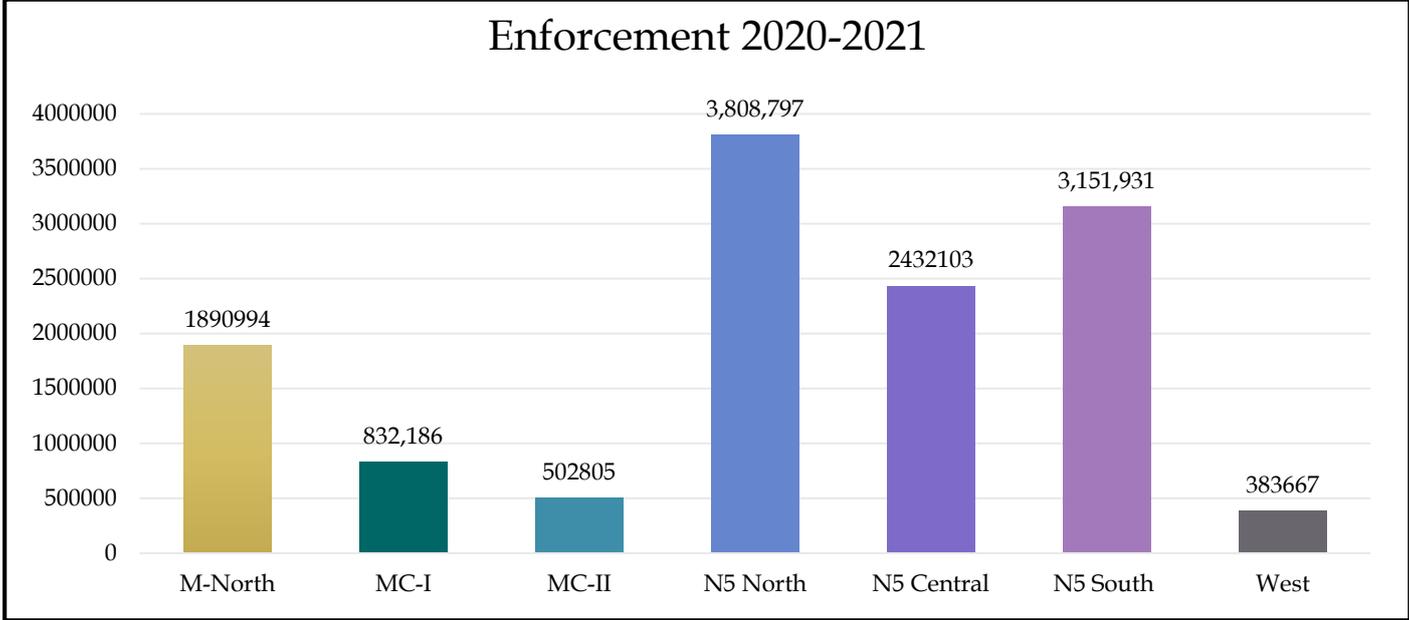
2.2 ENFORCEMENT

National Highways and Motorway Police is continuously making efforts to ensure safe journey for all road users and provide timely help and support to commuters. NHMP officers remain vigilant to observe activities that cause distraction from driving and traffic violations. Strict enforcement is exercised by officers to ensure safety of commuters on Motorways and National Highways.

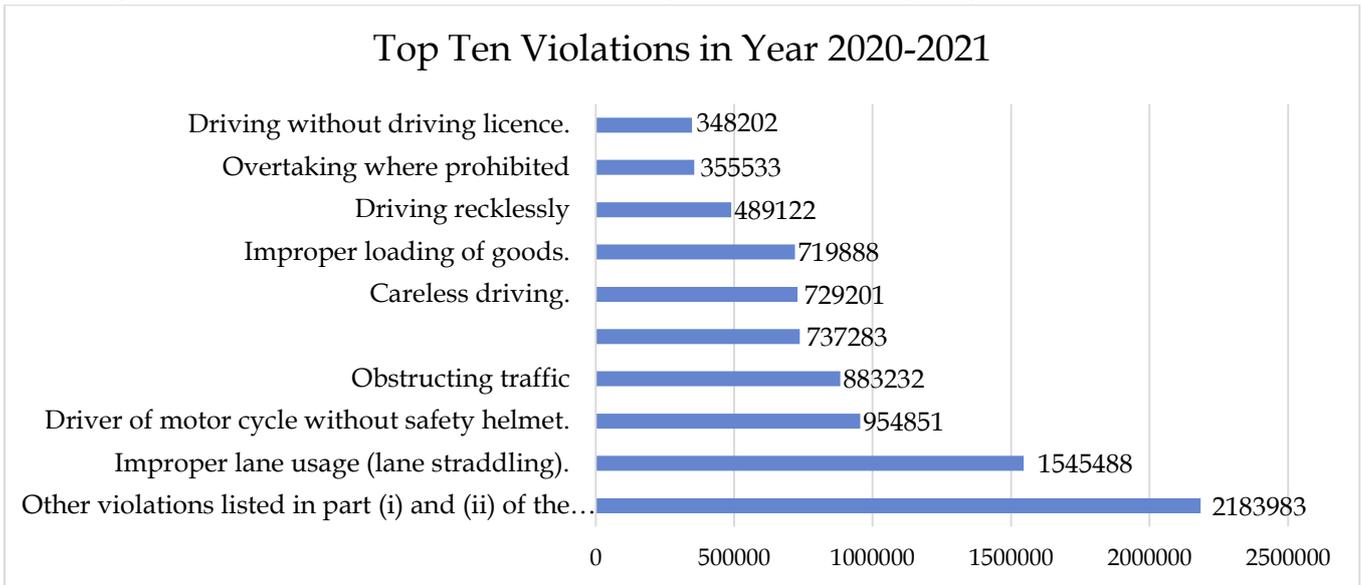
2.2.1 Tickets Issued

Total 13,002,483 **Tickets** issued during this period on Motorways and National Highways. Zone wise details are as under:

Enforcement 2020-2021



Code wise major violations data is analyzed and strategies are devised to control major violations. Top 10 traffic violations observed on Motorways and National Highways are as under:



2.2.2 Zero Tolerance Policy

NHMP ensured equal application of the law. This not only eliminated the VIP Culture, but instilled respect for the law among all motorists, irrespective of their status.

2.2.3 Public Friendly Policing

NHMP has maintained standard of Public Friendly Policing in Pakistan which has earned an excellent reputation both at national and international level. NHMP launched campaigns on the occasions of Eid-ul Fitr, Eid-ul-Azha, Independence Day, and Ramzan etc. under which, gifts along with Road Safety Booklets/leaflets were distributed among commuters in accordance with the occasion. Moreover, Iftar

packets and mineral water bottles were distributed during Ramadan by NHMP officers on National Highways and Motorways. In addition, NHMP organized 130 Road Safety quizzes to impart road safety knowledge amongst masses.

2.2.4 Action against Over-charging of fare

Strict Enforcement was exercised against overcharging of fare on eves of Eid ul Azha and Eid ul Fitr, under which Rs. 5,593,090 overcharged fare was returned to 32270 passengers travelling on Buses and Vans on National Highways and Motorways on the eve of Eid ul Azha and Eid ul Fitr during 2020-21.

2.2.5 Anti-Encroachment Activities

Anti-encroachment campaigns were launched on highways with the coordination of NHA for the provision of free, safe and uninterrupted flow of traffic.

2.2.6 Action against over-load and over sized vehicles

Strict enforcement is carried out against the overload and oversized vehicles. Regular meetings were held with the representatives of goods transporters to brief them about the consequences of overloading. Moreover, special campaigns against overloaded vehicles were conducted on regular basis. This campaign is proving very effective and overloading is decreasing progressively.

2.2.7 Deployment on the new roads

- **M-4** (Pindi Bhattian to Multan) – 290 km
- **SEW** (Swat Expressway) – 81 km
- **E-35** (Burhan _ Thakot) – 174 km

2.2.8 Implementation of E-Ticketing System on new roads

E-Ticketing System has been launched on new roads including M-4, Swat Expressway and E-35 Hazara Motorway. E-Ticketing System has not only enable the patrolling officers to perform their day-to-day activities electronically through hand-held device connected with central data server but would also facilitate the supervisory levels with quick access to precise and authentic information.

Following are some of the benefits of E-Ticketing System:

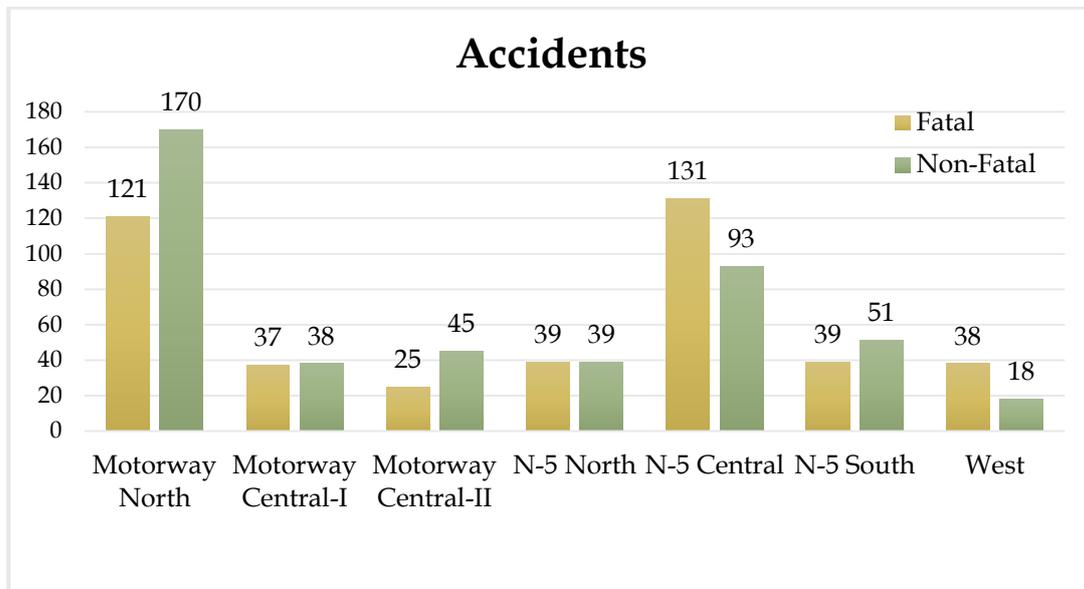
- Quick access to authentic and precise information
- Expenditure saving on Challan books printing
- Facilitate the supervisory officers in efficient monitoring
- Violations trends can be easily identified.
- Enforcement Strategies be developed based on violation trends
- Habitual violators can be identified
- Predefined click based reports at all level (Beat, Sector, Zone and HQs)

2.2.9 Accidents

Accidents occurred on Motorways and Highways during 2020-21 are as follows;

Zones	No. of Accidents
	2020-21
Motorway North	291
Motorway Central-I	89
Motorway Central-II	70
N-5 North	78
N-5 Central	224
N-5 South	90
West	56
Total	898

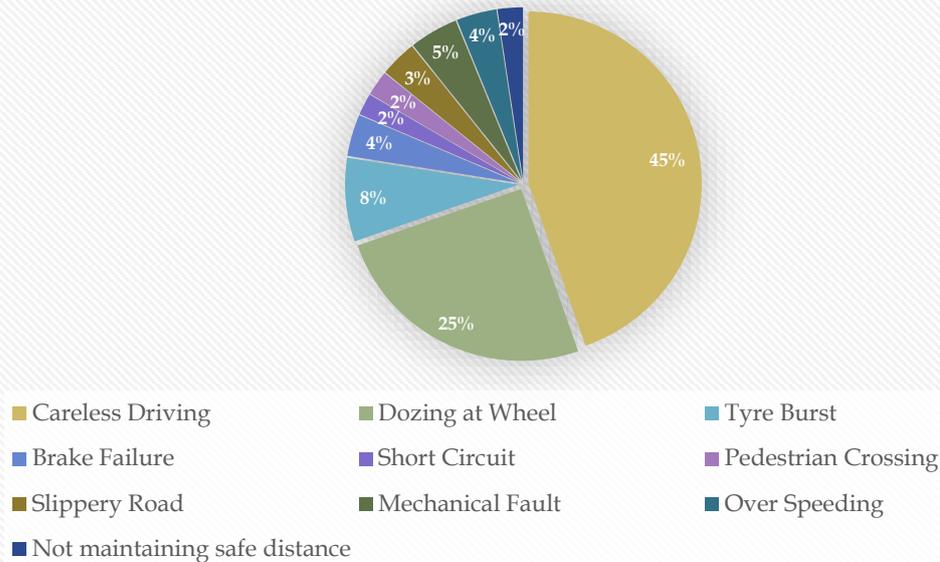
Fatal and non-fatal accidents occurred during the year 2020-21 in all Zones are as under:



2.2.9.1 Major Causes of Accidents

NHMP analyzes traffic accident data on regular basis which helps to identify major causes of accidents that need to be focused. The following major causes of accidents were identified in 2020-21.

Top Ten Causes of Accidents 2020-21



2.2.9.2 Remedial measures to control accidents

- Day and Night speed checking is being performed by utilizing all the available resources to reduce accidents resulting from over speeding on Motorways and National Highways.
- Wake up calls to the commuters are given during vulnerable night hours by using hooters and public address system.
- Checking of tyres with treads and air pressure gauges at toll plazas as well as by patrolling officers.
- Vehicle Fitness certificates, route permits, tyre conditions of PSVs are checked at briefing points.
- Steps are being taken for construction of pedestrian overhead crossings at vulnerable spots identified on National Highways.
- Old/mechanically unfit vehicles are not allowed to ply on Motorways and National Highways.
- Regular coordination is being made with National Highway Authority(NHA) by conducting meeting for rectification of road engineering faults and provision of necessary road furniture i.e. rumble strips, signboards, street lights, fence, etc.
- Closures of illegal U-turns with the coordination of NHA to prevent accidents.
- No violation is left unattended, the senior command and the supervisory officers are patrolling in person and paying special attention towards the traffic violations to avoid accidents and ensuring smooth traffic flow.
- Coordination with Secretary Regional Transport Authority (RTA) regarding cancellation of fitness certificates of HTV/PSV involved in road crashes.

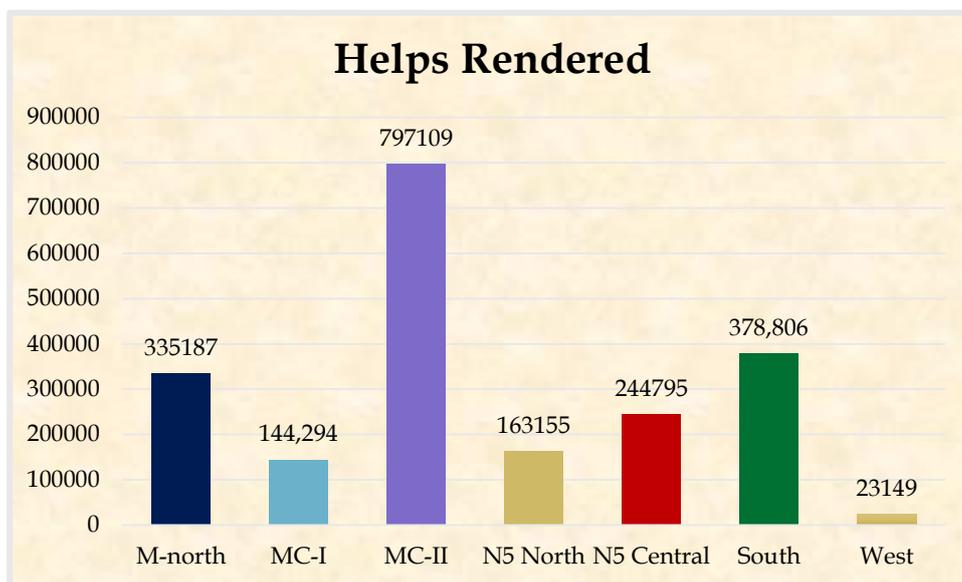
2.2.9.3 Establishment of Accident Analysis Wings

In depth analysis of the causes/reasons of accidents is very necessary to identify the main cause of accident so that strategies may be developed accordingly to avoid such accidents in future. Therefore, an Accident Analysis Wing has been established at Sector level. Following are the roles & responsibilities of the Accident Analysis Wing.

- In depth analysis of the causes/reasons of accident
- Identification of main cause of accident
- Collection of all facts about the accident
- Analyze the road, weather and light conditions
- Dully fill the Micro Accident Analysis Performa (MAAP)
- Suggest remedial measures / strategies to avoid such accidents

2.2.10 Helps

Help/assistance to motorists in distress is primary duty of NHMP. NHMP officers work tirelessly to help the commuters in distress on National Highways and Motorways. Helps are provided in different categories including mechanical problem, starting problem, fuel ended, tyre burst, engine problem etc. Zone-wise performance regarding providing helps to commuters in 2020-21 is as under:



2.2.11 Anti Crime Activities

NHMP firmly believes in combating the use and smuggling of narcotics, robberies, theft and kidnapping. NHMP is working day and night for eradication of extortion at bus terminals alongside National Highways in coordination with NHA and local police. Moreover, anti-crime squads have been established at beat, sector and zonal levels to counter crime and terrorism. In 2020-21, NHMP continued anti-crime and anti-theft activities in all Zones and progress for the said year is as under:

- 103 stolen/snatched vehicles were recovered on National Highways and Motorways in 2020-21.
- 152 criminals were arrested and handed over to local police, who were involved in different criminal activities.

- Drugs & Narcotics recovered by NHMP are as under:

Drugs & Narcotics	
Chars	99.275 kg
Heroin	42 kg
Opium	27.89 kg
Branded Liquor	1996 bottles
Alcohol	800 bottles
Whiskey	640 bottles

- 148 lost/runaway children/persons were re-united with their families in 2020-21.
- 72 illegal arms were recovered.
- 19419 illegal ammunition including 04 magazines and 33 live rounds were recovered.

2.3 FACILITATION TO ROAD USERS

2.3.1 Crisis Response Cell

Establishment of Crisis Response Cell at Sector level for round the clock dissemination of information through;

- Web Portal
- Social Media
- Radio



In order to facilitate general public, National Highways & Motorway Police had introduced an emergency "Helpline 130" to provide prompt help to the road users/commuters round the clock. In case of any emergency on Motorways or National Highways, the distressed commuters only have to dial 130 and Motorway Police is there to help them within 10 minutes. Ever since the introduction of the Helpline, NHMP has been providing following services to general public:

- Re-united lost and runaway children with their family.
- Provided helps to road users.
- Provided first aid in case of mishap/accident on Motorways and Highways.
- Returned lost luggage or valuables.
- Weather/Route Information.

Summary of calls attended by helpline-130 during 2020-21

Number of Calls	2,024,900
Average Daily Calls	5,548
Average Calls Per Month	168,742

2.3.2 Drivers Licensing Authority (DLA)

To fulfill the obligation of Chapter VII, Section 90(2) (q) of NHSO 2000, NHMP has taken the challenge to establish the Licensing Authority at Islamabad, Kamra and Lahore. The establishment of Driving Licensing Authority has not only provided for better drivers on the Motorways and Highways but NHMP can also provide technical assistance to provinces to enable the district drivers licensing authorities to improve the testing standards. One-window operation at NHMP Drivers Licensing Authority, Islamabad has been initiated and expansion of Drivers Licensing Authority (DLA) is in process.

Driving Licenses Issued by DLA in 2020-21	12991
International Driving Permit	75

2.3.3 Travel Advisory

This is an online medium that provides instant updates on road situation and weather conditions. The incessant monitoring of this facility through field establishments ensures timely notification of relevant information in the following heads

- Roadblock
- Fog & Visibility
- Weather
- Road closure
- Diversion
- The URL for accessing this portal is (www.nhmp.gov.pk/TravelAdvisory/)

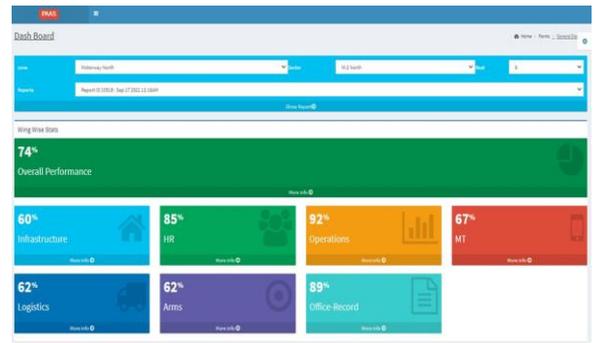
2.3.4 Social Media – Twitter & Facebook

In the past few years of remarkable social media evolution, Twitter has emerged as an effective medium of communication. Spreading our reach, any information pertaining to national road network is posted to Twitter and Face book respectively through the following official accounts;

- Twitter handle: <https://twitter.com/NHMPofficial>
- Facebook page: <https://www.facebook.com/NHMPofficial>

2.4 PERFORMANCE AUDIT AUTOMATION SYSTEM (PAAS)

Key Performance Indicators (KPIs) are defined to monitor and assess the efficiency and performance of an individual or an organization to determine the quality of services rendered. These KPIs may include Standard Operating Procedures (SOPs), Standing Orders and various other parameters for evaluation of performance.



The form includes fields for 'Area', 'Beat No.', 'Date', 'Assessment Period', 'Assessment Officer', 'Review Officer', and 'Status of Review'. Below the form is a table with columns: SNo, S#, Assessment Parameter, Authorization, Reference, and Mark.

SNo	S#	Assessment Parameter	Authorization	Reference	Mark
1	1	Building line proper boundary wall?	1:1:2019		25%
2	2	Boundary wall covered with material?	1:1:2019		20%
3	3	Building enclosed and finished with CCTV camera?	20/10		20%
4	4	CCTV recording available	20/10		0%
5	5	Beat premises neat/clean?	1:1:2019		0%

To audit the performance of field formations, NHMP has designed, developed and launched an online-based application titled “Performance Audit Automation System (PAAS)” to conduct a real-time inspection of Beats (operational, administrative as well as residential areas). Wherein, the allocated and available resources are correlated and compared with existing departmental policies, factual operational requirements and approved table of authorization.

Moreover, this application would also help to identify shortcomings and determine areas for further improvements. The prescribed parameters for inspection process are as under:

- i. Infrastructure
- ii. Human Resource
- iii. Beat Operations
- iv. Logistics
- v. Motor Transport
- vi. Arms and Ammunition
- vii. Office Record



Detailed analysis and feasibility study was conducted to define quantitative and qualitative requirements under each category. The system would allocate the concerned beat specific colours/areas based on obtained percentage.

Additionally, the whole activity is monitored at Central Police Office and the dashboard is accessible to the IG, NHMP to overview the beat level inspection at one click.

In light of the report compiled by PAAS, the competent authority can make decisions, issue directions and advise officers for further better performance.

2.5 PMDU - NHMP PERFORMANCE

Since establishment of Pakistan Citizens Portal, Prime Minister's Performance Delivery Unit (PMDU), NHMP have received 5,805 complaints on different issues regarding traffic management.

NHMP have resolved 5,698 complaints so far which is 98 % of total complaints. All the issues highlighted in the complaints were properly addressed and necessary measures were taken to redress the grievances of complainants. Due to the reason, 61 % complainants showed positive feedback on the measures taken which is highest among all police forces of Pakistan.



Complaints received on Pakistan Citizen's Portal are given due importance in order to redress the grievances of citizens. Special emphasis is given to the trending issues highlighted by the complainants. The public outreach of NHMP officials is also enhanced through the participation of senior officers in E-Katchehries.

In response to suggestions on issuance of Driving License, several new provisions have been introduced for convenience of those who aspire to elevate to better standards.

2.6 TRAININGS

National Highways & Motorway Police Training College Sheikhpura achieved a respectable status among the comity of Police Training Colleges in a short span of time. It has become a role model due to its unique features of training programs i.e. combining training and education in order to provide its trainees with the professional skills, leadership qualities and decision-making abilities required to maintain an ordered and safe society. During the preceding financial year (2020-21), 4025 trainees were trained by NHMP Training College. The following courses are being offered at NHMP Training College, Sheikhpura and its satellite campuses:

Sr	Name of Course	Duration	No. of Courses	No. of Trainees
1	33 rd Upper Class Course	04 Months	01	88
2	10 th Basic Recruit Course	06 Months	01	400
3	Probationer Course	06 Months	02	238
4	13 th Advance Course	04 Months	01	30
5	Orientation Course	01 Month	04	334
6	31 st Lower Class Course	04 Months	01	71
		Total	10	1161

Capacity Building Courses

7	Staff Car/General Duty Driving Course	01 Month	02	72
8	Weapon Handling Course	02 Months	02	92
9	Capacity Building Course (Accident investigation)	01 Week	01	20
Total			05	184

Driving Courses (Public/Private Organizations)

10	Defensive Driving Course	5 Days	46	1818
11	Courses Executive	01 Day	13	153
12	PSDF Course	03 Months	04	665
13	LTV Driving Course (Chakri Camp (Navttc)	02 Months	01	44
Total			64	2680
Grand Total			79	4025

3 Organizational Development

3.1 PROCUREMENT OF LOGISTICS

- Purchased 67 Vehicle (47 vehicles for M-4 & E35 and 22 vehicles for Swat Expressway) out of Regular Budget.
- Purchase 228 vehicles out of Matching Grant against replacement.
- Disposed off 220 vehicles (202 vehicles Auctioned & 18 Vehicles sold to Govt. Departments) and deposited an amount of Rs. 343.933 million in Government Treasury.
- Auctioned Misc. / MT store condemned items and deposited Rs. 1.2 million in Government Treasury.

3.2 RECRUITMENT

3.2.1 Sanctioned and Present Strength as on 30-06-2021

Detail	Sanctioned Strength	Present Strength
Uniformed Police Officers	10359	6307
Non-Uniformed Staff	2913	2398
Total	13272	8705

3.2.2 Sanction/ Creation of Posts

Date of Creation	Detail	No. of Posts	Total Posts
16-03-2021	Non-Uniform Posts of Technical Cadre (BS-07 & BS-10)	BS-10 = 12 BS-07 = 30	42

3.2.3 Recruitment Completed During the year 2020-21

Detail of recruitment of 350 Posts is as under:

S. No.	Name of Posts & BS	No. of Posts
1	Computer Operator (BS-16) Through FPSC	18
2	Accountant (BS-16) Through FPSC	11
3	Non-Uniform Posts of different cadres of BS-05 on local base	59
4	Non-Uniform Posts of different cadres of BS-01 on local base	262
Total		350

3.2.4 Appointment under Prime Minister's Assistance Package

08 sons/ daughters/ widows of Shaheed/ Deceased NHMP employees have been appointed on contract basis under Prime Minister's Assistance Package for families of Government employees who died during service.

3.2.5 Promotion of Uniformed Police Officers

From (Rank)	To (Rank)	No. of Officers Promoted
IP/SPO (BS-16)	DSP/CPO (BS-17)	10
C/JPO (BS-05)	HC/APO (BS-07)	39
Total		49

3.2.6 Promotion of Non-Uniform Officers/ Officials

From (Rank)	To (Rank)	No. of Officials Promoted
UDC (BS-11)	Assistant (BS-15)	05
LDC (BS-09)	UDC (BS-11)	11
Class-IV employees (BS-06 & below)	LDC (BS-09)	28
Total		44

3.3 DEVELOPMENT PROJECTS

3.3.1 Development Project – PSDP

03 PSDP project, 01 ongoing and 02 newly approved projects of NHMP.

1. Construction of SSP Office, Lines HQ & Beat Offices for NHMP at Gwadar

The detail of Gwadar project is as under:

Total Cost	Year	Allocation	Release	Expenditure	Physical Progress	Financial Progress	Completion Date
289.532	2020-21	164.539 M	131.630 M	108.269 M	77%	74%	June, 2022

2. Construction of NHMP building for SSP/LHQS sector-II at Rahim Yar Khan Interchange Motorway, M-5. PC-I has been approved at the cost of Rs. 216.820 million.
3. Construction of NHMP Building for SSP/LHQS Sector-I at Sher Shah Interchange Motorway, M-5. PC-I has been approved at the cost of Rs. 217.003 million

3.3.2 International Collaboration – UNOPS Project

United Nations Office for Project Services (UNOPS) is constructing a three storey barrack (Ground floor +2) with 100 occupancy for NHMP female officers, including recruits and in-service trainees, at Training College Sheikhpura funded by International Narcotics and Law (INL).

4 WELFARE

4.1 Amenities:

The Fund shall be utilized for improving the general working and living conditions of all members of the force and for providing monetary assistance to members and their families. Some of the welfare subjects have been listed below. Any addition, deletion or amendment to these subjects as well as any increase or decrease in the amount of loans or grants, may be made suo moto by the Chairman, or on the recommendations of the Reward & Welfare Committee.

4.2 Annual Reward:

It is desired by the competent authority, that not later than January of each year, the Sector/Zonal Reward and Welfare Committees shall short list the names of officers/ officials (uniform and non-uniform) who have rendered outstanding and meritorious service during the year for annual reward. The names shall be forwarded to the DIG (O&E) who shall submit the same to the Reward & Welfare Committee. The Reward & Welfare Committee shall submit final recommendation to the IGP for grant of annual rewards. Following criteria/guidelines shall be observed for grant of Annual Reward.

- i. Number of officers/officials recommended, must not exceed 50% of the total strength.
- ii. The names of those officers/officials will not be recommended for annual reward who are:-

- a. Facing any departmental inquiry, pending show cause notice.
 - b. Guilty of reporting fake helps, challans etc.
- iii. Deputationist employees may be recommended for Annual Reward who have served in NHMP
 - iv. Extra points may be awarded to officers/officials posted in hard areas as well as on extraordinary performance including but not limited to arrest of desperate criminals, police encounters resulting in death of criminals and extra ordinary recovery thereof.
 - v. The officers/officials recommended for Annual Reward must not have been awarded major punishment
 - vi. The nominee of Annual Reward should not have any undue prolonged absence from duty on any pretext on their part.
 - vii. The recommendation of an officer shall be made from where the officer has served for the longest period of the year and his performance (previous/subsequent-if any) may be obtained from his/her respective place of posting.
 - viii. The annual performance will be displayed on the notice board of the respective beat/office for three days. In case any appeal by an officer, the appeal may be initially decided at Beat/Sector
 - ix. Recommendations of senior officers (BPS 17-19), will be furnished by the supervisory officers which shall be finalized by the competent authority.

4.3 Loans:

4.3.1 R&W Fund Loan

- i. An interest-free loan may be sanctioned from the R&W Fund for pressing needs of the employees (excluding contract employees) including, but not limited to, the treatment of chronic/prolonged disease, clearance of debt, or any other matter that has been halted due to non-availability of essential funds.
- ii. All normal and House Building Advances (HBA) loans have been discontinued w.e.f 31-12-2018 and a four slab **Welfare Loan** is introduced for permanent employees of NHMP to be effective from 01-01-2019:

Slab	BPS	Loan Amount	No. of Installments
1	01 – 09	Rs.500,000/-	84
2	10 – 16	Rs.1,000,000/-	84
3	17	Rs.1,200,000/-	84
4	18 & Above	Rs.1,500,000/-	84

- iii. Two years' service for recruited individual and one year for deputationists is required
- iv. The amount of loan shall be recovered in monthly installments through crossed cheques, which may be taken from the loanee in advance at the time of issuance of loan.
- v. The date wise seniority of BPS-17 & above shall be maintained at CPO Headquarter.
- vi. The Zone wise quota is as under

S#	Zone	Slab-1 (Rs. 500,000/-) BPS 01-05	Slab-2 (Rs. 500,000/-) BPS 06-09	Slab-3 (Rs. 1,000,000/-) BPS 10-16	Slab-4 (Rs. 1,200,000/-) BPS 17	Slab-5 (Rs. 1,500,000/-) BPS 18 & Above	Deputationist	Zone Total (a+b+c+f)
		(a)	(b)	(c)	(d)	(e)		
1	Motorway (North)	04	04	06	04 From entire NHMP	01 From entire NHMP	01	15
2	Motorway (Central-I)	04	04	06			01	15
3	Motorway (Central-II)	04	04	06			01	15
4	N-5 North	04	04	06			01	15
5	N-5 Central	04	04	06			01	15
6	N-5 South	04	04	06			01	15
7	West	04	04	06			02	16
8	Trg. College/ CPO/HQs	04	04	06			01	15

- vii. Each zone may send one loan case of deputationist along with the regular loan recommendations.
- viii. The recovery of loan shall be made through concerned Zonal and office DDOs/ Accounts Officers, which shall be remitted to the Welfare Officer, Regimental and Welfare Fund by 10th of each month.
- ix. An application for the grant of interest-free loan may be submitted on the prescribed form given as annex 'A' supported by an agreement on the prescribed form given as annex 'B'.
- x. The applications for loan shall be forwarded to the Reward & Welfare Committee through Sector and Zonal Welfare Committees which shall first scrutinize the pecuniary circumstances of the applicant to justify the grant of loan applied for.
- xi. Next loan to employees will be granted after lapse of one (01) year from the date of the last installment of previous loan. Moreover, in extreme emergency cases Reward & Welfare Committee is empowered to reduce the gap, with the condition that the case is verified and recommended by the concerned Zonal Commander.
- xii. On death of member outstanding loan out of Regimental & Welfare Fund shall be waived-off.

4.3.2 Marriage Loan

Marriage loan amounting to Rs.100,000/- shall be paid to those young male/female officers/officials who are getting married in future.

4.4 Grants

4.4.1 Shaheed/Deceased Compensation to the Legal Heirs:

- i. **Shaheed:** An amount of Rs.7,500,000/- (7.5 million only) (amended w.e.f 01-04-2014) shall be paid as immediate relief to the legal heirs of an employee who embraces martyrdom in the line of duty including but not limited to terrorist attack, target killing, encounter with criminals. It also includes an employee who dies in an accident during performance of official duty.
- ii. **In-Service Death:** The legal heirs of an employee who loses his life during performance of official duty shall be entitled to compensation as given below:

Basic Pay Scale	In-Service Death
20 and above	5,000,000/-
18 and 19	3,500,000/-
17	2,500,000/-
08 to 16	1,500,000/-
01 to 07	1,000,000/-

- iii. **Maintenance Allowance to widow(s):** A maintenance allowance shall be paid to the widow(s) of the Shaheed/deceased employee in lump sum payments every quarter. The payments shall be made through the concerned Beat Commanders as per the following schedule:

Basic Pay Scale	Amount (per month)
20 and Above	45,000/-
18 and 19	37,500/-
17	30,000/-
08 to 16	25,000/-
01 to 07	17,500/-

In case of death of a widow, Maintenance Allowance shall be paid to her children i.e boys up to 18 years of age or daughters up to their marriage or to the disabled child till life. In a case where the deceased is unmarried and is the only child of his/her parents, the maintenance allowance shall be paid to the parents. The payment shall be made through court-appointed guardian in case of minor children. The payment will be discontinued immediately on re-marriage of widow.

- iv. The entire cost of education of Shaheed's family's shall be borne out of R&W Fund.
- v. Consolidated case for fee reimbursement for the full calendar year (Jan to Dec) to be submitted for all the children of the deceased.
- vi. The Zonal Commanders will certify that no other scholarship has been claimed by the applicant from NHMP or any other department.
- vii. It would be compulsory for the applicant to submit paid original fee vouchers that are verifiable/auditable to avail the education allowance.
- viii. NADRA Family Registration Certificate (FRC) of the student would be provided by the applicant as evidence of relationship with deceased NHMP employee.
- ix. Concerned NHMP Sector/Zonal DDO will verify the fee voucher and put the date on them before submission of case to CPO-HQ Zone.

- x. No claim will be entertained without original voucher/ receipts (evidence of payment).
- xi. Only school fee paid to school is reimbursable excluding security deposit and late fee charges or any other penalty.
- xii. The above-mentioned Educational Allowance is not in addition to the already existing Scholarship and Special Scholarship as mentioned vide clause-f & g of the same para of Regimental & Welfare Fund policy. The children of NHMP Shaheed/deceased employees are entitled to any one of the two after due deliberation and consideration of the Reward & Welfare Committee.

4.4.2 Compensation on permanent disability / incapacitation

Rs.2,500,000/- may be granted as compensation to the employees who become permanently incapacitated/disabled during their performance of duty.

4.4.3 Financial Assistance to Injured Officers/Officials

NHMP shall pay all the expenses to the hospital (Govt./Private) borne on the treatment of an officers/officials who get injured during the performance of duty. The same shall not be reimbursable from the regular budget.

4.4.4 Marriage grant to the employees

Officers/officials who get married for the first time during the service in NHMP shall be granted an amount of Rs.50,000/- as marriage grant (non-refundable)

4.4.5 Daughter's Marriage Grant

An amount of Rs.300,000/- shall be paid to the officers/officials on the marriage of their daughters.

4.5 Scholarships

The children of members, who secure a minimum of 60% marks in their matriculation examination and have joined recognized colleges, shall be eligible for the grant of scholarship. The children of shaheed/ deceased employees of NHMP who obtain a minimum of 55% marks in matriculation examination and subsequently maintain the same standard shall also be eligible for scholarship.

- i. Annual scholarship shall be subject to provision of certificates from concerned educational institute. One would also be liable to furnish performance certificate of preceding year.
- ii. Scholarship for Hifz-e-Quran will be granted on completion of Hifz-e-Quran one time only on production of a certificate from a recognized religious institution
- iii. The facility of scholarship shall be available to maximum two children of a member from the Fund at a time. Whereas, the facility of special scholarship may be for more than two (02) children as per its criteria.
- iv. The maximum upper age limit for scholarship shall be 24 years.
- v. Scholarship on the last result. A child is disqualified for scholarship on the grounds of matriculation result being less Numbers as per criteria, he/she will not be disqualified forever if he/she improves

himself/ herself in the next higher classes and claims for scholarship on the result of that higher class provided, all other conditions are fulfilled as per criteria. That is to say, the last class results on the ground of which scholarship is being claimed will be considered independently.

- vi. All applications for the grant of scholarships shall be submitted on the prescribed form “Annex-C” through the Sector and Zonal Welfare Committees. These Committees while examining an application shall ensure that the individual for whom scholarship has been applied for has already joined the college and that he really deserves candidate for the grant of scholarship. The applications shall then be forwarded to the Reward & Welfare Committee for final decision.

4.5.1 Special Scholarship

- i. A special scholarship shall be given to the outstanding children of members.
- ii. The facility of special scholarship may be for more than two (02) children as per its criteria.

The details of scholarship/special scholarship is as under

Sl. #				Conditions For Grant of Scholarship	
1	Qualification	Matriculation			Scholarship to the students of class-x (Matric) will be paid on the basis of class-IX result.
	Type of Scholarship	Normal		Special	
	Percentage	60% to 79.9%		80% & above	
	Amount	30,000		80,000	
2	Qualification	FA/ F.Sc			1) For 1st Year the percentage of marks obtained in Matriculation may be considered to decide the eligibility for grant of relevant scholarship. 2) For 2nd Year the percentage of marks obtained in 1st year may be considered to decide the eligibility for grant of relevant scholarship.
	Type of Scholarship	Normal		Special	
	Percentage	60% to 79.9%		80% & above	
	Amount	36,000		100,000	
3	Qualification	BA/ BSc.			1) For 1st Year the cumulative percentage obtained in Intermediate examination may be considered to decide the
	Type of Scholarship	Normal		Special	
	Percentage	60% to 79.9%		80% & above	

	Amount	60,000		150,000	eligibility for grant of relevant scholarship. 2) For 2nd, 3rd and 4th Year the percentage obtained in preceding year may be considered to decide the eligibility for grant of relevant scholarship.
4	Qualification	MA/ M.Sc/ MS/ M.Phil			1) For 1st Year the cumulative percentage obtained in preceding examination may be considered to decide the eligibility for grant of relevant scholarship. 2) For 2nd, 3rd and 4th Year, as the case may be, the percentage obtained in preceding year may be considered to decide the eligibility for grant of relevant scholarship.
	Type of Scholarship	Normal	Spl-I	Special-II	
	Percentage	50% to 59.9%	60 to 74.9%	75% & above or position Holder	
	Amount	85,000	100,000	200,000	
5	Qualification	Professional Degrees - Category-I			(MBBS/ BDS/ Engineering/ CA/ ICMA/ ACCA)
	Type of Scholarship	Normal		Special	1) For 1st Year the cumulative percentage obtained in preceding examination may be considered to decide the eligibility for grant of relevant scholarship. 2) For 2nd, 3rd and 4th Year, as the case may be, the percentage obtained in preceding year may be considered to decide the eligibility for grant of relevant scholarship. 3) The scholarship for 1st Year may be paid at the time of admission and no scholarship may be paid on conclusion of course/ degree
	Percentage	60% to 69.9%		70% & above	
	Amount	150,000		300,000	

6	Qualification	Professional Degrees - Category-II		(DPT/ Architecture/ Pharmacy/ Nursing/ Agricultural Sciences/ Veterinary & Medicine)
	Type of Scholarship	Normal		Special
	Percentage	60% to 74.9%		75% & above
	Amount	100,000		250,000
7	Qualification	Hifz e Quran		1) Subject to provision of completion of Hifz e Quran certificate 2) Payment will be made one time only
	Type of Scholarship	One time		
	Percentage	-		
	Amount	100,000		
8	Qualification	Special Children		1) Subject to provision of Disability certificate from Authorized Hospitals 2) Payment will be made on yearly basis
	Type of Scholarship	Yearly		
	Percentage	-		
	Amount	120,000		

4.6 Funeral charges

An amount of Rs. 50,000/- as immediate relief shall be paid to the family of the shaheed/deceased member.

4.7 Burial charges

An amount of Rs.20,000/- shall be paid to the member on the death of father, mother, wife and children.

4.8 Eidy to the families of Shaheed/deceased and Injured employees of NHMP

A list of all Shaheeds and Seriously injured persons of NHMP should be prepared and an officer of at least CPO Rank must visit their families on the eve of Eids and pay the following amounts on behalf of NHMP.

- a) Shaheed's/Deceased employee family Rs.10,000/-
- b) Seriously injured or hospitalized Rs.5,000/-

4.9 Special Ramzan Package for the Families of Shaheed/Deceased Employees of NHMP

Ramzan Package as recommended by the Committee shall be paid to the families of shaheed/deceased employees of NHMP (86th Meeting).

4.10 Other Reliefs

4.10.1 Mess Night for Camp Living Officers/Officials

Mess Night for camp living officers/officials shall be held at each Zonal office, Sector, Training College & CPO/HQs every month and the following amounts for arrangement of Mess Night shall be provided (revised in 113th Meeting w.e.f 01-04-2019):-

Name of Sector/Office	Amount
Zonal Office	Rs. 75,000/-
Each Sector	Rs.100,000/-
CPO/HQs	Rs.200,000/-
Training College	Rs.200,000/-

4.10.2 Subsidy

- i. Rs. 100,000/- shall be paid as mess subsidy to improve the standards of Lines HQs mess.
- ii. Rs. 1,200/- per trainee and staff shall also be provided as mess subsidy to the Training College, Sheikhpura on monthly basis.
- iii. Rs. 600/- per employee shall be provided as mess subsidy to the N-10 Costal Highway, Gwadar on monthly basis.
- iv. Rs. 600/- per employee shall be provided as mess subsidy to Sector-III Kalat on monthly basis.

4.10.3 SPORTS FUND

- A sports board of National Highways and Motorway Police shall be constituted.
- The sports board shall organize the annual sports festival on the eve of raising day of NHMP.
- The sports board shall also promote sports activities on regular basis.
- The Commandant Training College shall be chairman of the Board. The Board has a general body. The General body consists of 10 members. It lays down the policy and implements this policy.

Annual fund of sports board

- 40% out of the monthly membership contribution of regimental & welfare fund shall be provided to sports board for sports activities on annual sports festival.
- Rupees two million (Rs.2,000,000) shall be provided separately to sports board from R&W fund for the arrangements of annual sports festival.
- As per clause 'c' a seed money of rupees one million (Rs.1,000,000) shall be placed at the disposal of sports board.

4.10.4 Miscellaneous Relief

The primary objective of the fund is to relieve the hardships faced by the members and their families, in their private and working lives. Therefore, all measures taken in good faith for the achievement of this objective, even if they do not figure in the body of this policy would be considered quite valid. Such measures may be taken on the recommendations of the Reward & Welfare Committee.

4.11 Relief Granted

During year 2020-21, relief amounting to Rs. **310,147,319** was granted against the **1671 cases of NHMP** employees in difference amenities.

Loan		Daughter Marriage Grant		Scholarship		Special Scholarship		Self-Marriage Grant		Financial Assistance		Total	
Cases	Amount	Cases	Amount	Cases	Amount	Cases	Amount	Cases	Amount	Cases	Amount	Cases	Amount
438	212,300,000	114	15,800,000	445	16,673,036	367	27,520,000	276	24,000,000	31	13,854,283	1,671	310,147,319

5 TARGETS AND FUTURE PLANS

5.1 Installation of tracker system in NHMP fleet

Well managed fleet of NHMP serves as back bone for impartial enforcement against violators under the provisions of NHTSO-2000. Optimum utilization of NHMP fleet is also important to provide prompt and timely assistance to commuters under distress as well as to ensure safety and security of commuters.

5.2 Wearing of Body Worn Cameras for NHMP Officers

Recording of conversation between NHMP officers and commuters carries critical importance to monitor their behavior and use the record as evidence on as and when required basis.

5.3 Procurement and utilization of Surveillance Drones

Technology is improving on daily basis, NHMP aspires to utilize modern technologies to ensure provision of quality services on carriageways. Surveillance drones will be utilized to monitor traffic accidents, incidents, blockades etc. to provide prompt assistance and helps to commuters under distress

5.4 Launching of Central Data Repository of Driving Licenses

NHMP is establishing National Driving Licenses Repository (NDLR) of all provincial/federal licensing authorities. This repository shall serve as a data bank, integrating data of all driving licenses issued in Pakistan. With a single click, this shall enable field officers to verify the driving license, check the duplicates and identify the fake driving licenses. In future, this system will also provide the baseline to implement the demerit/point based penalty system based on violations.

5.5 Development and implementation of Human Resources Management Information System

Human resources are the most reliable and important asset of any organization. There is a dire need to develop an intelligent human resource management system for optimum utilization of staff and officers.

5.6 Reduction in fatal accidents and injuries

NHMP is making all out efforts to ensure safe travelling via highways and motorways. Field formations are working hard to achieve the target of accidents free carriageways and protect precious human lives, limbs and property from damages.

5.7 Improve Enforcement

Field formations of NHMP are monitoring the violations of traffic rules and disciplines committed by commuters. Strict enforcement is carried out to ensure impartial implementation of traffic rules and supremacy of law



NATIONAL HIGHWAYS & MOTORWAYS POLICE