



NHMP Year Book

2021-2022

Recklessness
Accident
Deaths
#NoMore Tolerance
Risk
Violation
Overspeeding

National Highways & Motorway Police

Date: 17-10-2022

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MESSAGE FROM THE INSPECTOR GENERAL, NHMP

VISION

MISSION

CORE VALUES / RESPONSIBILITIES

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Message from the Inspector General, NHMP



The fact that officers of all ranks continue to uphold the highest standards of professionalism while protecting the safety of drivers on the national road network is a source of great pleasure.

Since its inception, the NHMP has worked to uphold the greatest standards of courtesy, integrity, and professionalism while also educating and assisting commuters and enforcing the law for increased convenience and safety.

NHMP now maintains law enforcement on 4,696 km of highways and motorways. Due to the ever-expanding network of national highways and motorways and the increase in traffic, NHMP must be well-prepared for and able to handle all of these issues. The fundamental issue is still a lack of labour and logistics.

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 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 launched numerous campaigns this year, including “No More”, which stands for no more violations. Strict enforcement is carried out on any type of violations, special including over speeding, not wearing seat belt, over charging in PSVs etc. Special initiatives by IGP including Salt Range campaign against over speeding, chasing, enforcement through spotters at different locations.

In addition, a National Driving Licenses Repository (NDLR) of all provincial and federal licensing authorities has been developed by NHMP. This repository is functioning as a data bank. This has made possible for field function to verify a driver's license, check duplications, and spot fake licenses. This approach will serve as a foundation for the implementation of a point-based penalty system in the future

“Nothing worthwhile is beyond our reach if we work together in faith and show a selfless devotion to our duties. Therefore, let's continue to put service above ourselves and strive to be better than yesterday.”

Khalid Mahmood, 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

- Courtesy
- Integrity
- Professionalism

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

Introduction



1 Introduction

1.1 JURISDICTION

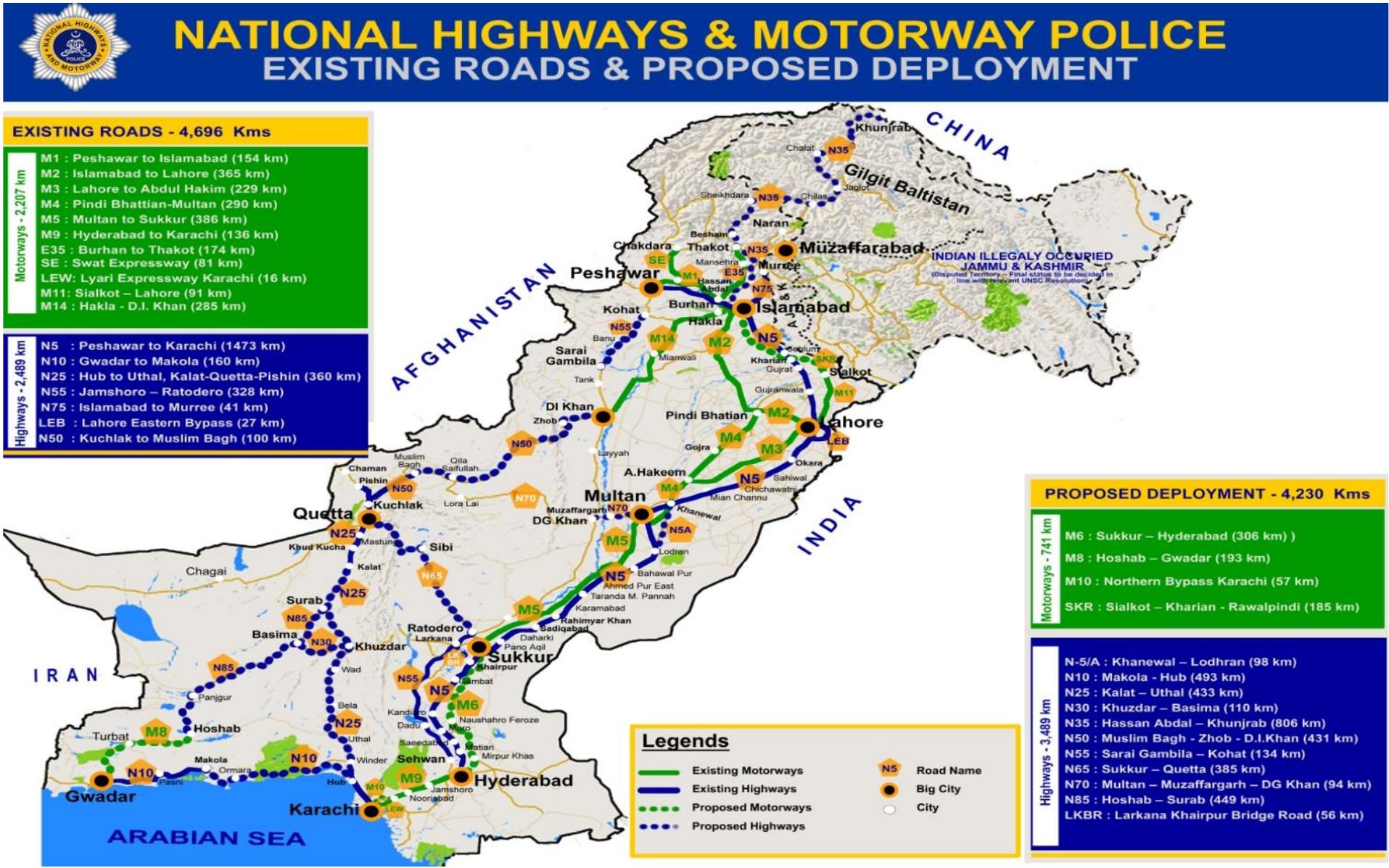
1.1.1 Area of Jurisdiction

NHMP has taken over policing of 4,696 km roads of National Highways and Motorways whereas policing on proposed 4,230 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
	M-14 Hakla – D.I. Khan	285
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
	N-50 (Kuchlak to Muslim Bagh)	100
TOTAL AREA OF RESPONSIBILITY		4,696

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
SKR (Sialkot – Kharian - Rawalpindi)	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 (Muslim Bagh - Zhob - D.I.Khan)	431
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	4,230

1.1.2 Jurisdiction Map

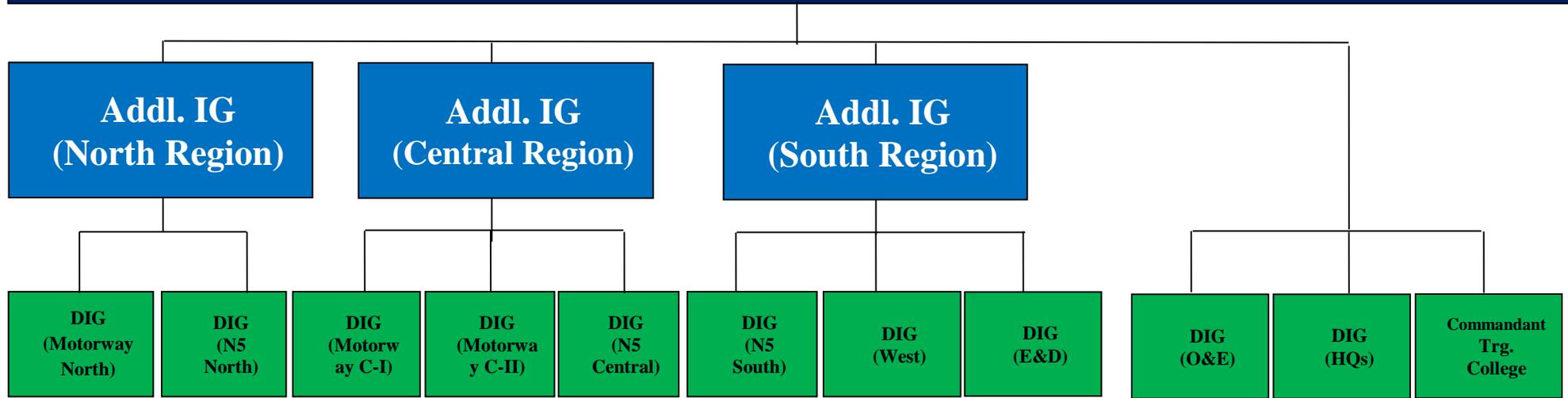


1.2 ORGANIZATIONAL STRUCTURE

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 (Establishment and Discipline).
- xii. The DIG (Operations & Evaluation).
- xiii. The DIG (Headquarters)
- xiv. The DIG/Commandant, Training College.

Inspector General of Police



- | | | | | | | |
|--|--|--|---|--|--|--|
| <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) • N-50 (Kuchlak – Muslim Bagh) |
|--|--|--|---|--|--|--|

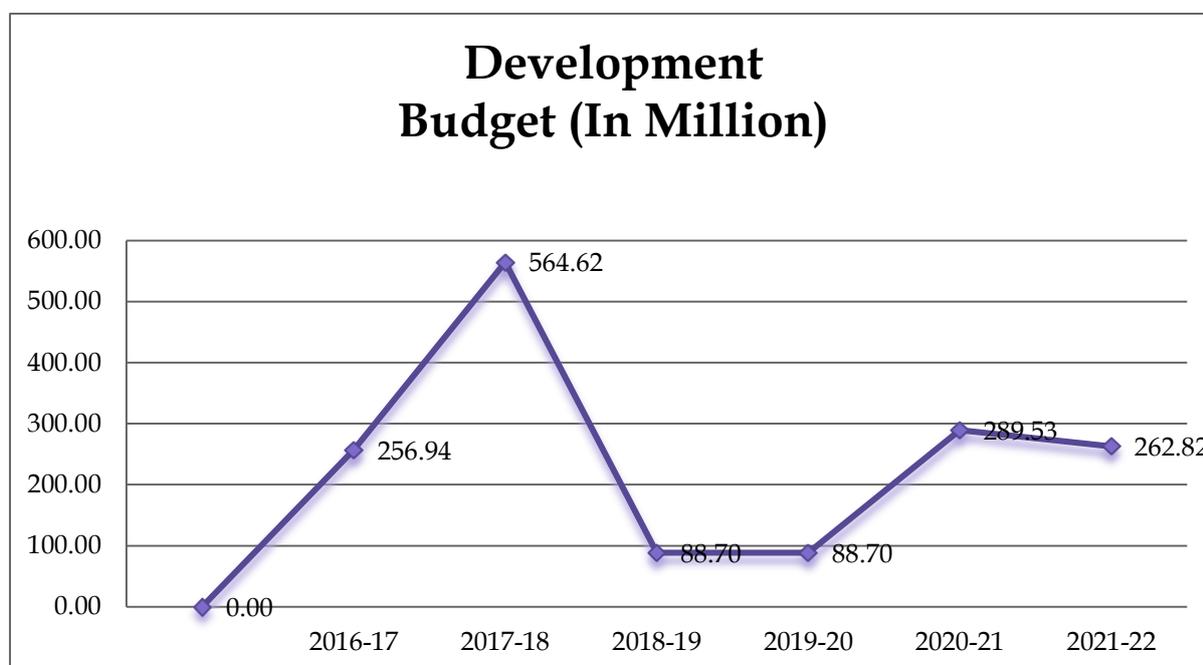
Each Operational zone contains 3 to 4 "Sectors" each headed by a SSP/SP. Each Sector is further divided into averagely 4 "Beats" each Beat is headed by a DSP/Beat Commander (BS-17). Total Sectors are 28 and Currently 28 Sector offices are operational.

S. NO.	ZONE	SECTORS	BEATS	OPERATIONAL SECTORS
1.	Motorway North Zone	05	19	5
		M-1,Swat Expressway, E-35, M-14, M-2 (North)		
2.	N-5 North Zone	04	12	4
		North-I, North-II, North-III, IMDC		
3.	N-5 Central Zone	03	13	3
		Central-I, Central-II, Central-III		
4.	N-5 South Zone	05	18	5
		South-I,South-II, South-III, N-55-I, N-55-II		
5.	West Zone	04	12	4
		Sector Uthal, Sector Kalat & Sector Gawadar & N-50		
6.	Motorway Central-1 Zone	03	11	3
		Sector M-2 South, Link Road M-2, Sector M-3, M-11 (LSM) & LEBP		
7	Motorway Central-2 Zone	04	14	4
		M-4-Sector, Sub Sector M-4, M-5 Sector-I Multan & M-5 Sector-II		
TOTAL	07	28	99	28

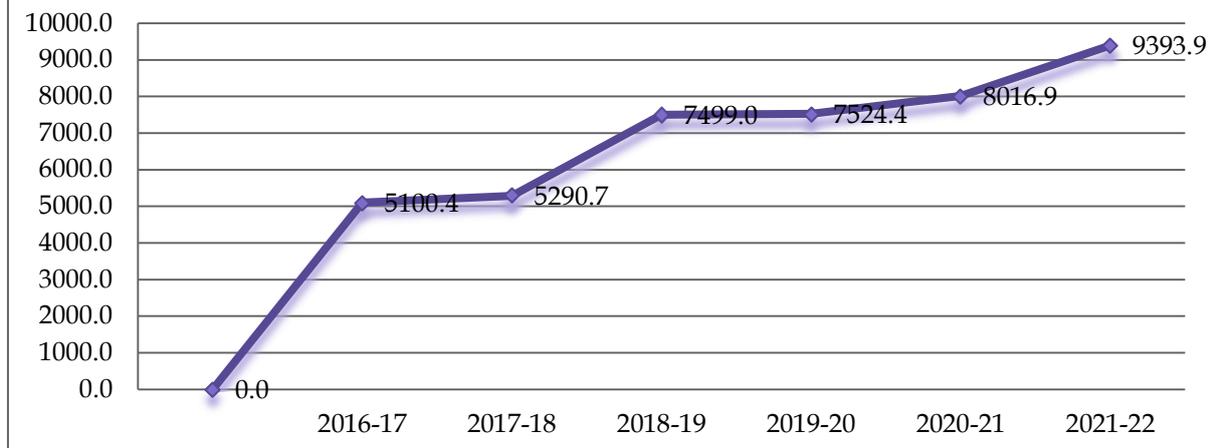
1.3 BUDGET

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
2021-22	262.818	9,393.902	9,656.72



Non Development Budget (In Million)



1.4 STRENGTH

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

	Sanctioned	Working	Difference	Under process
Uniformed	12,297	6,249	6,084	367
Non-Uniformed	3,473	2,410	1,063	564
Total	15,770	8,659	7,111	931

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.

PERFORMANCE AND ACHIEVEMENTS



2 PERFORMANCE AND ACHIEVEMENTS

2.1 Establishment of official Social Media Cell:

Official social media handles have been created which are operated by a social media cell established at 4th Floor of Central Police Office Headquarters of NHMP, Islamabad. At present official social media handles of NHMP are followed by almost 0.7 million social media users. Moreover, road safety awareness and travel advisory contents sensitize and reach more than 48 million social media audience.

2.2 Establishment of Day Care Center:

National Highways & Motorway Police (NHMP) believes in maintaining gender equality in all fields of operations. A number of female officers are deployed on carriageways, which are carrying out effective enforcement at par with their male colleagues. Moreover, female officers and officials are assigned various official assignments at different offices of NHMP.

In order to facilitate female personnel posted at NHMP Headquarters, a day care center has been established at 4th Floor of Central Police Office Headquarters of NHMP, Islamabad.

2.3 Command and Control Center:

A state of the art Command and Control Center has been established at 4th Floor of Central Police Office Headquarters of NHMP, Islamabad to maintain effective communication for promptly receiving and transmission of useful information to the concerned offices for facilitation of commuters in desirable manner. Moreover, C&C Centers have also been established by North and Central Regions to improve response time and ensure provision of maximum services within minimum time.

2.4 Deployment of Body Worn Cameras:

NHMP has deployed body worn cameras to ensure robust enforcement against traffic violations and to avoid complaints of misbehavior by both the NHMP officers and commuters.

2.5 Implementation of PSVMIS and HRMIS:

NHMP has developed Public Service Vehicles Management Information System. Utilization of this IT tool is making it convenient for the users not only to enter and retrieve useful information on as and when required basis, but also to analyze the trends and behavior PSV drivers.

2.6 National Driving Licenses Repository (NDLR):

NHMP, in collaboration with federal as well as provincial police organizations, has developed National Driving Licenses Repository (NDLR). This database contains record of almost 09 million driving licenses issued all across the country.

2.7 Medical Center:

NHMP has established a state of the art medical center at 2nd floor of DLA building to provide timely medical services and assistance to employees as well as their families.

2.8 Deployment of Spotters:

NHMP has determined special locations through detailed survey for deployment of staff as spotters to detect moving violations (e.g. seat belt, use of cell phones, etc.) and convey the same to officers deployed on patrolling mobiles and toll plazas for effective enforcement against all violations.

2.9 Manning Toll Plazas:

NHMP officers have been deployed at all toll plazas on motorways to ensure robust enforcement against traffic violations.

2.10 Tourism Carriageways:

Swat Expressway (SEW), Hazara Expressway (E-35) and Islamabad to Muzaffarabad Dual Carriageway (IMDC, N-75) have been declared tourism carriageways for promotion of tourism and facilitate travelers all across the country.

2.11 Chasing Over Speeding Vehicles for Enforcement:

NHMP has recently implemented the policy of hot pursuit and chasing over speeding vehicles on Motorways for robust enforcement against violation of prescribed speed limits and to create deterrence for violators.

2.12 Facilitation Centers:

Facilitation centers are being revived on highways and motorways to provide useful information as well as travel advisory to visitors on as and when required basis.

2.13 Road Safety, Education & Awareness





2.13.1 Journey Planner during Fog

On the direction of IGP, NHMP has enhanced its advisory services and keep the masses well informed about the road conditions during the fog in the affected areas. A journey planner is being shared on daily basis at NHMP website and social media so that the commuter can plan their journey accordingly.

Fog Journey Planner		(3rd January, 2023) 1000hrs					
Carriageways	M-1 Peshawar - Islamabad	SEW Swat Expressway	M-2 Islamabad - Thoker	M-3 Lahore - Abdul Hakeem	M-11 Lahore Sialkot Motorway	M-4 Pindi Bhattian - Multan	M-5 Multan - Sukkur
Areas Affected / Roads closed due to Fog	---	---	i. Islamabad - Thoker (HTV) ii. Lillah, Bherra, Salam (Entry for 90) iii. Kotmomin - Salam (Entry for 90) iv. Thoker - Kotmomin	i. Jaranwala - Faizpur ii. Samundari - Jaranwala iii. Samundari - Rajana	i. LSM Main Toll Plaza - Sambrial ii. KSK Toll Plaza - Mehmood Booti	i. Pindi Bhattian - Abdul Hakim (HTV) ii. Pindi Bhattian - Gojra iii. Gojra - Shorkot	i. Sher Shah - Zahir Pir
Fog Duration	---	---	i. 2200 hrs (01 Jan) to 1230 hrs (02 Jan) ii. 0800 hrs (02 Jan) to 1130 hrs (02 Jan) iii. 0800 hrs (02 Jan) to 0900 hrs (02 Jan) iv. 0930 hrs (02 Jan) to 1300 hrs (02)	i. 2130 hrs (01 Jan) to 1900 hrs (02 Jan) ii. 2300 hrs (01 Jan) to 1100 hrs (02 Jan) iii. 0130 hrs (02 Jan) to 1100 hrs (02)	i. 1830 hrs (01 Jan) to 1230 hrs (02 Jan) ii. 2330 hrs (01 Jan) to 1300 hrs (02 Jan)	i. 2200 hrs (01 Jan) to 1100 hrs (02 Jan) ii. 0200 hrs (02 Jan) to 1100 hrs (02 Jan) iii. 0400 hrs (02 Jan) to 0930 hrs (02 Jan)	i. 0100 hrs (02 Jan) to 0700 hrs (02 Jan)
Probable Clear Timings	---	---	1330-2100	1330-2030	1330-1830	1130-2100	0730-0900
Current Situation 1000 hrs	OPEN FOR TRAFFIC	OPEN FOR TRAFFIC	Currently Close i. Islamabad - Thoker (HTV) ii. Lillah - Kotmomin iii. Kalar Kahar - Thoker (HTV)	Currently Close i. Darkhana - Faizpur	Currently Close i. Mehmood Booti - Sambrial	Currently Close i. Pindibhattian - Abdul Hakeem	OPEN FOR TRAFFIC

DISCLAIMER: This journey planner is in no way, shape, or form a prediction of weather conditions. This journey planner shows trends based on fog record of previous 48 Hours. Avoid unnecessary travel to and from areas affected by fog. Take all precautionary measures. In case of emergency dial NHMP Helpline 130, follow our official social media accounts @NHMPofficial, consult NHMP Travel Advisory web portal and listen to FM-95 for road / weather updates.

2.13.2 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.



2.13.3 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 2021-22 is as under:

Zones	Verbal Briefing	Pamphlets/Booklets Distributed	Leaflets Distributed
Motorway-North	4057464	26055	173454
Motorway-Central-I	1783338	12871	54094
Motorway-Central-II	4843219	35823	245012
North	7899987	68712	861409
Central	3529295	104989	1252256
South	7362778	91169	295531
West	1803235	29006	39203
Total	31279316	368625	2920959

2.13.4 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 2021-22 are as under:

- **528 Seminars** were held collectively in all Zones during year 2021-22 regarding road safety. These seminars aimed to sensitize and educate drivers specially HTVs drivers and owners regarding observance of traffic rules.
- NHMP conducted **530 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, **463 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.



Road Safety Workshop at M-4

2.13.5 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. PEMRA has approved to expand FM-95 network to three more stations as under:

- Nowshera
- Sialmore
- Jamshoro

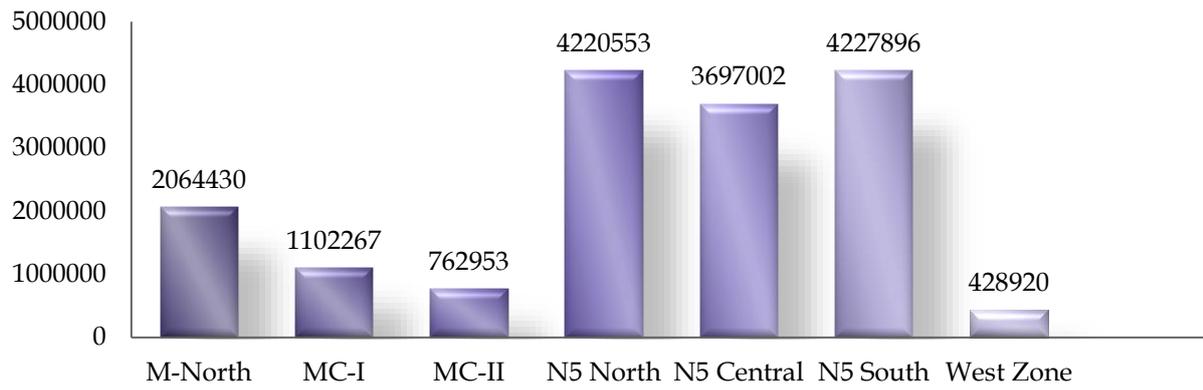
2.14 ENFORCEMENT

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.

2.14.1 Tickets Issued

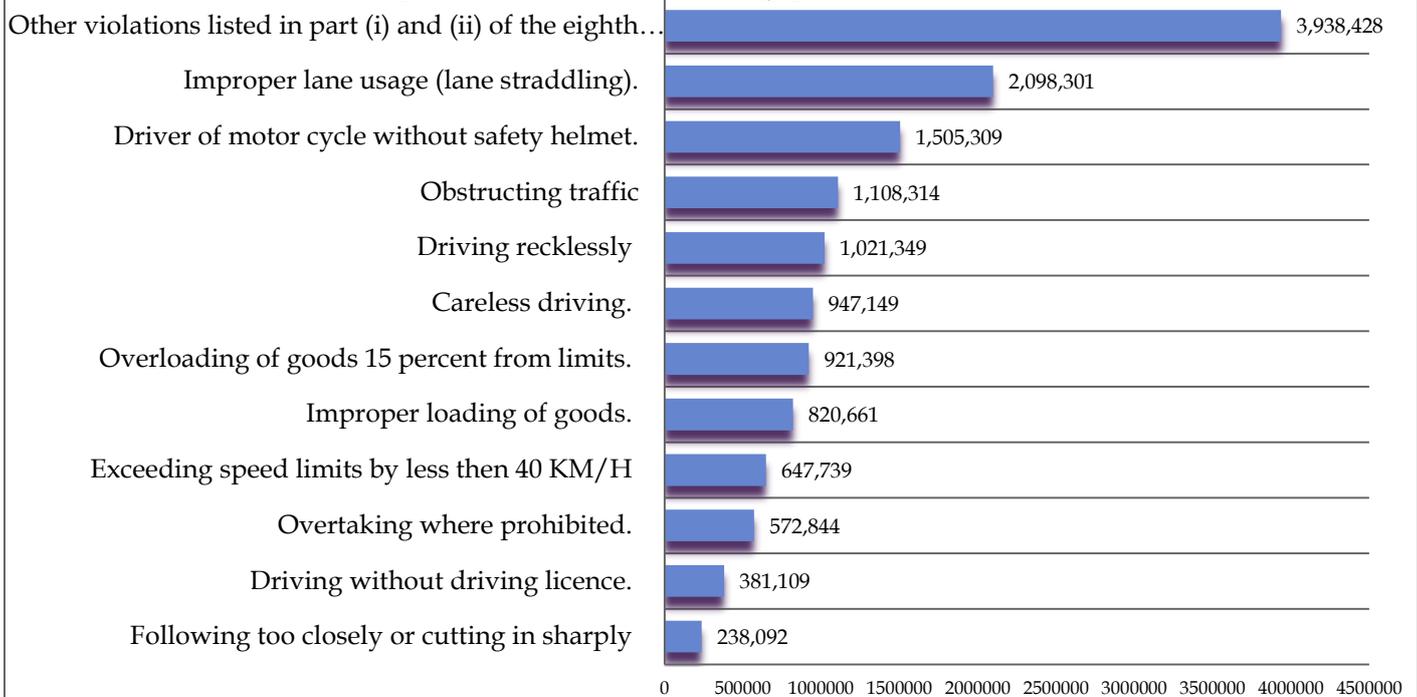
Total 16,504,021 **Tickets** issued during this period on Motorways and National Highways. Zone wise details are as under:

Enforcement 2021-22



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:

Top Ten Violations Types in 2021-22



2.14.2 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.

2.14.3 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.

2.14.4 Action against Over-charging of fare

Strict Enforcement was exercised against various violations and offences on National Highways and Motorways on the eve of Eid ul Fitr and Eid ul Azha during 2021-22. There are 31817 tickets issued for overloading of passengers, 8473 tickets for overcharging by PSVs, 4508 tickets for PSV without route permit, 1546 tickets for PSVs with expired route permit, 3449 tickets for PSVs without fitness certificate, 1160 tickets for PSV with expired fitness certificates. On Eid ul Azha overcharged fare of Rs. 5,832,610 was returned to commuters.

2.14.5 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.

2.14.6 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.

2.14.7 Deployment on the new roads

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

2.14.8 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:

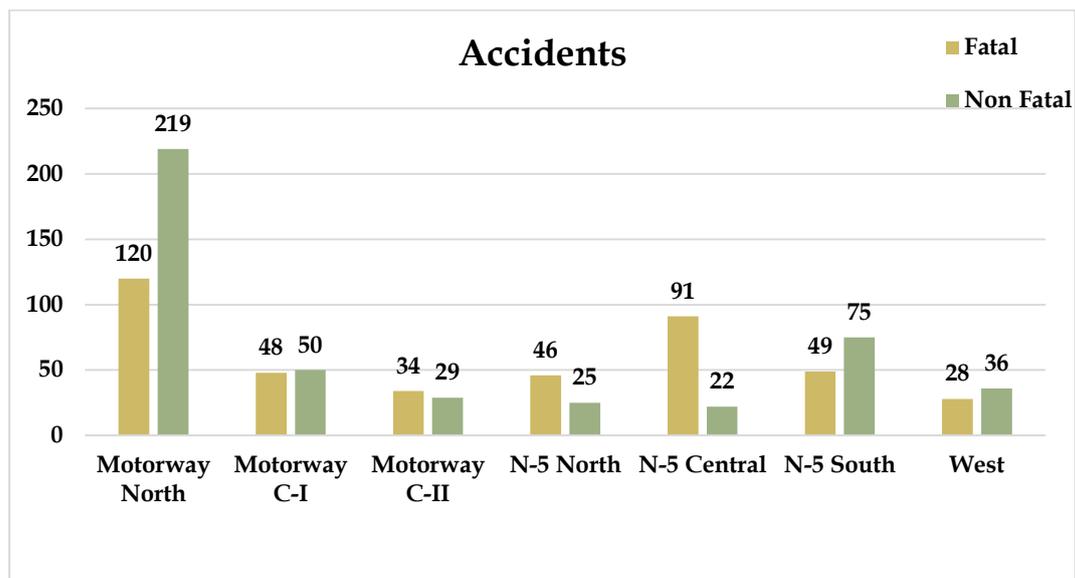
- Quick access to authentic and precise information
- Expenditure saving on Challan books printing
- Facilitate the supervisory officers in efficient monitoring
- Violations trends can be easily identified.
- Enforcement Strategies be developed based on violation trends
- Habitual violators can be identified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

2.14.9 Accidents

Accidents occurred on Motorways and Highways during 2021-22 are as follows;

Zones	No. of Accidents
	2021-22
Motorway North	339
Motorway Central-I	98
Motorway Central-II	63
N-5 North	71
N-5 Central	113
N-5 South	124
West	64
Total	872

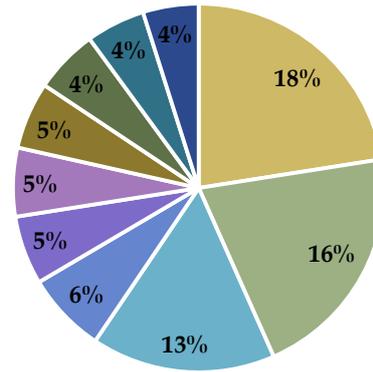
Fatal and non-fatal accidents occurred during the year 2021-22 in all Zones are as under:



2.14.9.1 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 2021-22.

Major Accidents Causes(Top 10) for the year 2021- 2022



- | | | |
|--------------------|--------------------|---------------------------------|
| ■ Dozing at wheel | ■ Careless driving | ■ Tyre burst |
| ■ Wrong overtaking | ■ Brake failure | ■ Not maintaining safe distance |
| ■ slippery road | ■ Mechanical fault | ■ Improper pedestrian crossing |
| ■ Improper U-Turn | | |

2.14.9.2 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.

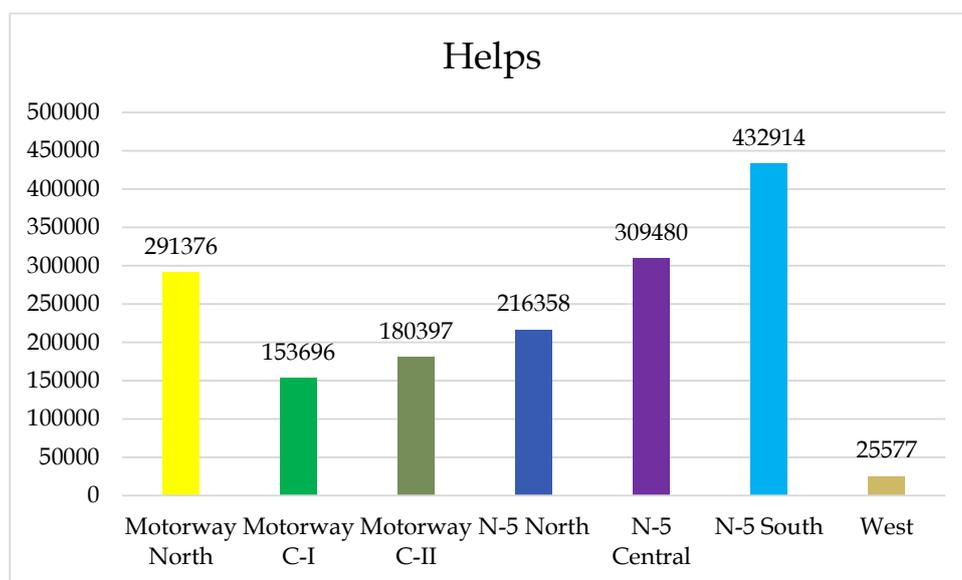
2.14.9.3 Establishment of Accident Analysis Wings

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

2.14.10 **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 2021-22 is as under:



2.14.11 **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 2021-22, NHMP continued anti-crime and anti-theft activities in all Zones and progress for the said year is as under:

- 98 stolen/snatched vehicles were recovered on National Highways and Motorways in 2021-22.
- 159 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	285.8 kg
Heroin	36 kg
Opium	132.1 kg
Branded/Local Liquor	700 bottles

- 172 lost/runaway children/persons were re-united with their families in 2021-22.
- 59 illegal arms were recovered.
- 1243 illegal ammunition including 59 magazines and 1184 live rounds were recovered.

2.15 FACILITATION TO ROAD USERS

2.15.1 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 2021-22

Number of Calls	1,343,159
Average Daily Calls	3,680
Average Calls Per Month	1,119,30

2.15.2 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 2021-22	6200
International Driving Permit	100

2.15.3 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/)

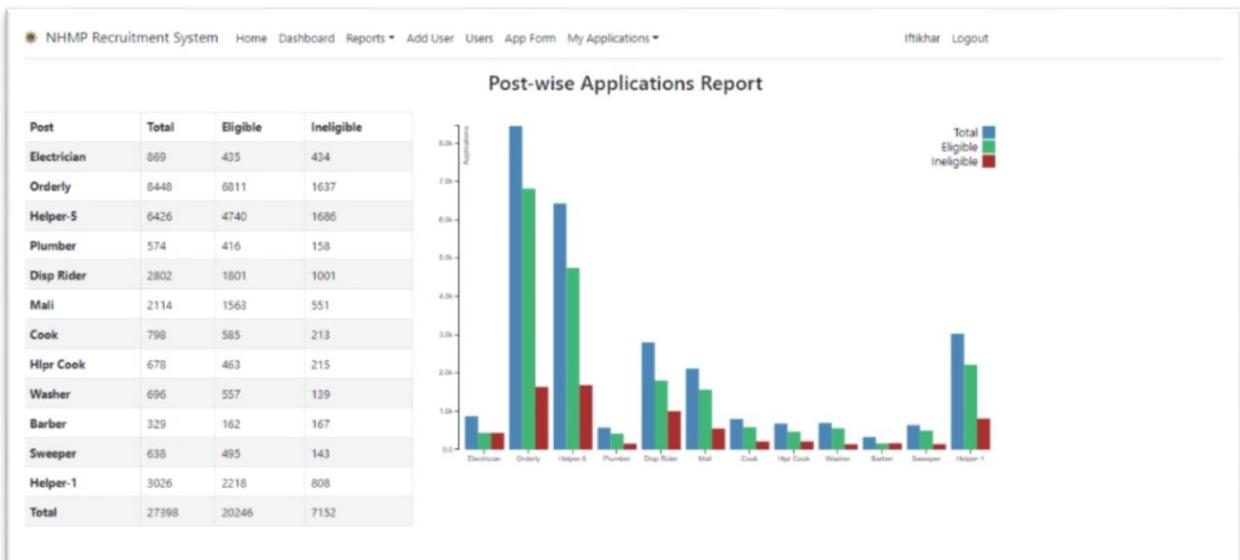
2.15.4 Social Media – Twitter & Facebook

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>

2.16 RECRUITMENT MANAGEMENT SYSTEM (RMS)

The importance of Information Technology (IT) in the administrative and operational domain of any organization is vast. It helps all units in automating their processes and systems to target objectives, improve output and reduce inefficiency of their work.



Applicant Information

Enter CNIC

Personal Information

Name Father Name

Address Cell No Marital Status

Province District of Domicile Tehsil

Driving License No Type

Religion

DOB Age

Gender Male Female Other Disable Yes No

Government Employee Yes No Convicted Yes No

Figures. Various Layouts of the Recruitment management system internally developed by IT Team

In order to add value to our professional response, the National Highways and Motorway Police (NHMP) has undertaken several initiatives for improved task management.

One of the initiatives of NHMP is the development of Recruitment Management System (RMS). This system is made to handle hiring for the non-uniformed cadres listed below both locally and throughout Pakistan (with quotas for women, minorities, and disabled people):

NHMP Recruitment System Home Dashboard Reports Add User Users App Form My Applications iftikhar Logout

Filter Data

Select Zone Select Sector/Quota Select Post Name

show 10 entries Search:

Id	Name	FatherName	Cnic	CellNo	Province	Domicile/District	Zone	Quota	PostName	InEligible	ProcessedBy	
02-12385	MOHIZ SHERAZ	SHERAZ AHMED	13503-3439141-5	923229208452	KPK	Mansehra	Motorway North	Sector E-35	Electrician (BPS-5)	No	Touseef Vusaf	<input checked="" type="checkbox"/>
02-19327	muhammadatif zaheer	zaheer alam	37201-4964527-3	923039656966	Punjab	Rawalpindi	Motorway North	Sector E-35	Electrician (BPS-5)	Yes	Touseef Vusaf	<input checked="" type="checkbox"/>
02-22071	MUHAMMAD HAROON	HABIB UR REHMAN	16201-7515780-1	923049562097	KPK	Swabi	Motorway North	Sector E-35	Electrician (BPS-5)	No	Touseef Vusaf	<input checked="" type="checkbox"/>
02-22238	YASEEN SHAH	RAWALAT SHAH	13301-7991335-9	923079129226	KPK	Haripur	Motorway North	Sector E-35	Electrician (BPS-5)	No	Touseef Vusaf	<input checked="" type="checkbox"/>
02-24768	MUHAMMAD ADNAN	MUHAMMAD AMIR	37105-5336182-	923185314480	Punjab	Attock	Motorway North	Sector E-35	Electrician (BPS-5)	Yes	Touseef Vusaf	<input checked="" type="checkbox"/>

Applied Post(s)

Sr. No	Application Id	Post (BPS)	Quota	Zone	Ineligible	Remarks	Processed By
1	02-11664	Dispatch Rider (BPS-5)	Sector E-35	Motorway North	No		Touseef Yousaf
2	02-12385	Electrician (BPS-5)	Sector E-35	Motorway North	No		Touseef Yousaf
3	04-12402	Orderly (BPS-5)	Swat Expressway	Motorway North	No		Touseef Yousaf

Educational Qualification

Sr. No	Certificate/Degree	Institute	Board/University	Marks Obtained	Total Marks	Division/Grade
1	FA	PRIVATE	BISE ABBOTABAD	433	1100	E
2	HSSC	private	BISE Abbot Abad	433	1100	e

Experience

Sr. No	Department/Organization	Nature of duties	From	To	Total Period
1	CCCCCL CPEC	MTO ASSISTANT	11-11-2016	10-06-2020	4
2	NA	NA	22-07-2018	22-07-2018	

S. No.	Designation of Post	BS
1.	Electrician	05
2.	Orderly	05
3.	Helper	06
4.	Plumber	05
5.	Dispatch Rider	05
6.	Mali	01
7.	Cook	01
8.	Helper Cook	01
9.	Washerman	01
10.	Barber	01
11.	Sweeper	01
12.	Helper	01

In this regard, the NHMP IT Team has developed the system in-house and deployed the system. The following tasks have been completed:

- Web-based Portal has been developed
- Reports, Access rights and logins have been created
- The server has been hosted at PITB
- Deployed the system in Headquarter, Regions, Zones and Sectors
- For 440 posts more than 19304 records of applicants and 27398 applications have been inserted in the system

The Project has been successfully launched on 10-02-2022.

2.17 PMDU - NHMP PERFORMANCE

Since establishment of Pakistan Citizens Portal, Prime Minister's Performance Delivery Unit (PMDU), NHMP have received 6565 complaints on different issues regarding traffic management.

NHMP have resolved 6486 complaints so far which is 98.8 % 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, 62.2 % 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.

2.18 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 (2021-22), 926 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 Courses	Duration	No. of Courses	Other Departments	NHMP	T.No of Trainee
Promotional Course						
1	Advance Class Course	05-07-2021 to 04-08-2022	3	0	81	81

2	Upper Class Course	15-11-2021 to 04-08-2022	2	(ICT)15	78	93
3	Lower Class Course	07-06-2021 to 04-08-2022	3	0	151	151
Total			8			325
Pre-Service Courses						
4	Orientation Courses	05-07-2021 to 13-08-2021	1	0	52	52
5	12th Probationer Course	14-11-2021 to 03-06-2022	1	(KPK Transport)11	361	372
Total			2			424
Capacity Building Courses						
6	Capacity building course for Weak Drivers	14-03-2022 to 01-04-2022	1	0	13	13
7	Weapon Handling & Duties As security Guard Course	03-06-2021 to 13-06-2022	3	0	140	140
8	Capacity Building Course on Accident Investigation	14-02-2022 To 16-02-2022	1	0	24	24
9	Probation Class Couse of new recruited 201 Asstt. Sub Inspectors of Federal Investigation Agency	21-07-2022	1	201	0	201
Total			6			378
Grand Total			16			1127

Organizational Development



3 Organizational Development

3.1 PROCUREMENT OF LOGISTICS

- Procurement of 160-Operational Vehicles against replacement out of the Road safety Fund on Matching Grant Basis

3.2 RECRUITMENT

3.2.1 Sanctioned and Present Strength as on 30-06-2022

Detail	Sanctioned Strength	Present Strength
Uniformed Police Officers	12297	6249
Non-Uniformed Staff	3473	2410
Total	15770	8659

3.2.2 Recruitment Completed During the year 2021-22

Detail of recruitment of 423 Posts is as under:

S. No.	Name of Posts & BS	No. of Posts
	Assistant Director (BS-17) through FPSC	01
1	Computer Operator (BS-16) Through FPSC	52
2	Assistant Private Secretary (BS-16)	01
3	SI / PO (BS-14) (Department Candidates)	196
4	SI / PO (BS-14) (General Candidates)	173
Total		423

3.2.3 Appointment under Prime Minister's Assistance Package

16 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.

3.2.4 Promotion of Uniformed Police Officers

From (Rank)	To (Rank)	No. of Officers Promoted
DSP/CPO (BS-17)	SP(BS-18)	6
IP/SPO (BS-16)	DSP/CPO (BS-17)	83
HC/APO (BS-09)	SI/PO (BS-14)	77
C/JPO (BS-07)	HC/APO (BS-09)	149
Total		315

3.2.5 Promotion of Non-Uniform Officers/ Officials

From (Rank)	To (Rank)	No. of Officials Promoted
Office Supdt.(BS-16)	Office Supdt.(BS-17)	05
Assistant(BS-16)	Office Supdt.(BS-17)	02
UDC (BS-11)	Assistant (BS-15)	07
LDC (BS-09)	UDC (BS-11)	17
Electrician(BS-05)	Electrician Supervisor(BS-07)	10
Auto Mechanic(BS-05)	Auto Mechanic Supervisor(BS-07)	10
Plumber(BS-05)	Plumber Supervisor(BS-07)	10
Class-IV Officials	LDC (BS-09)	5
Non-Uniformed Officials (BS-01)	Non-Uniformed Officials (BS-02)	56
Non-Uniformed Officials (BS-02)	Non-Uniformed Officials (BS-03)	101
Total		323

3.3 ACHIEVEMENTS OF HRM BRANCH

The detail of achievements secured by the HRM Branch during the period from 09-05-2022 till date is as under:

3.3.1 Recruitment:

a. **Recruitment Completed:**

Appointment of **08** Computer Operators (BS-16) has been made on the recommendations of FPSC.

b. **Recruitment in Pipeline:**

i. **490** posts of Non-Uniformed Staff (BS-01 & BS-05) have been advertised on 11-09-2022 and recruitment process is in progress.

ii. In order to fill **300** posts of SI/PO (BS-14), the case for grant of one time exemption has been taken up with the MoC/ Establishment Division to complete remaining recruitment process by NHMP.

iii. For the recruitment of **1990** posts, a case for hiring the services of Virtual University for initial screening test and collection of fee from the candidates was initiated.

iv. Under Prime Minister Assistance Package, appointment of **07** heirs (widow/sons/daughter) is under process.

3.3.2 Promotion:

- a. **Promotions carried out:**
DPC held for promotion of **27 HC/APO** to the rank of **SI/PO (BS-14)**.
- b. **Promotions in Pipeline:**
DPCs for promotion of officers/ officials following ranks/ cadres are in pipeline:
 - i. **93 SIs/POs (BS-14)** to the rank of **IP/SPO (BS-16)**.
 - ii. **124 C/JPOs (BS-07)** to the rank of **HC/APO (BS-09)**.
 - iii. **02 UDCs (BS-11)** to the post of **Assistant (BS-15)**.

3.3.3 Training:

- a. **Trainings Completed:**
 - i. **20 IP/SPOs** completed **Advance Class Course** at NHMP Training College, Sheikhpura.
 - ii. **35 officers** (30 SI/PO & 05 ICTP) completed **Upper Class Course** at NHMP Training College, Sheikhpura.
 - iii. **50 C/JPO (BS-07)** completed **Lower Class Course** at NHMP Training College, Sheikhpura.
 - iv. **14 Uniformed Officers** of different completed various courses from different Law Enforcement Agencies like NPA, ICTP, ANFA and NTRC.
 - v. **35 APO/JPO & 27 Class-IV officials** completed different **Capacity Building Courses** at NHMP Training College, Sheikhpura.
 - vi. **06 Non-Uniformed Officials** of different cadres completed various courses at STI, Islamabad.
- b. **Trainings in Pipeline:**
 - i. **60** officers (50 SI/PO & 10 ICTP) are undergoing **Upper Class Course** at NHMP Training College, Sheikhpura.
 - ii. **48 HC/APO (BS-09)** are undergoing **Intermediate Class Course** at NHMP Training College, Sheikhpura.
 - iii. **50 C/JPO (BS-07)** are undergoing **Lower Class Course** at NHMP Training College, Sheikhpura.
 - iv. **191 ASIs of FIA** are undergoing **Probationer Class Course** at NHMP Training College, Sheikhpura.
 - v. **77 Deputationist Officers** are undergoing **Basic NHMP Orientation Course** at NHMP Training College, Sheikhpura.
 - vi. **11 Uniformed Officers** have been nominated for various foreign courses.

3.3.4 Deputation:

The following category of officers have been taken on deputation in NHMP:

- a. For the first time, services of a specialist officer of Information Group as **PRO** has been taken in NHMP through Ministry of Information w.e.f. 09-05-2022.
- b. Services of **73** Uniformed Police Officers and **08** Non-Uniformed Staff have been taken in NHMP on deputation during the period from **09-05-2022** till date.

3.3.5 Settlement of Outstanding Issues:

- a. Long outstanding issues of status of de-inducted Uniformed Officers was decided.
- b. Encadrement of NHMP SPs (BS-18) in PSP group.
- c. Operational duty of deputationist police officers in NHMP declared as field duty w.e.f. 15-06-2022.

3.3.6 Information Technology (IT):

In collaboration with PITB, HRMIS system was finalized and HR related data has been automated.

3.3.7 Policies and Job Description:

- a. Job Description and revised delegation of powers for AIG (R&T) and AIG (Inspection & Vigilance) has been prepared.
- b. HR support to IGP's no more campaign on the motorways by providing **361** uniformed officers as additional manpower to entire operational NHMP Zones as per following detail:-

Motorway Zone	N-5 (North) Zone	N-5 (Central) Zone	Motorway Central-I Zone	Motorway Central-II Zone	N-5South Zone	West Zone	Total
40	35	82	32	33	39	100	361

- c. HR related input offered to PDR for rationalization/ restructuring of different ranks.

3.3.8 Internship:

For the first time, a **06** weeks internship program for the students of various universities with the objective of mutual learning and enhancing image of NHMP was organized.

3.3.9 Grant of Higher Time Scale:

- a. For the first time, Grant of Higher Time Scale to **335** Uniformed Police Officers is under process.
- b. Grant of Higher Time Scale to **491** Non-Uniformed officers/ officials (BS-01 to BS-16) is also under process.

3.3.10 Rotation:

- a. A revised rotation policy for posting of DSP/CPO to West Zone is being formulated.

b. A revised rotation policy to meet the shortage of uniformed officers at M-14 for a period of 04 months has been formulated and 21 officers have been posted w.e.f. 24-08-2022.

3.3.11 Applications on National Job Portal:

For the first time, **490** posts of Non-Uniformed Staff (BS-01 & BS-05) have been advertised through National Job Portal, NITB. This initiative has attracted large number of candidates to apply online in NHMP.

3.4 DEVELOPMENT PROJECTS

3.4.1 Development Project – PSDP

1. Construction of SSP Office. Lines HQ and Beat for NH&MP at Gwadar has been approved at the cost of Rs. 289.532 million.
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.

The 3 projects financials and progress detailed are as under:

Name of the Project	Total Cost	Original Allocation	Total Actual Release / Disbursement	Total Utilization	Financial Progress(%) as on 30-06-2022	Physical Progress(%) as on 30-06-2022	Likely date of Completion
Construction of SSP Office Gwadar	289.532	85.01	51.006	51.01	92%	94%	Jun-23
Construction of NH&MP Building Rahim Yar Kham	216.820	69.307	41.584	41.584	60%	25%	Jun-24
Construction of NHMP Building Sher Shah	217.003	108.501	65.101	65.1	60%	40%	Jul-24

3.4.2 International Collaboration – UNOPS Project

United Nations Office for Project Services (UNOPS) has constructed a three story 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). It's completed and inaugurated.

WELFARE



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 and above), 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
	Type of Scholarship	Normal		Special	

	Percentage	60% to 79.9%		80% & above	to decide the eligibility for grant of relevant scholarship.
	Amount	36,000		100,000	2) For 2nd Year the percentage of marks obtained in 1st year may be considered to decide the eligibility for grant of relevant scholarship.
3	Qualification	BA/ BSc.			1) For 1st Year the cumulative percentage obtained in Intermediate examination may be considered to decide the 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.
	Type of Scholarship	Normal		Special	
	Percentage	60% to 79.9%		80% & above	
	Amount	60,000		150,000	
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) 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
	Type of Scholarship	Normal		Special	
	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	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 74.9%		75% & above	
	Amount	100,000		250,000	
Qualification	Hifz e Quran				
7	Type of Scholarship	One time			1) Subject to provision of completion of Hifz e Quran certificate 2) Payment will be made one time only
	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.35,000/- 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.

4.11 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.



4.12 Relief Granted

4.12.1 Relief Granted

During year 2021-22, relief amounting to Rs. **651,443,555** was granted against the **2450** 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
636	423,800,000	103	27,800,000	523	37,145,881	730	97,624,000	423	39,500,000	35	25,573,674	2,450	651,443,555

4.12.2 Flood Affectees Grant

The 2022 floods affected a vast number of people across the country, including a large number of NHMP employees who lost their homes. Through recommendations of the Executive Committee of R&W Fund, the IGP brought relief to these employees by disbursing an amount of Rs. 102,250,000/- among the 317 families of officers and officials.

4.12.3 Shortfall of Loan Requests

Due to COVID-19, a huge shortfall in grant of loans was observed. Therefore, a special initiative was undertaken whereby an amount of Rs. 611,100,000 was granted to 828 employees against their loan requests.

4.12.4 **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.

TARGETS AND FUTURE PLANS



5 TARGETS AND FUTURE PLANS

5.1 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. NHMP has taken this initiative and its development is under process.

5.2 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.

5.3 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

5.4 Establishment of National Vehicles Data Repository (NVDR)

NMHP plans to create a central data repository that will house all of the state/federal level vehicle data and allow for easy central access to it. Licensed/trained drivers and registered vehicles on national and provincial roads can improve the road safety environment to a great extent. The organization is developing a centralized "National Vehicles Data Repository (NVDR)" in collaboration with Punjab Information Technology Board (PITB).

5.5 Development of Application - Vehicle Verification System under TIR Convention

The Ministry of Communications has assigned the responsibility to NHMP to validate the fitness certificate of the vehicles used for cross-border transportation under TIR operations. The TIR convention is to facilitate international transit through a simplified customs transit procedure. NHMP performs the vital role by conduction physical inspection and validation of the documents of goods vehicles used to cross border transportation.

6 Projects under Process:

6.1 PSV / HTV Management Information System

In order to reduce the accidents of PSC/HTV on Motorways & Highways, NHMP has taken an initiative to collect the data Highways. The data will be compiled and fitness of those vehicles. This will be ensured through frequent inspections.

6.2 E-DSR

An initiative is taken to prepare standard electronic Daily Situation Report (DSR). It entails road accidents, violation details, help rendered different road safety campaigns, road accidents, and good works etc. This report will highlight all the activities in the last 24 hours and will help management to take quick and proper decision based on facts.

6.3 Integrated Data Bank

An integrated databank will be developed which contain complete details of beat office to regional office. The data bank will also maintains the calendar events of local and national level, either religious or cultural. This data bank will be accessed by any authorized officer to get information.

6.4 Weather APIs

In order to daily update the general public and road users regarding the Fog status and predictions, a web portal that utilizes open whether API is under development. This portal will be updated regularly and current status of FOG on Highways & Motorways will be highlighted.

6.5 ODOO ERP as pilot project

NHMP is planning to develop an integrated IT system that can help all NHMP departments, including Human Resource, Inventory, Fleet, RWF, Legal, and other offices. Various ERP systems are in study for implementation in NHMP.

6.6 Arrangement of Video Conference meetings

The video conferencing service allows users from multiple locations across country to join a single conference and collaborates at the same time. NHMP has planned to establish Video Conference System in phases. In the first phase, Video Conference Setup shall be arranged at CPO Conference Hall, IGP Office, and the three Regional Commander Offices.



NATIONAL HIGHWAYS & MOTORWAYS POLICE