

**KHYBER PAKHTUNKHWA**

Published by Authority

PESHAWAR, THURSDAY, 13TH AUGUST, 2019.**GOVERNMENT OF KHYBER PAKHTUNKHWA
KHYBER PAKHTUNKHWA SECRETARIAT
(TOURISM DEPARTMENT)**

THE KHYBER PAKHTUNKHWA TOURISM POLICE REGULATIONS 2020Dated: 31st March, 2020

No. KPCTA/Admin/V.1/2020/7019

Preamble: *To establish the Tourism Police in Khyber Pakhtunkhwa as per Chapter VI of Khyber Pakhtunkhwa Tourism Act 2019*

WHEREAS, it is expedient to provide for the regulation of the Tourism Police in order to facilitate tourists, perform watch and ward functions, provide legal support to tourists and act as first responder in case of any untoward incident regarding tourist and/or tourist destination etc. as per the functions enshrined in Section 25 of The Khyber Pakhtunkhwa Tourism Act 2019;

It is hereby notified as follows:

1. SHORT TITLE, EXTENT, COMMENCEMENT AND APPLICATION

- 1) These Regulations may be called the Khyber Pakhtunkhwa Tourism Police Regulations 2020.
- 2) It extends to the whole of Khyber Pakhtunkhwa.
- 3) It shall come into force at once
- 4) It shall apply to the members of the Khyber Pakhtunkhwa Tourism Police or any other person inducted or deputed in the force and the officers authorized by the Authority to command the Khyber Pakhtunkhwa Tourism Police wherever they may be.

2. DEFINITIONS

- 1) In these Regulations unless there is anything repugnant in the subject or context otherwise requires
 - a. "Act" means Khyber Pakhtunkhwa Tourism Act 2019;
 - b. "Authority" means the Khyber Pakhtunkhwa Culture & Tourism Authority established under section 6 of Tourism Act 2019.
 - c. "Regulations" means the Khyber Pakhtunkhwa Tourism Police Regulations 2020 prepared under section 25(2) and section 55 of Tourism Act 2019;
 - d. "Director General" means Director General of the Authority appointed under section 17 of the Act.
 - e. "Appointing Authority" means in relation to a post, means the appointing authority to make appointment to that post empowered in these regulations and also referred to as such in Schedule-VII;

- f. "Competent Authority" means Director General of Khyber Pakhtunkhwa Culture and Tourism Authority;
- g. "Code" means the Code of Criminal Procedure, 1898 (Regulations of V of 1898).
- h. "Commissioner" means the Commissioner of the Division appointed under WP Land Revenue Act 1967 as adopted in Khyber Pakhtunkhwa.
- i. "Department" means the Tourism, Sports, Culture, Youth Affairs, Museums & Archaeology Department of Khyber Pakhtunkhwa.
- j. "Commandant" means Commandant of the Police who shall be the Director of the Tourism Police Wing;
- k. "Deputy Commandant" means Deputy Commandant of the Police who shall be the Deputy Director (Operation) of the Authority;
- l. "Province" means the Province of Khyber Pakhtunkhwa.
- m. "District Tourism Police Officer" means District Tourism Police Officer appointed under section 31 and 24 of Tourism Act 2019 by competent authority, who shall be the operational head of tourism police in the respective District/ in his respective jurisdiction;
- n. "Sub-Divisional Tourism Police Officer" means Sub-Divisional Tourism Police Officer, who shall be Officer appointed under section 31 and 24 of Tourism Act 2019 by competent authority the operational head of tourism police in his respective jurisdiction i.e. respective Tehsil;
- o. 'Authorized officer' means any officers of Division/District administration or entity controlled by Government or officer of sub-authorities authorized, in writing, by competent authority.
- p. "Provincial Government" means the Government of Khyber Pakhtunkhwa.
- q. "Tourism Police Officer" means a member of Khyber Pakhtunkhwa Tourism Police established under chapter-VI of Tourism Act 2019 and who shall be subject to this Regulations.
- r. "Prescribed" means prescribed by notifications made under this Regulations.
- s. "Service" means Khyber Pakhtunkhwa Tourism Authority service.
- t. "Secretary" means the Secretary to the Government of Khyber Pakhtunkhwa Tourism, Sports, Culture, Youth Affairs, Museums & Archaeology Department.
- u. "Schedule" means a schedule to this Regulations.
- v. "Appointment and Conditions of Service Regulations 2020" means the regulations made under section 56 of the Tourism Act 2019.
- w. "Operational Superintendence" means an officer authorized by Competent Authority who supervise, direct and manage Tourism police in his respective jurisdiction on behalf of Director General;
- x. 'Misconduct' means conduct prejudicial to good order of discipline in the Tourism Police Force, or contrary to Government Servants (Conduct) Rules or unbecoming of a Tourism Police Officer and a gentleman, any commission or omission which violates any of the provisions of law and rules regulating the function and duty of Police Officer to bring or attempt to bring political or other outside influence directly or indirectly to bear on the Government or authority.
- y. 'Punishment' means a punishment which may be imposed under these rules by authority as indicated in this regulation.

3. POWER TO MAINTAIN KHYBER PAKHTUNKHWA TOURISM POLICE

The Authority shall establish and maintain Khyber Pakhtunkhwa Tourism Police for tourist facilitation which includes all the powers/functions mentioned in the act and all the ancillary functions as prescribed by the competent authority or authorized officer or the District Tourism Police Officer on the behalf of the competent authority, from time to time.

4. CONSTITUTION OF KHYBER PAKHTUNKHWA TOURISM POLICE

- (1) The Tourism Police shall consist of Director General of Khyber Pakhtunkhwa Culture and Tourism Authority who shall be the appointing and competent authority;
- (2) Director Tourism Police who shall be the commandant of Tourism Police;
- (3) Deputy Director Tourism Police who shall be the deputy commandant of Tourism Police;
- (4) District Tourism Police Officer who shall be the overall in-charge of tourism police in a district. He shall exercise his oversight through Sub-Divisional Tourism Police Officers placed at each sub-division level within the respective district.
- (5) In performance of his/her duties as District Tourism Police Officer, he shall be answerable to the competent authority.
- (6) Notwithstanding anything contained in any other law for the time being, the members of the Khyber Pakhtunkhwa tourism police shall, whether appointed or recruited by the authority, receive such pay and allowances and other privileges as approved by BoD and mentioned at Schedule-III or amended from time to time.

5. APPOINTMENTS / RECRUITMENTS

- (1) The Police to be posted in the Tourism Police wing shall be selected by keeping in view the education, behavior and physical fitness
- (2) The Officers so posted may serve in Tourism Police for a period of three year and may be extended for further two years by the competent authority.
- (3) Recruitments/Appointments/Deputations in the Tourism Police service under relevant section of Tourism Act 2019 shall be subject to the regulations made under Appointment and Conditions of Service Regulations 2020.

6. PROBATION

Persons appointed to posts by initial recruitment and promotion shall remain on probation for a period of one year extendable by a further period of one year. If no order is issued on the expiry of the first year of probation period, the period of probation shall be deemed to have been extended for further one year. If no order is issued on the completion of extended period, the probation shall be deemed to have been terminated.

7. TRAINING

- (1) All newly recruited personnel of the Force, shall undergo two to three months pre-service training before being assigned duties of the rank for which they are selected. The commandant with the approval of competent authority shall arrange for appropriate trainings through Pakistan Austrian Institute of Tourism & Hotel Management, Police training schools, Rescue 1122 training institutes or any facilities/institutions within or outside the country. Promotion from one rank/pay scale to another shall also be subjected to on-job training, fitness cum discipline and recommendations contained in performance evaluation reports from reporting officers.
- (2) The pre-service training and on-job trainings as mentioned in sub-rule (1) may contain training on basic laws, tourism related curriculum including hospitality service, foreign spoken language skills, investigation skills regarding tourist related crimes and small weapon training, first aid and basic rescue courses, scout courses etc. the curriculum of which is to be developed by Director tourism police and notified by the competent authority from time to time.
- (3) All personnel (officers and other ranks) of the Tourism Police on initial recruitment and requisitioned on deputation basis, shall undergo one-month pre-joining training before being assigned duties of the rank for which they are requisitioned/appointed. The commandant with the approval of competent authority shall arrange for appropriate trainings through Pakistan Austrian Institute of Tourism & Hotel Management, Police training schools, Rescue 1122 training institutes or any facilities/institutions within or outside the country

8. SENIORITY / PROMOTION

- (1) Promotion of other ranks (only) till inspector shall be strictly on education, seniority cum fitness, on-job training and required length of service as notified by the Authority from time to time.
- (2) The rank structure of tourism police is mentioned at Schedule-II of this regulation.
- (3) The appointment, both initial recruitment or on deputation, shall be made as per the regulations of KP-CTA Employees (Appointment & Conditions of Service) Regulations 2020.

9. DEPLOYMENT AND TRANSFER DURING SERVICE

- (1) No inter-district transfer of Tourism Police Officials, as mentioned in Schedule-I, will be allowed except with the sanction of the Competent Authority.
- (2) No deployment of Tourism police as personal guards, gunman or watchman with any un authorized officers, officials or persons unless sanction by Competent Authority.
- (3) No deployment of Tourism police is allowed for any activity as mentioned in schedule-I or authorized by competent authority.
- (4) For appointment by transfer and deputation, KP-CTA Employees (Appointment & Conditions of Service) Regulations 2020 will be implemented.

10. SUPERINTENDENCE, COMMAND, CONTROL AND ADMINISTRATION OF KHYBER PAKHTUNKHWA TOURISM POLICE

- (1) The overall superintendence, command and control over the Khyber Pakhtunkhwa Tourism Police shall vest in the Director General of Khyber Pakhtunkhwa Culture and Tourism Authority
- (2) The Competent Authority shall exercise superintendence, command and control over Khyber Pakhtunkhwa Tourism Police through Director Tourism Police/Commandant Tourism Police.
- (3) The Administrative control and supervision of the Khyber Pakhtunkhwa Tourism Police on field, respective district/tehsil, shall vest in District Tourism Police Officer and Sub-Divisional Tourism Police Officer as the case may be.
- (4) Overall oversight upon the working of Tourism Police in a division/district shall be maintained by Commissioner/Deputy Commissioner respectively or authorized officers who shall be directly responsible to the Director General of Khyber Pakhtunkhwa Culture and Tourism Authority.

11. DUTIES AND FUNCTIONS OF THE TOURISM POLICE

Tourism Police shall perform its functions as per Section 25 of the act and schedule I of this regulation and any other supplementary functions which may be prescribed by the Director General of Tourism Authority or Director Tourism Police/Commandant of the Tourism Police, District Tourism Police Officer and Sub-Divisional Tourism Police Officer, from time to time on behalf of Director General of Authority.

12. POWER OF THE TOURISM POLICER OFFICER

- (1) The Tourism police officer authorized under this regulations shall have the power to arrest, investigate or enquire any offender if the offence is cognizable under Schedule-III of the Tourism Act 2019 and under section 45(2) of Tourism Act 2019 and in doing so he shall have all powers available to Station House Officers under Criminal Procedure Code 1898(Act No. of 898) .
- (2) The procedures governing cognizance, bail and trial will be in accordance with schedule -III of the act

13. WITHDRAWAL FROM DUTY AND RESIGNATION

- (1) No officer or member of the Tourism Police shall withdraw from the duties of his office unless expressly allowed to do so in writing by the competent authority or by an officer authorized to grant such permission.

Explanation: An officer or member of the Tourism Police who being absent on leave fails without reasonable cause to report for duty on the expiration of such leave shall be deemed within the meaning of this Section to withdraw himself from the duties of his office.

- (2) No officer or member of the Tourism Police shall resign his office unless he has given to his superior officer notice in writing for a period of not less than two months of his intention to resign.
- (3) No officer or member of Tourism Police shall engage in any private employment/business while being a member of the Khyber Pakhtunkhwa Tourism Police.

14. OFFENCE BY AND PUNISHMENT FOR TOURISM POLICE OFFICERS

- (1) Every member of Khyber Pakhtunkhwa Tourism Police who:

- (a) is found in a state of intoxication while on duty or after having been warned for any duty,
- (b) is grossly insubordinate or insolent to his superior officer in the execution of his office, or
- (c) refuses to superintend or assists in the making of any field work or other work of any description ordered to be made,
- (d) strikes or otherwise ill behaves any member of the Khyber Pakhtunkhwa Tourism Police subordinate to him in rank or position,
- (e) designedly or through neglect injures or losses or fraudulently disposes of his arms, clothes, tools, equipment, ammunitions, or tourism police necessaries or any such articles entrusted to him or belonging to any other person, or
- (f) with intent to render himself or any other person unfit for service, voluntarily causes hurt to himself or any other person, or
- (g) does not, when called upon by his superior officer so to do, upon ceasing to be a member of Khyber Pakhtunkhwa Tourism Police forthwith or duly account for, all or any arms, accoutrement or other property issued or supplied to him, or in his custody or possession, as a member of tourism police or
- (h) Absents himself without leave, or without sufficient cause for overstay leave granted to him,

2) GROUND OF PUNISHMENT

Where a Police Officer, in the opinion of the authority

- a) Is inefficient or has ceased to be efficient
- b) Is guilty of misconduct
- c) Is corrupt or may reasonably be considered corrupt because
 - i. He is or any of his dependents or any other person through him or on his behalf is, in possession (for which he cannot reasonably account) of pecuniary resources of property disproportionate to his known sources of income; or
 - ii. He has assumed a style of living beyond his ostensible means
 - iii. He has a persistent reputation of being corrupt
- d) Is engaged Or is reasonably suspected of being engaged in subversive activities, or is reasonably suspected of being associated with others engaged in subversive activities or is guilty of disclosure of official secrets to any unauthorized person, and his retention in service is, therefore, prejudicial to national security, the authority may impose on him one or more punishments.

3) PUNISHMENTS

The following are the minor and major punishments, namely:

a) Minor punishments

- i. Confinement of Constables and Head Constables for 15 days to Quarter Guards;
- ii. Censure;
- iii. Forfeiture of contract service up to 3 months;
- iv. With holding of promotion up to one year;
- v. Stoppage of increment for a period not exceeding 1 years with or without cumulative effect;
- vi. Fine up to Rs.15000/-.

b) Major punishments

- i. Reduction in rank/pay;
- ii. Compulsory retirement;
- iii. Removal from service; and
- iv. Dismissal from service.

Beside above Tourism Police employees shall be proceeded under Khyber Pakhtunkhwa (Efficiency & Discipline) Rules 2011 and:

- (a) Contravenes any provision of this Regulations for which no punishment is expressly provided shall be punishable with imprisonment for a term which may extend to one year or with fine which may extend to rupees fifty thousand or with both and on conviction from the competent court of law he shall cease to be a member of the Tourism Police.
- (b) Director General of the Authority or any officer designated by the Director General shall be the competent authority in this regard.

4) PUNISHMENT PROCEEDINGS

The punishment proceedings will be of two kinds. i.e. (a) Summary Police Proceedings and (b) General Police Proceedings and the following procedure shall be observed when a Police Officer/official is proceeded against under these regulations:

- (a) When information of misconduct or any act of omission or commission on the part of a Police Officer liable for punishment provided in these regulation is received' by the senior officer or competent authority, the senior officer, shall examine the information and may conduct or cause to be conducted quick brief inquiry if necessary, for proper evaluation of the information and shall decide whether the misconduct or the act of omission or commission referred to above should be dealt with in a Police Summary Proceedings in the Orderly Room or General Police Proceedings.
- (b) In case the senior officer or competent authority decides that the misconduct is to be dealt with in Police Summary Proceedings, he shall proceed as under-
 - i. The accused officer liable to be dealt with in the Police Summary Proceedings shall be brought before the authority in an Orderly room.
 - ii. He shall be apprised by the authority orally the nature of the alleged misconduct, etc. The substance of his explanation for the same shall be recorded and if the same is found unsatisfactory, he will be awarded one of the minor punishments mentioned in these rules.
 - iii. The authority conducting the Police Summary Proceedings may, if deemed necessary, adjourn them for a maximum period of 7 days to procure additional information.
- (c) If the Senior officer or competent authority decides that the misconduct or act of omission or commission referred to above should be dealt with in General Police Proceedings he shall proceed as under:

- i. The authority shall determine if in the light of facts of the case or in the interests of justice, constitute an authority level inquiry through an Inquiry Officer, if necessary. If he decides that is not necessary; he shall:
 - a) By order in writing inform the accused of the action proposed to be taken in regard to him and the grounds of the action: and
 - b) Give him a reasonable opportunity of showing cause against that action: Provided that no such opportunity shall be given where the authority is satisfied that in the interest of security of Pakistan or any part thereof it is not expedient to give such opportunity.
- (d) If the competent authority decides that it is necessary to have departmental inquiry conducted, through an Inquiry Officer, he shall appoint for this purpose an Inquiry Officer, who is senior in rank to the accused.
- (e) On receipt of the findings of the Inquiry Officer or where no such officer is appointed, on receipt of the explanation of the accused, if any, the competent authority shall determine whether the charge has been proved or not. In case the charge is proved the competent authority shall award one or more of major or minor punishments as deemed necessary.

5) PROCEDURE OF DEPARTMENTAL INQUIRY

- (a) Where an Inquiry Officer is appointed the Tourism Police Wing shall:
 - i. Frame a charge and communicate it to the accused together with statement of the allegations explaining the charge and of any other relevant circumstances which are proposed to be taken into consideration;
 - ii. Require the accused within 7 days from the day the charge has been communicated to him to put in a written defense and to state at the same time whether he desires to be heard in person;
 - iii. The Inquiry Officer shall inquire into the charge and may examine such oral or documentary evidence in support of the charge or in defense of the accused as may be considered necessary and the witnesses against him.
 - iv. The Inquiry Officer shall hear the case from day to day and no adjournment shall be given except for reasons to be recorded in writing and where any adjournment is given,
 - i. It shall not be more than a week; and
 - ii. The reasons therefore shall be reported forthwith to the competent authority.
 - v. Where the Inquiry Officer is satisfied that the accused is hampering, or attempting to hamper the progress of the inquiry he shall administer a warning and if thereafter he is satisfied that the accused is acting in disregard of the warning, he shall record a finding to that effect and proceed to complete the departmental inquiry ex parte.
- (b) The Inquiry Officer shall within 10 days of the conclusion of the proceedings or such longer period as may be allowed by the authority, submit his findings and grounds thereof to the authority.

6) POWERS OF INQUIRY OFFICER

For the purpose of departmental inquiry under these rules, the Inquiry Officer shall have the powers of a Civil Court trying a suit under Code of Civil Procedure, 1908 (Act V of 1908) in respect of the following matters, namely: ---

- a) Summoning and enforcing the attendance of any person and examining him on oath;
- b) Requiring the discovery and production of documents;
- c) Receiving evidence on affidavits;
- d) Issuing commission for the examination of witnesses or documents.

15. PROCEDURE OF INQUIRY AGAINST OFFICERS LENT FROM POLICE DEPARTMENT, GOVERNMENT OF KHYBER PAKHTUNKHWA TO CULTURE AND TOURISM AUTHORITY

- (a) Where the Police Officer/Officials on deputation from Police Department can be placed under suspension or can be repatriated to his parent department or the formal inquiry can be initiated against him under these regulations by the competent authority.
- (b) Authority shall forthwith inform the Police Department of the circumstances leading to the order of his suspension or the commencement of the proceedings, as the case may be.
- (c) If in the light of the findings in the proceedings taken against the Police Officer, competent authority is of opinion that any punishment should be imposed on him, it shall transmit same to the Provincial Police Officer (Inspector General of Police) along with the record of the proceedings and thereupon, the lending authority (Police Department) shall take action as prescribed in these rules.

16. APPEAL

If any personnel of the Tourism Police is aggrieved by any order issued under these rules, within thirty days of communication to him of such order, may prefer an appeal to the Director General and if any person aggrieved from the order of Director General may appeal to chairman of the BoD of the Authority.

17. CONSTITUTION PROMOTION COMMITTEES FOR KHYBERPAKHTUNKHWA TOURISM POLICE

Subject to the amendments and notifications made under these regulations framed by the Authority, there shall be Selection and Promotion Committee as mentioned in the KP-CTA Employees (Appointment & Conditions of Service) Regulations 2020.

18. UNIFORM

- (a) Competent authority shall notify the type of uniform and insignia for the police personnel as approved by BoD and specified at Schedule V.
- (b) Competent Authority shall approve insignias for different courses.
- (c) Tourism Authority shall provide two uniforms sets (complete) each for winter and summer for every member of tourism police.

19. SALARY

- (a) The Authority own (recruited) Police personnel shall be entitled to receive pay and allowances as per Authority pay scales (APS) notified by the Authority in Schedule-III of these Regulations and as amended by BoD from time to time.
- (b) The police officers and other ranks requisitioned from Police Department on deputation shall receive their pay as per govt. rules and as per Schedule-III..

20. HEALTH CARE

Medical facilities for the Police personnel and their families shall be catered for at Government hospitals and dispensaries at par with other employees of the Provincial Government.

21. ACTS DONE IN GOOD FAITH

Except as otherwise expressly provided in this Regulations no suit, prosecution or other legal proceeding shall lie against any member of the Tourism Police, Government or any other authority or person for anything which is in good faith done or intended to be done under the Regulations or any rule made thereunder.

22. NOTIFICATION REGULATIONS IN THE OFFICIAL GAZETTE

These regulations shall be notified in the official Gazette.

23. REMOVAL OF DIFFICULTIES

If any difficulty arises in giving effect to any of the provisions of this Regulations, the Authority may make such order, not inconsistent with the provision of this Regulations, as may appear to it to be necessary for the purpose of removing the difficulty.

24. APPLICATION OF GOVERNMENT RULES

Subject to the Act and these regulations, the following rules and regulations made by the Government and BoD, KP-CTA as amended from time to time, shall apply mutatis mutandis to the employees of the Authority.

- i) The Khyber Pakhtunkhwa Government Servants (Conduct) Rules, 1987
- ii) The Khyber Pakhtunkhwa Civil Servants (Appeals) Rules, 1986
- iii) The Khyber Pakhtunkhwa Government Servants (Leave) Rules, 1981
- iv) The Khyber Pakhtunkhwa (Travelling Allowance) Rules, 1981
- v) KP-CTA Employees (Appointment & Conditions of Service) Regulations 2020
- vi) Any other set of rules made by the Government and adopted for application by the Board.

CAPT. KAMRAN AHMED AFRIDI
DIRECTOR GENERAL
Culture and Tourism Authority
Khyber Pakhtunkhwa

SCHEDULE-I

see section 2(1)(u)

Functions and powers of Tourism Police.---(1) Tourism Police shall,-

- (i) facilitate the tourists by imparting information about location, transport system, facilities, legal assistance, shopping centers accommodation, cultural norms and medical help;
- (ii) perform watch and ward function in tourist destinations in order to curb activities of touts, beggars, unauthorized hawkers, pickpockets, eve teasers, anti-social elements and fraudsters and for this purpose, the Tourism Police shall maintain effective patrolling of tourists' destination and shall provide necessary security to the tourists;
- (iii) keep an updated record of known eve teasers, fraudsters, unauthorized tour guides, harassers and other disreputable elements for each destination;
- (iv) have the power to stop the entry of known eve teasers from a tourist destination or a part thereof; for the purpose, a police officer not below the rank of Superintendent of Police shall have the power to issue orders to restrict entry of such person(s) into any tourists destinations or a part thereof;
- (v) act as first responder in case of any incident and shall hand over the delinquent to the local Police for legal action;
- (vi) write an incident report and handover the culprit to the regular Police Station;
- (vii) in the event, a case is registered by or against the tourist, Tourism Police shall facilitate and provide legal assistance to the tourist;
- (viii) have all the powers of facilitation and regulation available to Traffic Police in area of its deployment under Provincial Motor Vehicle Ordinance, 1965; and
- (ix) receive claims and complaints by the tourists and will either resolve the same on its own or liaise with the concerned agencies to get it resolved.
- (x) To assist and facilitate Authorized Officer appointed under section 48 of tourism act in discharging of his functions.

SCHEDULE-II*see section 2(1)(u)***Designation and Pay Scale**

SR. #	RANK	PAY SCALE EQUIVALENT TO
1	DIRECTOR TOURISM POLICE /COMMANDANT	19
2	DEPUTY DIRECTOR TOURISM POLICE/DY COMMANDANT	18
3	ASSISTANT DIRECTOR TOURISM POLICE	17
4	DISTRICT TOURISM POLICE OFFICER	18
5	SUB DIVISION TOURISM POLICE OFFICER	17
6	INSPECTOR	16
7	SUB INSPECTOR	14
8	ASSISTANT SUB INSPECTOR	11
9	HEAD CONSTABLE	7
10	CONSTABLE	5

SCHEDULE-III*Pay Scale***Contract Appointment Pay Structure**

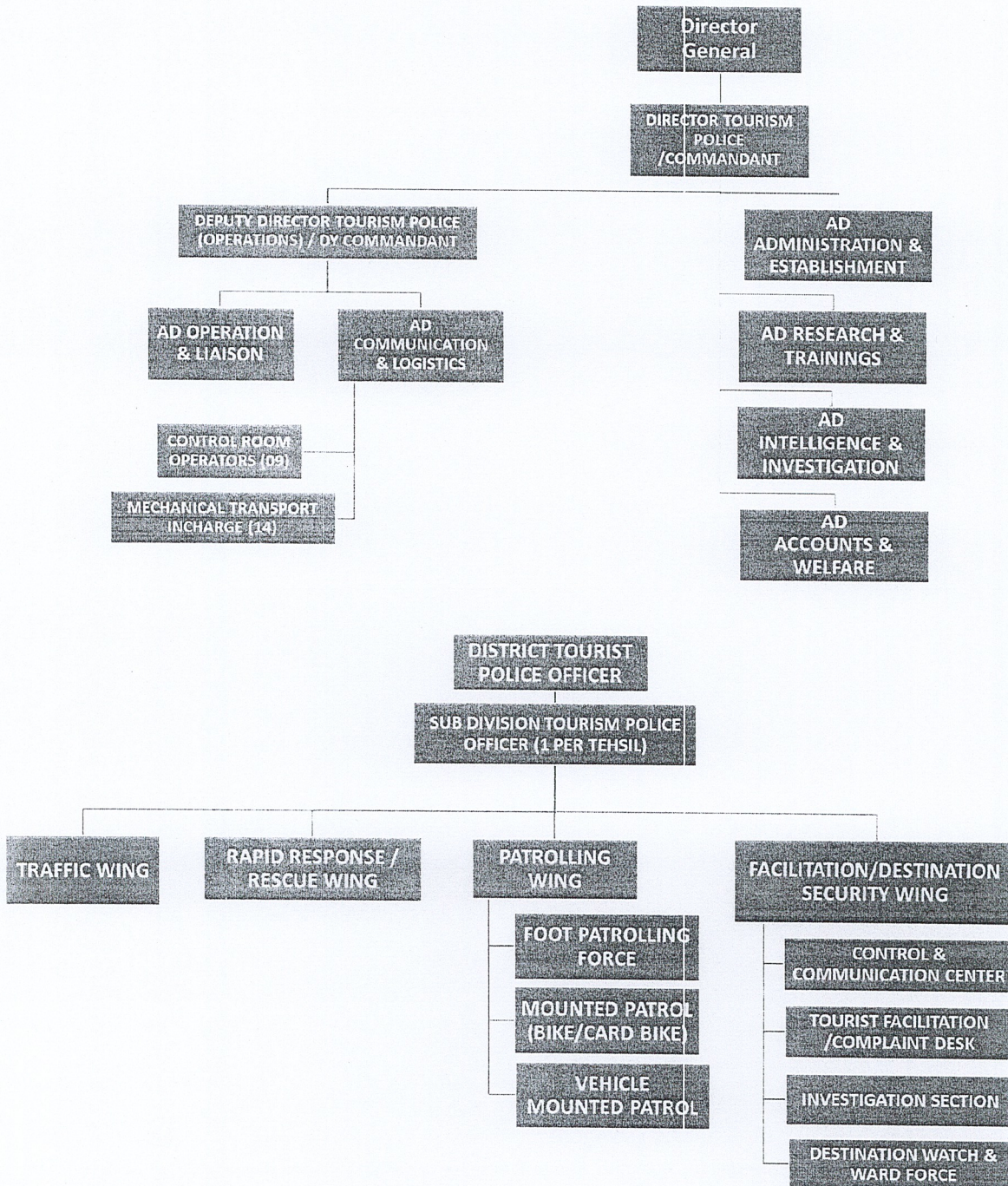
SR. #	RANK	PAY STRUCTURE
1	DIRECTOR TOURISM POLICE /COMMANDANT	MP-II
2	DEPUTY DIRECTOR TOURISM POLICE / DY COMMANDANT	MP-III (max)
3	ASSISTANT DIRECTOR TOURISM POLICE	MP-III (min)
4	DISTRICT TOURISM POLICE OFFICER (Field Officers)	MP-III (max)
5	SUB DIVISION TOURISM POLICE OFFICER (Field Officers)	MP-III (min)
6	INSPECTOR (Field Officers)	APS-16 Equivalent along with 25% of Running basic pay as Field Allowance
7	SUB INSPECTOR	APS-14 Equivalent along with 25% of Running basic pay as Field Allowance
8	ASSISTANT SUB INSPECTOR	APS-11 Equivalent along with 25% of Running basic pay as Field Allowance
9	HEAD CONSTABLE	APS-07 Equivalent along with 25% of Running basic pay as Field Allowance
10	CONSTABLE	APS-05 Equivalent along with 25% of Running basic pay as Field Allowance

Pay Structure for Officers on Deputation

SR. #	RANK	PAY STRUCTURE
1	DIRECTOR TOURISM POLICE /COMMANDANT	Pay + Authority Special Allowance
2	DEPUTY DIRECTOR TOURISM POLICE (OPERATIONS)/ DY COMMANDANT	Pay + Authority Special Allowance
3	ASSISTANT DIRECTOR TOURISM POLICE	Pay + Authority Special Allowance
4	DISTRICT TOURISM POLICE OFFICER (Field Officers)	Pay + 20% of Deputation Allowance + 15% of Basic Pay as Field/Maintenance Allowance
5	SUB DIVISION TOURISM POLICE OFFICER (Field Officers)	Pay + 20% of Deputation Allowance + 15% of Basic Pay as Field/Maintenance Allowance
6	BPS-16 and below (Field Officers)	Pay + 20% of Deputation Allowance

SCHEDULE-IV

Tourism Police Structure/Organogram

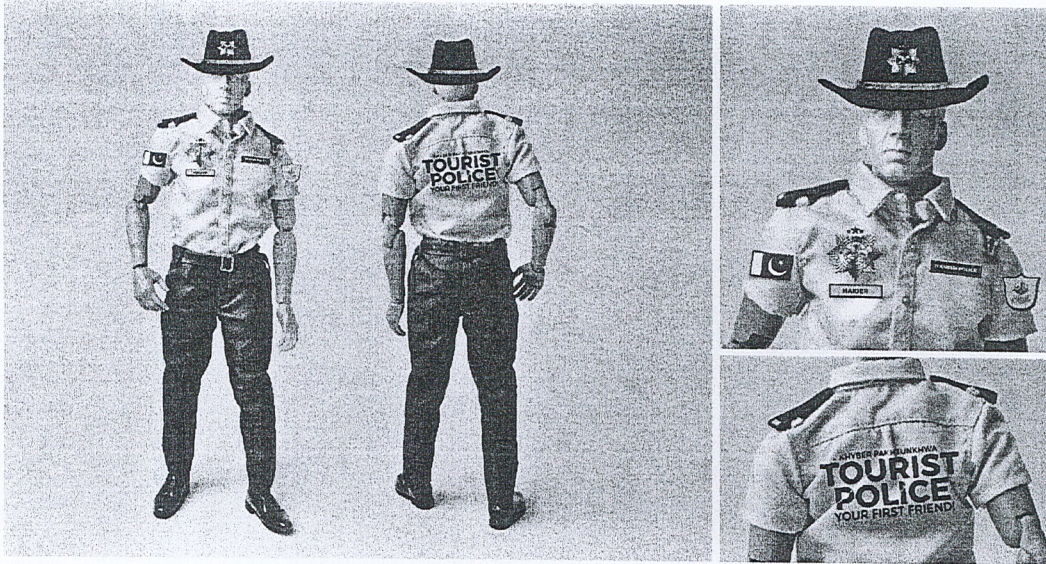


SCHEDULE-V

Tourism Police Uniform

Tourism Police Uniform:

Tourism police shall have its own and unique uniform for their identity.



POLICE RANKS



**COMMANDANT/
DIRECTOR**



**DEPUTY
COMMANDANT/
ADD DIRECTOR**



**DEPUTY
DIRECTOR /
SP**



**DSP
DEPUTY SUPERINTENDENT
OF POLICE**



**SUB
INSPECTOR**



INSPECTOR



SARGENT



CARPORAL



SCHEDULE-VI

Tourism Police Vehicles

Tourism Police Vehicles:

Tourism police shall have its own and unique design/branding for their vehicles.



SCHEDULE-VII

Prescribed educational qualifications, experience and age for appointment in KP-CTA

Sr. No.	Nomenclature of Post/Pay Scale	Post Authority Pay Scale/MP Scale	Appointing Authority	Minimum Qualification and Experience for contract appointment or promotion	Method of Appointment (subject to provision of sub regulation 5 of regulation 8)	Experience required for contract appointment/ Transfer	Age Limit
1	2	3	4	5	6a	7	8
1	Director Tourism Police/Commandant	• BPS-19 • MP-II	• Establishment Department, Government of KP/ • Director General	• Posting on deputation, working in BPS-19 as Civil Servant, Police Department • Retired Army Officer (not below the rank of Lt. Col.)	i. Appointment to be made by the Government in accordance with section 31 of the Act. ii. Contract Appointment	Minimum Fifteen years of relevant experience at a senior management or leadership level in Government/Autonomous Body.	Below 55 years
2	Deputy Director Tourism Police	• BPS-18/ • MP-III (max)	• Establishment Department, Government of KP/ • Director General	• Posting on deputation, working in BPS-18 as Civil Servant, Police Department • Retired Army Officer (not below the rank of Major)	i. Appointment to be made by the Government in accordance with section 31 of the Act. ii. Contract Appointment	Minimum ten years of relevant experience at a senior management or leadership level in Government/Autonomous Body.	Below 50 years
3	District Tourism Police Officer	• BPS-18/ • MP-III (max)	• Establishment Department, Government of KP/ • Director General	• Posting on deputation, working in BPS-18 as Civil Servant, Police Department • Retired Army Officer (not below the rank of Major)	i. Appointment to be made by the Government in accordance with section 31 of the Act. ii. Contract Appointment	Minimum ten years of relevant experience at a senior management or leadership level in Government/Autonomous Body.	Below 50 years
4	Assistant Director Administration & Establishment	• BPS-17/ • APS-17/ • MP-III (min)	Director General	• Posting on Deputation, working in BPS-17 as Civil Servant. • A minimum of a Master's degree or equivalent from a university recognized in Pakistan in the field of Public Administration, Management Sciences, Business Administration, Human Resource Management, or any other related discipline;	i. Appointment to be made by the Government in accordance with section 31 of the Act. ii. Authority Service on transfer iii. Contract Appointment	At least 5 years of relevant experience at a middle management or leadership level — prior background in administration sector preferable;	25-50 years
5	Assistant Director Research & Trainings	• BPS-17/ • APS-17/ • MP-III (min)	Director General	• Posting on Deputation, working in BPS-17 as Civil Servant. • A minimum of a Master's degree or equivalent in the field of Research, Business Administration, Computer Science, Project Management or any other related field from a university recognized in Pakistan;	i. Appointment to be made by the Government in accordance with section 31 of the Act. ii. Authority Service on transfer iii. Contract Appointment	At least 5 years of relevant experience at a middle management or leadership level — prior background in the field of research and trainings sector;	25-50 years

6	Assistant Director Intelligence & Investigation	<ul style="list-style-type: none"> BPS-17/ APS-17/ MP-III (min) 	Director General	<ul style="list-style-type: none"> Posting on Deputation, working in BPS-17 as Civil Servant. A minimum of a Master's degree or equivalent from a university recognized in Pakistan in the field of Public Administration, Law or related discipline; 	<ul style="list-style-type: none"> i. Appointment to be made by the Government in accordance with section 31 of the Act. ii. Authority Service on transfer iii. Contract Appointment 	Promotion from amongst the eligible Authority Officers only if possessing the experience and qualification mentioned in column 5	At least 5 years of relevant experience at a senior management or leadership level — ethics and compliance (or a mix of compliance and legal) experience in vigilance & monitoring, investigation;	25-50 years
7	Assistant Director Accounts & Welfare	<ul style="list-style-type: none"> BPS-17/ APS-17/ MP-III (min) 	Director General	<ul style="list-style-type: none"> Posting on Deputation, working in BPS-17 as Civil Servant. A minimum of a Master's degree or equivalent from a university recognized in Pakistan in the field of Finance (including CFA), Accounting (including ACCA, CMA, CA), or any other related discipline; 	<ul style="list-style-type: none"> i. Appointment to be made by the Government in accordance with section 31 of the Act. ii. Authority Service on transfer iii. Contract Appointment 	Promotion from amongst the eligible Authority Officers only if possessing the experience and qualification mentioned in column 5	At least 5 years of relevant experience at a middle management or leadership level — prior background in Financing and Accounts;	25-50 years
8	Assistant Director Operation & Liaison	<ul style="list-style-type: none"> BPS-17/ APS-17/ MP-III (min) 	Director General	<ul style="list-style-type: none"> Posting on Deputation, working in BPS-17 as Civil Servant. A minimum of a Master's degree or equivalent from a university recognized in Pakistan in the field of Public Administration, Management Sciences, Business Administration, Human Resource Management, or any other related discipline 	<ul style="list-style-type: none"> i. Appointment to be made by the Government in accordance with section 31 of the Act. ii. Authority Service on transfer iii. Contract Appointment 	Promotion from amongst the eligible Authority Officers only if possessing the experience and qualification mentioned in column 5	At least 5 years of relevant experience at a middle management level — prior background in operations and liaison;	25-50 years
9	Assistant Director Communication & Logistics	<ul style="list-style-type: none"> BPS-17/ APS-17/ MP-III (min) 	Director General	<ul style="list-style-type: none"> Posting on Deputation, working in BPS-17 as Civil Servant. A minimum of a Master's degree or equivalent from a university recognized in Pakistan in the field of Business Administration, Management Sciences, or any other related discipline; 	<ul style="list-style-type: none"> i. Appointment to be made by the Government in accordance with section 31 of the Act. ii. Authority Service on transfer iii. Contract Appointment 	Promotion from amongst the eligible Authority Officers only if possessing the experience and qualification mentioned in column 5	At least 5 years of relevant experience at a middle management level — prior background in communications, logistic and transport management sector preferable;	25-50 years
10	Sub Division Tourism Police Officer	<ul style="list-style-type: none"> BPS-17/ APS-17/ MP-III (min) 	<ul style="list-style-type: none"> Establishment Department, Government of KP/ Director General 	<ul style="list-style-type: none"> Posting on deputation, working in BPS-17 as Civil Servant, Police Department A minimum of a Master's Degree or equivalent from a university recognized in Pakistan in the field of Public Administration, Social Sciences, Business Administration or any other related discipline; 	<ul style="list-style-type: none"> i. Appointment to be made by the Government in accordance with section 31 of the Act. ii. Authority Service on transfer iii. Contract Appointment 	Promotion from amongst the eligible Authority Officers only if possessing the experience and qualification mentioned in column 5	At least 5 years of relevant experience at a middle management level — prior background in administration and field work;	25-50 years

11	Inspector	<ul style="list-style-type: none"> • BPS-16/ • APS-16 	Director General	<ul style="list-style-type: none"> • Posting on Deputation, working in BPS-16 as Civil Servant, Police Department. • A minimum of a Bachelor's Degree or equivalent from a university recognized in Pakistan in the field of Public Administration, Social Sciences, Business Administration or any other related discipline; • Retired Army official (Not below the rank of Naib Subedar) 	<ul style="list-style-type: none"> i. Appointment to be made by the Government in accordance with section 31 of the Act. ii. Authority Service on transfer iii. Contract Appointment 	Promotion amongst the eligible Officers only if possessing the experience and qualification mentioned in column 5	At least 5 years of relevant experience at a middle management level — prior in background and field administration work;	40-45 years
12	Sub Inspector	<ul style="list-style-type: none"> • BPS-14/ • APS-14 	Director General	<ul style="list-style-type: none"> • Posting on Deputation, working in BPS-14 as Civil Servant, Police Department. • A minimum of a Bachelor's Degree or equivalent from a university recognized in Pakistan in the field of Public Administration, Social Sciences, Business Administration or any other related discipline; • Retired Army official (Not below the rank of Hawaldar) 	<ul style="list-style-type: none"> i. Appointment to be made by the Government in accordance with section 31 of the Act. ii. Authority Service on transfer iii. Contract Appointment 	Promotion amongst the eligible Authority service Officers only if possessing the experience and qualification mentioned in column 5	At least 3 years of relevant experience at a middle management level — prior in background and field administration work;	30-40 years
13	Mechanical Transport Incharge	<ul style="list-style-type: none"> • BPS-14/ • APS-14 	Director General	Minimum of B.Sc. or B.A.	<ul style="list-style-type: none"> i. Appointment to be made by the Government in accordance with section 31 of the Act. ii. Authority Service on transfer iii. Contract Appointment 	Promotion from amongst the eligible Authority service Officers only if possessing the experience and qualification mentioned in column 5	At least 3 years of relevant experience at a middle management level — prior in background and field mechanical/transport work;	30-40 years
14	Assistant Sub Inspector	<ul style="list-style-type: none"> • BPS-11/ • APS-11 	Director General	<ul style="list-style-type: none"> • Posting on Deputation, working in BPS-11 as Civil Servant, Police Department. • Minimum of B.Sc. or B.A. 	<ul style="list-style-type: none"> i. Appointment to be made by the Government in accordance with section 31 of the Act. ii. Authority Service on transfer iii. Contract Appointment 	Promotion from amongst the eligible Authority service Officers only if possessing the experience and qualification mentioned in column 5		30-40 years
15	Head Constable	<ul style="list-style-type: none"> • BPS-07/ • APS-07 	Director General	<ul style="list-style-type: none"> • Posting on Deputation, working in BPS-07 as Civil Servant, Police Department. • Minimum of B.Sc. or B.A. 	<ul style="list-style-type: none"> i. Appointment to be made by the Government in accordance with section 31 of the Act. ii. Authority Service on transfer iii. Contract Appointment 	Promotion from amongst the eligible Authority service Officers only if possessing the experience and qualification mentioned in column 5		25-30 years

16	Constable	<ul style="list-style-type: none"> • BPS-05/ • APS-05 	Director General	<ul style="list-style-type: none"> • Posting on Deputation, working in BPS-05 as Civil Servant, Police Department. • Minimum of F.Sc. or F.A. • Valid Driving License for Motor Cycle, Motor Car & Jeep 	<ul style="list-style-type: none"> i. Appointment to be made by the Government in accordance with section 31 of the Act. ii. Authority Service on transfer iii. Contract Appointment 	Promotion amongst the eligible Authority Officers only if possessing the experience and qualification mentioned in column 5	20-25 years
----	-----------	---	------------------	--	---	---	-------------