

CHAPTER X

THE MONTHLY REMUNERATION RECEIVED BY EACH OF ITS OFFICERS AND EMPLOYEES, INCLUDING THE SYSTEM OF COMPENSATION AS PROVIDED IN ITS REGULATIONS.

The monthly remuneration of all officers and employees is as the pay scale applicable to the official. These pay scales are fixed by the Central Govt for IPS officers and by the State Govt for all others. The scales and other allowances as prevalent on 01.01.2006 are as below:-

PAY SCALES

ALL INDIA POLICE SERVICE OFFICERS:

The Ministry of personnel, public grievances and pensions, department of personnel and training Govt. of India New Delhi vide notification No.GSR 692(E) dated 27-09-2008 has revised the pay scale of IPS officers w.e.f. 01-01-2006 as under:-

DGP	(i)	Apex Scale Rs.80000/- (Fixed), Grade Pay Nil (By up gradation of one existing post of Director General of Police as head of police force in the each State cadre).
	(ii)	HAG+ Rs.75500(annual increment @ 3%)80000 Grade Pay Nil.
ADGP		Pay Band-4 Rs.37400-67000+Grade Pay Rs.12000
IGP		Pay Band-4 Rs.37400-67000+Grade Pay Rs.10000
DIG		Pay Band-4 Rs.37400-67000+Grade Pay Rs.8900
SP	A	Junior Scale:- Pay Band-3 Rs.15600-39100+Grade Pay Rs.5400.
	B	Senior Scale:-
	(i)	Senior Time Scale- Pay Band-3 Rs.15600-39100+Grade Pay Rs.6600.
	(ii)	Junior Administrative Grade- Pay Band-3 Rs.15600-39100+Grade Pay Rs.7600.
	(iii)	Selection Grade- Pay Band-4 Rs.37400-67000+Grade Pay Rs.8700.

PUNJAB POLICE STATE SERVICE

The State Govt. vide notification No5/10/2009-5FPI/207 dated 27-05-08 has revised the pay scales of its employees w.e.f. 01-01-2006 as under:-

DSP (4 Scales)	I	Pay Band-4	Rs.15600-39100+Grade Pay Rs.5400.
	II	Pay Band -4	Rs.15600-39100+Grade Pay Rs.6600.
	III	Pay Band -4	Rs.15600-39100+Grade Pay Rs.7600.
	IV	Pay Band -5	Rs.37400-67000+Grade Pay Rs.8600.
Inspector		Pay Band -3	Rs.10300-34800+Grade Pay Rs.3800.
Sub-Inspector		Pay Band -3	Rs.10300-34800+Grade Pay Rs.3600.
ASI		Pay Band -2	Rs.5910-20200+Grade Pay Rs.3000.
Head Constable		Pay Band -2	Rs.5910-20200+Grade Pay Rs.2400.
Constable		Pay Band -2	Rs.5910-20200+Grade Pay Rs.1900.

STATE ACCOUNT SERVICE

Controller F&A		Pay Band -4	Rs.15600-39100+Grade Pay Rs.8400.
Dy. C.F.&A		Pay Band -3	Rs.10300-34800+Grade Pay Rs.5400.
Asstt. C.F.&A		Pay Band -3	Rs.10300-34800+Grade Pay Rs.5000.
S.O. (Section Officer)		Pay Band -3	Rs.10300-34800+Grade Pay Rs.4400.

MINISTERIAL STAFF.

Dy. Dir. Public Relation		Pay Band -3	Rs.10300-34800+Grade Pay Rs.5400.
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Esstt. Officer	Pay Band -3	Rs.10300-34800+Grade Pay Rs.5400.
Supdt. Gr.I	Pay Band -3	Pay Rs.10300-34800+Grade Pay Rs.5000.

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Supdt. Gr.II	Pay Band -3	Rs 10300-34800+Grade Pay Rs.4200.
Legal Asstt.	Pay Band -3	Rs.10300-34800+Grade Pay Rs.4200.
Sr. Asstt.	Pay Band -3	Rs.10300-34800+Grade Pay Rs.3800.
Jr. Asstt.	Pay Band -2	Rs.5910-20200+Grade Pay Rs.2800.
Clerk.	Pay Band -2	Rs.5910-20200+Grade Pay Rs.1900.
Private Secy.	Pay Band -3	Rs.10300-34800+Grade Pay Rs.5000.
P.A.	Pay Band -3	Rs.10300-34800+Grade Pay Rs.4200.
Sr. Scale Steno	Pay Band -3	Rs.10300-34800+Grade Pay Rs.3800.
Jr. Scale Steno	Pay Band -2	Rs.5910-20200+Grade Pay Rs.2800.
Steno Typist	Pay Band -2	Rs.5910-20200+Grade Pay Rs.2000.
Daftri	Pay Band -1	Rs.4900-10680+Grade Pay Rs.1650.
Jamadar	Pay Band -1	Rs.4900-10680+Grade Pay Rs.1400.
Book Binder	Pay Band -1	Rs.4900-10680+Grade Pay Rs.1400.
Record Lifter	Pay Band -1	Rs.4900-10680+Grade Pay Rs.1400.
Peon/Chwkidar/ Sweeper/Mali/Bahisti/ Frash & Other Class-IV employees.	Pay Band -1	Rs.4900-10680+Grade Pay Rs.1300.

HOSPITAL STAFF.

Medicla Officer(4Scales)

i) Pay Band -4	Rs.15600-39100+Grade Pay Rs.5400.
ii) Pay Band -4	Rs.15600-39100+Grade Pay Rs.6600.
iii) Pay Band -4	Rs.15600-39100+Grade Pay Rs.7600.
iv) Pay Band -5	Pay Rs.37400-67000+Grade Pay Rs.8600.

Pharmacist

Pay Band -2 Rs.5910-20200+Grade Pay Rs.3000.

Nursing Asstt.

Pay Band -2 Rs.5910-20200+Grade Pay Rs.1900.

F.S.L. STAFF.

Director	Pay Band -5	Rs.37400-67000+Grade Pay Rs.8700.
Dy. Director	Pay Band -4	Rs.15600-39100+Grade Pay Rs.7400.
Asstt. Director	Pay Band -4	Rs.15600-39100+Grade Pay Rs.6600.
Scientific Officer	Pay Band -3	Rs.10300-34800+Grade Pay Rs.4400.
Scientific Asstt.	Pay Band -3	Rs.10300-34800+Grade Pay Rs.3800.
Lab. Asstt.	Pay Band -2	Rs.5910-20200+Grade Pay Rs.2400.
Lab Attendant	Pay Band -2	Rs.5910-20200+Grade Pay Rs.1900.

LIBRARY STAFF (PPA)

Lecturer	-	Rs.15600-39100+AGP Rs.6000
Librarian Attendant	Pay Band -3	Rs.10300-34800+Grade Pay Rs.3600
Librarian	Pay Band -1	Rs.4900-10680+Grade Pay Rs.1400

Note:

All Categories of State Govt. Employees except those who have been allowed three or more grade structure of pay scales are covered under **Assured Career Progression Scheme**. An employee, who is not promoted to the next higher level on account of non-availability of vacancy at such higher level or non-existence of the promotional level in the Cadre shall be granted the pay scale, which is next higher in the hierarchy of pay scales after a service of 4 years, 1st Proficiency Step up after 04 years, 2nd Proficiency Step up after 09 years and placed in a next higher pay scale after 14 years of service, subject to fulfillment of certain conditions.

In addition, all employees dearness allowance calculated as below:-

Dearness allowance = 27% of pay ban+ grade pay

Wages of SPOs and Contingent Paid Staff

SPOs and contingent paid staff such as Cooks, Barbers, Sweepers and Water Carriers are paid on daily wage basis. They are the least paid staff of the police. The wages of the contingent paid staff are fixed by the Deputy Commissioner of the District. The wages of SPOs are fixed for the entire State. The present daily wages of SPOs and contingent paid staff are as below:-

SPOs Rs.3300/- P.M. (Daily wage of Rs.110/-)

Contingent paid staff.

Un Skilled Rs. 3398.00 P.M. (w.e.f. 01.09.2009)

Rs. 130-71 per day

S Skilled Upper Rs. 3743.00 P.M. (w.e.f. 01.09.2009)

Rs. 143.99 per day.

ALLOWANCES:

i) Special Allowances:

FOLLOWING POSTS CARRYING SPECIAL ALLOWANCES AS MENTIONED AGAINST EACH:

Designation of the post	Amount of Special allowance Per month:
AIG Personnel, CPO Punjab, Chandigarh Rs.800/-	
AIG/Provisioning, CPO Punjab, Chandigarh Rs.800/-	
Senior Superintendent of Police-incharge of Districts-Amritsar, Jalandhar, Hoshiarpur, Kapurthala, Gurdaspur, Ludhiana, Ropar, Patiala, Sangrur, Bathinda, Faridkot, Ferozepur, Tarn Taran, Majitha, Batala, Mansa, Barnala, Fatehgarh Sahib, Khanna & Jagraon.	Rs.600/- per month each
DSPs/Incharge Sub-Divisions in Punjab	Rs.400/-
Computerization & Telecommunications:	
SP	Rs.800/-
DSP	Rs.320/-
Inspector	Rs.320/-
SI	Rs.280/-
ASI	Rs.240/-
HC	Rs.160/-
Constable	Rs.120/-
Intelligence Wing	
DIG/Intelligence-I, Punjab, Chandigarh	Rs.800/-
DIG/Counter Intelligence Punjab, Chandigarh	Rs.800/-
DIG/Security Punjab, Chandigarh	Rs.800/-
All posts of SPs Intelligence at Headquarters and Zonal SPs/SB, Intelligence Wing	Rs.800/- each
SP/Ladda Kothi, Sangrur	Rs.400/-
Law Officer, CID Punjab	Rs.400/-
DSP	Rs.800/-

Inspr.	Rs.600/-
S.I.	Rs.500/-
ASI	Rs.400/-
HC	Rs.300/-
Constable	Rs.200/-

Crime Wing

DIG/Crime Punjab, Chandigarh	Rs.800/-
All posts of SP in Crime (CID/Punjab) (Cadre Posts)	Rs.800/- each
Inspector	Rs.300/-
S.I.	Rs.200/-
A.S.I.	Rs.120/-
HC	Rs.80/-
Constable	Rs.60/-

PPA Phillaur

DIG-cum-Jt. Director MRS, PPA, Phillaur	Rs.800/-
Dy. Director Indoor, MRS, PPA, Phillaur	Rs.600/-
DSP (Law PTC Phillaur)	Rs.400/-
Inspector PTC Phillaur	Rs.200/-

PRTC Jahan Khelan

SP/PRTC Jahan Khelan	Rs.600/-
DSP Jahan Khelan	Rs.400/-
Inspector PRTC Jahan Khelan	Rs.200/-
Sub-Inspector PRTC Jahan Khelan	Rs.160/-
ASI PRTC Jahan Khelan	Rs.120/-

PRTC Bahadurgarh

DSP/PRTC Bahadurgarh	Rs.400
Inspector PRTC Bahadurgarh	Rs.200/-
S.I./PRTC Bahadurgarh	Rs.160/-
ASI PRTC Bahadurgarh	Rs.120/-

Finger Print Bureau (As per Finger Print Bureau Manual)

Inspector (1)	Rs.320/-
Inspector (3)	Rs.200/-
SlS (19)	Rs.280/-
SlS(23)	Rs.60/-
HC (1)	Rs.300/-
HC (5)	Rs.40/-
Constable (1)	Rs.20/-

PAP

All Cadre Posts posts of Commandants in Punjab Rs.800/-
Armed Police Batallions.

HC (Quarter Master-PAP)	Rs.80/-
HC (Armourer) PAP	Rs.60/-
Ct. (Armourer) PAP	Rs.60/-
Ct. (Driver) PAP	Rs.40/-
Inspector Photography PAP	Rs.320/-
SI/Cryptography PAP	Rs.240/-
HC Kit Clothing PAP	Rs.80/-
HC Armed Revenue PAP	Rs.40/-
HC Mounted PAP	Rs.40/-
HC Tear Smoke Squad PAP	Rs.40/-

Forensic Science Laboratory Punjab, Chandigarh

Head Clerk (Senior Assistant)	Rs.80/-
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Ministerial Staff

Supdt. Grade-1	Rs.400/-
Private Secretary	Rs.400+200/-
Supdt. Grade-II	Rs.200/-
Sr. Scale Steno	Rs.160/-

SUPERINTENDENT OF POLICE (STATE)

On promotion from the rank of DSP to the Rank of SP are entitled to draw @ Rs.200/- per month Spl. allowance in lieu of higher responsibility.

ii) UNIFORM GRANT:

All IPS & State Police Officers

Rs.6500/- (initial grant)

Rs.3000/- (Renewal grant after 7 years)

iii) RATION ALLOWANCE:

Armed Bns.-Except Commando Bns.

(Constable to Dy. Supdt. of Police)

Commando Bns.

Officers (DSP to IGP)

Other (Constable to Inspector)

District Police

(Constable to Dy. Supdt. of Police)

Rs.150/- per month

Rs.28.59 per day

Rs.25.75 per day

Rs.100/- per month

iv) DRIVING ALLOWANCE

Constable Driver

Rs.300/- per month

v) TRAINING ALLOWANCE

Non-permanent faculty members : associated with Training & Teaching Works.

15% of Basic Pay on un-revised pay scales as on 31.12.95.

vi) CONVEYANCE ALLOWANCE

NGOs (Motor Cycle/Scooter Allowance)

ORs (Cycle Allowance)

Rs.90/- per month

Rs.20/- per month

vii) KIT MAINTENANCE ALLOWANCE

IPS Officers

SPs/DSPs

Inspector

Sub-Inspector/Asstt. Sub-Inspector

Head Constable/Constable

Rs.150/- per month

Rs.80/- per month

Rs.60/- per month

Rs.40/- per month

Rs.25/- per month

viii) COMPENSATORY PAY

Constable to Inspector

Equivalent to One month extra pay i.e. Basic Pay+DA in lieu of duty on Gazetted Holidays.

ix) FIXED MEDICAL ALLOWANCE

All Police Employees-except

IPS officers

Rs.500/- per month

Vide Punjab Govt Notification No.5/60/09-1FP1/381, dated 12.08.09

x) HOUSE RENT ALLOWANCE/ RENT FREE ACCOMMODATION**a) HOUSE RENT ALLOWANCE**

The State Govt. has also revised the house rent allowance vide their notification No.4/7/09-2FP1/375, dated 12-08-2009.

(i) The revised classification of cities/towns in the State for the purpose of grant of House Rent Allowance and the admissible rate of House rent allowance to Government employees shall be as under:-

Sr. No.	Population of City/Town	Category	House Rent Allowance (% of basic Pay)
(i)	50 Lakhs and above	A	30
(ii)	5 Lakhs and above but than 50 lakhs	B	20
(iii)	50,000 and above but less than 5 lakhs	C	12.5
(iv)	Less than 50,000 including villages and unclassified areas	D	10

The State Govt. has also notify cities falls in various categories as per classification of cities regarding the house rent allowance vide their notification No.4/7/09-2FP1/392, dated 18-08-2009.

Sr. No.	Category	City / Village
(i)	A	New Delhi
(ii)	B	Ludhiana, Amritsar, Jalandhar, Chandigarh and S.A.S. Nagar.
(iii)	B-1	Bathinda and Patiala
(iv)	C	Abohar, Barnala, Batala, Faridkot, Fazilka, Ferozepur, Gurdaspur, Gobindgarh, Hoshiarpur, Jagraon, Kapurthala, Khanna, Kotkapura, Malerkotla, Malout, Mansa, Moga, Muktsar, Nabha, Pathankot, Fagwarra, Rajpura, Sangrur, Sunam and Tarn Taran.
(v)	D	All other remaining towns and un categorized areas.

(ii) The eligibility for the grant of House Rent allowance to the employees shall be determined with reference to the place of posting of the employees. The city of Patiala and Bathinda will be categorized as B-1 and House Rent Allowance of 15% of the Basic Pay will be admissible to the employees of these 2 cities.

b) RENT FREE ACCOMMODATION

Head Constable to Inspector
Dy. Supdt. of Police posted in Sub-

Entitled to Rent Free Accommodation, but those who have not been allotted Govt. accommodation

Divisions
DIG/SP/DSP of Intelligence Wing
Constables

are given 5% of basic pay in addition to normal HRA, if admissible at the place of posting
60% of the Constables are entitled for HRA+5% of Basic Pay or Rent Free Accommodation. The remaining 40% are provided barracks accommodation. All Constables working in CID, who are not provided rent free accommodation are entitled for HRA+5% of Basic Pay.

IPS, State Police Officers & Other
Officers/Officials

Determined with reference to the place of posting of the employee. 15% of Basic Pay posted in Cities A, B-1, B-2 Classes, 7.5% of Basic Pay posted in C Class Cities & 5% of the Basic Pay to employees posted in unclassified towns.

xi) RURAL AREA ALLOWANCE:

Rural Area allowance @ 6% of Basic Pay shall be admissible only to those employees, who are posted in rural areas.

xii) COMPENSATORY ALLOWANCE

The eligibility for the city compensatory allowance to the employee shall be determined with reference to the place of posting of the employees.

xiii) SPECIAL RISK ALLOWANCE TO SECURITY PERSONNEL ATTACHED WITH THE HON'BLE CHIEF MINISTER: HIGH RISK POST:

Superintendent of Police (5)
Inspector (1)
NGO (28)
ASI (2)
Sub-Inspector (2)
Head Constable (12)
Constable (11)

@ 25% of the Basic Pay

LOW RISK POST:

Dy. Supdt. of Police (1)
Inspector (2)
NGO (3)
ASI (4)
Sub-Inspector (2)
Head Constable (10)
Constable (29)

@12.5% of the Basic Pay

FREE TRAVEL FACILITY:

Allowed in Punjab Roadways and PRTC Buses for Constables, Head Constables, ASIs, SIs & Inspectors.

DETAIL OF PENSIONARY BENEFITS PAYABLE TO POLICE PERSONNEL AT THE TIME OF RETRIMENT

Sr.No.	Nature of benefits	State Govt. Officers/Employees		IPS Officers	
		Admissibility	Rules/Authority	Admissibility	Rules/Authority
1.	Pension	50% of the basic pay on the bases of the last pay drawn on the 10 months average, which ever is beneficial. Minimum Rs. 3500/-	Vide Punjab Govt. letter No. 3/23/09-3FPPC/879 dated 17.08.2009	50% of the highest pay or average emoluments received during the last 10 months, whichever is more beneficial to the <u>officer</u> 2	Vide letter No. 38/37/08-P & PW(A) dated 02.09.08 issued by Govt. of India
2.	Death-cum-Retirement Gratuity.	(Basic pay +D.A.)X No. Of Half yearly period of qualifying service (*) 4 With maximum limit of Rs. 10 Lac .w.e.f. 01.01.2006. (*)(maximum 66/- half yearly	Vide Punjab Govt. letter No. 3/23/09-3FPPC/879 dated 17.08.2009	(Basic pay + D.A)x No. of half yearly periods of qualifying service (*) 4 With maximum limit of Rs.10 w.e.f. 01.01.2006 (*)(maximum 66/- half yearly	Vide letter No. 38/37/08-P & PW(A) dated 02.09.08 issued by Govt. of
3.	Commutation of Pension	40% of Basic Pension X12 X as per rates prescribed in the table attached with State Govt. Letter No. 3FPPC/879 dated 17.08.2009	Rule 11 of Punjab CSR Vol-II read with State Govt. letter No. 3/23/09-3FPPC/879 dated 17.08.2009	40% of basic pension x12x as per rates prescribed in the table attached with letter No. 38/37/08-P & PW(A) dated 2.9.2008 issued by Govt. of India	Rule 19 of AIS(commutation of pension) Rules,1958 r.w. letter No. 38/37/08-P & PW(A) dated 02.09.2009 issued by Govt. of India.
4.	Leave Encashment	(Basic Pay + D.A.) X leave at the credit of Govt. servant on the date of <u>retirement</u> 30 Maximum for 300 days Earned leave.	Rule 8.116 of Punjab CSR Vol-I Part-I	(Basic Pay+D.A)x leave at the credit on the date of <u>retirement</u> 30 Maximum for 300 days Earned Leave.	Rule 20-B of AIS leave (Rules) 1955.
5.	General Provident Fund	Balance at the credit of the subscriber along with interest at the time of retirement	Rule 13.28 of Punjab CSR Vol-II	Balance at the credit of the subscriber along with interest at the time of retirement.	Rule 28 & 29 of AIS (Provident Fund) Rules, 1955.

6.	Group Insurance Scheme Fund	Balance at the credit of the subscriber on the basis of his monthly deductions towards GIS Scheme It is payable only if the Govt. employee is member of this scheme.	Rule ii(I) of Appendix vii referred to rule 15.1(b) of Punjab CSR Vol-II.	Balance at the credit of the subscriber on the basis of his monthly deductions towards GIS. It is payable only if the Officer is member of this scheme.	Under Central Govt. Employees Group Insurance Scheme Rules.
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DETAILS OF PENSIONARY BENEFITS PAYABLE TO THE FAMILY/LEGAL HEIRS OF POLICE PERSONNEL IN THE EVENT OF DEATH DURING SERVICE.

Sr.No.	Nature of benefits	State Govt. Officers/Employees		IPS Officers	
		Admissibility	Rules/Authority	Admissibility	Rules/Authority.
1.	Family Pension	30% of the Basic Pay of Govt. Employee (Minimum of Rs. 3500/-)	Vide Punjab Govt. letter No. 3/23/09-3FPPC/879 dated 17.08.2009	30% of basic pay (Minimum of Rs.3500/-)	Rule 22© of AIS (DCRB) Rules, 1958 r.w. letter No. 38/37/08-P & PW(A) dated 2.9.2008 issued by Govt. of India .
2.	Death-cum-Retirement Gratuity.	(Basic pay +D.A.)x No. Of Half yearly period of qualifying <u>service</u> 2 With maximum limit of Rs. 10 Lac .w.e.f. 01.01.2006	Vide Punjab Govt. letter No. 3/23/09-3FPPC/879 dated 17.08.2009	(Basic pay +D.A)x No. of half yearly periods of qualifying <u>service</u> 2 With maximum limit of Rs.10 Lacs w.e.f. 01.01.2006	Rule 19 of AIS (DCRB) Rules, 1958 r.w. letter No. 38/37/08-P & PW(A) dated 2.9.2008 issued by Govt. of India.
3.	Leave Encashment	(Basic Pay + D.A.) X leave at the credit of Govt. servant on the <u>date of death</u> 30 Maximum for 300 days Earned leave.	Rule 8.116 of Punjab CSR Vol-I Part-I	(Basic Pay+D.A) x leave at the credit on the <u>date of death</u> 30 Maximum for 300 days Earned Leave.	Rule 20-B of AIS leave(Rules), 1955
4.	General Provident Fund	Balance at the credit of the subscriber along with interest at the time of death in service	Rule 13.28 of Punjab CSR Vol-II	Balance at the credit of the subscriber along with interest.	Rule 28 & 30 of AIS (Provident Fund) Rules, 1955.
5.	Deposit Linked Insurance Scheme	Last 36 months average monthly subscription or Rs. 10,000/-, whichever is less	Rule 13.28-A of Punjab CSR Vol-II	Last 36 months average monthly subscription or Rs. 10,000/-, whichever is less	Rule 19-BB of AIS (DCRB) Rules, 1958.

6	Group Insurance Scheme	Balance at the credit of the subscriber on the basis of his monthly deductions towards GIS Scheme on the date of death It is payable only if the Govt. employee is member of this scheme.	Rule ii(I) of Appendix vii referred to rule 15.1(b) of Punjab CSR Vol-II.	Balance at the credit of the subscriber on the basis of his monthly deductions towards GIS Scheme on the date of death. It is payable only if the deceased officer was member of State G.I. Scheme	Under Central Govt. Employees Group Insurance Scheme Rules.
7.	Ex-gratia	Rs.50,000/- in lump sum	Rule 2.7 and its Annexure of Punjab CSR Vol-II r.w. Pb.Govt. letter No. 1/7/98-1FPP3/8709 dated 16.07.1998	Rs.50,000/- in lump sum These rates are being revised by the Govt. However, Govt. orders are awaited.	Rule 2.7 and its Annexure of Punjab CSR Vol-II r.w. Pb.Govt. letter No. 1/7/98-1FPP3/8709 dated 16.07.1998

8.	Special Ex- gratia.	The maximum limit of ex-gratia is increased to Rs. 3.00 lace in case of death in harness which occurs due to causes attributable to the service and to Rs. 10.00 lace for death in the case of performance of duty such as dealing with riots, terrorist attack or enemy action.	Punjab Govt. letter No. 3/23-19-3 FPPC/879, dt. 17.08.09	<p>(a) Death occurring due to accidents in the course of performance of duties- Rs. 10.00 Lacs</p> <p>(b) Death occurring in the course of performance of duties attributable to acts of violence by terrorists, anti-social elements, etc.- Rs. 10.00 lacs</p> <p>(c) Death occurring (a) enemy action in international war or border skirmishes and (b) action against militants, terrorists, extremists etc. Rs. 15.00 lacs</p> <p>(d) death occurring while on duty in the specified high altitude, inaccessible border posts etc on account of nature disasters, extreme weather conditions Rs. 15.00 lacs</p>	Pb. Govt. letter No. 2/19/2000-3FPPC/641 dated 24.01.2001.
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