

THE PUNJAB ENFORCEMENT AND REGULATORY AUTHORITY (SQUADS AND WEAPONS) REGULATIONS, 2025

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SCHEDULE-I:



GOVERNMENT OF THE PUNJAB
PUNJAB ENFORCEMENT AND REGULATORY AUTHORITY

Lahore, Dated the 12th November, 2025



NOTIFICATION

The Punjab Enforcement and Regulatory Authority (Squads and Weapons) Regulations, 2025

No.DG(PERA)1-1/2025(Squads&Weapons):- Pursuant to the powers conferred under section 79 of the Punjab Enforcement and Regulation Act, 2024, read with section 28, 29, and 57 of the Act and the Rules, the Authority hereby frames the following Regulations for the constitution, administration, armament, deployment, training, use of force, evidence governance, accountability and oversight of Enforcement Squads and weapons at Enforcement Stations across the Province of Punjab. These Regulations shall ensure that all Squad operations are lawful, proportionate, safe, professionally conducted, and transparent, and that weapons, ammunition and Armouries are maintained, issued, and used under strict accountability consistent with the Act, the Code and other applicable laws.

PART I: GENERAL PROVISIONS

1. Short title and commencement: (1) These Regulations may be cited as the Punjab Enforcement and Regulatory Authority (Squads and Weapons) Regulations, 2025.

(2) These Regulations shall come into force on the date, as the Authority may, by notification in the official Gazette, specify.

2. Definitions:

In these Regulations, unless there is anything repugnant in the subject or context:-

- i. "Squad" means an Enforcement Squad constituted under section 28 of the Act;
- ii. "Digital Force Requisition Module (DFRM)" means the electronic platform used for recording, authorizing, and tracking deployments, equipment issue, and operational details of Squads;
- iii. "Squad Requisition Identifier (SQID)" means the unique digital identifier automatically generated by the DFRM for each deployment;
- iv. "Armory" means a secure facility for the storage, maintenance, and issue of weapons, ammunition, and related equipment at an Enforcement Station or district-level facility;
- v. "Armory Custodian" means an officer formally appointed, verified, and trained to maintain custody, security, and accurate records of weapons and ammunition in an Armory;
- vi. "Risk Grade" means the operational risk classification (Green/Amber/Red) assigned to an operation pursuant to the Risk Assessment Checklist issued by the Director General;
- vii. "Incident Command" means the operational command structure established to manage, direct, and coordinate enforcement operations in accordance with approved SOPs;
- viii. "SOPs" means Standard Operating Procedures issued by the Director General, under these Regulations for implementation and operational guidance;
- ix. "Evidence Vault" means the secure digital repository maintained by PERA for storage and authentication of digital evidence, including body-worn camera footage and operational recordings;



3. Interpretation: (1) In these Regulations, unless the context otherwise requires, words and expressions used shall have the same meanings as in the Act and the rules.

4. Fundamental principles: All Squad operations and weapons use shall be governed by the rule of law, necessity, proportionality, and respect for human life and human dignity. The authority to arrest, to search, to seize property and to use force shall be exercised only in accordance with the Act, and the other applicable rules and regulations.

PART II: FORMATION, COMMAND, AND DEPLOYMENT OF THE SQUADS

5. Establishment and composition of Squads: (1) There shall be one or more Squads in each Enforcement station as contemplated by the Act. Each Squad shall comprise such combination of the Sub-Divisional Enforcement Officer, Enforcement Officers, Investigation Officers, Sergeants, and support staff as may be notified by the Director General. (2) The Director General, may through SOPs, establish different Squad types and standard compositions for recurrent functions.

6. Command, control and span of supervision: (1) The Sub-Divisional Enforcement Officer shall be the operational commander of the Squads within the territorial jurisdiction of the concerned Enforcement Station and shall be responsible for Squad tasking, resourcing, legal sufficiency of operations and post-operation reporting.

(2) For each operation, an enforcement officer shall be designated and shall remain in charge on the scene until relieved by the SDEO or by a person designated under an incident command structure.

(3) Span of control shall be managed to preserve effective supervision. As a general principle an EO shall command no more than three to five concurrently operating tactical elements (squads or buddy-pairs) absent direct SDEO supervision; where operations exceed this span, the SDEO shall assume Incident Command or appoint a suitably senior Incident Commander.

7. Buddy system; verification and pairing: (1) A buddy-pair system shall be mandatory where each operational member deployed on public-facing duties shall be assigned a named partner for mutual oversight, safety, and custody verification.

(2) Dual-person verification shall be mandatory for all sealing, seizure, and arrest actions at scene.

8. Digital Force Requisition and SQUAD IDENTIFICATION: (1) All planned or emergent deployments shall be recorded in the Digital Force Requisition Module (DFRM). The DFRM shall issue a unique Squad Requisition Identifier (SQID) for each deployment and shall record objective, personnel list, equipment issued, vehicles and call-signs, Risk Grade, and operational timestamps.

(2) The DFRM workflow, authorized user roles, access rights, audit trail and retention periods shall be described in the Squad SOPs to be issued by the Director General.

9. Risk assessment and Incident Command: (1) Prior to deployment, the SDEO or the EO shall determine the Risk Grade using the Risk Assessment Checklist to be issued by the Director General, PERA.

PART III: WEAPONS, ARMORY, AND AMMUNITION

10. General authority to carry weapons: (1) The SDEO, Enforcement Officers, Investigation Officers and / or Sergeants shall be authorised to carry weapons as prescribed by these Regulations and / or by the Director General, through notified SOPs,



and no other person shall carry a weapon in the course of duties except where specifically authorized.

(2) The Director General, PERA shall maintain and publish a list of Authorized Weapons (make, model and calibre). Any change that materially expands categories of personnel authorised to carry lethal weapons or that materially alters the Rules of Engagement for lethal force shall require prior approval of the Authority.

11. Armory standards and Armory Custodian: (1) Each Enforcement Station, or a district-level facility serving multiple stations, shall maintain an Armory having minimum security standard including but not limited to double-locking, intrusion alarm linked to monitoring, CCTV coverage, separate ammunition storage, environmental protection for ammunition, and controlled access. The warehousing and transportation SOPs issued by the Director General, shall provide standardized infrastructure and security protocols for Armoires, across Punjab.

(2) An Armory Custodian shall be formally appointed, verified, and trained. Access to the Armory shall be limited to the Custodian and designated officers. Every access, issue and return shall be recorded contemporaneously in an Armory digitally maintained log.

12. Weapons and ammunition issue, transport, and custody: (1) Weapons shall be issued only pursuant to a digitally verifiable Weapon Issue Form which shall record recipient identity, weapon serial number, ammunition issued, SQID or operation reference, time of issue and expected return.

(2) Ammunition shall be logged separately and shall be issued only for operational need or authorised training; the Enforcement Station shall maintain strict reconciliation and audit trails.

(3) Weapons transported for operations shall be transported in approved cases under escort as required by the Armory SOPs; vehicles carrying weapons shall be secured and shall not display signage which may attract public attention. The vehicle pre-dispatch checklist shall be completed and retained as part of operation records.

13. Loss, theft, accidental discharge, and investigation: Any loss, theft, misappropriation, accidental discharge, or other irregularity involving weapons or ammunition shall be reported immediately to the SDEO and the Directorate General. The Director General, PERA shall investigate promptly and may refer matters for investigation and for disciplinary proceedings under The Punjab Enforcement and Regulatory Authority (Efficiency & Discipline) Regulations, 2025.

PART IV: TRAINING, CERTIFICATION, MEDICAL FITNESS AND PSYCHOLOGICAL FITNESS

14. Training and certification: (1) No person shall be authorized to carry a weapon until he has successfully completed the PERA-approved firearms and tactical course, demonstrated safe handling and marksmanship, and obtained medical and psychological clearance.

(2) The Director General, shall prescribe the training syllabus, minimum pass standards and re-qualification cycle; re-qualification shall occur at intervals not exceeding twelve months unless otherwise specified for particular weapon systems.

15. Medical and psychological fitness: Authorization to carry weapons shall be conditional on satisfactory medical and psychological assessment by an approved medical board. Fitness certificates shall be renewed at intervals specified in the training SOPs and whenever there is cause to suspect impairment.

PART V: USE OF FORCE, FIREARMS POLICY, AND POST-INCIDENT PROCEDURES

16. Use-of-force principles: (1) The SDEO shall ensure that use of force is lawful, necessary, and proportionate. The Enforcers shall apply de-escalation, verbal direction,



and non-lethal options as appropriate before resorting to lethal force. These Regulations shall be read in conjunction with the Code and the Act regarding arrests and use of force.

17. Firearms use: Firearms may be used only where an officer reasonably believes there is an imminent threat of death or grievous bodily harm, and no other reasonable means exist to prevent that harm. Any use of a firearm, other than authorized training, shall immediately trigger the reporting, preservation and investigative requirements set out in these Regulations.

18. Post-incident preservation and reporting: (1) Following any use-of-force incident above minimal compliance, firearms discharge, grievous injury, or death, the Officer-in-Command shall secure the scene, preserve evidence, and notify the SDEO and the Director General without delay. The involved weapon shall be seized and logged, body-worn camera and other recordings shall be preserved and uploaded.

(2) An immediate operational report shall be submitted to the Director General, PERA by the SDEO through the Chairperson of the District Enforcement and Regulatory Board.

19. Independent investigation and discipline: (1) All incidents involving discharge, death or grievous injury shall be the subject of an independent administrative investigation, as appointed and notified by the Director General, PERA.

PART VI: RECORDS, BODY-WORN CAMS, EVIDENCE, AUDITS AND TRANSPARENCY

20. Body-worn cameras and digital evidence: (1) Body-worn cameras and other approved recording devices shall be used in accordance with the SOPs issued by the Director General, PERA and the PERA OPRs. Digital evidence shall be uploaded to the Authority's Evidence Vault and hashed upon receipt in accordance with the Rules and the SOPs issued by the Director General.

21. Chain of custody and evidence packaging: (1) Evidence seized at scenes shall be packaged in tamper-evident materials, uniquely identified, and recorded on the prescribed Chain of Custody form. The Forms given in the Schedule of the Rules shall be used for evidence-receipt and inventory entries. No evidence shall be stored outside an approved Enforcement Station Evidence Room except under written authority.

22. Records retention and audit: (1) The Enforcement Stations shall maintain records of weapon authorizations, Armory Registers, Weapon Issue/Return Forms, DFRM/SQID logs, training certifications, use-of-force reports, and Post-Operation Reports.

(2) The Chairperson of the District Enforcement and Regulatory Board shall conduct quarterly Armory reconciliations and an annual independent audit of weapons, ammunition, and training compliance. Audit findings and corrective actions shall be reported to the Director General, PERA.

PART VII: DELEGATION, SOPS, INTER-AGENCY COORDINATION AND TRANSITION

23. Delegation to Director General, PERA: (1) The Authority delegates to the Director General, the power to prepare, issue, amend and rescind Standard Operating Procedures (SOPs) necessary to implement these Regulations. Without prejudice to the generality of the foregoing, the Director General, PERA may issue SOPs including but not limited to:

- (a) Armory and Armory Custodian procedures;
- (b) list of Weapons and ammunition controls;
- (c) DFRM/SQID operations;
- (d) Risk Assessment Checklist and Incident Command arrangements;



- (e) Squad types and minimum composition;
- (f) Buddy system and verification processes;
- (g) training syllabi and re-qualification;
- (h) vehicle pre-dispatch and equipment checklists;
- (i) Use-of-Force SOPs;
- (j) Body-Worn Camera and digital evidence handling SOPs; and
- (k) evidence handling and chain-of-custody procedures.

(2) The Director General, PERA shall ensure that SOPs are consistent with the Act, , Rules, Code, and these Regulations.

(3) Notwithstanding sub-section (1), any SOPs which expand the categories of personnel authorized to carry lethal weapons; or materially alter the rules of Engagement for lethal force; shall require prior approval of the Authority.

24. Inter-agency assistance and unified operations: (1) The Chairpersons of the District Enforcement and Regulatory Boards shall maintain operational arrangements and memoranda of understanding with the District Police and other Law Enforcement Agencies for support where operations carry elevated public-order or safety risk. Inter-agency operations shall adopt unified command, written tasking and deconfliction measures.

SCHEDULE-I:

1. List of Authorized Weapons (make/model/calibre).
2. Armory Minimum Security Standards and Armory Custodian Appointment Form.
3. DFRM / SQID Specification and Data Fields.
4. Risk Assessment Checklist and Incident Command Templates.
5. Weapon Issue / Return Form and Armory Register Template.
6. Use-of-Force Report Template and Post-Operation Report Template.
7. Body-Worn Camera (BWC) Policy and Evidence Upload Protocol.
8. Training Syllabi and Re-qualification Schedule.
9. Vehicle Pre-Dispatch Checklist and Equipment Kit List.
- 10.Chain of Custody Sheet and Forms conforming to PERA OPRs Form numbers (e.g., Form 14, Form 41, Form 44).

