

THE PUNJAB ENFORCEMENT AND REGULATORY AUTHORITY (UNIFORM) REGULATIONS, 2025

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GOVERNMENT OF THE PUNJAB
PUNJAB ENFORCEMENT AND REGULATORY AUTHORITY
Lahore, Dated the ,2025

NOTIFICATION

**THE PUNJAB ENFORCEMENT AND REGULATORY AUTHORITY
(UNIFORM) REGULATIONS, 2025**

No.xxxxxxx: In exercise of the powers conferred under Section 79 read with Section 19 (5), of the Punjab Enforcement and Regulation Act, 2024 and Rule 12 of the Punjab Enforcement and Regulatory Authority Rules, 2024, the Authority is pleased to make the following Regulations:

1. Short title and Commencement: (1) These Regulations may be cited as the Punjab Enforcement and Regulatory Authority (Uniform) Regulations, 2025 and shall be published in the official gazette of Government of the Punjab.

(2) These Regulations shall come into force at once.

(3) These Regulations have been framed to establish uniformity, discipline, and professionalism in the ranks and files of PERA.

2. Definitions. - (1) In the Regulations, unless the context otherwise requires, the following expressions shall have the meanings hereby respectively assigned to them, that is to say:

- (a) "Directorate General" means the office responsible for management and supervision of different wings and field offices of PERA;
- (b) "Employee" means an officer, staff or any other person appointed by the Authority under Section 11 of the Act;
- (c) "Enforcement Station" means the premises along with its jurisdiction as approved by the Government and notified by the Authority in pursuance of Section 19 of the Act;
- (d) "Regulations" mean the Punjab Enforcement and Regulatory Authority (Uniform) Regulations, 2025;
- (e) "Schedule" means the Schedule appended to these Regulations;
- (f) "Uniform" means the dress code along with permissible accessories, gadgets and devices defined and prescribed in these Regulations and the Schedules appended hereunder;

(2) A word or expression used in the Regulations but not defined shall have the same meaning as assigned to it under the Act.

2. Categories of Uniforms. - (1) The Authority hereby prescribes the following categories of uniforms:

a. Operational / Field Uniform

- i. **Male Uniform:** Shirt Name Tag: Positioned on the left chest through Velcro, indicating the Officer's / Official's name.

- ii. Flag Badge: The Pakistani flag shall be displayed above the name tag, signifying national representation which shall also be secured with Velcro.
- iii. Rank Insignia: Rank insignia shall be placed on the chest for convenient and immediate visibility.
- iv. Pockets: There shall be two chest pockets for practical use as a convenience for storage of small items.
- v. Arm Pocket: There shall also be an arm pocket protected with Velcro on the right sleeve.
- vi. Pants Material & Color: Pants made from durable fabric in matching charcoal grey. The material shall be lightweight, breathable, and resistant to wear and tear.
- vii. Pockets: Two crosses, two back, and two cargo pockets for carrying essential tools.
- viii. Boots: Black, high-quality DMS boots.
- ix. Gloves: Protective gloves, especially for riding bikes.
- x. Hat/Cap: A matching peaked cap or beret in charcoal grey color with the Authority's insignia.
- xi. Helmet: White helmet with "Enforcement Squad" written on both sides and the PERA logo on the back.
- xii. **Female Uniform:** Shirt Color: Silver grey tone, identical to the male uniform. The fabric must be in accordance with approved specifications.
- xiii. Scarf: Dark silver-grey scarf worn with the uniform.
- xiv. Name Tag: Positioned on the left chest through Velcro, indicating the Officer's / Official's name.
- xv. Flag Badge: Displayed above the name tag, secured with Velcro.
- xvi. Rank Insignia: Placed on the chest for immediate visibility.
- xvii. Pockets: Two chest pockets for practical use.
- xviii. Arm Pocket: On the right sleeve.
- xix. Pants Material & Color: Matching charcoal grey in durable, lightweight, and breathable fabric.
- xx. Pockets: Two crossed, two back, and two cargo pockets.
- xxi. Boots: Black, high-quality DMS boots as designed/approved by PERA.
- xxii. Hat/Cap: Matching peaked cap or beret with PERA insignia.
- xxiii. Gloves: White gloves with the PERA logo.
- xxiv. Glasses: Transparent, white-colored protective glasses.
- xxv.** Helmet: White helmet with "Enforcement Squad" written on both sides and the PERA logo on the back.

b. **Ceremonial Uniform:** All employees shall wear ceremonial uniforms, during official and state functions. The Director General, PERA may notify the specific items for the ceremonial uniform, in addition to the items prescribed under the operational / field uniform.

c. **Administrative / Office Uniform:** All administrative / office staff shall wear the formal dress code during official meetings, public representation, and designated workdays, or as specified by the Director General.

(2) The prescribed uniform shall be strictly followed by the designated employees of the Authority along with authorized weapons and identification cards or badges as specified in the Schedule. The Director General, PERA shall issue notification regarding designated employees required to wear uniform.

(3) Each officer / official shall be provided with two formal uniforms and one ceremonial uniform by the Authority.

(4) Detailed specifications for male and female operational / field uniforms are provided in the Schedule.

3. Standard Accessories and Equipment: (1) All uniforms shall be accompanied by authorized accessories including but not limited to Pistol Holster, Expandable Baton, Flashlight, Handcuffs, Body Camera, Pistol, only for the authorized Officers, as separately notified by the Director General, PERA, according to the approved Weapon Rules of the Authority.

(2) Detailed specifications for standard accessories and equipment are provided in the Schedule.

4. Ranks and Insignia

- i. Sergeant: 2 White Stripes
- ii. Senior Sergeant: 2 White Stripes and 1 Star
- iii. Investigation Officer (IO): 2 White Stripes and 2 Stars
- iv. Enforcement Officer (EO): 2 White Stripes and 3 Stars

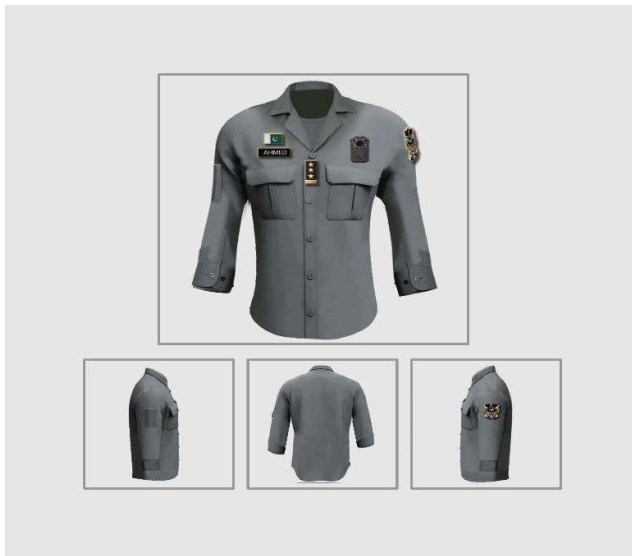
5. General Instructions

- i. Each Officer / Official shall have two ceremonial uniforms, one for summer and one for winter, for use during state functions and departmental ceremonies.
- ii. Officers may choose between a Customs Peak Cap or a Beret Cap, as per preference.
- iii. The Director General of PERA may set the timings for transitioning between summer and winter uniforms.
- iv. A functional body camera must be worn during all enforcement operations to capture footage which shall serve as evidence in judicial or executive forums as per Section 18, Section 23 (5) and Section 40 (1) (a) of the Act.
- v. No enforcement action shall be taken without the officer being in the prescribed uniform along with the prescribed accessories.
- vi. Any deviation shall be subject to formal inquiry, initiated by the Directorate General which may include:
 - (a) Formal Warning
 - (b) Suspension without Pay
 - (c) Termination as per Section 26 of the Act
- vii. All enforcement activities shall be recorded via body cameras for evidentiary purposes, in accordance with provisions of the Punjab Enforcement and Regulation Act, 2024 and the PERA (Operations & Procedures), Code, 2025.
- viii. Proper rank and insignia shall be displayed for immediate visibility.

- ix. All personnel must maintain high grooming standards conforming to the Authority's guidelines for professional appearance.
- x. Personnel are responsible for keeping their uniforms clean, pressed, and in good condition at all times. Torn or visibly worn uniforms must be repaired or replaced as per the guidelines issued by the Authority.
- xi. No alterations or unauthorized additions to the uniform, insignia, or accessories are allowed. Any necessary modifications to the uniform shall be approved by the Director General.
- xii. During inclement weather or extreme conditions, Officers / Officials may wear weather-appropriate gear (raincoats, winter jackets, etc.), provided such gear conforms to the Authority's color and design specifications.
- xiii. Officers / Officials are required to wear appropriate PPE, such as helmets, gloves, or protective eyewear, during enforcement operations that pose a risk to personal safety.
- xiv. Personnel must display their official ID cards prominently on their uniforms at all times while on duty, particularly during public interactions or field operations.
- xv. For specialized operations such as anti-encroachment activities or high-risk enforcement tasks, the Authority may issue tactical uniforms or specialized gear suited for the task at hand. Such uniforms must still adhere to the approved colors and insignia standards.
- xvi. Failure to adhere to these Regulations, including unauthorized modifications or improper wearing of the uniform, shall result in disciplinary action, ranging from formal warnings to suspension, as deemed appropriate by the Director General, PERA.
- xvii. Administrative or office-based personnel are expected to wear the formal uniform, even if not directly involved in field operations, during official meetings, public events, or when representing the Authority.
- xviii. Necessary PPE must also be worn in high-risk operations.

Schedule

Male Uniform



Female Uniform



Other Features



Attachments



Ranks and Insignia



Sergeant
2 White Strip



Senior Sergeant
2 White Strip & Star



Investigation Officer
2 White Strip & 2 Star



Enforcement Officer
2 White Strip & 3 Star

Description of Uniform

