



The Punjab Gazette

PUBLISHED BY AUTHORITY

LAHORE WEDNESDAY AUGUST 06, 2025

PUNJAB ENFORCEMENT AND REGULATORY AUTHORITY (OPERATIONS AND PROCEDURES) RULES, 2025.

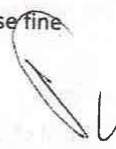
CONTENTS

1. Short title and commencement
2. Definitions
3. Meetings of the Board
4. Territorial jurisdiction of the Hearing Officer
5. Complaints of public nuisance
6. Complaints of movable encroachments
7. Complaints of immovable encroachments
8. Representation
9. Hearing procedure
10. Power to proceed ex-parte
11. Power to dismiss matter for default
12. Interim relief
13. Order
14. Presentation of digital evidence
15. Notices and orders
16. Decision regarding sealed premises
17. Confiscated articles or goods
18. Determination of rent and cost of enforcement
19. Recovery of rent and cost of enforcement
20. Auction of confiscated articles or goods
21. Cost of investigation
22. Assessment and verification of Whistle-blower disclosure
23. Unauthorized disclosure of Whistle-blower identity
24. Pecuniary limits to impose fine
25. Requisition by the Enforcement Station
26. Registration of First Information Report (FIR)
27. Production before Magistrate

28. General applicability
29. Bail and Bond
30. Prosecutor
31. Adherence to buddy system
32. Use of body camera etc.
33. Storage and preservation
34. Trainings
35. Local Headman and Chaukidar
36. Reporting and accountability
37. Enforcement and Regulatory Coordination
38. Forms

Schedule-I: Pecuniary limits to impose fine

Schedule-II: Forms



GOVERNMENT OF THE PUNJAB
PUNJAB ENFORCEMENT AND REGULATORY AUTHORITY
SERVICES AND GENERAL ADMINISTRATION DEPARTMENT

(Implementation & Coordination Wing)

Dated Lahore the 5th of August, 2025

NOTIFICATION

PERA (Operations & Procedures) Rules, 2025

No.DG(PERA)10-2/2025(OPRs).- In exercise of the powers conferred under section 78 of the Punjab Enforcement and Regulation Act 2024 (XI of 2024), Governor of the Punjab is pleased to make the following rules:

1. Short title and commencement.- (1) These rules may be cited as the Punjab Enforcement and Regulatory Authority (Operations and Procedures) Rules 2025.

(2) They shall come into force at once.

2. Definitions.- (1) In the rules, unless the subject or context otherwise requires:

- (a) "Department" means administrative department of Government of the Punjab;
- (b) "evidence" means the documentary evidence or digital evidence including video footage, audio recordings, emails, social media communications and meta-data;
- (c) "Form" means the Forms appended to the rules;
- (d) "rules" means the Punjab Enforcement and Regulatory Authority (Operations and Procedures) Rules 2025; and
- (e) "Schedule" means the Schedule appended to the rules;

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

3. Meetings of the Board.- (1) The Board shall meet at least once in every three months.

(2) A special meeting of the Board may be convened by the Chairperson on his own or on the request of any of the Members of the Board upon matters involve urgency.

(3) The Secretary of the Board shall issue meeting notice specifying the date, time and place along with agenda of the meeting at least three days before the meeting:

Provided that in case of special meeting, the period of notice may be reduced by the Chairperson.

(4) The Board or Chairperson may require any committee or its member or any employee within its territorial jurisdiction to attend the meeting of the Board but such member or employee shall not have right to cast a vote.

4. Territorial jurisdiction of the Hearing Officer.- The Hearing Officer shall hear and decide all matters arising from or relating to actions taken by the Enforcement Stations established under his territorial jurisdiction.

5. Complaints of public nuisance.- (1) The complaint shall contain the following details:

- (a) location and nature of the public nuisance;
- (b) illegal act or omission;
- (c) common injury, danger or annoyance to the public or to the people who dwell and occupy property in the vicinity caused by the public nuisance; and
- (d) injury, obstruction, danger or annoyance caused by the public nuisance to persons who may have occasion to use any public right.

(2) A complainant shall, other than the Department, Whistle-blower or any employee, submit an affidavit and evidence available with him along with the complaint.

(3) A complaint of public nuisance submitted before the Sub Divisional Enforcement Officer, Hearing Officer, Board or Authority, as the case may be, shall be referred to the concerned Enforcement Officer.

(4) After seeking report from the Investigation Officer, the Enforcement Officer shall:

- (a) issue an EPO if there exists a public nuisance; and
- (b) refer the matter to the concerned Sub Divisional Enforcement Officer for further action if complaint is false, frivolous or vexatious.

(5) The Enforcement Officer shall submit daily report of information received and actions taken against the public nuisance matters to the Sub Divisional Enforcement Officer.

6. Complaints of movable encroachments.- (1) The complaint of moveable encroachment shall:

- (a) contain the details of the location and nature of the moveable encroachment on the State property; and
- (b) be supported by an affidavit and all evidence available with the complainant.

(2) The Enforcement Officer on his own motion, complaint or reference from the Department or custodian of State property, information from Whistle-blower or any direction from Authority, Board, Hearing Officer or Sub Divisional Enforcement Officer, shall inspect the site and take the stance of the persons concerned with the assistance of requisite Enforcement Squad.

(3) If the Enforcement Officer, after inspection of site and collection of evidence, is satisfied that the encroachment needs removal under the law, he shall serve:

- (a) notice to the illegal occupier to show cause within three days from the date of receipt of such notice; or
- (b) Removal Order to the illegal occupier to vacate the State property within three days from the date of receipt of such order.

(4) If the illegal occupier fails to satisfy the Enforcement Officer or vacate the State property within the specified time, the Enforcement Officer shall, after expiry of such period, take any of the action provided under subsection (2) of section 38 of the Act.

(5) The Enforcement Officer shall submit daily report of information received and actions taken against the moveable encroachments to the Sub Divisional Enforcement Officer.

7. Complaints of immovable encroachments.- (1) The complaint of immovable encroachment shall:

- (a) contain the details of location and nature of the immovable encroachment on the State property; and
- (b) be supported by an affidavit and all evidence available with the complainant.

(2) The Enforcement Officer on his own motion, complaint or reference from the Department or custodian of State property, information from Whistle-blower or any direction from the Authority, Board, Hearing Officer or Sub Divisional Enforcement Officer, shall inspect the site, take the stance of the concerned persons and if satisfied that the encroachment needs removal under the law, he shall, through the Sub Divisional Enforcement Officer, submit a report to the Hearing Officer:

Provided that in case of civil litigation regarding title of the State property, the report shall specify the status of such litigation.

(3) On receipt of report from the Enforcement Officer, the Hearing Officer shall issue notices upon the alleged illegal occupier.

(4) The alleged illegal occupier shall submit his reply supported by an affidavit and relevant evidence including entitlement or legal possession over the State property in question.

(5) The alleged illegal occupier may participate in the proceedings either in person or through a representative, pleader or advocate duly authorized by him in this regard.

(6) The Hearing Officer, if he deems necessary, may call for the record of any Department or any agency under the Scheduled laws for the purpose of ascertaining the veracity of the stance taken by the alleged illegal occupier in his reply especially with respect to his legal right or entitlement over the State property in question.

(7) After hearing all the concerned and examining the evidence, if the Hearing Officer is satisfied that encroachment needs removal under the Act, he shall issue a Removal Order in writing to remove the encroachment within fifteen days in the manner as specified in such order.

(8) On the expiry of time period specified in the Removal Order, if encroachment is not removed by the illegal occupier, the Hearing Officer shall direct the Sub Divisional Enforcement Officer to get it removed by issuing a specific direction in writing in this regard.

(9) The Enforcement Officer shall submit daily report of information received and actions taken against the immoveable encroachments to the Sub Divisional Enforcement Officer.

8. Representation.- (1) A representation shall contain the grievance, any legal right or entitlement over any premises, land, place, building, vehicle, cart, article or item and shall be supported by all the relevant evidence and an affidavit to the facts alleged therein by the offender or aggrieved person.

(2) Where the act of an authorized officer is challenged, the representation shall contain the illegality or excess committed by the concerned officer in exercise of his power.

(3) A representation shall not be admissible if:

- (a) representation of similar nature has already been dismissed;
- (b) action was taken by the Enforcement Officer on direction of the Hearing Officer under section 39 of the Act; and
- (c) Removal Order with respect to the immovable encroachment has been issued by the Hearing Officer and the offender or aggrieved person was party to said proceedings.

(4) The representation shall be filed by the offender or aggrieved person within thirty days from accruing of cause of action and

the same shall be decided by the Hearing Officer within sixty days of its filing.

9. Hearing procedure.- (1) The Hearing Officer shall take up the representation submitted before him as soon as it may be practicable but not later than three working days from the date of its receipt.

(2) The offender or aggrieved person shall attend all hearings before the Hearing Officer in person or through a representative, pleader, or advocate duly authorized by him in this regard.

(3) The Hearing Officer may call for the record of any Department or any statutory authority or agency under the Scheduled laws in order to ascertain the veracity of the stance raised by the offender or aggrieved person in the representation especially with regard to his legal right or entitlement over any premises, land, place, building, vehicle, cart, article, or item, as the case may be.

(4) Where the Hearing Officer allows the offender or aggrieved person to produce evidence, the Enforcement Officer or any Officer authorized by him shall be given opportunity to cross examine the witnesses and rebut the evidence so produced.

(5) Any evidence under the Act shall be taken on oath or affirmation and shall be recorded, kept and maintained in the separate case file assigned to the matter.

(6) All parties shall attend the hearing and in case of default, the Hearing Officer may, for reasons to be recorded in writing, adjourn the hearing and impose such cost as he deems appropriate on the party responsible for such delay.

(7) The representation shall be decided by the Hearing Officer within sixty days of its filing.

10. Power to proceed ex-parte.- (1) In case a party to the proceeding, after service of notice, does not appear before the Hearing Officer on a date fixed for hearing, the Hearing Officer shall proceed *ex-parte* against such party in the matter.

(2) If such person appears on a subsequent date fixed for hearing in the proceedings, if any, and shows good cause for his absence, the Hearing Officer may allow him to join the proceedings from thereon.

11. Power to dismiss matter for default.- (1) Where the complainant, offender or aggrieved person does not appear before the Hearing Officer on any date fixed for hearing in any proceedings pending before him, he may dismiss the proceedings for default:

Provided that the Hearing Officer shall not exercise such power if the complainant is an Officer or Employee appearing on behalf of the Authority, Board or Enforcement Station.

(2) The Hearing Officer shall not restore any proceedings dismissed for default under sub-rule (1).

12. Interim relief.- (1) The Hearing Officer may, on an application submitted with the representation and supported by an affidavit, grant interim relief in writing pending the final decision of a representation by suspending the operation of an EPO issued by the Enforcement Officer or any relief deemed fit and proper in the fact and circumstances of the case:

Provided that the final relief sought by the offender or aggrieved person shall not be granted by the Hearing Officer as an interim relief:

Provided further that the Hearing Officer shall not restore *status quo ante* as interim relief.

(2) For granting an interim relief, the Hearing Officer may consider that:

- (a) there is a *prima facie* case on the basis of evidence provided by the applicant;
- (b) an irreparable or irreversible loss or damage occurs in case interim relief is not granted;
- (c) the matter is of urgent nature; and
- (d) interim relief is otherwise necessary for grant of final relief.

(3) An order granting interim relief shall immediately be communicated to the Sub Divisional Enforcement Officer.

13. Order.- (1) The Hearing Officer shall decide the complaint or representation, as the case may be, by issuing a written order stating reasons for the decision.

(2) The order shall be provided to the offender or aggrieved person as well as the Sub Divisional Enforcement Officer of the concerned Enforcement Station.

(3) In case the decision of the Hearing Officer is to modify or convert an EPO into an Absolute Order, such order shall further contain:

- (a) details of the public nuisance;
- (b) reasons of passing an Absolute Order;
- (c) direction to the offender creating such nuisance to remove the nuisance within a specified time period and manner; and
- (d) any further penalty that may be imposed on the offender if Absolute Order is not complied with.

(4) If the offender has not removed the public nuisance within the time period mentioned in the Absolute Order, the Hearing Officer shall direct the Sub Divisional Enforcement Officer to get the Absolute Order enforced through the Enforcement Officer who shall enforce the Absolute Order in the manner provided under subsection (5) of section 36 of the Act.

14. Presentation of digital evidence.- (1) Any digital evidence presented before the Hearing Officer, Commissioner or any court of law shall be accompanied by a chain-of-custody document and an authentication certificate issued by the Sub Divisional Enforcement Officer.

(2) The officers presenting digital evidence shall ensure compliance of the specific procedural requirements as per instructions issued by the Director General.

15. Notices and orders.- The notices and orders under the rules shall be issued and delivered in the modes and manner as mentioned in section 40 of the Act.

16. Decision regarding sealed premises.- The Hearing Officer shall, after hearing all the concerned, make an order in writing to:

- (a) seal the premises till the decision of the case;
- (b) revert the possession of property to the Department or agency or Lawful owner as a case may be; and
- (c) de-seal the premises if the alleged illegal occupier proved his legal right or entitlement over the property.

17. Confiscated articles or goods.- (1) The confiscated articles or goods shall be recorded in the inventory form including:

- (a) detailed description of goods (type, quantity, condition);
- (b) date, time, and place of seizure; and
- (c) estimated value of goods based on market rates.

(2) The inventory shall be signed by the Enforcement Officer and offender:

Provided that if the offender refuses to sign or is not present, the inventory shall be signed by a person present at the site.

(3) On acceptance of representation, the confiscated or seized articles or goods shall be returned by the Sub Divisional Enforcement Officer to the offender by issuing a release order specifying the conditions for return.

(4) The Director General may notify a standardized mechanism for procuring outsourced services under the Punjab Procurement Rules 2014 through the Board for the purpose of arranging suitable space for storage of seized, confiscated or detained articles or goods or items.

18. Determination of rent and cost of enforcement.- (1) The Hearing Officer shall determine the rent and cost of enforcement on the basis of following factors:

- (a) report of estimated cost incurred by the Enforcement Station for the enforcement purposes;

- (b) duration of the illegal occupation, possession or use of the State property in question;
- (c) monetary benefit accrued to or obtained by the offender from the illegal occupation, possession or use of the State property in question; and
- (d) notified rate of rent by the Government or local government in the vicinity where the State property is situated or the prevalent market rate of rent of similar buildings and area in the vicinity where no such rate of rent has been notified.

(2) The report of estimated cost shall be prepared by Enforcement Officer and verified by the Sub Divisional Enforcement Officer on the basis of following considerations:

- (a) personnel deployed during the action;
- (b) operational costs for machinery and vehicles;
- (c) overheads, including communication and documentation expenses; and
- (d) costs incurred in storing the seized items till the time they are auctioned.

19. Recovery of rent and cost of enforcement.- (1) The rent and cost of enforcement, as determined by the Hearing Officer, shall be payable by the offender within fifteen days from the date of communication of order:

Provided that the Hearing Officer may extend the period for payment of rent and cost of enforcement for a period not exceeding fifteen days on request of the offender stating the reasonable justifications.

(2) In case, the offender does not pay the rent and cost, the same shall be recovered:

- (a) from auction or sale of confiscated articles or goods, if any; or
- (b) as arrears of land revenue if the proceeds of sale are not sufficient or where no articles or goods are confiscated.

20. Auction of confiscated articles or goods.- (1) The Enforcement Officer shall submit report of confiscated articles or goods to the Hearing Officer through Sub Divisional Enforcement Officer.

(2) The Hearing Officer shall recover the rent and cost of enforcement from public auction of confiscated articles or goods.

(3) The Hearing Officer shall determine the market value of the confiscated articles or goods by requiring prevalent market value of similar articles or goods from one or more dealers.

(4) The Hearing Officer shall fix a sale value less than ten percent of the market value:

Provided that in case rates of confiscated articles or goods are fixed by the Government or a local government, the fixed sale value shall be less than ten percent of the rates so fixed by the Government or a local government:

Provided further that the confiscated articles or goods shall not be sold at a rate less than its fixed sale value.

(5) The Hearing Officer shall publish the notice of auction of the confiscated articles or goods specifying the date, time, place, quantity of confiscated articles or goods and fixed sale value.

(6) On the date of the auction, separate bidding process shall be taken with respect to each confiscated article or good.

(7) The bidding amount shall start at the fixed sale value of the confiscated articles or goods being auctioned and shall continue till a highest bidder is confirmed.

(8) The highest bidder, as determined by the Hearing Officer, shall deposit the amount equivalent to the fixed sale value of the confiscated articles or goods to the Hearing Officer immediately through cash or pay order or online.

(9) The remaining bid amount, if any, shall be deposited by the highest bidder to the Hearing Officer within three working days from the date of auction.

(10) On receipt of the entire bid amount, the possession of the confiscated articles or goods shall be handed over by the Hearing Officer to the successful bidder along with a delivery note specifying the details and description of such articles or goods and bearing the signature and stamp of the Hearing Officer.

(11) In case of failure of the highest bidder to deposit the amount equivalent to the fixed sale value of the confiscated articles or goods or the remaining amount within the stipulated time, the Hearing Officer shall re-auction the confiscated articles or goods in the same manner.

(12) The offender or person responsible to pay cost or rent may participate in the auction proceedings.

(13) The proceeds of the auction shall be deposited into the Fund.

21. Cost of investigation.- The Investigation Officer shall get cost of investigation in the mode and manner as notified by the Authority.

22. Assessment and verification of Whistle-blower disclosure.-

(1) For assessment and verification of the Whistle-blower disclosure, the Hearing Officer shall:

- (a) visit the site personally or through authorized officer;
- (b) take stance of concerned persons;

(c) require report from any Department, agency or local body; or

(d) take other measures to ascertain the facts.

(2) Upon assessment and verification or on receipt of written report from the Sub Divisional Enforcement Officer as required under subsection (5) of section 58 of the Act, if the Hearing Officer is satisfied that the information contained in the disclosure is false, frivolous or vexatious, he shall issue a show cause notice, along with written report submitted by the Sub Divisional Enforcement Officer, to the person who made such disclosure for submission of a written reply within seven days of the date of receipt of the show cause notice.

(3) On receipt of reply, the Hearing Officer shall provide the person making Whistle-blower disclosure an opportunity of being heard in person on a date specified by him.

(4) If the person making Whistle-blower disclosure does not reply to the show cause notice or is unable to satisfy the Hearing Officer, the Hearing Officer shall make a written order for imposition of imprisonment or fine or both as provided in subsection (2) of section 59 of the Act and shall forward the same to the concerned Sub Divisional Enforcement Officer.

(5) If the Hearing Officer is convinced that the Whistle-blower disclosure was not false, frivolous or vexatious, no further action shall be taken against him.

23. Unauthorized disclosure of Whistle-blower identity.- (1) In case of unauthorized disclosure of identity of the person making Whistle-blower disclosure, the Hearing Officer shall issue a show cause notice, along with the report as to the incident of disclosure of Whistle-blower identity, to the person responsible for such unauthorized disclosure, either explicit or by way of imputation of the identity of a person making a Whistle-blower disclosure for submission of written reply within fifteen days from the date of receipt of such notice.

(2) On receipt of reply from the person making unauthorized disclosure, the Hearing Officer shall provide him an opportunity of being heard in person on a specified date.

(3) If the person making unauthorized disclosure does not reply to the show cause notice or is unable to satisfy the Hearing Officer, the Hearing Officer shall make recommendation of imprisonment up to one year or with fine up to rupees one hundred thousand or both to the Authority or Board, as the case may be.

(4) If the person making unauthorized disclosure establishes that he has not disclosed, explicitly or by way of imputation, the identity of the person who has made a Whistle-blower disclosure or that such disclosure was authorized, no further action shall be taken against him.

24. Pecuniary limits to impose fine.- The pecuniary limits of the employees to impose fine shall be such as specified in the Schedule-I.

25. Requisition by the Enforcement Station.- The Hearing Officer shall analyze the requisition sent by an Enforcement Station under section 20 of the Act and forward the same to the Board within three days of receipt of such requisition.

26. Registration of First Information Report (FIR).- (1) When information or reference of the commission of a cognizable offence under the Act or Scheduled laws is received by an officer incharge of an Enforcement Station from the Board, Hearing Officer, Enforcement Officer, Investigation Officer or any Department or on his own motion, the officer incharge may register an FIR as per provisions of section 154 of the Code and section 49 of the Act, in the form and format prescribed by the Director General.

(2) The FIR shall contain the following particulars:

- (a) date and time of the receipt of information;
- (b) identity of the informant or complainant or referring department;
- (c) place, date, and time of the occurrence;
- (d) substance of the information received;
- (e) offence or offences disclosed, specifying the section of the law applicable;
- (f) identity of the accused, if known; and
- (g) any other relevant particulars

27. Production before Magistrate.- (1) Any person arrested under the Act shall be produced before the Magistrate, through the Prosecutor, within twenty-four hours of the arrest.

(2) The Officer making arrest shall record date, time and such other facts as may be necessary and inform the Hearing Officer and Magistrate, in the form and format as notified by the Director General.

(3) The arresting Officer shall prepare and annex:

- (a) an Arrest Memo signed by the officer, the person arrested and one witness;
- (b) list of any property or evidence seized; and
- (c) copies of available evidence or body-camera footage and chain of custody.

28. General applicability.- Unless explicitly varied by these Rules, the procedural safeguards in the Code shall govern arrest, search, seizure, investigation, trial and appeal etc. under the Act.

29. Bail and Bond.- Provisions of Code on bail, personal bond and security shall apply *mutatis mutandis* to arrests made under the Act to the extent they are not inconsistent with the Act.

30. Prosecutor.- (1) Each Enforcement Station shall have a dedicated Prosecutor deployed at station premises, recruited under the

PERA Regulations or deputed from the Public Prosecution Department of the Government.

(2) The Sub Divisional Enforcement Officer shall determine the offences which may be included in the FIR as per written report submitted by the Enforcement Officer or the Investigation Officer or by him, as the case may be.

(3) The Challan shall be prepared by the Investigation Officer and forwarded by the Sub Divisional Enforcement Officer to the Magistrate through the Prosecutor and the trial shall also be conducted by the Prosecutor on behalf of the Authority:

Provided that the Prosecutor shall conduct the prosecution of cases as per guidelines issued by the Director or the Authority from time to time.

(4) The Prosecutor shall assist the officers of the Enforcement Station in procuring the warrants for entering, searching and sealing any private property or building or place from the Magistrate.

31. Adherence to buddy system.- (1) The buddy system shall be mandatory during all field operations to ensure safety and accountability of the officers responsible for field operations for enforcement and implementation under the Act and Scheduled laws.

(2) An officer shall be paired with another officer or Sergeant as per the operational deployment plan in order to:

- (a) provide mutual support during enforcement operations;
- (b) monitor each other's compliance with operational protocols including body camera usage; and
- (c) report any breach of procedure or misconduct to the Sub Divisional Enforcement Officer.

32. Use of body camera etc.- The Director General may issue specific instructions for operationalization of body camera or other gadgets keeping in view the situational analysis and logistic arrangements.

33. Storage and preservation.- (1) All digital record shall be preserved to a secure digital monitoring system, as soon as possible after its collection; and shall be regulated as per instructions issued by the Director General from time to time.

(2) All digital record shall be tagged with metadata including date, time, location and officer details.

34. Trainings.- The Director General may arrange trainings on the buddy system, body camera operation and digital evidence for its employees responsible for field operations for enforcement and implementation under the Act and Scheduled laws.

35. Local headman and *chaukidar*.- For enforcement and regulatory actions, the local headman and *chaukidar* shall:

- (a) render logistical support;
- (b) serve notices; and
- (c) report violations to the nearest Enforcement Station at earliest.

36. Reporting and accountability.- (1) Any irregularities or breaches in procedure shall be reported immediately to the Authority through the Director General.

(2) A monthly compliance report shall be submitted by the concerned Sub Divisional Enforcement Officer to the Authority and Board.

37. Enforcement and regulatory coordination.- The Director General may negotiate and enter into memorandum of understanding with any Department of the Government or autonomous bodies to achieve purposes of the Act with the approval of the Authority.

38. Forms.- All proceedings and action conducted or taken under the rules shall be regulated and maintained in the Forms as set out in the Schedule-II. The Forms may be revised in terms of clause (d) of subsection (2) of section 10 of the Act.

SCHEDULE-I

1	2	3	4
Relevant Section of PER Act, 2024	Offence	Fine Up to (Rs.)	Competent Authority to impose fine
44	Offence committed by any private person	300,000/-	District Enforcement & Regulatory Board
		200,000/-	Hearing Officer
		100,000/-	SDEO
		50,000/-	EO
45	Offence by companies	300,000/-	District Enforcement & Regulatory Board
		200,000/-	Hearing Officer
		100,000/-	SDEO
47	Misuse of authority by employee	100,000/-	District Enforcement & Regulatory Board
		75,000	Hearing Officer
		50,000	SDEO
59	False, frivolous, or vexatious whistle-blowing	100,000/-	District Enforcement & Regulatory Board
		75,000/-	Hearing Officer
		50,000/-	SDEO
60	Unauthorized disclosure of identity of whistle- blower	100,000/-	District Enforcement & Regulatory Board
		75,000/-	Hearing Officer
		50,000/-	SDEO