

Government of the Punjab
Finance Department

Dated Lahore, the 5th September, 2016

NOTIFICATION

No. RO (Tech) FD 2-2/2016. Governor of the Punjab is pleased to approve the Revised Schedule of Wage Rates-2016 (**Annex-A**) with effect from 1st July, 2016. Schedule of Wage Rates-2016 notified vide No. RO (Tech) FD 2-2/2014 dated 11.3.2016 stands superseded accordingly. Appointments of Work Charged Employees shall be made in accordance with procedure laid down in the preface of Revised Schedule of Wage Rates-2016.

SPECIAL SECRETARY FINANCE

No. & Date Even:-

A copy is forwarded to the Superintendent, Government Printing Press Punjab, Lahore for publishing the above notification.

Technical Advisor

No. & Date Even:-

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3. All Administrative Secretaries of the Punjab Government.
4. Chairman, Minimum Wages Board, Lahore.
5. All Chief Engineers in the Engineering Departments of the Punjab Government.
6. All TMAs, U.C's Punjab.
7. All DCO's / EDO's (W&S) Punjab.
8. The Director General, PHATA, Lahore.
9. Chief Conservator Forest, Punjab, Lahore.
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Technical Advisor

GOVERNMENT OF THE PUNJAB
FINANCE DEPARTMENT



Finance Department

**REVISED SCHEDULE OF WAGE RATES,
2016**

PREFACE

Finance Department has prepared Revised Schedule of Wage Rates 2016 prescribing wages of the work charged establishment employed on seasonal and short term basis in the Irrigation, Energy, Communication and Works, Housing Urban Development and Public Health Engineering, Local Government & Community Development Departments and Local Governments. The wage rates given in the Schedule are based on the Basic Pay Scales of 2016 and the grant of Ad-hoc Allowance - 2010, Ad-hoc Allowances-2016 notified by the Government of Punjab. The wage rates have been prepared by taking into account the total emolument, inclusive of allowances admissible to similar employees already converted into regular establishment, and hence no extra payment is admissible on these rates.

2. Appointment to a post included in this Schedule may be made by the competent authority under Delegation of Financial Power, Rules 2006 subject to the following conditions:-

- a) The post(s) shall be advertised properly in the leading newspapers.
- b) The recruitment to all the posts in the Schedule shall be made on the basis of merit specified for regular establishment vide para 11 of the Recruitment Policy issued by S&GAD vide No.SOR-IV (S&GAD)10-1/2003 dated 17.9.2004(amended to date).
- c) Terms and conditions of employment shall be governed under Rules 7.12 to 7.14 & 7.37 to 7.41 of DFR (Punjab Financial Handbook No-3).
- d) The monthly wages shall not exceed the minimum monthly emoluments (inclusive of allowances) admissible on initial recruitment to incumbents of similar posts borne on regular establishment in the same locality.
- e) The appointment at a time may not exceed the following duration:-
 - i) In case of deposit work, the appointment of seasonal labour may be made for the duration of the project.
 - ii) In all other cases, the appointment may be made up to the end of the financial year or the duration of the project, whichever is earlier.

3. The minimum qualification and experience for appointment to a post in this Schedule shall be the same as prescribed for similar post in the regular establishment.

4. The Senior Research Officers (Grade-18) on the research side of the Research Institutes may also make appointments to the posts controlled by them.

5. The daily wage rates given in the Schedule prescribe the range within which the competent authority may make an appointment on daily wage basis in accordance with daily wage rates as notified on the web site of the Finance Department for the respective District.

6. This Revised Schedule of Wage Rates, 2016 shall come into force with effect from 1st July, 2016 and will supercede the Schedule of Wage Rates, 2016 (issued vide notification No.RO (Tech) FD 2-2/2014 dated 11.03.2016)

Additional Finance Secretary(Dev)

CONTENTS

1 MONTHLY WAGE RATES

a) CIVIL TRADES

UN SKILLED
SEMI SKILLED
SKILLED GRADE IV
SKILLED GRADE III
SKILLED GRADE II
SKILLED GRADE I
MISCELLANEOUS

b) MECHANICAL TRADES

UN SKILLED
SEMI SKILLED
SKILLED GRADE IV
SKILLED GRADE III⁴
SKILLED GRADE II
SKILLED GRADE I
MISCELLANEOUS

c) ELECTRICAL TRADES

UN SKILLED
SEMI SKILLED
SKILLED GRADE IV
SKILLED GRADE III
SKILLED GRADE II
SKILLED GRADE I
MISCELLANEOUS

2 DAILY WAGE RATES

UN SKILLED
SEMI SKILLED
SKILLED
MISCELLANEOUS

 10/50/16

Sr.No.	Description	MONTHLY WAGE RATES AT	
		Lahore, Rawalpindi, Gujranwala, Sialkot, Multan, Faisalabad, Sargodha, Bahawalpur and D.G.Khan	All Other places
CIVIL TRADES			
1. LABOUR UN-SKILLED		Rupees PM	Rupees PM
1	Assistant Jamadar (Cooly)	14511	14000
2	Attendant	14511	14000
3	Bahishty (with Mashak)	14511	14000
4	Bearer	14511	14000
5	Bearer cum Cook	14511	14000
6	Beldar	14511	14000
7	Boatman	14511	14000
8	Bullockman	14511	14000
9	Camelman	14511	14000
10	Cartman	14511	14000
11	Chowkidar	14511	14000
12	Chowkidar cum Cook	14511	14000
13	Chowkidar cum Mali	14511	14000
14	Cook	14511	14000
15	Cooly	14511	14000
16	Dak Runner	14511	14000
17	Donkeyman	14511	14000
18	Farash	14511	14000
19	Flagman	14511	14000
20	Gate Keeper	14511	14000
21	Gauge Reader	14511	14000
22	Khadim Masjid	14511	14000
23	Khalasi	14511	14000
24	Leverman	14511	14000
25	Mali	14511	14000
26	Material Checker	14511	14000
27	Messenger	14511	14000
28	Moazin	14511	14000
29	Naib Jamadar	14511	14000
30	Oilman	14511	14000
31	Patroller	14511	14000
32	Punkha Cooly	14511	14000
33	Sewerman	14511	14000
34	Sweeper	14511	14000
35	Trolleyman	14511	14000
36	White Washer	14511	14000
37	Laboratory Attendent	14511	14000
38	Keyman	14511	14000
39	Washerman	14511	14000
Sr.No.	2-LABOUR SEMI-SKILLED	Rupees PM	Rupees PM
1	Carpenter Cooly	14738	14137
2	Cook Cum Khansama	14738	14137
3	Conservancy Jamadar	14738	14137
4	Dresser Earthwork	14738	14137
5	Duplicator Operator	14738	14137
6	Ferry Man-II	14738	14137
7	Furniture Polisher	14738	14137
8	Head Boatman	14738	14137
9	Head Chowkidar	14738	14137
10	Head Jamadar	14738	14137
11	Head Khalasi Servey	14738	14137
12	Head Mali	14738	14137
13	Head Patrolman	14738	14137

Sr.No.	Description	MONTHLY WAGE RATES AT	
		Lahore, Rawalpindi, Gujranwala, Sialkot, Multan, Faisalabad, Sargodha, Bahawalpur and D.G.Khan	All Other places
14	Head Trolley Man	14738	14137
15	Head Sweeper	14738	14137
16	Jamadar	14738	14137
17	Jamadar Navigator	14738	14137
18	Jamadar Head Works	14738	14137
19	Khansama	14738	14137
20	Mate	14738	14137
21	Regulation Jamadar	14738	14137
22	Skilled Cooly	14738	14137
23	Tar Sprayer	14738	14137
24	Laboratory Assistant	14738	14137
Sr.No.	3-LABOUR SKILLED GRADE-IV	Rupees PM	Rupees PM
1	Assistant Work Mistry	15112	14491
2	Brush Painter	15112	14491
3	Earth Work Mistry	15112	14491
4	Mason Mistry-III	15112	14491
5	Discharge Mistry	15112	14491
6	Material Mistry-III	15112	14491
7	Motor Launch Driver	15112	14491
8	Painter-III	15112	14491
9	Plumber-II	15112	14491
10	Pressure Pipe Mistry	15112	14491
11	Sounding Mistry	15112	14491
12	Spray Painter	15112	14491
13	Work Mistry-III	15112	14491
Sr.No.	4-LABOUR SKILLED GRADE-III	Rupees PM	Rupees PM
1	Concrete Chiseller	15471	14830
2	Ferry Man-I	15471	14830
3	Mason Mistry-III	15471	14830
4	Painter-II	15471	14830
5	Tailor-II	15471	14830
6	Driver Motor Vehicle	15471	14830
Sr.No.	5-LABOUR SKILLED GRADE-II	Rupees PM	Rupees PM
1	Earth Work Mistry-II	16054	15393
2	Mason-II	16054	15393
3	Plumber-I	16054	15393
4	Stone Mason-I	16054	15393
5	Tailor-I	16054	15393
6	Work Mistry-II	16054	15393
7	Work Supervisor	16054	15393
Sr.No.	6-LABOUR SKILLED GRADE-I	Rupees PM	Rupees PM
1	Mason-I	16481	15800
2	Painter-I	16481	15800
3	Work Mistry-I	16481	15800
Sr.No.	7-MISCELLANEOUS	Rupees PM	Rupees PM
1	Assistant Jamadar(Headworks)	14511	14000
2	Assistant Photographer	16054	15393
3	Assistant Traffic Counter	16054	15393
4	Bindry Foreman	16054	15393
5	Boatman with large Boat (Boat above 35ft in length)	19826	19012
6	Boatman with small Boat (Boat upto 35ft in length)	18387	17604
7	Caretaker	16054	15393
8	Dark Room Assistant	16054	15393
9	Darogha-II	14738	14137

Sr.No.	Description	MONTHLY WAGE RATES AT	
		Lahore,Rawalpindi,Gujranwala, Sialkot,Multan,Faisalabad,Sargodha, Bahawalpur and D.G.Khan	All Other places
10	Darogha-I	15471	14830
11	Imam Masjid	16054	15393
12	Havaldar Darogha	14738	14137
13	Khatib	16054	15393
14	Road Inspector	16481	15800
15	Security Sargent	16481	15800
16	Store Munshi	15471	14830
17	Surveyor 1st Class	17907	17150
18	Surveyor-II	16054	15393
19	Traffic Count Helper	14738	14137
20	Traffic Count Supervisor	17408	16679
21	Traffic Count Sorter	16481	15800
22	Waterman	14511	14000
23	Work Superintendent-II	17907	17150
24	Silt Observer	16054	15393
25	Silt Analyst	17408	16679
26	Research Assistant	18387	17604
27	Graduate Engineer	44189	42235
28	Sub Engineer	19826	19012
29	Composer / Computer Operator	20747	19886
MECHANICAL TRADES			
Sr.No.	1-LABOUR UN-SKILLED	Rupees PM	Rupees PM
1	Assistant Jamadar	14511	14000
2	Attendant	14511	14000
3	Cleaner	14511	14000
4	Cooly	14511	14000
5	Fireman	14511	14000
6	Greaser	14511	14000
7	Oil Man	14511	14000
8	Hammerman-II	14511	14000
9	Helper	14511	14000
10	Valveman	14511	14000
11	Gas Man	14511	14000
Sr.No.	2-LABOUR SEMI-SKILLED	Rupees PM	Rupees PM
1	Assistant Mixer Operator	14738	14137
2	Carpenter Cooly	14738	14137
3	Fitter Helper	14738	14137
4	Fitter Cooly	14738	14137
5	Glazier-II	14738	14137
6	Hammerman-I	14738	14137
7	Jamadar	14738	14137
8	Jamadar(Colies), Mate	14738	14137
9	Smith Cooly	14738	14137
10	Skilled Cooly	14738	14137
11	Tubewell Driver	14738	14137
12	Pipe Fitter	14738	14137
13	Assistant Operator	14738	14137
Sr.No.	3-LABOUR SKILLED GRADE-IV	Rupees PM	Rupees PM
1	Black Smith-III	15112	14491
2	Boiler Attendant-II	15112	14491
3	Carpenter -III	15112	14491
4	Denter-III	15112	14491
5	Driller-III	15112	14491
6	Driver Air Compressor	15112	14491
7	Diesel Engine Driver	15112	14491

Sr.No.	Description	MONTHLY WAGE RATES AT	
		Lahore, Rawalpindi, Gujranwala, Sialkot, Multan, Faisalabad, Sargodha, Bahawalpur and D.G.Khan	All Other places
8	Driver Disposal Works	15112	14491
9	Pump Driver	15112	14491
10	Fitter-III	15112	14491
11	Glazier-I	15112	14491
12	Launch Driver	15112	14491
13	Lift Operator	15112	14491
14	Loader Operator	15112	14491
15	Mechanic-III	15112	14491
16	Moulder-III	15112	14491
17	Oil Engine Driver-III	15112	14491
18	Plumber-III	15112	14491
19	Tin Smith	15112	14491
20	Tubewell Operator cum Mechanic	15112	14491
21	Turner-III	15112	14491
22	Welder-III	15112	14491
23	Well Borer Grade-I	15112	14491
24	Work Supervisor-II	15112	14491
25	Gas Fitter	15112	14491
Sr.No.	4-LABOUR SKILLED GRADE-III	Rupees PM	Rupees PM
1	Black Smith-II	15471	14830
2	Driver Road Roller-II	15471	14830
3	Air Condition Operator	15471	14830
4	Driver Motor Vehicle	15471	14830
Sr.No.	5-LABOUR SKILLED GRADE-II	Rupees PM	Rupees PM
1	Assistant Rig Operator	16054	15393
2	Auto Fitter	16054	15393
3	Boiler Attendant-I	16054	15393
4	Boring Rig Operator	16054	15393
5	Chargeman	16054	15393
6	Crane Operator-II	16054	15393
7	Driller-II	16054	15393
8	Denter-I	16054	15393
9	Driver Road Roller (Steam/Diesel)	16054	15393
10	Dragline Operator-II	16054	15393
11	Diesel Mechanic	16054	15393
12	Fitter-II	16054	15393
13	Machine Man-II	16054	15393
14	Mechanic	16054	15393
15	Instrument Mechanic	16054	15393
16	Model Marker	16054	15393
17	Moulder-II	16054	15393
18	Mobile Crane Operator Grade-II	16054	15393
19	Offset Machine Operator	16054	15393
20	Operator-II	16054	15393
21	Pipe Fitter-II	16054	15393
22	Plumber-I	16054	15393
23	Pattern Marker-II	16054	15393
24	Riveter-II	16054	15393
25	Serviceman	16054	15393
26	Chargeman cum Foreman	16054	15393
27	Turner-II	16054	15393
28	Upholstery Repairer	16054	15393
29	Welder-II	16054	15393
Sr.No.	6-LABOUR SKILLED GRADE-I	Rupees PM	Rupees PM
1	Black Smith-I	16481	15800
2	Bulldozer Operator	16481	15800

Sr.No.	Description	MONTHLY WAGE RATES AT	
		Lahore, Rawalpindi, Gujranwala, Sialkot, Multan, Faisalabad, Sargodha, Bahawalpur and D.G.Khan	All Other places
3	Captain Motor Launch	16481	15800
4	Carpenter-I	16481	15800
5	Dollyman Fitter	16481	15800
6	Driller-I	16481	15800
7	Dragline Operator	16481	15800
8	Fitter-I	16481	15800
9	Fitter Foreman	16481	15800
10	Grader-I	16481	15800
11	Machine Man-I	16481	15800
12	Mechanic	16481	15800
13	Moulder-I	16481	15800
14	Dragline Operator-I	16481	15800
15	Pattern Maker-I	16481	15800
16	Turner-I	16481	15800
17	Welder-I	16481	15800
Sr.No.	7-MISCELLANEOUS	Rupees PM	Rupees PM
1	Artificer	15112	14491
2	Auto Motor Mechanic-I	17907	17150
3	Crank Shaft Grinder	17907	17150
4	Foreman Grade-II	17408	16679
5	Foreman Grade-I	17907	17150
6	Marker-I	16481	15800
7	Offset Camera Operator-I	16481	15800
8	Plant Superintendent Grade-I	19826	19012
9	Plant Superintendent Grade-II	17907	17150
10	Superintendent Workshop Grade-I	19826	19012
11	Superintendent Workshop Grade-II	17907	17150
12	Traffic Count Machine Repairer	16481	15800
13	Graduate Engineer	44189	42235
14	Sub Engineer	19826	19012
15	Composer / Computer Operator	20747	19886
<i>ELECTRICAL TRADE</i>			
Sr.No.	1-LABOUR UN-SKILLED	Rupees PM	Rupees PM
1	Assistant Wire Man	14511	14000
2	Cooly	14511	14000
3	Helper	14511	14000
Sr.No.	2-LABOUR SEMI-SKILLED	Rupees PM	Rupees PM
1	Skilled Cooly	14738	14137
2	Tubewell Driver	14738	14137
3	Jamadar (Coolies) Mate	14738	14137
Sr.No.	3-LABOUR SKILLED GRADE-IV	Rupees PM	Rupees PM
1	Armature Winder-III	15112	14491
2	Coil Winder	15112	14491
3	Driver cum Tubewell Operator	15112	14491
4	Electrician	15112	14491
5	Electrician cum Tubewell Driver	15112	14491
6	Driver-II	15112	14491
7	Lift Operator	15112	14491
8	Line Man-II	15112	14491
9	Operator Power Plant	15112	14491
10	Tubewell Operator cum Mechanic	15112	14491
11	Motor Winder-II	15112	14491
12	Wire Mistry	15112	14491
13	Wire Man	15112	14491


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Sr.No.	Description	MONTHLY WAGE RATES AT	
		Lahore, Rawalpindi, Gujranwala, Sialkot, Multan, Faisalabad, Sargodha, Bahawalpur and D.G.Khan	All Other places
Sr.No.	4-LABOUR SKILLED GRADE-II	Rupees PM	Rupees PM
1	Armature Winder-II	15471	14830
2	Electrician-II	15471	14830
3	Mechanic Instrument	15471	14830
4	Operator Power Plant	15471	14830
5	Switch Board Attendent Grade-II	15471	14830
Sr.No.	5-LABOUR SKILLED GRADE-I	Rupees PM	Rupees PM
1	Armature Winder-I	16054	15393
2	Electrician-I	16054	15393
3	Motor Winder-I	16054	15393
Sr.No.	6-MISCELLANEOUS	Rupees PM	Rupees PM
1	Auto Electric Mechanic	17907	17150
2	Auto Electrician	17907	17150
3	Foreman-II	17408	16679
4	Foreman-I	17907	17150
5	Operator Power Plant	16928	16225
6	Graduate Engineer	44189	42235
7	Sub Engineer	19826	19012
8	Composer / Computer Operator	20747	19886

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DAILY WAGE RATES *

Sr.No.	Description	Daily Wage Rates	
		Other Cities	Big Cities
1	2		
I - UN-SKILLED			
1	Chowkidar	538	558
2	Gate keeper	538	558
3	Beldar	538	558
4	Boatman	538	558
5	Bullockman	538	558
6	Cartman	538	558
7	Camelman	538	558
8	Donkeyman	538	558
9	Greaser	538	558
10	Oiler	538	558
11	Punkha Cooly	538	558
12	Sweeper	538	558
13	Sewerman	538	558
14	White Washer	538	558
15	Cooly Un-Skilled (All Types)	538	558
16	Washerman	538	558
II - SEMI SKILLED		Other Cities	Big Cities
1	Bahishti	557	581
2	Chainman	557	581
3	Dresser Earthwork	557	581
4	Head Khalasi Survey	557	581
5	Hammer Man	557	581
6	Mali	557	581
7	Quarryman	557	581
8	Skilled Cooly	557	581
9	Tar Sprayer	557	581
III - SKILLED		Other Cities	Big Cities
1	Armature Winder	608	634
2	Auto Electric Mechanic	608	634
3	Black Smith	608	634
4	Carpenter	608	634
5	Caner-II	608	634
6	Chiset	608	634
7	Denter	608	634
8	Driller	608	634
9	Driver	608	634
10	Electrician	608	634
11	Furniture Polisher	608	634
12	Glazier	608	634
13	Instrument Mechanic	608	634
14	Machine Man	608	634
15	Mason	608	634
16	Electric Motor Winder	608	634
17	Moulder	608	634


 20/05/2016

DAILY WAGE RATES *

Sr.No.	Description	Daily Wage Rates	
		Other Cities	Big Cities
1	2		
18	Mechanic	608	634
19	Painter	608	634
20	Pattern Maker	608	634
21	Pipe Fitter	608	634
22	Plumber	608	634
23	Spray Painter	608	634
24	Sawyer	608	634
25	Turner	608	634
26	Tailor	608	634
27	Tin Smith	608	634
28	Welder	608	634
IV - MISCELLANEOUS		Other Cities	Big Cities
1	Boatman with Large Boat (above 35ft Length)	608	634
2	Boatman with Small Boat (upto 35ft Length)	557	581
3	Bullock(each)(without Attendant)	250	290
4	Camel (each)(without Attendant)	300	350
5	Donkey (each)(without Attendant)	230	250
6	Bullock Cart (without Bullock and Attendant)	180 Per day	
7	Camel Cart (without Camel and Attendant)	180 Per day	
8	Donkey or Mule Cart (without Animal and Attendant)	170 Per day	

* Daily wage rates shall be allowed by the competent authority in accordance with wage rates notified on website of Finance Department, for respective District.

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