

**Government of the Punjab  
Finance Department**

Dated Lahore, the 28<sup>th</sup> December, 2017

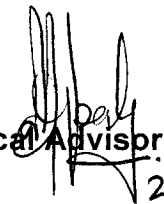
**NOTIFICATION**

**No. RO (Tech) FD 2-2/2016.** Governor of the Punjab is pleased to approve the Schedule of Wage Rates-2017 (**Annex-A**) with effect from **1<sup>st</sup> July, 2017**. Revised Schedule of Wage Rates-2016 notified vide No. RO (Tech) FD 2-2/2016 dated 05.09.2016 stands superseded accordingly.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:-**

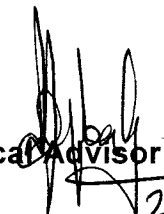
A copy is forwarded to the Superintendent, Government Printing Press Punjab, Lahore for publishing the above notification.

  
Technical Advisor  
281217

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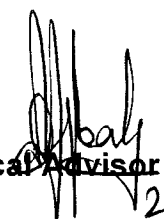
1. Chairman, P&D, Board, Punjab, Lahore.
2. Chairman, Chief Minister Inspection Team, Lahore
3. All Administrative Secretaries of the Punjab Government.
4. Chairman, Minimum Wages Board, Lahore.
5. All Chief Engineers in the Engineering Departments of the Punjab Government.
6. All Commissioners / Deputy Commissioners in the Punjab.
7. The Director General, PHATA, Lahore.
8. Chief Conservator Forest, Punjab, Lahore.
9. Chief Architect, Punjab, Lahore.
10. Directors Generals / Heads of all Autonomous Bodies in Punjab.
11. Chief Engineers of all Autonomous Bodies in Punjab.
12. Chief Engineer TEPA, Lahore.

  
Technical Advisor  
281217

**No. & Date Even:-**

A copy is forwarded to the: -

- 1 Accountant General, Punjab, Lahore.
- 2 Director General Audit (Works), Punjab, Lahore.
- 3 Director General Accounts (Works), Punjab, Lahore.

  
Technical Advisor  
281217

GOVERNMENT OF THE PUNJAB  
**FINANCE DEPARTMENT**



*Finance Department*

**SCHEDULE OF WAGE RATES, 2017**

## PREFACE

Finance Department has prepared Schedule of Wage Rates 2017 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 2017 and Ad-hoc Allowances-2016 and Ad-hoc Allowances-2017, notified by the Government of Punjab vide No. FD.PC.2-1/2017 dated 14.7.2017. 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 2016 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 Schedule of Wage Rates, 2017 shall come into force with effect from 1st July, 2017 and will supercede the Revised Schedule of Wage Rates, 2016 (issued vide notification No.RO (Tech) FD 2-2/2016 dated 05.09.2016)

Additional Finance Secretary(ES)

**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 III  
SKILLED GRADE II  
SKILLED GRADE I  
MISCELLANEOUS

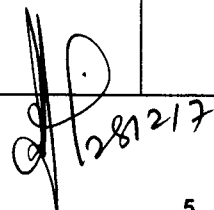
**c) ELECTRICAL TRADES**

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

Sr.No.	Description	MONTHLY WAGE RATES AT	
		Lahore, Rawalpindi, Gujranwala, Sialkot, Multan, Faisalabad, Sargodha, Bahawalpur and D.G.Khan	All Other places
<b>CIVIL TRADES</b>			
<b>1. LABOUR UN-SKILLED</b>		<b>Rupees PM</b>	<b>Rupees PM</b>
1	Assistant Jamadar (Cooly)	15429	15000
2	Attendant	15429	15000
3	Bahishty (with Mashak)	15429	15000
4	Bearer	15429	15000
5	Bearer cum Cook	15429	15000
6	Beldar	15429	15000
7	Boatman	15429	15000
8	Bullockman	15429	15000
9	Camelman	15429	15000
10	Cartman	15429	15000
11	Chowkidar	15429	15000
12	Chowkidar cum Cook	15429	15000
13	Chowkidar cum Mali	15429	15000
14	Cook	15429	15000
15	Cooly	15429	15000
16	Dak Runner	15429	15000
17	Donkeyman	15429	15000
18	Farash	15429	15000
19	Flagman	15429	15000
20	Gate Keeper	15429	15000
21	Gauge Reader	15429	15000
22	Khadim Masjid	15429	15000
23	Khalasi	15429	15000
24	Leverman	15429	15000
25	Mali	15429	15000
26	Material Checker	15429	15000
27	Messenger	15429	15000
28	Moazin	15429	15000
29	Naib Jamadar	15429	15000
30	Oilman	15429	15000
31	Patroller	15429	15000
32	Punkha Cooly	15429	15000
33	Sewerman	15429	15000
34	Sweeper	15429	15000
35	Trolleyman	15429	15000
36	White Washer	15429	15000
37	Laboratory Attendent	15429	15000
38	Keyman	15429	15000
39	Washerman	15429	15000
<b>Sr.No.</b>	<b>2-LABOUR SEMI-SKILLED</b>	<b>Rupees PM</b>	<b>Rupees PM</b>
1	Carpenter Cooly	15671	15216
2	Cook Cum Khansama	15671	15216
3	Conservancy Jamadar	15671	15216
4	Dresser Earthwork	15671	15216
5	Duplicator Operator	15671	15216
6	Ferry Man-II	15671	15216
7	Furniture Polisher	15671	15216
8	Head Boatman	15671	15216
9	Head Chowkidar	15671	15216
10	Head Jamadar	15671	15216
11	Head Khalasi Servey	15671	15216
12	Head Mali	15671	15216
13	Head Patrolman	15671	15216


  
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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
14	Head Trolley Man	15671	15216
15	Head Sweeper	15671	15216
16	Jamadar	15671	15216
17	Jamadar Navigator	15671	15216
18	Jamadar Head Works	15671	15216
19	Khansama	15671	15216
20	Mate	15671	15216
21	Regulation Jamadar	15671	15216
22	Skilled Cooly	15671	15216
23	Tar Sprayer	15671	15216
24	Laboratory Assistant	15671	15216
<b>Sr.No.</b>	<b>3-LABOUR SKILLED GRADE-IV</b>	<b>Rupees PM</b>	<b>Rupees PM</b>
1	Assistant Work Mistry	16073	15602
2	Brush Painter	16073	15602
3	Earth Work Mistry	16073	15602
4	Mason Mistry-III	16073	15602
5	Discharge Mistry	16073	15602
6	Material Mistry-III	16073	15602
7	Motor Launch Driver	16073	15602
8	Painter-III	16073	15602
9	Plumber-II	16073	15602
10	Pressure Pipe Mistry	16073	15602
11	Sounding Mistry	16073	15602
12	Spray Painter	16073	15602
13	Work Mistry-III	16073	15602
<b>Sr.No.</b>	<b>4-LABOUR SKILLED GRADE-III</b>	<b>Rupees PM</b>	<b>Rupees PM</b>
1	Concrete Chiseller	16461	15975
2	Ferry Man-I	16461	15975
3	Mason Mistry-III	16461	15975
4	Painter-II	16461	15975
5	Tailor-II	16461	15975
6	Driver Motor Vehicle	16461	15975
<b>Sr.No.</b>	<b>5-LABOUR SKILLED GRADE-II</b>	<b>Rupees PM</b>	<b>Rupees PM</b>
1	Earth Work Mistry-II	17080	16579
2	Mason-II	17080	16579
3	Plumber-I	17080	16579
4	Stone Mason-I	17080	16579
5	Tailor-I	17080	16579
6	Work Mistry-II	17080	16579
7	Work Supervisor	17080	16579
<b>Sr.No.</b>	<b>6-LABOUR SKILLED GRADE-I</b>	<b>Rupees PM</b>	<b>Rupees PM</b>
1	Mason-I	17548	17033
2	Painter-I	17548	17033
3	Work Mistry-I	17548	17033
<b>Sr.No.</b>	<b>7-MISCELLANEOUS</b>	<b>Rupees PM</b>	<b>Rupees PM</b>
1	Assistant Jamadar(Headworks)	15429	15000
2	Assistant Photographer	17080	16579
3	Assistant Traffic Counter	17080	16579
4	Bindry Foreman	17080	16579
5	Boatman with large Boat (Boat above 35ft in length)	21086	20469
6	Boatman with small Boat (Boat upto 35ft in length)	19606	19013
7	Caretaker	17080	16579
8	Dark Room Assistant	17080	16579
9	Darogha-II	15671	15216

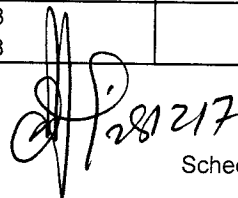
Sr.No.	Description	MONTHLY WAGE RATES AT	
		Lahore,Rawalpindi,Gujranwala, Sialkot,Multan,Faisalabad,Sargodha, Bahawalpur and D.G.Khan	All Other places
10	Darogha-I	16461	15975
11	Imam Masjid	17080	16579
12	Havaladar Darogha	15671	15216
13	Khatib	17080	16579
14	Road Inspector	17548	17033
15	Security Sargent	17548	17033
16	Store Munshi	16461	15975
17	Surveyor 1st Class	19084	18511
18	Surveyor-II	17080	16579
19	Traffic Count Helper	15671	15216
20	Traffic Count Supervisor	18553	18004
21	Traffic Count Sorter	17548	17033
22	Waterman	15429	15000
23	Work Superintendent-II	19084	18511
24	Silt Observer	17080	16579
25	Silt Analyst	18553	18004
26	Research Assistant	19606	19013
27	Graduate Engineer	47231	45753
28	Sub Engineer	21086	20469
29	Composer / Computer Operator	22082	21429

**MECHANICAL TRADES**

Sr.No.	1-LABOUR UN-SKILLED	Rupees PM	Rupees PM
1	Assistant Jamadar	15429	15000
2	Attendant	15429	15000
3	Cleaner	15429	15000
4	Cooly	15429	15000
5	Fireman	15429	15000
6	Greaser	15429	15000
7	Oil Man	15429	15000
8	Hammerman-II	15429	15000
9	Helper	15429	15000
10	Valveman	15429	15000
11	Gas Man	15429	15000
Sr.No.	2-LABOUR SEMI-SKILLED	Rupees PM	Rupees PM
1	Assistant Mixer Operator	15671	15216
2	Carpenter Cooly	15671	15216
3	Fitter Helper	15671	15216
4	Fitter Cooly	15671	15216
5	Glazier-II	15671	15216
6	Hammerman-I	15671	15216
7	Jamadar	15671	15216
8	Jamadar(Colies), Mate	15671	15216
9	Smith Cooly	15671	15216
10	Skilled Cooly	15671	15216
11	Tubewell Driver	15671	15216
12	Pipe Fitter	15671	15216
13	Assistant Operator	15671	15216
Sr.No.	3-LABOUR SKILLED GRADE-IV	Rupees PM	Rupees PM
1	Black Smith-III	16073	15602
2	Boiler Attendant-II	16073	15602
3	Carpenter -III	16073	15602
4	Denter-III	16073	15602
5	Driller-III	16073	15602
6	Driver Air Compressor	16073	15602
7	Diesel Engine Driver	16073	15602

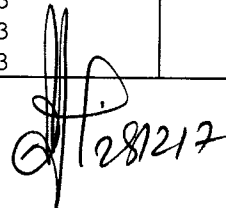
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Sr.No.	Description	MONTHLY WAGE RATES AT	
		Lahore, Rawalpindi, Gujranwala, Sialkot, Multan, Faisalabad, Sargodha, Bahawalpur and D.G. Khan	All Other places
8	Driver Disposal Works	16073	15602
9	Pump Driver	16073	15602
10	Fitter-III	16073	15602
11	Glazier-I	16073	15602
12	Launch Driver	16073	15602
13	Lift Operator	16073	15602
14	Loader Operator	16073	15602
15	Mechanic-III	16073	15602
16	Moulder-III	16073	15602
17	Oil Engine Driver-III	16073	15602
18	Plumber-III	16073	15602
19	Tin Smith	16073	15602
20	Tubewell Operator cum Mechanic	16073	15602
21	Turner-III	16073	15602
22	Welder-III	16073	15602
23	Well Borer Grade-I	16073	15602
24	Work Supervisor-II	16073	15602
25	Gas Fitter	16073	15602
<b>Sr.No.</b>	<b>4-LABOUR SKILLED GRADE-III</b>	<b>Rupees PM</b>	<b>Rupees PM</b>
1	Black Smith-II	16461	15975
2	Driver Road Roller-II	16461	15975
3	Air Condition Operator	16461	15975
4	Driver Motor Vehicle	16461	15975
<b>Sr.No.</b>	<b>5-LABOUR SKILLED GRADE-II</b>	<b>Rupees PM</b>	<b>Rupees PM</b>
1	Assistant Rig Operator	17080	16579
2	Auto Fitter	17080	16579
3	Boiler Attendant-I	17080	16579
4	Boring Rig Operator	17080	16579
5	Chargeman	17080	16579
6	Crane Operator-II	17080	16579
7	Driller-II	17080	16579
8	Denter-I	17080	16579
9	Driver Road Roller (Steam/Diesel)	17080	16579
10	Dragline Operator-II	17080	16579
11	Diesel Mechanic	17080	16579
12	Fitter-II	17080	16579
13	Machine Man-II	17080	16579
14	Mechanic	17080	16579
15	Instrument Mechanic	17080	16579
16	Model Marker	17080	16579
17	Moulder-II	17080	16579
18	Mobile Crane Operator Grade-II	17080	16579
19	Offset Machine Operator	17080	16579
20	Operator-II	17080	16579
21	Pipe Fitter-II	17080	16579
22	Plumber-I	17080	16579
23	Pattern Marker-II	17080	16579
24	Rivertor-II	17080	16579
25	Serviceman	17080	16579
26	Chargeman cum Foreman	17080	16579
27	Turner-II	17080	16579
28	Upholstery Repairer	17080	16579
29	Welder-II	17080	16579
<b>Sr.No.</b>	<b>6-LABOUR SKILLED GRADE-I</b>	<b>Rupees PM</b>	<b>Rupees PM</b>
1	Black Smith-I	17548	17033
2	Bulldozer Operator	17548	17033

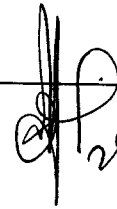




Sr.No.	Description	MONTHLY WAGE RATES AT	
		Lahore, Rawalpindi, Gujranwala, Sialkot, Multan, Faisalabad, Sargodha, Bahawalpur and D.G.Khan	All Other places
3	Captain Motor Launch	17548	17033
4	Carpenter-I	17548	17033
5	Dollyman Fitter	17548	17033
6	Driller-I	17548	17033
7	Dragline Operator	17548	17033
8	Fitter-I	17548	17033
9	Fitter Foreman	17548	17033
10	Grader-I	17548	17033
11	Machine Man-I	17548	17033
12	Mechanic	17548	17033
13	Moulder-I	17548	17033
14	Dragline Operator-I	17548	17033
15	Pattern Maker-I	17548	17033
16	Turner-I	17548	17033
17	Welder-I	17548	17033
<b>Sr.No.</b>	<b>7-MISCELLANEOUS</b>	<b>Rupees PM</b>	<b>Rupees PM</b>
1	Artificer	16073	15602
2	Auto Motor Mechanic-I	19084	18511
3	Crank Shaft Grinder	19084	18511
4	Foreman Grade-II	18553	18004
5	Foreman Grade-I	19084	18511
6	Marker-I	17548	17033
7	Offset Camera Operator-I	17548	17033
8	Plant Superintendent Grade-I	21086	20469
9	Plant Superintendent Grade-II	19084	18511
10	Superintendent Workshop Grade-I	21086	20469
11	Superintendent Workshop Grade-II	19084	18511
12	Traffic Count Machine Repairer	17548	17033
13	Graduate Engineer	47231	45753
14	Sub Engineer	21086	20469
15	Composer / Computer Operator	22082	21429
<b>ELECTRICAL TRADE</b>			
<b>Sr.No.</b>	<b>1-LABOUR UN-SKILLED</b>	<b>Rupees PM</b>	<b>Rupees PM</b>
1	Assistant Wire Man	15429	15000
2	Cooly	15429	15000
3	Helper	15429	15000
<b>Sr.No.</b>	<b>2-LABOUR SEMI-SKILLED</b>	<b>Rupees PM</b>	<b>Rupees PM</b>
1	Skilled Cooly	15671	15216
2	Tubewell Driver	15671	15216
3	Jamadar (Coolies) Mate	15671	15216
<b>Sr.No.</b>	<b>3-LABOUR SKILLED GRADE-IV</b>	<b>Rupees PM</b>	<b>Rupees PM</b>
1	Armature Winder-III	16073	15602
2	Coil Winder	16073	15602
3	Driver cum Tubewell Operator	16073	15602
4	Electrician	16073	15602
5	Electrician cum Tubewell Driver	16073	15602
6	Driver-II	16073	15602
7	Lift Operator	16073	15602
8	Line Man-II	16073	15602
9	Operator Power Plant	16073	15602
10	Tubewell Operator cum Mechanic	16073	15602
11	Motor Winder-II	16073	15602
12	Wire Mistry	16073	15602
13	Wire Man	16073	15602


  
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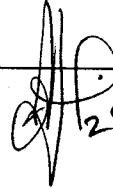
Sr.No.	Description	MONTHLY WAGE RATES AT	
		Lahore,Rawalpindi,Gujranwala, Sialkot,Multan,Faisalabad,Sargodha, Bahawalpur and D.G.Khan	All Other places
<b>Sr.No.</b>	<b>4-LABOUR SKILLED GRADE-II</b>	<b>Rupees PM</b>	<b>Rupees PM</b>
1	Armature Winder-II	16461	15975
2	Electrician-II	16461	15975
3	Mechanic Instrument	16461	15975
4	Operator Power Plant	16461	15975
5	Switch Board Attendent Grade-II	16461	15975
<b>Sr.No.</b>	<b>5-LABOUR SKILLED GRADE-I</b>	<b>Rupees PM</b>	<b>Rupees PM</b>
1	Armature Winder-I	17080	16579
2	Electrician-I	17080	16579
3	Motor Winder-I	17080	16579
<b>Sr.No.</b>	<b>6-MISCELLANEOUS</b>	<b>Rupees PM</b>	<b>Rupees PM</b>
1	Auto Electric Mechanic	19084	18511
2	Auto Electrician	19084	18511
3	Foreman-II	18553	18004
4	Foreman-I	19084	18511
5	Operator Power Plant	18032	17502
6	Graduate Engineer	47231	45753
7	Sub Engineer	21086	20469
8	Composer / Computer Operator	22082	21429

 28/2/17

<b>DAILY WAGE RATES *</b>				
<b>Sr.No.</b>	<b>Description</b>	<b>Daily Wage Rates</b>		
<b>1</b>	<b>2</b>	<b>Other Cities</b>		<b>Big Cities</b>
<b>I - UN-SKILLED</b>				
1	Chowkidar	577		593
2	Gate keeper	577		593
3	Beldar	577		593
4	Boatman	577		593
5	Bullockman	577		593
6	Cartman	577		593
7	Camelman	577		593
8	Donkeyman	577		593
9	Greaser	577		593
10	Oiler	577		593
11	Punkha Cooly	577		593
12	Sweeper	577		593
13	Sewerman	577		593
14	White Washer	577		593
15	Cooly Un-Skilled (All Types)	577		593
16	Washerman	577		593
<b>II - SEMI SKILLED</b>				
		<b>Other Cities</b>		<b>Big Cities</b>
1	Bahishti	600		618
2	Chainman	600		618
3	Dresser Earthwork	600		618
4	Head Khalasi Survey	600		618
5	Hammer Man	600		618
6	Mali	600		618
7	Quarryman	600		618
8	Skilled Cooly	600		618
9	Tar Sprayer	600		618
<b>III - SKILLED</b>				
		<b>Other Cities</b>		<b>Big Cities</b>
1	Armature Winder	655		675
2	Auto Electric Mechanic	655		675
3	Black Smith	655		675
4	Carpenter	655		675
5	Caner-II	655		675
6	Chiset	655		675
7	Denter	655		675
8	Driller	655		675
9	Driver	655		675
10	Electrician	655		675
11	Furniture Polisher	655		675
12	Glazier	655		675
13	Instrument Mechanic	655		675
14	Machine Man	655		675
15	Mason	655		675
16	Electric Motor Winder	655		675
17	Moulder	655		675

*[Handwritten Signature]*  
28/2/17

<b>DAILY WAGE RATES *</b>				
<b>Sr.No.</b>	<b>Description</b>	<b>Daily Wage Rates</b>		
<b>1</b>	<b>2</b>	<b>Other Cities</b>		<b>Big Cities</b>
18	Mechanic	655		675
19	Painter	655		675
20	Pattern Maker	655		675
21	Pipe Fitter	655		675
22	Plumber	655		675
23	Spray Painter	655		675
24	Sawyer	655		675
25	Turner	655		675
26	Tailor	655		675
27	Tin Smith	655		675
28	Welder	655		675
	<b>IV - MISCELLANEOUS</b>	<b>Other Cities</b>		<b>Big Cities</b>
1	Boatman with Large Boat (above 35ft Length)	655		675
2	Boatman with Small Boat (upto 35ft Length)	600		618
3	Bullock(each)(without Attendant)	270		310
4	Camel (each)(without Attendant)	320		370
5	Donkey (each)(without Attendant)	250		270
6	Bullock Cart (without Bullock and Attendant)	200 Per day		
7	Camel Cart (without Camel and Attendant)	200 Per day		
8	Donkey or Mule Cart (without Animal and Attendant)	190 Per day		

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