



GOVERNMENT OF THE PUNJAB
FINANCE DEPARTMENT

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Dated Lahore the 20th September, 2019

NOTIFICATION

No. RO (Tech) FD 2-2/2018. Governor of the Punjab is pleased to approve the Schedule of Wage Rates-2019 (**Annex-A**) with effect from **1st July, 2019**. Schedule of Wage Rates-2017 notified vide No. RO (Tech) FD 2-2/2016 dated 28.12.2017 stands superseded accordingly. Appointments of Work Charged Employees shall be made in accordance with procedure laid down in the preface of Schedule of Wage Rates-2019.

FINANCE SECRETARY

No. & Date Even:-

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


20/9/19
Technical Advisor

No. & Date Even:-

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4. Chairman, Minimum Wages Board, Lahore.
5. All Chief Engineers in the Engineering Departments of the Punjab Government.
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7. The Director General, PHATA, Lahore.
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GOVERNMENT OF THE PUNJAB
FINANCE DEPARTMENT



Finance Department

SCHEDULE OF WAGE RATES, 2019

PREFACE

Finance Department has prepared Schedule of Wage Rates 2019 prescribing wages of the work charged establishment employed on seasonal and short term basis in the Irrigation, Energy, Communication and Works, Housing Urban Development & Public Health Engineering, Local Government & Community Development Departments and Local Governments as well as all other development works related entities of the Government of the Punjab. Wage rates given in Schedule are revised keeping in view the changes / revisions in the Basic Pay Scales and allowances of civil employees of the Punjab Government & to keep it in accordance with minimum wage rates fixed by Labour & Human Resource Department. 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, 2019 shall come into force with effect from 1st July, 2019 and will supercede the Schedule of Wage Rates, 2017 (issued vide notification No.RO (Tech) FD 2-2/2016 dated 28.12.2017)


Additional Finance Secretary (ES)

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2. DAILY WAGE RATES

UN SKILLED
SEMI SKILLED
SKILLED
MISCELLANEOUS

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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
CIVIL TRADES			
	1. LABOUR UN-SKILLED	Rupees PM (26 days)	Rupees PM (26 days)
1	Assistant Jamadar (Cooly)	17923	17500
2	Attendant	17923	17500
3	Bahishty (with Mashak)	17923	17500
4	Bearer	17923	17500
5	Bearer cum Cook	17923	17500
6	Beldar	17923	17500
7	Boatman	17923	17500
8	Bullockman	17923	17500
9	Camelman	17923	17500
10	Cartman	17923	17500
11	Chowkidar	17923	17500
12	Chowkidar cum Cook	17923	17500
13	Chowkidar cum Mali	17923	17500
14	Cook	17923	17500
15	Cooly	17923	17500
16	Dak Runner	17923	17500
17	Donkeyman	17923	17500
18	Farash	17923	17500
19	Flagman	17923	17500
20	Gate Keeper	17923	17500
21	Gauge Reader	17923	17500
22	Khadim Masjid	17923	17500
23	Khalasi	17923	17500
24	Leverman	17923	17500
25	Mali	17923	17500
26	Material Checker	17923	17500
27	Messenger	17923	17500
28	Moazin	17923	17500
29	Naib Jamadar	17923	17500
30	Oilman	17923	17500
31	Patroller	17923	17500
32	Punkha Cooly	17923	17500
33	Sewerman	17923	17500
34	Sweeper	17923	17500
35	Trolleyman	17923	17500
36	White Washer	17923	17500
37	Laboratory Attendent	17923	17500
38	Keyman	17923	17500
39	Washerman	17923	17500
Sr.No.	2-LABOUR SEMI-SKILLED	Rupees PM (26 days)	Rupees PM (26 days)
1	Carpenter Cooly	18216	17533
2	Cook Cum Khansama	18216	17533
3	Conservancy Jamadar	18216	17533
4	Dresser Earthwork	18216	17533
5	Duplicator Operator	18216	17533
6	Ferry Man-II	18216	17533
7	Furniture Polisher	18216	17533
8	Head Boatman	18216	17533
9	Head Chowkidar	18216	17533
10	Head Jamadar	18216	17533
11	Head Khalasi Servey	18216	17533
12	Head Mali	18216	17533

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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
13	Head Patrolman	18216	17533
14	Head Trolley Man	18216	17533
15	Head Sweeper	18216	17533
16	Jamadar	18216	17533
17	Jamadar Navigator	18216	17533
18	Jamadar Head Works	18216	17533
19	Khansama	18216	17533
20	Mate	18216	17533
21	Regulation Jamadar	18216	17533
22	Skilled Cooly	18216	17533
23	Tar Sprayer	18216	17533
24	Laboratory Assistant	18216	17533
Sr.No.	3-LABOUR SKILLED GRADE-IV	Rupees PM (26 days)	Rupees PM (26 days)
1	Assistant Work Mistry	18702	17995
2	Brush Painter	18702	17995
3	Earth Work Mistry	18702	17995
4	Mason Mistry-III	18702	17995
5	Discharge Mistry	18702	17995
6	Material Mistry-III	18702	17995
7	Motor Launch Driver	18702	17995
8	Painter-III	18702	17995
9	Plumber-II	18702	17995
10	Pressure Pipe Mistry	18702	17995
11	Sounding Mistry	18702	17995
12	Spray Painter	18702	17995
13	Work Mistry-III	18702	17995
Sr.No.	4-LABOUR SKILLED GRADE-III	Rupees PM (26 days)	Rupees PM (26 days)
1	Concrete Chiseller	19170	18441
2	Ferry Man-I	19170	18441
3	Mason Mistry-III	19170	18441
4	Painter-II	19170	18441
5	Tailor-II	19170	18441
6	Driver Motor Vehicle	19170	18441
Sr.No.	5-LABOUR SKILLED GRADE-II	Rupees PM (26 days)	Rupees PM (26 days)
1	Earth Work Mistry-II	19884	19132
2	Mason-II	19884	19132
3	Plumber-I	19884	19132
4	Stone Mason-I	19884	19132
5	Tailor-I	19884	19132
6	Work Mistry-II	19884	19132
7	Work Supervisor	19884	19132
Sr.No.	6-LABOUR SKILLED GRADE-I	Rupees PM (26 days)	Rupees PM (26 days)
1	Mason-I	22928	22038
2	Painter-I	20443	19672
3	Work Mistry-I	20443	19672
Sr.No.	7-MISCELLANEOUS	Rupees PM (26 days)	Rupees PM (26 days)
1	Assistant Jamadar(Headworks)	17923	17500
2	Assistant Photographer	19884	19132
3	Assistant Traffic Counter	19884	19132
4	Bindry Foreman	19884	19132
5	Boatman with large Boat (Boat above 35ft in length)	24526	23600
6	Boatman with small Boat (Boat upto 35ft in length)	22928	22038
7	Caretaker	19884	19132
8	Dark Room Assistant	19884	19132

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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
9	Darogha-II	18216	17533
10	Darogha-I	19170	18441
11	Imam Masjid	19884	19132
12	Havaldar Darogha	18216	17533
13	Khatib	19884	19132
14	Road Inspector	20443	19672
15	Security Sargent	20443	19672
16	Store Munshi	19170	18441
17	Surveyor 1st Class	22298	21438
18	Surveyor-II	19884	19132
19	Traffic Count Helper	18216	17533
20	Traffic Count Supervisor	21654	20829
21	Traffic Count Sorter	20443	19672
22	Waterman	17923	17500
23	Work Superintendent-II	22298	21438
24	Silt Observer	19884	19132
25	Silt Analyst	21654	20829
26	Research Assistant	22928	22038
27	Graduate Engineer	55521	53305
28	Sub Engineer	24526	23600
29	Composer / Computer Operator	25726	24746

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MECHANICAL TRADES

Sr.No.	1-LABOUR UN-SKILLED	Rupees PM (26 days)	Rupees PM (26 days)
1	Assistant Jamadar	17923	17500
2	Attendant	17923	17500
3	Cleaner	17923	17500
4	Cooly	17923	17500
5	Fireman	17923	17500
6	Greaser	17923	17500
7	Oil Man	17923	17500
8	Hammerman-II	17923	17500
9	Helper	17923	17500
10	Valveman	17923	17500
11	Gas Man	17923	17500
Sr.No.	2-LABOUR SEMI-SKILLED	Rupees PM (26 days)	Rupees PM (26 days)
1	Assistant Mixer Operator	18216	17533
2	Carpenter Cooly	18216	17533
3	Fitter Helper	18216	17533
4	Fitter Cooly	18216	17533
5	Glazier-II	18216	17533
6	Hammerman-I	18216	17533
7	Jamadar	18216	17533
8	Jamadar(Colies), Mate	18216	17533
9	Smith Cooly	18216	17533
10	Skilled Cooly	18216	17533
11	Tubewell Driver	18216	17533
12	Pipe Fitter	18216	17533
13	Assistant Operator	18216	17533
Sr.No.	3-LABOUR SKILLED GRADE-IV	Rupees PM (26 days)	Rupees PM (26 days)
1	Black Smith-III	18702	17995
2	Boiler Attendant-II	18702	17995
3	Carpenter -III	18702	17995
4	Denter-III	18702	17995
5	Driller-III	18702	17995
6	Driver Air Compressor	18702	17995

Sr.No.	Description	MONTHLY WAGE RATES AT	
		Lahore, Rawalpindi, Gujranwala, Sialkot, Multan, Faisalabad, Sargodha, Bahawalpur and D.G.Khan	All Other places
7	Diesel Engine Driver	18702	17995
8	Driver Disposal Works	18702	17995
9	Pump Driver	18702	17995
10	Fitter-III	18702	17995
11	Glazier-I	18702	17995
12	Launch Driver	18702	17995
13	Lift Operator	18702	17995
14	Loader Operator	18702	17995
15	Mechanic-III	18702	17995
16	Moulder-III	18702	17995
17	Oil Engine Driver-III	18702	17995
18	Plumber-III	18702	17995
19	Tin Smith	18702	17995
20	Tubewell Operator cum Mechanic	18702	17995
21	Turner-III	18702	17995
22	Welder-III	18702	17995
23	Well Borer Grade-I	18702	17995
24	Work Supervisor-II	18702	17995
25	Gas Fitter	18702	17995
Sr.No.	4-LABOUR SKILLED GRADE-III	Rupees PM (26 days)	Rupees PM (26 days)
1	Black Smith-II	19170	18441
2	Driver Road Roller-II	19170	18441
3	Air Condition Operator	19170	18441
4	Driver Motor Vehicle	19170	18441
Sr.No.	5-LABOUR SKILLED GRADE-II	Rupees PM (26 days)	Rupees PM (26 days)
1	Assistant Rig Operator	19884	19132
2	Auto Fitter	19884	19132
3	Boiler Attendant-I	19884	19132
4	Boring Rig Operator	19884	19132
5	Chargeman	19884	19132
6	Crane Operator-II	19884	19132
7	Driller-II	19884	19132
8	Denter-I	19884	19132
9	Driver Road Roller (Steam/Diesel)	19884	19132
10	Dragline Operator-II	19884	19132
11	Diesel Mechanic	19884	19132
12	Fitter-II	19884	19132
13	Machine Man-II	19884	19132
14	Mechanic	19884	19132
15	Instrument Mechanic	19884	19132
16	Model Marker	19884	19132
17	Moulder-II	19884	19132
18	Mobile Crane Operator Grade-II	19884	19132
19	Offset Machine Operator	19884	19132
20	Operator-II	19884	19132
21	Pipe Fitter-II	19884	19132
22	Plumber-I	19884	19132
23	Pattern Marker-II	19884	19132
24	Riveter-II	19884	19132
25	Serviceman	19884	19132
26	Chargeman cum Foreman	19884	19132
27	Turner-I	19884	19132
28	Upholstery Repairer	19884	19132
29	Welder-II	19884	19132
Sr.No.	6-LABOUR SKILLED GRADE-I	Rupees PM (26 days)	Rupees PM (26 days)
1	Black Smith-I	20443	19672

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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
2	Bulldozer Operator	20443	19672
3	Captain Motor Launch	20443	19672
4	Carpenter-I	20443	19672
5	Dollyman Fitter	20443	19672
6	Driller-I	20443	19672
7	Dragline Operator	20443	19672
8	Fitter-I	20443	19672
9	Fitter Foreman	20443	19672
10	Grader-I	20443	19672
11	Machine Man-I	20443	19672
12	Mechanic	20443	19672
13	Moulder-I	20443	19672
14	Dragline Operator-I	20443	19672
15	Pattern Maker-I	20443	19672
16	Turner-I	20443	19672
17	Welder-I	20443	19672
Sr.No.	7-MISCELLANEOUS	Rupees PM (26 days)	Rupees PM (26 days)
1	Artificer	18702	17995
2	Auto Motor Mechanic-I	22298	21438
3	Crank Shaft Grinder	22298	21438
4	Foreman Grade-II	21654	20829
5	Foreman Grade-I	22298	21438
6	Marker-I	20443	19672
7	Offset Camera Operator-I	20443	19672
8	Plant Superintendent Grade-I	24526	23600
9	Plant Superintendent Grade-II	22298	21438
10	Superintendent Workshop Grade-I	24526	23600
11	Superintendent Workshop Grade-II	22298	21438
12	Traffic Count Machine Repairer	20443	19672
13	Graduate Engineer	55521	53305
14	Sub Engineer	24526	23600
15	Composer / Computer Operator	25726	24746
ELECTRICAL TRADE			
Sr.No.	1-LABOUR UN-SKILLED	Rupees PM (26 days)	Rupees PM (26 days)
1	Assistant Wire Man	17923	17500
2	Cooly	17923	17500
3	Helper	17923	17500
Sr.No.	2-LABOUR SEMI-SKILLED	Rupees PM (26 days)	Rupees PM (26 days)
1	Skilled Cooly	18216	17533
2	Tubewell Driver	18216	17533
3	Jamadar (Coolies) Mate	18216	17533
Sr.No.	3-LABOUR SKILLED GRADE-IV	Rupees PM (26 days)	Rupees PM (26 days)
1	Armature Winder-III	18702	17995
2	Coil Winder	18702	17995
3	Driver cum Tubewell Operator	18702	17995
4	Electrician	18702	17995
5	Electrician cum Tubewell Driver	18702	17995
6	Driver-II	18702	17995
7	Lift Operator	18702	17995
8	Line Man-II	18702	17995
9	Operator Power Plant	18702	17995
10	Tubewell Operator cum Mechanic	18702	17995
11	Motor Winder-II	18702	17995
12	Wire Mistry	18702	17995
13	Wire Man	18702	17995

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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 (26 days)	Rupees PM (26 days)
1	Armature Winder-II	19170	18441
2	Electrician-II	19170	18441
3	Mechanic Instrument	19170	18441
4	Operator Power Plant	19170	18441
5	Switch Board Attendent Grade-II	19170	18441
Sr.No.	5-LABOUR SKILLED GRADE-I	Rupees PM (26 days)	Rupees PM (26 days)
1	Armature Winder-I	19884	19132
2	Electrician-I	19884	19132
3	Motor Winder-I	19884	19132
Sr.No.	6-MISCELLANEOUS	Rupees PM (26 days)	Rupees PM (26 days)
1	Auto Electric Mechanic	22298	21438
2	Auto Electrician	22298	21438
3	Foreman-II	21654	20829
4	Foreman-I	22298	21438
5	Operator Power Plant	21024	20230
6	Graduate Engineer	55521	53305
7	Sub Engineer	24526	23600
8	Composer / Computer Operator	25726	24746

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DAILY WAGE RATES *

Sr.No.	Description	Daily Wage Rates		
		Other Cities (Per Day)		Big Cities (Per Day)
1	2			
	I - UN-SKILLED			
1	Chowkidar	673		689
2	Gate keeper	673		689
3	Beldar	673		689
4	Boatman	673		689
5	Bullockman	673		689
6	Cartman	673		689
7	Camelman	673		689
8	Donkeyman	673		689
9	Greaser	673		689
10	Oiler	673		689
11	Punkha Cooly	673		689
12	Sweeper	673		689
13	Sewerman	673		689
14	White Washer	673		689
15	Cooly Un-Skilled (All Types)	673		689
16	Washerman	673		689
	II - SEMI SKILLED	Other Cities (Per Day)		Big Cities (Per Day)
1	Bahishti	692		719
2	Chainman	692		719
3	Dresser Earthwork	692		719
4	Head Khalasi Survey	692		719
5	Hammer Man	692		719
6	Mali	692		719
7	Quarryman	692		719
8	Skilled Cooly	692		719
9	Tar Sprayer	692		719
	III - SKILLED	Other Cities (Per Day)		Big Cities (Per Day)
1	Armature Winder	757		786
2	Auto Electric Mechanic	757		786
3	Black Smith	757		786
4	Carpenter	757		786
5	Caner-II	757		786
6	Chiset	757		786
7	Denter	757		786
8	Driller	757		786
9	Driver	757		786
10	Electrician	757		786
11	Furniture Polisher	757		786
12	Glazier	757		786
13	Instrument Mechanic	757		786
14	Machine Man	757		786
15	Mason	848		882

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DAILY WAGE RATES *

Sr.No.	Description	Daily Wage Rates		
		Other Cities (Per Day)		Big Cities (Per Day)
16	Electric Motor Winder	757		786
17	Moulder	757		786
18	Mechanic	757		786
19	Painter	757		786
20	Pattern Maker	757		786
21	Pipe Fitter	757		786
22	Plumber	757		786
23	Spray Painter	757		786
24	Sawyer	757		786
25	Turner	757		786
26	Tailor	757		786
27	Tin Smith	757		786
28	Welder	757		786
	IV - MISCELLANEOUS	Other Cities (Per Day)		Big Cities (Per Day)
1	Boatman with Large Boat (above 35ft Length)	757		786
2	Boatman with Small Boat (upto 35ft Length)	692		719
3	Bullock(each)(without Attendant)	314		361
4	Camel (each)(without Attendant)	372		431
5	Donkey (each)(without Attendant)	291		314
6	Bullock Cart (without Bullock and Attendant)	233 Per day		
7	Camel Cart (without Camel and Attendant)	233 Per day		
8	Donkey or Mule Cart (without Animal and Attendant)	220 Per day		

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