

Government of the Punjab
Finance Department

Dated Lahore, the 11th March, 2016

NOTIFICATION

No. RO (Tech) FD 2-2/2014. Governor of the Punjab is pleased to approve the Schedule of Wage Rates, 2016 (**Annex-A**) with immediate effect. Schedule of Wage Rates, 2015 notified vide No. RO (Tech) FD 2-2/2014 dated 10.2.2015 stands superseded accordingly.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, 2016.

(SHOUKAT ALI)
FINANCE SECRETARY

No. & Date Even:-

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

Technical Advisor
110316

No. & Date Even:-

A copy is forwarded for information to the: -

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 Nazims City District Governments, District Governments, TMAs, U.C's in the Punjab.
7. All DCOs / EDOs (W&S) in the Punjab.
8. The Director General, PHATA, Lahore.
9. Chief Conservator Forest, Punjab, Lahore.
10. Chief Architect, Punjab, Lahore.
11. Directors Generals / Heads of all Autonomous Bodies in Punjab.
12. Chief Engineers of All Autonomous Bodies in Punjab.

Technical Advisor
110316

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
110316

GOVERNMENT OF THE PUNJAB
FINANCE DEPARTMENT




Finance Department

SCHEDULE OF WAGE RATES, 2016

PREFACE

Finance Department has prepared Schedule of Wage Rates 2016 prescribing wages of the work charged establishment employed on seasonal and short term basis in the Irrigation, Power, 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 2015 and the grant of Ad-hoc Allowance - 2010, Ad-hoc Allowances-2013, 2014 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 Schedule of Wage Rates, 2016 shall come into force with immediate effect and will supercede the Schedule of Wage Rates, 2015 (issued vide notification No.RO (Tech) FD 2-2/2014 dated 10.02.2015)


Mahmood Latif
Additional Finance Secretary(ES)

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 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
CIVIL TRADES			
	1. LABOUR UN-SKILLED	Rupees PM	Rupees PM
1	Assistant Jamadar (Cooly)	13277	13000
2	Attendant	13277	13000
3	Bahishty (with Mashak)	13277	13000
4	Bearer	13277	13000
5	Bearer cum Cook	13277	13000
6	Beldar	13277	13000
7	Boatman	13277	13000
8	Bullockman	13277	13000
9	Camelman	13277	13000
10	Cartman	13277	13000
11	Chowkidar	13277	13000
12	Chowkidar cum Cook	13277	13000
13	Chowkidar cum Mall	13277	13000
14	Cook	13277	13000
15	Cooly	13277	13000
16	Dak Runner	13277	13000
17	Donkeyman	13277	13000
18	Farash	13277	13000
19	Flagman	13277	13000
20	Gate Keeper	13277	13000
21	Gauge Reader	13277	13000
22	Khadim Masjid	13277	13000
23	Khalasi	13277	13000
24	Leverman	13277	13000
25	Mali	13277	13000
26	Material Checker	13277	13000
27	Messenger	13277	13000
28	Moazin	13277	13000
29	Naib Jamadar	13277	13000
30	Oilman	13277	13000
31	Patroller	13277	13000
32	Punkha Cooly	13277	13000
33	Sewerman	13277	13000
34	Sweeper	13277	13000
35	Trolleyman	13277	13000
36	White Washer	13277	13000
37	Laboratory Attendent	13277	13000
38	Keyman	13277	13000
39	Washerman	13277	13000
Sr.No.	2-LABOUR SEMI-SKILLED	Rupees PM	Rupees PM
1	Carpenter Cooly	13483	13028
2	Cook Cum Khansama	13483	13028
3	Conservancy Jamadar	13483	13028
4	Dresser Earthwork	13483	13028
5	Duplicator Operator	13483	13028
6	Ferry Man-II	13483	13028
7	Furniture Polisher	13483	13028
8	Head Boatman	13483	13028
9	Head Chowkidar	13483	13028
10	Head Jamadar	13483	13028
11	Head Khalasi Servey	13483	13028
12	Head Mali	13483	13028
13	Head Patrolman	13483	13028
14	Head Trolley Man	13483	13028

Sr.No.	Description	MONTHLY WAGE RATES AT	
		Lahore, Rawalpindi, Gujranwala, Sialkot, Multan, Faisalabad, Sargodha, Bahawalpur and D.G.Khan	All Other places
15	Head Sweeper	13483	13028
16	Jamadar	13483	13028
17	Jamadar Navigator	13483	13028
18	Jamadar Head Works	13483	13028
19	Khansama	13483	13028
20	Mate	13483	13028
21	Regulation Jamadar	13483	13028
22	Skilled Cooly	13483	13028
23	Tar Sprayer	13483	13028
24	Laboratory Assistant	13483	13028
Sr.No.	3-LABOUR SKILLED GRADE-IV	Rupees PM	Rupees PM
1	Assistant Work Mistry	13813	13342
2	Brush Painter	13813	13342
3	Earth Work Mistry	13813	13342
4	Mason Mistry-III	13813	13342
5	Discharge Mistry	13813	13342
6	Material Mistry-III	13813	13342
7	Motor Launch Driver	13813	13342
8	Painter-III	13813	13342
9	Plumber-II	13813	13342
10	Pressure Pipe Mistry	13813	13342
11	Sounding Mistry	13813	13342
12	Spray Painter	13813	13342
13	Work Mistry-III	13813	13342
Sr.No.	4-LABOUR SKILLED GRADE-III	Rupees PM	Rupees PM
1	Concrete Chiseller	14133	13647
2	Ferry Man-I	14133	13647
3	Mason Mistry-III	14133	13647
4	Painter-II	14133	13647
5	Tailor-II	14133	13647
6	Driver Motor Vehicle	14133	13647
Sr.No.	5-LABOUR SKILLED GRADE-II	Rupees PM	Rupees PM
1	Earth Work Mistry-II	14670	14169
2	Mason-II	14670	14169
3	Plumber-I	14670	14169
4	Stone Mason-I	14670	14169
5	Tailor-I	14670	14169
6	Work Mistry-II	14670	14169
7	Work Supervisor	14670	14169
Sr.No.	6-LABOUR SKILLED GRADE-I	Rupees PM	Rupees PM
1	Mason-I	15046	14531
2	Painter-I	15046	14531
3	Work Mistry-I	15046	14531
Sr.No.	7-MISCELLANEOUS	Rupees PM	Rupees PM
1	Assistant Jamadar(Headworks)	13277	13000
2	Assistant Photographer	14670	14169
3	Assistant Traffic Counter	14670	14169
4	Bindry Foreman	14670	14169
5	Boatman with large Boat (Boat above 35ft in length)	18125	17508
6	Boatman with small Boat (Boat upto 35ft in length)	16744	16151
7	Caretaker	14670	14169
8	Dark Room Assistant	14670	14169
9	Darogha-II	13483	13028
10	Darogha-I	14133	13647

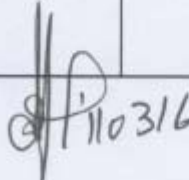
[Signature]
110316

Sr.No.	Description	MONTHLY WAGE RATES AT	
		Lahore, Rawalpindi, Gujranwala, Sialkot, Multan, Faisalabad, Sargodha, Bahawalpur and D.G.Khan	All Other places
11	Imam Masjid	14670	14169
12	Havaldar Darogha	13483	13028
13	Khatib	14670	14169
14	Road Inspector	15046	14531
15	Security Sargent	15046	14531
16	Store Munshi	14133	13647
17	Surveyor 1st Class	16316	15743
18	Surveyor-II	14670	14169
19	Traffic Count Helper	13483	13028
20	Traffic Count Supervisor	15864	15314
21	Traffic Count Sorter	15046	14531
22	Waterman	13277	13000
23	Work Superintendent-II	16316	15743
24	Silt Observer	14670	14169
25	Silt Analyst	15864	15314
26	Research Assistant	16744	16151
27	Graduate Engineer	40085	38607
28	Sub Engineer	18125	17508
29	Composer / Computer Operator	18948	18295
MECHANICAL TRADES			
Sr.No.	1-LABOUR UN-SKILLED	Rupees PM	Rupees PM
1	Assistant Jamadar	13277	13000
2	Attendant	13277	13000
3	Cleaner	13277	13000
4	Cooly	13277	13000
5	Fireman	13277	13000
6	Greaser	13277	13000
7	Oil Man	13277	13000
8	Hammerman-II	13277	13000
9	Helper	13277	13000
10	Valveman	13277	13000
11	Gas Man	13277	13000
Sr.No.	2-LABOUR SEMI-SKILLED	Rupees PM	Rupees PM
1	Assistant Mixer Operator	13483	13028
2	Carpenter Cooly	13483	13028
3	Fitter Helper	13483	13028
4	Fitter Cooly	13483	13028
5	Glazier-II	13483	13028
6	Hammerman-I	13483	13028
7	Jamadar	13483	13028
8	Jamadar(Colies), Mate	13483	13028
9	Smith Cooly	13483	13028
10	Skilled Cooly	13483	13028
11	Tubewell Driver	13483	13028
12	Pipe Fitter	13483	13028
13	Assistant Operator	13483	13028
Sr.No.	3-LABOUR SKILLED GRADE-IV	Rupees PM	Rupees PM
1	Black Smith-III	13813	13342
2	Boiler Attendant-II	13813	13342
3	Carpenter -III	13813	13342
4	Denter-III	13813	13342
5	Driller-III	13813	13342
6	Driver Air Compressor	13813	13342
7	Diesel Engine Driver	13813	13342
8	Driver Disposal Works	13813	13342
9	Pump Driver	13813	13342

Sr.No.	Description	MONTHLY WAGE RATES AT	
		Lahore, Rawalpindi, Gujranwala, Sialkot, Multan, Faisalabad, Sargodha, Bahawalpur and D.G.Khan	All Other places
10	Fitter-III	13813	13342
11	Glazier-I	13813	13342
12	Launch Driver	13813	13342
13	Lift Operator	13813	13342
14	Loader Operator	13813	13342
15	Mechanic-III	13813	13342
16	Moulder-III	13813	13342
17	Oil Engine Driver-III	13813	13342
18	Plumber-III	13813	13342
19	Tin Smith	13813	13342
20	Tubewell Operator cum Mechanic	13813	13342
21	Turner-III	13813	13342
22	Welder-III	13813	13342
23	Well Borer Grade-I	13813	13342
24	Work Supervisor-II	13813	13342
25	Gas Fitter	13813	13342
Sr.No.	4-LABOUR SKILLED GRADE-III	Rupees PM	Rupees PM
1	Black Smith-II	14133	13647
2	Driver Road Roller-II	14133	13647
3	Air Condition Operator	14133	13647
4	Driver Motor Vehicle	14133	13647
Sr.No.	5-LABOUR SKILLED GRADE-II	Rupees PM	Rupees PM
1	Assistant Rig Operator	14670	14169
2	Auto Fitter	14670	14169
3	Boiler Attendant-I	14670	14169
4	Boring Rig Operator	14670	14169
5	Chargeman	14670	14169
6	Crane Operator-II	14670	14169
7	Driller-II	14670	14169
8	Denter-I	14670	14169
9	Driver Road Roller (Steam/Diesel)	14670	14169
10	Dragline Operator-II	14670	14169
11	Diesel Mechanic	14670	14169
12	Fitter-II	14670	14169
13	Machine Man-II	14670	14169
14	Mechanic	14670	14169
15	Instrument Mechanic	14670	14169
16	Model Marker	14670	14169
17	Moulder-II	14670	14169
18	Mobile Crane Operator Grade-II	14670	14169
19	Offset Machine Operator	14670	14169
20	Operator-II	14670	14169
21	Pipe Fitter-II	14670	14169
22	Plumber-I	14670	14169
23	Pattern Marker-II	14670	14169
24	Riveter-II	14670	14169
25	Serviceman	14670	14169
26	Chargeman cum Foreman	14670	14169
27	Turner-II	14670	14169
28	Upholstery Repairer	14670	14169
29	Welder-II	14670	14169
Sr.No.	6-LABOUR SKILLED GRADE-I	Rupees PM	Rupees PM
1	Black Smith-I	15046	14531
2	Bulldozer Operator	15046	14531
3	Captain Motor Launch	15046	14531
4	Carpenter-I	15046	14531

110316

Sr.No.	Description	MONTHLY WAGE RATES AT	
		Lahore, Rawalpindi, Gujranwala, Sialkot, Multan, Faisalabad, Sargodha, Bahawalpur and D.G.Khan	All Other places
5	Dollyman Fitter	15046	14531
6	Driller-I	15046	14531
7	Dragline Operator	15046	14531
8	Fitter-I	15046	14531
9	Fitter Foreman	15046	14531
10	Grader-I	15046	14531
11	Machine Man-I	15046	14531
12	Mechanic	15046	14531
13	Moulder-I	15046	14531
14	Dragline Operator-I	15046	14531
15	Pattern Maker-I	15046	14531
16	Turner-I	15046	14531
17	Welder-I	15046	14531
Sr.No.	7-MISCELLANEOUS	Rupees PM	Rupees PM
1	Artificer	13813	13342
2	Auto Motor Mechanic-I	16316	15743
3	Crank Shaft Grinder	16316	15743
4	Foreman Grade-II	15864	15314
5	Foreman Grade-I	16316	15743
6	Marker-I	15046	14531
7	Offset Camera Operator-I	15046	14531
8	Plant Superintendent Grade-I	18125	17508
9	Plant Superintendent Grade-II	16316	15743
10	Superintendent Workshop Grade-I	18125	17508
11	Superintendent Workshop Grade-II	16316	15743
12	Traffic Count Machine Repairer	15046	14531
13	Graduate Engineer	40085	38607
14	Sub Engineer	18125	17508
15	Composer / Computer Operator	18948	18295
<i>ELECTRICAL TRADE</i>			
Sr.No.	1-LABOUR UN-SKILLED	Rupees PM	Rupees PM
1	Assistant Wire Man	13277	13000
2	Cooly	13277	13000
3	Helper	13277	13000
Sr.No.	2-LABOUR SEMI-SKILLED	Rupees PM	Rupees PM
1	Skilled Cooly	13483	13028
2	Tubewell Driver	13483	13028
3	Jamadar (Coolies) Mate	13483	13028
Sr.No.	3-LABOUR SKILLED GRADE-IV	Rupees PM	Rupees PM
1	Armature Winder-III	13813	13342
2	Coil Winder	13813	13342
3	Driver cum Tubewell Operator	13813	13342
4	Electrician	13813	13342
5	Electrician cum Tubewell Driver	13813	13342
6	Driver-II	13813	13342
7	Lift Operator	13813	13342
8	Line Man-II	13813	13342
9	Operator Power Plant	13813	13342
10	Tubewell Operator cum Mechanic	13813	13342
11	Motor Winder-II	13813	13342
12	Wire Mistry	13813	13342
13	Wire Man	13813	13342

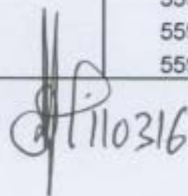


Sr.No.	Description	MONTHLY WAGE RATES AT	
		Lahore, Rawalpindi, Gujranwala, Sialkot, Multan, Faisalabad, Sargodha, Bahawalpur and D.G.Khan	All Other places
Sr.No.	4-LABOUR SKILLED GRADE-II	Rupees PM	Rupees PM
1	Armature Winder-II	14133	13647
2	Electrician-II	14133	13647
3	Mechanic Instrument	14133	13647
4	Operator Power Plant	14133	13647
5	Switch Board Attendent Grade-II	14133	13647
Sr.No.	5-LABOUR SKILLED GRADE-I	Rupees PM	Rupees PM
1	Armature Winder-I	14670	14169
2	Electrician-I	14670	14169
3	Motor Winder-I	14670	14169
Sr.No.	6-MISCELLANEOUS	Rupees PM	Rupees PM
1	Auto Electric Mechanic	16316	15743
2	Auto Electrician	16316	15743
3	Foreman-II	15864	15314
4	Foreman-I	16316	15743
5	Operator Power Plant	15436	14906
6	Graduate Engineer	40085	38607
7	Sub Engineer	18125	17508
8	Composer / Computer Operator	18948	18295

[Handwritten Signature]
111036

DAILY WAGE RATES *

Sr.No.	Description	Daily Wage Rates	
		Other Cities	Big Cities
1	2		
I - UN-SKILLED			
1	Chowkidar	500	511
2	Gate keeper	500	511
3	Beldar	500	511
4	Boatman	500	511
5	Bullockman	500	511
6	Cartman	500	511
7	Camelman	500	511
8	Donkeyman	500	511
9	Greaser	500	511
10	Oiler	500	511
11	Punkha Cooly	500	511
12	Sweeper	500	511
13	Sewerman	500	511
14	White Washer	500	511
15	Cooly Un-Skilled (All Types)	500	511
16	Washerman	500	511
II - SEMI SKILLED		Other Cities	Big Cities
1	Bahishti	513	531
2	Chairman	513	531
3	Dresser Earthwork	513	531
4	Head Khalasi Survey	513	531
5	Hammer Man	513	531
6	Mali	513	531
7	Quarryman	513	531
8	Skilled Cooly	513	531
9	Tar Sprayer	513	531
III - SKILLED		Other Cities	Big Cities
1	Armature Winder	559	579
2	Auto Electric Mechanic	559	579
3	Black Smith	559	579
4	Carpenter	559	579
5	Caner-II	559	579
6	Chiset	559	579
7	Denter	559	579
8	Driller	559	579
9	Driver	559	579
10	Electrician	559	579
11	Furniture Polisher	559	579
12	Glazier	559	579
13	Instrument Mechanic	559	579
14	Machine Man	559	579
15	Mason	559	579
16	Electric Motor Winder	559	579
17	Moulder	559	579



 110316

DAILY WAGE RATES *

Sr.No.	Description	Daily Wage Rates	
		Other Cities	Big Cities
18	Mechanic	559	579
19	Painter	559	579
20	Pattern Maker	559	579
21	Pipe Fitter	559	579
22	Plumber	559	579
23	Spray Painter	559	579
24	Sawyer	559	579
25	Turner	559	579
26	Tailor	559	579
27	Tin Smith	559	579
28	Welder	559	579
IV - MISCELLANEOUS		Other Cities	Big Cities
1	Boatman with Large Boat (above 35ft Length)	559	579
2	Boatman with Small Boat (upto 35ft Length)	513	531
3	Bullock(each)(without Attendant)	200	240
4	Camel (each)(without Attendant)	240	310
5	Donkey (each)(without Attendant)	180	200
6	Bullock Cart (without Bullock and Attendant)	165 Per day	
7	Camel Cart (without Camel and Attendant)	165 Per day	
8	Donkey or Mule Cart (without Animal and Attendant)	150 Per day	

[Signature]
110316

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

haroon.aro.fd@gmail.com