

“SAVE TREES & PROTECT ENVIRONMENT”



Tel: 042-99211088

**GOVERNMENT OF THE PUNJAB
FINANCE DEPARTMENT**

Dated Lahore the 2nd November, 2023

NOTIFICATION

No. RO (Tech) FD 2-2/2022. Governor of the Punjab is pleased to approve the **Schedule of Wage Rates-2023** (Annex-A) with effect from **1st July, 2023**. Schedule of Wage Rates-2022 notified vide No. RO (Tech) FD 2-2/2022 dated 15.07.2022 stands superseded accordingly.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-2023.

FINANCE SECRETARY

No. & Date Even:-

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


02/11/23
Technical Advisor
H

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 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 General / Heads of all Autonomous Bodies in Punjab.
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12. Chief Engineer TEPA, Lahore.


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- 3 Director General Accounts (Works), Punjab, Lahore.


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GOVERNMENT OF THE PUNJAB
FINANCE DEPARTMENT



Finance Department

SCHEDULE OF WAGE RATES-2023

PREFACE

Finance Department has prepared Schedule of Wage Rates 2023 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. 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, 2023 shall come into force with effect from 01.07.2023 and will supercede the Schedule of Wage Rates, 2022 (issued vide notification No.RO (Tech) FD 2-2/2022 dated 15.07.2022)


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)	32000	32000
2	Attendant	32000	32000
3	Bahishty (with Mashak)	32000	32000
4	Bearer	32000	32000
5	Bearer cum Cook	32000	32000
6	Beldar	32000	32000
7	Boatman	32000	32000
8	Bullockman	32000	32000
9	Camelman	32000	32000
10	Cartman	32000	32000
11	Chowkidar	32000	32000
12	Chowkidar cum Cook	32000	32000
13	Chowkidar cum Mali	32000	32000
14	Cook	32000	32000
15	Cooly	32000	32000
16	Dak Runner	32000	32000
17	Donkeyman	32000	32000
18	Farash	32000	32000
19	Flagman	32000	32000
20	Gate Keeper	32000	32000
21	Gauge Reader	32000	32000
22	Khadim Masjid	32000	32000
23	Khalasi	32000	32000
24	Leverman	32000	32000
25	Mali	32000	32000
26	Material Checker	32000	32000
27	Messenger	32000	32000
28	Moazin	32000	32000
29	Naib Jamadar	32000	32000
30	Oilman	32000	32000
31	Patroller	32000	32000
32	Punkha Cooly	32000	32000
33	Sewerman	32000	32000
34	Sweeper	32000	32000
35	Trollyman	32000	32000
36	White Washer	32000	32000
37	Laboratory Attendent	32000	32000
38	Keyman	32000	32000
39	Washerman	32000	32000
40	Sasnitary Worker	32000	32000
Sr.No.	2-LABOUR SEMI-SKILLED	Rupees PM (26 days)	Rupees PM (26 days)
1	Carpenter Cooly	33150	32500
2	Cook Cum Khansama	33150	32500
3	Conservancy Jamadar	33150	32500
4	Dresser Earthwork	33150	32500
5	Duplicator Operator	33150	32500
6	Ferry Man-II	33150	32500
7	Furniture Polisher	33150	32500
8	Head Boatman	33150	32500
9	Head Chowkidar	33150	32500
10	Head Jamadar	33150	32500
11	Head Khalasi Servey	33150	32500
12	Head Mali	33150	32500
13	Head Patrolman	33150	32500
14	Head Trolly Man	33150	32500
15	Head Sweeper	33150	32500
16	Jamadar	33150	32500
17	Jamadar Navigator	33150	32500
18	Jamadar Head Works	33150	32500
19	Khansama	33150	32500
20	Mate	33150	32500

Sr.No.	Description	MONTHLY WAGE RATES AT	
		Lahore, Rawalpindi, Gujranwala, Sialkot, Multan, Faisalabad, Sargodha, Bahawalpur and D.G.Khan	All Other places
21	Regulation Jamadar	33150	32500
22	Cooly	33150	32500
23	Tar Sprayer	33150	32500
24	Laboratory Assistant	33150	32500
25	Aircraft Cleaner	33150	32500
Sr.No.	3-LABOUR SKILLED GRADE-IV	Rupees PM (26 days)	Rupees PM (26 days)
1	Assistant Work Mistry	34966	34142
2	Brush Painter	34966	34142
3	Earth Work Mistry	34966	34142
4	Mason Mistry	34966	34142
5	Discharge Mistry	34966	34142
6	Material Mistry	34966	34142
7	Motor Launch Driver	34966	34142
8	Painter	34966	34142
9	Plumber	34966	34142
10	Pressure Pipe Mistry	34966	34142
11	Sounding Mistry	34966	34142
12	Spray Painter	34966	34142
13	Work Mistry	34966	34142
Sr.No.	4-LABOUR SKILLED GRADE-III	Rupees PM (26 days)	Rupees PM (26 days)
1	Concrete Chiseller	36069	35209
2	Ferry Man	36069	35209
3	Mason Mistry	36069	35209
4	Painter	36069	35209
5	Tailor	36069	35209
6	Driver Motor Vehicle	36069	35209
Sr.No.	5-LABOUR SKILLED GRADE-II	Rupees PM (26 days)	Rupees PM (26 days)
1	Earth Work Mistry	37157	36267
2	Mason	37157	36267
3	Plumber	37157	36267
4	Stone Mason	37157	36267
5	Tailor	37157	36267
6	Work Mistry	37157	36267
7	Work Supervisor	37157	36267
Sr.No.	6-LABOUR SKILLED GRADE-I	Rupees PM (26 days)	Rupees PM (26 days)
1	Mason	43900	42855
2	Painter	39225	38299
3	Work Mistry	39225	38299
Sr.No.	7-MISCELLANEOUS	Rupees PM (26 days)	Rupees PM (26 days)
1	Assistant Jamadar(Headworks)	32000	32000
2	Assistant Photographer	32864	32125
3	Assistant Traffic Counter	32864	32125
4	Bindry Foreman	32864	32125
5	Boatman with large Boat (Boat above 35ft in length)	39225	38299
6	Boatman with small Boat (Boat upto 35ft in length)	34966	34142
7	Caretaker	32100	32100
8	Dark Room Assistant	32100	32100
9	Darogha-II	32025	32025
10	Darogha-I	32075	32075
11	Imam Masjid	32100	32100
12	Havaladar Darogha	32025	32025
13	Khatib	32100	32100
14	Road Inspector	32864	32125
15	Security Sargent	32864	32125
16	Store Munshi	32075	32075
17	Surveyor 1st Class	39225	38299
18	Surveyor-II	37157	36267

Sr.No.	Description	MONTHLY WAGE RATES AT	
		Lahore, Rawalpindi, Gujranwala, Sialkot, Multan, Faisalabad, Sargodha, Bahawalpur and D.G.Khan	All Other places
19	Traffic Count Helper	32025	32025
20	Traffic Count Supervisor	34966	34142
21	Traffic Count Sorter	32864	32125
22	Waterman	32000	32000
23	Work Superintendent-II	36069	35209
24	Silt Observer	32100	32100
25	Silt Analyst	34966	34142
26	Research Assistant	37157	36267
27	Graduate Engineer	88790	86574
28	Sub Engineer	46442	45335
29	Junior Computer Operator	41311	40331
MECHANICAL TRADES			
Sr.No.	1-LABOUR UN-SKILLED	Rupees PM (26 days)	Rupees PM (26 days)
1	Assistant Jamadar	32000	32000
2	Attendant	32000	32000
3	Cleaner	32000	32000
4	Cooly	32000	32000
5	Fireman	32000	32000
6	Greaser	32000	32000
7	Oil Man	32000	32000
8	Hammerman	32000	32000
9	Helper	32000	32000
10	Valveman	32000	32000
11	Gas Man	32000	32000
12	Sanitary Worker	32000	32000
Sr.No.	2-LABOUR SEMI-SKILLED	Rupees PM (26 days)	Rupees PM (26 days)
1	Assistant Mixer Operator	33150	32500
2	Carpenter Cooly	33150	32500
3	Fitter Helper	33150	32500
4	Fitter Cooly	33150	32500
5	Glazier	33150	32500
6	Hammerman	33150	32500
7	Jamadar	33150	32500
8	Jamadar(Colies), Mate	33150	32500
9	Smith Cooly	33150	32500
10	Cooly	33150	32500
11	Tubewell Driver	33150	32500
12	Pipe Fitter	33150	32500
13	Assistant Operator	33150	32500
14	Aircraft Cleaner	33150	32500
Sr.No.	3-LABOUR SKILLED GRADE-IV	Rupees PM (26 days)	Rupees PM (26 days)
1	Black Smith	34966	34142
2	Boiler Attendant	34966	34142
3	Carpenter	34966	34142
4	Denter	34966	34142
5	Driller	34966	34142
6	Driver Air Compressor	34966	34142
7	Diesel Engine Driver	34966	34142
8	Driver Disposal Works	34966	34142
9	Pump Driver	34966	34142
10	Fitter	34966	34142
11	Glazier	34966	34142
12	Launch Driver	34966	34142
13	Lift Operator	34966	34142
14	Loader Operator	34966	34142
15	Mechanic	34966	34142
16	Moulder	34966	34142
17	Oil Engine Driver	34966	34142
18	Plumber	34966	34142
19	Tin Smith	34966	34142
20	Tubewell Operator cum Mechanic	34966	34142
21	Turner	34966	34142

Sr.No.	Description	MONTHLY WAGE RATES AT	
		Lahore, Rawalpindi, Gujranwala, Sialkot, Multan, Faisalabad, Sargodha, Bahawalpur and D.G.Khan	All Other places
22	Welder	34966	34142
23	Well Borer Grade	34966	34142
24	Work Supervisor	34966	34142
25	Gas Fitter	34966	34142
Sr.No.	4-LABOUR SKILLED GRADE-III	Rupees PM (26 days)	Rupees PM (26 days)
1	Black Smith	36069	35209
2	Driver Road Roller	36069	35209
3	Air Condition Operator	36069	35209
4	Driver Motor Vehicle	36069	35209
Sr.No.	5-LABOUR SKILLED GRADE-II	Rupees PM (26 days)	Rupees PM (26 days)
1	Assistant Rig Operator	37157	36267
2	Auto Fitter	37157	36267
3	Boiler Attendant	37157	36267
4	Boring Rig Operator	37157	36267
5	Chargeman	37157	36267
6	Crane Operator	37157	36267
7	Driller	37157	36267
8	Denter	37157	36267
9	Driver Road Roller (Steam/Diesel)	37157	36267
10	Dragline Operator	37157	36267
11	Diesel Mechanic	37157	36267
12	Fitter	37157	36267
13	Machine Man	37157	36267
14	Mechanic	37157	36267
15	Instrument Mechanic	37157	36267
16	Model Marker	37157	36267
17	Moulder	37157	36267
18	Mobile Crane Operator Grade	37157	36267
19	Offset Machine Operator	37157	36267
20	Operator	37157	36267
21	Pipe Fitter	37157	36267
22	Plumber	37157	36267
23	Pattern Marker	37157	36267
24	Rivertor	37157	36267
25	Serviceman	37157	36267
26	Chargeman cum Foreman	37157	36267
27	Turner	37157	36267
28	Upholstery Repairer	37157	36267
29	Welder	37157	36267
Sr.No.	6-LABOUR SKILLED GRADE-I	Rupees PM (26 days)	Rupees PM (26 days)
1	Black Smith	39225	38299
2	Bulldozer Operator	39225	38299
3	Captain Motor Launch	39225	38299
4	Carpenter	39225	38299
5	Dollyman Fitter	39225	38299
6	Driller	39225	38299
7	Dragline Operator	39225	38299
8	Fitter	39225	38299
9	Fitter Foreman	39225	38299
10	Grader	39225	38299
11	Machine Man	39225	38299
12	Mechanic	39225	38299
13	Moulder	39225	38299
14	Dragline Operator	39225	38299
15	Pattern Maker	39225	38299
16	Turner	39225	38299
17	Welder	39225	38299

Sr.No.	Description	MONTHLY WAGE RATES AT	
		Lahore, Rawalpindi, Gujranwala, Sialkot, Multan, Faisalabad, Sargodha, Bahawalpur and D.G.Khan	All Other places
Sr.No.	7-MISCELLANEOUS	Rupees PM (26 days)	Rupees PM (26 days)
1	Artificer	32050	32050
2	Auto Motor Mechanic-I	36069	35209
3	Crank Shaft Grinder	36069	35209
4	Foreman Grade-II	34966	34142
5	Foreman Grade-I	39225	38299
6	Marker-I	32864	32125
7	Offset Camera Operator-I	39225	38299
8	Plant Superintendent Grade-I	39225	38299
9	Plant Superintendent Grade-II	36069	35209
10	Superintendent Workshop Grade-I	39225	38299
11	Superintendent Workshop Grade-II	36069	35209
12	Traffic Count Machine Repairer	32864	32125
13	Graduate Engineer	88790	86574
14	Sub Engineer	46442	45335
15	Junior Computer Operator	41311	40331
<u>ELECTRICAL TRADE</u>			
Sr.No.	1-LABOUR UN-SKILLED	Rupees PM (26 days)	Rupees PM (26 days)
1	Assistant Wire Man	32000	32000
2	Cooly	32000	32000
3	Helper	32000	32000
4	Sanitary Worker	32000	32000
Sr.No.	2-LABOUR SEMI-SKILLED	Rupees PM (26 days)	Rupees PM (26 days)
1	Cooly	33150	32500
2	Tubewell Driver	33150	32500
3	Jamadar (Coolies)Mate	33150	32500
4	Aircraft Cleaner	33150	32500
Sr.No.	3-LABOUR SKILLED GRADE-IV	Rupees PM (26 days)	Rupees PM (26 days)
1	Armature Winder	34966	34142
2	Coil Winder	34966	34142
3	Driver cum Tubewell Operator	34966	34142
4	Electrician	34966	34142
5	Electrician cum Tubewell Driver	34966	34142
6	Driver	34966	34142
7	Lift Operator	34966	34142
8	Line Man	34966	34142
9	Operator Power Plant	34966	34142
10	Tubewell Operator cum Mechanic	34966	34142
11	Motor Winder	34966	34142
12	Wire Mistry	34966	34142
13	Wire Man	34966	34142
Sr.No.	4-LABOUR SKILLED GRADE-II	Rupees PM (26 days)	Rupees PM (26 days)
1	Armature Winder	37157	36267
2	Electrician	37157	36267
3	Mechanic Instrument	37157	36267
4	Operator Power Plant	37157	36267
5	Switch Board Attendent	37157	36267
Sr.No.	5-LABOUR SKILLED GRADE-I	Rupees PM (26 days)	Rupees PM (26 days)
1	Armature Winder	39225	38299
2	Electrician	39225	38299
3	Motor Winder	39225	38299
Sr.No.	6-MISCELLANEOUS	Rupees PM (26 days)	Rupees PM (26 days)
1	Auto Electric Mechanic	37157	36267
2	Auto Electrician	37157	36267
3	Foreman-II	34966	34142
4	Foreman-I	39225	38299
5	Operator Power Plant	39225	38299
6	Graduate Engineer	88790	86574
7	Sub Engineer	46442	45335
8	Junior Computer Operator	41311	40331

DAILY WAGE RATES - 2023

Sr.No.	Description	All Other Places	Lahore, Rawalpindi, Gujranwala, Sialkot, Multan, Faisalabad, Sargodha, Bahawalpur and D.G.Khan
A	UN-SKILLED COOLY	Other Cities (Per Day)	Big Cities (Per Day)
1	Chowkidar	1231	1231
2	Gate keeper	1231	1231
3	Beldar	1231	1231
4	Boatman	1231	1231
5	Bullockman	1231	1231
6	Cartman	1231	1231
7	Camelman	1231	1231
8	Donkeyman	1231	1231
9	Greaser	1231	1231
10	Oiler	1231	1231
11	Punkha Cooly	1231	1231
12	Sweeper	1231	1231
13	Sewerman	1231	1231
14	White Washer	1231	1231
15	Cooly Un-Skilled (All Types)	1231	1231
16	Washerman	1231	1231
17	Sanitary Worker	1231	1231
B	SEMI SKILLED COOLY	Other Cities (Per Day)	Big Cities (Per Day)
1	Bahishti	1250	1275
2	Chainman	1250	1275
3	Dresser Earthwork	1250	1275
4	Head Khalasi Survey	1250	1275
5	Hammer Man	1250	1275
6	Mali	1250	1275
7	Quarryman	1250	1275
8	Cooly	1250	1275
9	Tar Sprayer	1250	1275
10	Aircraft Cleaner	1250	1275
C	SKILLED COOLY	Other Cities (Per Day)	Big Cities (Per Day)
1	Armature Winder	1473	1509
2	Auto Electric Mechanic	1473	1509
3	Black Smith	1473	1509
4	Carpenter	1473	1509
5	Caner	1473	1509
6	Chiset	1473	1509

DAILY WAGE RATES - 2023

Sr.No.	Description	All Other Places	Lahore, Rawalpindi, Gujranwala, Sialkot, Multan, Faisalabad, Sargodha, Bahawalpur and D.G.Khan
7	Denter	1473	1509
8	Driller	1473	1509
9	Driver	1473	1509
10	Electrician	1473	1509
11	Furniture Polisher	1473	1509
12	Glazier	1473	1509
13	Instrument Mechanic	1473	1509
14	Machine Man	1473	1509
15	Mason	1600	1650
16	Electric Motor Winder	1473	1509
17	Moulder	1473	1509
18	Mechanic	1473	1509
19	Painter	1473	1509
20	Pattern Maker	1473	1509
21	Pipe Fitter	1473	1509
22	Plumber	1473	1509
23	Spray Painter	1473	1509
24	Sawyer	1473	1509
25	Turner	1473	1509
26	Tailor	1473	1509
27	Tin Smith	1473	1509
28	Welder	1473	1509
D	IV - MISCELLANEOUS	Other Cities (Per Day)	Big Cities (Per Day)
1	Boatman with Large Boat (above 35ft Length)	1473	1509
2	Boatman with Small Boat (upto 35ft Length)	1313	1345
3	Bullock(each)(without Attendant)	450	500
4	Camel (each)(without Attendant)	500	550
5	Donkey (each)(without Attendant)	400	450
6	Bullock Cart (without Bullock and Attendant)	300 Per day	
7	Camel Cart (without Camel and Attendant)	350 Per day	
8	Donkey or Mule Cart (without Animal and Attendant)	300 Per day	
E	Description	Other Cities (Per Hour)	Big Cities (Per Hour)
1	Unskilled Worker	153.85	153.85
2	Semi Skilled Worker	156.31	159.37
3	Skilled Worker	184.13	188.58
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