



(FINANCE WING) #

TEVTA /Bud/ Pay/2016-17

Rev No 00

Date: October 13, 2016

NOTIFICATION

Subject: REVISION OF BASIC PAY SCALES AND ALLOWANCES OF TEVTA EMPLOYEES (2016)

TEVTA/Bud/Pay/2016-17/ Technical Education and Vocational Training Authority is pleased to approve in its 57th meeting held on 29.08.2016 the Revision of Basic Pay Scales & Allowances 2016 from 1st July, 2016 for TEVTA employees as detailed below:-

PART-I (PAY)

1. **Revision of Basic Pay Scales:**

The Basic Pay Scales-2016 shall replace the Basic Pay Scales-2015 with effect from 01.07.2016 as contained in the annexure-A to this notification.

2. **Fixation of Pay of the Existing Employees:**

- i. The basic pay of an employee who was in service on 30.06.2016 shall be fixed in the Basic Pay Scales-2016 on point to point basis, i.e, at the stage corresponding to that occupied by him/her above the minimum of Basic Pay Scales 2015.
- ii. In case of Personal Pay being drawn by an employee as part of his/her basic pay beyond the maximum of his/her pay scales on 30.06.2016; he/she shall continue to draw such pay in Basic Pay Scales-2016 at the revised rates.
- iii. After fixation of pay under New Pay Scales 2016 of TEVTA employees, concerned District Managers and Project Directors/Project Managers of Service Centers shall submit the complete case through official channel to Finance Wing TEVTA Secretariat for approval and release of funds.

3. **Fixation of Pay on Promotion:**

In cases of promotion from a lower to higher posts/scale before introduction of these scales, the pay of the employees concerned in the revised pay scale may be fixed and so enhanced that it would not be less than the pay than would have been admissible to him if his promotion to the higher post/scales had taken place after the introduction of these scales.

4. **Annual Increment:**

Annual increment shall continue to be admissible subject to the existing conditions on 1st July, of each year. However, the first annual increment of existing employees in Basic Pay Scales-2016, in which their pay is fixed as on 01.07.2016 shall accrue on the 01.07.2016.

PART-II (ALLOWANCES)

5. **Ad-hoc Relief Allowances:**

The following Ad-hoc Relief Allowances granted up to 01.07.2013,01.07.2014 and 01.07.2015 shall merge in Basic Pay Scales 2015 with effect from 01.07.2016:-

Sr. No.	Name of Adhoc-Allowance	Notification No. & Date	Admissible Rates
1	Ad. Relief Allowance-2013 (01.07.2013)	TEVTA/Bud/Ad-hoc/2013 dated 03.04.2014	10% of basic pay on BPS-2007
2	Ad. Relief Allowance-2014 (01.07.2014)	TEVTA/Bud/Ad-hoc- Allow/2014-15 dated 02.12.2014	10% of basic pay on BPS-2014
2	Ad. Relief Allowance-2015 (01.07.2015)	TEVTA/Bud/Pay/2015-16 dated 18.08.2015.	7.5 % of basic pay on BPS- 2015

6. **Ad-hoc Allowance-2010 (if admissible):**

- i. The Ad-hoc Allowance-2010 @ 50% of the basic pay of Basic Pay Scales 2014 shall continue to stand frozen at the level of its admissibility / drawn as on 30.06.2016.
- ii. All the new entrants shall be allowed Ad-hoc Allowances-2010 @ 50% of the minimum of relevant Basic Pay Scales-2014 on notional basis with effect from 01.07.2016, till further orders and shall stand frozen at the same level.

7. **Ad-hoc Relief Allowance-2016:**

- i. Ad-hoc Relief Allowance-2016 @ 10 % of the running basic pay of Basic Pay Scales-2016 to TEVTA employees shall be allowed with effect from 01.07.2016 till further orders. This allowance will not be admissible to contract employees appointed on fixed pay package.
- ii. The Ad-hoc Relief Allowance will be subject to Income Tax.
- iii. The Ad-hoc Relief Allowance will be admissible during leave and entire period of LPR.
- iv. The Ad-hoc Relief Allowance will not be treated as part of emoluments for the purpose of calculation of pension/gratuity and recovery of House rent.
- v. The Ad-hoc Relief Allowance will not be admissible to the employees during the tenure of their posting/deputation abroad.
- vi. The Ad-hoc Relief Allowance will be admissible to the employees on their repatriation from posting/deputation abroad at the rate and amount which would have been admissible to them had they not been posted abroad.

- vii. The Ad-hoc Relief Allowance will be admissible during the period of suspension.
- viii. The term "Basic Pay" for the purpose of Ad-hoc Relief Allowance-2016 will also include the amount of the personal pay granted on account of annual increment (s) beyond the maximum of the existing pay scales.

8. **Medical Allowance:**

- i. TEVTA has further been pleased to approve freezing of Medical Allowance at the level of its admissibility / drawn as on 30.06.2016.
- ii. All the new entrants in BS-16 to BS-22 shall be allowed Medical Allowance @ 15% of the minimum of relevant Basic Pay Scales-2014 on notional basis plus 25% of the amount of Medical Allowance, so calculated w. e. f. 01.07.2016 till further orders and shall stand frozen at the same level.
- iii. All the new entrants in BS-1 to BS-15 shall allowed Medical Allowance @ Rs.1,500/- per month w.e.f.01.07.2016.

9. **House Rent Allowance:**

House Rent Allowance @ 30% or 45% (30 % in small cities & 45 % in big cities as declared by Government of the Punjab) shall stand frozen at the same level of its admissibility / drawn as on 30.06.2016 on Basic Pay Scales 2014. All new entrants shall be allowed House Rent Allowance @ 30% or 45% of the initial pay on Basic Pay Scales 2014 and shall stand frozen at the same level.

10. **Conveyance Allowance**

Conveyance Allowance as per government policy

- i. BS 1 to BS 4 Rs.1785
- ii. BS 5 to BS 10 Rs.1932
- iii. BS 11 to BS 15 Rs.2856
- iv. BS 16 to BS 19 Rs.5000

Note: Conveyance Allowance for BS 19 and BS-20, Rs.5000 per month as per government policy (not admissible for officers who are entitled for government vehicles)

11. **Qualification Pay:**

Qualification pay for BS-16 and below for the employees having below mentioned qualification with effect from 01.07.2016 in the light of Finance Department, Government of the Punjab letter no.FD.PC.2-1/2016 dated 18.07.2016;

Sr.No.	Qualification	Rate per Month in Rs.
A	SAS/PFA	Rs.1,200/-
B	ICMA/ICWA/(Part-III)	Rs.1,200/-
C	ICMA/ICWA/CIMA/ACCA	Rs.3,150/-
D	Chartered Accountant	Rs.3,450/-

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11/11/16

12. **Deputation / Additional Charge Allowance:**

Sr.No.	Item	Existing Rates (per Month)	Revised Rates (per Month)
1	Deputation Allowance	20 % of the Basic Pay subject to maximum Rs.6,000/-	20 % of the Basic Pay subject to maximum Rs.12,000/-
2	Additional Charge Allowance	20 % of the Basic Pay subject to maximum Rs.6,000/-	20 % of the Basic Pay subject to maximum Rs.12,000/-

13. **Anomalies:**

The Finance wing shall resolve the anomalies, if any arising in the implementation of Basic Pay Scales-2016.

12. All new recruitment against sanctioned vacant posts shall be made as per revised pay scale-2016 under TEVTA Service Regulations.

Notes

- i. Other allowances and perks admissible to selected group of employees as per TSR would remain admissible under regulations.
- ii. Any allowance frozen by government would also be frozen as a policy matter.
- iii. Any allowance to be announced by the Government would be admissible to all TEVTA employees.
- iv. The revision of pay & allowances to be notified by Government of the Punjab from time to time shall be admissible to all TEVTA employees.
- v. The pay of TEVTA employees will be fixed in the light of Government of the Punjab fixation rules / regulations.

(JAWAD AHMAD QURESHI)
CHIEF OPERATING OFFICER
TEVTA

Endst: No. TEVTA/Bud/Pay/2016-17

Dated October 13th, 2016.

A copy is forwarded for information and necessary action to:

1. All General Managers TEVTA Secretariat, Lahore.
2. The General Manager (SCs) TEVTA, Lahore with the request to circulate the same to lower formation.
3. The Advisor (Projects & Planning) TEVTA Secretariat, Lahore.
4. The Deputy General Manager (Finance) TEVTA Secretariat, Lahore.
5. All Managers TEVTA Secretariat, Lahore.
6. All Zonal Managers TEVTA in Punjab.
7. All District Managers TEVTA with the request to circulate the same to lower formation.
8. SA to Chairperson TEVTA.
9. PS to COO TEVTA.

(MIRZA UMAR FAROOQ)
GENERAL MANAGER (FINANCE)
TEVTA

Annexure to Notification No. TEVTA/Bud/Pay/2016-17**BASIC PAY SCALES OF THE TEVTA EMPLOYEES**

Basic Pay Scales-2015					Basic Pay Scales-2016				
BPS	MIN	INCR	MAX	STG	MIN	INCR	MAX	STG	
1	5,400	195	11,250	30	6,605	240	13,805	30	
2	5,603	220	12,203	30	6,853	275	15,103	30	
3	5,805	260	13,605	30	7,100	325	16,850	30	
4	6,075	300	15,075	30	7,431	370	18,531	30	
5	6,750	340	16,950	30	8,256	420	20,856	30	
6	7,020	375	18,270	30	8,587	470	22,687	30	
7	7,290	415	19,740	30	8,917	510	24,217	30	
8	7,560	455	21,210	30	9,247	560	26,047	30	
9	7,695	495	22,545	30	9,412	610	27,712	30	
10	7,830	544	24,150	30	9,577	670	29,677	30	
11	8,100	595	25,950	30	9,908	740	32,108	30	
12	8,775	650	28,275	30	10,733	800	34,733	30	
13	10,125	715	31,575	30	12,384	880	38,784	30	
14	12,150	790	35,850	30	14,861	980	44,261	30	
15	12,825	905	39,975	30	15,687	1,120	49,287	30	
16	13,500	1,035	44,550	30	16,513	1,280	54,913	30	
17	20,250	1,555	51,350	20	24,769	1,930	63,369	20	
18	27,000	1,950	66,000	20	33,025	2,400	81,025	20	
19	40,500	2,075	82,000	20	49,538	2,560	100,738	20	
20	54,000	3,050	96,700	14	66,050	3,750	118,550	14	
21	81,000	3,375	128,250	14	99,075	4,150	157,175	14	
MP-I or Equivalent		Chairperson							
MP-II or Equivalent		Chief Operating Officer							

STAGES OF REVISED PAY SCALES 2016

BS	Pay Scales	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
1	Old	5400-195-1250	5595	5790	5985	6180	6375	6570	6765	6960	7155	7350	7545	7740	7935	8130	8325	8520	8715	8910	9105	9300	9495	9690	9885	10080	10275	10470	10665	10860	11055	11250
	New	6605-240-1305	6845	7085	7325	7565	7805	8045	8285	8525	8765	9005	9245	9485	9725	9965	10205	10445	10685	10925	11165	11405	11645	11885	12125	12365	12605	12845	13085	13325	13565	13805
2	Old	5603-220-1230	5823	6043	6263	6483	6703	6923	7143	7363	7583	7803	8023	8243	8463	8683	8903	9123	9343	9563	9783	10003	10223	10443	10663	10883	11103	11323	11543	11763	11983	12203
	New	6833-275-1510	7128	7403	7678	7953	8228	8503	8778	9053	9328	9603	9878	10153	10428	10703	10978	11253	11528	11803	12078	12353	12628	12903	13178	13453	13728	14003	14278	14553	14828	15103
3	Old	5805-280-13905	6085	6325	6565	6805	7045	7285	7525	7765	8005	8245	8485	8725	8965	9205	9445	9685	9925	10165	10405	10645	10885	11125	11365	11605	11845	12085	12325	12565	12805	13045
	New	7100-325-16850	7425	7750	8075	8400	8725	9050	9375	9700	10025	10350	10675	11000	11325	11650	11975	12300	12625	12950	13275	13600	13925	14250	14575	14900	15225	15550	15875	16200	16525	16850
4	Old	6075-300-15075	6375	6675	6975	7275	7575	7875	8175	8475	8775	9075	9375	9675	9975	10275	10575	10875	11175	11475	11775	12075	12375	12675	12975	13275	13575	13875	14175	14475	14775	15075
	New	7431-370-18531	7801	8171	8541	8911	9281	9651	10021	10391	10761	11131	11501	11871	12241	12611	12981	13351	13721	14091	14461	14831	15201	15571	15941	16311	16681	17051	17421	17791	18161	18531
5	Old	6750-340-16950	7090	7430	7770	8110	8450	8790	9130	9470	9810	10150	10490	10830	11170	11510	11850	12190	12530	12870	13210	13550	13890	14230	14570	14910	15250	15590	15930	16270	16610	16950
	New	8236-420-20836	8676	9096	9516	9936	10356	10776	11196	11616	12036	12456	12876	13296	13716	14136	14556	14976	15396	15816	16236	16656	17076	17496	17916	18336	18756	19176	19596	20016	20436	20856
6	Old	7020-375-18270	7395	7770	8145	8520	8895	9270	9645	10020	10395	10770	11145	11520	11895	12270	12645	13020	13395	13770	14145	14520	14895	15270	15645	16020	16395	16770	17145	17520	17895	18270
	New	8587-470-22887	9057	9527	9997	10467	10937	11407	11877	12347	12817	13287	13757	14227	14697	15167	15637	16107	16577	17047	17517	17987	18457	18927	19397	19867	20337	20807	21277	21747	22217	22687
7	Old	7390-415-19740	7705	8120	8535	8950	9365	9780	10195	10610	11025	11440	11855	12270	12685	13100	13515	13930	14345	14760	15175	15590	16005	16420	16835	17250	17665	18080	18495	18910	19325	19740
	New	8917-510-24217	9427	9937	10447	10957	11467	11977	12487	12997	13507	14017	14527	15037	15547	16057	16567	17077	17587	18097	18607	19117	19627	20137	20647	21157	21667	22177	22687	23197	23707	24217
8	Old	7560-455-21210	8015	8470	8925	9380	9835	10290	10745	11200	11655	12110	12565	13020	13475	13930	14385	14840	15295	15750	16205	16660	17115	17570	18025	18480	18935	19390	19845	20300	20755	21210
	New	9247-560-25047	9807	10367	10927	11487	12047	12607	13167	13727	14287	14847	15407	15967	16527	17087	17647	18207	18767	19327	19887	20447	21007	21567	22127	22687	23247	23807	24367	24927	25487	26047
9	Old	7895-495-22545	8190	8685	9180	9675	10170	10665	11160	11655	12150	12645	13140	13635	14130	14625	15120	15615	16110	16605	17100	17595	18090	18585	19080	19575	20070	20565	21060	21555	22050	22545
	New	9412-610-27112	10022	10632	11242	11852	12462	13072	13682	14292	14902	15512	16122	16732	17342	17952	18562	19172	19782	20392	21002	21612	22222	22832	23442	24052	24662	25272	25882	26492	27102	27712
10	Old	8100-535-23950	8655	9200	9745	10290	10835	11380	11925	12470	13015	13560	14105	14650	15195	15740	16285	16830	17375	17920	18465	19010	19555	20100	20645	21190	21735	22280	22825	23370	23915	24460
	New	9517-670-29617	10247	10917	11587	12257	12927	13597	14267	14937	15607	16277	16947	17617	18287	18957	19627	20297	20967	21637	22307	22977	23647	24317	24987	25657	26327	26997	27667	28337	29007	29677
11	Old	8715-630-26275	9425	10075	10725	11375	12025	12675	13325	13975	14625	15275	15925	16575	17225	17875	18525	19175	19825	20475	21125	21775	22425	23075	23725	24375	25025	25675	26325	26975	27625	28275
	New	9908-740-32108	10648	11388	12128	12868	13608	14348	15088	15828	16568	17308	18048	18788	19528	20268	21008	21748	22488	23228	23968	24708	25448	26188	26928	27668	28408	29148	29888	30628	31368	32108
12	Old	10733-800-34733	11533	12333	13133	13933	14733	15533	16333	17133	17933	18733	19533	20333	21133	21933	22733	23533	24333	25133	25933	26733	27533	28333	29133	29933	30733	31533	32333	33133	33933	34733
	New	12384-880-38784	13264	14144	15024	15904	16784	17664	18544	19424	20304	21184	22064	22944	23824	24704	25584	26464	27344	28224	29104	29984	30864	31744	32624	33504	34384	35264	36144	37024	37904	38784
13	Old	1025-715-31575	10840	11555	12270	12985	13700	14415	15130	15845	16560	17275	17990	18705	19420	20135	20850	21565	22280	22995	23710	24425	25140	25855	26570	27285	28000	28715	29430	30145	30860	31575
	New	12150-790-35850	12940	13730	14520	15310	16100	16890	17680	18470	19260	20050	20840	21630	22420	23210	24000	24790	25580	26370	27160	27950	28740	29530	30320	31110	31900	32690	33480	34270	35060	35850
14	Old	14861-980-44261	15841	16821	17801	18781	19761	20741	21721	22701	23681	24661	25641	26621	27601	28581	29561	30541	31521	32501	33481	34461	35441	36421	37401	38381	39361	40341	41321	42301	43281	44261
	New	12825-905-39875	13720	14635	15540	16445	17350	18255	19160	20065	20970	21875	22780	23685	24590	25495	26400	27305	28210	29115	30020	30925	31830	32735	33640	34545	35450	36355	37260	38165	39070	39975
15	Old	13300-1035-44550	14535	15570	16605	17640	18675	19710	20745	21780	22815	23850	24885	25920	26955	27990	29025	30060	31095	32130	33165	34200	35235	36270	37305	38340	39375	40410	41445	42480	43515	44550
	New	15687-1120-48287	16807	17927	19047	20167	21287	22407	23527	24647	25767	26887	28007	29127	30247	31367	32487	33607	34727	35847	36967	38087	39207	40327	41447	42567	43687	44807	45927	47047	48167	49287
16	Old	16813-1280-54913	17793	19073	20353	21633	22913	24193	25473	26753	28033	29313	30593	31873	33153	34433	35713	36993	38273	39553	40833	42113	43393	44673	45953	47233	48513	49793	51073	52353	53633	54913
	New	20250-1555-51350	21805	23360	24915	26470	28025	29580	31135	32690	34245	35800	37355	38910	40465	42020	43575	45130	46685	48240	49795	51350										
17	Old	24768-1930-63368	26699	28629	30559	32489	34419	36349	38279	40209	42139	44069	45999	47929	49859	51789	53719	55649	57579	59509	61439	63369										
	New	27000-1950-66000	28950	30900	32850	34800	36750	38700	40650	42600																						