
	<b>GOVERNMENT OF THE PUNJAB</b> <b>TECHNICAL EDUCATION &amp; VOCATIONAL TRAINING AUTHORITY</b> 96-H, GULBERG II, LAHORE PHONE: 042-99263055-59 <a href="http://www.tevta.gov.pk">www.tevta.gov.pk</a>	
	<b>(FINANCE WING)</b>	
TEVTA /Bud/ Pay/2015-16	Rev No 00	Date: August <u>18<sup>th</sup></u> , 2015

## NOTIFICATION

**Subject: REVISION OF BASIC PAY SCALES AND ALLOWANCES OF TEVTA EMPLOYEES (2015)**

**TEVTA/ Bud/Pay/2015-16.** Technical Education and Vocational Training Authority is pleased to approve (in its 54<sup>th</sup> meeting held on 10.08.2015) the Revision of Basic Pay Scales & Allowances 2015 from 1<sup>st</sup> July, 2015 for TEVTA employees as detailed below:-

### PART-I (PAY)

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

The Basic Pay Scales-2015 shall replace the Basic Pay Scales-2014 with effect from 01.07.2015 as contained in the annexure-A to this notification.

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

- i. The basic pay of an employee who was in service on 30.06.2015 shall be fixed in the Basic Pay Scales-2015 (after adding the amount of 15 % Ad-hoc Relief Allowance 2011 and 20 % Ad-hoc Relief Allowance 2012 in running basic pay as on 30.06.2015) at the stage corresponding to the increments earned by him/her as on 30.06.2015 under Basic Pay Scales 2014.
- 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 30.06.2015; he/she shall continue to draw such pay in Basic Pay Scales-2015 at the revised rates.
- iii. After fixation of pay under New Pay Scales 2015 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.

4. **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.

5. **Annual Increment:**

Annual increment shall continue to be admissible subject to the existing conditions on 1<sup>st</sup> July, of each year. However, the first annual increment of existing employees in Basic Pay Scales-2015, in which their pay is fixed (as on 01.07.2015) shall accrue on 01.07.2015.

**PART-II (ALLOWANCES)**

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

The following Ad-hoc Relief Allowances granted up to 01.07.2011 and 01.07.2012 shall merge in Basic Pay Scales 2014 with effect from 01.07.2015:-

Sr. No.	Name of Adhoc-Allowance	Notification No. & Date	Admissible Rates
1	Ad. Relief Allowance-2011 (01.07.2011)	TEVTA/Bud/Ad-hoc/2011 dated 01.12.2011	15% of basic pay on BPS-2014
2	Ad. Relief Allowance-2012 (01.07.2012)	TEVTA/Bud/Ad-hoc / 2012 / 1454 dated 12.03.2013	20% of basic pay on BPS-2014

7. **Ad-hoc Allowance-2010, 2013 & 2014:**

- 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 30.06.2015.
- ii. All the new entrants shall be allowed Ad-hoc Allowances-2010 @ 50% of the minimum of relevant Basic Pay Scales-2014 with effect from 01.07.2015, till further orders and shall stand frozen at the same level;
- iii. The Ad-hoc Allowance-2013 & Ad-hoc Allowance 2014 @ 10% each shall stand frozen at the level of its admissibility / drawn as on 30.06.2015.
- iv. All the new entrants shall be allowed Ad-hoc Allowances-2013 & Ad-hoc Allowance 2014 @ 10% each of the minimum of relevant Basic Pay Scales-2014 with effect from 01.07.2015, till further orders and shall stand frozen at the same level.

8. **Ad-hoc Relief Allowance-2015:**

- i. Ad-hoc Relief Allowance-2015 @ 7.5% of the running basic pay of Basic Pay Scales-2015 to TEVTA employees shall be allowed with effect from 01.07.2015 till further orders. This allowance will not be admissible to contract employees appointed on fixed pay package.

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- 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-2015 will also include the amount of the personal pay granted on account of annual increment (s) beyond the maximum of the existing pay scales.

9.

**Medical Allowance:**

- i. TEVTA authority has further been pleased to sanction 25% increase in the amount of Medical Allowance to employees in the following manner:-

BPS	Existing Rate	Revised
1 to 15	Rs.1,200/-	1,500/-
16 to 22	Increase in the amount of Medical Allowance @ 25% of the existing amount being drawn on 30.06.2015 and shall stand frozen at the same level.	

- ii. All the new entrants in BS-16 to BS-22 shall allowed Medical Allowance @ 15% of the minimum of relevant Basic Pay Scales-2014 plus 25% of the amount of Medical Allowance, so calculated w. e. f. 01.07.2015 till further orders and shall stand frozen at the same level.
- iii. The Medical Allowance, in no case, should be less than Rs.1,500/- per month.

10.

**House Rent Allowance:**

House Rent Allowance @ 30% or 45% (as per government of Punjab instructions/ notifications) shall stand frozen at the same level of its admissibility / drawn as on 30.06.2015 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.

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11.

**Anomalies:-**

The Finance wing shall resolve the anomalies, if any, arising in the implementation of Basic Pay Scales-2015.

12. All new recruitment against sanctioned vacant posts shall be made as per revised pay scale-2015 under TEVTA Service Regulations.

**Notes**

- i. Other allowances and perks admissible to selected group of employees as per TSR would remain admissible under rules.
- 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.


  
(JAWAD AHMAD QURESHI)  
CHIEF OPERATING OFFICER  
TEVTA

Endst: No. TEVTA/Bud/Pay/2015-16

Dated August 18th, 2015.

**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.

  
(ABDUL QAYYUM)  
GENERAL MANAGER (FINANCE)  
TEVTA

**Annexure to Notification No. TEVTA/Bud/Pay/2014-15 dated****BASIC PAY SCALES OF THE TEVTA EMPLOYEES**

Basic Pay Scales-2014					Basic Pay Scales-2015			
BPS	MIN	INCR	MAX	STG	MIN	INCR	MAX	STG
1	4,000	150	8,500	30	5,400	195	11,250	30
2	4,150	170	9,250	30	5,603	220	12,203	30
3	4,300	200	10,300	30	5,805	260	13,605	30
4	4,500	230	11,400	30	6,075	300	15,075	30
5	5,000	260	12,800	30	6,750	340	16,950	30
6	5,200	290	13,900	30	7,020	375	18,270	30
7	5,400	320	15,000	30	7,290	415	19,740	30
8	5,600	350	16,100	30	7,560	455	21,210	30
9	5,700	380	17,100	30	7,695	495	22,545	30
10	5,800	420	18,400	30	7,830	544	24,150	30
11	6,000	460	19,350	30	8,100	595	25,950	30
12	6,500	500	21,500	30	8,775	650	28,275	30
13	7,500	550	24,000	30	10,125	715	31,575	30
14	9,000	610	27,300	30	12,150	790	35,850	30
15	9,500	700	30,500	30	12,825	905	39,975	30
16	10,000	800	34,000	30	13,500	1,035	44,550	30
17	15,000	1,200	39,000	20	20,250	1,555	51,350	20
18	20,000	1,500	50,000	20	27,000	1,950	66,000	20
19	30,000	1,600	62,000	20	40,500	2,075	82,000	20
20	40,000	2,350	72,900	14	54,000	3,050	96,700	14
21	60,000	2,600	96,400	14	81,000	3,375	128,250	14
MP-I or Equivalent	Chairperson							
MP-II or Equivalent	Chief Operating Officer							

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# STAGES OF REVISED PAY SCALES 2015

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	5400-195-11250	5,595	5,790	5,985	6,180	6,375	6,570	6,765	6,960	7,155	7,350	7,545	7,740	7,935	8,130	8,325	8,520	8,715	8,910	9,105	9,300	9,495	9,690	9,885	10,080	10,275	10,470	10,665	10,860	11,055	11,250		
2	5603-220-12203	5,823	6,043	6,263	6,483	6,703	6,923	7,143	7,363	7,583	7,803	8,023	8,243	8,463	8,683	8,903	9,123	9,343	9,563	9,783	10,003	10,223	10,443	10,663	10,883	11,103	11,323	11,543	11,763	11,983	12,203		
3	5805-260-13605	6,065	6,325	6,585	6,845	7,105	7,365	7,625	7,885	8,145	8,405	8,665	8,925	9,185	9,445	9,705	9,965	10,225	10,485	10,745	11,005	11,265	11,525	11,785	12,045	12,305	12,565	12,825	13,085	13,345	13,605		
4	6075-300-15075	6,375	6,675	6,975	7,275	7,575	7,875	8,175	8,475	8,775	9,075	9,375	9,675	9,975	10,275	10,575	10,875	11,175	11,475	11,775	12,075	12,375	12,675	12,975	13,275	13,575	13,875	14,175	14,475	14,775	15,075		
5	6750-340-16950	7,090	7,430	7,770	8,110	8,450	8,790	9,130	9,470	9,810	10,150	10,490	10,830	11,170	11,510	11,850	12,190	12,530	12,870	13,210	13,550	13,890	14,230	14,570	14,910	15,250	15,590	15,930	16,270	16,610	16,950		
6	7020-375-18270	7,395	7,770	8,145	8,520	8,895	9,270	9,645	10,020	10,395	10,770	11,145	11,520	11,895	12,270	12,645	13,020	13,395	13,770	14,145	14,520	14,895	15,270	15,645	16,020	16,395	16,770	17,145	17,520	17,895	18,270		
7	7290-415-19740	7,705	8,120	8,535	8,950	9,365	9,780	10,195	10,610	11,025	11,440	11,855	12,270	12,685	13,100	13,515	13,930	14,345	14,760	15,175	15,590	16,005	16,420	16,835	17,250	17,665	18,080	18,495	18,910	19,325	19,740		
8	7560-455-21210	8,015	8,470	8,925	9,380	9,835	10,290	10,745	11,200	11,655	12,110	12,565	13,020	13,475	13,930	14,385	14,840	15,295	15,750	16,205	16,660	17,115	17,570	18,025	18,480	18,935	19,390	19,845	20,300	20,755	21,210		
9	7695-495-22545	8,190	8,685	9,180	9,675	10,170	10,665	11,160	11,655	12,150	12,645	13,140	13,635	14,130	14,625	15,120	15,615	16,110	16,605	17,100	17,595	18,090	18,585	19,080	19,575	20,070	20,565	21,060	21,555	22,050	22,545		
10	7830-544-24150	8,374	8,918	9,462	10,006	10,550	11,094	11,638	12,182	12,726	13,270	13,814	14,358	14,902	15,446	15,990	16,534	17,078	17,622	18,166	18,710	19,254	19,798	20,342	20,886	21,430	21,974	22,518	23,062	23,606	24,150		
11	8100-595-25950	8,695	9,290	9,885	10,480	11,075	11,670	12,265	12,860	13,455	14,050	14,645	15,240	15,835	16,430	17,025	17,620	18,215	18,810	19,405	20,000	20,595	21,190	21,785	22,380	22,975	23,570	24,165	24,760	25,355	25,950		
12	8775-650-28275	9,425	10,075	10,725	11,375	12,025	12,675	13,325	13,975	14,625	15,275	15,925	16,575	17,225	17,875	18,525	19,175	19,825	20,475	21,125	21,775	22,425	23,075	23,725	24,375	25,025	25,675	26,325	26,975	27,625	28,275		
13	10125-715-31575	10,840	11,555	12,270	12,985	13,700	14,415	15,130	15,845	16,560	17,275	17,990	18,705	19,420	20,135	20,850	21,565	22,280	22,995	23,710	24,425	25,140	25,855	26,570	27,285	28,000	28,715	29,430	30,145	30,860	31,575		
14	12150-790-35850	12,940	13,730	14,520	15,310	16,100	16,890	17,680	18,470	19,260	20,050	20,840	21,630	22,420	23,210	24,000	24,790	25,580	26,370	27,160	27,950	28,740	29,530	30,320	31,110	31,900	32,690	33,480	34,270	35,060	35,850		
15	12825-905-39975	13,730	14,635	15,540	16,445	17,350	18,255	19,160	20,065	20,970	21,875	22,780	23,685	24,590	25,495	26,400	27,305	28,210	29,115	30,020	30,925	31,830	32,735	33,640	34,545	35,450	36,355	37,260	38,165	39,070	39,975		
16	13500-1035-44650	14,535	15,570	16,605	17,640	18,675	19,710	20,745	21,780	22,815	23,850	24,885	25,920	26,955	27,990	29,025	30,060	31,095	32,130	33,165	34,200	35,235	36,270	37,305	38,340	39,375	40,410	41,445	42,480	43,515	44,550		
17	20250-1555-51350	21,805	23,360	24,915	26,470	28,025	29,580	31,135	32,690	34,245	35,800	37,355	38,910	40,465	42,020	43,575	45,130	46,685	48,240	49,795	51,350												
18	27000-1950-66000	28,950	30,900	32,850	34,800	36,750	38,700	40,650	42,600	44,550	46,500	48,450	50,400	52,350	54,300	56,250	58,200	60,150	62,100	64,050	66,000												
19	40500-3075-92000	42,575	44,650	46,725	48,800	50,875	52,950	55,025	57,100	59,175	61,250	63,325	65,400	67,475	69,550	71,625	73,700	75,775	77,850	79,925	82,000												
20	54000-3050-96700	57,050	60,100	63,150	66,200	69,250	72,300	75,350	78,400	81,450	84,500	87,550	90,600	93,650	96,700																		
21	81000-3375-128250	84,375	87,750	91,125	94,500	97,875	101,250	104,625	108,000	111,375	114,750	118,125	121,500	124,875	128,250																		
	MP-1																																
	MP-II																																

Chairperson

Chief Operating Officer