

	GOVERNMENT OF THE PUNJAB TECHNICAL EDUCATION & VOCATIONAL TRAINING AUTHORITY 96-H, GULBERG-II, LAHORE PHONE: 042-99263055-9 www.tevta.gop.pk	
	HRM WING	
No. TEVTA/HRM-II/Benchmark/2026		Dated: 14-03-2026

NOTIFICATION

Subject: **BENCHMARK-2026 FOR STAFF STRENGTH OF VARIOUS STREAMS OF TEVTA**

In supersession of the Notification No. TEVTA/Bud/1043 dated 06.03.2013 and subsequent approval granted by the Technical Education and Vocational Training Authority in its 77th meeting held on 05.03.2026, the Authority has been pleased to approve the Benchmark-2026 for staffing strength of TEVTA institutions and delegation of powers to the Chairperson, TEVTA in accordance with Rule 6(c) of TEVTA Rules 2011 to the extent of implementation of this Benchmark upon TEVTA institutes.

2. The Benchmark 2026 for different streams of TEVTA is notified as under:

Sr. No.	Benchmark	GCTs	GTTIs	GVTI(W)s	GTTCs
1	Group Strength – Theory Group Strength – Practical	50 25	25 25	25 25	25 25
2	Teaching work load / Average minimum period per week per teacher	20	25	25	25
3	Lab Technician / Lab Instructor	As described against the relevant stream			
4	Support staff for Management, Students Services & Placement, Physical Education, Accounts, Clerical Work, Hostel etc.	As described against the relevant stream			
5	Outsourcing of security services based on area of institution	2 persons at Main Entrance 1 more if second entrance			
6	Outsourcing of Gardening services based on area of institution	1 person for each up to 5-Kanals Open Area (Maximum 3 posts per Institute)			
7	Outsourcing of Janitorial services based on area of institution	1 person for covered area up to 3-Kanals (Maximum 5 posts per Institute)			

A. GCTs WITH STUDENT'S CAPACITY-ABOVE 600

Sr. No.	Designation	PS	1 Technology	4 Technologies
A)	Teaching Staff (Technical Subjects)			
1	Principal	20	1	
2	Vice Principal	19	1	
3	Chief Instructor	19	1	4
4	Senior Instructor	18	2	8
5	Instructor	17	6	24

Teaching Staff (Related Studies) for 4 Technologies			
6	Associate Professor (Physics, Chemistry, Computer, Mathematics, Management)	19	1
7	Assistant Professor (Physics, Chemistry, Computer, Mathematics, Management, English)	18	2
8	Lecturer (Physics, Chemistry, Computer, Math, Management, English, Islamic/Pak Studies)	17	6
B) Lab Staff			
9	Lab Technician	14	i. No. of labs ≤ 3 : 03 Posts ii. Upto 5 labs : 04 Posts iii. No. of labs ≤ 10 : 05 Posts iv. No. of labs > 10 : 07 Posts For each technology v. One post for each RS Lab (Physics, Chemistry, Computer) For all technologies vi. 1 for each regular short course
Multiply with 02 groups (if required)			
10	Lab Attendant	1	1 person for 2 labs of each DAE Technology
C) Admn & Support Staff			
11	Librarian	17	1 (Subject to availability of library)
12	Officer Student Services & Placement	17	1
13	Physical Education Officer	17	1 (Subject to own building and availability of formal playground of main sports like Cricket, Football & Hockey as per standard dimensions for playground)
14	Accounts Officer	17	1
15	Hostel Warden	14	1 where hostel capacity is more than 100 students (Subject to availability of Hostel)
16	Imam Mosque / Khateeb	14	1 (Subject to availability of Mosque)
17	Storekeeper	11	1
18	Junior Clerk	11	4
19	Junior Accountant	11	1
20	Dispenser	6	1 (Subject to availability of Dispensary)
21	Driver	4	01 for each vehicle (Subject to availability of Vehicle)
22	Conductor	1	01 for each Bus / Coaster (Subject to availability of Bus / Coaster)
23	Cook	1	1 for each 100 students subject to the availability of Hostel

24	Hostel / Mess Attendant	1	1 for each 100 students subject to the availability of Hostel
25	Day Care Centre Attendant	1	1 (Only for female institute and subject to availability of Day Care Centre in accordance with the provisions given by the Women Development Department, Govt. of the Punjab wherein minimum 4 children are in care)
26	Store Attendant	1	1
27	Naib Qasid	1	4
D) Outsource			
28	Chowkidar / Security Guard	-	2 persons at Main Entrance 1 more if second entrance
29	Mali / Ground Man	-	1 person for each up to 5-Kanals Open Area (Maximum 3 posts per Institute)
30	Sanitary Worker	-	1 person for covered area up to 3-Kanals (Maximum 5 posts per Institute)

B. GCTs WITH STUDENT'S CAPACITY-UP TO 600

Sr. No.	Designation	PS	1 Technology	4 Technologies
A)	Teaching Staff (Technical Subjects)			
1	Principal	19	1	
2	Vice Principal	18	1	
3	Senior Instructor	18	1	4
4	Instructor	17	3	12
Teaching Staff (Related Studies) for 4 Technologies				
5	Assistant Professor (Physics, Chemistry, Computer, Mathematics, Management, English)	18	1	
6	Lecturer (Physics, Chemistry, Computer, Math, Management, English, Islamic/Pak Studies)	17	6	
B)	Lab Staff			
7	Lab Technician	14	i. No. of labs ≤3 : 03 Posts ii. Upto 5 labs : 04 Posts iii. No. of labs ≤10 : 05 Posts iv. No. of labs >10 : 07 Posts For each technology v. One post for each RS Lab (Physics, Chemistry, Computer) for all technologies vi. 1 for each regular short course	
8	Lab Attendant	1	1 person for 2 labs of each DAE Technology	

C)	Admn & Support Staff		
9	Librarian	17	1 (Subject to availability of library)
10	Officer Student Services & Placement	17	1
11	Physical Education Officer	17	1 (Subject to own building and availability of formal playground of main sports like Cricket, Football & Hockey as per standard dimensions)
12	Accounts Officer	17	1
13	Hostel Warden	14	1 where hostel capacity is more than 100 students (Subject to availability of Hostel)
14	Imam Mosque / Khateeb	14	1 (Subject to availability of Mosque)
15	Storekeeper	11	1
16	Junior Clerk	11	4
17	Junior Accountant	11	1
18	Dispenser	6	1 (Subject to availability of Dispensary)
19	Driver	4	01 for each vehicle (Subject to availability of Vehicle)
20	Conductor	1	01 for each Bus / Coaster (Subject to availability of Bus / Coaster)
21	Cook	1	1 for each 100 students subject to the availability of Hostel
22	Hostel / Mess Attendant	1	1 for each 100 students subject to the availability of Hostel
23	Day Care Centre Attendant	1	1 (Only for female institute and subject to availability of Day Care Centre in accordance with guidelines issued by the Women Development Department, Govt. of the Punjab wherein minimum 4 children are in care)
24	Store Attendant	1	1
25	Naib Qasid	1	4
D)	Outsource		
26	Chowkidar / Security Guard	-	2 persons at Main Entrance 1 more if second entrance
27	Mali / Ground Man	-	1 person for each up to 5-Kanals Open Area (Maximum 3 posts per Institute)
28	Sanitary Worker	-	1 person for covered area up to 3-Kanals (Maximum 5 posts per Institute)

Note: The number of teaching staff will depend upon the number of technologies / groups in GCTs.



C. GTTIs / GATCs

Sr. No.	Designation	PS	Standard Strength
A) Teaching Staff			
1	Principal	18	1
2	Instructor	17	1 for each G-II Trade + 1 for upto 02 G-III Trades (subject to condition that no relevant G-II course is being offered)
3	Instructor (IT)	17	1 for institute (subject to condition that independent IT related course is being offered as regular course and IT Lab is available)
B) Lab Staff			
4	Lab Instructor	14	2 for each G-II Trade + 1 for each G-III Trade + 1 for each Short Course + * RS teachers will be engaged on visiting basis
5	Lab Attendant	1	1 for each G-II Trade + 1 for each upto 02 G-III Trades + 1 for each upto 02 Short Courses (subject to condition that independent Lab is established for Short Course)
C) Admn & Support Staff			
6	Officer Student Services & Placement	17	1 (for institutes having 200 & above capacity)
7	Junior Physical Education Officer	16	1 (where formal playground is not available but smaller area of at least 5 Kanals exist for outdoor activities)
8	Accounts Officer	17	1
9	Hostel Warden	14	1 where hostel capacity is more than 100 students (Subject to availability of Hostel)
10	Imam Mosque / Khateeb	14	01 (Subject to availability of Mosque)
11	Junior Clerk / Store Keeper	11	3
12	Driver	4	01 for each vehicle (Subject to availability of Vehicle)
13	Conductor	1	01 for each Bus/Coaster (Subject to availability of Bus/Coaster)
14	Cook	1	1 for each 100 students subject to the availability of Hostel
15	Hostel/Mess Attendant	1	1 for each 100 students subject to the availability of Hostel
16	Day Care Centre Attendant	1	1 (Only for female institute and subject to availability of Day Care Centre in accordance with the provisions given by the Women Development Department, Govt. of the Punjab wherein minimum 4 children are in care)
17	Store Attendant	1	1
18	Naib Qasid	1	2

Sr. No.	Designation	PS	Standard Strength
D)	Outsource		
19	Chowkidar / Security Guard	1	2 persons at Main Entrance 1 more if second entrance
20	Mali / Ground Man	1	1 person for each up to 5-Kanals Open Area (Maximum 3 posts per Institute)
21	Sanitary Worker	1	1 person for covered area up to 3-Kanals (Maximum 5 posts per Institute)

D. GVTI (W)s

Sr. No.	Designation	PS	Standard Strength
A)	Teaching Staff		
1	Principal	18	1 (for institutes having 200 & above capacity)
2	Principal	17	1 (for institutes having less than 200 capacity)
3	Instructor	17	1
4	Instructor (IT)	17	1 for institute (subject to condition that independent IT related course is being offered as regular course and IT Lab is available)
B)	Lab Staff		
5	Lab Instructor	14	2 for each G-II Trade + 1 for each G-III Trade + 1 for each Short Course + * RS teachers will be engaged on visiting basis
6	Lab Attendant	1	1 for each G-II Trade + 1 for each upto 02 G-III Trades + 1 for each upto 02 Short Courses (subject to condition that independent Lab is established for Short Course)
C)	Admn & Support Staff		
7	Officer Student Services & Placement	17	1 (for institutes having 200 & above capacity)
8	Junior Physical Education Officer	16	1 (where formal playground is not available but smaller area of at least 5 Kanals exist for outdoor activities)
9	Accountant	15	1
10	Imam Mosque / Khateeb	14	1 (Subject to availability of Mosque)
11	Junior Clerk / Store Keeper	11	2
12	Driver	4	01 for each vehicle (Subject to availability of Vehicle)
13	Conductor	1	01 for each Bus/Coaster (Subject to availability of Bus/Coaster)
14	Cook	1	1 for each 100 students subject to the availability of Hostel
15	Naib Qasid	1	1

D)	Outsource		
16	Chowkidar / Security Guard	1	2 persons at Main Entrance 1 more if second entrance
17	Mali / Ground Man	1	1 person for each up to 5-Kanals Open Area (Maximum 3 posts per Institute)
18	Sanitary Worker	1	1 person for covered area up to 3-Kanals (Maximum 5 posts per Institute)

E. GTTCs

Sr. No.	Designation	PS	Standard Strength
A)	Teaching Staff		
1	Principal	17	1
B)	Lab Staff		
2	Lab Instructor	14	1 for each G-III Trade + 1 for each Short Course + 1 for IT Course + * RS teachers will be engaged on visiting basis
3	Lab Attendant	1	1 for each upto 02 G-III Trades + 1 for each upto 03 Short Courses (subject to condition that no other relevant regular course is being offered OR independent Lab is established for Short Course)
C)	Admn & Support Staff		
4	Junior Physical Education Officer	16	1 (where formal playground is not available but smaller area of at least 5 Kanals exist for outdoor activities)
5	Imam Mosque / Khateeb	14	1 (Subject to availability of Mosque)
6	Junior Clerk / Store Keeper	11	1
7	Junior Accountant	11	1
8	Driver	4	1 for each vehicle (Subject to availability of Vehicle)
9	Conductor	1	1 for each Bus/Coaster (Subject to availability of Bus/Coaster)
10	Naib Qasid	1	1
D)	Outsource		
11	Chowkidar / Security Guard	1	2 persons at Main Entrance 1 more if second entrance
12	Mali / Ground Man	1	1 person for each up to 5-Kanals Open Area (Maximum 3 posts per Institute)
13	Sanitary Worker	1	1 person for covered area up to 3-Kanals (Maximum 5 posts per Institute)

Note: The function of Officer Student Services & Placement will be performed by the Principal at GTTIs, GVTIW's having less than 200 capacity and accordingly at all GTTCs by the Principal irrespective of capacity.

3. The staff strength in new projects / institutions will be provided as per above said Benchmark-2026.



4. The Operations-I & Operations-II Wings will be responsible for implementation of aforementioned benchmark 2026 in a manner as mentioned below:

- i. Obtain and compile the latest approved SNE of each TEVTA institution under their respective administrative control.
- ii. The existing sanctioned posts viz-a-viz working staff of each institute shall be reviewed and aligned with this Benchmark with the coordination of Finance Wing, TEVTA Secretariat, Lahore.
- iii. Institute wise analysis shall be conducted to determine surplus or deficient staff. Based on that gap analysis, they will prepare institute wise proposals for creation, abolition, re-designation or re-location of posts to apply this Benchmark.
- iv. The finalized institute wise plan shall be submitted to the Competent Authority for approval, whereafter necessary orders may be issued including transfer / posting of staff (if required).

**CHAIRPERSON
TEVTA**

No. & Date Even.

A copy is forwarded for information and necessary action to:

1. All Directors General, TEVTA Secretariat, Lahore.
2. All Regional Directors, TEVTA in Punjab
3. All Directors, TEVTA Secretariat, Lahore.
4. All District Directors, TEVTA in Punjab.
5. The Director (MIS) with the direction to place the same on TEVTA website.
6. All Deputy Directors (Finance), TEVTA Regional Director Office (Lahore, Rawalpindi and Multan).
7. All Assistant Directors (Finance), TEVTA in Punjab.
8. Director to Chairperson, TEVTA.
9. PS to Chief Operating Officer, TEVTA.
10. Office file


**DIRECTOR GENERAL (HR)
TEVTA**