

218-



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UNIVERSITY OF AGRICULTURE, FAISALABAD
(ACADEMIC SECTION)

Dated: 10.05.2017

NOTIFICATION

No. A-3/297-16/23704 The worthy Governor Punjab/Chancellor, in terms of the proviso (ii) of Sub-Section (2) of Section 30 read with Sub-Section (8) of Section 11 of the University of Agriculture, Faisalabad Act, 1973 has been pleased to approve "The University of Agriculture Faisalabad Employees (Revised Basic Pay Scales, Allowances and Pension)(BPS 1 to 22) Statutes, 2016" vide No.SO(R&E)7-32/2016-S.P Dated 17.04.2017 (Appendix).

Sd/-
(CH. MUHAMMAD HUSSAIN)
REGISTRAR

Endst. No. A-3/297-16/23705-820

Dated: 10.05.2017

Copy forwarded for information and necessary action to:-

1. All Deans/Directors/Principal Officers.
2. Principals UAF Sub Campuses at T.T.Singh, Burewala (Vehari), UAF Community College at PARS and Depalpur (Okara).
3. All Chairmen of Teaching Departments.
4. Hall Warden/Senior Tutor/University Engineer/Incharge, Power House/Senior Medical Officer/Estate Care Officer.
5. All Heads of Sections working under Registrar, Treasurer and Controller of Examinations.
6. Secretary to Vice Chancellor.
7. P.A. to Registrar.


(ABDUL HAFEEZ)
DEPUTY REGISTRAR (G)

-2-

217

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GOVERNMENT OF THE PUNJAB
AGRICULTURE DEPARTMENT

Dated Lahore, the 17th April, 2017

NOTIFICATION

NO. SO (R&E) 7-32/2016-S.P: In terms of the proviso (ii) of Sub-section (2) of Section 30 read with Sub-section (8) of Section of Section 11 of the University of Agriculture, Faisalabad Act, 1973, the Governor/Chancellor has been pleased to approve "The University of Agriculture, Faisalabad Employees (Revised Basic Pay Scales, Allowances and Rension) (BPS-1 to BPS-22) Statutes, 2016" (copy enclosed), as recommended by the Senate, University of Agriculture, Faisalabad.

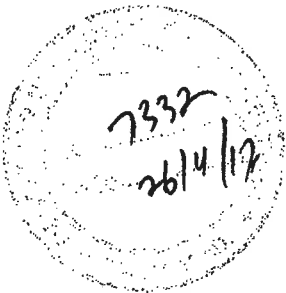
BY ORDER OF THE GOVERNOR/CHANCELLOR

SECRETARY TO GOVT. OF THE PUNJAB
AGRICULTURE DEPARTMENT

NO. & DATE EVEN

A copy is forwarded for information and necessary action to the:-

1. Secretary to Chancellor/Governor, Punjab.
2. Secretary to Chief Minister, Punjab.
3. Vice Chancellor, University of Agriculture, Faisalabad.
4. Registrar, University of Agriculture, Faisalabad.
5. Director General Audit (Civil), Punjab, Lahore.
6. Superintendent, Government Printing Press, Punjab, Lahore, for publication in the next gazette.



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AR/CG

27/04/17

Mr. Hafiz

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SECTION OFFICER (R&E)

APPENDIX

UNIVERSITY OF AGRICULTURE, FAISALABAD

THE UNIVERSITY OF AGRICULTURE FAISALABAD EMPLOYEES
(REVISED BASIC PAY SCALES, ALLOWANCES AND PENSION)
(BPS-01 TO BPS-22) STATUTES, 2016

WHEREAS, it is expedient to further revise the existing University of Agriculture Faisalabad Employees, Basic Pay Scales, Allowances and Pension Statutes, in the manner hereinafter appearing.

NOW, therefore, in exercise of the powers vested in him under Section 11(5) of the University of Agriculture Faisalabad Act, 1973, read with Section 30(2)(ii) of the Act *ibid.* the Chancellor, University of Agriculture, Faisalabad has been pleased to approve the following Statutes:-

1. Short Title and Commencement:

- (i) These Statutes may be called the University of Agriculture Faisalabad Employees (Revised Basic Pay Scales, Allowances and Pension) (BS 1-22) Statutes, 2016.
- (ii) These Statutes shall take effect from 1st July, 2016.
- (iii) In these Statutes, unless there is anything repugnant in the subject or context:
 - (a) "Existing Statutes" means the University of Agriculture Faisalabad Employees (Revised Basic Pay Scales, Allowances and Pension) (BS-1 to 22) Statutes, 2015.
 - (b) "Existing Pay" means the pay that an existing employee was in receipt on 30th June, 2016 in the existing Statutes.
 - (c) "Existing Pay Scales" means the scales of pay specified in Annex appended to the existing Statutes.
 - (d) "Existing Employee" means an employee who has been in the University Service before or on 30th June, 2016.
 - (e) "Revised Basic Pay Scales" means the scales of pay specified in Annexure appended to these Statutes.
 - (f) "Employee" means an employee of University of Agriculture, Faisalabad.
 - (g) "Pensioner" means a pensioner of the University of Agriculture, Faisalabad.

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2. **Applicability:**

All existing employees shall get the Revised Basic Pay Scales 2016 as shown in Annexure in replacement of the University of Agriculture Faisalabad Employees (Revised Basic Pay Scales, Allowances and Pension) (BS-1 to 22) Statutes-2015.

3. **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 Revised 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/Statutes, 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 scale on 30.06.2016, he/she shall continue to draw such pay in the Revised Basic Pay Scales-2016 at the revised rates.

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 that would have been admissible to him if his promotion to the higher post/scale 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 1st of December each year. However, the first annual increment of existing employees in Revised Basic Pay Scales-2016 in which their pay is fixed as on 01.07.2016 shall accrue on the 1st of December 2016.

PART-II (ALLOWANCES)

6. **Adhoc Relief allowances:**

The following Adhoc Relief Allowances granted w.e.f. 01.07.2013, 01.07.2014 and 01.07.2015 shall cease to exist with effect from 01.07.2016:-

Sr. No.	Name of Ad-hoc Relief Allowance	Notification No. & Date	Admissible Rates
i)	Ad-hoc Relief Allowance-2013(01.07.2013)	FD,PC, 2-2/2013 dated 19.07.2013	10% of the basic pay on BPS-2011
ii)	Ad-hoc Relief Allowance-2014(01.07.2014)	FD,PC,2-2/2014 dated 18.07.2014	10% of the basic pay on BPS-2011
iii)	Ad-hoc Relief Allowance-2015 (01.07.2015)	Para 8 of FD,PC, 2-1/2015 dated 22.07.2015	7.5% of the basic Pay on BPS-2015

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7. Adhoc Allowance -2010 (If Admissible):

- i) The Ad-hoc Allowance-2010 @ 50% of the basic pay of Basic Pay Scales-2008 (where admissible to the employees) 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 Allowance-2010 @ 50% of the minimum of relevant Basic Pay Scales-2008 (if admissible) on notional basis with effect from 01.07.2016, till further orders, and shall stand frozen at the same level.

8. Adhoc Relief Allowance -2016:

- i) An Ad-hoc Relief Allowance -2016 @ 10% of the running basic pay of Revised BPS-2016 to the employees shall be allowed with effect from 01.07.2016 till further order. 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 except during extra ordinary leave.
- 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} 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.

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9. **Qualification Pay:**

The rates of Qualification Pays shall be revised as under:

S #	Qualification	Existing Rates (Per month)	Revised Rates (per month)
a	SAS/PFA ✓	Rs. 800/-	Rs. 1,200/-
b	ICMA/ICWA (Part-III)	Rs. 800/-	Rs. 1,200/-
c	ICMA/ICWA/CIMA/ACCA* ✓	Rs. 2,100/-	Rs. 3,150
d	Chartered Accountant	Rs. 2,300/-	Rs. 3,450/-
e	Staff College/NMC/NDC	Rs. 2,000/-	Rs. 3,000/-
f	NIPA Advanced Course	Rs. 1,000/-	Rs. 1,500/-
g	Mid Career Mgt Course	Rs. 500/-	Rs. 750/-
h	Mandatory Training at MPDD for promotion from BS-18 to BS-19	Rs. 800/-	Rs. 1,200/-
i	Mandatory Training at MPDD for promotion for BS-17 to BS-18	Rs. 700/-	Rs. 1,050/-
j	Mandatory Training at MPDD for promotion form BS-16 to BS-17	Rs. 500/-	Rs. 750/-

(*Note: CIMA and ACCA qualified employees may henceforth be allowed Qualification pay at the same rate as admissible for ICMA/ICWA)

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

S #	Item	Existing Rates (per month)	Revised Rates (per month)
i	Deputation Allowance	20% of the Basic Pay subject to maximum Rs. 6,000/-	20% of the Basic Pay subject to maximum Rs. 12,000/-
ii	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/-

11. **Revision of Rates of Allowance:**

The following Allowances will be admissible to the entitled employees at the revised rate with effect from 1st July, 2016:-

Sr.No.	Name of Allowance	Existing Rate	Revised Rate
i)	Integrated Allowance	Rs.300/- p.m.	Rs.450/- p.m.
ii)	Washing Allowance	Rs.100/- p.m.	Rs.150/- p.m.
iii)	Dress Allowance	Rs.100/- p.m.	Rs.150/- p.m.

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12. Special Pays and Allowances:

All the Special Pays, Special Allowances or the Allowances admissible as percentage of pay (excluding those which are capped by fixing maximum limit) including House Rent Allowance and the Allowances/Special Allowances equal to initial or basic pay granted to any employee shall stand frozen at the level of its admissibility as on 30.06.2016.

13. GRANT OF SPECIAL CONVEYANCE ALLOWANCE TO DISABLE EMPLOYEES

Special Conveyance allowance will be admissible to disable employees @ 1000/- per month in addition to normal Conveyance allowance with effect from 1st July, 2016. Following terms and conditions will be applicable for admissibility of this allowance:-

- a) It will be allowed to those employees who have been appointed against disable employees, quota, or they have been declared/certified as disable by an authorized Medical Board thereafter during service.
- b) It will not be admissible during leave of any kind, except medical leave upto one month or causal leave.

c) Option:

- i. All the existing employees (BS 1-22) shall within 30 days from the date of issuance of notification of approval of these Statutes, exercise an option in writing and communicate it to the Registrar under intimation to the Treasurer of the University, either to continue to draw salary in the Basic Pay Scales-2015, or in the Basic Pay Scales -2016 as specified in these Statutes. Option once exercised shall be considered final.
- ii. An existing employee, as aforesaid, who does not exercise and communicate such an option within the specified time limit, shall be deemed to have opted for the Revised Basic Pay Scales-2016.

15. Anomalies:

An Anomaly Committee shall be set up by the University to resolve the anomalies, if any, arising in the implementation of University of Agriculture Faisalabad, Employees Revised Basic Pay Scales, Allowance and Pension Statutes 2016.

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PART-III PENSION

16. Increase in pension @ 10% of net pension with effect from 1st July, 2016 will be admissible to all pensioners of the University, until further orders.
17. However, all pensioners of the University who are 85 years old or more, shall be allowed 25% instead of 10% increase in their net pension w.e.f. 01.07.2016.
18. The 10% increase in pension, as allowed vide Para I of Government of the Punjab, Finance Department's circular letter No.FD.SR.III-4-320/2013 dated 22.07.2013 and 10% increase in pension as allowed vide para I of circular No.FD.SR.III-4-302/2014 dated 18.07.2014 shall be discontinued for those who would retire on or after 01.07.2016.
19. However, 15% increase in pension as allowed vide para I of Finance Department's circular letter No.FD.SR.III-4-108/2010 (A) dated 15.07.2010, 15% increase in pension as allowed vide para 12 (i) of circular letter No.FD.PC-II-I/2011 dated 11.07.2011 and 7.5% increase in pension as allowed vide para I of circular letter No.FD.SR.III-4-259/2015(A) dated 23rd July, 2015 shall be admissible to new pensioners who would retire on or after 01.07.2016.
20. The 10% increase in pension as mentioned vide para 16 above will also be admissible to the pensioners who would retire on or after 01.07.2016.
21. For the purpose of admissibility of increase in pension sanctioned in these Statutes, the term "Net Pension" means "Pension being drawn" minus "Medical Allowance".
22. The increase will also be admissible on family pension granted under the University Statutes or under the Punjab Civil Services Pension Rules, Pension-cum-gratuity Scheme 1954, Liberalized Pension Rules, 1977, on pension sanctioned under the Central Civil Service (Extra Ordinary Pension) Rules as well as on the Compassionate Allowance, if being drawn by any pensioner.
23. If the gross pension sanctioned by the university is shared with any Govt. or Public Sector Institution or Body in accordance with the rules laid down in part-IV of Appendix-III to the Accounts Code, Volume-I, the amount of the increase in pension will be apportioned between the University and the other Govt. or Public Sector Institution or Body concerned on proportionate basis.

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224

24. The benefit of increase in pension sanctioned under these Statutes will also be admissible to those University pensioners, who are residing abroad (other than those residing in India and Bangladesh) who retired on or after 15.08.1947 and are not entitled to or not in receipt of pension increase under the British Government's Pension (increase) Acts. The payment will be made at the applicable rate of exchange.

25. General

- i) All the existing Statutes/Rules/Orders on the subject shall be considered to have been modified to the extent indicated above. All the existing Statutes/Rules/Orders not so modified shall continue to be in force under these Statutes.
- ii) All instructions, revision, clarification and addition made by Government of the Punjab in later stage in connection with Pay Scales, Allowances and Pension announced by the Government, will automatically become part of these Statutes with approval of the Syndicate.

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226
-9-

ANNEXURE

**THE UNIVERSITY OF AGRICULTURE FAISALABAD
EMPLOYEES (REVISED BASIC PAY SCALES, ALLOWANCES
AND PENSION) (BS-1-22) STATUTES, 2016**

Basic Pay Scales-2015					Basic Pay Scales-2016				
BPS	MIN	INCR	MAX	STG	BPS	MIN	INCR	MAX	STG
1	6,210	195	12,060	30	1	7,640	240	14,840	30
2	6,335	220	12,935	30	2	7,790	275	16,040	30
3	6,535	260	14,335	30	3	8,040	325	17,790	30
4	6,730	300	15,730	30	4	8,280	370	19,380	30
5	6,985	340	17,185	30	5	8,590	420	21,190	30
6	7,235	375	18,485	30	6	8,900	470	23,000	30
7	7,490	415	19,940	30	7	9,220	510	24,520	30
8	7,750	455	21,400	30	8	9,540	560	26,340	30
9	8,015	495	22,865	30	9	9,860	610	28,160	30
10	8,275	544	24,595	30	10	10,180	670	30,280	30
11	8,540	595	26,390	30	11	10,510	740	32,710	30
12	9,055	650	28,555	30	12	11,140	800	35,140	30
13	9,700	715	31,150	30	13	11,930	880	38,330	30
14	10,340	790	34,040	30	14	12,720	980	42,120	30
15	10,985	905	38,135	30	15	13,510	1,120	47,110	30
16	12,910	1,035	43,960	30	16	15,880	1,280	54,280	30
17	20,680	1,555	51,780	20	17	25,440	1,930	64,040	20
18	25,940	1,950	64,940	20	18	31,890	2,400	79,890	20
19	40,155	2,075	81,655	20	19	49,370	2,560	100,570	20
20	46,705	3,050	89,405	14	20	57,410	3,750	109,910	14
21	51,885	3,375	99,135	14	21	63,780	4,150	121,880	14
22	55,755	3,960	111,195	14	22	68,540	4,870	136,720	14

F. G. S. S.