

**THE UNIVERSITY OF AGRICULTURE FAISALABAD
EMPLOYEES (REVISED BASIC PAY SCALES, ALLOWANCES
AND PENSION) (BS 1-22) STATUTES, 2005**

WHEREAS it is expedient to further revise the 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) ibid the Chancellor, University of Agriculture, Faisalabad is pleased to approve the following Statutes:-

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| Short title and commencement. | 1. | <p>(i) These Statutes may be called the University of Agriculture Faisalabad Employees (Revised Basic Pay Scales, Allowances and Pension) (BS 1-22) Statutes, 2005.</p> <p>(ii) These Statutes shall take effect from 1st July, 2005.</p> <p>(iii) In these Statutes, unless there is anything repugnant in the subject or context:</p> <p style="margin-left: 40px;">(a) “Existing Pay” means the pay that an existing employee was in receipt of on 30th June, 2005 in the existing University of Agriculture Faisalabad Employees (Revised Basic Scales and Fringe Benefits) (BS-1 – 22) Statutes, 2001.</p> <p style="margin-left: 40px;">(b) “Existing Employee” means an employee who has been in the University Service before 30th June, 2005.</p> <p style="margin-left: 40px;">(c) “Revised Basic Pay Scales” means the scales of pay specified in Annexure appended to these Statutes.</p> <p style="margin-left: 40px;">(d) “Employee “means the employee of University of Agriculture, Faisalabad.</p> <p style="margin-left: 40px;">(d) “Pensioner” means the pensioner of the University of Agriculture, Faisalabad</p> |
| Applicability. | 2. | <p>All existing University employees shall get the Revised Basic Pay Scales 2005 as shown in Annexure in replacement of the University of Agriculture Faisalabad Employees (Revised Basic Pay Scales and Fringe Benefits) (BS.1-22) Statutes, 2001.</p> |

Fixation of Pay
of the existing
employees

3. (i) The basic pay of an employee in service on 30-6-2005 shall be fixed in the revised basic pay scales on point to point basis i.e. at the stage corresponding to that occupied by him above the minimum of 2001 Basic Pay Scales Statutes, 2001.
- (ii) The corresponding stage for fixation of basic pay in the aforesaid manner in respect of an employee whose pay was fixed beyond the maximum of the relevant scale as a result of discontinuation of move over policy under the Basic Pay Scales Statutes 2001 shall be determined on notional extension basis i.e. by treating the amount of personal pay drawn by him on 30th June, 2005, as part of his basic pay scale and the amount beyond the maximum of the prescribed stage in the revised Basic Pay Scales, shall be allowed as personal pay.

4. **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 Basic Pay Scales, in which their pay is fixed on 01.07.2005 shall accrue on the 1st December, 2005.

ALLOWANCES:

5. **Special Additional Allowance:**

Special Additional Allowance shall continue to be admissible at frozen level on existing conditions.

6. **Special Relief Allowance and Adhoc Relief:**

Special Relief Allowance and Adhoc Relief sanctioned w.e.f.1.7.2003 and 1.7.2004 respectively shall stand frozen at the level of their admissibility as on 30.6.2005 and the amount shall continue to be admissible to the entitled recipients till further orders but it will cease to be admissible to new entrants joining University service on or after 1.7.2005 as well as to those employees to whom it was ceased to be admissible under the existing conditions.

7. **House Rent Allowance:**

House Rent Allowance shall be admissible with reference to the Revised Basic Pay Scales Statutes, 2005 subject to the existing conditions.

8. **Medical Allowance:**

Medical Allowance shall be admissible @ Rs. 425/-per month subject to the existing conditions.

9. **Conveyance Allowance:**

a) Conveyance Allowance shall be admissible on revised rates as follows:

BPS	RATES
1-4	Rs. 340/- pm
5-10	Rs. 460/-pm
11-15	Rs. 680/-pm
16-20	Rs. 1240/-pm

b) Conveyance Allowance @Rs.1240/- per month shall also be admissible to those BPS 21 & 22 officers who are not sanctioned official vehicle.

10. **Other Special Pays/Special Allowances:**

The rates of Special Pays and Special Allowances shall be revised as detailed below:-

(i) Entertainment Allowance:

BPS	Existing	Revised
19	Nil	Rs.500/-pm
20	Rs.480/-pm	Rs.600/-pm
21	Rs.525/-pm	Rs.700/-pm
22	Rs.725/-pm	Rs.975/-pm

(ii) Daily Allowance:

BPS	EXISTING		REVISED	
	Ordinary	Special	Ordinary	Special
1-4	80/-	110/-	125/-	200/-
5-11	100/-	120/-	155/-	220/-
12-16	180/-	200/-	280/-	365/-
17-18	320/-	350/-	500/-	640/-
19-20	400/-	450/-	625/-	825/-
21-22	450/-	550/-	700/-	1000/-

Special rates shall also be allowed at Muzaffarabad & Mirpur AJ&K in addition to those places at which special rates are already admissible.

(iii) Transportation/Mileage Allowance:

Transportation	Existing	Revised
i) Motor Car	Rs.1.20/- per K.m.	Rs.2/- per k.m.
ii) Motor Cycle/Scooter	Rs.0.40/- per k.m.	Rs.1/- per k.m.
Mileage Allowance		
i) Personal Car/Taxi	Rs.3/- per k.m.	Rs.5/- per k.m.
ii) Motor Cycle/Scooter	Rs.1/- per k.m.	Rs.2/- per k.m.
iii) Bicycle/Animal back/ foot	Rs.0.75/- per k.m.	Rs.1/- per k.m.
iv) Public Transport	Rs.0.3/- per k.m. (BPS-6 & below). Rs.0.50 per k.m. (BPS 7 & above)	Rs. 1/- per k.m. Rs. 1/- per k.m.
Travel by Air	University employees in BPS-17 and those in receipt of pay of Rs.5400 and above.	University employees in BPS-17 & above.
Carriage of Personal effects on Transfer/ Recruitment	Paisa 0.148 per k.m. per k.g. (or 2.96 paisa per k.m. per unit of 20 k.gs).	Rs.0.008 per k.m. per k.g.

(iv) Qualification Pay:

S.No	Qualification	Existing	Revised
	SAS Accountant	Rs.200/-pm	Rs.400/-pm

(v) Senior Post Allowance:

BPS	Existing	Revised
20	Rs.850/-pm	Rs.1100/-pm
21	Rs.925/-pm	Rs.1200/-pm
22	Rs.1200/-pm	Rs.1600/-pm.

(vi) Deputation/Addl. Charge Allowance:

	Existing	Revised
Deputation Allowance	@ 20% of the minimum of the pay scale of the deputationist irrespective of the pay scale of the post against which he is working on deputation	@ 20% of the Basic Pay subject to maximum of Rs.6000/- pm.
Additional Charge Allowance	@ 20% of Basic Pay upto a maximum of Rs.1100/- pm	@ 20% of the Basic Pay subject to maximum of Rs.6000/- pm

(vii). Special Pay to Secretary to VC/ PAs:

	Existing	Revision
Secretary to VC	Rs.375/-pm.	Rs.500/-pm.
PAs	Rs.120/- pm	Rs.160/- pm

(viii) Contingent Allowances:

The Integrated Allowance @ Rs. 150/- pm shall be admissible to Naib Qasids, Qasids Daftaries, Chowkidars, Sweepers and Sweepresses, w.e.f. 1.7.2005. The Washing Allowance and Dress Allowance admissible to Naib Qasids, Qasids, Chowkidars, Sweepers and Sweepresses shall stand abolished under these Statutes.

PENSION

11. Commutation shall be admissible upto a maximum of 35% of Gross Pension, at the option of the pensioner. Admissibility of monthly pension shall be increased from the existing 60% to 65% of Gross Pension.
12. An increase @ 10% shall be allowed on the amount of pension being drawn by the existing pensioners as well as to those University employees who would draw pension under the Revised Basic Pay Scales Statutes, 2005.
13. The increases allowed on pension @ 15% and 8% w.e.f. 01-7-2003 and 01-07-2004 respectively shall not be admissible to the University employees who would draw pension under the revised Basic Pay Scales Statutes, 2005.

- Option** 14. (a) All the existing employees (BS.1 to 22) of the University shall within 60 days from the date of issuance of these Statutes, exercise an option in writing and communicate it to the Registrar as well as to the Treasurer either to continue to draw salary in the existing Basic Pay Scales Statutes, in which he is already drawing or in revised Basic Pay Scales and pension/commutation Statutes, 2005 as specified in these Statutes. Option once exercised shall be final.
- (b) 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 Statutes, 2005.
- General** 15. (a) All the existing statutes, rules and orders on the subject shall be deemed to have been modified to the extent indicated in above. All existing statutes, rules and orders not so modified shall continue to be in force under these Statutes.
- (b) Any instructions, revision and addition made by the Government of Punjab in Pay Scales announced by the Government in later stage, will automatically become a part of these Statutes.
- Anomalies** 16. An Anomaly Committee shall be set up in the University to resolve the anomalies if any, arising in the implementation of the Revised Basic Pay Scales Statutes, 2005.