



HIGHER EDUCATION COMMISSION

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No. F.P.2-103/HEC/2011-12/321

December 01, 2011

NOTIFICATION

Subject: **Revision in Tenure Track Salary Package**

Consequent upon the vigorous persuasion and correspondence with the Federal Government, Finance Division (Regulation Wing), Government of Pakistan has conveyed its concurrence vide office Memorandum No. F.4(10)R-4/2002 dated 29-11- 2011 to the **revision of Tenure Track Salary Package @ 30% with immediate effect** (copy enclosed).

Therefore, Higher Education Commission is pleased to notify the revised **Tenure Track Pay Package for its adoption** in the public sector Universities/Degree Awarding Institutions/Centres through their respective governing bodies i.e. Syndicate/BOG, etc. The Existing and revised Tenure Track Pay Package are, as under:-

Faculty Member	Existing Tenure Track Pay Package			Revised Tenure Track Pay Package			Stages
	Minimum	Incr.	Maximum	Minimum	Incr.	Maximum	
Professor	180,000	8,800	312,000	234,000	11,440	405,600	15
Associate Professor	120,000	7,000	225,000	156,000	9,100	292,500	15
Assistant Professor	80,000	5,500	162,500	104,000	7,150	211,250	15

2. Other terms and conditions of the revised salary package shall remain the same as contained in the HEC's previous notification No.F.P.2-103/HEC/2007/726 dated 15th September, 2007.

Ghulam Nabi

Dy. Director (Budget)

Circulations:

1. President's Secretariat, Aiwan-e-Sadr, Islamabad
2. Governor's/Chancellor's Secretariat (in all Provinces/AJK)
3. All public sector Universities/DAIs/Centres
4. Provincial Education Secretaries(in all Provinces)

Government of Pakistan
FINANCE DIVISION
(Regulations Wing)

No.F.4(10)R-4/2002-

Islamabad, the 29th November, 2011.

OFFICE MEMORANDUM

Subject:- Revision in Tenure Track Salary Package.

The undersigned is directed to refer to the correspondence resting with the Higher Education Commission's DO letter No.F.P.2-103/HEC/2011/252 dated 20-07-2011 and to convey the approval of Finance Division to the revision of Tenure Track Pay Package @ 30% **with immediate effect**. The existing and revised Tenure Track Pay Packages are, as under:-

Category of Faculty Members	Existing Tenure Track Pay Packages				Revised Tenure Track Pay Packages		
	Min.	Incr.	Max.	Stages	Min.	Incr.	Max.
Professor	180,000	8,800	312,000	15	234,000	11440	405,600
Associate Professor	120,000	7,000	225,000	15	156,000	9100	292,500
Asstt. Professor	80,000	5,500	162,500	15	104,000	7,150	211,250

2. The other terms and conditions shall remain the same as contained in Finance Division's UO No.F.4(10)R-4/02(Vol.I) dated 09-08-2007.



(Syed Saifullah)
Deputy Secretary (R-II)
Ph: 9262627.

Higher Education Commission,
(Prof.Dr. S. Sohail H. Naqvi,
Executive Director),
Islamabad.

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