



# Himachal Pradesh Power Corporation Limited

(A State Government Undertaking)

Himfed Building, BCS, New Shimla, Shimla-171009.

Phone: 0177-2670633, Fax: 0177-2671589.

CIN:U40101HP2006SGC030591

HPPCL/P&A/IR(General)/24/Vol-IX- 9500-9521

Date: 01/10/24

Copy of Notification **No. Shram (A) 4-1/2024** dated **23.09.2024** by Department of Labour & Employment, Government of Himachal Pradesh regarding Revision of Minimum Wages of the workers working in the Scheduled Employment "**Hydro Power Projects**" w.e.f. **1<sup>st</sup> April, 2024** is forwarded to the following for information with the request to adhere to the Minimum wages stated therein:

1. **The GM**, Corporate Planning, HPPCL, Himfed Building, BCS, New Shimla, Shimla-9.
2. **The GM**, Civil Contracts, HPPCL, Himfed Building, BCS, New Shimla, Shimla-9.
3. **The GM (Electrical)**, HPPCL, Himfed Building, BCS, New Shimla, Shimla-9.
4. **The GM (Generation)**, HPPCL, Himfed Building, BCS, New Shimla, Shimla-9.
5. **The GM**, Civil Designs, HPPCL, Sundernagar, Distt. Mandi.
6. **The GM**, Shongtong Karcham HEP, HPPCL, Reckong Peo, Distt. Kinnaur.
7. **The GM**, Integrated Kashang HEP, HPPCL, Reckong Peo, Distt. Kinnaur.
8. **The GM**, Renuka Dam Project, HPPCL, Dadahu, Distt. Sirmaur.
9. **The GM**, TM & TP HEPs, HPPCL, Sujampur, Distt. Hamirpur.
10. **The GM**, Ravi & Chenab Projects, HPPCL, Hardaspura. Distt. Chamba.
11. **The AGM (Finance)**, HPPCL, Himfed Building, BCS, New Shimla, Shimla-9.
12. **The DGM-cum-HOP**, Sainj HEP, HPPCL, Sarabai, Bhuntar, Distt. Kullu.
13. **The DGM-cum-HOP**, Sawra Kuddu HEP, HPPCL, Hatkoti, Distt. Shimla.
14. **The DGM, IKHEP, Stage-I**, IKHEP, HPPCL, Reckong Peo, Distt. Kinnaur.
15. **The DGM (E)-cum-HOP**, Solar Power Projects, HPPCL, Anu, Hamirpur.
16. **The Sr. Manager (IT)**, Himfed Building, BCS, New Shimla, Shimla-9 for uploading the same on the website of HPPCL.
17. **The Sr. Manager (S&W)**, HPPCL, Himfed Building, BCS, New Shimla, Shimla-9.
18. **The Sr. Manager (PRM)**, HPPCL, Himfed Building, BCS, New Shimla, Shimla-9.
19. **The Dy. Manager (Estate)**, HPPCL, Himfed Building, BCS, New Shimla, Shimla-9.
20. **The Dy. Manager (Admin)**, HPPCL, Himfed Building, BCS, New Shimla, Shimla-9.
21. **Guard File.**
22. **Notice Board**

  
**Dy. General Manager (P&A)**

(Authoritative English Text of this Department Notification No. Shram(A)4-1/2024 dated 23.09.2024 as required under clause (3) of article 348 of the Constitution of India.)

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GOVERNMENT OF HIMACHAL PRADESH  
DEPARTMENT OF LABOUR EMPLOYMENT & O.P.

NOTIFICATION

No. Shram(A)4-1/2024

Dated Shimla-2, the

23.09.2024.

12. Hydro Power Projects

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the Scheduled employment of "Hydro Power Projects" may be revised in respect of unskilled and other categories of workers may be fixed with effect from 01.04.2024;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act, 1948, a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018-P-II dated 24-04-2023;

And whereas, a meeting of the said Committee was held on 20-06-2024 wherein increase in minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and it has been decided by the Government that the revised minimum wages will be applicable w.e.f. 01.04.2024;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f 01.04.2024 as per recommendations of the said Committee as under:-

Category of Workers

Minimum Wages

Daily Monthly

UN-SKILLED WORKERS :

Rs. Rs.

Peon, Helper to Pump Operator, Helper to Concrete Pump Operator.  
Pump Attendant, Helper to JWR Crane Operator, Helper to Plant  
Operator, Helper to Excavator Operator, Helper to Concreting Plant  
Operator, Helper to Loader Operator, Helper to TAMROCK Operator,  
Helper to Mechanic, Helper to Turner, Helper to Electrician, Helper to  
Auto Electrician, Helper to Welder, Helper to Fitter, Helper to  
Carpenter, Helper to Heavy Motor Vehicle Driver, Helper to Khelasi,  
Compressor Attendant, Generator Attendant, TM Attendant, Helper to  
Concrete Mixture Plant Operator, Helper to Fireman, Helper to Stone  
Dresser, Helper to Head Watchman, Helper to

400 12,000

Laboratory Assistant, Helper to Gauge Reader, Helper to Time Keeper,  
Helper to Diesel Generator Set Operator, Helper to Generator Operator,  
Helper to Wireless Operator, Helper to Engine Fitter, Helper to Diesel  
Engine Fitter, Helper to Pipe Fitter, Helper to Pujari, Cleaner-cum-  
Beldar, Washerman, Washermaid, Office Boy, Clay Cleaner, Helper  
Boomer, Helper to Automobile Fitter, Masachil, Air Conditioning Plant

**SEMI-SKILLED WORKER:**

Junior Pump Operator, Junior Concrete Pump Operator, Junior JWR 425 12,750  
Crane Operator, Junior Plant Operator, Junior Nozzleman, Junior  
Excavator Operator, Junior Concreting Plant Operator, Junior Loader  
Operator, Junior TAMROCK Operator, Junior Mechanic, Junior Auto  
Electrician, Junior Welder, Junior Fitter, Junior Tyre Fitter, Junior  
Painter, Junior Plumber, Junior Denter, Junior Carpenter, Security Guard,  
Khalasi(3 Years Experience), Junior Compressor Attendant, Generator  
Attendant, Locomotive Attendant, Concrete Mixture Attendant,  
Assistant Fireman, Stone Dresser, Laboratory Assistant, Gauge Reader,  
Time Keeper, Diesel Generator Set Operator, Generator Operator,  
Wireless Operator, Junior Diesel Engine Fitter, Junior Pipe Fitter,  
Telephone Attendant, Assistant Surveyor, Office Attendant, Junior Oiler,  
Junior Driller, Junior JCB Operator, Junior Scrapper, Pujari, Assistant  
Storekeeper, Assistant Store Munshi, Complaint Attendant, Junior  
Electrician, Mali

**SKILLED WORKERS :**

Dozer Operator, Grader Operator, Loader Operator, Batching Plant 464 13,920  
Operator, Crushing Operator, Excavator Operator, CMT Crane  
Operator, 26 Tonne Dumper Operator, Plant Operator, Gantry Operator,  
JCB Operator, Locomotive Operator, Tamrock/Jambo Operator,  
Mechanic, Turner, Welder, Driller, Nozzleman, Fitter, Steel Fixer,  
Blacksmith, Blaster, Carpenter, Auto Electrician, Painter, Denter, Mason,  
Plumber, Bar Binder, Tyre Fitter, CMT Operator, AC Plant Operator,  
Merlo Operator, Work Inspector, Supervisor, Camp-Incharge, Non  
Technical Supervisor( Mining Blasting), Driver, Mobile Crane Operator,  
Bacoh Operator, Hydro Crane Operator, Surveyor, Scrap Operator,  
Bobcat Operator, Scoop Operator, Garroting Pump Operator, Mortar  
Binder, Data Entry Operator, Cashier, Storekeeper, Accounts Clerk,  
Clerk, Computer Operator, Cook, Khalasai(more than 5 years  
Experience) and Dhobi.

**HIGHLY SKILLED**

Senior Crane Operator, Senior Batching Plant Operator, Senior Trailer 553 16,590  
Operator, Senior Dumper Operator, Tunnel Boring Machine Operator,  
Senior Plant Operator, Senior Heavy Earth Moving Machine Operator,  
Senior Dozer Operator, Senior Loader Operator, Senior CE Plant  
Operator, Senior Carpenter, Senior Mechanic, Senior Driller, Senior  
Black Smith, Senior Electrician, Senior Bar Binder, Senior Auto

Electrician, Senior Fitter, Senior Type Fitter, Senior Turner, Senior Welder, Senior Denter, Driver (Heavy Transport Vehicle), Tower Crane Operator, Senior Welder X-Ray, Cable Jolnter, Senior Blaster, 40 Tonne Dumper Operator, Senior Jumbo Operator, Foreman, Gunman, Senior A.C Plant Operator, Workshop Mechanic, Compounder, Chemical Analyser, Laboratory Assistant, Pharmacist, Nurse, Stenographer, Accountant, Khalasi (Above 8 Years Experience).

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**NOTE:-**

1. There will be no distinction between the minimum wages of male or female and adult or non-adult for the same and similar nature of work.
2. Wages of Apprentices are to be regulated under the Apprenticeship Act, 1961(No. 52 of 1961)
3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 20% increase will be admissible over and above the minimum rates of wages to the workers working inside the tunnels.
6. 25 % increase shall be applicable over and above the minimum rates of wages in different categories of workers working in 'Under Construction Hydro- Electric Power Projects' located in Non- Tribal Areas.
7. 25% increase shall be applicable over and above the minimum wages in the Scheduled Tribal Areas in Himachal Pradesh. In case of workers working in the Under Construction Hydro- Electric Power Projects' in Tribal Areas an additional 10% increase shall be applicable.

Sample Calculation of Minimum Rates of Wages is given as below:

	Category of Worker	Minimum Rates of Wages (per day) (Rs.)	Admissibility of 25% increase in Under-Construction Hydro Electric Power Projects Located in Non-Tribal Areas (per day) (Rs.)	Total Wages arrived at as per column no. 3+4 (per day) (Rs.)	Admissibility of 20% Tunnel Allowance over and above the Minimum Rates of Wages as per the column no. 5 (per day) (Rs.)	Total admissibility of Minimum Wages (per day) (Rs.)
1.	2.	3.	4.	5.	6.	7.
(A)	Unskilled	400	100	500	100	600
(B)	Semi-Skilled	425	106	531	106	637
(C)	Skilled	464	116	580	116	696
(D)	Highly-Skilled	553	138	691	138	829

*[Handwritten signature]*

**The definition of unskilled/semiskilled/skilled/highly skilled will be as:-**

- (i) **Unskilled:** -- An unskilled employee is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous experience although familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.
- (ii) **Semi-skilled:** -- A semiskilled worker is one who does work generally of defined routine nature wherein the major requirement is not so much of the judgment, skill and but for proper discharge of duties assigned to him or relatively narrow job and where important decisions made by others. His work is thus limited to the performance of routine operations of limited scope.
- (iii) **Skilled:** -- A skilled employee is one who is capable of working efficiently of exercising considerable independent judgment and of discharging his duties with responsibility. He must possess a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed.
- (iv) **Highly Skilled:** -- A highly skilled worker is one who is capable of working efficiently and supervises efficiently the work of skilled employees.

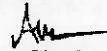
By order,

**Priyanka Basu Ingty**  
Secretary (Lab. Emp.&O.P.) to the  
Government of Himachal Pradesh.

23.09.2024

**No. Shram(A)4-1/2024 Dated Shimla-2, the  
Copy for information and necessary action to:-**

- 1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
- 2. The Addl. L.R-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
- 3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
- 4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P
- 5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
- 6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
- 7. All the Head of Departments, Himachal Pradesh.
- 8. The Labour Commissioner-Cum-Director of Employment, H.P.. Shimla-171001 w.r.t his letter No. L&E(Lab.)M.W.A.C./2024 dated 17.08.2024.
- 9. All the Deputy Commissioners, Himachal Pradesh.
- 10. Guard File.



**(Amar Singh)**  
Deputy Secretary (Lab.Emp.&O.P.) to the  
Government of Himachal Pradesh