



# Himachal Pradesh Power Corporation Limited

(A State Government Undertaking)

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

Phone: 0177-2671831, Fax: 0177-2671831.

Endst. No. HPPCL/P&A/IR/19/Vol-VII-5604-18

Date: 29.07.2020

Copy of Notification No. Shram (A) 4-2/2018-L dated 21.07.2020 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, 2020**' is forwarded to the following for information with the request to adhere to the Minimum wages stated therein:

1. **The GM**, Civil Contracts, HPPCL, Himfed Building, BCS, New Shimla, Shimla-9.
2. **The GM**, Corporate Planning, HPPCL, Himfed Building, BCS, New Shimla, Shimla-9.
3. **The GM (Electrical)**, HPPCL, Himfed Building, BCS, New Shimla, Shimla-9.
4. **The GM**, Civil Designs, HPPCL, Sundernagar, Distt. Mandi.
5. **The GM**, Shongtong Karcham HEP, HPPCL, Reckong Peo, Distt. Kinnaur.
6. **The GM**, Integrated Kashang HEP, HPPCL, Reckong Peo, Distt. Kinnaur.
7. **The GM**, Sawra Kuddu HEP & Chirgaon Majhgaon HEP, HPPCL, Hatkoti, Distt. Shimla.
8. **The GM**, Renuka Dam Project, HPPCL, Dadahu, Distt. Sirmaur.
9. **The HOP**, Sainj HEP-cum Nakthan HEP, HPPCL, Sarabai, Bhuntar, Distt. Kullu.
10. **The GM**, TM & TP HEPs, HPPCL, Sujampur, Distt. Hamirpur.
11. **The GM**, Ravi & Chenab Projects, HPPCL, Hardaspura, Distt. Chamba.
12. **The AGM (Finance-cum CPT Head)**, HPPCL, Uttam Bhawan, 103 Tunnel, Shimla-4
13. **The Sr. Manager (IT)**, Himfed Building, BCS, New Shimla, Shimla-9 for uploading the same on the website of HPPCL.
14. **The Manager (S&W)**, HPPCL, Himfed Building, BCS, New Shimla, Shimla-9.
15. **The APO/AE(Estate)**, HPPCL, Himfed Building, BCS, New Shimla, Shimla-9.

29/7/2020  
Manager (P&A)

[Authoritative English text of this Department Notification No. Shram (A)4-2/2018-L, dated 21st July, 2020 as required under clause(3) of Article 348 of the Constitution of India].

## LABOUR & EMPLOYMENT DEPARTMENT

### NOTIFICATION

Shimla-2, the 21st July, 2020

#### 12. HYDRO POWER PROJECTS :

No. Shram(A)4-2/2018-L.—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 1st April, 2020.

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, dated 24-04-2018;

And whereas, a meeting of the said Committee was held on 20-05-2020 wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and recommended w.e.f. 01-04-2020.

Now, therefore, in exercise of the power conferred of sub-section (2) of Section 5 of 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 1st April, 2020 as per recommendations of the said Committee as under :—

#### Category of Workers

Minimum Daily	Wages Monthly
Rs.	Rs.
275.00	8,250/-

#### UN-SKILLED WORKERS :

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 Khalasi, 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 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, Masalchi, Air Conditioning Plant Helper, Helper to Supervisor, Mess Helper, Sweeper.



Generator Attendant, TM Attendant, Helper to Concrete Mixture Plant Operator, Helper to Fireman, Helper to Stone Dresser, Helper to Head Watchman, Helper to

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, Masalchi, Air Conditioning Plant Helper, Helper to Supervisor, Mess Helper, Sweeper.

**SEMI-SKILLED WORKER:**

Junior Pump Operator, Junior Concrete Pump Operator, Junior 292 8,760/-  
JWR 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 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, Morter Binder, Data Entry Operator, Cashier, Storekeeper, Accounts Clerk, Clerk, Computer Operator, Cook, Khalasai(more than 5 years Experience) and Dhobi. 319.17 9,575/-

## HIGHLY SKILLED

Senior Crane Operator, Senior Batching Plant Operator, Senior Trailer 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 Tyre Fitter, Senior Turner, Senior Welder, Senior Denter, Driver (Heavy Transport Vehicle), Tower Crane Operator, Senior Welder X-Ray, Cable Jointer, 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 379.50 11,385/-

(Above 8 Years Experience).

**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.

**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,

**(Kamlesh Kumar Pant)**  
Principal Secretary (Lab. & Emp.) to the  
Government of Himachal Pradesh.

**No.Shram (A) 4-2/2018-L**

**Dated Shimla-2, the**

**21<sup>st</sup> July, 2020**

**Copy for information and necessary action to:-**

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-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. Labour Commissioner-Cum-Director of Employment, H.P Shimla-171001 w.r.t his letter No. 1-16/78 (Lab)M.W./8/07 dated 30.05.2020.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

**(Anil Kumar Katoch)**  
Under Secretary (Lab.&Emp.) to the  
Government of Himachal Pradesh  
**(Ph.No.0177-2880551)**