

**The definition of un-skilled/semi-skilled/skilled/highly skilled worker will be as under:—**

- (i) **Unskilled.**—An unskilled worker 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 worker 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 workers.

By order,

R.D. DHIMAN,  
*Additional Chief Secretary (Lab. & Emp.).*

*[Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II, dated 25-5-2022 as required under clause (3) of article 348 of the Constitution of India].*

## LABOUR & EMPLOYMENT DEPARTMENT

### NOTIFICATION

*Shimla-2, the 25th May, 2022*

#### 14. Hospitals/Nursing Homes & Clinics

**No. Shram(A)4-2/2018-P-II.**—Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of “**Hospitals/Nursing Homes & Clinics**” may be revised in respect of unskilled and other categories of workers may be fixed with effect from **01-04-2022**.

And whereas, as per provision of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Act No. 11 of 1948), a Minimum Wages Advisory Committee was constituted *vide* Notification No. Shram (A) 4-2/2018- L, dated 30-07-2020;

And whereas, a meeting of the said Committee was held on **30-03-2022** 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.* **01-04-2022**;

Now, therefore, in exercise of the powers conferred by 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.* 01-04-2022 as per recommendations of the said Committee as under:—

<b>Category of employees</b>	<b>Where no benefit is provided</b>	<b>Where food, tea &amp; combined accommodation provided</b>
<b>Un-skilled</b>	<b>Rs.</b>	<b>Rs.</b>
Helper, Cleaner, Chowkidar, Watchman, Peon, Room Boy, Office Boy and Masalchi.	<b>350 Daily 10500 Monthly.</b>	<b>324.47 Daily 9734 Monthly</b>
<b>Semi-Skilled</b>	<b>Rs.</b>	<b>Rs.</b>
Clinic Attendant, Assistant Laboratory Technician, Security Guard, Sweeper, Operation Theatre Assistant, Assistant Storekeeper, Assistant Store Munshi, Complaint Attendant, Ward Boy and Ward Attendant (0-3 Years Experience)	<b>369.93 Daily 11098 Monthly</b>	<b>339.12 Daily 10174 Monthly</b>
<b>Skilled:</b>	<b>Rs.</b>	<b>Rs.</b>
Receptionist, Pharmacist, Compounder, Laboratory Technician, X-Ray Technician, ANM, Trained Dai, Electrician, Radio Grapher, ECG Operator, X-Ray Dark Room Assistant, Oven Operator, Oxygen Plant Operator, Heating Plant Controller Assistant, Driver, CSSD Assistant, Operation Theatre Technician, Eye Refractionist, Storekeeper, Accounts Clerk, Clerk, Computer Operator, Data Entry Operator, Cashier, Fitter, Plumber, Supervisor, Cook, Dhobi, Ward Boy and Ward Attendant (above 3 years experience).	<b>406.36 Daily 12191 Monthly</b>	<b>373.51 Daily 11205 Monthly</b>
<b>Highly Skilled:</b>	<b>Rs.</b>	<b>Rs.</b>
Staff Nurse, Security Supervisor, Senior Electrician, Senior Technician, Senior Radiographer, Senior Compounder, Accountant and Stenographer.	<b>422.85 Daily 12686 Monthly</b>	<b>391.38 Daily 11741 Monthly</b>

**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 Apprentices 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. 25 % increase shall be applicable over and above the minimum of wages in Tribal Areas in Himachal Pradesh.

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- (iv) **Highly Skilled:**—A highly skilled worker is one who is capable of working efficiently and supervises efficiently the work of skilled workers.

By order,

R.D. DHIMAN,  
*Additional Chief Secretary (Lab. & Emp.).*

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*[Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II, dated 25-5-2022 as required under clause (3) of article 348 of the Constitution of India].*

## LABOUR & EMPLOYMENT DEPARTMENT

### NOTIFICATION

*Shimla-2, the 25th May, 2022*

### 15. Domestic Workers

**No. Shram(A)4-2/2018-P-II.**—Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of “**Domestic Workers**” may be revised in respect of unskilled and other categories of workers may be fixed with effect from **01-04-2022;**