

[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

8. TEA PLANTATION

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 “**Tea Plantation**” may be revised in respect of unskilled and other categories of workers 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 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:—

Category of Workers	Revised Minimum Wages
Field workers in Tea Plantation employed on plantation uprooting, spraying, manufacturing, shade lopping, hoeing, pruning weeding, plucking etc. known as unskilled workers employed in the operation;	Rs. 350 Daily or Rs. 10500 Monthly.

A-Grade Leaves.—If plucker plucks more than 12 kilogram of tea leaves he or she will get **Rs. 25.32** per kilogram extra as incentive.

B Grade Leaves.—If plucker plucks more than 13 kilogram of tea leaves he or she will get **Rs. 20.04** per kilogram extra as incentive.

C-Grade Leaves.—If plucker plucks more than 16 kilogram of tea leaves he or she will get **Rs 14.94** per kilogram extra as incentive.

The piece rates workers employed for plucking will get **Rs. 25.32, Rs. 20.04 Rs. 14.94** per kilogram for A, B, C grade of tea leaves respectively.

SEMI-SKILLED.—Workers engaged in Tea Factory & Tea Plantations. **Rs. 355.95** per day, **Rs. 10679** per month

FACTORY:

Include Lift Mazdoor, Withering Mazdoor, Relling Room Workers, Shifting Mazdoor, Fermenting Room Workers, Tea Boys, Sorters, Tea Makers, Time Keeper And Carriers (jhalli).

**Rs. 350 daily
Rs. 10500 Monthly**

PLANTATION:

Cleaners, Assistant Cleaner, Garden Assistant, Muharirs etc. who maintain records of a field work and also includes sweeper, Mali & Mate.

Rs. 350 daily
Rs. 10500 Monthly

CLERICAL AND NON-TECHNICAL SUPERVISORY STAFF**OFFICE STAFF:**

1. Accountant	Rs. 535.02	Rs. 16051 per month plus free accommodation	
2. Clerks	Rs. 406.36	Rs. 12191 per month plus free accommodation	
3. Munshi	Rs. 425.92	Rs. 12778 per month plus free benefits as admissible to clerk	
4. Peon ,Chowkidar/Chaudhary	Rs. 355.95	Rs. 10679 per month plus free benefit as admissible.	
		Daily	Monthly
5. Compounder		Rs. 495.61	Rs. 14868
6. Driver (Jeep/ Car/Tractor)		Rs. 444.50	Rs. 13335
7. Mechanic ,		Rs. 499.60	Rs. 14988
8. Assistant Mechanic		Rs. 442.53	Rs. 13276
9. Electrician-cum-Mechanic Grade-I		Rs. 499.60	Rs. 14988
10. Electrician-cum-Mechanic Grade-II		Rs. 442.53	Rs. 13276

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

(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 semi-skilled 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.

By order,

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