



Office of the Deputy Commissioner Patiala  
(Nazar Branch)

Sub: Fixation of minimum wages (D.C.Rates) of Dated: 01-03-25

In view of the instructions issued by the Govt. Punjab Department of labour and employment vide notification No. ST/8340 dated 16/04/2025 (downloaded from the website ). Here are the revised daily wages as under.

1. Unskilled
2. Semi Skilled
3. Skilled
4. Highly Skilled

Note: The hourly wages and overtime wages shall be paid as laid down in the minimum wages act 1984 and the Rules framed there under.

These positions are only for giving illustrations and not in full or complete form.

Table No.1

1.Unskilled: - Unskill is the work in which simple work, which does not have to be of little or no skill.

Category	Per Month	Per day	Per hour
Gatekeeper, Daak (Postal) Munshi Peon, Chowkidar, Sweeper, Bina machine, Rickshaw puller, Poster Pastor, Board Boy, Gardener, Rehriwala, Labourer, Under Matric Peon, Helper, Waterman, oilman, Belldaar, Missalchi, Needleguide, Pantryman, Hawker, Lab Boy, Mazdoor, Operation Theater Helper, Lady Warden Attendant, Laundryman, Loader, Unloader, Beldaar Boy, Game Boy, Fan Kulley Boy, Assistant Cook, Boat Man, Ferry Man, Belldaar / Servant, Baker, Cook, Work at Circuit House Cattle Run Cleaner, cartman, cycle Man, Dairy Poultry daak Runner, Delivery Man, Frs, Flagman, Garden coolie, Gunman, Information Center Attendant, Kohar /khalasi Surveykhalasi, Khansama, Barber, Peaker, Fan, Coolie, Railways coolie, Sai, Telephone Peon, Telephone Attendant, Water Carrier, Peon cum / Chowkidar, Bulldozer driver, Workshop helper, Auto electric pump, Driver, Barber, Dhobi, Headcook, Mochi, gardener gallery attendant, Unskilled gunman, Laborer, Woman Labourer, Additional Conductor, cane Weaver , conductor, plugman Without bullock, Halwai, Tailor, White Wash Man, alaisors, Hammer Man, Muders, Bulldozer Helper, Looters, Motor Grinder Helper, Fitter, Unskilled Labour, Expert Attendant of Animal, Belldaar / Mistry/welder, Man with Bullock, Electrician, Mannwith Mole, Tubewell Operator, Projector Operator, Generator Operator, Tailor, Unskilled Helper	11389.64	438.06	54.75

2. Semi-skilled / Semi-educated: - The workers who know little about their work, work under a trained worker or have diploma holder, ITI certificate or behunar, who work for 10 years Experience.

Category	Per Month	Per day	Per hour
Sweeper who has two years of experience in electrical machines such as vacuum cleaner and so on. Kinari wala, Assistant Machine Man, Assistant Misteri, Assistant Electrician, Liftman, Generator Operator, Assistant Welder, Junior Operator, Assistant Molder, Boilor Attendant, Assistant Bare, Assistant Halwai, Bookbinder, , Book Stitcher, Brusher, Washer Assistant, Wireman, Shower Buffered, Assistant Mixerman, Weaver Helper, Aachar Murabba Makar, ECG / EEG / X-Ray Assistant, Cook Dhobi, Water Carrier, Barber, Sweeper, Mochi, Telephone peon, Telephone Attendant, Generator Operators, Tubewell Operators, Projector Operators	12169.64	468.06	58.50

3. Skilled/educated: - Those who are skilled or capable in their work and have received these skills from experience, or apart from training from a technical institution or have a 3 year diploma from Polytechnic College.

Category	Per Month	Per day	Per hour
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Security guard (person who has received training under Rule 5 (1) of Punjab Private Security Agencies (Regulation) Rule 2007 Sevrman, Mixer, Dafedar, Head Maali, Head Surveykhlas, Wire Sprare, Bajari Spreader, Boiler Man, Hammerman, Jumper Man , Heavy driver bechar, Boatman, Glass Blower, Grinding Man, Mason, Electrician, pump attendant welder, Wireman, Turner, Graduation Man, Keddy Plot Operator, Refrigerator, Rigger, Spinning Master, Black Smith, Carpenter, Camera Man, Dyemaker, Video Film Maker, Photo Grapher, Exlery Nurse cum Midwife, (ANM) Assistant Dispenser, Junior Radiographer, Floodwasher, Whitewasher, Painter, Polishman, Waffingman, Cutter, Tailor, Artist, Letheman, design Cutter, clerk, time keeper, salesman, office Assistant Storekeeper, Accountant Cashier / Assistant Supervisor, Stenotypist, Data Entry Operator, Computer Operator, Retired Patwari, Photostat Machine Operator, Generator Operator, Projector Operator. A trained security guard, light vehicle driver and a conductor as defined in Motor Vehicle Act, 1988.	13066.64	502.56	62.82
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4. Highly skilled / highly educated: - Those workers who are highly skilled and capable in their work, have a deep technical or professional training or an engineering or professions graduate from a government / recognized board or university, with full responsibility. Take the decision.

Category	Per Month	Per day	Per hour
Security Supervisor (Who has obtained Training as per syllabus approved by department of technical Education and industrial Training vide the letter dated 06-08-09) Graduate in any discipling or an under graduate with Diploma/Certificate course in stenography or Diploma in Computer Application/Accountancy or Supervisory Staff who have to take independent decision, 2 years experience including Graduate Clerk, Sweeping Machine Operator or Shawerman, Heavy Vehicle Driver Truck, Tempu Tractor, Bus Bulldozer Crane Operator Roadroller and Harvester Combine Operator, Loco Tool Operator, Bulldozer Operator, JCB Operator, Radio Grapher, Assistant Othomellic Technician, AudioLogy Technical, X-ray E.c.g. Pharmacist Lady Health Visitor, Nursing Superintendent, Staff Nurse, Dietician, Medical Social Worker, Deputy Chief Pharmacist, Housesergen, Radiology Superintendent, Brick Layer, Steno-keystaller, Water Pump Driver, Diesel Electric Mixer, Driver, Plumber, Well sinker, Generator Operator, Black Smith, Project Operator, Plaster Etc.	14098.64	542.25	67.78

Table no. 2

For Official Staff:

Minimum Wages of Staff Categories from A to D as mentioned in the table below shall be applicabe only to Scheduled Employments under the Govt. of Punjab, the Local Authority and the Boards, Corporations or any Agency (By whatever name it is called) under the control of the Govt. of Punjab in respect of the Staff Employed through outsourcing or employed casually or on daily wages.

1. Category A

	Per Month	Per day	Per hour
A person having a post Graduation Degree/MBA/Marketing/Finance/ Human Resources Development and or Company Secretary Equivalent or any professional Degree.	16559.64	636.90	79.61

2. Category B

	Per Month	Per day	Per hour
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Graduate in any discipline or an ;under Graduate with Diploma/certificate Course in Stenography or Diploma in Computer Application/Accountancy or Supervisory Staff who have to take independent decisions.	14889.64	572.67	71.58
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**3.Category C**

	Per Month	Per day	Per hour
A person who is above matriculate but no graduate or undergraduate with certificate of Steno typist/ Computer Application/Data entry operator or Accountancy. It includes timekeeper, salesman, Assistant and Storekeeper staff car driver/ generator operator.	13389.64	514.98	64.37

**4.Category D**

	Per Month	Per day	Per hour
Class 4 employee (Casual through contractor or on contract basis who is Matriculate.	12189.64	468.83	58.60

**Table No. 3**

Minimum rates of wages in Agriculture (Unskilled workers) attached labour (Consolidated per annum with meals or food grains equivalent there of):-

As per the notification dated 15/12/2012

Sr.no.	date	Wages Annually (in Rupees)
1.	01/03/2025	77086.64

**Table No .4**

Wages (in rupees)

Sr.no.	date	Including meals	Without food
1.	01/03/2025	410.97	456.91

**Table No. 5**

Brick Kiln (Piece rate) Per thousand, Bricks/Tiles (in rupees)

Including Pthera with Jamadari Commission		Pthera Without jamadari commission		Bharai wala (Filler)		
1		2		3		
Bricks	Tiles	Bricks	Tiles	Khota, Khachar, Rehri, thela etc. (with animal power)	Tempu, motor vehicle (with mechanical power)	Truck Trolly loading-unloading. (pacca bricks)
(1)	(2)	(3)	(4)	(5)	(6)	(7)
938.88	1044.79	884.00	994.84	348.84	303.45	258.97

Masonry 4	Kerry Wala 5	Nikasi wala 6	Mistry 7
(8)	(9)	(10)	(11)
70.11	58.99	223.66	173.89

Note:

- Part time employee of category four of contingency paid that works in more than one office. Their wages should not exceed the fixed wage.
- The facilities that are made according to the Labour Act should also be given to the employees.
- The above rates have been set for 8 hours of work in 1 day of the employee.
- Employees will be given a leave within a week, if the employee is not discharged due to any necessary work, he has to pay one day's wages.(According to the labour Act the Facilities that are made are to be provided to the employees.
- Increase in the wages of undiscovered workers in all categories of workers,increase in increments as.





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Vide Memo No: Minimum wages/2019/21885 dated 24-08-2019 of Government of Punjab (Labour Department) a letter sent to all departments regarding Labour Department's notification number S.O.94/C.A.11/1948/Ss3 and 5/2012 (Which has already been sent to all offices through Letter no.472-552/J.N.dated:21-10-2019 from this office) Labour Department of Punjab has to fixed the minimum wages according to C.P.I. (consumer prize index) after every six months (i.e. in March and September) This notification is regarding the providing of Minimum wages to the employees related to the category category A,B,C and D mentioned at sr. no (E) staff who are working in Government/Semi Government offices. The notification must be followed strictly. There in a provision of legal action provided in section 22-A of Minimum Wages Act, 1948, In the case of violation.

  
Deputy Commissioner,  
Patiala

Endst.no. 543-643/DN

Date: 27-05-2025

A copy of:

1. Commissioner Patiala Mandal, Patiala.
2. A.G Punjab, Chandigarh
3. All the deputy commissioner in the state of.....
4. Head of the departments of the district ..... is sent for notification.
5. District Sub-Divisional Magistrate Patiala, Rajpura, Nabha, Samana, Patran.
6. District Tehsildars, Patiala, Rajpura, Nabha, Samana, Patra.
7. Sh.Hari Singh Tohra, President, Punjab State Employees' Association, Patiala.
8. Sh. Darshan Singh Lubana, President Class IV Union PWD, B.&R. Block-C, Mini Secretariat, Patiala, information and action are sent to the best of interest.
9. Office Mulazam Bhalai Dall, Punjab, Head Office, Punjab Water Supply Sewerage Board, Mechanical Mandal No. 2, Bara Khuha Near Nabha Road, Patiala.

  
Deputy Commissioner,  
Patiala

Note: above d.c.rates can be downloaded from the website ([www.patiala.nic.in](http://www.patiala.nic.in))