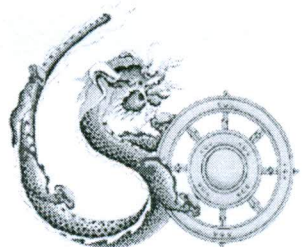




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Ministry of Labour and Human Resources
 Royal Government of Bhutan

Minister

MoLHR/ EOM/2015-16/649

September 9, 2015

Circular

The Ministry of Labour and Human Resources is hereby pleased to announce the revision of the National Workforce wage rates to the following:

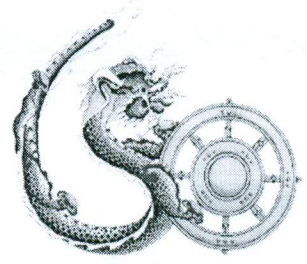
| Categories | Existing wage | Revised Wage | Description | Applicable to |
|------------|---------------|--------------|---|--|
| Level I | 240 | 324 | Master Craftsperson highly trained and experienced in their craft. | Dozow Lopen, Zopoen, Lhadip lopen, Do and Shing Pata Lopen, Plant Operator Gr I, Lharib Gr I, Auto Mechanic Gr I, Gen Mechanic Gr I, Lineman Gr I, Jangwap Lopen |
| Level II | 220 | 286 | Semi master craftsperson trained and experienced in their craft | Shing Dzo Gr. II, Lhadip Gr. II, Do and Shing Paap Gr. II, Jangwap Gr. II, Mason Gr I, Plumber Gr I, Plant Operator Gr II, Blacksmith, Lajabs (work supervisor) |
| Level III | 195 | 254 | Craftsperson having some experience and training in their field and are given responsibility in their work. | Champen, Tshipen, Shing Dzo Gr. III, Lhadip Gr. III, Do and Shing Paap Gr. III, Jangwap Gr. III, Auto mechanic Gr III, Gen mechanic Gr III, lineman, Gr III, mason Gr II, carpenter Gr III, plumber Gr II, auto electrician Gr II, sawyer Gr I, blaster, wireman Gr I, plant operator Gr III |
| Level IV | 180 | 234 | Workers in this category are semi-skilled with limited | Sawyer Gr II, wireman Gr II, machine operator, sweeper, Champa, Zhabthrap, pazap |



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Ministry of Labour and Human Resources
Royal Government of Bhutan



Minister

| | | | |
|-----------|-----|-----|---|
| | | | knowledge and skills |
| Unskilled | 165 | 215 | Any Bhutanese hired by the government for project works/ government activities (such as census and land tshogpas, doing errands for government, farmer study tours, court witnesses, NWF, etc.) |

These wage rates are applicable only to those Bhutanese employed by government agencies for works executed directly by the agencies. The above rates are also only the minimum rates and do not restrict any employer from paying above the minimum amount.

In addition, the NWF working at an altitude of 8,000 feet or above 2,400 meters shall be entitled to Nu 600/- as high altitude allowance.

This revision is approved as per the 75th and 76th Lhengye Zhungtshog conveyed vide letter No C-3/82/51 dated August 10th, 2015.

The above revised wage rates shall come into force with effect from September 1st, 2015.

Ngeema Sangay Tshempo