

National Health Mission
SDA Complex, Kasumpti, Shimla – 9
Himachal Pradesh

No. NHMHP-ESTT02015/2/2019-Estb-Section-[28222]- 1230

Dated, Shimla-9, the 20 AUG 2026

Office Order

Consequent upon the approval of the Governing Body of SH&FWS (NHM) in its meeting dated 17.03.2026, and the subsequent approval by MoHFW, GoI in the RoP for the year 2026-27, the revised pay, consequent upon rationalization of the salary structure of employees engaged under the National Health Mission, Himachal Pradesh on contractual basis, is hereby ordered as follows:

The different categories of contractual employees of H.P. State Health & Family Welfare Society (NHM) who have completed 7 years of continuous service shall be eligible for revised base salary w.e.f. 01.04.2026, as per the rates and categories specified in Annexure-I.

1. In order to maintain the relative seniority of the existing contractual employees and to arrive at their corresponding pay as on 01.04.2026, a one-time increment at the rate of 3% multiplied by the number of continuous service years rendered after attaining the prescribed eligibility, up to 31.03.2026, shall be allowed on the revised base salary.
2. The employees whose pay is fixed under Annexure-I shall be entitled to an annual increment at the rate of 3% w.e.f. 01.04.2027, and every subsequent year thereafter.
3. The employees who complete seven years of continuous service and thereby become eligible for fixation of pay under Annexure-I in subsequent years shall have their pay fixed in accordance with Annexure-I w.e.f. 1st April of the financial year immediately following the year in which they attain the prescribed eligibility.
4. The categories of the employees who are not eligible for fixation under Annexure-I shall be granted a one-time flat enhancement of 5% on their existing salary w.e.f. 01.04.2026. No further enhancement, so due, other than one-time flat enhancement specified above, shall be admissible on account of this one-time revision.

Thereafter, such employees shall be granted an annual increment at the rate of 5% w.e.f. 01.04.2027 and every subsequent year, until they fulfil the prescribed eligibility criteria for fixation of pay in accordance with Annexure-I.

It is further ordered that the pay fixation as per above will be issued by the Assistant Controller (HPF&AS) posted in the office of the Chief Medical Officer concerned.

MISSION DIRECTOR (NHM)

20 AUG 2026

KASUMPTI SHIMLA-9 H.P.

Digitally signed by
Pradeep Kumar Thakur
Date: 19-08-2026
19:07:00

Mission Director,
National Health Mission,
Himachal Pradesh.

Endst. No. as above 1230 dated, Shimla-9, the
Copy is forwarded to:-

1. The Secretary (Health) to the Government of Himachal Pradesh, Shimla-2, for information please.

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2. The Director, Health Services, H.P., Shimla-9, for information.
3. All the Chief Medical Officers in Himachal Pradesh for information and necessary action.
4. The Joint Controller (HPF&AS), NHM (SHQ), H.P., Shimla-9.
5. All Block Medical Officers, Himachal Pradesh.

-Sd/-

Mission Director,
National Health Mission,
Himachal Pradesh.

Consequent upon the approval of the Governing Body of SHFWB (NHM) in its meeting dated 17.03.2028, and the subsequent approval by MHW, Govt. of H.P. for the year 2028-29, the revised pay, consequent upon rationalization of the salary structure of employees engaged under the National Health Mission, Himachal Pradesh on contractual basis, is hereby ordered as follows:

The different categories of contractual employees of H.P. State Health & Family Welfare Society (NHM) who have completed 7 years of continuous service shall be eligible for revised pay w.e.f. 01.04.2028, as per the rates and categories specified in Annexure-1.

1. In order to maintain the relative parity of the existing contractual employees and to arrive at their corresponding pay as on 01.04.2028, a one-time increment of the rate of 5% must be granted to the employees who have completed 7 years of continuous service and thereby become eligible for revised pay. This one-time increment shall be granted on the revised base salary.

2. The employees whose pay is fixed under Annexure-1 shall be entitled to an annual increment of the rate of 5% w.e.f. 01.04.2027, and every subsequent year thereafter.

3. The employees who complete seven years of continuous service and thereby become eligible for fixation of pay under Annexure-1 in subsequent years shall have their pay fixed in accordance with Annexure-1 w.e.f. 1st April of the financial year immediately following the year in which they attain the prescribed eligibility.

4. The categories of the employees who are not eligible for fixation under Annexure-1 shall be granted a one-time flat enhancement of 5% on their existing salary w.e.f. 01.04.2028. The further enhancement, as due, other than one-time flat enhancement specified above, shall be admissible on account of this one-time revision. Thereafter, such employees shall be granted an annual increment of the rate of 5% w.e.f. 01.04.2027, and every subsequent year until they fulfill the prescribed eligibility criteria for fixation of pay in accordance with Annexure-1.

It is further ordered that the pay fixation as per above will be issued by the Assistant Controller (HPF&AS) posted in the office of the Chief Medical Officer concerned.

Intentionally signed by
Mission Director,
National Health Mission,
Himachal Pradesh
Date: 19.08.2028
19.07.00

Mission Director,
National Health Mission,
Himachal Pradesh

MISSION DIRECTOR (NHM)

11 AUG 2028

KASUMITI SHIMLA-9429

Encl. No. as above
Copy is forwarded to:-

1. The Secretary (Health) to the Government of Himachal Pradesh, Shimla-5 for information please.

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Annexure-I

Sr. No.	Category	Base Salary
1	Accountant	46000
2	Accountant cum Medical Record Officer	46000
3	Accounts Clerk	35600
4	Admin. Assistant QA	48200
5	ANM/ FHW	35600
6	ASHA Coordinator	43000
7	Audiologist & Speech Therapist	43000
8	Audiometric Assistant	38500
9	Audiometrician	38500
10	BCC Coordinator	43000
11	Blood Bank Technician	38100
12	Class -IV/ Helper	18000
13	Clerk	35600
14	Clinical Psychologist	53600
15	Consultant (Finance)	48700
16	Consultant MIS	56100
17	Consultant/ Dakshta Mentor/ State Consultant (QA)/ District Consultant (QA)	56100
18	Cook-cum-Attendant/ Care Taker	20200
19	Counselor	43000
20	Dental Assistant	18000
21	Dental Hygienist	38100
22	Dental Mechanic	38100
23	Dental Surgeon	56100
24	District Programme Coordinator	48200
25	DOTS Plus Statistical Assistant	46000
26	Driver	25600
27	Early Interventionist-cum-Special Educator	43000
28	Entomologist	56100
29	Epidemiologist	56100
30	Graphic Designer-cum-Social Media Manager	48700
31	IEC Consultant	46000
32	Instructor for Hearing Impaired Children	43000
33	Lab. Technician	38100
34	Lactation Counselor	43000
35	Medical Officer	56100
36	Medical Officer (AYUSH)	56100
37	Medical Social Worker	38500
38	Microbiologist	56100
39	MPW	35600

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40	Multi Rehabilitation Worker	35600
41	Nutritional Counselor/ Counselor	43000
42	Optometrist	38100
43	Personal Assistant	48200
44	Pharmacist	43000
45	Physiotherapist	38100
46	Programme Assistant QA (SHQ)	48200
47	Programme Dealing Assistant	35600
48	Programme Manager	48200
49	Psychologist	48700
50	Radiographer	38100
51	RBSK Manager	48200
52	Refrigerator Mechanic	25600
53	Research Officer (AMO)	56100
54	Research Officer (Nursing)	48200
55	Senior Treatment Lab. Supervisor	43000
56	Senior Treatment Supervisor	43000
57	SNCU Software Coordinator	43000
58	Social Worker	38500
59	Sr.DOT Plus TB/HIV Supervisor	43000
60	Staff Nurse	47600
61	State IEC Officer	53600
62	State Vaccine & Logistic Manager	48200
63	Statistical Assistant	46000
64	Store Assistant (SDS)	35600
65	TB Health Visitor	35600
66	Technical Assistant	43000

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