

Minutes of the Meeting with the Heads/representatives of Vocational Training Providers (VTPs), Himachal Pradesh

Date: 13.07.2026

Chair: Worthy State Project Director (SPD), Samagra Shiksha, Himachal Pradesh

Venue: State Project Office, Samagra Shiksha, Himachal Pradesh

A meeting with the Heads/Representatives of the Vocational Training Providers (VTPs) was held on 13.07.2026 under the chairmanship of the Worthy State Project Director (SPD), Samagra Shiksha, Himachal Pradesh, to discuss various issues pertaining to the service conditions, salary, statutory benefits, qualifications and other matters pertaining to Vocational Trainers (VTs) engaged under the Vocational Education. At the outset SPD spelled out the agenda of the VTPs demand and concerns to the VTPs and asked for the proper resolution of their concern. Following officers/officials were present: -

1. Sh. Surender Rangta, Nodal Officer (VE), SS
2. Sh. Ravinder Sharma, Law Officer, SS
3. Sh. Divesh Chand, Coordinator (VE), SS
4. All VTP Heads/representatives from 19 Companies (attended through Virtual Conference)
5. Sh. Praveen Meghta, President of VT Association, Himachal Pradesh
6. Smt. Lalhriat chiani, Asst. Manager, LAHI
7. Mr. Rizvi, Magic Bus Foundation

After detailed deliberations on each agenda, the following decisions/resolutions were taken:

1. Timely Disbursement of Salary to Vocational Trainers (VTs)

- The issue of delay in the disbursement of salaries to Vocational Trainers was discussed in detail. The Worthy SPD directed all VTPs to ensure that the monthly salary of VTs is credited to their respective bank accounts on or before the **7th day of every month** without fail.
- In cases where Saturdays, Sundays or holidays fall during the salary processing period, the VTPs shall plan and initiate the salary processing sufficiently in advance so as to ensure timely credit of salary to the VTs.
- All VTPs were directed to ensure strict compliance with the above instructions.

2. Deduction towards Gratuity and Remuneration/CTC of Vocational Trainers

- The matter regarding deduction towards gratuity and the remuneration being paid to VTs by Learnet Skills Limited was discussed.
- The Zonal head Mr. Vipin Anand of Learnet Skills Limited informed that the provisions relating to gratuity are being complied with in accordance with the applicable latest labour laws. The Worthy SPD emphasized that, if such provisions are statutory in nature and applicable to the VTs, all VTPs shall ensure uniform compliance with the applicable provisions of the new labour law.
- Regarding the CTC/remuneration structure of VTs, it was decided that the matter shall be examined in consultation with the Law Officer and the State Labour Department/Competent Labour Authority, and Account section (SS).
- A team comprising the Nodal Officer (Vocational Education), representatives of the VTPs and representatives of the VT Association may visit the competent Labour Authority/Labour Commission to seek clarification on the applicable statutory provisions and ensure uniform compliance.

3. Gratuity and ESIC Provisions under the Applicable Labour Laws

- The provisions relating to ESIC coverage and gratuity were discussed in detail.
- It was informed during the meeting that, at present, ESIC coverage is applicable to eligible VTs drawing wages within the prescribed wage ceiling i.e., Rs. 21,000/- of gross salary.
- The contribution towards ESIC and its employer and employee components shall be governed strictly in accordance with the applicable statutory provisions and notifications issued by the competent authority from time to time.
- The proposed/revised provisions under the new Labour Codes, including the applicable wage ceiling and contribution structure, were also discussed. It was decided that no final view shall be taken until the applicable legal provisions and their effective dates are verified from the competent Labour Authority.
- Accordingly, representatives of the VTPs and VTs, along with the Nodal Officer (Vocational Education), shall consult the State Labour Department/Competent Labour Authority and obtain clarification regarding the following:
 - Applicability of gratuity provisions to VTs;
 - ESIC eligibility, wage ceiling and contribution structure;
 - Treatment of statutory contributions within the CTC/remuneration structure of VTs; and
 - Any other related matter arising under the applicable labour laws.
- The Nodal Officer (Vocational Education) shall coordinate with the concerned Labour Authority and ascertain a suitable date for the meeting/consultation.
- It was further observed that some eligible VTs have not yet received their ESIC cards. All VTPs were directed to ensure that ESIC cards are issued to all eligible VTs, except those exempted under the applicable provisions for instance ex-serviceman, within 15 days and, in any case, by the end of the current month.

4. Pending EPF Contribution in respect of Former ICSS Vocational Trainers

- The issue regarding pending EPF contributions in respect of 84 VTs previously engaged under ICSS and subsequently shifted to Indus and Olive was discussed.
- It was decided that the matter regarding the liability for depositing the pending EPF contributions shall be examined by the concerned VTPs in accordance with the applicable EPF provisions.
- Indus and Olive were directed to ascertain from the EPFO the financial implications, including penalty, interest or any other applicable charges, for clearing the pending/backlog EPF contributions of the concerned 84 VTs.
- Indus and Olive shall submit complete details regarding the outstanding EPF contributions, applicable penalty/interest and other related information to the State Project Office (SPO) for further examination and necessary action.
- President of the Association also to confirm the exact months for which EPF not deducted.

5. Verification of Qualifications of Vocational Trainers

- The matter regarding verification of the educational qualifications of the existing VTs was discussed.

- All VTPs were directed to submit the complete details regarding the qualifications of all existing VTs to the State Project Office within 7 days from the date of the meeting.
- It was further decided that a Committee shall be constituted to examine the qualification-related issues. The VTPs may nominate their representatives to be part of the Committee.
- The Committee shall scrutinize the qualifications of the VTs and examine cases where the prescribed qualification criteria are not being met. The Committee shall thereafter recommend an appropriate course of action/solution in accordance with the applicable norms and guidelines.

6. Employability Education Programme – Magic Bus

The matter pertaining to the Employability Education Programme being implemented through Magic Bus was discussed. The president of the VT stated that it was a burden to teach EEP content i.e., Security & safety of students, self-awareness and financial literacy where as Mr. Ashik Rizvi, Associate Director of Magic Bus averred that the same can be taught in an integrated manner with Unit-1 i.e. Employability Skills of vocational subject and there are only 15 sessions which can be taken in flexible manner. On this chair directed to continue the session delivery of EEP.

7. Issuance of Monthly Salary Slips to Vocational Trainers

- The Worthy SPD directed all VTPs to provide salary slips to the VTs after the release of their monthly salary.
- The VTPs may issue system-generated/auto-generated salary slips containing complete details of the salary components, statutory deductions and net salary paid.
- All VTPs shall ensure regular and timely issuance of salary slips to the VTs every month.

Conclusion

The Worthy State Project Director thanked all the VTPs to spare their valuable time and directed all the concerned VTPs and officers to ensure strict and timely compliance with the decisions taken during the meeting. The concerned stakeholders shall submit the requisite information, reports and compliance within the stipulated timelines.


State Project Director (SS)
Shimla-I, Himachal Pradesh