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PART I—Section I

प्रधिकार व प्रकाशित

PUBLISHED BY AUTHORITY

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No. 182] NEW DELHI, TUESDAY, NOVEMBER 21, 1967/KARTIKA 30, 1889

इस भाग में भिन्न पृष्ठ संख्या दी जाती है जिससे कि यह अलग संकलन के रूप में रखा जा सके।

Separate paging is given to this Part in order that it may be filed as a separate compilation.

MINISTRY OF LABOUR, EMPLOYMENT AND REHABILITATION
(Department of Labour and Employment)

RESOLUTION

New Delhi, the 18th November 1967

No. WB-17(7)/67.—By its Resolution No. WB-17(2)/63, dated the 25th February, 1964, the Government of India constituted a Wage Board with the following composition for fixing the rates of wages of the Non-Journalists employees of the newspaper establishments with due regard to the cost of living, the prevalent rates of wages for comparable employments, the circumstances relating to the newspaper industry in different regions in the country and to any other circumstances which to the Board may seem relevant:—

Chairman

Shri G. K. Shinde.

Independent Members

Shri Sidheshwar Prasad, M.P.

Shri P. Brahmayya.

Members representing employers

Shri Narendra Tiwari.

Shri P. K. Roy.

Members representing workers

Shri Amarnath Vidyalankar, M.P.

Shri S. Y. Kolhatkar.

Subsequent changes in the composition of the Wage Board were notified from time to time.

2. The Board made recommendations for interim relief. These were accepted by Government by its Resolution No. WB-17(13)/64, dated the 9th April, 1965.

3. The Board's final Report was received by Government on the 17th July, 1967. An extract of Chapter IV of the Report containing the Wage Board's recommendations is appended to this Resolution. Copies of the Report are being made available to the public through the Manager of Publications in the usual manner.

4. Having carefully considered the recommendations made by the Wage Board and the points made out in the Notes of Dissent, Government has decided to accept the recommendations made by the Board, subject to the following changes.

(i) Para 4.23—*Grouping of Non-Journalists:*

(I) *Administrative Staff:*

(a) *Daily newspapers Class I, II & III.*

Groups V & VI shall be substituted as under:—

Group V

Stenographers, Assistants, Accounts Clerks, Watch & Ward Inspectors, Cashiers, Circulation Inspectors, Advertisement Translators, Senior Clerks (i.e. those whose work involves special skills), Operators of Accounting Machines/Calculating Machines and Teleprinters, Field-Organisers and those doing Audit Bureau of Circulation.

Group VI

Junior Clerks (i.e. those doing normal clerical work including acceptance of advertisements and sale of publications), Time-Keepers, Typists, Telephone Operators, Addressographers, Receptionists, Franking Machine Operators and Sanitary Inspectors.

(b) In daily newspapers Class IV, V, VI and VII; and

(c) *Weeklies & Periodicals:*

Groups IV and V shall be substituted as follows:

Group IV

Stenographers, Assistants, Accounts Clerks, Watch & Ward Inspectors, Cashiers, Circulation Inspectors, Advertisement Translators, Senior Clerks (i.e. those whose work involves special skills), Operators of Accounting Machines/Calculating Machines and Teleprinters, Field-Organisers and those doing Audit Bureau of Circulation.

Group V

Junior Clerks (i.e. those doing normal clerical work including acceptance of advertisements and sale of publications), Time-Keepers, Typists, Telephone Operators, Addressographers, Receptionists, Franking Machine Operators and Sanitary Inspectors.

(II) *Factory Staff:*

(d) Factory workers of daily newspapers, and

(e) Factory workers of weeklies and periodicals—

Hand Compositors and Drivers shall be placed in Group III irrespective of the class of newspapers/weeklies/periodicals in which they are employed.

(ii) *Para 4.29—Fitment:*

Sub-Para 1(i)—The existing date 1st January, 1967 shall be amended to read 1st July, 1967.

Sub-Para (5)—In the proviso, the words “three increments” shall be substituted by the words “two increments”.

(iii) *Para 4.31—Age of retirement.*

Para 4.32—Pay on re-employment:

These paragraphs shall be omitted as the subject matter does not constitute part of the terms of reference.

5. The newspaper establishments are requested to implement expeditiously the Wage Board's recommendations as accepted by Government.

6. The Government of India wish to express its appreciation of the work of the Chairman and Members of the Wage Board in dealing with the matters referred to them.

ORDER

Ordered that a copy of the Resolution be communicated to all concerned.

Ordered also that the Resolution be published in the Gazette of India for general information.

P. C. MATHEW, Secy.

APPENDIX

CHAPTER IV

**RECOMMENDATIONS OF THE WAGE BOARD FOR NON-JOURNALIST
EMPLOYEES OF NEWSPAPER ESTABLISHMENTS
PRELIMINARY**

4.1 **Definitions.**—In the following paragraphs the following expression shall have the meanings assigned to them.

“Non-Journalist employee” means all full-time employees including out-station staff of a newspaper establishment excluding Working Journalists and those who are employed mainly in a managerial or administrative capacity.

NOTE.—Persons who can take initiative and pass independent order will be the only persons who will be treated as those who are in a managerial or administrative capacity.

“Working Journalists” this term will have the same definition as defined in Working Journalists (Conditions of Service) and Miscellaneous Provisions Act, 1955.

“Newspaper Establishment” means an establishment including a printing press, under the control of any person or body of persons, whether incorporated or not, for the production or publication of one or more newspapers or for conducting any news-agency or syndicate.

“Accounting Year” used with reference to a particular year shall, in the case of a newspaper establishment whose accounting year is a calendar year, mean that calendar year and shall in the case of a newspaper establishment whose accounting year is different from the calendar year, mean that accounting year of the establishment of which more than half falls in the particular calendar year. In the case of a newspaper where accounting year starts from 1st of July, the accounting year would be the year in which the first six months fall.

Example.—If the accounting year of a newspaper establishment starts from April 1st reference to the accounting year 1962 in the succeeding paragraph shall be constructed as reference to the accounting year 1962-63 of such establishment. On the other hand, if the accounting year of a newspaper establishment starts

from 1st October, reference to the accounting year 1962 in these paragraphs will be construed as reference to the accounting year 1961-62 of that establishment.

"Category" means any of the kind of employees mentioned under the groups set out in paragraph 23.

"Gross Revenue":

(a) In the case of a newspaper means the entire revenue earned by the establishment from one centre Revenue in respect of circulation and advertisement shall be taken to be the amount arrived at after deducting the commission actually allowed to the extent to which the amount of commission allowed by the income-tax authorities. In the case of a group the entire revenue of a unit is to be calculated as follows:

The circulation and advertisement revenue of each unit be separated. The remaining revenue is to be apportioned to each unit in proportion to its circulation and advertisement revenue:

Provided that in a newspaper establishment in regard to the activity of other departments, which have nothing to do with the income and expenditure of the newspaper, including the depreciation on the machinery employed by the newspaper establishment, the net income of those of other departments is to be excluded from the income of the newspaper.

(b) In the case of a news-agency, means the entire revenue of the establishment by whatever sources earned by the establishment.

"Group" means two or more newspapers published by a newspaper establishment from the same centre.

"Multiple Unit" means the same newspaper published from more than one centre by a newspaper establishment.

"Chain" means more than one newspaper published by a newspaper establishment from more than one centre.

"Metropolitan Centre" or "Metropolitan City" means the city of Bombay, Calcutta, Delhi and Madras.

4.2. Classification of Newspaper Establishments.—For the purpose of fixation of wages of Non-Journalists, Newspapers and News-agencies should be classified in the manner hereinafter provided.

4.3. Classification of newspaper establishment should be based on the average revenues of the three accounting years 1963, 1964 and 1965.

4.4. In the case of a newspaper establishment completing two out of the aforesaid three accounting years, its classification should be determined on the basis of its average revenues for those two years.

4.5. In the case of newspaper establishment which has completed only one year of the said accounting years, its classification should be determined on the basis of its revenues for that year.

4.6. The classification determined in accordance with the provisions of paragraphs 3, 4 and 5 should continue until the newspaper establishment is reclassified in accordance with the provisions of paragraph 21.

4.7. A newspaper establishment or news-agency started after the year 1966 should be deemed to fall within the lowest class of newspaper establishment and should continue to remain in that class until it is reclassified according to the provisions of paragraph 21.

4.8. If the ownership of a newspaper establishment is transferred by one person to another at any time after the accounting year 1961, the provisions of paragraphs 3 to 7 should apply to such newspaper establishment as if the revenues of the newspaper establishment for the relevant accounting years under the previous owner were its revenues for those years under the new owner.

4.9. **Dailies.**—Newspaper establishment should, subject to the provisions of the succeeding paragraphs, be classified under the following seven classes on the basis of its gross revenue :—

Class	Gross Revenue.
I	Rs. 200 lakhs and above.
II	Rs. 100 lakhs and above and less than Rs. 200 lakhs.
III	Rs. 50 lakhs and above and less than Rs. 100 lakhs.
IV	Rs. 30 lakhs and above and less than Rs. 50 lakhs.
V	Rs. 15 lakhs and above and less than Rs. 30 lakhs.
VI	Rs. 5 lakhs and above and less than Rs. 15 lakhs.
VII	Less than Rs. 5 lakhs.

4.10. If the advertisement revenue of any such newspaper not being a newspaper falling in class VII, is less than 40 per cent of its gross revenue reduced by advertisement revenue, it should be placed in the class next below that in which it would fall on the basis of its gross revenue.

4.11. **Groups, Multiple Units and Chains.**—In the case of a multiple unit, all constituent units should be placed in the highest of the classes in which they are taken separately, would fall, under the foregoing provisions, provided that no such unit should as a result of the provisions of this paragraph be placed more than two classes above the class in which it would fall on the basis of its own revenues in accordance with the provisions of paragraph 9.

4.12. In the case of a group, English daily newspapers including the 7th day edition by whatever name it is called published from one centre by a newspaper establishment will form one unit and all Indian language daily newspapers published from one centre including the 7th day edition by whatever name it is called will also form one unit :

Provided that common staff of non-journalist employees for the purpose of scales of pay and allowances shall be placed in highest class of the unit.

4.13. In the case of a newspaper establishment having more than one unit at one centre of publication as defined in paragraph 12 the weaker unit at that centre will be given a weightage of two classes, if the stronger unit fall in class I, II or III and one class if the stronger unit falls in class IV, or VI.

Provided that where the weaker unit is only one class below the other unit of that centre then it will be placed in the class of the other unit.

4.14. Where a newspaper establishment publishes one newspaper from one centre and another newspaper from another centre they will be classified according to their own individual revenue. Where a newspaper forms part of a multiple or group the papers falling in these categories will be governed by the principles laid down in paras 11 and 12.

4.15. **Weeklies and other periodicals.**—Newspaper establishments owning weeklies and other periodicals should be classified on the basis of their gross revenue as follows:—

Class	Gross Revenue
I	Rs. 50 lakhs and above.
II	Rs. 30 lakhs and above and less than Rs. 50 lakhs.
III	Rs. 15 lakhs and above and less than Rs. 30 lakhs.
IV	Rs. 5 lakhs and above and less than Rs. 15 lakhs.
V	Rs. 2½ lakhs and above and less than Rs. 5 lakhs.
VI	Less than Rs. 2½ lakhs.

4.16. A weekly which is substantially the 7th day edition of a daily or a special edition of a daily by whatever name it may be called should be deemed to be part of the daily and should be dealt with in accordance with the provisions of paragraphs 11, 12, 13 and 14.

4.17. All bi-weeklies, tri-weeklies and other periodicals should be classified on the basis of their gross revenue in accordance with the provisions of paragraph 14.

4.18. The weaker units of weeklies, fortnightlies, bi-weeklies, tri-weeklies, monthlies and other periodicals forming part of a group shall be placed one class above the class to which they belong on the basis of gross revenue as per paragraph 15. In the case of a multiple, principles laid down in para 11 be followed.

4.19. **News-agencies.**—News-agency should be classified on the basis of their gross revenue as follows :

Class	Gross Revenue
I	Rs 200 lakhs and above.
II	Rs. 100 lakhs and above and less than Rs. 200 lakhs.
III	Rs. 50 lakhs and above and less than Rs. 100 lakhs.
IV	Rs. 30 lakhs and above and less than Rs. 50 lakhs.
V	Rs. 15 lakhs and above and less than Rs. 30 lakhs.
VI	Rs. 5 lakhs and above and less than Rs. 15 lakhs.
VII	Less than Rs. 5 lakhs.

4.20. A foreign news-agency, that is to say, news-agency which operates in India but whose principal office is situated outside India should be treated on par with the Press Trust of India in respect of classification.

4.21. **Reclassification.**—It should be open either to the employer or to the employees to seek reclassification of a newspaper establishment at any time after the accounting year 1968 on the basis of the average revenues of the three immediately preceding accounting years provided that such reclassification should not be sought more than once in any period of three consecutive accounting years.

4.22. **Classification of areas.**—For the payment of dearness allowance to full time employees, areas should be classified as follows :

Area No. I—Metropolitan Cities.

Area No. II—Towns with the population of 5 lakhs and above but excluding metropolitan cities.

Area No. III—Other places.

The population figures as published in the last available All-India Census Report should be taken to be the figures for the purpose of the above publication.

4.23. **Grouping of Non-Journalists.**

I. Administrative staff

(a) In daily newspapers Class I, Class II and Class III—
Group

I. General Manager, Manager and Secretary.

II. Departmental Managers (Those who are Incharge of Circulation, Advertisement Departments, Personnel etc.) Chief Accountant (Accountant), P.R.Os. (Class I and III papers).

III. Liaison Officers, Accounts Officers, Chief Internal Auditors, Assistant Advertisement Managers and Assistant Circulation Managers, Personnel Officers.

IV. Sectional Heads (Supervising work of 5 clerks), Business Canvassers, Sales Representatives, Head Clerks, Personal Assistants (Steno-Secretaries), Assistant Accountant, Advertisement Representative.

V. *Stenographers, Assistants, Ledger Clerks, Cashiers, Clerks working on Balance-sheets or costing, Watch and Ward Inspectors, Assistant Cashiers, Circulation Inspectors, Advertisement Translators, Clerks doing independent correspondence, Scheduling work for advertisements or making advertisement dummy, Comptists, Clerks doing work relating to tax matters like Sales Tax, Income Tax, Excise Duty, Persons dealing with the preparation of abstracts under the Payment of Wages Act, Minimum Wages Act, calculating E.S.I. and Provident Fund, those working on Accounting Machines, Teleprinter Operators, (Field-Organisers) and those doing ABC.*

VI. *Factory Clerks, Works Clerks, Record-keepers, Clerks doing simple copying work, Filing work, those preparing bills, Challans for bills, circulation receipts, Time-Keepers (Time office, Advertisement Box sorters), Typists, Telephone Operators, Addressographers, Receptionists, Railway Despatch Clerks, Parcel Clerks, Despatchers, Franking Machine Operators, Sanitary Inspectors, Persons dealing with the acceptance of advertisements, sale of publications.*

VII. *Bill Collectors, Daftry or those doing semi-clerical work.*

VIII. *Peon, Sweeper, Chowkidar, Bearer, Cleaner, Callboy, Canteenboy, Waterboy, and Mali.*

(b) In daily newspapers Class IV, Class V, Class VI and Class VIII.

Group

I. General Manager, Manager and Secretary.

II. Departmental Managers (those who are Incharge of Circulation, Advertisement Departments, Personnel etc.), Chief Accountant (Accountant), P.R.Os. (Classes I and II papers), Chief Internal Auditor.

III. Sectional Heads (supervising work of 5 clerks), Business Canvassers, Sales Representatives, Head Clerks, Personal Assistants (Steno-Secretaries).

IV. *Stenographers Assistants, Ledger Clerks, Clerks working on Balance-sheets or costing, Cashiers, Watch and Ward Inspectors, Assistant Cashiers, Circulation Inspectors, Advertisement Translators, Clerks doing independent correspondence, Scheduling work for advertisements or making advertisement dummy, Comptists, Clerks doing work relating to Tax matters like Sales Tax, Income Tax, Excise Duty, Persons dealing with the preparation of abstracts under the Payment of Wages Act, Minimum Wages Act, Calculating E.S.I. and Provident Fund, those working on Accounting Machines Teleprinter Operators, Field Organisers and those doing ABC.*

V. *Factory Clerks, Works Clerks, Record-keeper, Clerks doing simple copying work, filing work, those preparing bills, Challans for bills, Circulation Receipts, Time-keepers (Time Office, Advertisement Box Sorters), Typists, Telephone Operators, Addressographers, Receptionists, Railway Despatch Clerks, Parcel Clerks, Despatchers, Franking Machine Operators, Sanitary Inspectors, Persons dealing with the acceptance of advertisement sale of publications.*

VI. *Bill Collectors, Daftry or those doing semi-clerical work.*

VII. *Peon, Sweeper, Chowkidar, Bearer, Cleaner, Callboy, Canteenboy, Waterboy and Mali.*

(c) Weeklies and Periodicals

Group

I. General Manager, Manager and Secretary.

II. Departmental Managers (Those who are incharge of Circulation, Advertisement Departments, Personnel etc.), Chief Accountant (Accountant), P.R.Os. (Classes I and II papers), Chief Internal Auditor.

III Sectional Heads (supervising work of 5 clerks), Business Canvassers, Sales Representatives, Head Clerks, Personal Assistants (Steno Secretaries).

IV. *Stenographers, Assistants, Ledger Clerks* Clerks working on Balance-sheets or costing, Cashiers, *Watch and Ward Inspectors, Assistant Cashiers, Circulation Inspectors, Advertisement Translators, Clerks doing independent correspondence, Scheduling* work for advertisements or making advertisement dummy, Comptists, Clerks doing work relating to Tax matters like Sales Tax, Income Tax, Excise Duty, Persons dealing with the preparation of abstracts under the Payment of Wages Act, Minimum Wages Act, Calculating ESI and Provident Fund, those working on Accounting Machines, Teleprinter Operators, (*Field Organisers*) and those doing ABC

V Factory Clerks, Works Clerks, *Record-keepers*, Clerks doing simple copying work, Filing work, those preparing bills, Challans for bills, Circulation Receipts Time-keepers (Time Office Advertisement Box Sorters), Typists, Telephone Operators Addressographers, Receptionists Railway Despatch Clerks Parcel Clerks, Despatchers, Franking Machine Operators, Sanitary Inspectors, Persons dealing with the acceptance of advertisements, sale of publications

VI Bill Collectors, Daftry or those doing semi-clerical work

VII Peon Sweeper, Chowkidar, Bearer, Cleaner, Callboy, Canteen Boy, Water Boy, and Mah

II Factory Staff

(d) Factory Workers of Daily Newspapers—

Group I Lino-Mechanics, Mono-Mechanics, Motor Mechanics, Rotary Mechanics, Armature Winder, Lino Operator, Mono Operator, Colour-etcher, Printer (Foreman, Composing supervisor), Rotary Machine Shift Incharge (Minder)

II Sarang, Stereo Caster, Corrector, Make up Man, Hand Compositor (for Classes I, II, III and IV) Imposer, Driver (for Classes I, II, III and IV), Ludlow Operator, APL Operator, Half tone Etcher, Camera Operator, Rotary Machineman (General)

III Caster Monocaster, Electrician, Cutter, Carpenter, Copy-holder, Dark Room Assistant, Mystry, Fitter, Machineman (Except Rotary Machineman), Roller Maker, Moulder, Mangleman, Mason, Plate Maker (Black and White) Stereoman, Turner, Wireman, Welder, Hand Compositor (For Classes V, VI and VII), Driver (For Classes V, VI and VII)

IV Treadleman, Line-etcher, Blacksmith, Cook, Distributor

V Semi-skilled Baller Binder, Flyboy, Knife Sharpener, Mounter, Plate, Grinder Rollerman, Router, Reel Winder, Stitcher, Colour Work Examiner, Barman, Counter Daftry, Dhobi, Galley Pressman, Inkman, Interlay Cutter, Liftman Lockup Man, Lead Melter, Numberer, Proof Puller, Feeder, Paperman, Head Peon, Havildar, Jamadar.

VI Mazdoor, Reel Loader and Unloader, Trolleyman, Baller.

(e) Factory Workers of Weeklies and Periodicals

Group.

I Lino-Mechanics, Mono Mechanics, Motor Periodicals, Rotary Mechanics, Armature Winder, Lino Operator, Mono Operator, Colour Etcher, Printer (Foreman, Composing supervisor, Rotary Machine Shift Incharge (Minder)

II Sarang, Stereo Caster, Corrector, Make-up Man, Hand Compositor, (for Classes I and II), Imposer, Driver (for Classes I and II), Ludlow Operator, APL Operator, Half-tone Etcher, Camera Operator, Rotary Machineman (General)

III. Caster, Monocaster, Electrician, Cutter, Carpenter, Copy Holder, Dark Room Assistant, Mystry, Fitter, Machineman (Except Rotary Machine-man), Roller Maker, Moulder, Mangleman, Mason, Plate-maker (Black and White) Stereoman, Turner, Wireman, Welder, Hand Compositor (for Classes III, IV, V and VI), Driver (for Classes III, IV, V and VI).

IV. Treadleman, Line-etcher, Blacksmith, Cook, Distributor.

V. Semi-skilled Baller, Binder, Fly-boy, Knife, Sharpener, Mounter, Plate-grinder, Rollerman, Router, Reel Winder, Stitcher, Colour work examiner, Barman, Counter, Daftry, Dhobi, Galley Pressman, Inkman, Interlay Cutter, Liftman, Lockup Man, Lead Melter, Numberer, Proof Puller, Feeder, Paperman, Head Peon, Havildar, Jamadar.

VI. Mazdoor, Reel-loader and Unloader, Trolleyman, Baller.

(f) Grouping of Non-Journalist Employees of News-Agencies.

Administrative Staff

Group I. General Manager, Chief Accountant.

II. Accountant.

III. Office-Secretary, Stores Officer.

IV. Cashier, Assistant Accountant, Commercial Assistant, Stores Assistants.

V. Senior Clerks.

VI. Junior Clerks, Car Driver.

VII. Havildars.

VIII. Peons, Hammals, Sweepers, etc.

Engineering Deptt., Transmission Deptt. and Production Deptt.

Group I. Chief Engineer.

II. Engineer, Superintendent.

III. Assistant Engineer, Transmission Incharge.

IV. Selection Grade and Die-maker.

V. Senior Technician/Senior Operator.

VI. Technician/Junior Operator.

VII. Machine Attender/Transmission Boys.

Remarks:

1. It is not obligatory for a newspaper establishment to comply any or all of the categories of employees grouped above. Some of the functions may be combined. The Non-Journalist employees shall continue to discharge the functions which they had been performing before the coming into force of these recommendations.

2. If any employee or any category of employees is not included in the above grouping, they should be placed in such groups as would be determined by mutual negotiations between the management and the representatives of employees.

3. Due to paucity of data, scales of wages of Non-Journalist employees in Engineering, Transmission and Production Department of news-agencies other than P.T.I. have not been prescribed.

Remuneration.—**4·24 Wages, Scales and Grades :**

Class	Group of Employees	Scale	Years
<i>(Administrative Staff—Daily Newspapers)</i>			
I. (Rs. 200 lakhs & above)	I	No scale.	
	II	500—30—650—40—850—75—1225	(15 years)
	III	400—20—500—40—700—50—950	(15 years)
	IV	275—13—340—24—460—45—685	(15 years)
	V	250—12—310—24—430—50—680	(15 years)
	VI	190—10—240—16—320—30—380	(12 years)
	VII	125—3—140—5—175	(12 years)
	VIII	110—5—160	(10 years)
II. (Rs. 100 lakhs & above & less than Rs. 200 lakhs)	I	No scale.	
	II	350—14—420—34—590—55—865	(15 years)
	III	300—11—370—25—500—50—750	(15 years)
	IV	240—12—300—24—420—40—620	(15 years)
	V	225—10—275—21—380—42—590	(15 years)
	VI	175—11—230—14—300—25—350	(12 years)
	VII	115—3—130—5—165	(12 years)
	VIII	100—5—150	(10 years)
III. (Rs. 50 lakhs & above & less than Rs. 100 lakhs)	I	No scale.	
	II	300—14—370—26—500—50—750	(15 years)
	III	275—13—340—24—460—45—685	(15 years)
	IV	225—10—275—20—375—40—575	(15 years)
	V	200—10—250—18—340—30—490	(15 years)
	VI	160—8—200—16—280—20—320	(12 years)
	VII	105—3—120—5—155	(12 years)
	VIII	90—5—140	(10 years)
IV. (Rs. 30 lakhs & above & less than Rs. 50 lakhs)	I	No scale.	
	II	250—12—310—20—410—45—500	(12 years)
	III	200—10—250—20—350—25—400	(12 years)
	IV	165—9—210—12—270—25—320	(12 years)
	V	130—8—170—13—235—20—275	(12 years)
	VI	95—3—110—5—145	(12 years)
	VII	80—2—100	(10 years)
V. (Rs. 15 lakhs and above & less than Rs. 30 lakhs)	I	No scale.	
	II	220—12—280—18—370—35—440	(12 years)
	III	190—10—240—16—320—20—360	(12 years)
	IV	150—8—190—16—270—20—310	(12 years)
	V	115—5—145—12—205—15—235	(12 years)
	VI	85—2—95—5—130	(12 years)
	VII	70—1—85	(10 years)
VI. (Rs. 5 lakhs & above & less than Rs. 15 lakhs)	I	No scale.	
	II	200—10—250—20—350—25—400	(12 years)
	III	175—9—220—12—280—25—330	(12 years)
	IV	140—8—180—10—230—25—280	(12 years)
	V	105—5—130—11—185—15—215	(12 years)
	VI	75—2—85—5—120	(12 years)
	VII	60—1—70	(10 years)
VII. (Less than Rs. 5 lakhs)	I	No scale.	
	II	175—7—220—12—280—25—330	(12 years)
	III	150—8—190—10—240—25—290	(12 years)
	IV	125—8—165—12—225—15—255	(12 years)
	V	95—5—120—10—170—12½—195	(12 years)
	VI	65—2—75—5—110	(12 years)
	VII	50—1—60	(10 years)

1	2	3	4
<i>Weeklies and Periodicals</i>			
I. (Rs. 50 lakhs and above)	I	No scale.	
	II	300—14—370—26—500—50—750	(15 years)
	III	275—13—340—24—460—45—685	(15 years)
	IV	225—10—275—20—375—40—575	(15 years)
	V	200—10—250—18—340—30—490	(15 years)
	VI	160—8—200—16—280—20—320	(12 years)
	VII	105—3—120—5—155	(12 years)
	VIII	90—5—140	(10 years)
II. (Rs. 30 lakhs & above & less than Rs. 50 lakhs)	I	No scale.	
	II	250—12—310—20—410—45—500	(12 years)
	III	200—10—250—20—350—25—400	(12 years)
	IV	165—9—210—12—270—25—320	(12 years)
	V	130—3—170—13—235—20—275	(12 years)
	VI	95—3—115—5—145	(12 years)
	VII	80—2—100	(10 years)
III. (Rs. 15 lakhs & above & less than Rs. 30 lakhs)	I	No scale.	
	II	220—12—280—18—370—35—440	(12 years)
	III	190—10—240—16—320—20—360	(12 years)
	IV	150—8—190—16—270—20—310	(12 years)
	V	115—6—145—12—205—15—235	(12 years)
	VI	85—2—95—5—130	(12 years)
	VII	70—1-1/2—85	(10 years)
IV. (Rs. 5 lakhs & above & less than Rs. 15 lakhs)	I	No scale.	
	II	220—10—250—20—350—25—400	(12 years)
	III	175—9—220—12—280—25—330	(12 years)
	IV	140—3—180—10—230—25—280	(12 years)
	V	105—5—130—11—185—15—215	(12 years)
	VI	75—2—85—5—120	(12 years)
	VII	60—1—70	(10 years)
V. (Rs. 2-1/2 lakhs and above & less than Rs. 5 lakhs)	I	No scale.	
	II	175—9—220—12—280—25—330	(12 years)
	III	150—8—190—10—240—25—290	(12 years)
	IV	125—8—165—12—225—15—255	(12 years)
	V	95—5—120—10—170—12-1/2—195	(12 years)
	VI	65—2—75—5—110	(12 years)
	VII	50—1—60	(10 years)
VI. (Less than Rs. 2-1/2 lakhs)	I	No scale.	
	II	150—1—180—10—240—25—290	(12 years)
	III	130—7—165—11—220—20—260	(12 years)
	IV	105—5—130—11—185—15—215	(12 years)
	V	95—5—155	(12 years)
	VI	65—1—70—2—80—5—90	(12 years)
	VII	50—50 paise—55	(10 years)
<i>Factory Employees—Daily Newspapers</i>			
I. (Rs. 200 lakhs and above)	I	250—12—310—24—430—50—680	(15 years)
	II	210—10—260—20—360—30—420	(12 years)
	III	190—10—240—20—340—30—400	(12 years)
	IV	175—9—220—16—300—25—350	(12 years)
	V	150—7—185—15—260—20—300	(12 years)
	VI	110—5—160	(10 years)
II. (Rs. 100 lakhs & above & less than Rs. 200 lakhs)	I	225—10—275—21—380—42—590	(15 years)
	II	200—10—250—18—340—30—400	(12 years)
	III	175—3—220—16—300—25—350	(12 years)
	IV	160—8—200—14—270—25—320	(12 years)
	V	140—8—180—12—240—20—280	(12 years)
	VI	100—5—150	(10 years)

I	2	3	4
III. (Rs. 50 lakhs & above & less than Rs. 100 lakhs)	I II III IV V VI	200-10-250-18-340-30-490 175-9-220-16-300-25-350 160-8-200-20-300-25-350 145-7-180-12-240-25-290 125-7-160-12-220-15-250 90-5-140	(15 years) (12 years) (12 years) (12 years) (12 years) (10 years)
IV. (Rs. 30 lakhs and above & less than Rs. 50 lakhs)	I II III IV V VI	175-9-220-16-300-25-425 140-8-180-12-240-20-280 110-6-140-10-190-20-230 105-5-130-10-180-20-220 95-5-120-10-170-12 1/2-195 80-2-100	(15 years) (12 years) (12 years) (12 years) (12 years) (10 years)
V. (Rs. 15 lakhs & above & less than Rs. 30 lakhs)	I II III IV V VI	150-8-190-14-260-20-360 120-6-150-10-200-20-240 100-5-125-10-175-12 1/2-200 90-5-115-8-155-12 1/2-180 85-5-110-8-150-10-170 70-1 1/2-85	(15 years) (12 years) (12 years) (12 years) (12 years) (10 years)
VI (Rs. 5 lakhs & above & less than Rs. 15 lakhs).	I II III IV V VI	135-7-170-12-230-20-330 110-5-135-11-190-15-220 95-5-120-10-170-12 1/2-195 80-5-105-7-140-15-170 75-5-100-8-140-12 1/2-165 60-1-70	(15 years) (12 years) (12 years) (12 years) (12 years) (10 years)
VII. (less than 5 lakhs).	I II III IV V VI	125-8-165-12-225-15-300 10-5-125-10-175-12 1/2- 00 85-5-110-8-150-12 1/2-175 70-5-95-8-135-10-155 65-5-90-7-125-10-145 50-1-60	(15 years) (12 years) (12 years) (12 years) (12 years) (10 years)

Factory Employees of the Weeklies & Periodicals.

I. (Rs. 50 lakhs & above).	I II III IV V VI	200-10-250-18-340-30-490 175-9-220-16-300-25-350 160-8-200-20-300-25-350 145-7-180-12-240-25-290 125-7-160-12-220-15-250 90-5-140	(15 years) (12 years) (12 years) (12 years) (12 years) (10 years)
II. (Rs. 30 lakhs & above & less than Rs. 50 lakhs).	I II III IV V VI	175-9-220-16-300-25-425 140-8-180-12-240-20-280 110-6-140-10-190-20-230 105-5-130-10-180-20-220 95-5-120-10-170-12 1/2-195 80-2-100	(15 years) (12 years) (12 years) (12 years) (12 years) (10 years)
III. (Rs. 15 lakhs & above & less than Rs. 30 lakhs).	I II III IV V VI	150-8-190-14-260-20-360 120-6-150-10-200-20-240 100-5-125-10-175-12 1/2-200 90-5-115-8-155-12 1/2-180 85-5-110-8-150-10-170 70-1 1/2-85	(15 years) (12 years) (12 years) (12 years) (12 years) (10 years)

I	2	3	4
IV. (Rs. 5 lakhs & above & less than Rs. 15 lakhs)	I	135-7-170-12-230-30-330	(15 years)
	II	110-5-135-11-190-15-220	(12 years)
	III	95-5-120-10-170-12 1/2-195	(12 years)
	IV	80-5-105-7-140-15-170	(12 years)
	V	75-5-100-8-140-12 1/2-165	(12 years)
	VI	60-1-70	(10 years)
V. (Rs. 2 1/2 lakhs & above & less than Rs. 5 lakhs)	I	125-8-165-12-225-15-300	(15 years)
	II	100-5-125-10-175-12 1/2-200	(12 years)
	III	85-5-110-8-150-12 1/2-175	(12 years)
	IV	70-5-95-8-135-10-155	(12 years)
	V	65-5-90-7-125-10-145	(12 years)
	VI	50-1-60	(10 years)
VI. (less than Rs. 2 1/2 lakhs)	I	120-5-145-7-180-12-240	(15 years)
	II	100-5-160	(12 years)
	III	80-5-140	(12 years)
	IV	75-5-135	(12 years)
	V	60-5-120	(12 years)
	VI	50-50 paise-55	(10 years)

Pay scales for News Agencies-Administrative Staff

I (Rs. 200 lakhs and above)	I	No. scale.	
	II	500-30-650-40-850-75-1225	(15 years)
	III	400-20-500-40-700-50-950	(15 years)
	IV	275-13-340-24-460-45-685	(15 years)
	V	250-12-310-24-430-50-680	(15 years)
	VI	190-10-240-16-320-30-380	(12 years)
	VII	125-3-140-5-175	(12 years)
	VIII	110-5-160	(10 years)
II. (Rs. 100 lakhs & above & less than Rs. 200 lakhs)	I	No. scale.	
	II	400-20-500-35-675-55-900	(15 years)
	III	300-14-370-26-500-50-750	(15 years)
	IV	250-12-310-28-450-40-650	(15 years)
	V	225-10-275-21-380-42-590	(15 years)
	VI	175-11-230-14-300-25-350	(12 years)
	VII	110-3-130-5-165	(12 years)
	VIII	100-5-150	(10 years)
III. (Rs. 50 lakhs & above & less than Rs. 100 lakhs)	I	No scale.	
	II	300-14-370-26-500-50-750	(15 years)
	III	275-13-340-24-460-45-685	(15 years)
	IV	225-10-275-20-375-40-575	(15 years)
	V	200-10-250-18-340-30-490	(15 years)
	VI	160-8-200-16-280-20-320	(12 years)
	VII	105-3-120-5-155	(12 years)
	VIII	90-5-140	(10 years)
IV. (Rs. 30 lakhs & above & less than Rs. 50 lakhs)	I	No scale.	
	II	250-12-310-20-410-45-500	(12 years)
	III	200-10-250-20-350-25-400	(12 years)
	IV	190-10-240-16-320-20-360	(12 years)
	V	165-9-210-12-270-25-320	(12 years)
	VI	130-8-170-13-235-20-275	(12 years)
	VII	95-3-110-5-145	(12 years)
	VIII	80-2-100	(10 years)
V. (Rs. 15 lakhs & above & less than Rs. 30 lakhs)	I	No scale.	
	II	220-12-280-18-370-35-440	(12 years)
	III	190-10-240-16-320-20-360	(12 years)
	IV	175-9-220-12-280-25-330	(12 years)
	V	150-8-190-16-270-20-310	(12 years)
	VI	115-6-145-12-205-15-235	(12 years)
	VII	85-2-95-5-130	(12 years)
	VIII	70-1 1/2-85	(10 years)

	I	2	3	4
VI. (Rs. 5 lakhs & above & less than Rs. 15 lakhs)	I	No scale.		
	II	200-10-250-20-350-25-400		(12 years)
	III	175-9-220-12-280-25-330		(12 years)
	IV	160-8-300-16-280-20-330		(12 years)
	V	140-8-180-10-230-25-280		(12 years)
	VI	105-5-130-11-185-15-215		(12 years)
	VII	75-2-85-5-120		(12 years)
	VIII	60-1-70		(10 years)
VII. (less than Rs. 5 lakhs)	I	No scale.		
	II	175-9-220-12-280-35-330		(12 years)
	III	150-8-190-10-240-25-290		(12 years)
	IV	140-7-175-11-230-25-280		(12 years)
	V	125-8-165-12-225-15-255		(12 years)
	VI	95-5-120-10-170-12 1/2-195		(12 years)
	VII	65-2-75-5-110		(12 years)
	VIII	50-1-60		(10 years)

Pay scales of Press Trust of India

(Engineering and Transmission and Production Branch).

I	No scale.	
II	500-30-650-40-850-75-1000	(12 years)
III	450-20-550-40-750-75-900	(12 years)
IV	375-15-450-30-600-50-700	(12 years)
V	300-15-375-35-550-50-650	(12 years)
VI	175-10-225-15-300-25-350	(12 years)
VII	115-3-130-5-165	(12 years)

4.25. **Dearness Allowance.**—Dearness Allowance should be paid to non-journalists at the following rates :

Range of Basic Pay	Area		
	III	II	I
Below Rs. 100	Rs. 30	Rs. 40	Rs. 50
Rs. 100 to Rs. 200	40	55	70
Above Rs. 200 & upto Rs. 300	50	65	80
Above Rs. 300 & upto Rs. 400	60	75	90
Above Rs. 400 & upto Rs. 500	70	85	100
Above Rs. 500 & upto Rs. 800	85	100	110
Above Rs. 800 & upto Rs. 1200	100	115	130
Above Rs. 1200	120	140	150

4.26. The proposed scales of pay and dearness allowance is to be linked up with the average consumer price index number for the year 1965 of the All-India Average Consumer Price Index numbers for working class (with 1949 equal to 100) as base i.e. 166. The dearness allowance should be revised every year either upwards or downwards on the basis of the average of the previous 12 months. The first revision is to take place in January 1968 as soon as average consumer price index number for the year 1967 is available. If the average of the year 1967 differs from the average of the year 1965 by 10 points or more upwards or down-

wards the dearness allowance is to be revised at the rate of 50 paise per point upwards or downwards as the case may be. After 1968 revision is to be made every year in January on the basis of the average of the previous year as soon as the figures are available, provided the average of the 12 months differs by 10 points or more from the average of the year immediately preceding the previous year. The rate of revision is to be 50 paise per point.

4.27. **Other Allowances.**—The Board recommends that the fixation of conveyance, entertainment, travelling, night shift etc., should be left to collective bargaining between the non-journalists and the newspaper establishments concerned.

4.28 The gratuity scheme as applicable to working journalists as per the provisions contained in the Working Journalists (Conditions of Service) and Miscellaneous Provisions Act, 1955 subject to the decisions of the Supreme Court shall be applicable to all the non-journalist employees. If there be any gratuity scheme applicable to any non-journalists immediately before coming these recommendations into force in that case at his option he can continue to be governed by that scheme instead of the one recommended above.

4.29 **Fitment.**—(1) For the purpose of fitment —

(i) Relevant dates means—

In the case of Classes I, II and III of newspapers and News-Agencies and Class I Periodicals—1st January, 1967.

In the case of all others—1st July, 1967.

(ii) The present emolument of a non-journalist shall mean his basic pay plus the D.A. and the amount of interim relief payable to him immediately before the relevant date.

(iii) The revised scale shall mean the scale of pay applicable as per para 24 of these recommendations.

(iv) The assumed basic pay for a non-journalist, shall mean the amount arrived at after reducing the present emolument by the amount of D.A. for the minimum of revised scale applicable in his case as per para 25 and 24 respectively.

(2) If the assumed basic pay of a non-journalist is less than the revised scale, his initial pay will be brought to the level of the minimum of the revised scale.

(3) In case the assumed basic pay is higher than the minimum of the revised scale and equal to any stage in the revised scale it will be fixed at that stage.

(4) In case the assumed basic pay is higher than the minimum of the revised scale but not at level with any stage in the revised scale then it will be brought upward to the level of the nearest stage of the scale.

(5) After the initial fixation of basic pay of a non-journalist as set forth in paragraphs 2, 3, 4 above each non-journalist shall be given one increment on the basis of each five years completed service in the group he was immediately before coming into operation of these recommendations:

Provided that in no case more than three increments shall be given; and provided further that by fixation of his pay in the manner suggested above no one will get more than the maximum of the revised scale.

(6) After the initial fixation of the basic pay of a non-journalist as set forth in the foregoing sub-paragraphs the D.A. as per para 25 shall be payable from the relevant dates on the basic wage so arrived

(7) A Non-Journalist at his option can retain the present scale. This option he has to exercise within a period of two months from the date of publication of Government decision on this recommendation. Option once exercised shall be final.

(8) When a non-journalist is fitted into a scale in accordance with the provisions of sub-paragraphs 1 to 7 as on the relevant date, he should be entitled to count increments in the appropriate scales as from that date.

(9) In no case, should the total of the existing basic pay and dearness allowance, if any, be reduced as a result of the operation of the provisions contained in these recommendations.

(10) When a newspaper establishment is reclassified in accordance with paragraph 21, the employee should be fitted into the new scale, applicable to him as his existing basic pay. When the basic pay does not coincide with a stage in the new scale, the employee should be fitted at the next higher stage when the classification goes up and at the next lower stage when the classification goes down. In the latter case, the higher existing basic pay should be protected and the difference between the existing basic pay and the pay to which he is so fitted may be absorbed in a future increment.

4.30. **Miscellaneous.**—The interim rates of wages fixed by the Government vide Notification No. WB. 17(13)/64, dated 9th April, 1965, shall cease to be in operation from the relevant date.

4.31. The age of retirement of a non-journalist shall be 58 years. However a Non-Journalist shall be continued in service up to the age of 60 years, on production of a fitness certificate from any registered medical practitioner.

4.32. Re-employment shall be on the basis of the last pay drawn by the employee at the time of retirement.

4.33. An apprentice is a person who is only a learner and not an employee in a newspaper. The period of apprenticeship shall not exceed two years.

4.34. Subject to the provisions of the standing orders applicable to a newspaper establishment a non-journalist may be employed as a probationer for a period not exceeding one year during which he shall be paid basic pay not less than the minimum of the scale applicable to the class of establishment and the group in which he is a probationer alongwith allowances attached to the post. In case a non-journalist acting as a probationer on a higher post is drawing more than the minimum pay of the higher post then he should get 10 per cent of the minimum pay of the higher post in addition to his salary of the lower post during the probationary period.

4.35. **Date of Operation.**—These recommendations should be operative in respect of each newspaper, news-agency and periodical as from the relevant date applicable to it in accordance with paragraph 29 sub-para (1).

4.36. Total arrears payable by the newspapers or news-agencies to its non-journalists as a result of retrospective operation provided in paragraph 35 should be paid in one instalment, not later than six months from the date of the publication of the order of the Central Government.

Provided that if services of any non-journalist are terminated by the employer before the arrears are paid they will become payable immediately on such termination.

4.37. It is recommended that contractual labour should not be allowed in Printing Presses by establishment. However, this restriction would not apply in the case of work of a casual nature.

(For details of voting See Schedule).