

MINISTRY OF LABOUR AND EMPLOYMENT  
ORDER

New Delhi, the 11th November, 2011

S.O. 2532(E).— Whereas, for the purpose of enabling the Central Government to fix or revise rates of wages for working Journalists and non-journalist newspaper employees, two Wage Boards were constituted under section 9 and section 13C of the Working Journalists and other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955 (45 of 1955) on the 24<sup>th</sup> May, 2007 by the notifications of the Government of India in the Ministry of Labour and Employment numbers S. O. 809 (E) and 810 (E) dated the 24<sup>th</sup> May, 2007 respectively;

And, Whereas, the Wage Boards were given three years' time to submit their Reports to the Central Government vide notifications in the Gazette of India (Extraordinary) S. O. Nos. 1066 (E) and 1067 (E) dated 3<sup>rd</sup> July 2007. The term of the Wage Boards for submitting the Reports was extended up to 31<sup>st</sup> December, 2010 vide notifications numbers S.O 1304(E) and S.O 1305(E) dated 2<sup>nd</sup> June, 2010;

And Whereas, the said Wage Boards submitted their recommendations to the Central Government on the 31<sup>st</sup> day of December, 2010;

And Whereas, a Writ Petition (C) No.246 of 2011 in the matter of ABP.Pvt. Ltd. and another versus the Union of India and others is pending before the Hon'ble Supreme Court of India challenging the constitution and the recommendations of the Wage Boards;

And Whereas, the Central Government has taken legal opinion and it has been advised to issue order under section 12 of the said Act, subject to the decision of the Hon'ble Supreme Court in the said case;

**Group – 3**

11. "Chief Reporter" or "Chief Correspondent" means a person who is in charge of all reporters/ Correspondents at a centre of publication, supervises their work and also regularly reports and interprets all news of legislative, political or general importance.
- 11A "Deputy or Assistant News Editor" means a person who assists the news editor in the discharge of his duties generally and/or is in charge of bringing out the city edition.
12. "Chief Sub-Editor or Content Chief" means a person who takes charge of a shift at the news desk, allocates and supervises the work of one or more sub-editors and is generally responsible for the determination of news space and the general display of news in the newspaper or in a particular edition or part of it.
13. "Sports Editors" means a person in charge of the sports section of a newspaper, deals with news and views on sports and allied activities, allocates and supervises the work of one or more reporters and of one or more sub-editors and is generally responsible for the determination of news space and the general display of sports news.
14. "Photo Editor" means in-charge of operating the photo service of the news agency and coordination of the service.
15. "Commercial Editor" means a person who deals with news and views bearing on commerce, finance, trade, industry and comments on them and allocates and supervises the work of one or more reporters.
16. "Economic Editor" means a person, who is in charge of bringing out the matters of general economic importance of the newspaper and allocates and supervises the work of one or more reporters.
17. "Science Editor" means a person who deals with specialized news relating to science and technology, and is in-charge of bringing out the Science service of the newspaper.
18. "Film Editor" means a person who deals with news and views bearing on films and stage and is in charge on specified column or page on stage and screen and supervises the work of one or more working journalists.
19. "Feature Editor" means a person who deals with features and is in charge of bringing out the Features Service of the news agency and supervises the work of one or more working journalists, reporter or correspondent engaged in these activities.
20. "Magazine Editor" means a person who deals with news and views bearing on literary or entertainment items of relevant news and thoughts and other connected

32. "Senior Photographer" or means a person, who has put in service of not less than five years in photographic profession and as also assists the photo editor in carrying out duties and responsibilities in the field.
33. "Senior Calligraphist", "Senior or Deputy Chief Artist" or "Senior or Deputy Chief Librarian", "Senior Index Assistant", and "Senior Research Assistant" means a person who assists the Chief Calligraphist, Chief Artist, Chief Librarian, Chief Index Assistant, and Chief of Statistics or Research Division as the case may be, and has put in service of not less than five years.

#### Group - 5

34. "Sub-Editor or Senior Reporter" means a person who receives, selects, shortens summarizers, elaborates, translates, edits and headlines news items of all descriptions and may do some or all of these functions.
35. "Reporter" means a person who gathers and presents news at a particular centre.
36. "Correspondent" means a person who gathers and dispatches by Email, website, wire, post or any other means, news from any centre other than the centre of publication.
37. "News Photographer" means a person who covers news events of public interest through photographs.
38. "Artist" means a person who prepares for publication drawing, layouts, maps, graphs or other similar embellishments, illustrations of any kind or of creative art. He may do some or all of these functions.
39. "Calligraphist" means an artist who performs journalistic work and also calligraphy matters.
40. "Librarian" or "Index Assistant" means a person who prepares and maintains records, relating to news and views which are used as background or fill out for current stories. Persons not performing any of these functions shall not be covered.
41. "Chief Proof Reader" means who allocates and supervises the work of one or more proof readers and is in charge of a shift.
42. "Senior Planner" means a person who supervises the work of photo editing, colour editing and shadow editing undertaken by the Planner.
43. "Senior Scanner Operator" means a person who supervises the work of scanning of the photographs/colour advertisements/illustration etc. undertaken by Scanner/Scanner Operator.

- (d) in Table - 1, for the entries under columns 1 to 5 relating to scale of pay for group of employees belonging to class III and class IV of the News Agency establishment the following entries shall be substituted, namely:-

Class of News Agency establishment	Scales of pay for Group of Employees						Variable Pay (% of Basic pay)
	1A	1	2	3	4	5	
“III”	No Scale	Rs.16000-ARI (2.5%)-26300	Rs.14000-ARI (2.5%)-23000	Rs.13000-ARI (2.5%)-21400	Rs.12000-ARI (2.5%)-19700	Rs.11000-ARI (2.5%)-18100	20%
IV		Rs.14000-ARI (2.5%)-23000	Rs.13000-ARI (2.5%)-21400	Rs.12000-ARI (2.5%)-19700	Rs.11000-ARI (2.5%)-18100	Rs.10000-ARI (2.5%)-16400	20%”;

- (e) in Table II for the entry “30%” under the column relating to Variable Pay (% of Basic Pay) against class III and class IV of News Agency Establishment, the entry “20%” shall respectively be substituted;

- (f) in Table IV, relating to Classification of Cities, under the heading Area “Y”,-
- the entries against serial numbers 53 and 68 shall be omitted;
  - the serial numbers of all entries thereunder shall be renumbered consecutively as serial numbers 1 to 67.

(4) 'Category' means any of those newspaper employees mentioned under the groups set out in this Award.

(5) "Gross Revenue" of a newspaper establishment (other than news agency) means the total revenue derived by the establishment from all sources of its newspaper business, including circulation and advertisement in its newspaper or newspapers, and also includes the income from the assets acquired and investments made by it out of funds earned in the newspaper business.

**Explanation – For the purpose of this clause,**

(i) The 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 so allowed is reasonable.

(ii) Reasonable commission is one which is finally accepted by the Income Tax Authorities in case of a particular newspaper establishment. In cases, where no such final decision of the Income Tax Authorities is available, the circulation commission shall be 25 percent and the advertisement commission shall be 15 percent of the respective revenues.

(6) "Newspaper employee" means working journalist, or non-journalist newspaper employee, or both.

(8) "Schedule" means a schedule annexed to this Award.

(9) "Table" means a table annexed to this Award.

(10) The words and expressions "newspaper establishment", "working journalist" and "non-journalist newspaper employee" shall have the meaning respectively assigned to them in the Act.

## Section II

### *Classification of newspaper Establishments and Grouping of Newspaper Employees*

3. **Classification of newspaper Establishments**— For the purpose of fixation or revision of rates of wages in respect of working journalists and non-journalists newspaper employees (other than the news agencies), the newspaper establishments shall be classified hereinafter provided.

5. **Change of ownership** – If the ownership of the newspaper establishment is transferred by one person to another, the provisions of paras 3 and 4 of this Chapter shall apply to such newspaper establishment as if the gross revenue of the newspaper establishment for the relevant accounting years under the previous owner were its revenue for those years under the new owner.
6. **Classification of news agency** – Newspaper establishment shall be classified under the following classes on the basis of their gross revenue as per paragraph 3 of this Chapter.

Class	Gross Revenue	Class	Gross Revenue
I	Rupees One Thousand Crore and above	V	Rupees Ten Crore and above but less than Rupees Fifty Crore
II	Rupees Five Hundred Crore and above but less than Rupees One Thousand Crore	VI	Rupees Five Crore and above but less than Rupees Ten Crore
III	Rupees One Hundred Crore and above but less than Rupees Five Hundred Crore	VII	Rupees One Crore and above but less than Rupees Five Crore
IV	Rupees Fifty Crore and above but less than Rupees One Hundred Crore	VIII	Less than Rupees One Crore

**Note:** - Foreign newspaper establishments, those operating in India with their Principal Office outside India, shall be treated as Class I newspaper establishment.

**Explanation – For the purpose of this clause,**

- (a) No newspaper establishment shall be deemed to be below class VIII.
- (b) Gross revenue of the circulation and advertisement clubbed together derived by a newspaper establishment, other than the one falling in Class VIII, if the advertisement revenue is less than 50% of its aforesaid revenue, then it should be placed in the class next below the class in which it would fall on the basis of its total average gross revenue.
- (c) Gross revenue of the circulation and advertisement clubbed together derived by a newspaper establishment, other than the one falling in classes VII and VIII, if the advertisement revenue is less than 40% of its aforesaid revenue, then it should be placed two classes below the class in which it would fall on the basis of its total average gross revenue. Establishments falling in Class VII whose advertisement is less than 40% of gross revenue will be placed in Class VIII.

employee in the newspaper industry. All allowances, such as HRA, Transport Allowance, and Leave Travel Allowance etc. will be computed by taking the sum total of the revised basic pay and the variable pay applicable to an employee.

- b. Variable pay recommended by the Wage Boards would be the minimum maintainable for all employees including those working on contract basis and the management would be free to pay more than recommended variable pay subject to performance of the workers as well as profitability and viability of the newspaper establishments.

### Section III

#### REVISED SCALES OF WAGES AND ALLOWANCES

**10. Revised scale of wages for working journalists** – (1) The revised scale of wages and variable pay, as recommended by the Wage Board for a span of 20 years, of each group of the Working Journalists in different classes of newspaper establishments is prescribed in Table I.

(2) Every part-time Correspondent and part-time Photographer shall be paid not less than 40 per cent, if he is posted at district head-quarters and above and not less than 30 percent, if he is posted at place below district headquarters, of the basic wage plus dearness allowance applicable to a full time Correspondent / Photographer at similar level, provided that no part-time Correspondent / Photographer will work for more than two newspaper establishments. In addition, payment shall be paid to him on column basis, the rate of which to be settled by mutual negotiations keeping in view the basic wages and dearness allowances drawn by as part-time Correspondent and part-time Photographer.

**11. Revised scale of wages for non-journalists:** – (1) The revised scales of wages and variable pay, as recommended by the Wage Board for a span of 20 years, of each group of the non-journalist newspaper employees i.e. Administration Staff and Factory Staff in different classes of newspaper establishments are prescribed in Table II and III respectively.

(2) Every time rated employee, that is to say, a person employed to work as time-rated employee (time-work) for either less or more than prescribed working hours and performs the job, or does the duty of a regular employee, shall be paid on pro-rata basis equivalent to the wages of the regular employee on the basis of number of hours for which he is employed.

(i) **Explanation** – for the purpose of above paragraphs 10 and 11

average consumer price index for industrial workers (Base 2001=100) used for determining rate of dearness allowance, becomes available. Dearness allowance will become payable from the beginning of the month immediately succeeding the 12 month period for which All – India average index figures are used for determining rate of dearness allowance.

(3) The Rate of neutralization for determining Dearness Allowance payable Bi-annually on the basis of Consumer Price Index Number for Industrial Numbers would be 100 percent of basic pay for all groups of employees in newspaper establishments and will be calculated as per the formula in Table-IV.

(4) Rate of neutralization for calculating dearness allowance will be 100% *vide* Table- IV.

**Explanation –** for the purpose of this paragraph –

The dearness allowance in respect of the period preceding the date of implementation of the Award shall be given at the existing rates.

**14. House Rent Allowance –** House rent allowance at the rate of 30%, 20% and 10% shall be paid by newspaper establishments to its employees posted in the respective areas defined as Area "X", Area "Y" and Area "Z" respectively, which is based on the pattern followed under the fixation of Minimum Wages in respect of scheduled employments in the Central Sphere, as well as keeping in view of the concentration of Newspaper Establishments in Metros, Cities and Towns. The classification of cities as Area "X", Area "Y" and Area "Z" are prescribed in Table – V.

Provided that –

- (1) where an employee is provided residential accommodation by newspaper establishments, no house rent allowance shall be admissible.
- (2) if an employee is being paid house rent allowance, the same will be adjusted against the amount of house rent allowance payable under this provision.
- (3) where a newspaper establishment contributes on behalf of an employee any amount towards a fund to enable the employee to own his residential accommodation, such amount shall be adjusted against house rent allowance payable under this provision.

**15. Transport allowance –** The Transport allowance at the rate of 20%, 10% and 5%, shall be paid by newspaper establishments to its employees posted in the respective areas defined as Area "X", Area "Y" and Area "Z" respectively. The Area "X", Area "Y" and Area "Z" are prescribed in Table – V.



(2) No medical allowance shall be paid to the employees, who are covered by Employees State Insurance Corporation (ESIC).

(3) Whereas the newspaper establishment falling in Classes V to VIII shall provide medicare insurance cover to all of their employees and the premium to be paid to an insurance company shall be limited to Rs.2000/- per annum per employee.

**20. Fixation of initial wage in the revised scale –** The initial wage of an employee in the revised scale shall be fixed in the following manner -

- a) For the new entrant, the wages shall be fixed in the revised scale at the minimum of the scale.
- b) In the case of employees already working in the newspaper establishment, the wages shall be fixed in the revised scale at the stage next above the existing emolument.
- c) If the minimum of the revised scale is higher than the amount of the emoluments being presently drawn by the employee, the wages shall be fixed at the minimum of the revised scale.
- d) If the existing emoluments of the employee are higher than minimum of the revised scale, the wages shall be fixed at next higher stage in the revised scale.
- e) Every employee shall be given one increment in the revised pay scale for completion of every five years' service in the post held immediately before the date of the commencement of the Award.
- f) As regard to Assured Career Development, Every employee shall be given at least three promotions during his entire service career i.e. **first** to next higher grade after satisfactorily completion of ten years of service, **second** to next higher grade after satisfactorily completion of twenty years of service and **third** to next higher grade after satisfactorily completion of thirty years of service.
- g) The service rendered by the concerned employee in any other post carrying a scale in that newspaper establishment, the minimum of which is lower by not more than 30% of the minimum of the scale in which the employee worked, shall also be taken into account.
- h) The total number of increments shall not be more than three.
- i) No employee shall get more than the maximum of the revised pay scale.
- j) The revised pay scales shall become applicable to all employees with effect from 1<sup>st</sup> July 2010. However, if an employee within three weeks from the date of publication of

## THE SCHEDULE - I.A

## (Grouping of Working Journalists in Newspaper Establishments)

- Group - 1A :** Editor, Editor-in-Chief, Chief Editor, Deputy Chief Editor
- Group - 1 :** Executive Editor, Resident Editor, Manager (Editor), Senior Associate Editor or Associate Editor, Joint Editor, Senior Deputy Editor or Deputy Editor, Chief of News Bureau and Chief News Coordinator or Chief News Editor.
- Group - 2 :** Senior Assistant Editor or Assistant Editor, Leader Writer, News Editor, News Coordinator, Special Correspondent.
- Group - 3 :** Chief Reporter or Chief Correspondent, Chief Sub-Editor or Content Chief, Deputy or Assistant News Editor, Photo Editor, Sport Editors, Commercial Editor, Science Editor, Economic Editor, Stock Exchange Services Editor, Film Editor, Feature Editor, Magazine Editor, and all other Chief Sub-Editors or Editors assigned with specific subjects; Chief Cartoonist or Cartoonist, Chief of Editorial Technology, Chief of Statistical or Research Division, Chief or Principal Research Analyst; Chief or Principal News Photographer; Chief Librarian; Chief Index Assistant; Chief Calligraphist; Chief Artist; Page designer or Chief Designer, Deputy Chief of News Bureau; Foreign Correspondent, Special Correspondent, Chief or Principal Correspondent in State capital accredited to the State Government, Correspondent accredited to the Central Government other than a Special Correspondent and other sectional or batch heads, not placed in a higher category.
- Group - 4 :** Deputy Chief Sub-Editor or Senior Sub-Editor or Shift-in-Charge Sub-Editor, Assistant Chief Sub-Editor / Reporter, Deputy Chief Reporter or Senior Reporter, Senior Correspondent, Deputy Chief or Senior Designer, and all other Deputy Editors or Sub-Editors assigned with specific subjects; Senior Calligraphist; Senior or Deputy Chief Artist or Senior Layout Artist; Senior Librarian or Deputy Chief Librarian, Senior Index Assistant; Senior Research Analyst or Deputy Chief of Statistics or Research Division; Deputy Chief of Editorial Technology and Assistant photo Editor, Senior Photographer or Senior Staff Photographer or Special News Photographer or Deputy Chief News Photographer or Deputy Chief Photographer, Chief Language Assistant and Chief Planner / Chief Scanner Operator.

## THE SCHEDULE – I. B

## (Functional definitions – Working Journalists)

**Group – 1A:**

1. 'Editor-in-Chief' or 'Chief Editor' means a person, who is in over all charge of a newspaper.
2. 'Deputy Chief Editor' means a person, who assists the chief Editor in the discharge of his duties and acts for him during his absence.
3. 'Editor' means a person who directs and supervises the work of the editorial side of the Newspaper.

**Group – 1:**

4. 'Executive Editor' or 'Manager (Editor)' means a person, who assists in the editorial and production functions of a newspaper, whether or not he supervises the work of Resident Editor, Assistant Editor, etc.
5. "Resident Editor" means a person, who performs the functions of an Editor of a newspaper at a centre other than the one from which the newspaper is originally published or other than the headquarter of the newspaper establishment.
6. 'Senior Associate Editor' or 'Associate Editor' or 'Joint Editor' or 'Senior Deputy Editor' or 'Deputy Editor' means a person who generally assists the Editor in the performance of the work of the Editor.
7. 'Chief of News Bureau' means a person who supervises the work of the news bureau and assigns work to the Bureau members.
8. 'Chief News Coordinator' or 'Chief News Editor' means a person, who coordinates as overall chief of all the news items to be published in the newspaper and supervises the work of the News Coordinators or News Editors.

**Group – 2:**

9. 'Senior Assistant Editor or 'Assistant Editor' means a person who regularly assists the Editors in the discharge of his duties generally in relation to review, opinions, comments or criticism.

18. 'Economic Editor' means a person, who is in charge of bringing out the matters of general economic importance of the newspaper and allocates and supervises the work of one or more reporters.
19. 'Stock Exchange Services Editor' means a person in charge of the Stock Exchange Services section of a newspaper, deals with news and views on Stock Exchange Services and allied activities, allocates and supervises the work of one or more reporters and of one or more sub-editors and is generally responsible for the determination of news space and the general display of Stock Exchange Services news.
20. 'Science Editor' means a person who deals with specialized news relating to science and technology, and is incharge of brining out the Science service of the newspaper.
21. "Film Editor" means a person who deals with news and views bearing on films and stage and is in charge on specified column or page on stage and screen and supervises the work of one or more working journalists.
22. 'Feature Editor' means a person who deals with features and is incharge of bringing out the Features Service of the news agency and supervises the work of one or more working journalists, reporter or correspondent engaged in these activities.
23. "Magazine Editor" means a person who deals with news and views bearing on literary or entertainment items of relevant news and thoughts and other connected subjects of literature is in-charge of specified columns or pages and two or more working journalists who supervises their work.
24. 'Cartoonist or Chief Cartoonist' means a person who comments upon news and events through cartoons, caricatures or comic strips.
25. 'Chief of Editorial Technology' means a person incharge of technological division so as to bring latest technology in relation to publishing of daily newspaper or magazine and supervises the work of one or more experts in the field.
26. "Chief of Statistical or Research Division" means a person incharge of statistical or research division which deals with matters bearing on commerce, finance, trade and industry in a financial paper and supervises the work of one or more working journalists.

37. 'Assistant Chief Sub-Editor / Reporter or Deputy Chief Sub-Editor / Reporter' means a person who regularly assists the Chief Sub-Editor or Deputy Chief Sub-Editor or Senior Sub-Editor in the discharge of his duties.
38. "Deputy Chief Reporter" or "Senior Reporter" means a person who assists the Chief Reporter and acts in his place in his absence.
39. 'Deputy Chief or Senior Designer' means a person who designs the contents of news items to be published on a city or subject specific page or pages of newspaper under the overall supervision of Chief Designer or Page Designer.
40. 'Senior Correspondent' means a person other than special and principal correspondent and his duties and responsibilities would include the reporting on important news at any important centre other than the centre of publication and have put in service of not less than five years as correspondent or Reporter.
41. 'Assistant photo Editor', 'Senior Photographer or Senior Staff Photographer', 'Special News Photographer or Deputy Chief News Photographer', 'Deputy Chief Photographer' or whatever name these employees are designated means a person, who has put in service of not less than five years in photographic profession and as also assists the photo editor in carrying out duties and responsibilities in the field.
42. "Chief Language Assistant" means a person, who provides assistance in understanding and translation of different languages to the language in which the newspaper is published and as also supervises the work of Language Assistants.
43. "Chief Planner" means a person, who supervises the job of photo editing, colour editing and shadow editing so highlight any news matter undertaken by Senior Planner or Planner.
44. "Chief Scanner Operator" means a person, who supervises the tasks of scanning the photograph / colour advertisements / illustrations and colour correction of photographs and transparencies undertaken by Senior Scanner Operator or Scanner Operator.
45. 'Senior Calligraphist', 'Senior or Deputy Chief Artist or Senior Layout Artist', 'Senior or Deputy Chief Librarian', 'Senior Index Assistant', 'Senior Reference Assistant', and 'Senior Research Analyst or Deputy Chief of Research Division' and 'Deputy Chief of Editorial Technology', Senior Planner, Senior Scanner Operator etc., means a person who assists the Chief Calligraphist, Chief Artist, Chief Librarian, Chief Index Assistant, Chief Reference Assistant, Chief of Statistics or

56. 'Chief Proof Reader' means who allocates and supervises the work of one or more proof readers and is incharge of a shift.

**Group - 6**

57. "Senior Proof Reader or Deputy Chief Proof Reader or Proof Reader or Assistant Proof Reader" means a person who checks up printed matter of proof with Editor's copy to ensure strict conformity of the former with the latter. Factual discrepancies, slips of spelling mistakes of grammar and syntax may also be discovered by him and he either corrects or gets them corrected.
58. "Planner" means a person who assists in the job to photo editing, colour editing and shadow editing so highlight any news matter given by the Editor.
59. "Scanner / Scanner Operator" means a person, who scans the photograph / colour advertisements / illustrations and colour correction of photographs and transparencies.
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**Group – 4:**

Senior Steno Secretary, Senior Stenographer or Stenographers; Senior Assistants or Assistants, Senior Assistant (Stores), Scheduling Assistant, All Executives, Senior Caretaker Assistant; Cashiers, Accounts Clerks; Circulation Inspectors / Representatives; Senior Advertisement Translators or Advertisement Translators; Senior Clerks (i.e. those whose work involves special skills); Senior Collection Representative; EDP Operator, Electronic Data Processor; Operators of accounting machines / calculating machines and Tele-printers; Security Supervisor, Senior Security Inspector, Watch and Ward Inspectors, Senior Security Guard, Senior Daffedar or Daffedar, Senior Head Havildar or Head Havildar; Cleaner; Field Organizers and those doing audit bureau of circulation; Advertisement Proof Readers; Assistant Physiotherapist or Clinical Assistant or Nurse (Male/Female; Artists (Commercial and Process); Senior Laboratory Technician or Laboratory Technician; Scanner or Scanner Operator,.

**Group – 5:**

Junior Clerks or Junior Executives (i.e. those doing normal clerical work including acceptance of advertisements and sale of publications or other type of routine work); Caretaker, Time Keepers, Senior Typists or Typists, Telephone / Fax Machine Operators Addressographers, Receptionists, Franking Machine Operators; Senior Messenger or Messenger Junior Artists (Commercial and Process); Assistant Translator; Canteen Supervisors or Senior Server or Head Cook or Cook; Senior Security Guard, Senior Security Inspector or Security Inspector or Fireman-cum-Security man and Havildar Cleaner, Driver, Carpenter, Plumber and Mason.

**Group – 6:**

Bill Collectors; Xerox Operator; Daftry or those doing semi clerical work; Delivery Peons or Peon-cum-Messenger or Peon; Security Guard or Watchman; Liftman, office boy or Callboy or Aid Boy or Helper; Sweeper or Cleaner or Vehicle Cleaner; Bearer or Canteen-Boy or Server or Water-boy; Mali; Orderly or Darwan.

**Notes:**

- (i) Any newspaper employee with old designation as mentioned in the Manisana Wage Board Award or earlier Awards should be classified, as per the job profile of the post in mutual consultation with the management through bilateral agreements, in appropriate group of posts in respect of Manisana Wage Boards Awards.

Rotary Mechanic, Senior Mechanic, Senior Printer, Supervisor, Supervisor (Composing weekly job and other sections).

**Group 4:**

Conveyor Striket machine-man, Corrector or Terminal Operator, Offset Plate Maker, ReelstarMachineman (General), Senior Machineman, Assistant Mukadam, Assistant Printing Machine-man (all categories), Charge Hand (Palatia), Copy Holder, Cutter, Driver, Electrician, Fitter, Junior Machineman, Machineman (Except Rotary Machineman), Machineman (other than printing), Mistry, News Daftry, Paste-up man in Art Department, Plumber.

**Group 5:**

Assistant Electrician, Assistant Machineman, Assistant Fitter, Assistant Turner (all with 5 years service), Distributor, Treadleman and Df. Pressman.

**Group – 6:**

Baller Mukadam, Barman, Binder, Case Room Cleaner, Colour-work Examiner, Counter, Daftary, Feeder, Head-peon or Peon or Press Aid or Helper; Packer, Stitcher, Binding boy, Mazdoor, Reel Loader and Un-loader, Trolley Man, Press Aid or Helper and all other semi-skilled or unskilled attendants, Cleaners and Helpers by whatever name they are called.

**Notes:**

- (i) Any newspaper employee with old designation as mentioned in the Manisana Wage Board Award or earlier Awards should be classified, as per the job profile of the post in mutual consultation with the management through bilateral agreements, in appropriate group of posts in respect of Manisana Wage Boards Awards.
- (ii) Any newspaper employee with any designation different from those enumerated in the above schedule, but doing the same or similar nature of job, shall be deemed to be non-journalist in that group
- (iii) All categories of employees mentioned in the schedule may or may not exist in every class of newspaper establishment.
- (iv) Categorization of missing category of employment, if any, should be mutually decided by the employees and the management through bilateral agreements.



TABLE - II  
NEWSPAPER ESTABLISHMENTS

B. Non - Journalists (Administrative Staff)

Class of Newspaper Establishments	<--- Scales of Pay for Group of Employees ---->						Variable Pay (% of Basic Pay)	
	1A	1	2	3	4	5		6
I (Rs.1000 crore and above)		Rs.17500-ARI (4%)-38400	Rs.15000-ARI (4%)-32900	Rs.13000-ARI (4%)-28500	Rs.12000-ARI (4%)-26300	Rs.10000-ARI (4%)-22000	Rs.9000-ARI (4%)-19800	35%
ii (Rs.500 crore and above but less than Rs.1000 crore)		Rs.16000-ARI (4%)-35100	Rs.14000-ARI (4%)-30700	Rs.12000-ARI (4%)-26300	Rs.11000-ARI (4%)-24100	Rs.9000-ARI (4%)-19800	Rs.8500-ARI (4%)-18700	35%
iii (Rs.100 crore and above but less than Rs.500 crore)		Rs.14000-ARI (3%)-25300	Rs.12000-ARI (3%)-21700	Rs.11000-ARI (3%)-19900	Rs.10000-ARI (3%)-18100	Rs.8500-ARI (3%)-15400	Rs.8000-ARI (3%)-14500	35%
IV (Rs.50 crore and above but less than Rs.100 crore)		Rs.12000-ARI (3%)-21700	Rs.11000-ARI (3%)-19900	Rs.10000-ARI (3%)-18100	Rs.9000-ARI (3%)-16300	Rs.8000-ARI (3%)-14500	Rs.7500-ARI (3%)-13600	35%
V (Rs.10 crore and above but less than Rs.50 crore)		Rs.11000-ARI (2.5%)-18100	Rs.10000-ARI (2.5%)-16400	Rs.9000-ARI (2.5%)-14800	Rs.8500-ARI (2.5%)-14000	Rs.7500-ARI (2.5%)-12300	Rs.7000-ARI (2.5%)-11500	20%
VI (Rs.5 crore and above but less than Rs.10 crore)		Rs.10000-ARI (2.5%)-16400	Rs.9000-ARI (2.5%)-14800	Rs.8500-ARI (2.5%)-14000	Rs.8000-ARI (2.5%)-13200	Rs.7000-ARI (2.5%)-11500		20%
VII (Rs.1 crore and above but less than Rs.5 crore)		Rs.8500-ARI (2%)-12700	Rs.7500-ARI (2%)-11200	Rs.7000-ARI (2%)-10500		Rs.6000-ARI (2%)-9000		20%
VIII (Less than Rs.1 crore)		Rs.7000-ARI (2%)-10500		Rs.6000-ARI (2%)-9000		Rs.5000-ARI (2%)-7500		20%

Note: 'ARI' stands for Annual Rate of Increment

Table – IV

**Formula for calculating Dearness Allowance:**

The formula for calculating Dearness Allowance would be the percentage increase of all-India Average Consumer Price Index for Industrial Workers (Base 2001=100) in preceding 12 months in question over the all-India Average Consumer Price Index for Industrial Workers (Base 2001=100) at 167 for the year July 2009 to June 2010 payable bi-annually with effect from 1<sup>st</sup> July and 1<sup>st</sup> January every year, which would be then be multiplied by the rate of neutralization and Basic Pay. Mathematically, it can be put as follows:

All-India Annual Average CPI – IW

(Preceding 12 months in question)

**Minus**

All-India Annual Average CPI – IW

(July 2009 to June 2010)

Dearness Allowance = ----- X Rate of Neutralization (1.0) X Basic Pay

All-India Annual Average CPI – IW

(July 2009 to June 2010)

33	Madurai	(UA)	53	Nagpur	(UA)
34	Meerut	(UA)	54	Puducherry	(UA)
18	Moradabad	(UA)	55	Salem	(UA)
19	Mysore	(UA)	56	Tiruppur	(UA)
20	Nasik	(UA)	57	Tiruchirappalli	(UA)
21	Pune	(UA)	58	Asansol	(UA)
22	Patna	(UA)	59	Belgaum	(UA)
23	Raipur	(UA)	60	Bhiwandi	(UA)
24	Rajkot		61	Dhanbad	(UA)
25	Ranchi	(UA)	62	Dehradun	(UA)
26	Solapur		63	Durg-Bhilai	
27	Srinagar	(UA)	64	Jammu	(UA)
28	Surat	(UA)	65	Jalandhar	(UA)
29	Thiruvananthapuram	(UA)	66	Jalandhar Cantonment	
30	Vadodara	(UA)	67	Jamnagar	(UA)
31	Varanasi	(UA)	68	Kanpur	(UA)
32	Vijayawada	(UA)	69	Durg-Bhilai Nagar	(UA)
33	Vishakhapatnam	(UA)			

Area "Z" will comprise all areas not mentioned in this list.

**Note:** U. A. stands for Urban Agglomeration.

(5) 'Gross revenue of a news agency' means its total revenue from all sources, including subscription revenue derived by selling its services.

(6) 'News agency' means an establishment conducting any news agency or syndicate, that is to say, a news agency in an undertaking of which the principle objective is to gather or collect news and news material and to distribute it to a group of news enterprises and, in exceptional circumstances, to provide individual with a view to providing them with as complete and impartial a news service as possible, against payment with and under condition compatible business laws and usage.

(7) "Newspaper employee" means working journalist, or non-journalist newspaper employee, or both.

(8) "Schedule" means a schedule annexed to this Award.

(9) "Table" means a table annexed to this Award.

(10) The words and expressions "newspaper establishment", "working journalist" and "non-journalist newspaper employee" shall have the meaning respectively assigned to them in the Act.

## Section II

### (Classification of News Agencies and Grouping of news agency employees)

3. **Classification of news agencies** – For the fixation or revision of rates of wages of employees in news agencies, news agencies shall be classified based on the average gross revenue of three accounting years 2007-08, 2008-09 and 2009-10.

4. **Continuance of classification** – The classification made under this Chapter, shall continue until the news agency is reclassified in accordance with the provisions of paragraph 6 of this Chapter.

5. **Classification of news agency** – News agencies shall be classified under the following classes on the basis of their gross revenue as per paragraph 3 of this Chapter.

Class	Gross Revenue
I	Rs.60 crore and above;
II	Rs.30 crore and above but less than Rs.60 crore.

- b. Variable pay recommended by the Wage Boards would be the minimum maintainable for all employees including those working on contract basis and the management would be free to pay more than recommended variable pay subject to performance of the workers as well as profitability and viability of the newspaper establishments.

### Section III

#### REVISED SCALES OF WAGES AND ALLOWANCES

**8. Revised scale of wages for working journalist -** (1) The revised scale of wages and variable pay, as recommended by the Wage Board for a span of 20 years, of each group of the Working Journalists in different classes of news agency is prescribed in Table I.

(2) Every part-time Correspondent/ Photographer shall be paid not less than 40 per cent, if he is posted at district head-quarters and above and not less than 30 per cent, if he is posted at place below district headquarters, of the basic wage plus dearness allowance applicable to a full time Correspondent/Photographer at similar level, provided that no part-time Correspondent / Photographer will work for more than two news agencies or newspaper establishments. In addition, payment shall be paid to him on column basis, the rate of which to be settled by mutual negotiations keeping in view the basic wages and dearness allowances drawn by as part-time Correspondent and part-time Photographer.

**9. Revised scale of wages for non-journalist -** (1) The revised scales of wages and variable pay, as recommended by the Wage Board for a span of 20 years, of each group of the non-journalist news agency employees— Administration Staff in different classes of news agency is prescribed in Table II.

(2) Every time rated employee, that is to say, a person employed to work as time-rated employee (time-work) for either less or more than prescribed working hours and performs the job, or does the duty of a regular employee, shall be paid on pro-rata basis equivalent to the wages of that regular employee on the basis of number of hours for which he is employed.

**Explanation -** for the purpose of above paragraphs 8 and 9

- (a) The Probable Impact of Wage Increase on newspaper establishments would be explained as below:

It reflects from the analytical data presented in the Annual Survey of Industries that the wages and salaries of employees in newspaper industry are normally 10% of the gross revenue of an establishment and is also supported to some extent by the information on wages and gross revenue

**Explanation** – for the purpose of this paragraph, –

The dearness allowance in respect of the period preceding the date of implementation of the Award shall be given at the existing rates.

**12. House Rent Allowance** – House rent allowance at the rate of 30%, 20% and 10% shall be paid by newspaper establishments to its employees posted in the respective areas defined as Area "X", Area "Y" and Area "Z" respectively, which is based on the pattern followed under the fixation of Minimum Wages in respect of scheduled employments in the Central Sphere, as well as keeping in view of the concentration of Newspaper Establishments in Metros, Cities and Towns. The classification of cities as Area "X", Area "Y" and Area "Z" are prescribed in Table – IV.

Provided that –

- 1) Where an employee is provided residential accommodation by newspaper establishments, no house rent allowance shall be admissible.
- 2) If an employee is being paid house rent allowance, the same will be adjusted against the amount of house rent allowance payable under this provision.
- 3) Where a newspaper establishment contributes on behalf of an employee any amount towards a fund to enable the employee to own his residential accommodation, such amount shall be adjusted against house rent allowance payable under this provision.

**13. Transport allowance** – The Transport allowance at the rate of 20%, 10% and 5%, shall be paid by newspaper establishments to its employees posted in the respective areas defined as Area "X", Area "Y" and Area "Z" respectively. The Area "X", Area "Y" and Area "Z" are prescribed in Table – IV. In view of the transport allowance, which is the major expenditure incurred by the residents including the newspaper employees, being recommended by the Wage Boards, the City Compensatory Allowance stands abolished.

**14. Night shift allowance** – The Night shift allowance at the rates shall be paid by the newspaper establishment to their respective employees as given in the table below:

Class of Newspaper Establishments	Rate per Night Shift	Class of Newspaper Establishments	Rate per Night Shift
I & II	Rs.100/-	V and VI	Rs.50/-
III & IV	Rs.75/-	VII & VIII	Rs.50/-

- (b) In the case of employees already working in the newspaper establishment, the wages shall be fixed in the revised scale at the stage next above the existing emolument.
- (c) If the minimum of the revised scale is higher than the amount of the emoluments being presently drawn by the employee, the wages shall be fixed at the minimum of the revised scale.
- (d) If the existing emoluments of the employee are higher than minimum of the revised scale, the wages shall be fixed at next higher stage in the revised scale.
- (e) Every employee shall be given one increment in the revised pay scale for completion of every five years' service in the post held immediately before the date of the commencement of the Award.
- (f) As regard to Assured Career Development, Every employee shall be given at least three promotions during his entire service career i.e. first to next higher grade after satisfactorily completion of ten years of service, second to next higher grade after satisfactorily completion of twenty years of service and third to next higher grade after satisfactorily completion of thirty years of service.
- (g) The service rendered by the concerned employee in any other post carrying a scale in that newspaper establishment, the minimum of which is lower by not more than 30% of the minimum of the scale in which the employee worked, shall also be taken into account.
- (h) The total number of increments shall not be more than three.
- (i) No employee shall get more than the maximum of the revised pay scale.
- (j) The revised pay scales shall become applicable to all employees with effect from 1<sup>st</sup> July 2010. However, if an employee within three weeks from the date of publication of Government Notification under Section 12 of the Act enforcing these recommendations exercises his option for retaining his existing pay scale and "existing emoluments", he shall be entitled to retain his existing scale and such emoluments.

**Explanation:**

- (1) The "existing emoluments" of an employee shall mean his basic pay, variable dearness allowance at the All India average Consumer Price Index Number for Industrial Workers (Base 2001=100) during the period July 2009 to June 2010 at 167 during the period July 2009 to June 2010, convertible to CPI – IW (Base 1982=100) by the conversion factor of 4.63, and interim relief of 30% of

**SCHEDULE – IV:****(Grouping of working journalists in News Agency)****THE SCHEDULE – IV.A****(Grouping of Working Journalists in Newspaper Establishments)****Group – 1A :** Editor-in-Chief, Chief Editor, Deputy Chief Editor**Group – 1 :** Editor, Chief Producer (T.V.), Chief of Divisional Bureau.**Group – 2 :** Chief News Editor, Commercial Editor, Economic Editor, Science Editor, Feature Editor, Photo Editor and any other Subject Specific Editors; Regional Manager, Chief of State Bureau (Capital), Special, Principal or Foreign Correspondent on selective basis.**Group – 3 :** Special Correspondent or Principal Correspondent, Foreign Correspondent, News Editor, Chief Reporter, Chief Photographer, Producer (TV), Manager Stock Exchange Services, Manager News Exchange, Special Correspondent (T.V.), Manager State Capital Bureau and Chief Librarian.**Group – 4 :** Chief Sub-Editor or Deputy Chief Sub-Editor or Senior Sub-Editor or Sub-Editor; Senior Correspondent and Senior Librarian**Group – 5 :** Senior Reporter or Reporter, Senior Photographer, Assistant Producer-cum-Reporter (T.V.), Correspondent, Photographer, T.V. Reporter and Librarian.**Note:**

- (1) Any newspaper employee in news agency employed with any designation different from those enumerated in the schedules, but doing the same or similar nature of job, of any group in the schedule, shall be deemed to be a working journalist in that group.
- (2) All categories of employees mentioned in the schedule may or may not exist in every class of news agency.

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TABLE - II

## NEWS AGENCY ESTABLISHMENTS

## B. Non - Journalists (Administrative Staff)

Class of New Agency Establishment	<--- Scales of Pay for Group of Employees --->						Variable Pay (% of Basic Pay)	
	1A	1	2	3	4	5		6
I (Rs.60 crore and above)		Rs.17500-ARI (4%)-38400	Rs.15000-ARI (4%)-32900	Rs.13000-ARI (4%)-28500	Rs.12000-ARI (4%)-26300	Rs.10000-ARI (4%)-22000	Rs.9000-ARI (4%)-19800	35%
II (Rs.30 crore and above but less than Rs.60 crore)		Rs.16000-ARI (4%)-35100	Rs.14000-ARI (4%)-30700	Rs.12000-ARI (4%)-26300	Rs.11000-ARI (4%)-24100	Rs.9000-ARI (4%)-19800	Rs.8500-ARI (4%)-18700	35%
III (Rs.10 crore and above but less than Rs.30 crore)		Rs.11000-ARI (2.5%)-18100	Rs.10000-ARI (2.5%)-16400	Rs.9000-ARI (2.5%)-14800	Rs.8500-ARI (2.5%)-14000	Rs.7500-ARI (2.5%)-12300	Rs.7000-ARI (2.5%)-11500	30%
IV (Less than Rs.10 crore)		Rs.10000-ARI (2.5%)-16400	Rs.9000-ARI (2.5%)-14800	Rs.8500-ARI (2.5%)-14000	Rs.8000-ARI (2.5%)-13200	Rs.7000-ARI (2.5%)-11500	Rs.7000-ARI (2.5%)-11500	30%

Note: 'ARI' stands for Annual Rate of Increment

Table - IV  
Classification of Cities

AREA - "X"					
Sl. No.	City		Sl. No.	City	
1	Bengaluru	(UA)	7	Ahmedabad	(UA)
2	Chennai	(UA)	8	Kanpur	(UA)
3	Delhi and adjoining NCR areas of Faridabad, Ghaziabad, Gurgaon, Noida	(UA)	9	Lucknow	(UA)
4	Hyderabad / Secunderabad	(UA)	10	Nagpur	(UA)
5	Greater Mumbai / Navi-Mumbai	(UA)			
6	Kolkata	(UA)			

AREA - "Y"					
1	Agra	(UA)	18	Guwahati	
2	Ajmer		19	Guntur	
3	Aligarh		20	Gwalior	(UA)
4	Allahabad	(UA)	21	Indore	(UA)
5	Amravati		22	Hubli-Dharwar	
6	Amritsar	(UA)	23	Jabalpur	(UA)
7	Aurangabad	(UA)	24	Jaipur	(UA)
8	Bareilly	(UA)	25	Jalandhar	(UA)
9	Bhavnagar		26	Jamshedpur	(UA)
10	Bikaner		27	Jodhpur	
11	Bhopal		28	Kochi	(UA)
12	Bhubaneswar		29	Kolhapur	(UA)
13	Chandigarh	(UA)	30	Kozhikode	(UA)
14	Coimbatore	(UA)	31	Kota	
15	Cuttack	(UA)	32	Ludhiana	
16	Durgapur		33	Madurai	(UA)
17	Gorakhpur		34	Meerut	(UA)