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GOVERNMENT OF THE PEOPLE'S REPUBLIC OF BANGLADESH
MINISTRY OF INFORMATION AND BROADCASTING
NOTIFICATION

Dacca, the 30th April, 1977.

No. WB/4E-17/75.—In pursuance of the provision of sub-section (1) of section 11 of the Newspaper Employees (Condition of Service) Act, 1974 (Act No. XXX of 1974) the Government is pleased to publish herewith the decision of the Wage Board constituted under section 9 of the Act.

DECISIONS

1. After having gone through all working papers available and the existing problems with regard to pay and allowances as presented by the representatives of the employees of Newspapers and News Agencies, the Board's decisions and recommendations are formulated under the following heads:—

- (a) Classification of newspapers, periodicals and News Agencies.
- (b) Classification of newspaper employees.
- (c) Pay scales.
- (d) Fringe benefits and other allowances.
- (e) Observations/Recommendations.

Classification of Newspapers, Periodicals and News Agencies

2. It was decided that the industry be classified into four categories based on annual gross revenue as follows:—

(a) Category 'A'

- (1) Dailies having gross revenue of Tk. 50,00,000 per annum and above.
- (2) News Agencies having gross revenue of Tk. 8,00,000 per annum and above.
- (3) Periodicals other than dailies having gross revenue of Tk. 25,00,000 per annum and above.

(b) Category 'B'

- (1) Dailies having gross revenue of Tk. 25,00,000 and above but below Tk. 50,00,000 per annum.
- (2) News Agencies having gross revenue below Tk. 8,00,000 per annum.
- (3) Periodicals other than dailies having gross revenue of Tk. 15,00,000 and above but below Tk. 25,00,000 per annum.

(c) Category 'C'

- (1) Dailies having gross revenue below Tk. 25,00,000 per annum.
- (2) Periodicals other than dailies having gross revenue of Tk. 10,00,000 and above but below Tk. 15,00,000.

(d) Category 'D'

- (1) Dailies having gross income below Tk. 10,00,000 per annum and published from places other than Dacca, Chittagong, Khulna and Rajshahi.
- (2) Periodicals other than dailies having gross income below Tk. 10,00,000 per annum.

It is recommended that it should be open to either the employee or the employer to seek reclassification of the Newspapers, News Agencies and periodicals at any time on the basis of average revenue of two preceding accounting years. For a newcomer for the first year the gross revenue for first six months may be taken into account for classification.

Classification of Employees in Grades

3. Under the Act, the employees have been classified into three categories that is **working journalists, administrative employees and press workers**. All posts have been fitted into appropriate grades according to qualification, experience and nature of work (Annexure 'A').

Pay Scale

4. Pay scales for each category of publication/News Agency have been shown in Annexure 'B', keeping in view the vertical gradation of employees.

5. Fitment Formula

- (a) For fitment at the time of fixation of the wages of the newspaper employees in the new pay scale, existing pay, existing dearness allowance, interim relief granted to the employees under Government order and/or by the employers *suo-motu* and the sum of taka 40 announced by the Board, *vide* Notification No. WB-73/75/Secy, dated the 3rd April 1976 shall be merged in respect of each employee, separately into one sum to be called the aggregate.
- (b) The pay in the new scale shall be fixed at a stage which is equal to the aggregate. If there be no such stage, the pay of the employee concerned shall be fixed at the stage which is next above the aggregate. The amount so arrived at shall be regarded as the basic pay of the employee concerned in the new pay scale.

- (c) While fixing pay in the above manner, if the pay of any employee falls short of the minimum of the new pay scale, he shall have his pay fixed at the minimum stage of the scale applicable to his grade; provided that if any employee has rendered more than three years' service in the grade now applicable to him, he shall get the benefit of one increment for every three years completed service in the grade or any part thereof exceeding 18 months.
- (d) If any employee considers that the scheme of new pay is not advantageous to him, he shall have the option to retain his title to draw his pay in the existing pay scale. The option under this clause can be exercised within 30 days from the date of implementation of this award. Any employee who does not exercise such option within this period shall be deemed to have opted for the consolidated pay scales.
- (e) The initial pay of a person when appointed to a post in a newspaper establishment is to be fixed at the minimum of the pay scale awarded for the grade to which such post belongs. The employer may at his discretion, allow premature increments in consideration of his age, experience in the profession and special qualification and fix his pay at any stage higher than the minimum of the pay scale.

Fringe Benefits and Other Allowances

6. (a) House rent allowance shall be admissible to all grades of employees (except Special Grade of Category "A" and "B" Publications/News Agencies) at the rate of 20 per cent. of basic pay subject to a minimum of Tk. 75.

(b) (i) Editors of Newspapers and General Managers of News Agencies of Special Grade of Category "A" and "B" Publications and News Agencies shall be entitled to free accommodation within a maximum rent of Tk. 1,500 per month or house rent support of Tk. 1,500 per month for Dacca and Chittagong and Tk. 1,000 per month for other places.

(ii) They will also be allowed free transport for attending office and for other official use only, or in lieu Tk. 600 per month.

(c) *Overtime Allowance*—(i) For Press worker working beyond his normal duty hours and on off days and holiday as per factory rules.

(ii) For working journalists at the rate of one and a half times of his normal basic wage for each hour of the overtime work performed.

(d) (i) *Local Travelling Allowance*—Staff Reporters, Staff News Photographers, Staff Correspondents and all other employees of Grade I to III whose duty involve local travelling for news coverage will be entitled allowances at the following rates when not provided with transport by the management. The option will be at the discretion of the employer :—

Either (i) at the rate of Tk. 300 per month for category "A" and Tk. 200 for category "B" newspapers, News Agencies and periodicals,

or (ii) actual expenses incurred while performing such duties.

(ii) *Conveyance Allowance*—For News Editor Tk. 150 per month in category "A" and Tk. 100 in category "B" Newspapers if no conveyance is provided by the management.

(e) *Night Transport Allowance*—Employees required to attend between 9 p.m. and 5 a.m. shall get actual expenses for returning home, if no transport is provided by the management.

(f) *Bonus*—Bonus may be given, if the newspaper establishment makes profit, the amount to be determined by the management.

(g) *Outfit Allowance*—Reporters, and Photographers of Newspapers and News Agencies shall be paid outfit allowance at Tk. 400 per annum for "A" category and Tk. 300 per annum for "B" category.

(h) *Uniform*—The establishment of Newspapers/News Agencies shall provide liveries to peons, darwans, drivers; two sets of uniform every year. The manual workers who handle machines shall be provided with dungarees by the employers for use while on duty.

(j) *Charge Allowance*—Shall be admissible to the following:—

(1) Newspaper	Category "A"	Category "B"
Managing Editor or General Manager } ..	@ Tk 150.00 p. m.	@ Tk. 100.00 p.m.
Executive Editor } or News Editor }	Do.	Do.
Shift Incharge (working Journalists) ..	@ Tk. 100.00 p.m.	@ Tk. 75.00 p.m.
Chief Sub-Editor	Do.	Do.
 (2) News Agencies		
Chief News Editor ..	@ Tk. 150.00 p.m.	@ Tk. 100.00 p.m.
Managing Editor } or Executive Editor }	Do.	Do.

(k) *Desk Allowance*—Shall be admissible to the Sub-Editors Incharge of Shifts of News Agencies only at the rate of Tk. 100 per month.

(l) *Transfer Allowance*—An employee transferred from one station to another shall be entitled to draw a sum equal to half a month's basic pay to enable him to defray expenses incidental to the disturbance involved by transfer. In addition, he shall be entitled to the re-imbursment of all expenses connected with transportation and railway ticket, etc., of himself and his family (limited to wife and children).

(m) *Piece Work and Time Work*—Muffassil correspondents shall be paid a monthly retainer allowance and remuneration for news coverage at rates as under:—

(i) *A Category Newspapers and News Agencies*—Tk. 150 per month and Tk. 2.00 per column inch of the news published/10 paisa per word creeded.

B Category Newspapers and News Agencies—Tk. 100 per month and Tk. 1.00 per column inch of the news published/10 paisa per word creeded.

C & D Category Newspapers—Tk. 75 per month and Tk. 0.60 per column inch of the news published.

(ii) They shall further be paid Tk. 20 for each photograph published.

(iii) In addition to the above they shall be paid for postage and telegraphic expenses at actual.

(n) *Gratuity*—Where any employee of the Newspaper or News Agency has been in continuous service, whether before or after the enforcement of this decision, for not less than three years in any Newspaper or News Agency establishment which has not made any provision for his pension, and (a) his services are terminated by the employer in relation to that newspaper establishment for any reason whatsoever other than as a punishment inflicted by way of disciplinary action or (b) is retired for any physical disability or (c) retires from the service of that newspaper establishment after twenty-five years of approved service, or (d) dies while he is in service of that newspaper or News Agency establishment, then without prejudice to the working or rights accruing under any other law for the time being in force, he or his heirs, as the case may be, be paid on such termination, retirement or death, by the employer in relation to that newspaper or News Agency establishment gratuity which shall be equivalent to twenty days' average pay for every completed year of service or any part thereof in excess of six months.

(o) All privileges, safeguards, benefits regulating overtime, night duty, apprenticeship, lead hazards, risks arising out of performance of duty, etc., will be governed by existing laws.

(p) All existing elements of pay and allowances not included herein will be deemed to have been merged with the new pay scales and as such will cease to exist with the introduction and acceptance of this decisions.

Observation/Recommendation

7. (a) *Government-owned Newspapers and News Agencies*—It has been observed that the Government-owned newspapers/News Agencies have employed more personnel than actually needed by the existing job load. In certain cases two or even more persons have been employed showing different appointments for the same job that can easily be performed by one person. Even inflated pay has been allowed to certain appointment holders which has little relationship with the nature of responsibility entrusted.

(b) *Medical Relief*—It has been found that the medical relief provided is not uniform throughout the industry. Government-owned newspapers/News Agencies pay actual cost on production of prescriptions and bills, whereas, the privately owned newspapers and News Agencies pay, in most cases, a fixed amount as allowance and in certain cases nothing at all. It is, therefore, recommended that irrespective of ownership, where the establishment does not provide for medical care directly through own doctor and dispensary, a fixed rate of allowance should be paid. The allowance is recommended to be Tk. 30 per month.

(c) *Entry as a Journalist*—The journalists have been awarded higher grades by this board with a view to attract better talent in this field for the growth of healthy journalism in the country. Their initial entry is in grade III, where the pay scale starts at Tk. 750 per month. To make the profession more competitive and to develop sense of learning and devotion among the young entrants into the profession, it is recommended that they should start as apprentice journalists in grade IV for an initial period of 2 years.

(d) *Income Tax*—The pay scales for the various categories of employees have been fixed, keeping in view the consideration that income-tax as levied under the law of the country is to be paid by the employees.

MASIHUDDIN AHMED

Chairman,

Newspaper Employees Wage Board.

DACCA;

The 26th April. 1977.

ANNEXURE 'A'

CLASSIFICATION OF NEWSPAPER AND NEWS AGENCY EMPLOYEES

WORKING JOURNALISTS

- Special Grade NEWSPAPERS AND PERIODICALS
 Editor
- NEWS AGENCIES
 Editor/General Manager
- Grade I .. NEWSPAPERS AND PERIODICALS
 Managing Editor, Executive Editor/News Editor, Leader
 Writer, Assistant Editor, Supplement Editor, Senior Car-
 toonist.
- NEWS AGENCIES
 Bureau Chief, Chief News Editor, Special Correspondent.
- Grade II .. NEWSPAPERS AND PERIODICALS
 Chief Reporter, Chief Sub-Editor, Senior Sub-Editor, Senior
 Reporter, Senior Correspondent, Shift Incharge, Special
 Correspondent, Chief Photographer/Senior News Photo-
 grapher, Feature Writer, Cartoonist, Bureau Chief, Feature
 Editor (e.g., Sports Editor, Film Editor, Commerce Editor,
 etc.).
- NEWS AGENCIES
 Chief Reporter, News Editor, Senior Staff Reporter, Senior
 Sub-Editor, Economic Correspondent, Shift Incharge,
 Commercial Editor, Foreign Editor.
- Grade III .. NEWSPAPERS, PERIODICALS AND NEWS AGENCIES
 Sub-Editor, Staff Reporter, Photographer, Staff Correspondent,
 Artist, Reader Incharge.
- Grade IV .. NEWSPAPERS, PERIODICALS AND NEWS AGENCIES
 Senior Readers, Apprentice Sub-Editor, Apprentice Staff
 Reporter/Correspondent, Artist.
- Grade V .. NEWSPAPERS AND PERIODICALS
 Reader, Senior Dark Room Assistant.
- Grade VI .. NEWSPAPERS AND PERIODICALS
 Dark Room Assistant, Copy Holder.

Note—Gradation of those appointments peculiar to any establishment and not incorporated in this list shall be decided by the management in keeping with this Grade and the nature of the job.

ANNEXURE 'A'

CLASSIFICATION OF NEWSPAPER AND NEWS AGENCY EMPLOYEES

ADMINISTRATIVE EMPLOYEES

- Grade I .. General Manager/Secretary/Commercial Manager, Chief Accountant.
- Grade II .. Advertisement Manager, Circulation Manager, Deputy Chief Accountant/Senior Accountant, Superintendent/Senior Executive/Establishment Officer.
- Grade III .. Assistant Advertisement Manager, Assistant Circulation Manager, Store Officer, Head Cashier, Senior Business Representative, Sales Promotion Officer, Purchase Officer, Assistant Accountant, Senior Translator, Assistant Superintendent/Junior Executive.
- Grade IV .. Senior Advertisement Assistant, Senior Accounts Assistant, Senior Circulation Assistant, Senior Administrative Assistant, Translator, Senior Record Keepers, Librarian, Cashier, PA/P.S., Mail Supervisor, Senior Bill Collector, Despatcher, Senior Purchase Assistant, Stenographer.
- Grade V .. Advertisement Assistant, Accounts Assistant, Circulation Assistant, Administrative Assistant, Bill Collector, Record Keeper, Typist, Senior Telephone Operator, Assistant Cashier, Purchase Assistant, Store Keeper, Security Officer.
- Grade VI .. Clerk, Despatcher, Telephone Operator, Receptionist, Driver, Time Keeper, Assistant Store Keeper.
- Grade VII .. Peon, Darwan, Liftman, Mali.

Note—Gradation of those appointments peculiar to any establishment and not incorporated in this list shall be decided by the management in keeping with this Grade and the nature of the job.

ANNEXURE 'A'

CLASSIFICATION OF NEWSPAPER AND NEWS AGENCY EMPLOYEES
IN VARIOUS GRADES.

PRESS WORKERS

- Grade I .. Press Manager.
- Grade II .. PRESS
Production Manager, Technical Officer, Chief Foreman.
- Grade III .. PRESS
Assistant Press Manager/Assistant Works Manager, Production Incharge, Foreman, Chief Mechanic/Head Machineman, Lino Incharge, Process Incharge, Offset Rotary Incharge, Senior Offset Colour Separator, Senior Lino Mechanic, Senior Mono Mechanic, Senior Offset Rotary Operator.
- NEWS AGENCY
Engineer-in-Charge, Traffic Supervisor.
- Grade IV .. PRESS
Senior Lino Operator, Shift Incharge, Lino Mechanic, Mono Mechanic, Senior Mono Operator, Offset Rotary Operator, Senior Retoucher, Senior Letter Press Operator, Senior Offset Cameraman.
- NEWS AGENCY
Assistant Engineer, Mechanical Supervisor, Senior Teleprinter Operator.
- Grade V .. PRESS
Senior Ludlow Operator, Senior Plate Maker, Duplex Rotary Operator, Letter Press Rotary Operator, Letter Press Machineman, Senior Process Block Maker, Mono Operator, Lino Operator, Offset Cameraman, Senior Compositor, Senior Book Binder, Senior Hand Caster, Senior Treadle Machineman, Senior Stereo Caster, Senior Electrician, Senior Etcher, Senior Carpenter.
- NEWS AGENCY
Teleprinter Operator, Senior Radio Operator, Senior Mechanic, Senior Armature Winder.
- Grade VI .. PRESS
Ludlow Operator, Plate Maker, Process Block Maker, Compositor, Book Binder, Hand Caster, Treadle Machineman, Stereo Caster, Duplex Rotary Assistant, Letter Press Machine Assistant, Senior Plate Grainer, Barman, Impositor, Senior Folder/Packer, Camera Assistant, Electrician, Correction hand/Jointman, Router, Moulder, Etcher, Slug Cutter, Metal Boy, Carpenter, Letter Press Rotary Assistant.
- NEWS AGENCY
Radio Operator, Armature Winder, Traffic Assistant, Mechanic, Paper-cutting Machine Operator/Paper Boy.
- Grade VII .. PRESS
Process Block Helper, Impositor Helper, Offset Rotary Helper, Folder/Packer, Proofman, Inkman.

Note—Gradation of those appointments peculiar to any establishment and not incorporated in this list shall be decided by the management in keeping with this Grade and the nature of the job.

ANNEXURE 'B'

PAY SCALES OF VARIOUS GRADES

	Category-A.	Category-B	Category-C	Category-D.	Remarks.
Special Grade	Tk. 2,200—100—3,000	Tk. 1,750—75—2,350	Tk. 1,500—50—1,900	Tk. 1,100—40—1,420	8 Years scale
Grade—I	Tk. 1,500—50—1,800—EB— 75—2,100.	Tk. 1,100—40—1,340—EB— —50—1,540.	Tk. 750—30—900—EB— 40—1,100.	Tk. 550—25—700—EB— 30—820.	10 "
Grade—II	Tk. 1,100—40—1,340—EB— 50—1,640.	Tk. 750—30—930—EB— 40—1,170.	Tk. 550—25—700—EB— 35—910.	Tk. 450—20—570—EB— 25—720.	12 "
Grade—III	Tk. 750—30—990—EB—40 —1,270.	Tk. 550—20—710—EB— 30—920.	Tk. 450—20—610—EB— 25—785.	Tk. 400—15—520—EB— 20—660.	15 "
Grade—IV	Tk. 550—20—710—EB—30 —920.	Tk. 450—15—570—EB— 20—710.	Tk. 400—15—520—EB— 20—660.	Tk. 315—10—395—EB— 15—500.	15 "
Grade—V	Tk. 450—15—570—EB—20 —710.	Tk. 350—10—430—EB— 15—535.	Tk. 315—10—395—EB— 15—500.	Tk. 275—8—359—EB— 10—409.	15 "
Grade—VI	Tk. 350—10—430—EB—15 —535.	Tk. 300—8—364—EB—10 —434.	Tk. 275—8—339—EB—10 —409.	Tk. 250—6—298—EB—8 —354.	15 "
Grade—VII	Tk. 275—8—355—10—435	Tk. 250—6—310—8—374	Tk. 250—6—310—8—374	Tk. 230—5—280—6—328	18 "

MINISTRY OF INFORMATION AND BROADCASTING**NOTIFICATION****Dacca, the 30th April, 1977.**

No. S. R. O. 138-L/77.—In exercise of the powers conferred by section 20 of Newspaper Employees (Condition of Service) Act, 1974 (XXX of 1974) and in supersession of all other rules made in this behalf, the Government is pleased to make the following rules, namely :—

(1) These rules may be called the Newspaper Employees (Condition of Service) (Medical) Rules, 1977.

(2) They shall come into force on the 1st of May, 1977.

2. Every newspaper employee shall be entitled to a fixed medical allowance of Taka 30 per month as the cost of medical care for himself and his dependents from the newspaper establishment.

By order of the President

A. M. KHAN

Deputy Secretary.