

The  
Bangladesh  Gazette

**Extraordinary**  
**Published by Authority**

---

**THURSDAY, OCTOBER 27, 1983**

---

GOVERNMENT OF THE PEOPLE'S REPUBLIC OF BANGLADESH

MINISTRY OF INFORMATION

NOTIFICATION

Dhaka, the 27th October, 1983

No. S.R.O. 406-L/83.—In pursuance of the provisions of sub-section (1) of section 11 of the Newspaper Employees (Conditions of Service) Act, 1974 (XXX of 1974), the Government is pleased to publish herewith the decisions of the Newspaper Employees (Journalists, Press Workers and General Employees) Wage Board constituted, *vide* Notification No. 5/6/82-EP/29937, dated the 11th September, 1982, under section 9 of the said Act.

**DECISIONS OF THE NEWSPAPER EMPLOYEES (JOURNALISTS, PRESS WORKERS AND GENERAL EMPLOYEES) WAGE BOARD CONSTITUTED UNDER SECTION 9 OF THE NEWSPAPER EMPLOYEES (CONDITIONS OF SERVICE) ACT, 1974.**

After having gone through all working papers available, reviewing the existing situation with regard to categorisation, gradation and pay and allowances presented by the Board Secretariat, the Wage Consultant and the representatives of the newspaper and news agency employers and employees such as journalists, press workerse and general employees, and taking into cognisance

---

(6931)

Price : Taka 1.75

the deliberations in the Board meetings, the award of the Board, which shall be effective from the first day of October, 1983, is formulated under the following heads :

a. **Categorisation of Newspapers, News Agencies and Periodicals.**

(b) Classification of employees:

(i) job descriptions, pay scales and gradation of journalists;

(ii) job descriptions, pay scales and gradation of press workers;

(iii) job descriptions, pay scales and gradation of general employees.

(c) Fringe benefits.

(d) Fitment formula.

(e) Observations.

(a) **Categorisation of Newspapers, News Agencies and Periodicals**

The Board thoroughly reviewed all relevant aspects of the newspaper and news agency establishments before fixing categories of the newspapers, news agencies and periodicals. Predominantly the circulation and revenue was highlighted though ultimately it was decided to determine the categories only on the basis of revenue. It was decided that a 30% rise in revenue slabs, subject to adjustments to have round figures, will be effected *vis-a-vis* the slabs fixed by the previous Wage Board. Accordingly, I recommend that the revenue slabs of different categories of newspapers, news agencies and periodicals will be as follows :

*Category-A :*

- (1) Dailies having gross revenue of Tk. 65,00,000 per annum and above,
- (2) News Agencies having gross revenue of Tk. 10,00,000 per annum and above, and
- (3) Periodicals having gross revenue of Tk. 32,00,000 per annum and above.

*Category-B :*

- (1) Dailies having annual gross revenue of Tk. 32,00,000 and above but below Tk. 65,00,000,
- (2) News Agencies having annual gross revenue below Tk. 10,00,000, and
- (3) Periodicals having annual gross revenue of Tk. 20,00,000 and above but below Tk. 32,00,000.

**Category-C :**

- (1) Dailies having annual gross revenue of Tk. 13,00,000, and above but below Tk. 32,00,000,
- (2) Periodicals having annual gross revenue of Tk. 12,00,000 and above but below Tk. 20,00,000.

**Category-D :**

- (1) Dailies having gross income below Tk. 13,00,000 per annum and published from places other than Dhaka, Chittagong, Khulna and Rajshahi.
- (2) Periodicals other than dailies having gross revenue below Tk. 12,00,000.

The Metropolitan, Dhaka and Chittagong there shall be only two categories of newspapers, *i.e.*, Category A and Category B and the decisions of the previous Wage Board in respect of other places shall remain unchanged. The existing 'C' Category newspapers in Dhaka and Chittagong will be allowed one year time to promote themselves to Category 'B'.

**(b) Classification of Employees**

The Government Notification No. 5/6/82-EB/29937, dated 11th September 1982 constituting the Wage Board mentioned three group of employees, namely, journalists, press workers and general employees and clause 4 of the Board's Terms of Reference provided for the submission of its 'report/reports separately in respect of journalists, press workers and general employees'. The Board also in its lengthy deliberations decided to produce its report in three chambers. Accordingly, the award is being submitted in a 3-chamber format.

**(i) JOB DESCRIPTIONS, PAY SCALES AND GRADATION OF JOURNALISTS CADRE****Job Descriptions :****NEWSPAPERS**

**Editor :** Editor is the Chief Executive of the newspaper who is in overall control of a newspaper establishment as a whole. He will determine, control and implement the editorial policy of the newspaper.

**Executive Editor :** Executive Editor is a person who, besides leader writing is to guide, plan and coordinate the functions of the writing, reporting, news and reading sections of a newspaper on behalf of the editor and also executes such functions as may be delegated to him by the editor.

**Assistant Editor :** Assistant Editor is a person who assists the editor in the discharge of his duties generally in relation to comments and opinions and writes leaders and may also write copy involving review, comment or criticism.

**Leader Writer :** Leader Writer is a person who regularly writes leaders and may also write other things involving reviews, comments or criticism.

**News Editor :** News Editor is a person who coordinates and supervises the news department and is responsible for planning all the editions of a newspaper in respect of news.

**Joint News Editor :** Joint News Editor is a person who along with the news editor coordinates and supervises the news department and is responsible for planning all the editions of a newspaper in respect of news.

**Special Correspondent :** Special Correspondent is a person whose duties include reporting and interpreting all news of parliamentary, political and general importance as accredited correspondent or otherwise at the headquarters of the Government or at a foreign station or who performs similar functions in more than one station, or any other place where he is assigned as such.

**Chief Sub-Editor :** Chief Sub-Editor is a person who assigns and allocates work to sub-editors, supervises their work and is generally responsible for the determination of news space and the general display of news.

**Chief Reporter :** Chief Reporter is a person who is in charge of all the Reporters working at the centre of publication of the newspaper, allocates work to them, supervises their work and also reports on the more important news of the centre.

**Shift Incharge :** Shift Incharge is a person who generally takes charge of a shift on the news desk and produces the edition.

**Feature Writer/Feature Editor :** Feature Writer/Feature Editor is a person who is in charge of writing, obtaining and producing features in a newspaper and is also responsible for editing and displaying such articles and may also be responsible for specified columns or pages.

**Mofussil Editor :** Mofussil editor is a person who is in charge of the mofussil desk. He receives, selects and edits the news received from the mofussil correspondents.

**Sports Editor :** Sports Editor is a person who is in charge of writing, obtaining, editing and producing sports articles and features for specific columns or pages.

**Rewriteman :** Rewriteman is a person who rewrites and improves the news copy.

**Editorial Assistant :** Editorial Assistant is a person who helps the leader writers and assistant editors in preparing comments and on assignments may also write comments and reviews and edit letters.

**Cartoonist :** Cartoonist is a person who draws news cartoons for publication.

- Sub-Editor :** Sub-Editor is a person who receives, selects, translates and, where necessary, rewrites material received from news agencies, reporters and correspondents. He writes the headlines and sub-heads, condenses or expands the stories to fit the length required and to conform with the paper's literary style and convention. He may discharge some or all of these functions.
- Correspondent. :** Correspondent is a person who gathers, and despatches by wire, post or any other means, news from any centre other than the centre of the newspaper's publication.
- Reporter :** Reporter is a person who gathers, writes, and present news while posted at the centre of publication of the newspaper.
- Sports Reporter :** Sports Reporter is a person who gathers, writes and presents sports news for publication.
- News Photographer :** News Photographer is a person who covers news events or situation of public interest through photographs for a newspaper.
- Artist :** Artist is a person who prepares drawings, layouts, maps, graphs or other similar illustrations, of any kind or creative art for publication. He may perform some or all of these functions.
- Reference Assistant :** Reference assistant is a person who provides the news and editorial sections of a newspaper establishment with necessary reference materials.
- Apprentice :** Apprentice is a person who is a trainee on the news or reporting wing of a newspaper establishment.
- Chief Reader/Reader-Incharge :** Chief Reader/Reader-Incharge is a person who is the head of the Proof Reading section of a newspaper and assigns and allocates work to Readers and supervises their work.
- Reader :** Reader is a person who checks the printed matter or 'Proof' with edited 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 them or gets them corrected.

## NEWS AGENCIES

- Managing Director and Chief Editor :** Managing Director and Chief Editor is the Chief Executive of the News Agency. He is in overall charge of the news agency. He has got the sole financial and organisational authority subject to the supervision of the Board of Directors. He has got both the managerial as well as editorial responsibility.
- Managing Editor/Joint Editor :** Managing Editor/Joint Editor is a person, who assists the Managing Director and Chief Editor in discharging his managerial and editorial responsibilities.

**Chief News Editor :** Chief News Editor is a person who is in overall charge of the news service and who directs and supervises the news service of the entire agency.

**News Editor :** News Editor is a person who is in charge of a news desks, such as the Central Desk, the Foreign Desk, Mofussil Desk, Sports Desk and Reference Desk, etc. and supervises, directs and guides news services in the principal office of the news agency or any of its bureau or branches.

**Special Correspondent :** Special Correspondent is a person whose duties include reporting and interpreting all news of parliamentary, political and general importance as accredited correspondent or otherwise at the headquarters of the Government or at a foreign centre or who performs similar functions in more than one station, or at any other place where he is assigned as such.

**Chief Reporter :** Chief Reporter is a person who is in charge of the reporting team and who directs, supervises, guides and assigns the work of the reporters.

**Bureau Chief :** Bureau Chief is a person who holds overall charge of the news agency bureau or branch in any place.

**Shift Incharge :** Shift Incharge is a person who takes charge of a shift on the Central News Desk and receives, selects and wherever necessary deciphers the mutilated and overlapped portion of wire service copies received from various international news agencies, he also edits and if necessary, rewrites the copies.

**Sub-Editor :** Sub-Editor is a person who receives, selects, translates and where necessary, rewrites materials received from other news agencies, reporters and correspondents.

**Reporter :** Reporter is a person who gathers, writes and presents news while posted at a centre of a news agency.

## PAY SCALES FOR JOURNALIST

	Category-A	Category-B	Category-C	Category-D
Special Grade ..	Tk.2600-100-3600 (10 years).	Tk.2000-75-2375 -100-2875 (10 years).	Tk.1500-50-1800 -75-2250 (12 years).	Tk.1200-50-1500 -75-1950 (12 years).
Grade I ..	Tk.2000-75-2375 EB-100-2875 (10 years).	Tk.1500-50-1800 EB-75-2250 (12 years).	Tk.1000-40-1320 EB-50-1670 (15 years).	Tk.800-30-1040 EB-40-1320 (15 years).
Grade II ..	Tk.1500-50-1800-EB -75-2250 (12 years).	Tk.1000-40-1320-EB -50-1670 (15 years).	Tk.800-30-1040-EB -40-1320 (15 years).	Tk.600-25-800-EB -30-1040 (16 years).
Grade III ..	Tk.1100-40-1420- EB-50-1720 (14 years).	Tk.900-30-1140 EB-40-1380 (14 years).	Tk.700-25-900- EB-30-1110 (15 years).	Tk.550-15-700- EB-25-900 (18 years).
Grade IV ..	Tk.800-30-1040- EB-40-1320 (15 years).	Tk.600-25-800- EB-30-1040 (16 years).	Tk.500-15-650- EB-25-850 (18 years).	Tk.400-12-520- EB-15-640 (18 years).
Grade V ..	Tk.600-25-800- EB-30-1040 (16 years).	Tk.500-15-650- EB-25-850 (18 years).	Tk.400-12-520- EB-15-640 (18 years).	Tk.350-10-450- EB-15-570 (18 years).

GRADATION FOR JOURNALISTS

SPECIAL GRADE : NEWSPAPERS

Editor

NEWS AGENCIES

Managing Director/Chief Editor.

GRADE I : NEWSPAPERS

Executive Editor, News Editor, Assistant Editor, Feature Editor, Leader Writer, Managing Editor, Special Correspondent, Senior Cartoonist.

NEWS AGENCIES

Managing Editor, Chief News Editor, Special Correspondent.

GRADE II : NEWSPAPERS

Joint News Editor, Chief Reporter, Chief Sub-Editors, Senior Sub-Editor, Senior Reporter, Senior Correspondent, Bureau Chief, Chief Photographer, Senior News Photographer, Senior Artist, Cartoonist, Sports Editor, Film Editor, Commerce Editor, Mufassil Editor, Editorial Assistant, Reader Incharge/Chief Reader.

NEWS AGENCIES

Chief Reporter, News Editor, Senior Staff Reporter, Senior Sub-Editor, Commercial Editor, Bureau Chief.

GRADE III : NEWSPAPERS

Sub-Editor, Staff Reporter, Photographer, Staff Correspondent, Artist, Senior Reader.

NEWS AGENCIES

Sub-Editor, Staff Reporter, Staff Correspondent.

GRADE IV : NEWSPAPERS

Apprentice Sub-Editor, Apprentice Staff Reporter/Correspondent, Reader.

GRADE V : Apprentice Reader, Dark Room Assistant.



(ii) JOB DESCRIPTIONS, PAY SCALES AND GRADATION OF PRESS WORKERS

Job Descriptions

**Press Manager/Works Manager :** Press Manager/Works Manager is a person who coordinates and supervises the functions of the press section, exercising all administrative powers in the press section and is responsible for all the editions of a newspaper and any printing works relating to the production of a newspaper.

**Production Manager :** Production Manager is a person who coordinates and supervises the production side of the press section under the guidance of the Press Manager or Works Manager to whom he will be responsible.

**Chief/Head Foreman :** Chief/Head Foreman is a person who coordinates and supervises the production side of the press section and is responsible for all the editions of a newspaper and any printing work relating to the production of a newspaper.

**Deputy Chief Foreman :** A Deputy Chief Foreman is a person who assists the Chief Foreman in the efficient handling of affairs in his respective section.

**Technical Officer/Engineer/Process In-charge/Production In-charge/ Press In-charge :** Technical Officer/Engineer/Process In-charge/ Production In-charge/Press In-charge is a person who coordinates and supervises the production side of the relevant department of the Press. He will be responsible to the Press Manager or Works Manager or Chief Foreman.

**Assistant Technical Officer/Assistant Engineer/Assistant Production In-Charge/ Assistant Press In-Charge/Assistant Process In-Charge :** They assist their respective heads of sections in their functions.

**Assistant Press Manager/Works Manager :** Assistant Press Manager/Works Manager is a person who assists the Press Manager or Works Manager in the discharge of his duties generally in relation to the smooth publishing of a newspaper.

**Press Supervisor/Printing Supervisor :** A Press Supervisor is a person who supervises the working in the press and coordinates the activities of different sectors.

**Foreman :** A Foreman is a person who assists the Chief Foreman in Co-ordinating the functions of the press workers.

**Lino In-charge :** A Lino Incharge is a person who supervises the operation and maintenance of the Lino Machines. He works under the guidance of Chief Foreman/Foreman.

**Head Lino Mechanic :** A Head Lino Mechanic is a person who is responsible for the maintenance and repair of the Lino Machines.

**Lino Mechanic (Sr./Jr.):** The Lino Mechanics are people whose responsibilities are to look after the repair and maintenance of the Lino Machines under guidance of their section in-charge.

**Lino Operator (Sr./Jr.):** A Lino Operator is a person who is to operate the key board of the Lino Machine for composing and correcting the 'Matters'. He works under the guidance of Chief Foreman/Foreman.

**Head Machine Operator:** A Head Machine Operator is the person responsible to look after the working of the printing machine.

**Assistant Head Machine Operator:** An Assistant Head Machine Operator is a person who assists the Head Machine Operator in the operation of printing machines.

**Offset Rotary Operator (Sr./Jr.):** An Offset Rotary Operator is a person who runs the offset rotary machine for printing work.

**Shifts In-charge:** Shifts In-charge are people responsible for organisation and running of shifts in different sections of a press.

**Mono Mechanic:** A Mono Mechanic is responsible for the repairs involved in a mono machine.

**Mono In-charge:** A Mono In-charge is a person who is responsible for the working and maintenance of mono machines.

**Make-up Man:** A Make-up Man is a person whose duty is to make up and to arrange the setting of the pages of a newspaper.

**Advertisement In-charge:** An Advertisement In-charge is a person whose functions are to set the display of advertisement as per specification.

**Assistant Advertisement In-charge:** An Assistant Advertisement In-charge assists the Advertisement In-charge in the functioning of the Advt. Section of a press.

**Correction Hand:** A Correction Hand is responsible for correcting the omissions and commissions on a composed matter as detected by the proof section. He also helps the Make-up Man in his work.

**Compositor (Sr./Jr.):** A Compositor is a person whose job is to compose the matters in accordance with the script.

**Maintenance Supervisor:** A Maintenance Supervisor is a person who is to see that the machines and equipment are properly maintained.

**Joint Man:** A Jointman is responsible for setting the respective headings with the matter composed by the Lino Operators and Compositors.

**Ludlow Operator (Sr./Jr.):** A Ludlow Operator is a person who is responsible for casting the headings in a Ludlow machine.

- Letter Press Machineman (Sr./Jr.):** A Letter Press Machineman is a person who handles the printing of a newspaper in a letter press.
- Tradle Machineman (Sr./Jr.):** A Tradle Machineman is a person who handles all sorts of printing work in a Tradle Machine.
- Proofman (Sr./Jr.):** A Proofman is a person who makes proofs of composed matters with the help of the proof machine for transmission to the reading section for correction.
- Impositor (Sr./Jr.):** An Impositor is responsible for celluphanisation of the pages by impositions after proper make-up.
- Head Book Binder:** A Head Book Binder is a person who supervises the binding work involved in a newspaper industry.
- Book Binder/Binder (Sr./Jr.):** A Binder/Book Binder is responsible for all sorts of binding works in a newspaper industry.
- Process Block Ma.er (Sr./Jr.):** A Process Block Maker is responsible for making blocks from the negatives of photographs through chemical processing.
- Hand Caster (Sr./Jr.):** A Hand Caster is a person who casts types with the help of lead.
- Stereo Caster (Sr./Jr.):** A Stereo Caster is one who makes blocks through preparing mats out of any writing/photograph and then reducing those mats into stereo plates by using lead.
- Router:** A Router is a person who routes out the undesirable spots from the plates of blocks.
- Moulder:** A Moulder is one who moulds a photograph/matter with blotting and tissue papers for eventual block making.
- Metal Caster:** A Metal Caster is one who makes re-usable lead butts from the lead of matters of Lino/Mono machines.
- Barman (Sr./Jr.):** A Barman is one who is responsible for day to day cleaning of Lino machines.
- Head Electrician:** The Head Electrician is responsible for supervising the electrical work in a newspaper industry.
- Electrician (Sr./Jr.):** An Electrician is responsible for performing the overall electrical works in a newspaper industry.
- Electrical and Mech. Supervisors:** He is a person engaged in the overall supervision of electrical and other equipments.
- Mono Operator (Sr./Jr.):** He is a person who operates all sorts of writings on spool papers through mono-operating machines.

**Mono Caster (Sr./Jr.):** A Mono Caster casts matters with the help of caster machines.

**Cameraman (Sr./Jr.):** A Cameraman is a person who makes positive and negative copies of photographs and also makes colour transparencies.

**Colour Separater (Sr./Jr.):** A Colour Separater is one who selects and sorts out colour negatives and makes positives out of negatives by using dyes and brushes.

**Retoucher (Sr./Jr.):** A Retoucher is one who gives the finishing touch to negatives, positives and cellulphanes.

**Plate Maker (Sr./Jr.):** A Plate Maker is responsible for making Zink alluminium plates from the cellulphanes in a chemical process.

**Grainer (Sr./Jr.):** Grainer is one who cleanse the plates through chemical processing.

**Carpenter (Sr./Jr.):** The Carpenters are responsible for making and repairing the furniture of a newspaper industry.

**Head Packer/Folder:** The Head Packer/Folder supervises the folding, counting and packing of newspapers for despatch.

**Packer/Folder (Sr./Jr.) :** The Packers/Folders are to fold, count and pack the newspaper.

**Helper:** A Helper is a person who works as a helping hand for the employees in different sections of a press.

## PAY SCALES FOR PRESS WORKERS

	Category-A	Category-B	Category-C	Category-D
Grade I	.. Tk.2000-75-2375- EB-100-2875 (10 yrs).	Tk.1500-50-1800- EB-75-2250- (12 yrs).	Tk.1000-40-1320- EB-50-1670- (15 yrs).	Tk.800-30-1040- EB-40-1320 (15 yrs).
Grade II	.. Tk.1500-50-1800- EB-75-2250 (12 yrs).	Tk.1000-40-1320- EB-50-1670 (15 yrs).	Tk.800-30-1040- EB-40-1320 (15 yrs).	Tk.600-25-800- EB-30-1040 (16 yrs).
Grade III	.. Tk.1000-40-1320- EB-50-1670 (15 yrs).	Tk.800-30-1040- EB-40-1320 (15 yrs).	Tk.600-25-800- EB-30-1040 (16 yrs).	Tk.500-15-650- EB-25-850 (18 yrs).
Grade IV	.. Tk.800-30-1040- EB-40-1320 (15 yrs).	Tk.600-25-800- EB-30-1040 (16 yrs).	Tk.500-15-650- EB-25-850 (18 yrs).	Tk.400-12-520- EB-15-640 (18 yrs).
Grade V	.. Tk.600-25-800- EB-30-1040 (16 yrs).	Tk.500-15-650- EB-25-850 (18 yrs).	Tk.400-12-520- EB-15-640 (18 yrs).	Tk.350-10-450- EB-15-570 (18 yrs).
Grade VI	.. Tk.500-15-650- EB-25-850 (18 yrs).	Tk.400-12-520- EB-15-640 (18 yrs).	Tk.350-10-450- EB-15-570 (18 yrs).	Tk.350-8-430- EB-12-550 (20 yrs).
Grade VII	.. Tk.400-12-520- EB-15-640 (18 yrs).	Tk.350-10-450- EB-15-570 (18 yrs).	Tk.350-8-430- EB-12-550 (20 yrs).	Tk.320-8-400- EB-12-520 (20 yrs).

## GRADATION FOR PRESS WORKERS

- GRADE I : Press Manager/Works Manager, Chief Technical Officer.
- GRADE II : Production Manager, Assistant Press Manager, Assistant Works Manager, Chief/Head Foreman, Technical Officer/Process-In-charge, Lino-In-charge, Head Machine Operator/Offset Rotary-In-charge.
- GRADE III : Foreman, Senior Offset Colour Retoucher, Senior Lino Mechanic, Senior Offset Rotary Operator, Senior Offset Cameraman, Senior Lino Operator, Senior Mono Mechanic, Production In-charge.
- GRADE IV : Junior Lino Operator, Lino Mechanic, Mono Mechanic, Senior Mono Operator, Offset Rotary Operator, Senior Letter Press Rotary Operator, Offset Cameraman, Make-up Man, Offset Machine Operator, Advertisement-In-charge, Maintenance Supervisor, Senior Plate Maker, Senior Letter Press Machineman, Senior Correction Hand/Jointman, Senior Ludlow Operator.
- GRADE V : Ludlow Operator, Plate Maker, Letter Press Rotary Operator, Letter Press Machineman, Senior Process Block Maker, Mono Operator, Senior Compositor, Senior Book Binder, Senior Hand Caster, Senior Carpenter, Senior Stereo Caster, Electrician, Senior Etcher, Senior Mono Caster, Correction Hand/Jointman, Senior Barman, Senior Impositor, Retoucher, Junior Offset Machine Operator, Junior Offset Cameraman, Senior Treadle Machineman, Senior Plate Grainer.
- GRADE VI : Process Block Maker, Compositor, Book Binder, Hand Caster, Treadle Machineman, Stereo Caster, Letter Press/Offset Rotary Assistant, Letter Press Assistant, Plate Grainer, Barman, Mono Caster, Impositor, Senior Folder/Packer, Camera Assistant, Ruler, Moulder, Etcher, Slug Cutter, Metal Boy, Carpenter, Process Block Assistant, Heading Caster, Senior Proofman.
- GRADE VII : Process Block Helper, Impositor Helper, Offset Rotary Helper, Folder/Packer, Proofman, Inkman, Letter Press Rotary Helper, Duplex Rotary Helper, Mono Helper, Camera Helper.

**(iii) JOB DESCRIPTIONS, PAY SCALES AND GRADATION OF  
GENERAL EMPLOYEES****NEWSPAPERS****Job Description:**

- General Manager :** General Manager is a person who is in overall charge of advertisements, circulation, transport and records and guides the departmental heads concerned and coordinates the activities of these departments. He may also perform such functions as may be delegated to him by the Chief Executive.
- Commercial Manager :** Commercial Manager is a person who supervises and coordinates the day-to-day activities of the relevant sections dealing with advertisement, circulation and collection.
- Collection Manager/Collection-In charge :** Collection Manager/Collection Incharge is a person who looks after all aspects involving the collection of advertisement revenue and circulation revenue.
- Circulation Manager :** Circulation Manager is a person responsible for proper and timely distribution of a newspaper and promotion of its circulation.
- Assistant Circulation Manager :** Assistant Circulation Manager is a person who assists the Circulation Manager. He guides the Circulation Assistants and mail Supervisors. He makes correspondents with the clients as directed by Circulation Manager.
- Chief Accountant :** Chief Accountant is a person who heads the accounts section of a newspaper establishment.
- Advertisement Manager :** Advertisement Manager is a person who is in-charge of the advertisement section of a newspaper. He supervises the procurement and publication of all sorts of advertisements.
- Senior Executives :** Senior Executives are persons who discharge responsibilities in their respective areas such as display advertisement, advertisement planning and development, client services, agency relations, supervision of sponsored supplements, development and increase of circulation and procurement of machineries, equipment and printing materials.
- Junior Executive :** Junior Executives are persons who assist the Senior Executives in their respective fields.
- Assistant Advertisement Manager :** Assistant Advertisement Managers are persons who assist the Advertisement Manager in the functioning of their respective branches of the Advertisement Section.
- Deputy Chief Accountant :** Deputy Chief Accountants are persons who assist the Chief Accountant in their respective areas.
- Senior Accountant :** Senior Accountants are persons who look after the day-to-day accounts of a newspaper establishment under the guidance of their respective Deputy Chief Accountants.

- Accountant :** Accountants are persons who assist the Senior Accountants in their assigned areas.
- Personnel Manager :** Personnel Manager is a person who looks after the functions relating to personnel administration and welfare.
- Assistant Personnel Manager :** Assistant Personnel Manager is a person who assists the Personnel Manager in running the personnel department of the organisation.
- Superintendent :** Superintendent is responsible for taking care of the property of the establishment and their maintenance. He is also responsible for looking after the work of the staff like Darwans, Peons and Drivers.
- Assistant Superintendent :** Assistant Superintendent is a person who assists the Superintendent in protecting and maintaining the property and in co-ordinating the work of the lower subordinate staff.
- Establishment Manager/Administrative Manager :** Establishment Manager/Administrative Manager is a person who runs the administration and maintains the establishment under the guidance of the General Manager.
- Assistant Establishment Manager/Establishment Officer/Assistant Administration Manager/Administration Officer :** Assistant Establishment Manager/Establishment Officer/Assistant Administration Manager/Administration Officer is a person who assists the Establishment Manager/Administration Manager in running the administration of the establishment.
- Branch Manager :** Branch Manager is in charge of a branch office of a newspaper. He looks after the newspaper's local business in respect of circulation, advertisement and revenue collection. He supervises the work of the staff of the branch office.
- Assistant Branch Manager-cum-Accountant :** Assistant Branch Manager-cum-Accountant is a person who assists the Branch Manager in performing his duties. He also takes care of the accounts of the Branch Office.
- Secretary :** Secretary is a person who maintains liaison between the various tiers of people involved in running a newspaper establishment.
- Financial Adviser/Finance Manager :** Financial Adviser/Finance Manager is one who advises the establishment in the proper direction of financial management and who looks after the financial welfare of the industry.
- Material Control Manager :** Material Control Manager is a person who controls all the materials and stores of the industry.
- Material Control Officer :** Material Control Officer is a person who assists the Material Control Manager in the affairs of managing the materials and stores of the organisation.



**Librarian :** Librarian is a person who prepares and maintains records relating to news and views which are used as background or fill out for current stories.

**Purchase Officer :** Purchase Officer is a person who looks after the purchase of stores and production materials.

**Sales Promotion Officer :** Sales Promotion Officer is a person who prepares plans and fixes strategies for promoting the advertisement and circulation of the newspaper.

**Medical Officer :** Medical Officer is a person who examines the ailing staff/dependents and prescribes medicines.

**Store Officer :** Store Officer is a person who maintains stores and store records and puts forward requisitions for the purchase of necessary items.

**Security Officer :** Security Officer is a person who is in charge of the maintenance of security of the properties—the building, machineries and equipment, etc., of the newspaper establishment.

**Telephone In-charge :** Telephone In-charge is a person who is in charge of the operation and maintenance of the telephones.

**Typist-in-charge :** Typist-in-charge is a person who looks after the work of the typists and maintenance of the talex and cyclostyle machines.

**Chief Cashier/Head Cashier :** Chief Cashier/Head Cashier is a person who is in-charge of the cash section of the organisation.

**Sr. Business Representative :** Sr. Business Representative is a person who procures and promotes business for the organisation.

**Business Representatives :** Business Representatives are persons who procure advertisements from different organisations and Corporations.

**Collection Representative/Collection Inspector :** Collection Representative/Collection Inspector is a person responsible for collection of advertisement and circulation duties.

**Sr. Translator :** Sr. Translator is a person who is in-charge of translation of all advertisements and supplement materials.

**Senior Assistants (Accounts, Advertisement Administration, Circulation):** Senior Assistants are persons who maintain the Su sidiary Ledgers, Money Receipts registers, Voucher sorting, preparation of salary sheet, Bank Reconciliation statement, cheque forwarding, Collection reports, Advertisement and Circulation Agency's monthly statements. They also maintain personal files, and administrative records relating to staff.

**Assistants :** Assistants are persons who issue all kinds of money receipts and maintain money receipt register. They also prepare Collection statements and assist the Senior Assistants.

**Bill Collectors (Sr./Jr.) :** Bill Collectors are persons who collect advertisement bills as directed by Collection Manager/Commercial Manager.

**P.A./P.S. :** P.A./P.S. are persons who assist their superiors in correspondence, letters reports, etc. and maintain confidential files.

**Translators :** Translators are persons who translate the advertisements from English to Bengali and Bengali to English as per schedule.

**Store Keeper :** Store Keeper is a person who maintains stocks and store of the company.

**Record Keeper :** Record Keeper is the person who maintain all sorts of official records and old Newspapers.

**Telephone Operators :** Telephone Operators are person who operate the PBX/PABX boards and maintain records of telephone calls.

**Despatch Supervisors/Mail Supervisors :** Despatch Supervisors/Mail Supervisors are persons who supervise packers and binders and distribute Newspapers to agents and subscribers all over the country by Air Train, Bus, Launch, etc.

## NEWS AGENCIES

**General Manager :** General Manager is a person who looks after the, general administration and revenue of the news agency. He may also perform such other functions as may be delegated to him by the Chief Editor.

**Assistant General Manager :** Assistant General Manager is a person who assists the General Manager in the functions of general administration and revenue promotion.

**Commercial Manager :** Commercial Manager is a person who is in-charge of the commercial service, *i.e.*, the market rates, money rates, bullion rates, etc. He supervises, guides and directs the work of the commercial section of the news agency which collects those rates, deciphers the codes and prepares the rates in a language intelligible to the users of the service and distributes those rates to special clientele.

**Chief Accountant :** Chief Accountant is a person who is the head of the accounts section of the news agency.

**Senior Accountant :** Senior Accountant is a person who assists the Chief Accountant in the discharge of his responsibility.

**Accountant and Assistant Accountant :** Accountant and Assistant Accountants are persons who keep the accounts of the news agency including the leave accounts.

**P.A. to M.D. and Chief Editor :** Self evident.

**Care Taker :** Care Taker is a person who is responsible for the movable property of the news agency and who looks after the daily maintenance of the building. In addition, he looks after the duties of the peons.

**Despatcher :** Despatcher is a person who takes care of the despatch of correspondence of the agency.

**Record Keeper :** Record Keeper is a person who keeps the records of the agency and makes them available to the relevant officials when asked to do so.

**Chief T.P. Operator :** Chief T.P. Operator is a person who is in-charge of the operating section of the news agency. He guides and supervises the work of the other T.P. Operators under him.

**T.P. Operator :** T.P. Operator is a person who operates the teleprinter machines, punches the news on tapes and transmits them to the subscribers.

**Engineer In-Charge :** Engineer In-charge is a person who is in-charge of the mechanical section of the news agency and looks after the proper maintenance of the T.P. machines. In addition, he has to work as the liaison between the news agency and the T&T Department.

**Mechanical Supervisor :** Mechanical Supervisor is a person who supervises the work of the mechanics on duty and also repairs the out-of-order T.P. machines and looks after the proper maintenance of the ticker line in cooperation with the T&T Department.

**Mechanic :** Mechanic is a person who repairs the T.P. machines and looks after the maintenance of the ticker line.

**Armacher Winder-cum-Electrician:** Armacher Winder-cum-electrician is a person who has to wind the armacher of the motor incorporated in each T.P. machine whenever needed and who is responsible for all the electrical work of the news agency.

**Paper Cutting Machine Operator :** Paper Cutting Machine Operator is a person who cuts and makes rolls of newsprint suitable for use in T.P. machines from big rolls received from the Newsprint Mills.

**Assistant Engineer :** Assistant Engineer (in-charge) is a person who is in-charge of the Radio section of the News agency. He supervises and guides the Radio Operators as well as repairs the radio receivers and T.P. machines in his section.

**Radio Operator :** Radio Operator is a person who operates the radio receivers to receive the news broadcast by world news agencies enters them in the log book and sends them to the News Section for editing and creeding.

## PAY SCALES OF GENERAL EMPLOYEES

	Category-A	Category-B	Category-C	Category-D
Grade I	.. Tk.2000-75-2375- EB-100-2875 (10 yrs).	Tk.1500-50-1800- EB-75-2250 (12 yrs).	Tk.1000-40-1320- EB-50-1670 (15 yrs).	Tk.800-30-1040- EB-40-1320 (15 yrs).
Grade II	.. Tk.1500-50-1800- EB-75-2250 (12 yrs).	Tk.1000-40-1320- EB-50-1670 (15 yrs).	Tk.800-30-1040- EB-40-1320 (15 yrs).	Tk.600-25-800- EB-30-1040 (16 yrs).
Grade III	.. Tk.1000-40-1320- EB-50-1670 (15 yrs).	Tk.800-30-1040- EB-40-1320 (15 yrs).	Tk.600-25-800- EB-30-1040 (16 yrs).	Tk.500-15-650- EB-25-850 (18 yrs).
Grade IV	.. Tk.800-30-1040- EB-40-1320 (15 yrs).	Tk.600-25-800- EB-30-1040 (16 yrs).	Tk.500-15-650- EB-25-850 (18 yrs).	Tk.400-12-520- EB-15-640 (18 yrs).
Grade V	.. Tk.600-25-800- EB-30-1040 (16 yrs).	Tk.500-15-650- EB-25-850 (18 yrs).	Tk.400-12-520- EB-15-640 (18 yrs).	Tk.350-10-450- EB-15-570 (18 yrs).
Grade VI	.. Tk.500-15-650- EB-25-850 (18 yrs).	Tk.400-12-520- EB-15-640 (18 yrs).	Tk.350-10-450- EB-15-570 (18 yrs).	Tk.350-8-430- EB-12-550 (20 yrs).
Grade VII	.. Tk.400-12-520- EB-15-640 (18 yrs).	Tk.350-10-450- EB-15-570 (18 yrs).	Tk.350-8-430- EB-12-550 (20 yrs).	Tk.320-8-400- EB-12-520 (20 yrs).

**GRADATION**

**GRADE I : NEWSPAPERS**

General Manager, Secretary, Chief Accountant.  
Commercial Manager, Financial Advisor.

**: NEWS AGENCY**

General Manager.

**GRADE II : NEWSPAPERS**

Advertisement Manager, Circulation Manager, Superintendent/Senior Executive/Establishment Manager/Admn. Manager, Collection Manager, Deputy Chief Accountant/Senior Accountant, Personnel Manager, Branch Manager, Material Control Manager.

**NEWS AGENCIES**

Engineer In-charge, Commercial Manager, Assistant General Manager, Chief Accountant.

**GRADE III : NEWSPAPERS**

Assistant Advertisement Manager, Assistant Circulation Manager, Librarian, Establishment Officer, Store Officer, Head/Chief Cashier, Senior Business Representative, Sales Promotion Officer, Purchase Officer, Accountant, Junior Accountant/Assistant Accountant, Senior Translator, Assistant Superintendent/Junior Executive, Collection Representative/Collection Inspector, Sr. Security Officer, Medical Officer, Assistant Personnel Manager, Asstt. Estt. Manager/Asstt. Admn. Manager, Assistant Branch Manager, Material Control Officer.

**NEWS AGENCIES**

Assistant Engineer, Traffic Supervisor.

**GRADE IV : NEWSPAPERS**

Senior Advertisement Assistant, Senior Accounts Assistant, Senior Circulation Assistant, Senior Administrative Assistant, Translator, Senior Record Keepers Assistant Librarian, Cashier, PA/P.S., Mail Supervisor, Senior Bill Collector, Despatcher, Senior Purchase Assistant, Senior Telephone Operator, Stenographer, Senior Typist, Senior Store Keeper, Business Representative, Security Officer, Telephone in-charge, Typist in-charge.

## NEWS AGENCIES

Commercial Representative, Senior Teleprinter Operator, Senior Radio Operator, Mechanical Supervisor.

## GRADE V : NEWSPAPERS

Advertisement Assistant, Accounts Assistant, Circulation Assistant, Administrative Assistant, Bill Collector Record Keeper, Clerk, Typist, Telephone Operator, Assistant Cashier, Purchase Assistant, Store Keeper, Driver.

## NEWS AGENCIES

Comercial Assistant, Teleprinter Operator, Radio Operator, Senior Mechanic, Senior Armature Winder, Traffic Assistant.

## GRADE VI : NEWSPAPERS

Despatcher, Time Keeper, Store Assistant, Liftman.

## NEWS AGENCIES

Armature Winder, Mechanic, Paper Cutting Machine Operator, Paper Boy, Cyclostyle Operator.

## GRADE VII : NEWSPAPERS AND NEWS AGENCIES

Peon, Darwan, Mali, Cleaner.

## COMMON NOTES FOR ALL THE THREE CHAMBERS:

- A. Gradation of those appointments peculiar to or existing in any establishment and not incorporated in this list shall be decided by the Management in keeping with this Grade and nature of the job.
- B. The Principal duties performed by an employee in a newspaper establishment shall determine the post held by him according to the functional definitions above notwithstanding the fact that he is designated differently in the newspaper establishment. No casual or occasional work entrusted to him or any occasional or casual combination of duties shall alter his entitlement to wages as prescribed by these decisions.

The management of a newspaper or news agency for its own convenience, may create any new designation for any of its employees provided that in the matter of wages he is fitted in one or the other grade of newspaper employees which will be attracted to his case in view of the nature of the job to be done by him.

Other jobs included in the classification of employees and not specifically defined in the job definitions shall continue to have the same connotation as at present.

**(c) BENEFITS FOR MOFUSSIL CORRESPONDENTS**

- a. Mofussil correspondents shall be paid a monthly retainer allowance and remuneration for news coverage at rates as under:—
- (i) A monthly retainer allowance shall be admissible to the mofussil correspondents of newspapers of all categories at the rate of Tk.300-p.m.
  - (ii) Lineage shall be admissible to the mofussil correspondents at the rate of 75 paisa per printed column line.
  - (iii) For each printed photograph Tk. 40 shall be admissible to them irrespective of the category of the newspaper they serve.
- b. (i) Telegraph Bearing Authority shall be admissible to the mofussil correspondents for sending their despatches. Actual telegraphic expenses shall be paid to them pending delegation of such authority.
- (ii) Actual postage expenses shall be borne by the establishment.
- c. Festival Bonus equivalent to one months retainer fee shall be admissible to all mofussil correspondents annually.
- d. (i) The mofussil correspondents shall be entitled to a medical allowance of Tk. 60 per month.
- (ii) They shall be entitled to a conveyance allowance of Tk. 70 per month.

**D. FRINGE BENEFITS**

- (a) **House Rent Allowances :** (i) House rent allowances shall be admissible to all grades of employees (except Editors of Special Grade) at the rate of 60% of basic pay subject to a minimum of Tk. 300.
- (ii) Editors/Managing Directors/Chief Editors of Special Grade in newspaper and news agency establishments shall be entitled to free accommodation or in lieu thereof a sum of Tk. 2,500 in respect of Category 'A', Tk. 2,000 in Category 'B', Tk. 1,500 in Category 'C' and Tk. 1,000 in Category 'D' establishments.
- (b) **Conveyance Allowance :** (i) Editors/Managing Directors/Chief Editors of Special Grade shall be entitled to free transport for attending office and other official use only or in lieu thereof Tk. 1,000 in respect of Category 'A', Tk. 800 in Category 'B', Tk. 600 in Category 'C' and Tk. 500 in Category 'D' establishments.
- (ii) Special Correspondents, Staff Reporters, Staff News Photographers, Staff Correspondents and other employees of Grade I, II and III, whose duty involve local travelling for news coverage shall be entitled to minimum conveyance of Tk. 500 per month in respect of 'A' and 'B' Category newspaper and news agencies and Tk. 300 in 'C' and 'D' Category establishments.

(iii) Business and collection representative shall be entitled to such allowances at the rate of Tk. 300 per months in 'A' and 'B' Category and Tk. 200 in 'C' and 'D' Category establishments.

(iv) Executive Editors and News Editors of newspapers and Chief News Editors of news agencies of Category 'A' and 'B' shall be entitled to conveyance allowance of Tk. 400 and those of 'C' and 'D' Category establishments shall be entitled to Tk. 300 p.m.

(v) All other employees shall be entitled to Tk. 70 per month as conveyance allowance.

(c) **Medical Allowance :** All employees shall be entitled to a medical allowance at the rate of Tk. 60 per month.

(d) **Night Transport Allowance :** Employees required to attend office during the night shifts shall be entitled to free transport for returning home. In the event of non availability of transport, the management shall have to arrange transport facilities within 6 months pending which actual expenditure for such purpose shall have to be reimbursed.

(e) **Gratuity :** All employees, after a qualifying period of three years of continuous service, shall be entitled to gratuity, equivalent to 30 days basic pay, to be calculated on last pay drawn, for each completed year or part thereof being in excess of six months and such gratuity to be paid to the employee or his/her heirs in all cases of discontinuation of service including termination, retirement, death and resignation.

(f) **Lead Poisoning Allowance :** The press workers, whose duties involve the handling of lead, shall be entitled to lead poisoning allowance at the rate of Tk. 50 per month.

(g) **Chemical Poisoning Allowance ;** Photographers/Dark-Room Assistants, whose duties involve handling of injurious chemicals, shall be entitled to chemical poisoning allowance at the rate of Tk. 50 per month.

(h) **Night Shift Allowance:** Employees, whose working hours stretch beyond midnight, shall be entitled to night shift allowances at the rate of 15% of each day's basic pay for each night of such duty subject to a qualifying period of consecutive seven days of such night duty including off days.

(i) **Overtime Allowance :** (i) Overtime allowance shall be admissible to a press worker, working beyond his normal duty hours and on off days and holidays, as per factory rules.

(ii) Newspaper and news agency employees other than press workers shall be entitled to overtime allowances at the rate of one and a half times of their one hour normal basic wage for each hour of the overtime work performed.



- (j) **Provident Fund :** The existing 8% rate of contributory provident fund subscriptions shall continue till such time as the relevant clause of the relevant Act is amended to raise the rates to 10%.
- (k) **Bonus :** All employees shall be entitled to at least one festival bonus equivalent to one month's basic pay annually.
- (l) **Group Insurance :** Provisions for group insurance shall be made for all employees of a newspaper/news agency establishment with the employers to pay the premium.
- (m) **Income Tax :** Income tax to be accrued on the salary of the employees shall be paid by the establishment.
- (n) **Recreation Leave :** All employees shall be entitled to recreation leave for 30 days with recreation allowances equivalent to 30 days' pay after completion of every three years of continuous service.
- (o) **Casual Leave :** All employees shall be entitled to 10 days' casual leave with full pay during each calendar year.
- (p) **Earned Leave :** Earned leave on full wages for not less than one-eleventh of the period spent on duty shall be admissible to all employees.
- (q) **Medical Leave :** All employees shall be entitled to medical leave on medical certificate on half pay for not less than one-eighteenth of the period of service.
- (r) **Maternity Leave :** Female employees of newspaper and news agency establishments shall be entitled to maternity leave of 3 months with full pay. Such leave shall be allowed twice. Thereafter three may be leave without pay.
- (s) **Outfit Allowance :** Special Correspondents, Staff Reporters, Staff Correspondents and Staff Photographers of newspapers and news agencies shall be entitled to outfit allowance of Tk. 1000 in respect of category 'A' and 'B' and Tk. 600 in category 'C' and 'D' establishments annually.
- (t) **Uniform :** The establishments shall provide two sets of uniforms every year to Peons, Darwans and Drivers. The manual workers handling machines shall be provided with dungaries for use while on duty.
- (u) **Charge Allowance :** The existing rates of charge allowances as prescribed by the 1977 wage Board shall be doubled.
- (v) **Desk Allowance :** Desk Allowance of Tk. 200 p.m. shall be admissible to News Editors and Sub-Editors in charge of shifts of news agencies.
- (w) **Transfer Allowance :** The provisions made by the previous Wage Board in this respect shall remain unchanged.

- (x) **Personal Allowance :** As an incentive for constant qualitative self enrichment which is a *sine qua non* for the profession of journalism, an employees in the cadre of journalists both in newspapers and news agencies shall get a personal allowance equivalent to his last increment after reaching the ceiling of his grade. In cases where the incumbent is elevated/promoted to the next higher grade, his pay shall be fixed by incorporating such personal allowances with his basic pay.
- (y) **Technical Allowance :** For encouraging the development of technical skill of the employees, the technical employees of the newspaper and news agency establishments shall be entitled to a technical allowance of Tk. 50 per month.
- (z) **Out Station Allowance :** Correspondents and other employees stationed outside the centre of publication shall be entitled to out station allowance of Tk. 300 per month.

*Note.*—The above decisions on fringe benefits shall not disturb those cases where the incumbents are already getting such benefits at higher rates or other benefits not covered herien.

#### (E) 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 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.
- (d) 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.
- (e) An employee having crossed the EB of his existing scale shall be deemed to have crossed the EB of the corresponding new scale. If his basic pay falls short of the EB stage of the new scale after accommodating the formula as laid down at (a), (b), (c) and (d) above, necessary increments shall be added to the amount thus calculated to put him beyond the EB stage.
- (f) 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 new pay scales.

- (g) 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.
- (h) An employee of any grade shall be entitled to the next higher grade after passing 3 years in the ceiling of his/her own grade unless there is any serious charge of inefficiency and misconduct against him/her, and his/her salary shall be fixed at an appropriate stage of the new grade. Any employee elevated to the special grade in this process shall be entitled to only the benefits of the grade; not the benefits entitled to the office of the Chief Executive.

### OBSERVATIONS

During the year long deliberations of the Newspaper Employees' Wage Board a number of issues were surfaced, some by the members themselves and some others through our exhaustive findings. Prominent among these were: fixation of grades, determination of categories, paying capacity of the industry, job descriptions of journalists and other groups of employees, etc. I am happy that ultimately it was possible to dissolve most of these issues. In my opinion that was the best the Board could do in the face of various odds.

**Policy of Wage Structuring:** The one issue which could not be dissolved till the end was the journalists' demand to have a separate wage structure. The problem concerning this issue was a legacy of the previous Wage Board which formulated a unified wage structure for all the groups of employees, including the journalists cadre.

Though we do not think it necessary to change the existing structure as a whole, we think, to make the profession of journalism more attractive and to attract better talents to this profession, a higher grade at the entry point for journalists, that is, at Grade III, is desirable for which necessary alteration has been made in that Grade and also to give impetus to them a Personal Allowance has been allowed at the ceiling.

**Implementation Mechanism:** The Newspaper Employees' (Conditions of Service) Act, 1974 makes it mandatory on all employers in relation to newspaper establishment to implement the Wage Board awards. Clause 13 of the Act provides for every newspaper employee to be entitled to be paid wages at a rate which shall in no case be less than the rate fixed by the Board.

JUSTICE A. S. FAIZUL ISLAM CHOWDHURY

*Chairman,  
Newspaper Employees (Journalists, Press Workers  
and General Employees), Wage Board.*

*Dated the 29th September 1983.*

By order of the  
Chief Martial Law Administrator  
HAMED SHAFIUL ISLAM  
*Joint Secretary.*