

Chapter – XX

Recommendations of the Majithia Wage Boards for Working Journalists and Non–Journalist Newspaper Employees in the News Agencies

Section I

PRELIMINARY

Short title and commencement: (1) These recommendations may be called the Majithia Wage Board Award.

(2) The Award shall be deemed to have come into force on the first day of July 2010.

2. Definitions- In this Award, unless the context otherwise requires -

(1) "Act" means the Working Journalist and other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955 (XLV of 1955);

(2) "Accounting year" used with reference to a particular year shall in the case of newspaper establishment mean financial year, the year commencing on the first day of April. In case, however, the accounting year of a newspaper establishment is different from financial year, it shall mean that accounting year of the establishment, of which more than half falls in the particular financial year. In case of the newspaper establishment whose accounting year starts from 1st day of October, the accounting year would be that year in which the first six months fall.

Illustration – If the accounting year of a newspaper establishment starts from 1st day of January, 2009, reference to the accounting year 2009 in this Award shall be construed as reference to accounting year 2009-10. Again, if the accounting year of the newspaper establishment starts from 1st day of October, reference to accounting year 2009 in this Award will be construed as reference to the accounting year 2009-10 of that establishment.

(3) "Basic wage" means wages drawn in the prescribed scale of wages, including stagnation increment, if any, but does not include any other type of wages or pay, like special pay, personal pay, etc.

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

(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.

III	Rs.10 crore and above but less than Rs.30 crore.
IV	Less than Rs.10 crore.

Note: - Foreign news agencies, i.e. those operating in India with their Principal Office outside India shall be treated as Class I news agencies.

6. Reclassification - It shall be open either to the employer or to the employee to seek a reclassification of a newspaper establishment at any time after one year from the date of the enforcement of the Award on the basis of the average gross revenue of the three immediately preceding accounting years;

Provided that such reclassification should not be sought more than once in any period of three consecutive accounting years.

Provided that any such reclassification is required to be adjusted towards the price escalation worked out on the basis of wholesale price index with effect from the financial year just before the implementation of the Majithia Wage Boards Awards.

7. Grouping of Newspaper Employees: - (1) Working Journalists in the regular cadre in news agency shall be grouped as under the First Schedule; and functional definitions of various categories of working journalists in the news agency are described in the Schedule – IV.A and IV.B respectively.

(2) Non-journalist employees – Administrative Staff in news agency shall be grouped as under the Schedule – V.

9. Variable Pay:

The concept of variable pay has been introduced, which aims to achieve twin objectives as stated below:

- a. The Sixth Pay Commission had recommended the concept of grade pay and the same was agreed to by the Government for implementation. On similar analogy the concept of variable pay needs to be introduced for all the employees working in newspaper establishments and news agencies. The variable pay will be the specified percentage of the basic pay drawn by an 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

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

submitted by the newspaper establishments to the Wage Boards. The proposal of the Wage Boards suggests around 35% and 20% increase in the wages / salaries over and above the salary including interim relief of employees working in the newspaper industry falling in classes I to IV and classes V to VIII respectively. Approximately, it would mean that with this increase, the wages would become about 13.5% of the gross revenue in respect of newspaper establishment falling in class I to IV. This would, therefore, result in further burden of just 3.5% of gross revenue. On a similar analogy, the burden on newspaper establishments in class V to VIII would be just 3% of gross revenue. Moreover, this additional burden on newspaper establishment would dissipate over the period as per the past trend. Based on the financial data submitted by the newspaper establishments, Boards feel that it would be possible for them to bear such a moderate increase.

(b) As regard benefit to newspaper employees

- (i) In respect of newspaper establishments falling under Classes I to IV, where 35% of increase as a result of variable pay is recommended, “the current basic pay of the newspaper employee” would rise by around 2.90 to 3.20 times, and
- (ii) In respect of newspaper establishments falling under Classes V to VIII, where 30% of increase as a result of variable pay is recommended, the current basic pay would rise by around 2.80 to 3.08 times.

10. Drawal of wages in the revised scales – (1) Save as otherwise provided in this Award, a news agency employee shall draw wages in the revised scale applicable to the group to which he belongs.

11. Dearness Allowance – (1) The revised rates of dearness allowance shall be paid according to average all-India Consumer Price Index Number for industrial worker (2001=100) compiled by Labour Bureau and will become operative with effect from 01-07-2010.

(2) Dearness Allowance shall be payable bi-annually with effect from 1st July and 1st January every year and shall be sanctioned as soon as the figures for the preceding 12 months, for which all – India 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 for all groups of employees in news agency establishments and will be calculated as per the formula in Table- III.

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/-

15. Hardship allowance – (1) An employee working in newspaper establishment of classes I to IV, which are situated in hilly areas above 5000 feet (1524 meters) from the sea level or in a disturbed area shall be paid a lump sum of Rs.1000 per month.

(2) An employee working in newspaper establishment of classes V and VI, which are situated in hilly areas above 5000 feet (1524 meters) from the sea level or in a disturbed area, shall be paid a lump sum of Rs.500/- per month.

(3) The hardship allowance shall not be applicable to the employees in newspaper establishment of classes VII and VIII.

Explanation – for the purpose of this paragraph, –

The "disturbed area" means disturbed area declared by the appropriate Government, i.e., State Government or Central Government, as the case may be, under the relevant Act.

16. Leave Travel Allowance (LTA) – An employee shall be paid leave travel allowance as equivalent to one month basic pay, except those working in newspaper establishment of classes VII and VIII. The LTA would be admissible once in a block of two years subject to availing of leave and production of necessary documents in proof of journey actually undertaken.

17. Medical Allowance – (1) The employees working in newspaper establishment of Classes I & II and Classes III & IV shall be paid medical allowance at the rate of Rs.1000/- and Rs.500/- per month per employee respectively. The employees in consultation with the management of newspaper establishment may opt for health insurance policy subject to the premium not exceeding the admissible medical allowance per annum.

(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.

18. 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 -

- i. For the new entrant, the wages shall be fixed in the revised scale at the minimum of the scale.

- ii. 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.
- iii. 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.
- iv. 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.
- v. 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.
- vi. 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.
- vii. 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.
- viii. The total number of increments shall not be more than three.
- ix. No employee shall get more than the maximum of the revised pay scale.
- x. The revised pay scales shall become applicable to all employees with effect from 1st 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

basic pay sanctioned vide notifications S.O. No. 2524 (E) and 2525 (E) dated 25th August 2008 as applicable for working journalists and non-journalists newspaper employee respectively.

(2) The "additional emoluments" of an employee shall mean emoluments other than the "existing emoluments" described in Clause (1) granted by newspaper establishments, as a result of collective bargaining, agreement or award, as increase in basic wage, dearness allowance or interim relief.

(3) The "additional allowances" of an employee shall mean any monthly payments, by whatever name called, not related to a specific purpose nor agreed to be adjusted against any revision of pay or dearness allowance.

19. Mode of payment of arrears – The arrears payable from the date of enforcement of the Award, if any, as a result of retrospective implementation, shall be paid in three equal installments after every six months from the date of enforcement of the Award and the first installment shall be paid within three months.

Provided that –

The newspaper establishments, who suffered heavy cash losses consequently in three accounting years preceding the date of implementation of the Awards, shall be exempt from payment of any arrears. However, these newspaper establishments would be required to fix salaries or wages of their employees on notional basis in the revised scales of pay with effect from the date of implementation of the Awards i.e. 1st July 2010.

20. Date of operation of Allowances – Except as otherwise provided in the Award, to the contrary, the House Rent Allowance, Transport Allowance, Hardship Allowance or any other allowances prescribed in the Award shall be effective from the date of notification of this Award.

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.

THE SCHEDULE – IV.B

(Functional definitions – Working Journalists)

Group – I A

1. 'Editor-in-Chief' or 'Chief Editor' means a person who is in over all charge of a news agency.
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.

Group – I

3. 'Editor' means a person who directs and supervises the work of the editorial side of the News Agency.
4. 'Chief Producer (T.V.)' means a person in overall charge of the TV service of News Agency.
5. 'Chief of Divisional Bureau' means a person who is in charge of the central news desk of the entire News Agency and who supervise guides and direct news services in metropolitan centres, i.e. Delhi, Mumbai, Kolkata and Chennai besides Bengaluru and Hyderabad.

Group – II

6. 'Chief News Editor' means a person who assists the Deputy Chief Editor in the discharge of his duties and coordinates news activities.
8. 'Commercial Editor' means a person who deals with news and views bearing on commerce, finance, trade and industry, and comments on them and allocates and supervises the work of one or more reporters.
7. 'Economic Editor' means a person who is in charge of bringing out the economic service of the news agency.
9. 'Science Editor' means a person who deals with specialized news relating to science and technology, and is in charge of brining out the Science service of the news agency.
10. 'Feature Editor' means a person who deals with features and is in charge of bringing out the Features Service of the news agency.
11. 'Photo Editor' means in charge of operating the photo service of the news agency and coordination of the service.
12. 'Regional Manager' means a person who is in charge of news and other services of the news agency in the western/northern/eastern/southern regions of the country.
13. 'Chief of State Bureau' means a person who guides and directs collection of news of all types in a State Capital.
14. 'Special Correspondent' on selective basis means a Special Correspondent who is placed in a higher class on account of discharge of duties of higher work-load and responsibility.

Group – III

15. 'Special Correspondent' means a person who is accredited to the Union Government and whose regular duties are to report news of Parliamentary, Political or general importance or a person in a metropolitan center who specializes in covering news of economic importance or national or international nature.
16. 'Principal Correspondent' means a correspondent in state capitals accredited to State Governments.
17. 'Foreign Correspondent' means a person stationed abroad for news coverage from the country or part of the country to which he is assigned.
18. 'News Editor' means a person who is in charge of a news dock or regional news at a metropolitan center and supervises, directs and guides the different news services.
19. 'Chief Reporter' means a person in a metropolitan center who is in charge of all reporters in that centre, and reporters all news legislative, political or general importance.
20. 'Chief Photographer' means a person who allocates and supervises the work of photographers.
21. 'Producer TV' means a person in charge of respective areas of programming (economy, current affairs, education, and news).
22. 'Manager of Stock Exchange Services' means a person who coordinates the Stock Exchange information and stockscan service reports.
23. 'Manager News Exchange' means a person who coordinates the news Agencies Exchange Programmes with other Agencies.
24. 'Special Correspondent (TV)' means a person in charge of reporting for news and current affairs and also presentation as far as possible.
25. 'Manager State Bureau Capital' means a person who guides and directs collection of news of all types in a State Capital.
26. 'Chief Librarian' means a person who supervises the work of Librarians engaged in preparation and maintenance of records relating to news and views which are used as background or fill out for News stories.

Group – IV

27. 'Chief Sub-Editor' means a person in the metropolitan center who regularly takes charge of a shift on the editorial desk, assigns and supervises the work of Sub-Editors.
28. 'Deputy Chief Sub-Editor or Senior Sub-Editor' means a person in the metropolitan center who is regularly assigned to take charge of a shift other than the main shifts on the editorial desk or whose regular duties includes preparation of news dispatches for special subscribers.

29. Sub-Editor' means a person who receives, selects, shortens, summarizes, elaborates, translates, edits and headlines news items of all descriptions and he may do some or all the functions.
30. 'Senior Correspondent' means a person in the metropolitan center whose regular duties are to report news of Parliamentary, Political or general importance or a person regularly assigned to cover news of economic and commercial importance, Courts and national sports.
31. 'Senior Librarian' means a person who is engaged in preparation and maintenance of records relating to news and views which are used as background or fill out for News stories.

Group – V

32. 'Senior Reporter' means a person whose regular duties include reporting of State Government news or proceedings of State Legislature.
33. 'Reporter' means a person who gathers and presents the news of a particular center.
34. 'Senior Photographer' means a person who covers major assignments of public interest and who is a person with some experience and acts in the absence of chief photographer.
35. 'Assistant Producer-cum-Reporter' means a person who assists in production as well as helps in reporting events for the T.V. service, including research and reporting.
36. 'Correspondent' means a person who gathers and dispatches by wire, post or any other means, news from any center.
37. 'Photographer' means a person who covers news events of public interest through photographs.
38. 'T.V. Reporter' means a person who gathers and presents news for television wing at a particular center.
39. 'Librarian' means a person who prepares and maintains records relating to news and views which are used as background or fill out for News stories.

SCHEDULE – V

(Grouping of Non-Journalist Employees– Administration Staff in News Agencies Establishments)

Group IA:

Vice President, Senior General Manager or General Manager, Chief of Administration, Financial Controller-cum-Secretary;

Group 1:

Chief Engineer; Manager (Personnel); Accounts Manager, Manager (Promotion and Development), Manager (Technical Coordination), Personnel Officer, Chief Accountant, Company Secretary; Deputy Chief Internal Auditor

Group 2:

Regional Engineer, Regional Transmission Incharge, Administrative Officer and equivalent post, Accounts Officer, Internal Auditor and equivalent administrative posts, Video Editor, Engineer (T.V.), Sound Recordist, Cameraman, Electronic Engineer (R&D), Engineer, Cashier, Sr. Traffic Supervisor, Sr. Commercial Supervisor.

Group 3:

Transmission Supervisor, Caretaker and other equivalent posts, Production Assistant, Traffic Supervisor, Supervisor (Accounts), Lighting Assistant, Commercial Supervisor.

Group 4:

Senior Commercial Assistant, Senior Operator, Senior Technician, Assistant Stenographer, Junior Engineer, Sr. Traffic Assistant, Sr. Assistant, Stenographer.

Group 5:

Clerk, Typist, Technician, Junior Operator, Skilled Workers, Car Driver, Telephone Operator, Junior Traffic Assistant, Junior Commercial Assistant, Junior Assistant (Accounts), Junior Assistant

Group 6:

Attender, Machine Attender, Havaladar, Record Keeper, Gestetner Operator, Peon, Sweeper, Chowkidar, Mali, Messenger boy.

NOTE – (i) Any newspaper employee of news agencies employed with any designation different from those enumerated in the schedule, but doing the same or similar nature of job, of any group in the schedule, shall be deemed to be a non-journalist in that group.

(ii) All categories of employees mentioned in the schedule may or may not exist in every class of news agency.

TABLE – I
NEWS AGENCY ESTABLISHMENTS
Working Journalists

Class of New Agency Establishment	<--- Scales of Pay for Group of Employees --->						Variable Pay (% of Basic Pay)
	1A	1	2	3	4	5	
I (Rs.60 crore and above)	NO SCALE ↑-----> ↓-----<	Rs.25000-ARI (4%)-54800	Rs.22000-ARI (4%)-48300	Rs.19000-ARI (4%)-41700	Rs.17000-ARI (4%)-37300	Rs.15000-ARI (4%)-32900	35%
II (Rs.30 crore and above but less than Rs.60 crore)		Rs.22000-ARI (4%)-48300	Rs.20000-ARI (4%)-43900	Rs.18000-ARI (4%)-39500	Rs.16000-ARI (4%)-35100	Rs.14000-ARI (4%)-30700	35%
III (Rs.10 crore and above but less than Rs.30 crore)		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%
IV (Less than Rs.10 crore)		Rs.12000-ARI (2%)-17900	Rs.11000-ARI (2%)-16400	Rs.10000-ARI (2%)-15900	Rs.9000-ARI (2%)-13400	Rs.8000-ARI (2%)-11900	20%

Note: 'ARI' stands for Annual Rate of Increment

TABLE – II
NEWS AGENCY ESTABLISHMENTS

A. 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)	NO SCALE	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		30%

Note: 'ARI' stands for Annual Rate of Increase

Table – III

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 1st July and 1st 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)

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)

AREA – “Y” Continued.....

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

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

Note: U. A. stands for Urban Agglomeration.

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Deputy Director General

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