



**REPORT**  
**OF THE COMMITTEE**  
**FOR CATEGORIZATION**  
**OF THE GOVERNMENT**  
**OF INDIA PRESS**  
**WORKERS**  
**1964**

**GOVERNMENT OF INDIA**  
**MINISTRY OF WORKS, HOUSING**  
**AND URBAN DEVELOPMENT**



# Report

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COMMITTEE FOR CATEGORIZATION

OF THE

GOVERNMENT OF INDIA PRESS WORKERS

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GOVERNMENT OF INDIA  
MINISTRY OF WORKS & HOUSING

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**COMMITTEE FOR CATEGORIZATION OF GOVERNMENT OF  
INDIA PRESS WORKERS**

REPORT

CHAPTER I

INTRODUCTORY

By their Resolution No. 4(8)/63-PI, dated the 26th November, 1963 (Appendix 'A'), the Government of India in the Ministry of Works, Housing & Rehabilitation (Deptt. of Works & Housing), constituted a Committee called the Committee for Categorization of Government of India Press Workers to :—

- (a) review the classification of the posts of industrial workers in the Printing Presses under the control of the Chief Controller of Printing and Stationery, into the categories of unskilled, semi-skilled, skilled, highly-skilled and supervisory;
- (b) where necessary for the purpose of such review, to examine the qualifications, and the field of recruitment/promotion laid down for each particular post and to suggest modifications therein.

The composition of the Committee originally was as follows :—

Chairman—Shri V. Balasubrahmanyam, Deputy Secretary, Ministry of Works, Housing & Rehabilitation.

Members—1. Shri P. K. Sen, Deputy Secretary, Ministry of Works, Housing & Rehabilitation.

2. Shri G. S. Bhasin, Under Secretary, Ministry of Finance.

3. Shri B. C. Sen Gupta, Controller of Printing, Office of the Chief Controller of Printing and Stationery.

Shri N. C. Sanyal, Officer on Special Duty (Labour), Ministry of Works, Housing & Rehabilitation was appointed as Secretary of the Committee.

In May 1964, Shri V. Balasubrahmanyam had to go back to his State Cadre in Bihar after completing his tenure at the Centre. The composition of the Committee was consequently changed by Government

Resolution No. 4(8)/63-PI, dated 15th May, 1964. Shri P. K. Sen, Deputy Secretary, Ministry of Works & Housing was appointed as Chairman in place of Shri V. Balasubrahmanyam but no additional Member was appointed in his place. In October, 1964 the life of the Committee was further extended upto 30th November, 1964 *vide* Government Resolution No. 4(8)/63-PI, dated 16th October, 1964.

The First Pay Commission, while recommending basic pay scales for industrial labour, recommended that industrial workers should be classified into groups of highly-skilled, skilled, semi-skilled and unskilled. They recommended that " \* \* \* it will be convenient if each important industrial establishment will constitute a Board, say of three of its officers, to determine the class in which every worker in that establishment is to be based. The classification will of course be reviewed from time to time \* \* \* ". This recommendation was reiterated by the Second Pay Commission in Para 34 (page 230) of their recommendation although in a slightly modified form. In many of the Government establishments, such classification had not been undertaken for some reason or the other. The first attempt in the Government of India Presses was made in 1963 under the Chairmanship of the then Secretary, Ministry of Works, Housing & Rehabilitation, Shri Dharma Vira. Earlier in 1960, a Committee was set up for C.P.W.D. industrial staff in which officers from Ministry of Finance, M.E.S., C.W.P.C. and D.G.P.&T. were the Members. Shri Dharma Vira's Committee was confined to Ministry's and Departmental Officers alone. Government therefore, felt that it would be proper to set up the Committee for Press Workers on the same lines as the C.P.W.D. industrial workers. As, however, no similar establishment existed under Government on the same lines as the Government of India Presses, the Membership had to be confined to one Departmental Officer, an officer from the Ministry of Finance and an officer from the Ministry of Works & Housing.

It will be seen from the Government Resolution dated 26th November, 1963 that the main task assigned to the Committee was to review the classification of the posts of 'Industrial Workers' in the Printing Presses under the control of Chief Controller of Printing and Stationery. By 'Industrial Workers' mentioned in the Government Resolution, all staff who have been so declared by Government from time to time were covered under the Resolution. Unfortunately, however, a dispute had already arisen between a section of the Press Establishment and Government as to whether workers in the Reading Branch are not covered under the definition of working journalist. This dispute has been referred to a Court of Law and naturally the Committee could not go into the case of the Reading Branch as a whole. Thus in the subsequent chapters, *all manual workers and their supervisors* have been covered but the entire Reading Branch had to be omitted from the review.

There is a large group of technical supervisors in the Government Presses who are described by the Department as "highly-skilled workers on scales of pay ranging from Rs. 120—200 to Rs. 250—500". According to the evidence tendered before the Pay Commission, 1957 by the Department, these posts required exceptional qualifications. The Pay Commission of 1957 had distinguished these groups from the "generality of highly-skilled workers". These groups were therefore not dealt with on the same footing as other industrial staff of the Presses. In fact, the Pay Commission (1957), did not go into details of the pay structures of these groups at all except in the case of Foreman and Assistant Foreman and the Reading Branch. Recommendation of the Commission in respect of some of these are as follows :

"There are in addition Artists, Etchers, Editors, Technical Assistant, Off-set Machine Operators etc., who are generally on the standard scale of Rs. 120—200, Rs. 200—300, Rs. 160—300, Rs. 250—500, etc. The number in each of these categories and scales is too small to call for separate consideration and we suggest that the pay of these may be revised in the light of recommendations we are making in respect of major groups in the Presses and elsewhere."

The difficulty faced by the present Committee was to classify these categories according to the general recommendation regarding what the Second Pay Commission described as "Workshop staff". The highest scale of highly-skilled workers invariably terminated at Rs. 240. Most of these above-mentioned categories have time-scale much beyond Rs. 240. A list of such categories is given at Appendix 'B'.

It is apparent that these groups do not need any classification as they are already higher than the so-called highly-skilled industrial staff of Government. Most of these categories have a starting salary of more than Rs. 240, and they were not, therefore, considered by the Committee for classification at all. In some categories, however, the starting point was less than Rs. 240 although the maximum extended beyond that limit. Those categories have been considered for classification and review. Of course, for the purpose of discussion on the pay structure, observations will be made on all categories which are termed as industrial. It should be noted that no benefit accrues to any one by merely classifying these posts into any particular category of highly-skilled or very highly-skilled.

There are a number of categories in the Presses which have been somewhat loosely termed as 'industrial'. Some of these categories also exist in other establishments where they are treated as purely non-industrial. Although it is conceded that such workers may be governed by some of the Labour Acts, it is felt that it will not be proper to classify them as purely

industrial workers. Thus, categories like Report Writer, Despatcher, Paper Issuer, Material Supplier, etc., were left out from our classification. There are certain other categories which exist both in the industrial as well as in the non-industrial establishment of the Press. These, however, were included in our classification. It will be convenient for the Administration to decide finally whether such categories should not be in one establishment.

Thus the Committee took up the work of reviewing and classifying the categories mentioned in Appendix 'C' after elimination of the entire Reading Branch and the highly paid group whose minimum was more than Rs. 240 and certain other categories which the Committee felt did not really belong to the industrial establishment for reasons stated above.

The Committee invited the views of the Service Unions and has also given free interview to all recognised Service Unions except the Union of Nilokheri Press. Any individual who wanted to be heard by the Committee was also allowed to appear before the Committee. Thus, the Service Unions were given facility of sending written Memorandum as well as tendering oral evidence before the Committee.

With a view to studying on the spot the work of the different categories, the Committee visited Government of India Press, Hastings Street, Calcutta, Government of India Press, Dharamtalla Street (popularly known as Forms Press), Calcutta, Government of India Press, Nasik, Government of India Press, Simla, Government of India Press, Faridabad and Government of India Press, Aligarh.

The Committee also heard the views of the individual Managers of Presses. While at Bombay, the Committee took the opportunity of studying the service conditions of the Maharashtra Government Presses.

In all the Committee heard the oral evidence tendered by 203 persons. A total number of 35 internal meetings were held by the Committee.

## CHAPTER II

### THE ORGANISATION OF THE PRINTING PRESSES IN GOVERNMENT OF INDIA

Before we take up a detailed review of the various categories in the Government of India Presses, it will be necessary to understand the peculiarities of the Press Establishment under Government of India. Unlike other Government Establishments, Printing Establishment of Government was not properly organized from the beginning for reasons which are given below.

The present printing establishment under the Chief Controller of Printing and Stationery is composed of the following main Presses :—

1. Government of India Press, Calcutta, Hastings Street.
2. Government of India Press, Calcutta, Dharamtalla, previously designated as Forms Press, Calcutta.
3. Government of India Press, Nasik.
4. Government of India Press, New Delhi.
5. Government of India Press, Faridabad.
6. Government of India Press, Aligarh.
7. Government of India Press, Nilokheri.
8. Government of India Press, Simla.
9. Government of India Press, Santragachi.

Besides the above, Presses have also been opened at Coimbatore, Koratti and Gangtok. While some of the above Presses were new ventures undertaken by Central Government the others were taken over by this Department from other Ministries of Central Government. This amalgamation of Presses of other departments had brought in a number of disparities in pay scales and service conditions. No attempts were made to standardise the service conditions and scales of remuneration for quite a long time. In fact, even in 1946-47, there was a school of thought which preferred local pay scales for each individual Press. Even the First Pay Commission were not clear in their mind about this aspect of the printing establishment. In Para 31, Part III, of their report, the First Pay Commission observed "We are not sure if it will be practicable to prescribe uniform scales of pay for all the Government Presses which are situated in such different places as Simla, Delhi, Aligarh and Calcutta. Theoretically, it may no doubt be said that the differences in cost of living between these various places may be provided for by local allowances; but considerations of market value have



a great hearing in the case of employees of this kind. The demand for press workers must obviously be different in a place like Calcutta from what it is in Aligarh. In the case of industrial workers, so much depends upon the local conditions of the industry that it will not be practicable or right to attempt to prescribe all-India scales. Even in the matter of leave, the right course will be that such workers should be dealt with like other industrial workers

Nonetheless, however, the Commission did prescribe uniform all-India scales.

The huge expansion of the Government of India Presses is another factor which has been responsible for a great deal of imbalance in the cadre structure of the Establishment. For example, the first Press taken over by Government of India in October, 1863, was the Military Orphan Press, located at 5, Bankshell Street, Calcutta which had only 109 employees. This number rose upto 2,114 in 1899. The expansion after independence is much more rapid and is far greater in volume. With the improvements and innovations in the Printing Industry, the very nature of the establishment have necessarily to be modified from time to time. Unfortunately, however, these modifications were not systematic in every respect, and haphazard *ad-hoc* measures had added to the difficulties in the cadre.

Upto 1946, there does not seem to be any serious effort to have a complete study of the salient features of the Press Establishment with a view to rationalise the pay structure, the service conditions and the duty hours. The first serious attempt was made in 1946 when Mr. A. A. Whitley was appointed as Officer on Special Duty. He submitted his report sometime in September, 1946. It is, perhaps, on Mr. Whitley's recommendation that time scale of pay in preference to grades were first introduced. It was Mr. Whitley who first suggested the abolition of piece rate system and conversion of the piece posts to salaried ones. Unfortunately, however, there was no serious consideration on Mr. Whitley's recommendation, although the basic recommendations were duly adopted.

Yet another outstanding feature of the Press Establishment is that the entire industrial group is also governed by the Fundamental Rules and Classification, Control and Appeal Rules applicable to non-industrial Government servants. We have not been able to ascertain the exact reason why this practice was followed in case of Press employees alone. It is not very common for an industrial worker who has certain guaranteed privileges under Labour Laws to be governed by ordinary rules for regular Government servants. This system may result in certain major anomalies and dead locks. The Second Pay Commission had clearly stated that there should be distinctly separate service conditions for non-industrial and industrial Government workers. As it is, the press workers of Government

of India Presses are getting double benefits of two sets of service conditions. It seems to us that this position should be reviewed and it should be decided that industrial workers should be governed only by industrial rules and regulations applicable to other industrial workers under Government of India. We recognise that it will be pretty difficult at this stage to retract the steps but we feel that this standardisation of conditions for all industrial workers is necessary. Consequently, this anomaly in the Press side should be removed immediately. We have earlier pointed out that even at the time of First Pay Commission, this anomaly was pointed out while the Commission discussed the nature of work of the Reading Branch.

It should be pointed out that it is not easy to define an industrial worker authoritatively. It is strange but true that the term "industrial worker" has not been clearly defined by Government yet. Various Labour Acts define the term "industrial" in different ways and context. To that extent, it may not be possible to define an industrial worker but it is high time that some definition should be given by Government, for at least the industrial sector under them. The ultimate authority to accept or reject such definition, of course, lies with the Judiciary, but a working definition is essential for the purpose of classification and categorization of manual workers in the Government sector. As an illustration of the anomalous position which obtains at present, we may cite that we came across instances where a temporary worker's services were terminated under Rule 5 of C.C.S. (Temporary) Rules which is clearly in violation of 25(g) of Industrial Disputes Act of 1947. Similarly, it is possible for a worker who has been punished under Classification Control and Appeal Rules to raise industrial dispute without preferring a formal appeal. It is also difficult to justify the extra privileges given to Press workers when these are denied to other industrial workers of Government in Posts and Telegraphs Department, Defence Installations or Central P.W.D.

It will, therefore, be seen that although the present Committee had been entrusted with the classification or categorization of all industrial workers of the Government of India Presses, it will neither be possible nor be desirable to do so. We have already mentioned that the entire Reading Branch had to be left out of our review. We had, therefore, confined ourselves to the classification of such categories which are treated as industrial in other departments together with the categories which are *prima facie* involved in production work as well as categories which appear to us to comprise of manual workers and their supervisors. We have not followed any list of industrial workers prepared either by the workers themselves or by the Administration.

In this context, we would like to mention the difficulties created by classification of the Press Establishment. This aspect brings us back to the original decision of Government to treat the press workers at par with regular Government servants. So far as we have noticed, the classification

of press workers has not resulted in any material benefit to the workers but created certain administrative difficulties regarding recruitment and promotion which will be pointed out in a later chapter.

In an Establishment like the Printing Department of Government of India, with so many categories of workers, it is not easy to define and adopt any clear-cut principles of categorization and classification of such workers into unskilled, semi-skilled, skilled and highly-skilled groups. Ordinarily, the principal factor governing any classification should be duties attached to a particular post. In a Government establishment, however, such duties are hardly clearly defined or enforced. Unlike the private Sector, Government establishments prefer a "jack of all trades" and an "odd job man" rather than specialists. Our general view about the Press Establishment has been that each Press is somewhat over staffed. We have not been able to find out any clear yardstick for creation of new posts. We have not also understood on what average workload the normal staff of a particular Press is sanctioned. It is also not very clear how sudden rush of work is met. It appears to us that there must be some firm norms for at least more important categories. We understand that attempts in this direction have already been made but have not so far succeeded because of failure to come to an agreement with the workers' representatives as to what should be the reasonable norms for important categories connected with production.

The work in Government of India Presses would really require additional casual labour from time to time over and above a certain permanent establishment. In this context, attention is attracted to the old system of piece-rate workers. Purely from the point of view of production, it is felt that the system was unexceptionable. Our discussions on the subject with Press Managers also confirmed this view. It is, however, perhaps too late to go back to the system of piece work. It is also not desirable to have permanent and piece workers working side by side for obvious reasons.

We must, however, comment on the system of incentive bonus which is being adopted by Government. The scheme is highly beneficial both to the workers as well as to the producer. The scheme envisaged by Government might have certain draw-backs as the workers feel but the principle involved is extremely useful and worth emulating. We would recommend the extension of the scheme to other categories wherever feasible.

We have found that channels of promotion and the method of promotion have not been clearly defined by Government nor are the duties properly defined. For example, the duties of a Machine Inker have been defined as follows:—

*"He shall carry out the instructions of his supervisors and shall clean the machine everyday and oil it whenever required under the supervision of the Machineman. The Inker should also see that Ink Rollers are properly inked and he shall render help*

to the Machineman in all possible way \* \* \*” (Para 271-A, page 80, Chapter X Composing Branch of the Press Handbook—proof copy).

Many other similar instances can be quoted. Such definitions, in our opinion, are not adequate and do not pin-point the main duties of the category. Such definitions appear to have been evolved more to counter the objections of a worker to undertake subsidiary duties than to define his main duties.

The channels and methods of promotion are even less clear. There seems to be no clear thinking on the subject. There is an understandable attempt on the part of the workers to create an equal number of promotional avenues as may exist in another branch, but the exigency of public work should invariably come first. The disparities in avenues of promotion between the various branches can never be eliminated nor is it essential to attempt such parity so long as every category has a reasonable future prospect.

According to Government Resolution appointing the present Committee, we have to submit the qualifications, and the field of recruitment/promotion laid down for each particular post, where necessary, for the purpose of our review of the classification of the post of industrial worker. This will be pointed out at appropriate places later on. We must, however, point out that our review is not an exhaustive one. The entire establishment has to be more critically examined by the Administration to lay down firm duties for each post. The method of recruitment and the qualifications should also be thoroughly reviewed after Government have taken a final decision on the recommendations of this Committee. We recommend that in such a review, the views of the workers should be taken into consideration.

## CHAPTER III

### VIEWS OF THE WORKERS AND THEIR UNIONS

In a study like the present one, the views of the workers who will be directly affected by our recommendations had to be very carefully collected and examined. This was the firm recommendation of both the Pay Commissions who had suggested such a study. It must be admitted that it is in this respect that the earlier studies fell short of what was actually expected of them.

The Committee felt that it would not be adequate simply to collect views of the recognised Trade Unions. We, therefore, decided that in addition to the recognised Trade Unions, views of others should also be examined. We went as far as to collect the views of individuals or groups of individuals wherever there was an opportunity to do so. The un-recognised unions were not contacted as such but they availed of the opportunity of meeting the Committee as groups of individuals. Consequently, we had collected the views of the following recognised Unions :—

1. Federation of Workers of the Government of India Presses.
2. Government of India Press Workers Union, New Delhi.
3. Government of India Press Workers Union, Simla.
4. Government of India Press Workers Union, Aligarh.
5. Government of India Press Workers Union, Nasik.
6. Government of India Press Workers Union, Faridabad.
7. Government of India Press Workers Association, Hastings Street, Calcutta.
8. Government of India Forms Press Workers Union, Temple Street, Calcutta.
9. Government of India Press Workers Union, Nilokheri:

In addition to the above, we heard the views of 203 persons.

The workers and their Unions had not properly appreciated the scope of the present Committee. That the present Committee cannot prescribe a panacea for all their evils had to be explained in detail. We had also to explain that the functions of the present Committee were not analogous to a Pay Commission and that this Committee had to work within the frame-work of the Second Pay Commission of 1957. Our explanations

naturally caused some disappointment in the minds of the workers but gradually they rallied round with their co-operation and views. The general tendency of the Unions was to cite examples of other press organisations wherever it was favourable. They were not, however, willing to whole-sale equalization with the organisations cited by them. Yet another feature clearly noticeable was that the Unions failed to give an objective analysis of the press establishment, as all the Unions emphasised only certain selected categories who perhaps comprised the majority of their membership or their executive body. This is somewhat inevitable in a review like this. The work of a service Union in giving evidence before a Committee like the present one or before a Pay Commission is not an easy one. They cannot satisfy all the categories. At the same time, they have to look to the benefit of majority of their members.

A welcome departure was noticed in the Government of India Press at Nasik, where the Union in addition to their own Memorandum, allowed a number of their members to appear before the Committee to represent the interest of their own particular category. Although this consumed a considerable time at our disposal, such interviews helped us, a lot in studying the problems which faced each and every category of press workers. It is precisely for this reason that we had allowed even individuals to appear before the Committee.

The general trend of the representations made by the Unions followed the usual pattern of demanding upgradation of all the categories. The Unions also demanded equalisation of pay within the same group as a matter of policy. They appreciated our difficulties in accepting such a view point when it was pointed out to them that we have to work under a fixed ceiling of Rs. 240 which has been prescribed as the maximum of all "Workshop staffs" by the Second Pay Commission. Maximum emphasis was given by the Unions to the categories of Compositors, Binders and Warehousemen as well as some other allied categories. Other categories in the Machine room and Case room and Mechanical section were not very well represented except through individuals. Most of the emphasis was laid on the relative pay scales of the Binders and Compositors while some glaring anomalies were not at all brought out by the Unions.

Most of the grievances of the workers arise out of the fact that promotional channels and recruitment rules have not been properly defined and consequently there are different practices in different Presses as well as in different sections of the same Press. This is somewhat genuine. There is no doubt that in the absence of clear-cut rules and regulations, there is a lot of room for manipulation of promotion and recruitment by the Administration. This is not desirable in a Government department. The sooner the idea of treating each Press as individual unit is given up, the better for all concerned.

The necessity of firm Recruitment Rules and methods of recruitment to each category cannot be over-emphasised in a Government industrial establishment. Recruitment to a Government Establishment, as unlike the Private Sector has a profound repercussion on the individual concerned as well as on the cadre as a whole. It is not easy to get rid of an unsuitable hand once such an individual has been permitted to enter Government service. The same argument also applies equally to promotions made from lower categories. It is, therefore, imperative that personal bias should be eliminated as far as practicable in cases of promotion and recruitment. This is possible only when firm rules and regulations are prescribed and enforced. Here again, the Unions pointed out that the practice varies from Press to Press. As a result, even the promotional chances of individual categories are not equal in all the Presses under Government of India. This has a most demoralising effect on certain categories of press workers. To the extent possible, it should always be endeavoured to equalise the chances of promotion for similar categories in all the Government of India Presses. The exigencies of work may not permit uniform promotional avenues and chances but so far as practicable, it should be recognised that promotional chances of a particular category should be more or less equal in all Government Presses.

A major demand of the Unions was that more supervisory posts should be created. This demand was made solely with a view of affording more promotional avenues to the workers. Obviously, the supervisory posts should be created strictly in accordance with the exigencies of work and not merely to afford promotional avenues. As it is, there are certain supervisory posts which can very easily be abolished. It is not necessary to add to this number.

The Unions also failed to appreciate that the work of the Committee was to categorise the workers into groups of unskilled, semi-skilled, skilled and highly-skilled cells *on the sole criterion of the nature of duties expected out of each category*. We have, therefore, not to go by mere designation of the post nor can we take into account what an individual worker is capable of performing. We have necessarily to confine ourselves to what duties are expected of each group of workers. Admittedly there are stalwarts in each trade even in a Government Establishment but that fact hardly justifies upgradation of the entire category to which such a worker may belong.

The workers and the Unions were mistakenly agitated about their own future whenever some deliberalising steps were mentioned. They were however assured that any deliberalization would not affect the existing workers as it was not the intention to give retrospective effect to our recommendations. The way in which the recommendations of the Committee should be implemented has been elaborately dealt with in a later chapter.

The Unions and the workers expected the Committee to sit down and draw up Recruitment Rules and prescribe promotional channels. This is hardly feasible within so short a time and necessarily this is the primary duty of the Administration. We shall, no doubt point out at appropriate places any modification or changes in the existing practice whenever they are necessary, but it is hardly possible for us to draw up fresh recruitment rules for each category of press workers.

The Unions were naturally interested in bringing as many categories under the purview of this Committee by defining them as 'industrial' workers. We have already pointed out our views on this subject and we were thus unable to accept the definition and the view point of the Unions on the subject.

We were extremely impressed by the keenness and the willing co-operation which the Unions displayed in assisting us in our not too easy job. We were also impressed by the reasonable attitude which the workers took, once our difficulties were explained to them. We were very much impressed by the zeal and hard labour put in by every worker whenever he was called upon to tender his evidence. The Unions as well as the individuals worked by very creditably considering that the time at their disposal was very inadequate and the notice given to them was sometimes extremely short.



## CHAPTER IV

### PRINCIPLES OF CATEGORISATION

The classification of Press Workers into unskilled, semi-skilled, skilled and highly-skilled categories is not an easy job particularly when such classification has to be done within a limited period of time. A sound classification requires a thorough job analysis of each type of operation. It is apparent that such an analysis will involve a lot of time and labour. An additional difficulty in the present case is that the printing work of Government is particularly the monopoly of the Government of India Presses. Although Railways or Survey of India Department have got their printing presses, these are much too small to be any real help to us. We have found no mention of these presses at all in either of the Pay Commission's Reports. Ordinarily, in such circumstances, one should be guided by the duty chart for each category as prescribed by the department. Unfortunately, however, the duties prescribed are so very vague and out of date that we could derive little help from them. Comparison with the Private Sector should be a good solution but as is well known, Government are quite lavish in creation of posts. Thus, for a single operation, there would be 3 or 4 categories of workers in Government of India Presses, whereas for the same operation there may be only one in the private presses. Naturally, the latter would be paid much higher compared to the corresponding designation in the Government Press but cumulative cost to Government will certainly not be less than a private commercial press. An easy solution would be to be guided by the existing pay scales and follow the classification given by the Pay Commission for such scales but that will be completely by-passing the issue as categorisation comes first and the assignment of pay scales subsequently. Further, such a method will never remove any existing anomalies. Yet another method would be to take into account the initial qualifications required for direct recruitment to a particular grade. Unfortunately, again, the Recruitment Rules and promotional channels are not yet quite well defined as in the case of duties. Our difficulty was further increased by the fact that each Press had its own pattern of establishment with the result that there has been a multiplicity of designations which would not have been there had all the Presses followed some standard pattern. We have already given the reasons in Chapter II why it is so.

The Committee, therefore, had no rely on the evidence of the Managers, the Unions of workers and the individual workers for the clear

understanding of the problem. Wherever any doubt arose, the Committee visited the Presses and saw the work in progress. Thus the majority of the recommendations are based, more or less, on first hand knowledge of the actual work, functions and duties of the categories involved. As regards certain groups of workers, the Committee felt no difficulty as these categories existed in other organisations and have already been classified. For example, the categories of General Mechanic, Electrician, Carpenter, Welder, Van Driver did not present any difficulty for classification as these are not peculiar to the Press Organisation alone.

We have already pointed out how the Workers' Unions insisted on upgradation of a large number of categories simply on the basis of analogy in the Private Sector or in a small Government organisation like Railways or Survey of India Printing. This could not be accepted for obvious reasons. As designations in 'industrial' categories can often be misleading and unless a thorough analysis is made of the categories cited in other organisations, it will be extremely hazardous to draw a conclusion either way. The Committee had also consulted some of the State Government organisations but could not derive any material help from such consultations.

The actual categorization of unskilled categories did not present much difficulty. A certain section of the Union insisted that there was no unskilled category in Press Establishment at all. This, the Committee felt, was an untenable stand. Repetitive or routine manual work has to be classified as unskilled and no industrial establishment can do without such categories.

The classification of semi-skilled categories was, however, more difficult. The semi-skilled workmen cadre is necessary in order to give an incentive to the unskilled labour, who with experience, should gradually attain the skilled status in one of the skilled trades. This has been recognised by both the Pay Commissions, though the Varadachariar Commission had admitted that "it is not easy to determine exactly when a person should be deemed to have ceased to be unskilled and attained the semi-skilled status".

The Second Pay Commission has recommended that the semi-skilled category should also be utilised for the purpose of promoting the system of "Basic Tradesman". This is more important in the printing trade as it is not always possible to recruit qualified skilled workers at short notices to fit into a rush job.

It is also not desirable to resort to wholesale direct recruitment in 'skilled' and 'highly-skilled' categories. In fact, there is a noticeable discontent amongst the press workers that the quotas of direct recruitment to higher jobs is much too high. This is, no doubt, partially true but

then it must be admitted that a disproportionately higher promotion quota is equally undesirable.

It should be clearly remembered that in respect of semi-skilled, skilled and highly-skilled categories, there is room for degrees of skill even within the group. The very fact that more than one scale has been prescribed for these groups, confirms such a view. There is thus no force in the assertion that all skilled or highly-skilled workers should get the same pay scale.

We have thus classified all basic Tradesmen as well as aspirants for skilled jobs from unskilled groups as semi-skilled.

In the printing trade, there is necessarily a multitude of skilled workers. A great majority of them are classified as skilled in the general printing trade. Such categories present no difficulty regarding classification. There are, however, certain categories which have been classified as higher than skilled workers perhaps in the Private Sector or in some other Government Establishment. These have been specially investigated and have been classified strictly in respect of duties *expected* of such categories. As pointed out earlier, we could not agree merely to go by designation or by the potentialities of an individual or a group of workers.

For the purpose of classification, we have grouped the highly-skilled workers along with the skilled supervisory workers. It was the recommendation of the First Pay Commission that a supervisory category should be placed in the next higher category than the operatives on whom the supervision is exercised. As we could hardly go beyond the highly-skilled group, supervisory categories over highly-skilled artisans could not be properly classified. We have put them as merely supervisory workers.

As has already been pointed out earlier, certain highly paid categories were not classified at all. It is also not possible to classify the Layout Artist or Assistant Layout Artist by degree of skill in the trade.

As regards supervisory posts, the Committee decided that posts which require supervision as a major part of the job, should only be classified as supervisory jobs which call for occasional supervision in addition to operative work should not ordinarily be considered as supervisory posts. We have noticed a tendency to create a number of supervisory posts merely to afford a sort of selection grade for stagnating skilled workers. This practice should not be encouraged. A selection grade should suffice in such cases.

## CHAPTER V

### THE ANOMALIES IN PAY SCALES AND CLASSIFICATION

In this chapter, we have attempted to point out the errors in existing pay scales and classification of categories in the Presses. We have also suggested specific remedies wherever it was apparent. In certain cases, we have, however, had to leave the removal of errors to the Department. We have also pointed out superfluous and redundant categories which now exist in the Presses. A firm and final order should be issued by Government in respect of such categories as haphazard creation and abolition of such categories are bound to lead to confusion and waste of Government money.

As we have already pointed out, we have not taken the Reading Branch into our consideration and any general remarks which we may make will not apply to the Reading Branch.

To begin with, we feel that there is a large number of unskilled categories in the Presses. It is not really understandable why so many categories in the unskilled group are necessary. The entire unskilled group in the Presses is treated as Class IV and as far as we could ascertain, there were no formal Recruitment Rules for Class IV staff. The multiplicity of designations can emanate from the desire to prescribe specific and water-tight duties for each category so that there may not be any misunderstanding or confusion while assigning and accepting such duties. In the absence of Recruitment Rules in the Presses, this argument does not seem to apply although basically this must be the only reason for creation of so many categories in the unskilled group.

#### *Unskilled categories in general.*

We feel that only 2 or 3 categories of unskilled workers should suffice for the normal working in the Presses. The categories of Fly-boy and Mazdoor or Labourer should be sufficient to manage the unskilled work which may arise in the Presses. The duties of such categories should be wide-based and should generally include all normal manual work expected out of such categories.

#### **Packer.**

We have mentioned that the category of Packer in the unskilled cadre should be abolished from the unskilled cadre and should be upgraded to the semi-skilled. Whether Packers as a separate category is necessary at all in the Presses should be looked into by the Department.

*Semi-skilled.***Proof Pressman.**

There are at present 4 categories of Proof Pressman in the following pay scales :—

(1) Cylinder Proof Pressman	Rs. 85—110
(2) Forme Proof Pressman	Rs. 75— 95
(3) Galley Proof Pressman	Rs. 75— 95
(4) (Hand) Proof Pressman	Rs. 85—110.

Our study revealed that a major anomaly has been created in these categories by prescribing anomalous pay scales to these groups. We have felt that the classification of these categories has not been correctly done. Of the 4, we feel that Cylinder Proof Pressman and Forme Proof Pressman should have the same designations and be classified as 'skilled' preferably with a pay scale of Rs. 110—131. The Galley Proof Pressman and (Hand) Proof Pressman should also have one designation and remain as 'semi-skilled' with a pay scale of Rs. 85—110. The present remuneration of Forme Proof Pressman is much too low and has been prescribed without adequate consideration. Upgradation to the skilled scale of Rs. 110—131 is really warranted and should not cause any concern.

**Bindery Despatcher, Finisher Bindery and Mounter and Finisher.**

The following categories should be abolished :—

- (1) Bindery Despatcher.
- (2) Finisher Bindery.
- (3) Mounter and Finisher.

**Mounter.**

The pay scale of Mounter should be the same as that of Assistant Carpenter in other establishments viz., Rs. 85—110 instead of existing scale of Rs. 140—175.

The category of Mounter and Finisher, on abolition, should merge with this category of Mounter.

**Tilter.**

We have dealt with the category of Tilter in Chapter VII.

**Cleaner Driver.**

The category of Cleaner Driver should be designated only as Cleaner with their existing pay scales.

**Blacksmith and Mechanic.**

The composite category of Blacksmith and Mechanic should be abolished. It is extremely doubtful whether any Press has got full time

work for a Blacksmith. If, however, such a post is justified, it should be a simple post of a Blacksmith. The pay scale of Blacksmith should be revised to Rs. 110—155 instead of the existing scale of Rs. 110—180. The scale of Rs. 110—155 is given to majority of Blacksmiths in other industrial establishments.

#### **Carpenters.**

The pay scale of Carpenters in the Presses (Rs. 100—130) is rather low and should be revised to Rs. 110—155 as in other industrial establishments.

#### **Compositors.**

We have recommended in Chapter VII that a certain percentage of Compositors should be upgraded to the highly-skilled category. This group so created should comprise of persons selected from existing Compositors, Type Store Keepers and Standing Forme Keepers.

#### **Impositor and Distributor.**

The category of Impositor should be abolished. Compositors should be entrusted with this work. Similarly, the category of Distributor should be abolished and Compositors be entrusted with this work.

#### **Machineman.**

We have recommended in Chapter VII that the category of Automatic Machineman should be redesignated as Machineman Selection Grade or some other suitable designation and classified as "highly-skilled". The existing categories of Machineman (Platen), Machineman (Cylinder) and Machineman (Falcon) should have a common pay scale of Rs. 110—155 with a common designation of Machineman.

#### **Roller Moulder and Roller Caster.**

The categories of Roller Moulder and Roller Caster should be merged with a single pay scale of Rs. 75—110. The category of Roller Boy (unskilled) should be abolished as suggested elsewhere.

#### **Embosseser.**

The category of Embosser in the pay scale of Rs. 100—3—130 should be abolished and the work should be entrusted to the Warehouseman.

#### **Binders.**

The pay scale of Binders should be revised to Rs. 110—155 instead of the existing pay scale of Rs. 100—3—130. A certain percentage of Binders may be given the higher scale of Rs. 155—5—180. This has been recommended in Chapter VII.

#### **Outturn Checkers.**

The category of Outturn Checker should be abolished.

**Checker (Machine).**

The category of Checker (Machine) should be abolished.

**Rotary Printer.**

It has been reported to us that the category of Rotary printers is to be abolished. The present incumbents of the post have already been promoted to the grade of Automatic Machineman and as and when they are confirmed in that grade, the corresponding posts in the category of Rotary Printers are to be abolished. We agree with this.

**Skilled Pay Scale.**

Except where we have recommended otherwise, the scale of Rs. 100—3—130 in the skilled group should be replaced by a more popular standard scale of Rs. 110—3—131.

**Metal Melter.**

The category of Metal Melter should be upgraded to the skilled group with a pay scale of Rs. 110—131 as recommended in Chapter VII.

**Workshop Mechanic.**

The category of Workshop Mechanic (Photo Litho Wing) in the scale of Rs. 125—155 should be abolished as there seems to be hardly any justification for this post.

**Feeders.**

The pay scale of Feeder should be revised to Rs. 110—155.

**Correction Checkers.**

The category of Correction Checker should be abolished. The work should be entrusted to the highly-skilled category which has been recommended to be created from a section of the Compositors.

**Binder-cum-Guillotine Operator.**

The category of Binder-cum-Guillotine Operator should be abolished. This work should be done by the Binders or by the Binders Selection Grade as the case may be.

**Boiler Attendant-cum-Roller Moulder.**

The designation of Boiler Attendant-cum-Roller Moulder should be changed to simple Boilerman with a pay scale of Rs. 110—131.

**Welder.**

The category of Welder should have a pay scale of Rs. 110—155 as in other industrial establishments.

**Foreman and Assistant Foreman.**

The grade of Assistant Foreman should be abolished as has been recommended in Chapter VII. Similarly, instead of 3 grades of Foreman, there should be only 2 as suggested in the above said chapter.

**Gold Finishers.**

The category of Gold Finisher should, as recommended, be upgraded to the highly-skilled group with a pay scale of Rs. 175—205.

**Etchers.**

There should be only two categories of Etchers. The category of Half-tone Etcher should be abolished. The pay scale of Etcher Class II may remain at Rs. 140—5—175 but the scale of Etcher Class I should be revised to Rs. 175—6—205—7—240—8—280 with a suitable Efficiency Bar.

**Dark-room Assistant.**

The pay scale of the Dark Room Assistant should be revised from Rs. 125—155 to Rs. 125—180.

**Developer Photo.**

The category of Developer (Photo) should be abolished and merged with Dark Room Assistant.

**Motor Attendant.**

The category of Motor Attendant should be abolished. This work should be entrusted to the existing electricians or wiremen.

**Camera Assistant.**

The post of Camera Assistant should be abolished and merged with Dark Room Assistant.

**Stereo Typer.**

The pay scale of Stereo Typer should be revised from Rs. 100—3—130 to Rs. 110—155. This category seems to have been given an inadequate scale of pay.

**Assistant Standing Forme Keeper & Assistant Type Store Keeper.**

The categories of Assistant Standing Forme Keeper as well as Assistant Type Store Keeper should be abolished.

**Electric Mistry.**

The category of Electric Mistry in the Presses should be abolished. The Committee could not distinguish between the duties of the Electricians and the Electric Mistry in the Presses. Electric Mistries in other establishments



have also been gradually abolished and we recommend that Electric Mistry in the Presses should also be abolished similarly.

#### **Machine Operators.**

The designation of the category of Machine Operators in all the grades should be changed to Offset Machineman Grade I and Grade II with pay scales of Rs. 210—425 and Rs. 175—6—205—7—240—EB—8—280—10—320

#### **Prover.**

The pay scale of prover should be revised to Rs. 175—6—205—7—240—EB—8—280—10—320.

#### **Head Mechanic.**

There are 2 grades of Head Mechanics viz., Head Mechanic (Mechanical) in the grade of Rs. 200—320 and Head Mechanic (Lino/Mono) in the scale of Rs. 200—320. The corresponding pay scale of Mechanic (Mechanical) and Mechanic (Lino/Mono) are Rs. 125—180 and Rs. 175—240, respectively. We have categorised the Mechanic (Mechanical) as 'skilled' worker and the Mechanic (Lino/Mono) as highly-skilled. It does not appear to be correct to us that the Head Mechanic (Mechanical) should be at par with the Head Mechanic (Lino/Mono). Without disturbing the classification of the Head Mechanic (Mechanical), we suggest that he should have a lower pay scale of Rs. 205—240. The Head Mechanic (Lino/Mono) should, however, continue to have the present scale of Rs. 200—320.

#### **Assistant Mechanic.**

There is a single category of Assistant Mechanic with an existing pay scale of Rs. 100—3—130. Obviously, this category caters both for Lino/Mono Machines and other mechanical posts. For Assistant Mechanic (Mechanical) we suggest a scale of Rs. 85—110 with semi-skilled status whereas for Assistant Mechanic (Lino/Mono), we recommend the skilled status with a pay scale of Rs. 110—131.

#### **Foreman and Section Holders.**

If our suggestion regarding replacement of the various grades of Foreman and Assistant Foreman by two grades of Foreman and Section Holders is accepted, it will be necessary to prescribe appropriate pay scales for these two grades. We suggest that a Section Holder be given a pay scale of Rs. 200—10—280. For the Foreman recommended by us, we suggest a pay scale of Rs. 240—10—290—EB—15—380. It will be noticed that we have suggested a somewhat peculiar scale for the Foreman. The reasons are given below :—

We visualise that the Foreman, we have suggested, should be recruited entirely by promotion of the Section Holders. It is, therefore, not necessary

to have starting salary at the same stage in the Section Holder's grade. In fact, even now it is extremely doubtful whether any Foreman Grade I (General) who is promoted from Foreman Class I (Case) ever draws at the stages lower than Rs. 240 or Rs. 250. In calculating the financial effect no doubt the average cost will go up by our suggestion but in actual practice there will be no extra financial effect. By our recommendation the 15 years time scale may reduce to 11 years which according to us is a correct statement.

**Electrician-cum-Armature Winder.**

This composite designation is not necessary as all electricians are expected to know the work of Armature Winding. The simple designation of Electrician should replace this composite designation.

**Moulder and Finisher.**

The pay scale of the category of Moulder and Finisher has been shown in the schedule supplied to us as Rs. 90—5—120. This is a scale recommended by the Pay Commission, 1947 and should have been revised along with other pay scales as per recommendations of the Pay Commission, 1957. Curiously enough, the old pay scale is still continuing. This is most surprising. We recommend that the pay scales be revised immediately. We also recommend that the incumbents of the posts should be given the benefits of the higher pay scale with effect from 1-7-1959, the date from which the recommendations of the Second Pay Commission were given effect to.

## CHAPTER VI

### PAY STRUCTURE IN GOVERNMENT OF INDIA PRESSES

One of the items entrusted indirectly to the Categorisation Committee of Press Workers was the rationalisation of the pay structure obtaining in the various Government of India Presses. This work is by no means easy. At present, as many as 41 scales exist on the Printing side as shown in Appendix 'D'. It is extremely difficult to appreciate the necessity to have so many scales of pay. The resultant disparities naturally cause irritation and jealousies amongst the workers. Even when two sets of workers are classified under the same group as say "skilled", the disparities in their pay scales have to be justified. The First Pay Commission had recognised that some sort of uniformity should be established by classifying the posts including supervisory posts according to the nature of work and responsibilities, and had recommended 6 basic scales for the 'industrial groups' of the Government of India Presses. The Commission had not recognised the 'Readers & Head Readers' pertaining to the 'industrial' group and had recommended separate scales for them. The basic scales recommended were the following:—

(i) Unskilled	Rs. 30—1—35.
(ii) Semi-skilled	(i) Rs. 35—1—50. (ii) Rs. 40—1—50—2—60.
(iii) Skilled	(i) Rs. 60—5/2 —75. (ii) Rs. 75—3—105.
(iv) Highly-skilled.	Rs. 125—6—185.

Had the recommendations of the Commission given above been followed faithfully, there would not be a large number of pay scales as obtains today. Unfortunately, it appears that neither the Commission's recommendations nor the recommendations of Mr. Whitley, a Special Officer who was entrusted with the enquiry regarding the pay scales of 'industrial' employees and subordinate technical posts, have been wholly accepted or implemented. The result has been disastrous, and it is no mean task to set it right at this stage.

The Second Pay Commission (1957) had not gone into the details of the pay scales obtaining in Government Presses but merely recommended 13 pay scales for the press workers. At the same time, they omitted dealing with "certain highly-skilled workers" in the scales of pay ranging from Rs. 120—200 to 215—500. In fact, the conclusion is irresistible that the Second Pay Commission merely translated the then existing scales by adding the Dearness Allowance throughout. The result is somewhat startling

in certain cases. According to the Second Pay Commission, the Copy Holders have got a scale of Rs. 110—143 whereas an Assistant Standing Forme Keeper has been given a scale of Rs. 100—142. It may be mentioned that both these categories along with Assistant Foreman Class II, Gold Finisher, Machineman (Cylinder) were having a maximum of Rs. 90/- in their so-called prescribed scales. Although there was a difference of Rs. 6/- at the initial stage (Rs. 60/- and Rs. 54/-), there is a difference of Re. 1/- at the end of the revised scale which is rather intriguing and we have not been able to ascertain the real reason for *this*. A similar anomaly is also noticed in the case of prescribed scales of Rs. 60—5/2—75 translated to Rs. 110—3—131 whereas the prescribed scales of Rs. 50—75, 54—75 have been translated to Rs. 100—3—130.

Although we are not really concerned in the case of Gestetner Operator and Type Setter, yet another anomaly is noticed. These categories had a prescribed scale of Rs. 60—5/2—75 which has been revised to Rs. 110—3—125 whereas in the industrial side, Rs. 60—5/2—75 has always been revised to Rs. 110—3—131. According to the Second Pay Commission, the stage of Rs. 75/- had always been revised to Rs. 131/- except when it is in the beginning of a scale. In the former case, however, this stage was revised to Rs. 125/-. We have given the above instances merely to illustrate the complications which have been created by mechanical revision of prescribed scales.

The basic principle which should, according to us, govern the pay scales of 'industrial' workers are as follows:—

- (1) The nature of the duty of the post.
- (2) Basic initial qualifications necessary for the post.
- (3) Normal chances of promotion.

Unfortunately, the position regarding (2) and (3) above is extremely hazy in practically all Government establishments of similar character.

Sometimes a post is filled up by promotion from unskilled/semi-skilled workers with very little experience for the job in question. At the same time, very high degree of skill is insisted when making direct recruitment to the same post. The result is that either a set of workers get undue advantage or a direct recruit has a genuine grievance that he is not being paid according to his qualifications.

The most difficult aspect of the multiplicity of pay scales is to comprehend why a particular scale has been introduced by breaking up the recognised scales. Sometimes, two categories starting at the same point and differently although both may be within the range of a recognised basic scale. Similarly, a different starting salary for scales ending at the same point is as irritating as the previous case. That there will be

some difference even within a particular category *viz.*, unskilled or skilled, is also recognised by the prescription of two basic scales under the same group. To make it more complicated by introducing further differentiation is totally uncalled for and gives rise to a confusion which we are faced with at present.

Yet another anomaly has been created by grouping two or more different prescribed scales under a single revised scale group. This is as it should be provided however that it is followed all through. The basic idea of grouping of similar categories under a single scale is sound and unexceptional. The confusion is however created when this principle is applied piece-meal leaving out some of the odd scales as was done in the past. The scales of Rs. 54—120, Rs. 54—90, Rs. 60—120 and Rs. 60—130 have all been revised to Rs. 110—180. On the other hand, although in the case of Workshop Machineman the scale of Rs. 80—220 has been merely revised to Rs. 150—280, the Upper Division Clerks (Rs. 80—220) have got a revised scale of Rs. 130—300. It may be argued that the UDCs belong to the non-industrial category, but the anomaly still remains. It may be argued that such anomalies exist in all Departments of Government. There is, however, no argument to justify the existence of such inconsistencies and in a review like the present one, such minor anomalies are justifiably quoted as deliberate injustice done.

Yet another prominent feature of the Press Establishment is the haphazard manner in which supervisory posts have been created and allocated. A list of the supervisory grades is given below:

Foreman, Class I (General).

Foreman (Machine/Bindery/Case/Stereo).

Head Mechanic (Partly supervisory and partly operative).

Head Operator (Partly supervisory and partly operative).

Foreman, Class I.

Foreman, Class III

#### Minor Supervisory posts.

Assistant Foreman, Class I.

Assistant Foreman, Class II.

Bindery Examiner.

Outturn Checker.

Correction Checker.

From the above list, it will be evident that supervisory posts have been created perhaps mostly for reasons other than for actual supervision of work. For example, it is extremely difficult to comprehend what supervision can an Assistant Foreman Class I or an Assistant Foreman Class II can effectively exercise. Some of the designations like Bindery Examiner are completely misleading. It is extremely doubtful whether so many supervisory posts are necessary at all. On the other hand, it

is not quite clear how a Correction Checker with a scale of Rs. 100—180 can actually certify the work done by a Compositor with a scale of Rs. 110—180. The pay scale of Outturn Checker also seems to be inadequate. Our recommendations regarding the supervisory posts have been given separately.

A large number of categories which have been termed as highly-skilled by the Second Pay Commission have not actually been screened by us for reasons already stated, nor have they been scrutinised by the Pay Commission (1957). It is not very clear how the pay scales of this group were arrived at and whether the subtle distinction between the pay of an Assistant Technical Officer and that of a Senior Artist is really justified or whether an Offset Machine Operator should get a lower pay in the beginning but a higher pay at the end of the time scale than an Assistant Layout Artist or a Junior Artist.

As we have already stated that it is not our duty to rectify the basic pay scales prescribed by the Second Pay Commission, we have cited the above examples merely to illustrate the multifarious difficulties and anomalies which exist in the pay structure of the press workers. The utmost we can attempt is to group categories of workers which possess the same or identical basic skill to come under a single pay scale. We can also suggest higher remuneration wherever the skill of the trade justifies it. As a corollary it follows that where the existing remuneration is not justified, categories should also be downgraded, if necessary.

The Government Presses like all other industrial establishments under the Government suffer from the malady of inordinately short pay scales for operative workers. We are afraid we are unable to suggest any remedy for this. The original error was committed by the First Pay Commission when they suggested very short scales for industrial workers. These scales do not go well with the doctrine of permanency and pensionable industrial establishment. Workers in an isolated category may be recruited direct to that category and will traverse through the time scale within 5—10 years and ultimately become disgruntled after stagnating for a number of years at the maximum of the scale. The remedy which has been attempted by creating unnecessary supervisory posts is not a correct way to overcome this initial shortcoming. In the Government of India Presses, one can frequently come across short scales for operative jobs and then an unusually long scale for a supervisory post. It may sometimes be possible that most of the persons promoted in the supervisory scale will never reach the maximum. This is as anomalous as the majority of workers in the operative scale stagnating at the maximum of the scale. As this is a general issue, we would recommend that this be considered separately by

Government. This, however, is no special feature of the Government of India Presses as this exists in almost all the industrial undertakings of Government.

We have not suggested any remedy to the anomalies mentioned in the paragraph above but have attempted a longer pay scale for the operative workers wherever feasible and justified. We may in certain supervisory cadres also recommend shorter pay scales wherever justified.

## CHAPTER VII

### THE EXISTING CATEGORIES AND CLASSIFICATION

At the time of constitution of the present Committee, there were 121 categories in the Government of India Presses as per Appendix 'E'. Following the principles enunciated in the previous chapters, the Committee undertook categorization of each category. A summary of the classification will be found at Appendix 'C'. It will be seen from the summary that out of 121 categories, 100 categories have been classified. A number of categories have been recommended to be abolished. During the deliberations of the Committee, the following fresh posts were created by Government:—

S. No.	Name of category	Revised pay scale	No. of posts sanctioned
		Rs.	
1.	Supervisor (Mechanical).	180—10—290—EB— 15—380	1
2.	Electrician-cum-Armature Winder.	125—3—131—4—163 —EB—4—175—5—180	1
3.	Wireman.	110—3—131—EB—4—155	4

These posts were also classified and have, therefore, appeared in the list at Appendix 'D'. A number of explanations about actual classification is given below:—

#### Unskilled categories.

There was not much difference of opinion about the unskilled Categories. Although a section of the workers felt that there was no unskilled category in the printing industry, the Committee could not agree to such assertion. The only category which has been upgraded from unskilled to semi-skilled is that of 'Packer'. It was argued that not all the packers are entrusted with the semi-skilled jobs. This is for the Administration to eliminate unskilled packing work from the duties of the packer. The packers elsewhere have also been classified as semi-skilled and the Committee felt that packers working in Bindery Section deserve a semi-skilled status.

The category of *Paste Supplier* in the unskilled group should be upgraded to semi-skilled status with a pay scale of Rs. 75—95. Paste Suppliers it should be remembered, are also to prepare the various kinds of adhesives used in the Presses and this duty involves some basic skill which is expected normally from a semi-skilled worker.



### Semi-skilled.

Most of the categories having the pay scales of Rs. 75—95 and Rs. 85—110 were placed in the category of semi-skilled workers. In other words, the existing placement according to the pay scale was accepted as generally correct. The Committee, however, felt that the category of *Metal Melter* requires upgrading to the 'skilled' category. The job of a Metal Melter, apart from being arduous, requires a great deal of skillful handling. Large quantities of valuable and rare metals is handled by the Metal Melter and unless the job is carefully and skillfully performed, there is a great chance of loss of valuable metal during the process of melting and re-melting.

In the Process Engraving Branch, there is a post of *Tilter* with a pay scale of Rs. 85—128. This pay scale combines both the semi-skilled pay as well as portion of skilled pay scale. The duties of the Tilter are mainly of a semi-skilled nature. We were not convinced about the utility of a separate post of Tilter in addition to the post of Etcher. It appears to us that the post is somewhat redundant. If this post is abolished, a semi-skilled operative may still be required for help in the branch. We, therefore, recommend that the post of Tilter should be abolished, and a semi-skilled category with a pay scale of Rs. 85—110 be created instead with a separate designation.

The Committee felt that *Galley Proof Pressman* and the *Proof Pressman* should continue to be semi-skilled but recommend that the *Cylinder Proof Pressman* and the *Forme Proof Pressman* should be classified as skilled workers with a pay scale of Rs. 110—131.

There is a single isolated post of *Assistant Carpenter* with a pay scale of Rs. 75—95. If this post is to continue, it should have a pay scale of Rs. 85—110 as in other establishments. The category of *Mounter* should also be equated with the Assistant Carpenter. The categories of *Bindery Examiner* and *Bindery Despatcher* in the semi-skilled grade of Rs. 85—110 should be abolished. The category of *Bindery Examiner* in the scale of Rs. 110—143 should be abolished. On abolition of this category, the work may be entrusted to the *Binders* (ordinary grade). Similarly, the category of *Bindery Finisher* in the scale of Rs. 75—95 should be abolished. The category of *Counter* in the pay scale of Rs. 75—95 should be abolished.

There are many redundant categories in the semi-skilled grades for which separate recommendations have been made later on. Recommendations have also been given for revising pay scales within the semi-skilled category elsewhere.

There is a category of *Trimmer* in the Photo Litho Section in the pay scale of Rs. 95—3—110. This pay scale is somewhat peculiar and should be revised to standard semi-skilled scale of Rs. 85—110.

### Skilled.

There is a large number of skilled categories in the Printing Industry. Even within the skilled category, there is a variation of the degree of skill. This is much more noticeable in the Printing Industry than in any other industrial establishment. Although the First Pay Commission had recommended only 2 standard scales for skilled category in the Presses viz. Rs. 60—5/2—75 and Rs. 75—3—105, somehow, as many as 17 scales continue in the Government of India Presses. The Second Pay Commission had allowed 8 skilled scales to continue in the Government Presses. These are (1) Rs. 110—130, (2) Rs. 110—131, (3) Rs. 100—142, (4) Rs. 110—143, (5) Rs. 125—155, (6) Rs. 110—180, (7) Rs. 125—180 and (8) Rs. 140—175.

Mere classification of the categories into skilled group did not present any great difficulty. It was, however, somewhat difficult to understand the necessity of as many as 8 grades within the skilled category. The Committee felt that instead of 8, there should be only 3 grades within the skilled category. These are (1) Rs. 110—131, (2) Rs. 110—155 and (3) Rs. 110—180. It should be noticed, however, that basically we have recommended only 2 scales, the longer scale being the amalgamation of Rs. 110—131 and Rs. 125—180 suggested by the Second Pay Commission. In exceptional circumstances, the Committee agree that the basic scales of Rs. 125—180 and Rs. 140—175 may also be made applicable.

We have already dealt with the category of Tilter while discussing the semi-skilled grades. There was no other case for down grading. A large number of designations can, however, be abolished. These have been suggested later on.

There was a persistent demand from the workers and the service Unions that the category of *Binders* should be at par, so far as the pay scale is concerned, with the *Compositors*. There was also the demand for the abolition of the semi-skilled category of *Warehouseman* and merger of this category with the *Binders*. The Committee carefully considered these demands but were unable to agree that *Binders* and *Compositors* should be treated at par. We have gone through all the pay scales prescribed from time to time of these two categories and we have noticed that at no time they were treated as equal. We have, however, felt that the category of *Binders* is somewhat under-remunerated and we recommend that the *Binders* should be given a pay scale of Rs. 110—155.

As regards the *Warehouseman*, the Committee could not agree that this category is expected to do skilled work. That a direct recruit to this category may possess the same basic skill of a direct recruit to the category of *Binder* is entirely a different issue. The semi-skilled category of *Warehouseman* does not require any change either in status or in pay scale.

The Bindery work which is normally done in the Government of India Presses does not justify anything over and above what we have recommended in the paragraphs above. It was, however, brought to our notice that quite frequently, the Presses are required to do a reasonable amount of bindery work of a higher order. For this, it was felt that a small category of *Selection Grade Binders should be created*. We agree to this suggestion and suggest that a selection grade of not more than 33 1/3% of skilled Binders should be created with a pay scale of Rs. 155—180. It will be noticed that we have not followed our own pattern of pay scales while recommending this scale. It will, however, be appreciated that this is a very exceptional case. It will be convenient to evolve some suitable designation for Selection Grade Binders.

There was an equally persistent and widespread demand from the workers that the category of *Compositors* should be treated as highly-skilled instead of skilled as at present. We have very carefully examined this case as well and were unable to subscribe to this demand. Hand composing in the Government of India Presses is essentially a skilled job. The Managers were, however, of the opinion that 10—15% of the Compositors are frequently expected to handle composition work of mathematical or scientific discourses. For this a knowledge and application of diacritical marks superior and inferior letters/figures, scientific signs/symbols, etc., are essential. This work, admittedly, involved much higher skill than ordinary hand-composition. The Committee, therefore, recommend *that a suitable percentage of Compositors should be upgraded to the highly-skilled category with a pay scale of say Rs. 175—205*. This category should be given an appropriate designation to distinguish it from the ordinary grade of Compositors who should still be in the skilled group.

The category of *Gold Finisher* in the Bindery Section should belong to the highly-skilled group. Gold Finishing is a highly-skilled job and should be recognised as such in Government Presses. We recommend that the Gold Finisher should be placed in the highly-skilled group with a pay scale of Rs. 175—205.

The Committee felt that the category of *Automatic Machineman* should be re-designated and classified as highly-skilled: The categories of *Machineman* (Platen) and *Machineman* (Cylinder) should have a common designation of *Machineman* and should have a common pay scale. The category of *Machineman* (Falcon) should be merged with the category of *Machineman*. The pay scale in the skilled category should be Rs. 110—155 whereas the highly-skilled *Machineman* should have a pay scale of Rs. 175—205.

There was a representation made to the Committee that the *Machine-man* working on quality work, such as in Faridabad and Nasik Presses are required to handle multi-coloured illustrations involving precision

registration apart from uniformity and shade of inking and thereby justify a higher scale of pay than other existing Automatic Machinemen who are not required to handle such colour work and are very often engaged in routine printing of forms etc., as in Aligarh and Calcutta Press, Dharamtalla. There is some force in this assertion and we recommend that Government might consider extending the recommended scale of Rs. 175—205 to Rs. 175—240 for only such Machineman in the highly skilled group as one required to handle multi-coloured or quality work. It will also be convenient to have separate designation for this category of workers.

### **Highly Skilled and Skilled Supervisory.**

There is a very large number of categories in the Presses which comprise the highly skilled group even after elimination of those categories mentioned earlier whose remuneration are well above the standard remuneration of Rs. 240 which is the maximum allowed generally to highly skilled industrial workers in Government of India. There was no difficulty in classifying these groups.

The Committee, however, felt that there is room for considerable improvement in the group of supervisory workers. The Government of India Presses have got the following categories of Foreman and Assistant Foreman:—

1. Foreman Class I (*General*).
2. Foreman (Machine).
3. Foreman (Bindery).
4. Foreman (Stereo).
5. Foreman Class I (*Case*).
6. Foreman Class III.
7. Assistant Foreman Class I.
8. Assistant Foreman Class II.

It is not easy to justify the existence of so many supervisory categories except perhaps that these have been created to afford promotional avenues to skilled workers, where none existed. The Committee felt that this is not quite proper. With the recommendations of the Committee for creation of certain selection grade posts and upgradation of certain categories, it was felt that instead of the above categories of Foreman and Assistant Foreman, the following 2 categories should suffice for the purpose of effective supervision:—

1. Senior Foreman.
2. Junior Foreman.

We understand that Government are already considering similar proposal independently. In their evidence before us, the Press Managers also

supported the above scheme but represented that size of each Section should be suitably reduced to enable the Administration to supervise them effectively with the help of the 2 proposed categories of Foremen. This is a matter for the Government to consider.

It may appear that the designation of Senior and Junior Foreman is somewhat confusing. If necessary, the Administration may consider to redesignate the proposed Junior Foreman as Section Holder, a designation which existed formerly in the Press Establishment and had recently been abolished. We feel that the latter designation will be a correct one for the job, a Junior Foreman will be expected to perform. The Senior Foreman then may easily be designated as Foreman.

In this Chapter, we have given our views on all the existing categories except of course the categories which were left out by us deliberately for reasons, given earlier. In each group of unskilled, semi-skilled, skilled and highly skilled/Supervisory categories, there is enough room for reform either by merger or abolition of categories. These have been dealt with in a later chapter.

Without a complete job analysis, it is not easy to have a very satisfactory classification of workers. Whether a particular category should really belong to the skilled group or the highly skilled group often was a matter of opinion in such cases. We regret that in the absence of a complete job analysis, we also might have erred in this direction. Our difficulties, as has already been pointed out earlier, increased in view of the fact that we could not find any parallel organisation.

A list of categories with their classification is given at Appendix 'C'. This list does not show the recommendations regarding abolition or merger.

## CHAPTER VIII

### PROMOTIONAL CHANNELS AND METHOD OF RECRUITMENT TO THE VARIOUS CATEGORIES IN THE PRESSES

The Industrial Undertakings of the Government of India, with few notable exceptions, have not been carefully organised and give an impression more of organic growth rather than a planned organisation. The Government of India Presses are no exception to this general rule. We have already enumerated the causes why the Presses are even more ill-organized than other industrial establishments. When a number of units run by different Ministries and organisations are combined to form a single unit one cannot expect uniformity of practice and structure all at once. This is, however, no excuse to continue the divergent units indefinitely.

Most of the grievances of the workers and Unions were related to the method of recruitment and promotional chances than the basic discrepancies of pay scales and other service conditions. On an analysis we found that the majority of the workers were dissatisfied due to inadequate promotional chances *vis-a-vis* their colleagues in comparable categories or due to what the workers felt as unreasonable attitude of the Administration in restricting promotional quota and resorting to larger percentage of direct recruitment. We have already stressed the necessity of framing firm Recruitment Rules and laying down quota for promotion and direct recruitment in each category wherever feasible. This work is over-due. The time at our disposal did not allow us to undertake this work in detail covering each and every category. Nonetheless, we have given our thought to this problem and we give our recommendation in the following paragraphs for consideration of Government. In glaring cases, we have also discussed certain categories in detail.

Naturally all the workers and the Unions were in favour of more promotional chances and quota. The general demand of the workers was that there should be at least 2 steps of promotion for every press worker. We have considered this very carefully and were unable to agree to this principle as a general rule. While we have no hesitation in recommending such a proposal in deserving cases—we would even agree to more than two promotional steps in such cases,—we were unable to accept this as a guiding factor. Obviously, exigencies of public work should count first. Wholesale promotion really affects efficiency of a productive organisation. We, however, recommend that there should at least be one promotional step for every press worker. If this is not feasible to fit in with the peculiar

structure of establishment in the Presses, a longer pay scale or a selection grade should be introduced only in such cases. We are not defining any new principle as this has already been accepted by Government in isolated categories of Posts & Telegraphs Department or even the clerical and Stenographers' cadres.

It is apparent that the entire unskilled category will have to be directly appointed. At present there are 7 unskilled categories in the Government of India Presses. We had earlier recommended that this number should be reduced to 2 or 3. Multiplicity of designation in the unskilled category will certainly lead to uneven promotional chances later on. This is not desirable as basically all unskilled workers are to be treated at par. We recognise that once the number of unskilled categories is diminished, the field of promotion to semi-skilled and higher posts necessarily becomes wider. We, however, consider that this is the lesser of the two evils.

Ordinarily, the semi-skilled status should be given to (1) direct recruits of basic tradesman who will ultimately fill up skilled posts in the organisation and (2) promotees from unskilled categories who, the Management feels, possess the experience and skill ultimately to come to the skilled categories. A third less important group may comprise of unskilled workers with long experience who have no other chance of advancement.

Although the Unions were of the view that direct recruitment should not be resorted to in the skilled categories, it is apparent that a substantial portion of skilled categories in the Printing Trade will necessarily have to be filled up by direct recruitment. With improvement in methods and inventions of new techniques, it will perhaps be necessary to increase the quota of direct recruitment from time to time, till the innovations have been completely mastered. As a guiding principle, we would recommend that wherever the posts are to be filled by direct recruitment as well as by promotion, the general formula to be observed should be 50 : 50. It is clear that this will not be a rigid formula. Special cases will have to be treated by special measures. The promotions to skilled posts should invariably be restricted to the semi-skilled categories and should not include unskilled categories at all. There should be no deviation from this rule.

Except in special cases of new Machines or new methods, direct recruitment should not be resorted to in the highly skilled categories. There will be notable exception in this principle in the Printing Trade. Even Lino/Mono Operators and Lino/Mono Mechanics will have to be directly recruited, but apart from certain categories there is no necessity of direct recruitment to the highly-skilled posts, like Head Mechanics (Mechanical), etc.

In the Supervisory posts there should be no direct recruitment at all. It is perhaps unnecessary to add that there should not be any direct recruitment in any of the Selection Grades suggested by us.

We have earlier stated that promotion to skilled categories should be restricted to semi-skilled workers. There should, however, be no objection to allow suitable unskilled workers, if available, to compete for any direct recruitment quota for skilled posts. This will, however, not be considered to be a channel of promotion.

We have given above basic principles which would be followed in recruitment and promotion to various categories in the Presses. This, however, will not solve every problem which the administration faces from time to time. We are mentioning below certain glaring problems which have been brought to our notice.

The first difficulty which faces every industrial organisation is the promotion of unskilled labourers to the semi-skilled group. Although, basically it has to be assumed that all the unskilled labourers are to be treated at par in actual practice. We often find competent and ambitious persons even amongst the unskilled workers. The only way seems to be to groom the so-called "superior" section by providing them with suitable work in appropriate branches. In this selection there will be room for the element of personal bias, but perhaps this cannot be avoided altogether. Thus perhaps a better type of unskilled worker will be sent to Binary Section or Mono Casting Section where he might get opportunities to learn the Trade and better his chances of advancement. The less gifted unskilled workers will perhaps remain in the Despatch Branch to carry the lead for considerable time of his career. We have stated earlier that every worker should have at least one step of promotion. We are afraid, we cannot go beyond this and equalise the chances of promotion for all workers in the unskilled category. In short, we agree to the present system of selection for promoting of unskilled workers in various branches.

In the case of semi-skilled workers we have already enumerated the basic principles which should ordinarily suffice for recruitment and promotion to the skilled group. Promotions from the semi-skilled to the skilled group should also be regulated according to the basic principles stated earlier. Even encouragement should be given to the basic Tradesmen as well as to the Apprentices.

The workers were critical about the Apprentice System and rather bitter over the fact that the Apprentices were given preference over departmental candidates for skilled posts. The spokesmen of the Warehousemen were rather vociferous on this point. We tried to explain to them the basic principles of Apprentice System and why these Apprentices should be taken as direct recruits as Binders. They do not come in the way of promotion of Warehousemen. We are not sure whether we were able to convince them.



The Warehousemen, at present a semi-skilled category, have an unusually high quota of promotion chances to the grade of Binders. Somehow or the other, Government have agreed that the ratio of Binders' and Warehousemen's posts should be 75 : 25 in the major Presses and  $66 \frac{2}{3}$  :  $33 \frac{1}{3}$  in the previous Forms Presses. This decision does not appear to be a correct one to us. Only two conclusions are possible, namely, (i) that the Binding work and Warehouseman work are basically not different or (ii) Government are appointing semi-skilled Warehouseman for skilled work in Bindery. None of these conclusions are really true. The mistake perhaps has occurred because of undue insistence on higher qualifications for the recruitment as Warehouseman. Where a new recruit to the grade of Binder and to the grade of Warehouseman possess basically the same skill there will be this anomaly and heartburning. This will be borne out by the qualifications prescribed for these two posts while requisitioning candidates from the Employment Exchanges.

We have gone through these two categories very carefully and are of the opinion that not more than 50% of the posts of Binders need be reserved *for promotion* from the category of Warehousemen. The qualifications for the post of Binder and the post of Warehouseman should be carefully revised to bring out the difference between the skilled post and the semi-skilled post. As we have suggested a better scale for the Binders as well as a Selection Grade for them we feel that the entire Binding Section has been treated fairly.

We had received a somewhat late representation from the Federation of Government of India Press Workers Unions regarding the promotional chances and the method of recruitment of Mono Caster Operator. This category was previously designated as Mono Caster Attendant. To start with, we feel that the previous designation was more appropriate for this category. The representation pin-pointed the fact that this category comprised entirely of direct recruits and has got no prescribed channel of promotion to higher posts. On enquiry, we find that the grievances of the workers are genuine. We have earlier recommended that the pay scale of this category should be Rs. 110—131 instead of Rs. 100—3—130. Our recommendation has actually shortened the existing 10 years' scale to one of 7 years. We have not been able to suggest anything better for this category. It will not be proper to give them a scale of Rs. 110—155 as the work does not justify such a scale. We would, however, recommend that a Selection Grade of Rs. 125—155 be introduced for the Mono Caster Operators. These posts should be utilised for operation of Super Caster Machines.

We have not been able to get any recruitment rules for most of the posts in the Photo Litho Wing and Process Wing (Clock-making). We recommend that these should be taken up immediately.

We would also recommend that clear recruitment rules be framed for unskilled categories. At present, there is a lot of confusion in this group. It is perhaps not necessary to point out that the existing recruitment rules, either prescribed or in the draft stage, will require wholesale modifications in the light of our recommendations if and when accepted by Government.

Regarding the quota for promotion to various skilled and highly skilled posts, we would like to mention that wherever there is a lower training category of basic Tradesmen, the direct recruit quota should be reduced. As an illustration, we would like to point out the case of Mechanics (Mechanical). The Government of India Presses have a category of Assistant Mechanics (Mechanical). The promotion quota of the Assistant Mechanics to the grade of Mechanics should be increased from 50% to 75% or 66-1/3%. There is the necessity of strengthening the cadre of Assistant Mechanics (Mechanical).

We have already mentioned earlier that posts like Head Mechanic (Mechanical), Head Mechanic (Lino) and Head Mechanic (Mono) should be filled entirely by promotion and there should be no direct recruitment.

We have noticed a peculiar tendency in the Presses to consider the Apprentices as departmental hands. In fact, the Apprentices are always mentioned in the promotion quota. Apprentices should invariably be taken against the direct recruitment quota. We also feel that somewhat higher percentage of posts should be filled up by Apprentices in the Printing Departments than is done elsewhere. Strictly speaking, the Apprentices should not be mentioned in the recruitment rules at all. They are to be treated as outside nominees for purposes of direct recruitment.

In the case of Binders and Warehousemen mentioned earlier in this Chapter, we had stated that the fixed ratio of posts should not be rigid. This is true for all categories and there are promotional grounds. This does not help anybody and leads to confusion. We have ourselves prescribed certain percentages for creation of Selection Grade posts. As far as practicable, this ratio should be followed. We, however, recognise that from time to time there will be difficulties in strictly following this ratio. We would, therefore, recommend that to the extent possible this ratio should be adhered to, and in any case should be adhered to in respect of permanent posts in both these categories.

As earlier stated, the category of Lino and Mono Operators should be filled 100% by direct recruitment only. The category of Compositor Learners should not be recognised for promotion to this category. The Compositor Learners should be treated as outsiders so far as recruitment to Lino Operators and Mono Operators are concerned.

We understand that the Government of India Presses are going to have full-fledged Mechanical-*cum*-Electrical Units for their own maintenance work. Recently, they have created on experimental measure the following posts in New Delhi Press:—

(1) Supervisor Mechanic	Rs. 180—380.
(2) Electrician- <i>cum</i> -Armature Winder	Rs. 125—180.
(3) Wireman.	Rs. 110—155.

With the introduction of the posts of Wiremen, the department should do well to consider modification in the recruitment rules of Electricians. At present, we did not find any difference between the qualifications of Electricians and Wiremen. Electricians in other departments possess Supervisory Licence and enjoy a higher scale of pay. If a higher qualification is prescribed for the Electricians in the Presses, the scale will also have to be modified at that time. All Electricians should be expected to know the job of Armature Winders and the composite designation of Electricians-*cum*-Armature Winder is not necessary. Gradually, this branch will need many more skilled and semi-skilled posts.

At present, there is no recognised promotion channel for Barmen. It is difficult to fit this category in any line of promotion to any other category. We, however, suggest that direct recruitment to this grade should be stopped or reduced considerably. We would also recommend that such of the Barmen as can pass a Trade Test should be promoted to the grade of Assistant Mechanic (Lino).

At present there is no promotion channel for Camera Assistants. We have already suggested the abolition of this category and merger with Dark Room Assistants.

## CHAPTER IX

### METHOD OF IMPLEMENTING THE RECOMMENDATIONS

It would be seen from the previous chapters that we have suggested major changes in many categories. It will, therefore, be necessary to decide how and when these recommendations should be implemented.

At the outset, we have to make it clear that generally no retrospective effect should be given to any of the recommendations. Any retrospective effect will involve a huge amount of administrative labour and perhaps some discontent as well. We have already mentioned earlier that any deliberalising step recommended should not affect the existing incumbents of the categories involved. Apart from the general understanding on this subject, it will, perhaps, not be advisable to take a contrary decision in view of the rights of the industrial workers.

A question will necessarily arise as to how any recommendation which adversely affected a particular group of workers should be implemented even from prospective date. The method adopted in other Departments in this respect should be emulated. Under similar circumstances in C.P.W.D. the principle adopted was that on abolition of a certain category the existing incumbents were screened and found suitable jobs with equivalent pay scale. Those who were unwilling to be so transferred were allowed to be retired under their existing pay and conditions. If, however, it is not possible to give them jobs with equivalent pay scale, there is no ban in considering them for higher jobs, subject, however, to their being found suitable. We would like to illustrate this point by a concrete example. Earlier, we have recommended that the category of Distributors (Rs. 100—3—130) should be abolished. As it is, there are various categories with pay scales of Rs. 100—3—130. But it may not be possible to fit in an existing Distributor to any of these categories. The existing Distributors will have to be suitably tested and considered for posts of Compositors on a much higher scale of Rs. 110—180. Where, however, no suitable jobs were available either in the equivalent or in the higher grade, there will be no other option left than to waste the present incumbents and abolish the category thereafter.

Wherever we have recommended upgrading of a category of workers from one grade to another (say semi-skilled to skilled), it does not necessarily follow that all existing incumbents in that category should be automatically upgraded. Our intention is that all existing incumbents should be trade tested first before they are allowed the higher status and scale.

Where, however, we have suggested downgrading of a category, the existing incumbents will not be affected by such downgrading, but only the future entrants will have the lower status and pay scale. For the existing incumbents in such categories, the step suggested in the categories recommended to be abolished should suffice.

In merging the two categories at present in different scales, the service in the existing lower scale should be taken in full in order to ascertain the relative seniority, subject, however, to permanent incumbents in the existing higher category not being disturbed.

In screening the existing workers for superior status as a result of our recommendation, a problem will arise about temporary incumbents in a category which is to be abolished who are not found suitable in any other job. As the category is to be abolished, it may not be possible, or appropriate to confirm such temporary workers in that category. It is also not desirable that a worker should retire without being confirmed in any post. If any such cases arise, we would recommend that supernumerary permanent posts be created for these workers even in the category which has been recommended for abolition.

There are certain posts like Blacksmith-*cum*-Mechanic. We have suggested a single designation in such cases for the existing incumbents, it would be for the Department to decide whether a Blacksmith-*cum*-Mechanic should be fitted in the Blacksmith's grade or in the Mechanic's grade on the merits of the individuals concerned.

In screening the existing workers for superior status as a result of our recommendation, we would like to suggest that this should be a repetitive process. In other words, a person once found unsuitable for a higher status should not be debarred for future consideration or should be given as many chances as the Department thinks fit.

The most difficult problem that will arise on our recommendation will be the case of the existing Foreman Class III and Assistant Foreman Class I and Assistant Foreman Class II. The solution of the problem will depend on the number of posts which the Department will decide to be created in the grades of Foreman and Section Holders as recommended by us. We would recommend that all vacancies in the grade of Foreman and Section Holders should be filled up by the existing permanent Foreman Class III, Assistant Foreman Class I and Assistant Foreman Class II in that order. In other words, the quota for the Compositors, the Binders and the Checkers should be held in abeyance till such time that the permanent Assistant Foreman and Foreman Class III are provided for. The officiating persons need not be given any preference. It should be remembered in this connection that we have provided some 'niche' for promotion of the existing Binders and Compositors. For future promotions

to these grades, the new Recruitment Rules to be framed by the Department will determine the method.

Where merely the scale has been recommended for upward revision, there should be no trade test and the existing incumbents will get the benefit. This was also the principle adopted in other Departments or where a scale has been downgraded, the existing incumbents will draw their existing scale, the difference being treated as personal pay. They will continue to draw the existing increments till they reach the end of the existing time scale.

Liens of all permanent incumbents should be adequately protected as required under the Fundamental Rules.

## CHAPTER X

### SOME GENERAL ASPECTS OF THE GOVERNMENT OF INDIA PRESS ESTABLISHMENTS

It is clear that we have not been able to deal with all the aspects of the Press Establishments. We have already mentioned that all the problems of the Presses can be properly examined only after a complete job analysis of every category of Press workers. We have also mentioned earlier the reasons for some of the anomalies in the Press establishments. When different Presses belonging to different organisations are grouped into one, single unit, these disparities and anomalies are bound to exist. The conditions of service imposed by former employers had to be respected. Simultaneously, the reforms have also to be carried out. Hence sometimes we are faced with a dead end. We would, however, like to comment on certain aspects of the Press establishments.

#### **Piece Rate Workers.**

We have already mentioned the piece rate system and its suitability for the printing industry. In fact, this system still obtains in Western countries with perhaps better results. This alone shows the usefulness of the system. In this country, however, emphasis has been towards stability of the workers. Necessarily, therefore, the piece workers were replaced by permanent salaried workers with all the usual benefits of regular Government servants. We had already mentioned that it is now too late to reconsider this issue. We would, however, like to mention one or two points about the existing piece workers. There are nearly 50 piece workers still working in Government of India Presses. We understand that the rates have not been revised for a considerably long time. It is essential that the existing piece rate workers should get a fair deal. We suggest that the rates be re-examined immediately and realistic rates be introduced for all piece rate workers. The method of calculation of pension of piece rate workers should also be reviewed. The existing method of average of last three years' output does not seem to be quite equitable as along with age, the output is generally on the downward trend.

#### **Norms and Yardsticks.**

We had briefly mentioned the necessity for norms and yardsticks in earlier chapters. For economy in production, firm norms and yardsticks are essential. These are, however, possible only up to a certain point and not all through. Firm norms and yardsticks are possible only after an

exhaustive and extensive time and motion study for each job has been completed. Even then it is possible only for repetitive type of work. Norms can, however, be evolved for production with the help of a machine and to this extent should be fixed and prescribed. For manual labour, some rough yardstick has also to be provided. While fixing a norm, consideration of climate, working conditions in the places etc., should be given. For determining realistic and possible output of every worker, the views of the Service Unions should be given proper weightage. They should, however, not be allowed to veto the scheme as such.

It should be remembered that yardsticks and norms have been fixed in other industrial establishments by common consent of the workers and the administration. It is, therefore, quite possible to fix norms and yardsticks for Government of India Presses as well.

We would suggest that the work of fixing yardsticks and norms be given serious consideration and should be completed within a reasonable time. For this job, the method adopted by other Departments should be studied and emulated wherever possible. The yardsticks and norms should be as realistic as possible based on actual observation of workers' performances in the various regions and at various seasons of the year. The performances of workers of different age groups should also be taken into account.

#### **The Incentive Bonus Scheme.**

We have already mentioned about the introduction of a form of Incentive Bonus Scheme in the Presses. The scheme, as at present, is not adequate. Any additional remuneration must also be accompanied by a corresponding penalty in case of under production. We understand that the penalty clause could not be introduced in the Government of India Presses as this will substantially alter the service conditions of the workers. We suggest that this penalty clause should also be included in the scheme which should apply to future incumbents in the Presses. To start with the system should be introduced wherever the production can be easily checked and measured.

#### **Strength Of The Sections.**

We have suggested substantial reduction in the supervisory grades. The size of the Sections should consequently be reduced so that the supervision can be effective and sufficient. We had received various suggestions on this point and after careful consideration we feel that a Section should not ordinarily consist of more than 15 to 20 worker. Marginal adjustments should be left to the Managers.



### **Classification of Industrial Establishment.**

We had earlier pointed out that the Press Establishment, although industrial in nature, is also a classified Government establishment. This has resulted in two sets of service conditions for the Press workers. We had already mentioned that this arrangement is against the recommendations made by the Second Pay Commission. In actual practice, a lot of anomalies and discrepancies have been noticed because of this peculiar arrangement. We are told that every time a No Objection Certificate is proposed for an unskilled worker for a semi-skilled job, the case has to be referred to the Ministry of Home Affairs as Employment Exchanges will not register a Class IV employee for another Class IV job although the semi-skilled post is actually higher than the unskilled post as they both belong to the group of Class IV. This is an absurd situation. No such difficulty is felt in any other industrial establishment because there the establishment is not classified. We would draw the attention of Government to this anomaly.

### **Recruitment to the Posts of Overseers in the Presses.**

It was represented to us that very few posts of Overseers are open for promotion from the industrial establishment of the Presses. The quota reserved for departmental industrial employees is, we understand 25%. This is a matter of policy and should be decided by Government. *Prima facie*, however, there appears to be some case for an upward revision of this quota.

### **Financial Effect of Our Recommendations.**

We are quite aware of the fact that our recommendations will cost the public exchequer a not inconsiderable sum in the long run. Calculation of immediate financial effect of our proposals will not be very easy as factual data will have to be collected in respect of individual categories which are affected by our recommendations. We would, however, like to point out at this stage that this expenditure is inescapable if the recommendations of the Pay Commission are to be faithfully followed. We are also aware of the fact that the production cost of Government of India Presses are rather high and there is room for economy. This can, perhaps be achieved by fixing realistic and economic yardsticks rather than economies on remuneration of industrial workers. At present, the attempt is to replace quality by quantity. Once the quality is improved, the size of the establishment can easily be controlled to give the optimum economic benefit.

### **Ratio of Supervisory and Operative Posts.**

A suggestion was made to us to fix ratio between Supervisory and Operative posts and between Operative and Semi-skilled ancillary posts.

We had considered this question very carefully and came to the conclusion that it is neither possible nor desirable to have a ratio between higher and lower posts. Only in case of selection grade posts we have suggested a ratio. This also can be applied only to the extent of the permanent posts. We had already mentioned about the exact proportion between the posts of Warehousemen and the post of Binders. We had suggested that the posts of Binders and the Warehousemen should be in the ratio of 50 : 50. This ratio seemed to us to be justified. Even then, if the exigencies of work so require, this ratio can also be altered suitably.

## CHAPTER XI

### CONCLUSION

Before we conclude our Report, we must once again express our deep gratitude to the Service Unions and individuals who have ungrudgingly assisted us in our rather hasty study of a very difficult problem. They have performed a very thankless job with utmost honesty, patience and cheerfulness. We also express our appreciation of the co-operation we received from the Press Managers who, with their knowledge and erudition of all subjects connected with the Presses, were extremely useful.

We also express our appreciation of the hard work put in by the Secretary and the staff who assisted in our compilation of the data and in preparing this Report. Their task was by no means easy and was perhaps rendered more onerous by the fact that none of them had any previous experience on the subject and that they had to tackle the work in addition to their own normal work.

We are aware that in this study of ours, we have only touched on the salient difficulties of the Press establishment. We, however, feel that our Report will help Government to tackle the immediate problems relating to the industrial workers in the Government of India Presses. We also hope that our Report will be a useful "spring-board" for future studies.

P. K. SEN,  
*Chairman.*

N. C. SANYAL  
*Secretary.*

B. C. SEN GUPTA,  
*Member.*

G. S. BHASIN,  
*Member.*

## SUMMARY OF RECOMMENDATIONS

### I. CATEGORISATION

(1) Packer should be semi-skilled. Whether it is at all necessary to retain this category should be looked into by the Department. (Page 17, Chapter V and page 29, Chapter VII).

(2) Cylinder Proof Pressman and Forme Proof Pressman should be classified as skilled with a pay scale of Rs. 110—131. The Galley Proof Pressman and (Hand) Proof Pressman should continue as semi-skilled and be given a Pay scale of Rs. 85—110 instead of Rs. 75—95. (Page 18, Chapter V and page 30, Chapter VII).

(3) A suitable percentage of Compositors should be upgraded to the highly skilled categories with a pay scale of Rs. 175—205. This group should comprise of persons selected from existing Compositors, Type Store Keepers and Standing Forme Keepers. (Page 19, Chapter V and page 32, Chapter VII).

(4) There should be a Selection Grade for Binders. (Page 19, Chapter V).

(5) The category of Metal Melter should be upgraded as skilled with a pay scale of Rs. 110—131. (Page 20, Chapter V and page 30, Chapter VII).

(6) The category of Gold Finisher be upgraded to the highly-skilled group with a pay scale of Rs. 175—205. (Page 21, Chapter V and page 32, Chapter VII).

(7) The category of Assistant Mechanic (Mechanical) should be classified as semi-skilled with a pay scale of Rs. 85—110. (Page 22, Chapter V).

(8) A category of Assistant Mechanic (Lino/Mono) should be created in the skilled category with a pay scale of Rs. 110—131. (Page 22, Chapter V).

(9) The existing supervisory categories of Government of India Presses are Foreman Class I (General); Foreman (Machine); Foreman (Bindery); Foreman (Stereo); Foreman Class I (Case); Foreman, Class III; Assistant Foreman, Class I and Assistant Foreman, Class II. As against these categories, the Committee recommended two categories of Foreman *viz.*, (1) Foreman in the scale of Rs. 240—380 and (2) Section Holder into the scale of Rs. 200—280. (Page 21, Chapter V, page 22, Chapter V and pages 33-34, Chapter VII).

(10) Paste Supplier in the unskilled group should be upgraded to a semi-skilled status with a pay scale of Rs. 75—95. (Page 29, Chapter VII).

(11) Mono Caster Operator should have a pay scale of Rs. 110—131 and a Selection Grade should be created for them with a pay scale of Rs. 125—155. (Page 38, Chapter VIII).

## II. ALTERATIONS IN PAY SCALES

Category	Existing pay scale	Recommended scale	Remarks
1	2	3	4
	Rs.	Rs.	
1. Mounter and Finisher . . . . .	140—175	85—110	Recommended as Mounter. (Page 18, Chapter V).
2. Blacksmith. . . . .	110—180	110—155	p. 18-19, Chapter V.
3. Carpenter . . . . .	100—130	110—155	p. 19, Chapter V.
4. Binder . . . . .	100—130	110—155	p. 19, Chapter V and p. 31, Chapter VII.
5. Feeder . . . . .	110—180	110—155	p. 20, Chapter V.
6. Foreman . . . . .	200—380	240—380	p. 21, Chapter V.
7. Welder . . . . .	125—155	110—155	p. 20, Chapter V.
8. Etcher Class I . . . . .	168—280	175—280	p. 21, Chapter V.
9. Dark Room Assistant . . . . .	125—155	125—180	p. 21, Chapter V.
10. Gold Finisher . . . . .	110—143	175—205	p. 21, Chapter V.
11. Stereo Typer . . . . .	100—130	110—155	p. 21, Chapter V.
12. Prover . . . . .	168—320	175—320	p. 22, Chapter V.
13. Head Mechanic (Mechanical)	200—320	205—240	p. 22, Chapter V.
14. Asstt. Mech. (Mechanical) . . . . .	100—130	85—110	p. 22, Chapter V.
15. Trimmer . . . . .	95—110	85—110	p. 30, Chapter VII.
16. Asstt. Carpenter . . . . .	75—95	85—110	p. 30, Chapter VII.
17. Machineman (Falcon) . . . . .	100—130	110—155	p. 32, Chapter VII.
18. Machineman (Platen) . . . . .	100—130	110—155	p. 32, Chapter VII.
19. Machineman (Cylinder) . . . . .	100—142	110—155	p. 32, Chapter VII.

All other skilled categories with a Pay scale of Rs. 100—130 should be given the scale of Rs. 110—131.

## III. ABOLITION AND CREATION OF NEW CATEGORIES

### Clause 'A'

The following categories have been recommended to be abolished:—

- (1) Tilter (p. 18, Chapter V and p. 30, Chapter VII).
- (2) Bindery Despatcher (p. 18, Chapter V and p. 30, Chapter VII).
- (3) Mounter and Finisher (p. 18, Chapter V).

- (4) Bindery Finisher (p. 18, Chapter V and p. 30, Chapter VII).
- (5) Impositors (p. 19, Chapter V).
- (6) Distributor (p. 19, Chapter V).
- (7) Blacksmith and Mechanic (pp. 18-19, Chapter V).
- (8) Checker (Machine) (p. 20, Chapter V).
- (9) Roller Boy (p. 19, Chapter V).
- (10) Embosser (p. 19, Chapter V).
- (11) Outturn Checker (p. 19, Chapter V).
- (12) Rotary Printers (p. 20, Chapter V).
- (13) Workshop Mechanic (Photo Litho Wing) (p. 20, Chapter V).
- (14) Correction Checker (p. 20, Chapter V).
- (15) Binder-cum-Guillotine Operator (p. 20, Chapter V).
- (16) Asstt. Foreman Class I & II (all grades of Foreman excepting one) (p. 21, Chapter V).
- (17) Half-tone Etcher (p. 21, Chapter V).
- (18) Developer (Photo) (p. 21, Chapter V).
- (19) Boiler Attendant-cum-Roller Moulder (p. 20, Chapter V).
- (20) Motor Attendant (p. 21, Chapter V).
- (21) Camera Assistant (p. 21, Chapter V).
- (22) Assistant Standing Forme Keeper (p. 21, Chapter V).
- (23) Assistant Type Store Keeper (p. 21, Chapter V).
- (24) Electrical Mistry (pp. 21-22, Chapter V).
- (25) Counter (page 30, Chapter VII).
- (26) Bindery Examiner (p. 30, Chapter VII).
- (27) Machineman (Platen) (p. 32, Chapter VII).
- (28) Machineman (Cylinder) (p. 32, Chapter VII).
- (29) Machineman (Falcon) (p. 32, Chapter VII).
- (30) Blacksmith & Mechanic (p. 42, Chapter IX).

#### *Clause 'B'*

The following new categories have been recommended to be created or merged:—

##### **(a) Creation of Selection Grades**

(1) For Bindery work of a higher order a selection grade upto not more than 33 1/3 per cent of skilled binders in the scale of Rs. 155-180 be created (p. 19, Chapter V).

(2) The category of Automatic Machineman be re-designated as Machineman Selection Grade (or some other suitable separate designation) and classified as highly skilled with a pay scale of Rs. 175-205 (p. 32, Chapter VII).

(3) A selection grade of Rs. 125-155 for the Mono Caster Operators for the operation of super-caster machines is recommended (page 38, Chapter VIII).

**(b) Merger and New creations**

(4) Two or three unskilled categories viz., Fly-boy, Mazdoor or Labourer are recommended to perform all normal manual work as against several unskilled posts (p. 17, Chapter V).

(5) Cleaner Driver be redesignated as Cleaner with their existing pay scales (p. 18, Chapter V).

(6) The Roller Moulder and Roller Caster should be merged with a single pay scale of Rs. 75-110 (p. 19, Chapter V).

(7) The category of Embosser should be abolished and the job performed by them should be entrusted to the Warehouseman (p. 19, Chapter V).

(8) Rotary Printers recommended to be abolished should be merged with Automatic Machineman (p. 20, Chapter V).

(9) The category of Correction Checker should be abolished and on abolition of this category the work should be entrusted to the highly-skilled compositors recommended by the Committee (p. 20, Chapter V).

(10) There should be two categories of Etchers. The category of Half-tone Etcher should be abolished. The category of Etcher Class II should be in the pay scale of Rs. 140-175 and the category of Etcher Class I should be in the scale of Rs. 175-280 with a suitable Efficiency Bar (p. 21, Chapter V).

(11) (a) The category of Developer (Photo) should be abolished and on abolition of this category the incumbents may be merged with the Dark Room Assistant category (p. 21, Chapter V).

(11) (b) The pay scale of Dark Room Assistant should be revised from Rs. 125-155 to Rs. 125-180 (p. 21, Chapter V).

(12) There should be a category of Boilerman in the scale of Rs. 110-131 instead of Boiler Attendant-cum-Roller Moulder (p. 20, Chapter V).

(13) The category of Motor Attendant is recommended to be abolished and the work entrusted to the existing Electricians and Wiremen (p. 21, Chapter V).

(14) The category of Camera Assistant is recommended to be abolished and merged with the category of Dark Room Assistant. (p. 21, Chapter V and p. 40, Chapter VIII).

(15) The designation of Machine Operators in all grades should be changed to Offset Machineman Grade I and Grade II with a pay scale of Rs. 210-425 and Rs. 175-320 respectively. (p. 22, Chapter V).

(16) The category of Assistant Mechanic (Lino/Mono) is recommended a pay scale of Rs. 110—131 with skilled status. (p. 22, Chapter V).

(17) The designation of Electrician-cum-Armature Winder may be replaced by that of Electrician. (p. 23, Chapter V and page 40, Chapter VIII).

(18) The post of Tilter should be abolished and a semi-skilled category with a pay scale of Rs. 85—110 be created with a separate designation. (p. 30, Chapter VII).

(19) The category of Moulder should be equated with the Assistant Carpenter. (p. 30, Chapter VII).

(20) The categories of Machineman (Platen), Machineman (Cylinder), Machineman (Falcon) should be merged with the newly created category of Machineman in the skilled grade in the scale of Rs. 110—155 (p. 32, Chapter VII).

(21) Machineman in the highly-skilled group as are required to handle multi-colour work should be given an extended pay scale of Rs. 175-205 to Rs. 175-240. (pp. 32-33, Chapter VII).

(22) If all the recommendations of the Committee are accepted the number of categories will come down to 70 excluding the categories of posts in the Reading Branch and those carrying a starting pay of more than Rs. 240.

### (23) Pay scales:

The First Pay Commission recommended 6 basic pay scales for the industrial workers of the Presses. The Second Pay Commission had recommended 13 pay scales for Government Presses, following more or less the pattern as existed in 1959. The Committee have adopted 8 basic pay scales with minor variations by merging two scales or splitting up the basic scale into two parts as the guiding scales for the Press workers. As far as practicable, they stuck to the recommendations of the First Pay Commission translated in accordance with the recommendations of the Second Pay Commission.



## GENERAL

(1) The Committee has not dealt with the undernoted categories of workers in the Presses:—

(a) Workers employed in the Reading Branch as a writ petition is pending in the Punjab High Court. (p. 2, Chapter I).

(b) The categories of posts having a starting pay above Rs. 240 (on the analogy of the Second Pay Commission which has recommended prescribed scales upto Rs. 240 generally for the workshop staff all over India). (page 3, Chapter I).

(2) Industrial workers should be governed only by Industrial Rules and Regulations applicable to other Industrial Workers. A definition for the term Industrial Workers, in the Industrial Sector under the Government, is essential. Pending such a definition, the Committee had gone solely by the criteria of those engaged in the production work and manual workers together with their supervisor and not by the lists suggested either by the workers or the Administration (pp. 3-4, Chapter I and pages 6-7, Chapter II).

(3) There is urgent necessity of yardsticks and norms in the Presses. (pp. 7-8, Chapter II and pages 44-45, Chapter X).

(4) The Incentive Bonus Scheme should be introduced in its entirety *i.e.* with penalties for future recruits (p. 8, Chapter II and page 45, Chapter X).

(5) It is not desirable to have permanent and piece workers working side-by-side. (p. 8, Chapter II).

(6) Promotion chances as far as practicable should be the same in all the Government of India Presses. (pp. 11-12, Chapter III).

(7) Firm Recruitment Rules and channel for promotion should be prescribed immediately. (p. 12, Chapter III and pages 38-39, Chapter VIII).

(8) Basic tradesmen as well as aspirants for skilled jobs may be classified from unskilled to semi-skilled. (p. 16, Chapter IV and p. 36, Chapter VIII).

(9) Highly-skilled workers may be classified along with skilled supervisory. (p. 16, Chapter IV).

(10) The categories beyond highly-skilled group and supervisory categories over highly-skilled artisan may be classified as merely supervisory workers. (p. 16, Chapter IV).

(11) Pay scales of Operative Workers are too short. This is true of all industrial workers of Government of India. Supervisory pay scales in the Government of India Presses are rather inordinately long.

(12) There should be atleast one promotional step for each worker. (pages 35-36, Chapter VIII).

(13) A ratio of direct recruitment and promotion from unskilled categories should generally be only 50 : 50. (page 36, Chapter VIII).

(14) Direct Recruitment to Selection Grades and Supervisory categories should be abolished. (page 36, Chapter VIII).

(15) Except in exceptional cases the direct recruitment should not be resorted to in the highly-skilled category. (p. 36, Chapter VIII).

(16) Promotion of Binders category upto 50 per cent may be made from Warehousemen. It has also been suggested that the ratio between the Warehousemen and the Binders should be 50 : 50. (p. 38, Chapter VIII and pp. 46-47, Chapter X).

(17) The promotion quota of the Assistant Mechanic to the grade of Mechanic should be increased from 50 per cent to 75 per cent or 66 1/3 per cent. (page 39, Chapter VIII).

(18) There should be no direct recruitment to category of Head Mechanic (Mechanical), Head Mechanic (Lino) and Head Mechanic (Mono). (page 39, Chapter VIII).

(19) The apprentices should be treated as outside nominees for the purpose of direct recruitment. (page 39, Chapter VIII).

(20) The post of Lino/Mono Operator should be filled 100% by direct recruitment and not from Compositors learners. (page 39, Chapter VIII).

(21) No direct recruitment should be made in the categories of Barman and they should be tested for the post of Assistant Mechanic (Lino). (p. 40, Chapter VIII).

(22) Except as indicated in clause 31 below, the recommendation should not be given retrospective effect. (p. 41, Chapter IX).

(23) All recommendations, wherever favourable, will be applicable to the existing categories. Where it is not favourable the existing incumbents will be protected and the recommendations will be applicable only to new recruits. (pages 41-42, Chapter IX).

(24) The screening of persons where category has been recommended to be abolished for absorption in the equivalent grades is necessary. All existing incumbents of the categories where upgradation has been recommended should not automatically be upgraded but allowed the higher status only after passing a trade test. This will not apply to cases where the pay scale has only been revised upwards. p. 42, Chapter IX).

(25) After merger the previous service of the incumbents should count in full for seniority in the merged category. (p. 42, Chapter IX).

(26) Workers not found suitable for merger with the existing categories should be allowed to continue on and at the time of their retirement they may be confirmed against supernumerary posts even in the categories which have been recommended for abolition. (p. 42, Chapter IX).

(27) The existing piece rates need revision. (page 44, Chapter X).

(28) With the creation of Senior and Junior Foreman for effective supervision, the Sections should be re-organised comprising of 15 to 20 skilled workers in each Section. (p. 45, Chapter X).

(29) It is not possible to create posts in operative and ancillary categories according to fixed formulae. (pp. 46-47, Chapter X).

(30) Promotional quota for industrial workers to the grade of Overseer may be reviewed. (p. 46, Chapter X).

#### *Miscellaneous*

The prescribed pay scale of Rs. 90-120 of the category of Moulder and Finisher has apparently not been revised in accordance with the recommendations of the Second Pay Commission. This revision should be done now with retrospective effect from 1-7-1959.

## APPENDIX A

GOVERNMENT OF INDIA

### MINISTRY OF WORKS, HOUSING & REHABILITATION

(Deptt. of W. & H)

*New Delhi, the 26th November, 1963*

#### **Resolution**

**SUBJECT:**—*Classification of industrial workers in the Government of India Presses.*

The Government of India have decided to set up a Committee to be known as "The Committee for Categorisation of Government of India Press Workers". It will consist of the following officers:—

#### *Chairman*

- (1) Shri V. Balasubrahmanyam, Deputy Secretary, Ministry of Works, Housing and Rehabilitation.

#### *Members*

- (2) Shri P. K. Sen, Deputy Secretary, Ministry of Works, Housing and Rehabilitation.
- (3) Shri G. S. Bhasin, Under Secretary, Ministry of Finance.
- (4) Shri B. C. Sen Gupta, Controller of Printing, Office of the Chief Controller of Printing and Stationery.

Shri N. C. Sanyal, Officer on Special Duty (Labour), Ministry of Works, Housing & Rehabilitation will act as Secretary to the Committee.

#### *2. Terms of Reference*

The terms of reference of the Committee will be:—

- (i) to review the classification of the posts of industrial workers, in the Printing Presses under the control of the Chief Controller of Printing & Stationery, into the categories of unskilled, semi-skilled, skilled, highly-skilled and supervisory;
- (ii) where necessary for the purpose of such review, to examine the qualifications, and the field of recruitment/promotion laid down for each particular post and to suggest modifications therein.

3. The Committee will complete its work and submit its report to Government within four months from the date of its formation.

4. The Committee will be free to lay down the method of its working and other procedural matters.

No. 4(8)/63-PI

- (1) Ordered that the Resolution be communicated to all Ministries of the Government of India.
- (2) Ordered also that the Resolution be published in the Gazette of India.

Sd./- R. F. ISAR, *Jt. Secy.*

## APPENDIX A-I

GOVERNMENT OF INDIA

MINISTRY OF WORKS & HOUSING

*New Delhi, dated the 15th May, 1964*

### **Resolution**

The Government of India have decided to extend the period of the Committee for Categorisation of Government of India Press Workers set up *vide* Resolution No. 4(8)/63-PI, dated the 26th November, 1963 till the 30th September, 1964.

2. Consequent on Shri V. Balasubrahmanyam's proceeding on leave, the Committee will consist of the following officers:—

#### *Chairman*

1. Shri P. K. Sen, Deputy Secretary, Ministry of Works & Housing.

#### *Members*

2. Shri G. S. Bhasin, Under Secretary, Ministry of Finance.
3. Shri B. C. Sen Gupta, Controller of Printing, Office of the Chief Controller of Printing & Stationery.

Shri N. C. Sanyal, Officer on Special Duty (Labour) Ministry of Works and Housing will act as Secretary to the Committee.

3. The terms of reference of the Committee remain unchanged.

Sd./- R. F. ISAR. *Jt. Secy.*

**APPENDIX A-II**

**No. 4(8)/63-PI**

**GOVERNMENT OF INDIA**

**MINISTRY OF WORKS & HOUSING**

*New Delhi, dated the 16th October, 1964*

**Resolution**

The Government of India have decided to extend the period of the Committee for Categorisation of Government of India Press Workers set up *vide* Resolution No. 4(8)/63-PI, dated the 26th November, 1963 further till the 30th November, 1964.

Sd./- R. F. ISAR, *Jt. Secy.*

## APPENDIX B

*Categories in the Government of India Presses having a starting pay of more than Rs. 240  
(excluding Reading Branch)*

Sl. No.	Name of Category	Scale of pay
		Rs.
1	Assistant Layout Artist . . . . .	250—10—290—15—380.
2	Assistant Artist Retoucher . . . . .	250—10—290—15—380.
3	Artist Retoucher . . . . .	370—20—450—EB—25—475.
4	Editor . . . . .	320—15—425.
5	Junior Artist . . . . .	250—10—290—15—380.
6	Layout Artist . . . . .	370—20—450—EB—25—475.
7	Senior Artist . . . . .	370—20—450—EB—25—475.



**APPENDIX C**  
**GATEGORISATION**

*List of existing categories with classification*

**A. READING BRANCH**

No recommendations.

**B. PROCESS ENGRAVING BRANCH**

Sl. No.	Category	Pay Scales	Classification
		Rs.	
1	Camerman	210—10—290—15—320— EB—15—425.	Highly-skilled.
2	Halftone Etcher	200—10—290—EB—15— 320.	Highly-skilled.
3	Etcher Class I	168—8—256—EB—8— 280.	Highly-skilled.
4	Etcher Class II	140—5—175.	Skilled.
5	Mounter	140—5—175.	Skilled.
6	Mounter and Finisher	140—5—175.	Skilled.
7	Camera Assistant	125—3—131—4—155.	Skilled.
8	Developer	110—3—131—4—143— EB—4—171—EB—4— 175—5—180.	Skilled.
9	Moulder & Finisher	90—5—120 (Prescribed)	Skilled.
10	Tilter	85—2—95—3—110—EB —3—128.	Semi-skilled.
<b>C. MECHANICAL SECTION</b>			
1	Head Mechanic (Mech.)	200—10—290—EB—15 —320.	Highly-skilled/skilled Supervisory.
2	Workshop Machineman	150—5—175—6—205— EB—7—240—8—280.	Highly-skilled.
3	Mechanic (Mech.)	125—3—131—4—163— EB—4—175—5—180.	Skilled.
4	Electrician	125—3—131—4—163— EB—4—175—5—180.	Skilled.
5	Electric Mistry	125—3—131—4—163— EB—4—175—5—180.	Skilled.
6	Blacksmith & Mechanic	125—3—131—4—163 EB—4—175—5—180.	Skilled.
7	Welder	125—3—131—4—155.	Skilled.
8	Blacksmith	100—3—130.	Skilled.
9	Motor Attendant	110—3—131.	Skilled.
10	Carpenter	100—3—130.	Skilled.
11	Boiler Attendant-cum-Roller Moulder.	100—3—130.	Skilled.

Sl. No.	Category	Pay scales	Classification
		Rs.	
12	Assistant Workshop Machineman	100—3—130	Skilled
13	Assistant Mechanic . . .	100—3—130	Semi-skilled
14	Assistant Carpenter . . .	75—1—85—EB—2—95	Semi-skilled
15	Roller Moulder . . .	75—1—85—EB—2—95 —3—101—EB—3 —110	Semi-skilled
16	Roller Caster . . .	75—1—85—EB—2—95	Semi-skilled
17	Roller Boy . . .	75—1—80—EB—1—85	Unskilled
18	Belting man . . .	70—1—80—EB—1—85	Unskilled
19	Mechanic (Lino/Mono) . . .	175—6—205—7—240	Highly-skilled
20	Stereo Typer . . .	100—3—130	Skilled
21	Foreman (Stereo) . . .	200—10—290—EB—15 —380	Supervisory
22	Checker (Machine) . . .	150—5—180	Skilled
23	Supervisory (Mech.) . . .	180—10—290—EB—15— 380	Supervisory
24	Electrician-cum-Armature Winder	125—3—131—4—163— EB—4—175—5—180	Skilled
25	Wireman . . .	110—3—131—EB—4— 155	Skilled
<b>D. BINDERY BRANCH</b>			
1	Foreman Class I (Bindery) . . .	200—10—290—EB—15 —380	Supervisory
2	Foreman Class III (Bindery) . . .	150—5—175—6—205— EB—7—240	Supervisory
3	Assistant Foreman Class I . . .	125—3—131—4—163— EB—4—175—5—180	Supervisory
4	Binder-cum-Guillotine Operator	110—3—131—4—143— EB—4—155.	Skilled
5	Gold Finisher . . .	110—3—131—4—143	Highly-skilled
6	Assistant Foreman Class II	110—3—131—4—143	Supervisory
7	Report Writer . . .	110—3—131—4—143 —EB—4—171—4—175 —5—180	Non-industrial post
8	Correction Checker (Bindery) . . .	150—5—180	Skilled Supervisory
9	Binder . . .	100—3—130	Skilled
10	Embosser . . .	100—3—130	Skilled
11	Bindery Examiner . . .	85—2—95—3—110	Semi-skilled
12	Binder Despatcher . . .	85—2—95—3—110	Semi-skilled
13	Warehouseman . . .	75—1—85—EB—2—95 —3—101—EB—3—110	Semi-skilled
14	Finisher Bindery . . .	75—1—85—EB—2—95	Semi-skilled
15	Counter . . .	75—1—85—EB—2—95	Semi-skilled
16	Paste Supplier . . .	70—1—90—EB—1—85	Semi-skilled
17	Fly Boy . . .	70—1—80—EB—1—85	Unskilled
18	Outturn Checker . . .	110—3—131	Skilled

Sl. No.	Category	Pay scales	Classification
<b>E. MACHINE ROOM (LETTER PRESS)</b>			
1	Foreman (Machine) Class I	Rs. 200—10—290—EB—15— 380	Supervisory
2	Foreman Class III	150—5—175—6—205— EB—7—240	Supervisory
3	Automatic Machineman	140—5—175	Skilled
4	Assistant Foreman Class I	125—3—131—4—163— EB—4—175—5—180	Supervisory
5	Report Writer	110—3—131—4—143— EB—4—171—4—175— 5—180.	Non-industrial post
6	Assistant Foreman Class II	110—3—131—4—143	Supervisory
7	Mechineman Cylinder	100—3—130—EB—3 —142	Skilled
8	Rotary printer	100—3—130—EB—3— 142	Skilled
9	Gestetner Operator	110—3—125	Non-industrial
10	Machineman Platen	100—3—130	Skilled
11	Machineman Falcon	100—3—130	Skilled
12	Rotary man	75—1—85—EB—2—95— 3—101—EB—3—110	Semi-skilled
13	Fly boy	70—1—80—EB—1—85	Unskilled
14	Press Inker	75—1—85—EB—2—95— 3—101—EB—3—110	Semi-skilled
15	Pressman (Hand)	100—3—130	Skilled
16	Machine Inker	75—1—85—EB—2—95— 3—101—EB—3—110	Semi-skilled
<b>F. CASE ROOM</b>			
1	Foreman Class I (General)	200—10—290—EB—15— 380	Supervisory
2	Head Mechanic (Lino)	200—10—290—EB—15— 320	Highly-skilled/ Skilled supervisory
3	Head Mechanic (Mono)	200—10—290—EB—15— 320	Highly-skilled/ Skilled supervisory
4	Foreman Class I (Case)	200—10—280	Supervisory
5	Mono Operator	175—6—205—7—240	Highly-skilled
6	Lino Operator	175—6—205—7—240	Highly-skilled
7	Technical Assistant (Verityper)	175—6—205—7—240	Highly skilled
8	Foreman Class III	150—5—175—6—205— EB—7—240	Supervisory
9	Correction Checker	150—5—180	Skilled supervisory
10	Type Storekeeper	150—5—180	Skilled supervisory
11	Compositor	110—3—131—4—143— EB—4—175—5—180	Skilled
12	Standing Forme Keeper	110—3—131—4—143— EB—4—175—5 —180	Skilled
13	Mono Caster Operator	100—3—130	Skilled
14	Impositor	100—3—130	Skilled

Sl. No.	Category	Pay scales	Classification
		Rs.	
15	Distributor . . . . .	100—3—130	Skilled
16	Assistant Standing Forme Keeper	100—3—130—EB—3—142	Skilled
17	Assistant Type Store-keeper . . . . .	100—3—130 + Special pay Rs. 10/-	Skilled
18	Metal Melter . . . . .	75—1—85—EB—2—95	Skilled
19	Barman . . . . .	75—1—85—EB—2—95	Semi-skilled
20	Forme Carrier . . . . .	70—1—80—EB—1—85	Unskilled
21	Cylinder proof pressman . . . . .	85—2—95—3—110	Skilled
22	Forme proof pressman . . . . .	75—1—85—EB—2—95	Skilled
23	Galley proof pressman . . . . .	75—1—85—EB—2—95	Semi-skilled
24	Hand proof pressman . . . . .	85—2—95—3—110	Semi-skilled
25	Proof pressman . . . . .	85—2—95—3—110	Semi-skilled
<b>G. PHOTO LITHO SECTION</b>			
1	Machine Operator Class I . . . . .	210—10—290—15—320—EB—15—425	Highly-skilled
2	Prover . . . . .	168—8—256—EB—8—280—10—320	Highly-skilled
3	Machine Operator Class II . . . . .	168—8—256—EB—8—280—10—320	Highly-skilled
4	Machine Operator . . . . .	168—8—256—EB—8—280—10—320	Highly-skilled
5	Helio Operator . . . . .	150—5—175—6—205—EB—7—240—8—280	Highly-skilled
6	Developer photo . . . . .	150—5—175—6—205—EB—7—240—8—280	Highly-skilled
7	Assistant Helio Operator . . . . .	140—5—175	Skilled
8	Dark Room Assistant . . . . .	125—3—131—4—155	Skilled
9	Printer . . . . .	140—5—175	Skilled
10	Mechanic (Photo) . . . . .	125—3—131—4—155	Skilled
11	Graining Operator . . . . .	110—3—131—4—143—EB—4—175—5—180	Skilled
12	Feeder . . . . .	110—3—131—4—143—EB—4—175—5—180	Skilled
13	Trimmer . . . . .	95—3—110	Semi-skilled
14	Attendants . . . . .	75—1—85—EB—2—95	Semi-skilled
15	Assistant Layout Artist . . . . .	250—10—290—15—380	These categories are already on a pay scale higher than those recommended by the Second Pay Commission for highly-skilled workers and hence need not classification.
16	Assistant Artist Retoucher . . . . .	250—10—290—15—380	
17	Artist Retoucher . . . . .	370—20—450—EB—25—475	
18	Editor . . . . .	320—15—425	
19	Junior Artist . . . . .	250—10—290—15—380	
20	Layout Artist . . . . .	370—20—450—EB—25—475	
21	Senior Artist . . . . .	370—20—450—EB—25—475	

Sl. No.	Category	Pay scales	Classification
<b>GENERAL CATEGORIES</b>			
		Rs.	
1	Report Writer . . . . .	110-3-131-4-143- EB-4-171-4-175 -5-180	Non-industrial
2	Lorry Driver . . . . .	110-3-131-4-155- EB-4-175-5-180	Skilled
3	Van Driver . . . . .	110-3-131-4-139	Skilled
4	Forwarding Sircar . . . . .	80-1-85-2-95-EB -3-110	Non-industrial
5	Driver for Auto Truck . . . . .	85-2-95-3-110	Semi-skilled
6	Addressograph Operator . . . . .	80-1-85-2-95-EB -3-110	Non-industrial
7	Paper Issuer . . . . .	75-1-85-EB-2-95	Non-industrial
8	Cleaner Driver . . . . .	75-1-85-EB-2-95	Semi-skilled
9	Despatcher . . . . .	75-1-85-EB-2-95	Non-industrial
10	Paper Supplier . . . . .	70-1-80-EB-1-85	Non-industrial
11	Packers . . . . .	70-1-80-EB-1-85	Semi-skilled
12	Material Supplier . . . . .	70-1-80-EB-1-85	Non-industrial
13	Labourers . . . . .	70-1-80-EB-1-85	Unskilled

## APPENDIX D

### *Prevalent scales of pay in the Government of India Presses*

Sl. No.	Pay scales
	Rs.
1	70-1-80-EB-1-85
2	75-1-80-EB-1-85
3	75-1-85-EB-2-95
4	75-1-85-EB-2-95-3-101-EB-3-110
5	80-1-85-2-95-EB-3-110
6	85-2-95-3-110
7	85-2-95-3-110-EB-3-128
8	95-3-110
9	100-3-130
10	100-3-130+ Special pay Rs. 10/-
11	100-3-130-EB-4-142
12	100-3-130-EB-3-142
13	110-3-131-4-147
14	110-3-131-4-143-EB-4-171-EB-4-175-5-180
15	110-3-131
16	110-3-131-4-143-EB-4-155
17	110-3-131-4-143
18	110-3-131-4-143-EB-4-175-5-180
19	110-3-125
20	110-3-131-4-155-EB-4-175-5-180
21	110-3-131-4-139
22	125-3-131-4-155
23	125-3-131-4-163-EB-4-175-5-180
24	140-5-175
25	150-5-175-6-205-EB-7-240
26	150-5-175-6-205-EB-7-240-8-280
27	150-240
28	150-5-180
29	168-8-256-EB-8-280
30	168-8-256-EB-8-280-10-320
31	168-8-256-EB-8-280-10-300
32	175-6-205-7-240
33	180-10-290-EB-15-380
34	200-10-280
35	200-10-290-EB-15-320
36	200-10-290-EB-15-380
37	210-10-290-15-320-EB-15-425
38	250-10-290-15-380
39	320-15-425
40	335-15-440
41	370-20-450-EB-25-475

## APPENDIX E

*Names of fresh posts created after the formation of the Committee and their categorisation*

Sl. No.	Category	Pay scale	Classification
1	Supervisor (Mechanical)	Ra. 180—10—290—EB—15— 380	Supervisory.
2	Electrician-cum-Armature Winder	125—3—131—4—163—EB —4—175—5—180	Skilled.
3	Wireman	110—3—131—EB—4—155	Skilled.

## APPENDIX F

### *Alphabetical List of Categories in the Government of India Presses*

Sl. No.	Designation of Post	Revised scale of pay
		Rs.
1	Asstt. Foreman Class I . . . . .	125-3-131-4-163-EB-4-175-5-180
2	Asstt. Foreman Class II . . . . .	110-3-131-4-143
3	Asstt. Layout Artist . . . . .	250-10-290-15-380
4	Asstt. Artist Retoucher . . . . .	250-10-290-15-380
5	Asstt. Mechanic . . . . .	100-3-130
6	Automatic Machineman . . . . .	140-5-175
7	Asstt. Helio Operator . . . . .	140-5-175
8	Asstt. Carpenter . . . . .	75-1-85-EB-2-95
9	Asstt. Workshop M/c man . . . . .	100-3-130
10	Asstt. Standing Forme Keeper . . . . .	100-3-130-EB-3-142
11	Asstt. Type Store Keeper . . . . .	100-3-130 + Spl. pay Rs. 10
12	Addresso Grapher Operator . . . . .	80-1-85-2-95-EB-3-110
13	Attendants . . . . .	75-1-85-EB-2-95
14	Artist Retoucher . . . . .	370-20-450-EB-25-475
15	Binding-cum-Guillotine Operator . . . . .	110-3-131-4-143-EB-4-155
16	Bindery Examiner . . . . .	85-2-95-3-110
17	Boiler Attendant-cum-Roller Moulder . . . . .	100-3-130
18	Binder . . . . .	100-3-130
19	Barman . . . . .	75-1-85-EB-2-95
20	Beltingman . . . . .	70-1-80-EB-1-85
21	Bindery Despatcher . . . . .	85-2-95-3-110
22	Blacksmith & Mechanic . . . . .	125-3-131-4-163-EB-4-175-5-180
23	Blacksmith . . . . .	110-3-131-4-143-EB-4-171-EB-4-175-5-180
24	Cameraman . . . . .	210-10-290-15-320-EB-15-425
25	Correction Checker . . . . .	150-5-180
26	Compositor . . . . .	110-3-131-4-143-EB-4-175-5-180
27	Carpenter . . . . .	100-3-130
28	Cylinder Proof Pressman . . . . .	85-2-95-3-110
29	Cleaner Driver . . . . .	75-1-85-EB-2-95
30	Copy Holder . . . . .	110-3-131-4-147
31	Counter . . . . .	75-1-85-EB-2-95
32	Camera Assistant . . . . .	125-3-131-4-155
33	Checker (Machine) . . . . .	150-5-180
34	Developer (Photo) . . . . .	150-5-175-6-205-EB-7-240-8-280



Sl. No.	Designation of Post	Revised scale of pay
		Rs.
35	Developer . . . . .	110-3-131-4-143-EB-4-171-EB-4-175-5-180
36	Dark Room Assistant . . . . .	125-3-131-4-155
37	Distributor . . . . .	100-3-130
38	Driver for Auto Truck . . . . .	85-2-95-3-110
39	Despatcher . . . . .	75-1-85-EB-2-95
40	Editor . . . . .	320-15-425
41	Etcher Class I . . . . .	168-8-256-EB-8-280
42	Electrician . . . . .	125-3-131-4-143-EB-4-175-5-180
43	Electric Mistry . . . . .	125-3-131-4-143-EB-4-175-5-180
44	Embossor . . . . .	100-3-130
45	Etcher Class II . . . . .	140-5-175
46	Electrician-cum-Armature Winder . . . . .	125-3-131-4-163-EB-4-175-5-180
47	Foreman Class I (Stereo) . . . . .	200-10-290-EB-15-380
48	Foreman Class I (Gen.) . . . . .	200-10-290-EB-15-380
49	Foreman Machine Class I . . . . .	200-10-290-EB-15-380
50	Foreman Bindery Class I . . . . .	200-10-290-EB-15-380
51	Foreman Class I (Case) . . . . .	200-10-280
52	Foreman Class III . . . . .	150-5-175-6-205-EB-7-240
53	Feeder . . . . .	110-3-131-4-143-EB-4-175-5-180
54	Finisher Bindery . . . . .	75-1-85-EB-2-95
55	Forme Carrier . . . . .	70-1-80-EB-1-85
56	Forwarding Sircar . . . . .	80-1-85-2-95-EB-3-110
57	Flyboy . . . . .	70-1-80-EB-1-85
58	Forme Proof Pressman . . . . .	75-1-85-EB-2-95
59	Graining Operator . . . . .	110-3-131-4-143-EB-4-175-5-180
60	Gold Finisher . . . . .	110-3-131-4-143
61	Gestetner Operator . . . . .	110-3-125
62	Galley Proof Pressman . . . . .	75-1-85-EB-2-95
63	Head Reader . . . . .	335-15-440
64	Head Mechanic (Lino/Mono) . . . . .	200-10-290-EB-15-320
65	Head Mechanic (Mech.) . . . . .	200-10-290-EB-15-320
66	Halftone Etcher . . . . .	200-10-290-EB-15-320
67	Helio Operator . . . . .	150-5-175-6-205-EB-7-240-8-280
68	Hand Proof Pressman . . . . .	85-2-95-3-110
69	Impositor . . . . .	100-3-130
70	Junior Artist . . . . .	250-10-290-15-380
71	Layout Artist . . . . .	370-20-450-EB-25-475
72	Lino Operator . . . . .	175-6-205-7-240
73	Lorry Driver . . . . .	110-3-131-4-155-EB-4-175-5-180
74	Labourers . . . . .	70-1-80-EB-1-85
75	Moulder & Finisher . . . . .	90-5-120

Sl. No.	Designation of Post	Revised scale of pay
		Rs.
76	Motor Attendant . . . . .	110—3—131
77	Mounter . . . . .	140—5—175
78	Material Supplier . . . . .	70—1—80—EB—1—85
79	Mounter & Finisher . . . . .	140—5—175
80	Metal Melter . . . . .	75—1—85—EB—2—95
81	Machine Inker . . . . .	75—1—85—EB—2—95—3—101—EB—3—110
82	Mono Caster Operator . . . . .	100—3—130
83	Mechanic (Photo) . . . . .	125—3—131—4—155
84	Machineman (Platen) . . . . .	100—3—130
85	Machineman Cylinder . . . . .	100—3—130—EB—3—142
86	Mechanic (Lino/Mono) . . . . .	175—6—205—7—240
87	Machineman (Falcon) . . . . .	100—3—130
88	Mechanic (Mechanical) . . . . .	125—3—131—4—163—EB—4—175—5—180
89	Mono Operator . . . . .	175—6—205—7—240
90	Machine Operator Class II . . . . .	168—8—256—EB—8—280—10—320
91	Machine Operator (Offset) . . . . .	168—8—256—EB—8—280—10—320
92	Machine Operator (Class I) . . . . .	210—10—290—15—320—EB—15—425
93	Outturn Checker . . . . .	110—3—131
94	Paper Supplier . . . . .	75—1—85—EB—2—95
95	Packer . . . . .	70—1—80—EB—1—85
96	Paste Supplier . . . . .	70—1—80—EB—1—85
97	Paper Issuer . . . . .	75—1—85—EB—2—95
98	Press Inker . . . . .	75—1—85—EB—2—95—3—101—EB—3—110
99	Proof pressman . . . . .	85—2—95—3—110
100	Pressman (Hand) . . . . .	100—3—130
101	Printers . . . . .	140—5—175
102	Prover . . . . .	168—8—256—EB—8—280—10—320
103	Reader Class I . . . . .	168—8—256—EB—8—280—10—300
104	Reader Class II . . . . .	150—5—175—6—205—EB—7—240
105	Rotaryman . . . . .	75—1—85—EB—2—95—3—101—EB—3—110
106	Roller Moulder . . . . .	75—1—85—EB—2—95—3—101—EB—3—110
107	Roller Boy . . . . .	75—1—80—EB—1—85
108	Roller Caster . . . . .	75—1—85—EB—2—95
109	Rotary Printer . . . . .	100—3—130—EB—3—142
110	Report Writer . . . . .	110—3—131—4—143—EB—4—171—4—175—5—180
111	Reviser . . . . .	150—5—175—6—205—EB—7—240
112	Senior Artist . . . . .	370—20—450—EB—25—475
113	Stereo Typer . . . . .	100—3—130
114	Standing Forme Keeper . . . . .	110—3—131—4—143—EB—4—171—EB—4—175—5—180

Sl. No.	Designation of Post	Revised scale of pay
		Rs.
115	Supervisor (Mechanical)	180—10—290—EB—15—380
116	Type Store Keeper	150—5—180
117	Tilter	85—2—95—3—110—EB—3—128
118	Technical Assistant Verityper	175—6—205—7—240
119	Trimmer	95—3—110
120	Van Driver	110—3—131—4—139
121	Workshop Machineman	150—5—175—6—205—EB—7—240—8—280
122	Welder	125—3—131—4—155
123	Warehouseman	75—1—85—EB—2—95—3—101—EB—3—110
124	Wireman	110—3—131—EB—4—155

## APPENDIX G

*Alphabetical list of categories as would be in existence if the recommendations of the Committee are accepted by the Government*

Sl. No.	Designation of Post	Scale of pay	Classification	Remarks
		Rs.		
1	Assistant Mechanic (Mech.)	85-2-95-3-110	Semi-skilled	
2	Assistant Helio Operator	140-5-175	Skilled	
3	Assistant Carpenter	85-2-95-3-110	Semi-skilled	
4	Assistant Workshop Machineman	110-3-131	Skilled	
5	Attendants	75-1-85-EB-2-95	Semi-skilled	
6	Assistant Mechanic (Lino/Mono)	110-3-131	Skilled	
7	Boilerman	110-3-131	Skilled	
8	Binder	110-3-131-EB-4	Skilled	
	Binder (Selection Grade)	155		
9	Barman	155-5-180	Highly-skilled	
10	Blacksmith	75-1-85-EB-2-95	Semi-skilled	
		110-3-131-EB-4	Skilled	
11	Camerman	155	Highly-skilled	
		210-10-290-15-		
		320-EB-15-425		
12	Compositor	110-3-131-4-143	Skilled	The Compositor in 175-6-205 scale to be given separate designation.
		-EB-4-175-5		
	Compositor (Selection Grade)	-180	Highly-skilled	
		175-6-205		
13	Carpenter	110-3-131-EB-4	Skilled	
		-155		
14	Cylinder Proof Pressman	110-3-131	Skilled	
15	Cleaner	75-1-85-EB-2-95	Semi-skilled	
16	Developer	110-3-131-4-143	Skilled	
		-EB-4-171-EB-4-175-5-180		
17	Dark Room Assistant	125-3-131-4-	Skilled	
		143-EB-4-175-5-180		
18	Driver for Auto Truck	85-2-95-3-110	Semi-skilled	
19	Etcher Class I	175-6-205-7-240	Highly-skilled	Efficiency bar to be inserted.
		-8-280		
20	Electrician	125-3-131-4-143-	Skilled	
		EB-4-175-5-180		
21	Etcher Class II	140-5-175	Skilled	
22	Foreman	240-10-290-EB-15	Highly-skilled	
		-380	Supervisory	
23	Feeder	110-3-131-EB-	Skilled	
		4-155		
24	Fly Boy	70-1-80-EB-1-85	Unskilled	
25	Forme Proof Pressman	110-3-131	Skilled	
26	Graining Operator	110-3-131-4-143	Skilled	
		-EB-4-175-5-180		
27	Gold Finisher	175-6-205	Highly-skilled	

Sl. No.	Designation of Post	Scale of pay	Classification	Remarks
		Rs.		
28	Galley proof pressman	85—2—95—3—110	Semi-skilled	Designation of Galley Proof Pressman & (Hand) Proof Pressman to be made one.
29	Head Mechanic (Lino/ Mono)	200—10—290—EB—15—320	Highly-skilled/ Skilled	
30	Head Mechanic (Mech.)	205—7—240	Supervisory. Highly-skilled/ Skilled Supervisory	
31	Helio Operator	150—5—175—6—205—EB—7—240—8—280	Highly-skilled	
32	Hand Proof Pressman	85—2—95—3—110	Semi-skilled	Designation of Galley Proof Pressman & (Hand) Proof Pressman to be made one.
33	Lino Operator	175—6—205—7—240	Highly-skilled	
34	Lorry Driver	110—3—131—4—155—EB—4—175—5—180	Skilled	
35	Labourer or Mazdoor	70—1—80—EB—1—85	Unskilled	
36	Moulder & Finisher	90—5—120 (Prescribed)	Skilled	Revised scale to be given.
37	Mounter	85—2—95—3—110	Semi-skilled	
38	Metal Melter	110—3—131	Skilled	
39	Machine Inker	75—1—85—EB—2—95—3—101—EB—3—110	Semi-skilled	
40	Mono Caster Attendant	(i) 110—3—131 (ii) 125—3—131—4—155	Skilled	
41	Mechanic (Photo)	125—3—131—4—155	Skilled	
42	Machineman	110—3—131—EB—4—155	Skilled	
43	Mechanic Lino/Mono	175—6—205—7—240	Highly-skilled	
44	Mechanic (Mechanical)	125—3—131—4—163—EB—4—175—5—180	Skilled	
45	Mono Operator	175—6—205—7—240	Highly-skilled	
46	Offset Machineman Grade II	175—6—205—7—240—EB—8—280—10—320	Highly-skilled	
47	Machine Operator (Offset)	168—8—256—EB—8—280—10—320	Highly-skilled	
48	Offset Machineman Grade I	210—10—290—15—320—EB—15—425	Highly-skilled	
49	Machineman Selection Grade.	175—6—205	Highly-skilled	Highly-skilled Machineman employed on multicoloured or quality work have been recommended scale of Rs. 175—240.

Sl. No.	Designation of Post	Scale of pay	Classification	Remarks
		Rs.		
50	Packer . . . . .	Scale not recommended	Semi-skilled	
51	Press Inker . . . . .	75-1-85-EB-2- 95-3-101-EB-3 -110	Semi-skilled	
52	Proof pressman . . . . .	85-2-95-3-110	Semi-skilled	
53	Pressman (Hand) . . . . .	110-3-131	Skilled	
54	Printers . . . . .	140-5-175	Skilled	
55	Prover . . . . .	175-6-205-7-240 -EB-8-280-10 -320	Highly-skilled	
56	Paste Supplier . . . . .	75-1-85-EB-2- -95	Semi-skilled	
57	Rotaryman . . . . .	75-1-85-EB-2- 95-3-101-EB-3 -110	Semi-skilled	
58	Roller Moulder . . . . .	75-1-85-EB-2- 95-3-101-EB-3 -110	Semi-skilled	To be merged with Roller Caster with suitable designation.
59	Roller Caster . . . . .	75-1-85-EB-2- 95-3-101-EB-3 -110	Semi-skilled	To be merged with Roller Moulder with suitable designation.
60	Section Holder . . . . .	200-10-280	Highly-skilled	
61	Stereo Typer . . . . .	110-3-131-4- 143-EB-4-155	Skilled	
62	Standing Forme Keeper . . . . .	110-3-131-4-143 -EB-4-171-EB- 4-175-5-180	Skilled	
63	Supervisor (Mech.) . . . . .	180-10-290-EB-15 -380	Skilled/Supervisory	
64	Type Store Keeper . . . . .	150-5-180	Skilled	
65	Technical Assistant Veri- typer.	175-6-205-7-240	Highly-skilled	
66	Trimmer . . . . .	85-2-95-3-110	Semi-skilled	
67	Van Driver . . . . .	110-3-131-4-139	Skilled	
68	Workshop Machineman . . . . .	150-5-175-6-205 -EB-7-240-8- 280	Highly-skilled	
69	Welder . . . . .	110-3-131-EB-4- 155	Skilled	
70	Warehouseman . . . . .	75-1-85-EB-2- 95-3-101-EB-3 -110	Semi-skilled	
71	Wireman . . . . .	110-3-131-EB-4 -155.	Skilled	

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