



# All Pakistan Newspapers Society

ST-1/E, Block-16, KDA Scheme 36, Gulistan-e-Jauhar, Karachi  
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**MOST URGENT**

Ref: APNS/2019/128

December 12, 2019

**To: All Member Publications**

**Sub: Information required for 8<sup>th</sup> Wage Board**

Dear Sirs,

This refers our earlier communications requesting you to provide your response on the Questionnaire issued by the Chairman, 8<sup>th</sup> Wage Board.

The Chairman, Wage Board at the meeting held on December 09, 2019 has pointed out that except a few publications, the response from member publications of the APNS has not yet been received.

We enclose herewith a copy of the Questionnaire for your ready reference and request you to send the Questionnaire duly filled in by Saturday, December 14, 2019 positively.

Please ensure that the information reaches the APNS Secretariat without further delay.

Thanking you,

Yours faithfully,

( Sarmad Ali )  
Secretary General  
APNS

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OFFICE OF THE CHAIRMAN  
8<sup>TH</sup> WAGE BOARD

Annexure 'A'

No: 1(1)/2019-CWB

Islamabad: May 14, 2019

QUESTIONNAIRE

*The replies to the questionnaire be sent to the Secretary Wage Board by 17.06.2019.*

1. Taking into the consideration the cost of living, the circumstances relating to newspaper industry in the different regions of the country and other relevant circumstances, including the prevailing rates of the wages that are being paid in comparable employments, what do you think would be wages for each of the following classes / grades of the newspaper employees?

- 1) Editor's grade
- 2) Special Grade
- 3) Grade-I
- 4) Grade-II
- 5) Grade-III
- 6) Grade-IV
- 7) Grade-V
- 8) Grade-VI
- 9) Grade-VII
- 10) Grade-VIII

2. Apart from fixed wages what are the other concessions or fringe benefits which you propose for the working employees?

3. What are your suggestions for remunerating any extra work assigned to a working employee over and above his normal duty?

4. Any other suggestion that might be useful for the Board in the discharge of its duty to fix wages for the newspaper employees to have a contented class of working employee and flourishing newspaper establishment as a happy and willing pay masters?

Name of newspaper establishment.....

Station.....

Dated.....

Signature.....

Full Address.....

OFFICE OF THE CHAIRMAN  
8<sup>th</sup> WAGE BOARD

Annexure 'B'

No: 1(1)/2019-CWB

Islamabad: May 14, 2019

QUESTIONNAIRE / STATEMENT

*Statement to be filled in by the Newspapers, Periodicals and News Agencies and sent to the Secretary, Wage Board, 17.06.2019.*

- 1) Name of Newspaper or News Agency
- 2) Frequency of Publication
- 3) Place of Publication
- 4) Date of establishment
- 5) Have you got your own press?  
If not, where printed?
- 6) Do you own / manage some press abroad?
- 7) Net paid Circulation-----  
(Attach a true copy of the latest  
ABC Certificate).
- 8) Size ----- Pages and Columns?
- 9) Price per copy?
- 10) Commission allowed on sale to hawkers and agents (State your rate)?
- 11) Ownership ---- Individual or firm or joint stock company weather private or public?
- 12) Last three years revenue, year wise, separately:
  - a) Circulation
  - b) Advertisements
  - c) Other income
- 13) Last 3 years profit or loss, year-wise separately--- (Attach true copy of the Balance Sheet, Trading and Profit and Loss A/c for each year separately)
- 14) Advertisement rates---- (Attach your tariff)
- 15) Commission allowed on Advertisements to Agencies and Others---- (State your rate)
- 16) Attach a statement showing the following details:
  - i) Number of regular employees / staff
  - ii) Number of contract employees
  - iii) Number of employees hired from outsource companies
  - iv) Number of employees sacked or laid off during last two years
  - v) Number of employees sacked after constitution of 8<sup>th</sup> Wage Board
  - vi) Number of employees re-hired after sacking or laying them off

- 17) Have you introduced Provident Fund?  
If so, give details
- 18) Have you introduced Gratuity Fund?  
If so, give details
- 19) Have you introduced Pension scheme? If so, give details
- 20) Have you introduced and staff welfare scheme? If so, give details
- 21) Have you given bonus to staff? If so give details of last three years
- 22) Do you provide medical facilities to the staff? If so, give details
- 23) What other facilities or concessions have been allowed to the staff?
- 24) Leave allowed per year:-
  - a) Privilege
  - b) Sick
  - c) Casual
- 25) Who is the appointing authority? The editor or the Proprietor or the Managing Director and what is the procedure of appointment, punishment, suspension, termination and dismissal?
- 26) Has an employee the right to appeal against the orders of censure, suspension, termination or dismissal? If so, to whom?

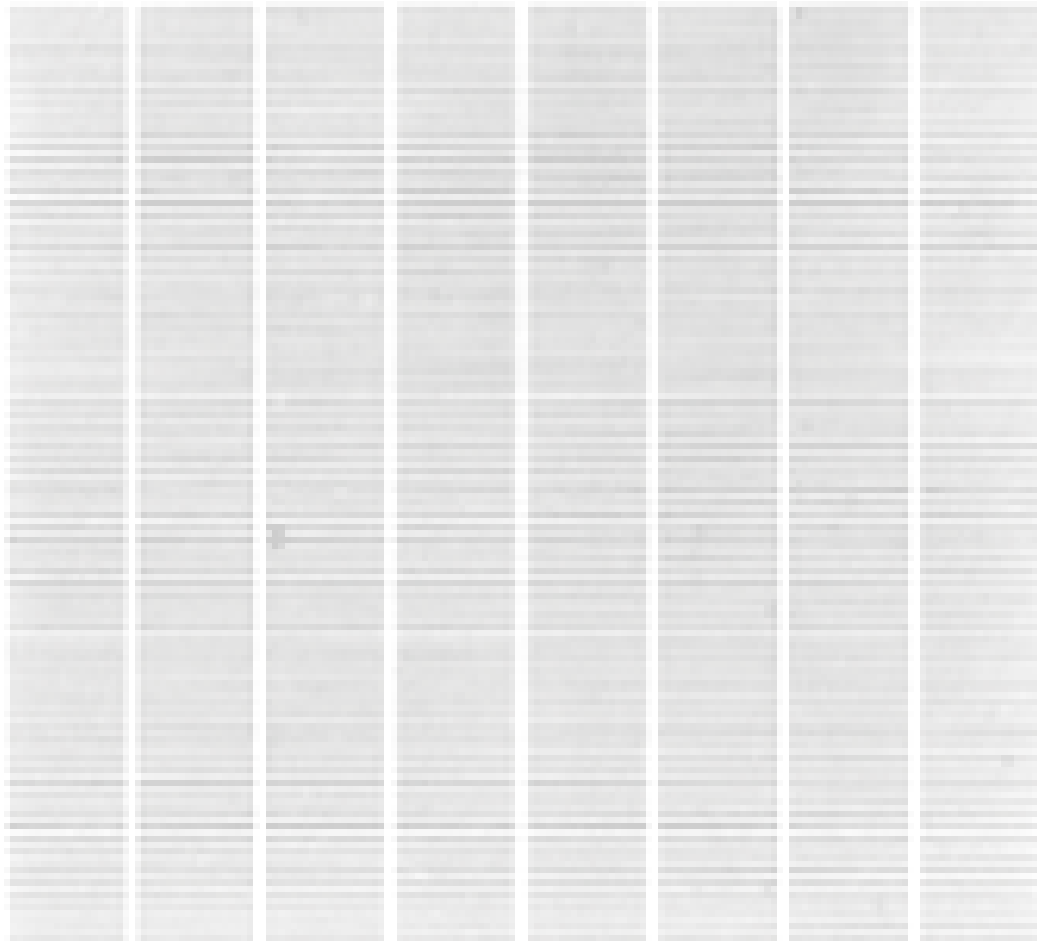
Station.....

Dated.....

To be signed by the authorized  
officer, Proprietor or Managing  
Director

# APNS

ALL PAKISTAN NEWSPAPERS SOCIETY



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