



THE MYSORE PAPER MILL LIMITED

A PROFILE

CHAPTER - III3.1 BACKGROUND OF INDIAN PAPER INDUSTRIES

The beginning of paper industry in India dates back to 1832, when the first paper Mill was established by Dr. Carey at Serampur in West Bengal. This venture, however failed after a few years. Mean-while in 1867, another paper mill, the Royal Paper Mill, was set up close by at Bally and the machinery of Serampur Mills was transferred to this mill in 1870. Waste paper, rages and jute cuttings were used as raw materials. After more than one decade, another mill, the Upper Index Couper Mills, started operation at Lucknow in 1881 closely following in 1884 the Titaghar Paper Mills, Calcutta, came in to existence. Both these mills extended the use of raw materials to " moonj " and "sabai" grass. Soon two more paper mills were set up the Deccan Paper Mill at Poona in 1887 and the Bengal Paper Mill at Raniganj in 1889. These two mills were running under the shortage of raw materials or imported pulp.

A slight progress in the paper production was seen during First World War period due to the use of bamboo

as raw material. It could not continue for a long period. But in the post war year, due to severe foreign competition and general market recession, the industry suffered a heavy set-back and had to struggle for its very existence.

But in 1925 the Government gave protection to those mills which were using bamboo as raw material, under the bamboo Paper Industry Act, 1925 for seven years. This protection was again extended for another seven years in 1931. On the recommendations of the Tariff Board, protection given to the mills was taken back in 1947. Due to these protections, the paper industry progressed by leaps and bounds. By 1950 production had almost doubled and reached to 1,08,912 tonnes, from the figure of 59,200 tonnes in 1924. The paper industry had much progressed during the plan periods which can be seen from the following table:

TABLE III-1

PRODUCTION OF PAPER AND PAPER BOARDS

<u>Year</u>	<u>1951</u>	<u>1956</u>	<u>1961</u>	<u>1966</u>	<u>1967</u>
Production in 1000 tonns.	134	197	364	585	609

The paper industry faces many crucial problems like the shortage of raw materials, machines and economic resources. The consumption of paper per person yearly in India 2 lbs, whereas in the united states of America, it is 405 lbs, in England 198 lbs, in Italy 77 lbs, and in Japan 70 lbs. This low consumption of paper is only due to the lack of education in India.

The profits in the paper industry have devesed continuously over the plan periods which can be seen from the following table :

TABLE - III-2

THE PERCENTAGE OF PROFIT IN PAPER INDUSTRY

First Plan	10.7
Second Plan	9.2
Third plan	7.5

-----

This tend to decrease in profit in the paper industry is due to the increasing cost of production taxes levied on the production of paper etc. It is estimated that 20 to 25% of the total yearly production has to be paid as tax . Prices have not been raised, which has directly attend the profits.

Secondly the paper industry due to the shortage of foreign exchange, could not acquire new and developed machines, the parts of which could only be imported from abroad. This adverse affected the industry. The Government should be lenient in its exchange policy towards the paper industry.

Thirdly, news print paper mills are still lesser in number and 55 percent of the total imported paper was news print in 1967. The country is able only to produce 30,000 tonns against the total consumption of 1,30,000 tonns yearly. Only one mill in Nepanagar in M.P. is producing news print.

Fourthly shortage of raw materials in the main problem for the industry, Bamboo, Sabai grass, Bagasse ( inner portion of sugar cane ) are better for paper, but are not available in adequate quantities.

Lastly, indigenous production of machinery should be encouraged. Researcher in this field is also desirable, India should promote further research in order to minimise the cost of production and to improve the quality of paper. The Indian pulp and paper technical Association should bome forward in this field. The Forest Research Institute, Dehradun, Regional Research Laboratory

at Jorhat Assam, are busy in carrying out researches in fields related to paper industry. The school of paper technology established at Saharanpur for Training Junior Technicians for the paper industry is another land mark in the country. However the facilities available at the three institutions are still not sufficient to take the Indian Paper industry to the level of their counterparts in other advanced countries of the world.

3.2            HISTORICAL BACKGROUND AND GROWTH OF  
MYSORE PAPER MILL LTD. BHADRAVATI

Bhadravati is recognised in the industrial map of India. It is known as an industrial town in East Karnataka. In addition to the climate of the locality and the the character of the community. The availability of necessary materials in the near by thick forest and rich river Bhadra, are the magnets to attract Industries in general and paper industry in particular cement, iron & steel, sugar paper and allied industries have changed the socio-economic scene of this area of Shimoga district. The employment generation, income level, standard of living, educational housing & medical provisions made and other infrastructure improvements are the indicators of change

from birth to growth of the factory during the last five decades. Mysore Paper Mills Ltd. was started with small and has grown big not only in terms of size and investment but also in its strength and stability.

In the developing economy of India, paper is an important industry is widely used by news print, writing, printing, wrapping things, decorating walls etc. There is heavy demand for paper producing from these in the country. Moreover with the availability of paper in Bhadravati, the existing paper industry in Bhadravati will be able to develop new field of paper products and paper raw materials. Also there were few paper producing foundaries in North and Southern part of India. With all these prospects and market potentials realised a group of renowned industrialists under the leadership of Late Shri Chamaraja Wodeyar Maharaja of Mysore, and Sir Mirza Ismail, and the far sighted policies of Krishnaraja Wodeyar Bahadur, who on April 1, 1937 in the remote village of Bhadravati, laid the foundation stone of the Mysore Paper Mills.

The company was incorporated in the year 1936 and started with a small capacity of 4,000 tonnes per annum. With a share capital of Rs. 25 lakhs, MPM was a small Company

formed in the joint sector. The first 4,000 tonnes of writing and printing paper produced under the Brand name 'Bison' were found to be immediately acceptable.

From these onwards there was no looking back , MPM went from one threshold of progress to another, expanding its annual capacity from 4000 tonnes per annum, to 8,000 in 1952 than to 18,000 in 1964 and to 24,000 tonnes per annum in 1972.

Today the Government of Karnataka's participation is 74.88% in the paid up capital of the company is Rs. 9.34 crores.

### 3.3 AIMS AND OBJECTIVES

This paper factory prospectus states that the main objectives of the company as follows:-

1. To carry on business of paper manufure, news print, writing or printing, wrapping things decorating walls etc. and to sell the articles so manufactured.
2. To carry on the trade or business of paper masters , paper makers, paper converters in all their respective branches.



3. To undertake all activities for the all round welfare of the people residing in the area of operation.
4. To improve the economic condition of the sufficient supply of paper production.
5. To undertake such other activities as are indicated incidental and conducive to the above object.

#### 3.4 MEMBERSHIP

In the previous year the number of shareholders were 355 and at present there are 400 number of shareholders rate increases. From these figures it can be broadly stated that it is the real paper factory, owned, managed and run by the employees themselves.

#### 3.5 MANAGEMENT

Besides, the elected representatives of the producer members, a provision has been made in the bye-laws to have representations of the various other agencies through their nominees with a view to control the day to day business of this paper factory.

- a) Nominee of the Karnataka State Government.
- b) Nominee of the Industrial Development Bank of India.

- c) Nominee of the General Insurance Corporation of India.
- d) Nominee of the Industrial Finance Corporation of India.
- e) Nominee of the State Bank of India.

This provision has been made with a special view to safeguard the interests of their own fields.

Very recently Government of Karnataka has enacted and modified this bye-law and made provision to accommodate the representatives of backward class and small landholders below the line of poverty. The period of office of the Board of Directors of this paper factory is for Five years and the Chairman and Vice-chairman are elected from amongst the elected members every year.

The Managing Director is an ex-officio member and executor of the Board of Directors and is appointed with the prior permission of the State Government.

### 3.6 ORGANISATION

As regards the administrative set up, all the heads of the departments are subordinate and responsible to the Managing Director, who is again responsible to the Board of

Directors. The decisions are always taken with due consultation and through discussions with the Board of Directors in their meeting convened for the purpose, if any difficulty arises. In order to improve the efficient working of the paper factory, the harmonious relationship amongst the staff and the Board of Directors is maintained. A Chart showing the organisational set up of this paper factory is displayed on a separate sheet.

### 3.7 MPM EXPANSION - SPECIAL FEATURES

The company undertook a large expansion-cum-modernisation project with a view to increase the present capacity from 24,000 tonnes to 37,000 tonnes per annum of writing, printing and cultural varieties of paper and further installing new equipment to produce 75,000 tonnes of newsprint per annum. The company was encouraged by the Government of India to install facilities to produce news print in view of the country's substantial dependence on import of news print.

### TECHNICAL KNOW-HOW

An impressive array of technical know-how has been amassed at Bhadravati. The best brains in the world in pulp and paper technology renowned in their own fields.

Jaakko pory, Beloit Walmsley, Simon Carves, Davy Ashmore,  
BHEL, NIDC.

The project has obtained consultancy services from Finland viz. M/s. Jaakko pory Engg. Oy. and is also utilising the National institutions such as National Industrial Development Corporation Limited, Engineers India Limited etc.

#### MACHINES AND CONSTRUCTION

Imported machinery accounts for 20% of the total project cost. The modern twin wire former Bel Baie II with a deckle width of 6.8 metres and an average running speed of 650 meters/min. is one of the fastest and widest in India. It is also unique in that it can be adopted to produce either newsprint or other varieties of paper.

The major equipment, viz. Newsprint paper machine and cold soda refiner, mechanical pulping system are procured from world renowned manufactures viz. Beloit Walmsley Limited U.K. and Bauer Bros., U.S.A. For the first time in India, the highly sophisticated CSRMP process yielding over 80% as against 40% by conventional pulping methods will be used.

RAW-MATERIALS

- i) The Company has been allotted concessional areas by Government of Karnataka for bamboo and eucalyptus.
- ii) The Company has plans to raise captive plantations on 75,000 acres of forest land allotted by Government of Karnataka. In this connection, a preliminary project report has been prepared and referred to Government of India, for considering assistance from world financing agencies, such as International Development Agencies. The work will be taken up immediately after the source of finance is tied up for this purpose.
- iii) Once the captive plantation with fast growing and high yielding species are raised, the following will be the advantages to the Company:-

- a) Assured continuous supply of raw materials
- b) Availability of raw materials within a reasonable distance, from Bhadravati.

SUGAR FACTORY & BAGASSE

MPM has planned to put up a sugar project in order to explore the high potential for sugarcane available in and around Bhadravati.

Government of India has already granted a letter of intent for 2500 ton production capacity. The infrastructural facilities such as water, steam, power, chemicals and workshop, which are available will take care of the requirements of the sugar factory also. Hence the capital investment for the sugar factory will be substantially lower when compared to that of a new sugar factory.

The advantages of the new sugar mill will be :

- a) Bagasse, which is normally burnt in the sugar factories, will be used as raw material of the paper.
- b) The availability of such raw material at site will reduce the requirement on forest raw-materials.

### 3.8 FORESTRY PROGRAMMES

With an eye on ecology and the renewal of forest resources, MPM has taken up plantation work in the 75,000 acres of captive land allotted to it by the Government of Karnataka.

In one of the first large scale attempts in India to apply modern industrial principles in the management of

forests, MPM has taken up the plantation of 14000 hectares in 5 years. In addition to the plantation programme in new areas, MPM will systematically upgrade its bamboo and other soft wood concession areas.

The cumulative effect of the silvicultural practices followed in these areas would be substantially increase the yield from the forests.

Additional benefits that would accrue from MPM's forestry programmes would include:

- i) Employment potential - it is estimated that 1000-1200 man labour for 300 days in a year would be created.
- ii) Forest grown over large extents of barren or badly degraded areas ( 9000+5000 hectares in five years) would improve ecology.
- iii) Seedling distributed free of cost to neighbouring farmers would reduce their dependence on neighbouring forest areas which are concessional areas of MPM.
- iv) The leaves of kubabul, one of the species to be planted, would provide fodder, and other species with provide green manure in large quantities every year.

### 3.9 CANE DEVELOPMENT PROGRAMME

The programme of undertaking extensive cane development activities with assistance from the sugar development fund, is being actively implemented. The main activities included under the programme are varietal development, introduction of early rich, midlate and late cane varieties, nursery development for foundation, primary and secondary seedlings and ratoon management. Other activities undertaken under the programme are planting different varieties of cane to achieve improved recovery, extending sugar season duration by early commencement of crusing and elongating the season with late crusing improving the yield of cane per hectare while simultaneously increasing the sugar yield etc. These activities would cover an area of 12,800 acres during the next 2 years at an estimated cost of Rs. 120 lakhs against which sugar development fund have sanctioned a loan of Rs. 107 lakhs. The company has fully utilised to first instalment of Rs. 38.37 lakhs by disbursing the same to the farmers.

The Company has been providing loans to the farmers at the rate of Rs. 2200/- acre for seeds and fertilisers from Sugar Development Fund. Further the Company has been



giving a subsidy ranging from Rs. 15 to Rs. 20 per tonne of cane by way of higher cane price for switching over to early rich varieties of cane. Other facilities provided are relaxation in issue of cane cutting permits for early rich varieties, providing free transport/Transport subsidy for seed materials, and charging of low rate of interest on loans.

### 3.10 QUALITY CONTROL

A special quality control cell has been set up at MPM to keep a stringent check at every stage in the process of manufacture so that the end product that goes out of the factory leaves no room for complaint.

The quality control cell is aided by a well -equipped laboratory, alongwith a research and development department.

### ENERGY PLANNING

MPM has not neglected the important aspect of energy conservation in the Mill. The areas of activity include the conservation of water, steam, and power. The newsprint pulp and paper machines are so designed as to conserve valuable energy.

### TOWARDS A PROGRESSIVE FUTURE

Not content to rest on either past laurels or present achievements, MPM has its eye always on a more progressive future.

### AN INTEGRATED SUGAR MILL

With a view to conserving forest resources, MPM plans to use agricultural residues such as bagasse for the production of paper. A sugar mill with an ultimate crushing capacity of 5000 tons per annum is already on the anvil. Its residue, bagasse, will meet MPM's raw material requirements to a substantial degree.

### 3.11 POLLUTION CONTROL

In an enlightened bid to control water pollution, MPM has installed an effluent treatment plant at a cost of almost Rs. 2 crores. The system adopted, is an exhaustive one comprising Sedimentation, aeration and secondary clarification of the effluents. After this treatment, the effluent discharged in to the river conforms to the standards laid down by pollution control Board.

Highly efficient electrostatic precipitators have

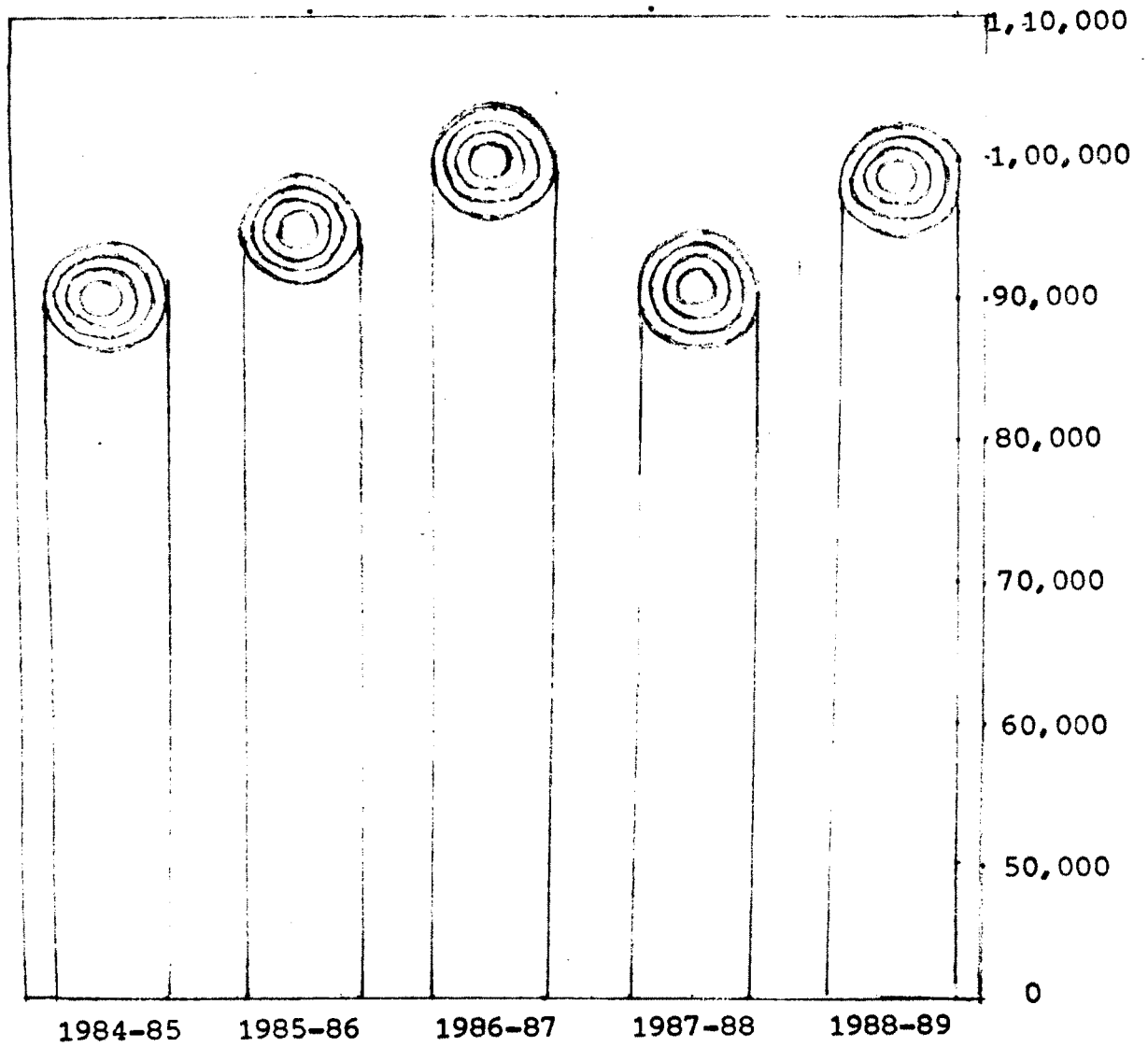
been provided to prevent air pollution by minimising out flow of dust and valuable chemicals from the recovery boiler systems in to the atmosphere.

### 3.12 PRODUCTION - PAPER AND NEWSPRINT

The total production of cultural paper and news print was 102914 Tonnes during the year as against 94,730 tonnes during the previous year. The news print production at 84,855 tonnes was the highest achieved in any year so far. The capacity utilisation was of the order of 113.14% in the case of newsprint and 60.20% in the case of cultural paper, production of cultural paper was remunerative only if use of bagasse pulp was over 75%. Because of the trial runs for utilising maximum bagasse pulp in cultural paper mill, the paper machines had to be run at a lower speed which contributed for lower production. Action is being taken for revamping the cultural paper mill to make it suitable for using higher percentage of bagasse pulp as also increase the output of bagasse for optimising production of cultural paper.

## Actual Production

(in Tonnes)



### 3.13 AUTHORISED DEDUCTIONS FROM WAGES

It is responsibility of the pay Roll department to prepare the wages sheet and calculate the wages of workers. The wage sheet is prepared monthly. The payment of wages Act lays down the time limit within which the payment of wages must be made. The wages include basic wages, dearness allowances, over time wages, house rent allowance, City compensatory allowance and monetary incentives, leave pay and holiday pay. All these items entered in the separate columns in the wage sheet so that the workers may be explained the gross wages arrived at.

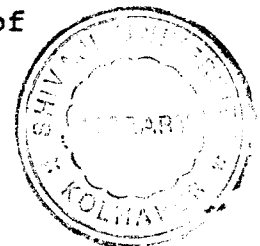
From the gross wages following deductions are made and net amount is paid.

#### 1. PROVIDENT FUND

There are two types of provident fund schemes :

- a) P.F. scheme for workers.
- b) P.F. scheme for officers.

Both schemes are implemented by trustees. A worker become eligible to this scheme after completing three months of their service. The deduct for the purpose of contribution to provident fund is certain percentage of



total wages. The company's share also same to the provident fund in respect of them.

2. DEDUCTION FOR RECOVERY OF ADVANCE

There is practice to pay an amount to workers as an advance on account of wages. The company observes the following rules for paying advances:

a) The worker who goes on paid leave according to companies rule is eligible for advance of payment.

b) Workers are eligible for advance payment in exceptional cases i.e. Death of a relative.

c) Company considers the following factors while sanctioning the amount of advances:

- 1) Intensity of necessity.
- 2) Worker's record.
- 3) Attendance in a month.
- 4) Total cash to be received.

Such recovery of advance from the wages is allowed by payment of wages Act.

3. DEDUCTIONS FOR INCOME TAX

This is a deduction from wages of taxable

employees. The company is liable to collect the income tax from the wages of workers.

4. DEDUCTIONS FOR MPM Co-OPERATIVE SOCIETY DUE

The society of workers is running the shop named Mysore Paper Mill Co-operative Society. This society is doing business of retailing and clothing through this shop. The dues of this shop's is deducted from their wages as this deduction is approved by State Government.

5. ABSENT FROM DUTY

It is agreed that the duty allowance of Rs. 25/- per month paid to canteen shift attendents shall be discontinued and in respect of employees who are drawing the allowance at present, it shall be merged with the basic pay provided they are otherwise found suitable for placement as canteen shift attendents.

6. DEDUCTION FOR HOUSE ACCCOMODATION

It is also agreed that such of those permanent employees who are not provided with company's quarters at Bhadravati, Shimoga and other centres where House Rent Allowance is not paid, shall be paid House Rent allowance

at the flat rate of Rs. 40/- per month. The employees who are residing in the company's quarters are not eligible for this benefit.

7. Deductions for employees State Insurance contribution.
8. Deduction for premium of Life Insurance.

#### DISBURSEMENT OF WAGES

All workers, Supervisors and Officers are paid for a time for which they are required to be present on the place of work or in the office for eight hours in a day. The days in month may be as per calendar. The payment of wages is usually made on 8th day of the next month i.e. the wages for the month of January will be paid on 8th February.

The next wage amount of each work is counted and placed in the pocket of the workers name and is delivered to the worker in his department in presence of the concerned foremen. The worker signs the pay roll against his name for having received the wages, but if the worker illiterate, his thumb impression is taken and the foreman countersigns. The payment of wages to the absent worker is made on a later date.



Along with cash payment of wages, Company makes payment of wages through the following banks:

State Bank of Mysore

Bank of Karnataka

The net amount payable to worker is credited to his account in the concerned bank.

### 3.14 LABOUR WELFARE FACILITIES

The company has provided a number of statutory as well as non-statutory facilities for the well being and welfare of its labour, some important facilities in this connection are mentioned below :

#### 1. SPORTS

The company has a sports club which organises various sports activities for its members. The sports club also participates in the various sports competitions organised by other institutions.

#### 2. RECREATION CLUB

To provide recreational facilities to the workers the company has set up the recreational club.

3. EDUCATION FACILITY

Education facility to the children of workers and of the people residing nearabout are provided for which a MPM school, a primary school, a secondary school are both medium of Kannada and English are established at the factory site. In order to brighten the knowledge of children from the area of operation, a public school with residential facility has also been established at factory site.

4. MEDICAL FACILITIES

The Medical aid for the workers, their family members and the people residing in the surrounding area is made available and a well equipped dispensary, under the guidance and supervision of a qualified doctor and trained nurse, has been provided at the factory site.

In order to have a control over the birth rate, family planning camps are arranged and operations are carried out at the factory site. Persons and women, who are getting operated at the factory site in the camps, are awarded cash subsidies as an incentives to the patients by the paper factory.

5. SEMINAR, WORKSHOP ETC.

In order to acquaint the staff to modern techniques and methods and to improve their skills the company organizes seminars, workshop etc.

6. WORKERS CO-OPERATIVE SOCIETY

The workers of the Bhadravati paper Mill Ltd. have established a co-operative credit society. Besides providing financial assistance to the members in the form of loans, the society has set up a cloth, paper and other essential commodities to sell at reasonable rate.

7. LIBRARY FACILITIES

A library is maintained and various daily and weekly newspapers as well as monthly magazines are made available for reading to the workers, besides the novels and story books of renowned authors in Kannada language.

8. HOUSE ACCOMODATION

Subsidised industrial housing at subsidised rent has been provided to the workers of this Paper factory.

9. RELATION BETWEEN MANAGEMENT & WORKERS

The relation of the management and the workers are found very cordial and the management of the paper factory

has always been very cautious and careful for the upliftment and better welfare of the workers.

From the amongst the workers of the factory, a representative is nominated on the Board of Directors of the paper factory as a token of workers' participation in the management of the paper factory. This practice has helped the management of the factory in many ways to keep the relations of the management and the workers of the factory, very cordial and harmonious all the times.

The recommendations of all the Central Wage Boards for the Paper Industry are made applicable within scheduled time period and the classifications prescribed under the wage boards are implimented to the satisfaction of the representitive union working for and on behalf of the workers of this paper factory.

### 3.15 THE FINANCIAL POSITION

The Company has sound financial base as seen from the following table :

TABLE - III-3

THE TABLE BELOW SUMMERISES THE FINANCIAL POSITION OF THE COMPANY UNDER BROAD HEADINGS FOR THE FIVE YEARS UPTO 1988-89.

	(Rs.in lakhs)				
	:1984-85:	1985-86:	1986-87	: 1987-88	: 1988-89
<u>LIABILITIES</u>					
(a)Paid up capital	5961.70	6171.24	6232.36	6328.01	6328.01
(b)Share deposit	178.62	-	-	-	-
(c)Reserves & surplus	467.15	478.84	532.05	12790.11	11517.29
(d)Borrowings from Govt.of Karnataka	332.03	595.36	776.06	814.53	1067.98
Banks & financial Institutions	12486.50	12288.86	13372.43	13369.11	13369.10
Defferd payment Loan.	-	9.43	6.60	4.72	2.83
Working capital Loan from Banks	293.06	506.65	1123.06	1420.33	940.83
(including cash credit & over draft)					
Others	599.44	675.95	650.11	502.48	339.00
(e)Current liabilities & provisions	2560.90	2970.47	3963.06	5071.03	6986.12
(including interest accrued & due on loans)					
	22869.40	23696.80	26656.73	40300.32	40551.16

.....  
: 1984-85 : 1985-86 :1986-87 :1987-88 : 1988-89  
.....

**ASSETS:**

(a)Gross Block	18503.48	201911.83	20291.27	32601.70	32609.04
(b)Less Depreciation	938.00	1302.89	1356.31	1419.01	2288.15
(c)Net fixed Assets	17565.48	18891.94	18934.96	31182.69	30320.89
(d)Capital work in progress	1333.14	74.78	746.99	1070.93	1000.29
(e)Unallocated capital expenditure	237.24	37.13	113.25	237.01	373.93
(f)Advance to contractors	21.44	90.06	64.04	24.23	15.67
(g)Investments	0.30	0.45	0.52	0.52	0.40
(h)Current Assets					
Loans & advances	3239.91	3842.26	5688.66	6314.89	6731.06
(i)Captive forest plantation	452.87	704.55	1022.39	1334.89	1687.77
(j)Miscellaneous expenditure	19.02	55.63	85.92	135.16	146.53
(k)Profit & Loss Account	-	-	-	-	274.62
	22869.40	23696.80	26656.73	40300.32	40551.16
Capital employed:-	18257.62	19772.25	20673.57	32440.01	30082.08
Net worth :-	6588.46	6594.45	6678.49	18982.96	17424.15

- Note: 1) Capital employed represents net fixed assets plus working capital.  
2) Net worth represents paid up capital plus reserves and surplus less intangible assets.

3.16 CURRENT MAN POWER POSITION OF MYSORE PAPERMILL LIMITED, BHADRAVATI

In this paper factory the labour and welfare Department looks after the planning of the man power in the factory. The Managing Director, Heads of the Departments and a Labour and Welfare Officer looks after the overall planning of the paper factory with prior permission of the Board of Directors and Executive Committee.

It is observed from the table No.III-4 that there are 2175 workers who are working in the place of permanent, those workers engaged in various departments.

TABLE No. III-4

STATEMENT OF TOTAL NUMBER OF WORKERS AS ON  
31st AUGUST, 1989 OF MYSORE PAPER MILL LTD.  
BHADRAVATI

Sr.No. : Department	No. of Workers			Total
	S.W.	S.S.W.	U.S.W.	
<u>ENGINEERING</u>				
1. Mechanical	115	144	147	406
2. Auto Garage	6	6	12	24
3. Electrical	61	66	87	214

Sr.No. : Department	No. of workers			Total
	S.W.	S.S.W	U.S.W.	
4. Instrumentation	18	22	32	72
5. Civil Engg. (F)	17	19	31	67
6. Civil Engg. (T)	8	5	13	26
<u>PULP DIVISION</u>				
7. Pulp Mill-I	25	28	31	84
8. Chipper complex	7	14	12	33
9. R.M.Yard	-	4	5	9
10. CPM-II	11	7	18	36
11. CSRMP	11	7	9	27
<u>PAPER DIVISION</u>				
12. BT Plant	10	30	13	53
13. SP plant	14	17	19	50
14. PMC 1, 2 & 3	38	18	22	72
15. Cross Cutters	13	18	21	42
16. Rewinding	4	3	5	12
17. Finishing (CM)	-	1	31	32
18. Finishing (PW)	20	60	-	80
19. PMC IV	21	33	77	131



Sr.No.:	Department	No. of workers			: Total
		: S.W.	: S.S.W.	: U.S.W.	
<u>POWER BLOCK</u>					
20.	CF Boilers	60	23	44	127
21.	SR Boilers	19	8	9	36
22.	T.G. House	10	16	7	33
23.	Water supply	17	10	17	44
<u>CHEMICAL UTILITIES</u>					
24.	Soda Recovery	32	30	17	79
25.	Hypo plant	14	4	14	32
26.	Line kiln	4	7	14	25
27.	ET Plant	4	3	11	18
<u>OTHER DEPARTMENTS</u>					
28.	Laboratory	3	7	20	30
29.	Stock room	23	26	51	100
30.	Printing	15	3	14	32
31.	Central stores	6	10	6	22
32.	Shipping	8	16	8	32
33.	Stock verification	-	2	2	4
34.	Fire service	4	11	11	26
35.	Out Door	3	6	3	12
36.	Horticulture	3	7	30	40

Sr.No. : Department	No. of workers			Total
	S.W.	S.S.W.	U.S.W.	
37. First Aid	-	4	-	4
38. Town gang	1	4	4	9
<b>TOTAL</b>	<b>619</b>	<b>689</b>	<b>867</b>	<b>2175</b>

S.W. = Skilled Workers. S.S.W = Semi skilled Workers

U.S.W.= Un-skilled workers.

TABLE NO.III-5

PAY SCALES OF HIGHER LEVEL EMPLOYEES OF  
MYSORE PAPER MILL LTD. BHADRAVATI AS ON 11.6.86

CATEGORY	REVISED PAY SCALES
<u>Converted monthly rated:</u>	<u>Rupees</u>
CM-I-Highly skilled	535-22-755-25-1005-30-1155
CM-II- I Grade	515-20-715-22-935-25-1060
CM-III-II Grade	495-18-675-20-875-22-985
CM-IV-III Grade	480-15-630-18-720-20-920
CM-V -IV Grade	450-12-580-15-730-18-820
CM-VI-V Grade	440-10-540-12-660-15-735
CM-VII-VI Grade	430-7-500-10-600-12-660

MONTHLY RATED

M-I- Foreman Selection Grade	760-40-960-45-1275-50-1675
Supervisory Assistant Personnel Assistant	
M-II-Foreman Draughtsman etc.	555-95-680-30-830-35-1005- 40-1405
M-III-Clerk Selection Grade etc.	595-35-770-40-970-45-1330
M-IV-Clerk, Storekeeper etc.	495-20-575-25-725-35-1075
M-V- Driver, Cook, etc.	480-15-630-18-720-20-920
M-VI-Record-keeper, Mid-wife etc.	460-12-580-15-730-18-820
M-VII-Attenders Gangman, etc.	440-10-540-12-660-15-735
M-VIII-Attenders, Cleaners, etc.	430-7-500-10-600-12-660

.....