

ASSOCIATION OF RADIO & TELEVISION ENGINEERING EMPLOYEES (ARTEE)

Association of Radio & Television Engineering Employees, popularly known as **ARTEE** is the largest employees Association in AIR and Doordarshan representing more than 7000 members and Recognized as per CCS(RSA) Rules 1994, These cadres belongs to the Engineering cadres ranging from Helper (Group D) to Assistant Engineer (Group B-Gazetted) spread over 1400 Radio & TV Stations/ Kendras throughout the country.

We represent following cadres :

1.	Helper	Group D (Non Gazetted)
2.	Diesel Engineer Driver	Group C (Non Gazetted)
3.	Diesel Technician	Group C (Non Gazetted)
4.	Mast Technician	Group C (Non Gazetted)
5.	Technician	Group C (Non Gazetted)
6.	Senior Technician	Group C (Non Gazetted)
7.	Engineering Assistant	Group B (Non Gazetted)
8.	Senior Engineering Assistant	Group B (Non Gazetted)
9.	Assistant Engineer	Group B (Gazetted)

The Hierarchy before 6th CPC

Post	Scale	Qualification
01. Asstt. Engineer	7500-12000	75% through LDCE and 25% Sr.Cum Fitness from Sr.Engg.Asstt.
02. Sr. Engg. Asstt,	7450-11500	100% Sr.cum Fitness from Engg.Asstt.
03. Engg Assistant	6500-10500	Direct recruitment 80% (BSC/ Degree in Engg./ Dip.Engg/and 20% from Sr.Tech (10% through LDCE and 10%Sr.cum Fitness.
04. Sr. Technician	5000-8000	100% thru Sr.cum Fitness from Technician
05. Technician	4500-7000	90% thru Direct Recruitment (ITI Holder),10%from Helper thru LDCE)
06. Diesel Technician	4000-6000	100% thru Sr.cum Fitness
07. Mast. Technician	4000-6000	100% Direct Recruitment
08. Diesel Engine Driver	3050-4590	100% Direct Recruitment
09. Helper	2650-4000	100% Direct Recruitment (Scales of Helper and its feeder cadre, Khalasi has already been merged by V CPC and Govt.)

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Dy. Director(E)

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4. **ANALYSIS OF JOBS IN THE TECHNICAL WING OF AIR & DD**

1. Title of the Job	Assistant Engineer	SEA	EA	Sr. Tech.	Technician	Helper
2. Functional Title	Technical Director, Transmitters/ Studio Engineer, Shift In charge in studios and transmitter Etc.	Shift In charge in studio and transmitters, Vision Mixer, Lighting Engr.. Eng. Txr & Studio Control	Operational duties like EOD, CCU Engineer, TXR & Studio/ Control Room.	Operation & Maint. Job of Studio & Txr.	Operation & Maint. Job of Studio & Txr. As per supervision	Assisting Operation & Maint. Job of Studio & Txr. As per supervision
3. Education	Same as Direct Recruit EA	Direct Recruit EA/ Dept. Promotion from EA	Degree in Engg./BSc / Diploma in Engg./ DP from Sr.Tech	Departmental Promotion from Technician	Matric+ITI 2 year Trade Certificate	Matric
4. Training	Courses	Courses	Courses	Courses	Courses	In Service
5. Experience	15-20 years departmental	DR-6 Years DP-18 Years	DR / DP-12 Yrs Deptt - 2 Yrs course	6 Years Deptt 2 Yrs. Outside	2 yrs. Outside	
6. Pay Scale	GP-4800 (PB-II)	GP-4600 (PB-II)	GP-4600 (PB-II)	GP-4200 (PB-II)	GP-2800 (PB-II)	GP-1800 (PB-II)
7. Mental Alertness response time	1-15 Sec.	1-15 Sec.	1-15 Sec.	1-15Sec.	1-15 Sec.	1-15 Sec.
8. Effect of inaccuracy / wrong working	Breakdown	Breakdown	Breakdown	Breakdown	Breakdown	Breakdown
Responsibility for safety of others	Full	Full	Full	Full	Full	Full
Working condition	Yes	Yes	Yes	Yes	Yes	Yes
A. Shift						
B. Working Hours	7-20	7-20	7-20	7-20	7-20	7-20
Physical Conditions	√	√	√	√	√	√
A. Humid						
B. Noisy	√	√	√	√	√	√
C. Dirty	√	√	√	√	√	√
D. Heat	√	√	√	√	√	√
E. Dusty	√	√	√	√	√	√
F. Fumes	√	√	√	√	√	√
G. Odd Hours	√	√	√	√	√	√
Hazards Radio Frequency	√	√	√	√	√	√
Job bearing on the creativity of the media	Yes	Yes	Yes	Yes	Yes	Yes
Extent of Professionalism	Yes	Yes	Yes	Yes	Yes	Yes

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Major issues of Members of ARTEE Association

(A). ACP to Sub Ordinate Engg. Employees of AIR / DD : Members are facing acute stagnation in all Cadres. No Promotions since decades. Even the ACP scheme which was declared by Govt. as a relief is not implemented. The matter fought upto the level of Hon'ble Supreme Court and attain finality. We request to implement ACP scheme as per verdict of CAT and High Court Patna upheld by Hon'ble Supreme Court. It is noteworthy to mention that we are Govt. employees working in Prasar Bharati on deemed deputation and on this basis we have been granted benefit of 6th CPC and MACP.

(B). One Cadre One Pay : In 1999, Late Sh. Pramod Mahajan was Hon'ble Minister of I & B, the 25/2/1999 executive order was issued and our scales which were granted w.e.f. 01/01/1978 as per Supreme Court verdict and which were downgraded by 5th CPC were restored but mistakenly it was mentioned as UPGRADATION. Engg. Asstts. and Tech recruited after 25/2/1999 are placed in lower scale of Rs. 5000-8000 and Rs. 4000-7000 while doing same duty and responsibilities with incumbents of 25/2/1999 who are working in pre revised scale of Rs. 6500-10500. They are having same Sr.List, Recruitment Rules and Service Conditions. This issue of granting pre revised scale of Rs. 6500-10500 to Engg. Asstts and Rs. 4500-5000 to Tech. has also attain finality upto the level of Hon'ble Supreme Court.

(C). Pay Parity of Tech with Lighting Assistants : The Technicians have been granted Pay parity with Lighting Assistants by Hon'ble Supreme Court in scale Rs. 4500-7000. The Pay Parity is again disturbed on 01/01/1996 as Lighting Assistant were further upgraded to scale Rs. 5000-8000. We request your high office to Restore the Pay Parity to Technicians in the spirit of verdict by Hon'ble Supreme Court.

It is pertinent to mention that in a Meeting held with this Association under the Chairmanship of CEO,PB in PB Secretariat on 22nd April 2014, It was agreed to prepare a proposal on all three issues mentioned above and send it to Ministry of I & B with the approval of DG(AIR) and Prasar Bharati. The current situation is that the Proposals are being prepared. As per information Prasar Bharati Board in its Meeting dated 08/7/2014 has approved all above mentioned three issues.

(D). Cadre Review of Engg. Employees : There is no Cadre Review in last 30 yrs for Engg. Employees in last 30 yrs and we are suffering from many anomalies. We request that Cadre Review Exercise should be completed in a time bound.

Comparison between 5th and 6th CPC

HELPER

Educational qualification: Matric

Pay Scale

	Before 6 th CPC	6 th CPC
Helper	2650-4000	1800 GP (75% of post)
3050-4590		1900 GP (25% of post)

Functional Duties :

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Assisting the supervising Technician/engineer in operation and maintenance job at the studio/transmitter/earth station/ Master control room/ OB vans. Working in shifts. Very hard work during outdoor coverage (OB), carrying heavy cameras and other equipments to long distances and heights along with cable laying work , during installation and dismantling all above work when winding it up after the OB recording/live transmission.

Helper Cadre has been deprived by denying ACP since last 15 yrs. Recently Principle Bench CAT Delhi gave a verdict to grant ACP to Helpers but deptt. Is not implementing. We Strongly demand to implement the verdict so that Helpers of our deptt. May get justice.

TECHNICIAN/ Sr. TECHNICIAN

EDUCATIONAL QUALIFICATION : Matric+ ITI 2 year trade certificate

PAY SCALE Before 6th CPC After 6th CPC

TECHNICIAN	4500-7000	GP 2800
Sr. TECHNICIAN	5000-8000	GP 4200

Functional Duties :

Operation and maintenance job in studios like lighting, laying cables for sound recording, fixing mikes, cameras, and other operational equipments. In transmitters, maintenance job for electrical equipments ACs, generators, up linking and down linking equipments, DSNG, etc. very hard work during the OB coverage.

Pay Parity Of Technicians With Lighting Assistants:

First Part of the issue : The chronology of events right from 1983, When as a result of Hon. SC judgment.

Lighting Assistant pay was stepped up :

from Rs. 330-480 /- to Rs.425-550 w.e.f. 1983 (third CPC)

from Rs.1200- to Rs.1400 scale w.e.f. 01/01/86 upto 31.12.95 (4th CPC)

from 01-01-96 onwards Pay parity of Tech with LA is already established as a result of Order by Ministry of I & B in the scale of Rs. 4500-7000.

Hon'ble Supreme Court has granted Pay Parity to Technician with Lighting Assistants for the period from July'83 to Dec'95 in corresponding scales with Notional Fixation. It has very little Financial Implications since there will be no Arrears for the period July'83 to Dec'95. But from 01/01/96 Arrears are to be paid subjected to corresponding effect of fixation of Pay as per fitment tables and formulas.

Second Part of the issue : In 2011, Lighting Assistants again went to Court and got Rs. 5000-8000 scale with retrospective effect from 01.01.96. Since Hon'ble Supreme Court has granted Pay parity in previous scales the Tech. are also entitled for the scale of Rs. 5000-8000 as per the spirit of Hon'ble Supreme Court decision.

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In a Meeting with Representatives of ARTEE on 22/4/2014, CEO PB took a decision to prepare a proposal with Financial Implication both One time and Annual and to be sent to Hon'ble Ministry of I & B with the approval of DG AIR and Prasar Bharati.

Later as per our information Prasar Bharati Board has also approved it in its Meeting dated 8th July 2014.

Engineering Assistant/ Sr. Engineering Assistant

EDUCATIONAL QUALIFICATION : B.E./B.Tech/B.Sc (Physics) electronics /Diploma in engineering/ (80% direct recruitment)/(20% departmental promotion from Sr. Tech.)

PAY SCALE	BEFORE 6th CPC	6th CPC
Senior Engg.Astt.	7450-225-11500	4600 GP
Engg. Asst.	6500-200-10500	4600 GP

Functional Duties:

The E.A/ S.E.A. are mainly operational posts, except sometimes when they are put as shift in charge or any other supervisory duty. They are having key responsibilities of different nature depending on place of posting e.g. in DDKs, they perform :

Studio: He has to work at vision mixing/ online editing, which is a very sensitive job including technical as well as aesthetic sense of an artist, his accuracy of selecting the cameras/VTR in a very short time (milliseconds) will decide the quality of programme produced.

Sound recording: The E.A/S.E.A has to be very professional in sound recording, he must understand the music/ musical instruments/ balancing. He should decide perfect selection and placement of mikes/ lapels/ RF mikes etc. The job involves technical as well as artistic skills.

Camera control unit: the job is very important as the person is responsible for color balancing, gain and all other parameters of the camera output including proper functioning of the hardware etc.

Lighting : A very professional and artistic work to be performed by engineers and technicians, the lighting engineer must have knowledge of different kinds of lights/ fixtures/ moving heads, their location, lighting mood and special demand of the scene.

Video recording (VTR) : the E.A/S.E.A performing duty at VTR position must be aware of different kinds of recorders, SD/HD VTRs, tapes, DVCs, and optical discs and different formats of recording etc.

Earth station/MCR: these duties are totally different from studio duties, they are involved in down linking and up linking of the signal to the satellite for receiving or sending signal to different stations in the country or outside the country.

ENG duties: electronic news gathering duties within and outside the country with programme staff to cover major national, international, political-social-cultural and sports events.

OB duty: OB i.e. the studio on wheels, with all the facilities of an indoor studio plus power generator DSNG equipment etc. for up linking and down linking the signal and a team of hardworking engineers, technicians and helpers who are ready to work in all types of weather, hot summers, cold winters or rainy season, in a professional and a time bound manner, leaving behind their personal needs, no time limit to work, no eating facility, you are in open with all man and machine. You have to install the OB van, electrical connection, cameras, cables, lighting, mikes etc. then record or live transmission of the event and at the end winding it up.

Transmitters: Down linking and up linking of the signals maintenance and running of the transmitter, repairing associated equipments ACs, electrical machinery etc.

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As the duties and pay scale/grade pay of both E.A.s and S.E.A.s are similar, both the posts should be merged with a GP of Rs.4600 and designation as broadcast engineer.

To cope up with the fast changes and latest technology in the field of media broadcasting, the entry level qualification may be upgraded to B.E./B.TECH IN ELECTRICAL /ELECTROINICS Engineering.

ASSISTANT ENGINEER

The person who has worked for 15-25 years as E.A. and S.E.A. becomes A.E. And at this juncture he works as Technical Director and solder a vast variety of responsibilities, probably never done in any other government department. He has to head and manage a team of 12-20 employees comprising of helper, technician, Sr. technician, E.A. and S.E.A.s in every shift / OB coverage.

All the work done by E.A./S.E.A.s and in addition to that the responsibility of professional quality recording/ live transmission, he is responsible for lighting, online editing, sound recording, video recording, camera control and interruption free recording/ transmission.

1) Duties of AE are different, vast and very high-tech compared to PWDs.

2) As per AIR Manual duties are same for ASE and AE

Total posts of ADE is -729, Filled only-90, rest posts are manned by AEs, e.g., at DG:DD out of 45 only 5 posts are manned by ADEs. Rest 40 posts are manned by AEs. Similarly in DG: AIR.

Hence, A.E.s are soldering all the responsibilities of Assistant Director of Engineering.

3) All the important positions of Studio/Transmitter/satellite Design and Maintenance are manned by AEs at DG:DD.

4) At major kendras, the maintenance of Studios/Transmitters/Earth Stations are also performed/supervised by AEs.

5) At many of DMCs/HPTs the post of Engg. Heads (Equivalent to DDE) are manned by AEs. Since DDEs are not posted at these DMCs/HPTs.

6) World class fully automated networked DTH Earth station comprising of world class technologies of Three major countries (England, USA and Israel) is maintained by AEs from the last 10 years without having any AMC or Up-dates.

Looking at the similar duties and responsibilities of A.E. and A.D.E. both the posts should be put in a grade pay of 5400 and designation as ADE.

[1.a] **Carrier Stagnation:** There are no carrier prospects of around 1700 Diploma holder AEs. Normally a Diploma holder Sr.EA gets at promotion to AEs at an age of around 30 yrs. and is bound to serve in same cadre for remaining 30 yrs. Proposals for opening promotional channel for Diploma holder AEs have been prepared time to time on the various grounds like basis of differential length of service etc. In the year 2003 Hon'ble Supreme Court has also gave an observation to take steps to remove stagnation while deciding one writ petition to remove qualification bar.

PROPOSALS BY ASSOCIATION

[1]. **Broadcast Assistant** : All KHALASI/ HELPER Both these cadres are already placed in the same scale. Govt of India has already ordered for the merger of the pay scales of Khalasi and Helper. This post may be re-designated as **Broadcast Assistant**. The entry qualification for the future intakes may be 2 year ITI certificate. They should be placed in Normal Replacement Scale of Rs. 2800 Grade Pay.

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[2]. Broadcast Technician : All TECHNICIAN and Sr. TECHNICIANS. Should be merged in this cadre. The 50% Technicians should be Directly recruited from open channel and should be placed in normal replacement scale of Grade Pay Rs. 4200. 50% Technicians should be filled by BroadCast Assistants. Department has already declared DED/D.Tech as dying cadres. Most of the employees in this cadres are deputed against the duties of Technician and Sr.Tech. This cadre may be merged with the Main Stream Cadre **BroadCast Technicians** formed by Merger of Tech and Sr.Tech.

The entry qualification for the future intakes may be B.Sc. Physics / Diploma in Engineering.

[3]. BROADCAST ENGINEER : All ENGINEERING ASSISTANT, Sr. ENGG. ASSTTS and Assistant Engineers should be merged in this Cadre of Broadcast Engineer : 50% Broadcast Engineer must be recruited from Open Channel and 50% through Sr.Cum Fitness from the Cadre of Broadcast Technicians. The Grade Pay of this Cadre shall be Rs: 4800 PB-II. This is as per Intra deptt. Pay Parity with Asstt.Surveyor of CCW Wing of AIR and DD.

The entry qualification for the future intakes may be changed as Degree in Engineering.

[4]. ASSISTANT DIRECTOR ENGINEERING : 50% ADE will be Recruited from Open Channel and 50% through Sr.Cum Fitness quota from the Cadre of Broadcast Engineer. The Grade Pay of this Cadre shall be Rs. 5400 PB-III

Promotions

No cadre should be deprived of further promotions in the name of qualification.

Promotion from AE to STS may be available on fast track as well as slow track on the basis of differential length of service. Diploma/ BSc with 6 years of service in AE cadre may be equal to Degree in Engineering/MSc with 3 years of service in AE cadre.

Similar criteria may be applicable to ITI holder SEA/EA and Diploma/Degree holder SEA/EA for further promotion to AE.

TIME SCALE , ACP - MACP Schemes

Considering the pathetic condition of Promotions in Entire Govt. Departments we demand that there should be atleast 4 (four) Upgradations under these Schemes in Promotional Hierarchy.

ISOLATED and LIMITED HIERARCHIES

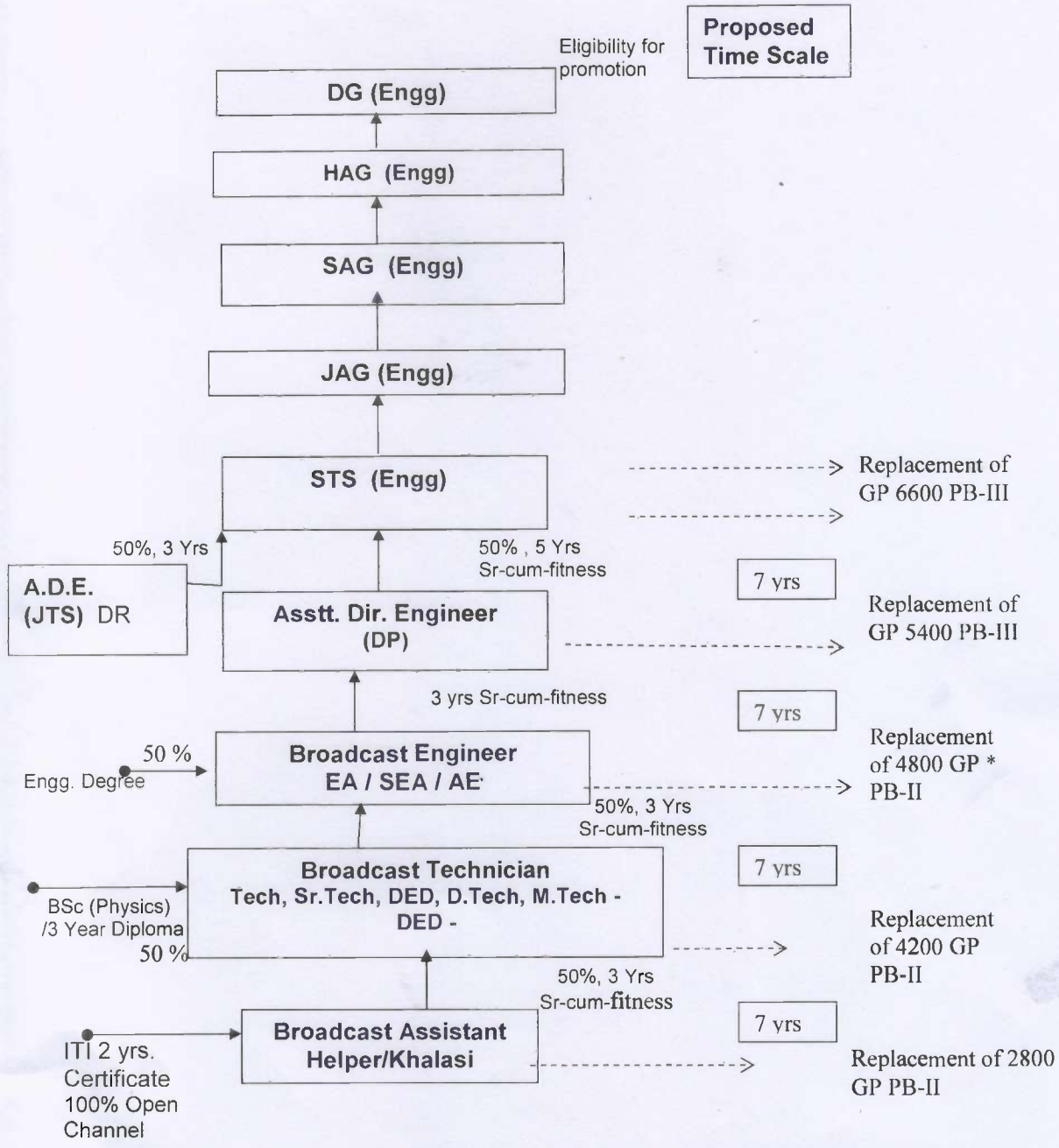
If at any stage there is no promotional hierarchy or Limited Hierarchy is available in any Department then Upgradations must be given even as per the best Hierarchy available in any Govt. Deptt.

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PROPOSED STRUCTURE



Note : As per Intra Departmental Pay Parity with Asstt. Surveyor of CCW Wing of AIR & DD.

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**DELAY IN IMPLEMENTATION OF VERDICTS OF HON'BLE SUPREME COURT
THROUGH MISINTERPRETATIONS**

There is a growing tendency being observed in all Govt. Deptts. , to delay the implementation of verdicts of Hon'ble Supreme Court. Employees enter into litigation when they are not left with any option and after years of fighting in Various Courts from Hon'ble CAT to Supreme Court and when Legal Channel is fully exhausted, Govt. delays it on one pretext or the other.

TAKING OPINION OF LAW MINISTRY : When any issue is decided to finality there is no logic to take opinion of Law Ministry as any verdict of Hon'ble Supreme Court is a law. This procedure is a disregard to the Judiciary which is fountain of justice.

DELAY FOR WANT OF FUNDS BY DEPTT. OF EXPENDITURE : Similarly when Hon'ble Supreme Court gives a verdict, Funds has to be arranged as the cause is fully justified so the exercise of asking Deptt. Of Expenditure about funds is unnecessary and funds should be provided as a normal process.

IMPLEMENTATION FOR APPLICANTS ONLY

When any injustice happen and some of the Applicants go into Litigation and Won till finality, it should be implemented for all Similarly placed Employees. But tendency for implementing it for Applicants is enhancing the burden on Judiciary as all remaining Employees have to Approach Court of law and have to pass the painful process. It takes years and precious time consumed. Pl. note that there are many verdicts which clearly says that if a benefit is extended even to a Single person it has to be extended to all Similarly placed Employees.

In this deptt. also three of Major Verdicts are being delayed for Implementation.

(A). ACP to Sub Ordinate Engg. Employees of AIR / DD : The matter fought upto the level of Hon'ble Supreme Court and attain finality. We request to implement ACP scheme as per verdict of CAT and High Court Patna upheld by Hon'ble Supreme Court. It is noteworthy to mention that we are Govt. employees working in Prasar Bharati on deemed deputation and on this basis we have been granted benefit of 6th CPC and MACP.

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Jagat Kumar
3/9/14

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