

Update on EA- SEA Merger and as on 26.05.17

As you are aware, the merger of the cadres carrying the pay scales of Rs.6500-10500 & Rs.7450-11500 was also a part of recommendations of the 6th CPC and part of the notifications dated 29th august 2008, issued by Union Government. The issue of EA and SEA Merger started in our Department with Department of Expenditure OM dated 13.11.2009. As per this OM issued from Department of Expenditure (Implementation cell) revised grade pay of 4600/- in the PB 2 has been granted to the posts that existed in the pre-revised scale of Rs.6500/--10500 as on 01.01.2006 and which were granted the normal replacement pay structure of grade pay of Rs.4200/-

[Click here for DOPT OM Dated 13.11.2009](#)

On the persuasion of ARTEE this OM Dated 13.11.2009 was executed and all incumbent EAs working in the scale Rs. 6500- 10500 were granted GP 4600 at par with the SEAs working in the scale of Rs. 7450-11500. DG (AIR) and DG (DD) issued orders subsequently for this

[Click here for DG \(AIR\) Order dated 16.11.2009](#)

[Click here for DG \(DD\) Order dated 07.06.2010](#)

DOP&T, vide its order dated 24.03.2009 directed all Ministries to complete the formalities of framing Recruitment Rules of merged cadres by immediately substituting the pay scales and thereafter change the Recruitment Rules within six months of the notification of the order.

In 2010 when SEA to AE Exam was declared, Sh. Praveen Kumar and eight other EAs approached the Principle Bench CAT Delhi, through OA 2940/2010, with the prayer to allow them to appear in the SEA to AE Exam. Hon'bl CAT gave them interim Relief. And through the order 30.11.2010, tribunal directed finalization of the merger and also the Recruitment Rules to consider the claim of applicants (EAs) for promotion through Department Competitive Examination.

After this development ,other Association immediately approached CAT and CAT extended the Interim Relief to all eligible Candidates. DG(AIR) immediately cancelled the examination and since last 6 yrs no examination for promotion to the post of AE took place. As a result around 500 vacancies are lying vacant.

DG AIR (Cadre Control Authority) has originally forwarded a proposal for Merging EA and SEA in Grade Pay Rs. 4600 but Ministry of I&B has been turned down the Proposal. Ministry was not ready to merge EA and SEA in the GP 4600/- and tried their level best to merge in the Grade Pay 4200/-Their efforts was to downgrade all EAs and SEAs in the Grade Pay 4200-/- and placing the extra Amount in Personal Pay. Subsequently a revised proposal send by DG AIR to PB secretariat on 09.08.2012 for approval and onward submission to Ministry

Ministry made several attempts and in the hearing of contempt petition in Praveen Kumar case they informed the court that merger in 4200 GP is over and the remaining task is only for framing amended RR for the merged cadre of SEA and EA.

[Click here for the Progress report in the matter of merger of EA and SEA and finalization of RR, submitted by MIB in the hearing of Contempt Petition in Praveen Kumar Case](#)

14. That with the approval of DoPT and Ministry of Finance, one action i.e. merger of SEA and EA is complete. However, the follow up action for amendment of the Recruitment Rules, has also been initiated. As regards further course of action i.e. amending the recruitment rules, the proposal for amending the Recruitment Rules on the basis of the decision to merge the posts of Engineering Assistant and Senior Engineering Assistant received from DG. Doordarshan is presently under examination in the Ministry of Information and Broadcasting. The framing of Rules of the merged posts of SEA and EA will again

From the para 14. Which is re produced above MIB informed the tribunal that merger of SEA and EA is complete.

But present central office prevented further negative developments in this matter with effective interventions at different levels. The fact that all EA with CG status was not in 6500 scale was the main obstacle for us.

In November 2012, Prasar Bharati was about to issue the orders for merging Engineering Assistant and Senior Engineering Assistant in Rs.4200/- GP instead of Rs.4600/- GP with designation Jr. Engineer by putting extra amount in Personal Pay. This was approved by DoPT and DoEXP also. At that time all Associations were de recognized. No one was ready to meet us. The merger in 4200 GP was almost done. Sensing the urgency ARTEE launched an EMAIL drive. We gave a call to send mails to Hon'ble Minister I & B and CEO, Prasar Bharati. as a result the email IDs of both to Hon'ble Minister I & B and CEO jammed. Management sensed the seriousness of the issue and ARTEE President got a call from an Ex E.in.C. who was working as consultants in Prasar Bharati and he asked ARTEE President to meet Sh. V.A.M.Hussain, Member(P) in Nov'2012. ARTEE President had a detailed Meeting with M(P) in presence of Sh. R. Vekateshwarulu, ADG(A), Prasar Bharati. When ARTEE President explained the issue in detail, both M(P) and ADG(A) acknowledged our concern and he agreed to send a revised proposal to Ministry. This thing was acknowledged later in the Article by CEO in the title "From the desk of CEO". (copy attached).

But the efforts from various corners continued to downgrade EA to GP 4200/-and on 8th July 2014,DG (AIR) issued an order to merge EA and SEA in GP 4200 with the designation Jr. Engineer.

[Click here for Order dated 08.07.14 Issued by DG AIR](#)

Para number 6 and 7 of the speaking order issued is re produced below.

Rs. 6500-10500/- has never been reached by this Directorate is seeking clarification on regulation of pay for those Engineering Assistant who have not reached the basic pay of Rs. 7450/-w.e.f. 1.1.2006.

6. Whereas, in the meantime Speaking Order No. 8/12/2012-S-IV (A) dated 10.09.2013 & 12.05.2014 have been issued by this Directorate in the matter of CP(C) No. 593/2013 in O.A. No 1291/2013 and M.A. No 993/2013 filed by Shri. Joginder Kumar & another, Engineering Assistant before Hon'ble CAT, PB, New Delhi, consequent upon the advice of Ministry of Information and Broadcasting vide their letters No. 508/06/2012-BA(E) dated 28.06.2013 and No. 515/25/2013-BA(E) dated 14.2.2014 & 14.3.2014. In terms of their advice, Ministry of I&B has stated that the said upgraded pay scale of Rs. 6500-10500/- is Prasar Bharati scale therefore DOP&T's OM No. 1/1/2008-IC dated 13.11.2009 may not be applicable and the pay scale of Engineering Assistants has never been further upgraded by the Ministry.

7. Whereas, Ministry of I&B vide their letter No. 515/25/2013-BA(E) dated 14.2.2014 & 14.3.2014 has further stated that the issue relating to merger of cadre of Engineering Assistant and Senior Engineering Assistant in Pay Band-2 with grade pay of Rs. 4200/- with a new designation "Junior Engineer" was already settled vide Ministry's letter No. 501/02/2011-BA(E) dated 13.04.2012. Wherein DG:AIR was asked in the same letter for submitting draft Recruitment Rules for the above said merged post of Engineering Assistant & Sr. Engineering Assistant which is still under finalization. As such both Engineering Assistant & Sr. Engineering Assistant are now in the merged scale in PB-2 with Grade Pay of Rs. 4200/- with new designation to be called as "Junior Engineer" and accordingly Recruitment Rules for the merged post i.e. Junior Engineer is only under process in the Ministry and not grant of grade pay of Rs. 4600/- to Engineering Assistant.

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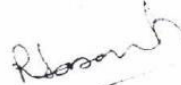
As it is clear from the above, merger of EA and SEA in GP 4200/ with a new designation " Junior Engineer" was finalized by the MIB and it was settled vide MIB letter number 501/02/2011-(BA-E) 13.04.2012. The framing Recruitment Rules for the merged cadre only was under consideration in the MIB.

• appropriate cases.

10. And whereas, in view of forgoing facts & circumstances and also the aforesaid advice of Ministry of I&B No. 515/25/2013-BA(E) dated 14.2.2014 & 14.3.2014 & No. 501/02/2011-BA(E) dated 13.04.2012, the Competent Authority in supersession of all earlier communications has come to the conclusion that the pay of Engineering Assistant is in Pay Band- II with grade pay Rs. 4200/-.

11. All zonal Heads of AIR & DDn and other concerned are requested to adhere to the pay fixation of Engineering Assistant under their control in the pay scale of Pay Band- II (Rs. 9300-34800/-) with grade pay Rs. 4200/- to avoid any adverse impact. In case, the pay of any such official has been fixed otherwise, corrective action be taken immediately after issuance of show cause notice to the concerned.

This issues with the approval of DG, All India Radio.


(Rajeev Saraswat)
Dy. Director Admn. (E)
For Director General

Copy to:-

As per the para number 10 re produced above, DG AIR in suppression of all earlier communications declared that the Pay of the Engineering Assistant is in Pay Band II with GP 4200/- only. And as per para 11 , DG AIR instructed zonal heads adhere to the pay fixation in GP 4200/- (re fixation o EA in GP 4200/-)

ARTEE Central Office again retaliated in strong manner and Management was compelled to withdraw the order in a day. It should be remembered that it was only due to the effective and able intervention of present ARTEE Central Office only authorities forced to withdraw the order on same day itself.

[Click here for resentment letter submitted by ARTEE](#)

[Click here for DG \(AIR\) Order to Keep the 08.07.2014 Order in Abeyance.](#)

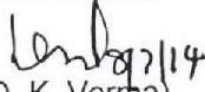
Prasar Bharati
(India's Public Service Broadcaster)
Directorate General: All India Radio
S-IV (A) Section

No. 14/18/2011-SIV(A) | 292

Akashwani Bhawan, New Delhi.
Dated: 08.07.2014

Reference is invited to this Directorate Speaking Order of even number dated 08.07.2014 regarding fixation of pay scale of Engineering Assistants of sub-ordinate Engineering Cadre of AIR & DDn.

2. The Association of Radio and Television Engineering Employees (ARTEE) vide their letter No. ARTEE/ P/ 244/07/2014 dated 08.07.2014 has represented against the applicability of certain set of Engineering Assistants of Subordinate Engineering Cadre of DG:AIR. Keeping in view the objections raised, the aforesaid Speaking Order stands withdrawn w.e.f.08.07.2014 and if need be fresh order will be issued in this regard after examining the issues raised in the representation in consultation with all the stakeholders including the Ministry of I&B/Prasar Bharati/Dop&T and Ministry of Finance.


(D. K. Verma)
Director (Admn.)-II
For Director General

The effective intervention of present central Office of ARTEE not allowed MIB to proceed further with the finalization of Recruitment Rules with Grade Pay of Rs.4200/- for the merged cadre of EA and SEA.

After this we tried our best to get the verdict in EA(5K) in scale Rs. 6500-10500 Implemented to all EAs so that root cause is removed and when all EA and SEA are in GP 4600, department cannot execute their sinister plan to merge in 4200/-GP . We succeeded and all EAs(5K) were granted scale of Rs. 6500-10500. So now

all EAs with CG status are in the Grade Pay Rs. 4600/-.

Hence on 16.08.16 Prasar Bharati published a draft RR for the post of AE and for the merged cadre of SEA and EA and invited the comments from the stake holders.

[Click here for the Draft Notification of RR Published by Prasar Bharati](#)

And Central Office ARTEE had invited comments from the members and we had submitted our view points about the proposed RR.

[Click here for the Comments on Draft Recruitment Rules Suggested by ARTEE](#)

Current Scenario

Now we are happy to inform our members that Prasar Bharati has accepted most of our demands and due to the persuasion of ARTEE on 17.02.2017 Prasar Bharati has send the finalized Recruitment Rules after the approval of Prasar Bharati Board for consideration and notification to MIB

Important points to be noted.

- 1). Prasar Bharati accepted our demand of modification in the Designation of the merged cadre and the demand for change in designation of Assistant Engineer.
- 2). Prasar Bharati has accepted our demand of granting GP-5400 /- in PB 3 for Assistant Engineers after completion of 4 years regular service in GP 4800/-.
- 3). Prasar Bharati sends this OM with the modified RR after the approval of Prasar Bharati Board in its 139th meeting held on

[Click here for OM dated 17.02.17 send by PB to MIB for Consideration and for Notification](#)

[Click here for Agenda submitted in the matter of revised RR to PB Board](#)

[Click here Modified RR send by PB to MIB](#)

[Statement Showing the Changes Proposed by Stakeholders in Draft RR and the Course of action Proposed by PB](#)

Central Office is keenly following the issue to take it to the logical conclusion. We are optimistic that we will be successful in this mission
Stay United with ARTEE.

ARTEE ZINDABAD

Central Office