

ASSOCIATION OF RADIO & TELEVISION ENGINEERING EMPLOYEES



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Largest Employee Welfare Association of Electronic Media in India



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Ref. No.

Date.....

ARTEE/P/125/08/2016

18.8.2017

The Chief Executive Officer,

[Kind Attention : Sh. V.K.Gupta, Dy. Director Admin.(PBRB)]
Prasar Bharati, Phase-III, Copernicus Marg,
New Delhi-110001.

Subject : **Comments on Draft Recruitment Rules as per Prasar Bharati Circular F.No.N-10/001 (1)/2015-PBRB dated 24/07/2017.**

Reference : Comments on Draft Recruitment Rules as per Prasar Bharati Circular F.No.A-10/66/2010-PPC Dated August 16th, 2016, Our Letter ARTEE/P/170/09/2016 15.9.2016.

Dear Shri Gupta,

With warm regards ,we hereby submit our suggestions for the Draft Recruitment Rules for Sub Ordinate Engg. Cadres of Helpers to AEs.

It is pertinent to mention that there are some derogatory variations in comparison of Draft RR which were proposed in 2016 as per Prasar Bharati Circular F.No.A-10/66/2010-PPC Dated August 16th, 2016 (copy enclosed). We convey our resentment on these discriminatory variations as mentioned below :

[1]. In the Draft RR proposed in 2016, the scales like 4600 GP to Merged Cadre of EA/SEA i.e. Broadcast Engineer and Rs. 4800 GP for Asstt. Engg. about pre 05/10/2007 Employees who are on deemed deputation were clearly mentioned but in recent RRs this thing is not clear. It may be clearly mentioned to avoid any confusion.

[2]. The proposed RR last year were for the Merger of EA and SEA while these RRs dated 24/7/17 are for Sub Ordinate Engg. Cadres from Helper to AEs but missing any mention about Helper, Tech, Sr.Tech and Diesel Staff.

[3]. It is proposed to Merger Tech/Sr.Tech also but this point is missing from these RRs.

[4]. There is no mention about Helpers.

In the light of these Draft RRs following Changes are suggested :

[1]. **Designation of Promotional Cadre AE** : The Designation of Promotional Cadre from "Broadcast Engineer", the Merged cadre of EA/SEA to Assistant Engineer is suggested as "**Sr.Broadcasting Engineer**" is appropriate and in lines of already approved in Cadre Review Exercise but the Grade Pay for Pre 05/10/2007 **Sr.B.E.** may be clearly mentioned as Rs. 4800.

[2]. **Designation of Merged Cadre** : The Designation of Merged cadre of EA/SEA as "**Broadcast Engineer**" is appropriate and in lines of already approved in Cadre Review Exercise but the Grade Pay for Pre 05/10/2007 Employees may be mentioned as Rs. 4600. It pertinent to mention that Prasar Bharati has also recommended to Hon'ble Minister of I & B, the Grade pay of Rs. 4600 for the merged cadre of EA and SEA with the designation "**Broadcast Engineer**"

[3]. **Promotional Channel from Merged BroadCast Engineer** :

We suggest that there should not be any examination for promotion and it should be 100% through Sr.Cum Fitness. Reason for this is that 80% entrants in EA cadre comes after passing an Competetive Examination and just for next promotion an examination is not justified.

If deptt wants to keep examination it should be on the ratio of 75% Sr.cum Fitness and 25% through Examination. The Broadcast engineers promoted from the Cadre of Tech/Sr.Tech-possesing the qualification of Dipolma with a service of 8 yrs should also be allowed to appear in the Deptt. Examination (L.D.C.E.) promotion to the post of Sr.B.E.

Need to address Accute Stagnation in all Cadres from Helper to AEs

We hereby want to draw your kind attention towards a very pathetic condition of promotions in all Subordinate Engg Cadres from Helpers to AEs. Most of the staff attained 50+ yrs of Age and 20 to 30 yrs or service without a single promotion. The sub ordinate Engg staff is under severe frustration as not able to see any light in endless tunnel of stagnation.

In Cadre Review Exercise an effort was made to address this issue. A provision of total of **3696 posts** was made in the promotional cadre of Sr. Broadcast Engineer (Assistant Engineer).

At present there are around 1400+ AEs and another 350+ posts are lilely to be vacant through promotions from this cadre to the post of Asstt.Director Engineering. These promotions are under process. So very soon there will be only 1150 AEs will be left in the deptt.

So around 2500+ posts of Sr. B.E. (3696-1150) will be vacnt. **It is proposed that to fill up these posts by existing SEAs and EAs as one time execption through Seniority wise who have obtained elligibility for further promotions.**

We strongly suggest to look into this aspect as it will help in removing stagnation in EA and SEA Cadres. There are EA and SEA who have not even a single promotion after 30+ years of service.

It is pertinent mention that such proposal will not have any financial implication as all SEA and EAs are in higher Scales by virtue of MACP.

When these promotions will take place, it will have cascading effect and it will be helpful in removing stagnation in lower cadres also.

Discrimination in Wages with PB Employees :

Discrimination with Employees recruited after 05/10/2007 in wages should be removed and in all respect these PB Employees should be treated at par with Govt. Employees joined before 05/10/2007. It is prudent to grant grade pay of Rs. 2800 to Technicians and Rs. 4600 to Engineering Assistants recruited after 05/10/2007 as Prasar Bharati Employees.

[4]. The Merger in the Cadres of Tech and Sr.Tech :

We strongly suggest that the Cadres of Tech and Sr.Tech should be merged in a single cadre with the designation "**Jr.Broadcast Engineer**" in the Grade Pay 4200 for all. The quota for promotion to the post BroadCast Engineer from Jr.B.E. is suggested as 25% through Exam and 25% through Sr.Cum Fitness. 50% of BroadCast Engineer may be recruited directly.

[5]. Suggestions about RRs of Helpers :

We strongly suggest that the Cadre of Helpers should be designated as "Broadcast Assistant". The Grade pay of this cadre for Deemed deputationists should be Rs. 2400. The quota for promotion to the post Jr.B.E. (the merged cadre of Tech/Sr.Tech) from BroadCast Assistant may be proposed 25% through Sr.Cum Fitness and 25% through Exam with 6 years of service.

[6]. Diesel Staff and Mast Technicians :

These dying cadres should be merged in main stream cadres. Diesel Engine Drivers and D.Tech/M.Tech should be merged in the merged cadre Technicians and Sr.Tech i.e. of Jr. Broadcast Engineer.

50% of Jr. BroadCast Engineer may be recruited directly.

[7]. The Applicability of Mergers :

It is also evident from developments way back in 1996 that the scales of EA, SEA and AEs should be merged as per verdict of Raj Shekharan case and this fact is accepted during litigation in length and breadth during pleadings of OA 514/2002 upheld by Apex Court. This is another aspect of the Merger issue that Merger of EA, SEA and AE should have been done **w.e.f. 01/01/1996.**

Now in all possibilities, the merger should be effective **w.e.f. 01/01/1996.**

[7]. No use of word UPGRADATION as scales are REPLACEMENT SCALES :

In proposed RRs the word UPGRADATION is used for these scales. Pl. note that Prasar Bharati issued a detailed Speaking Order on 03/6/2016 (copy enclosed as Annexure II) which amply clarifies that the scales granted as per order dated 25/2/1999 are essentially **REPLACEMENT SCALES** and not the Upgraded one.

The same has been advised by Deptt. of Legal Affairs when the matter was referred to them. (Copy enclosed as Annexure III).

Pl. note that this word **UPGRADATION** is misnomer and created unlimited number of anomalies and if in this merger the term **"UPGRADED"** is used it will further create unlimited anomalies and discrepancies.

So we strongly oppose the use of word Upgradation and it should be **REPLACEMENT SCALES** as per speaking order of Prasar Bharati.

[8]. 5400 GP PB III for Sr.B.E. on Completion of 4 years :

The Sr.Broadcast Engineer (AE), Should be granted of GP 5400 III on completion of 4 yrs of service.

At the end we convey our gratitude for conducting this exercise and wish that it reaches to its logical conclusion. We also wish that issue will be discussed in length and breadth.

Rajesh Kumar Gautam
22/8/17

Rajesh Kumar Gautam,
General Secretary, 9810377105
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Enclosed as above

Thanking You,
Yours faithfully,

Umesh Chandra
23/8/17

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23/8/17

Cc for information to :

- [1]. Sh. Dinesh Mahur, ADG(A), Pasar Bharati, New Delhi-110001
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O/c
Bilal
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