

**Report on Issues Discussed in the Meeting with Association of Radio
and TV Engineering Employees (A.R.T.E.E.) with ADG(A), ADG(HR)
and other officials on 02nd May 2019**

As informed earlier, ARTEE had a meeting with authorities on 01.05.19 and informed about the issues. We also submitted a synopsis on issues. The detailed Meeting was scheduled on 02nd May 2019. A brief report about the issues discussed is given bellow.

Official Side:

Sh. Dinesh Mahur,	ADG (A), Prasar Bharati,
Smt. Mukta Goel	ADG (HR), Prasar Bharati,
Sh. G.D. Sharma,	DDG (HR), Prasar Bharati,
Sh. Alok Kumar	Dy.Director Engg.
Sh. Banarsi Singh,	Dy.Director (A),
Sh. Rajan Bhasin	Dy.Director (A),
Sh. Jitendra Kumar	Consultant
Sh. S.K.Mishra	AE,

ARTEE Side:

Sh. Umesh Chandra	President,
Sh. Manoj Kr Gupta	Gen.Secy.
Sh. Rajesh Kr. Gautam	Treasurer
Sh. Anil Kr. Singhal	Secy. (AE)
Sh. Dinesh Nirmal	Secy. (SEA/EA)
Sh. AnoopKatiyar	Secy. (Sr.Tech/Tech)
Sh. NaredraKataria	Nominated Office bearer
Sh. S.K.Nim	Unit Secy. DDK Delhi

[1]. Delay in Recognition of Associations:

ARTEE: The ongoing process of Re Verification is very slow and consuming lot of time. It is pertinent to mention that Recognition of Associations was kept in Abeyance by DG(AIR) on 21.04.2017 and since then 2 years have passed.

Prasar Bharati gave instructions to commence the process of Re Verification / Verification in 2017 itself, but DG(AIR) issued instructions to start RSA deductions in January 2019 only. Association also pointed out about multiple options of Members submitted by Associations and other contentious issues. ARTEE requested to avoid any such issue which may lead to litigation and requested to expedite the process of recognition so that the democratic right of employees may be restored at the earliest.

Official Side: Management assured to consider all the points and assured that efforts will be made to grant Recognition as quickly as possible.

[2]. 25.02.99 Scale related issues:

ARTEE: Association expressed strong resentment on efforts of Recovery and downgradation in many stations on the instructions of Pay and Accounts offices, despite clear orders by Hon'ble Courts in many Court Cases.

DG(AIR) has not issued any letter for not to take any coercive action or to maintain status quo as per court directions in many cases on orders dated 31/01/2018, 06/04/2018 and 26/6/2018 Order.

Retirement benefits are delayed in stations despite clear instructions. Employees are forced to submit undertaking to agreeing to get the Amount Recovered from their Terminal benefits.

The issue of OA 2479/2015 by ARTEE also discussed. Association expressed resentment that even after passing 16 Months since when the OA was allowed on 01/12/2017, One RA is filed by DG(AIR), even when Department itself accepted that OA 2479/2015 is squarely covered by OA 1118/2015 by Shaymali Biswas.

Official Side: Both ADG(A) assured to examine all the issue in consultation with DG(AIR). He assured that efforts will be made to ensure that Retired People are not suffered. He also assured that issue of releasing one clarification about orders dated 31/01/18, 06/04/178 and 26/06/18 will be taken up with DG(AIR).

Management informed that ARTEE's representation about Generalizing the Verdict of Shyamali Biswas for all Staff has been sent to DG(AIR) for further action.

[3]. EA to SEA Promotions:

ARTEE: We expressed our concern that even after the order from Hon'ble HC Delhi promotions are being delayed on following excuses.

(a). Non Clarity of Reservations in these promotions.

(b). Some Zones are considering promotions up to 2017 only.

In our view Promotions should be granted uniformly in all zones and for all vacancies up to December 2018.

(c) We demanded to release the list of Promotions on a single date simultaneously in all zones to avoid complications of interlacing.

Official Side: Management agreed on all points and assured that all points will be taken into consideration in meeting with DG(AIR) authorities soon and process of these promotions will be expedited.

[4]. Post Shifting Issue of closed LPTs to AIR:

ARTEE: We conveyed our concern on sufferings of staff of Closed LPTs created by irrational and illogical postings of Staff. It is also informed that low paid employees like Helpers and Technicians are posted on far situated stations despite instructions by higher authorities to accommodate them in nearby stations.

It is also brought to the notice that DG(AIR) has sent a proposal to shift posts of closed LPTs to AIR Stations to adjust the staff of closed LPTs to nearby stations. This proposal is being delayed in DG DD since last 2 to 3 months while the staff is suffering. Some employees are already relieved and are without Salary. If not shifted then there is a fear of losing these posts. We requested to instruct DG DD authorities to clear the proposal.

Official Side: ADGs assured to take up matter with DG DD Officials and to get the proposal cleared very soon. ADG also asked to discuss some individual cases personally.

[5]. SEA to AE Promotions:

ARTEE: As we know that SEA to AE promotions were granted after a gap of 9 years as per year wise vacancies. In the past in our department Dy. Director (E) were granted promotions from back date. There is a provision in CSS Cadres also those Promotions are granted from the

year of vacancies the promotion belongs to. We request that SEA to AE Promotions may please be granted notionally as per year wise vacancies through a review DPC. It will not have any financial Implications.

Official Side: ADG informed that previously also these promotions are granted as per court directions.

[6]. Delay in Vigilance clearances of Assistant Engineers for NFU of 5400 Grade Pay:

ARTEE: We pointed out that there is long delay in vigilance clearances of AEs for grant of NFU in 5400 GP on completion of four years of service.

Official Side : ADG(A) informed that now New CVO has joined and it is expected that work of granting clearances will be expedited and it will done quickly.

[7]. Reservation in SEA to AE promotions released in Nov'2018:

ARTEE: As per DoPT latest orders Reservations have to be granted in these promotions.

Official Side: It will be dealt as per pending litigations in CAT Delhi.

[8]. EA/SEA Merger:

ARTEE: Even though the matter is pending in Hon'ble High Court, since there is consent to merge the twin Cadres of EA with SEA in 4600 GP, the matter may be pursued in Hon'ble MIB. In the Month of February, Sh. Vijay Haroor sit on Satyagrah on the issue and the dharna was postponed on the assurance of Management.

Official Side: Whatever can be done at Prasar Bharati level has been done and still being pursued.

[9]. Tech and Sr.Tech Merger:

ARTEE: The issue is being delayed since last three years.

Official Side: The issue is being pursued as per proposal by DG(AIR). It will be placed before Prasar Bharati Board in next meeting.

[10]. Issue of D.Tech, M.Tech, DED and Helpers about One Cadre:

ARTEE: These are deprived cadres and should be brought in Main Stream through Merger. Also they are suffering by One Cadre One Pay issue as there are multiple scales in these cadres. In the Meeting by CEO with this Association 22/4/2014, it was decided to prepare a proposal to remove this anomaly and to be send to Hon'ble MIB. We request to execute the decision. We submitted the minutes of Meeting.

Official Side: ADG(A) assured to examine the decision in coordination with DG(AIR) to prepare a proposal and send it to Prasar Bharati.

[11]. Shortage of funds for Payment of Arrears:

ARTEE: The issues of grant of 4500-7000 to Tech working in pre revised scales of Rs.4000-6000 and Rs.5000-8000 to the Tech working in 4500-7000 have been implemented through Court Orders in 2017, but arrears in these stations are pending in some stations for want of funds. We requested to allocate funds for payment of these Arrears.

Official Side: It will be pursued with both directorates for availability of funds.

[12]. One time Promotion to Helpers:

ARTEE: Helpers are the most deprived and lowest cadre in the hierarchy. Many Helpers are retiring as Helper even after 30-40 years of service. The issue of ACP to Helper Cadres is pending in Hon'ble High Court Delhi through Rishi Raj Case. In Helper cadre many posts are laying Vacant. We suggest that Helpers may be given one time promotion after giving training in NABM.

Also there are many cases pending appointment in compensatory ground. These dependents of deceased employees may also be accommodated against these Helper posts.

Official side: ADG informed that a proposal to open Sr.Cum fitness quota for helpers is sent to Hon'ble MIB.

Issue of ACP is subjudice through Rishi raj and Ors in Hon'ble High Court.

Management is ready to consider the proposal to grant one time promotions after brief training in NABM and issue will be discussed with concerned Authorities.

Official side appreciated ARTEE's proposal of filling Helper posts by the candidates in the waiting list for compassionate ground appointments and assured to consider it sincerely.

[13]. Closure of LPT, Short wave and Medium Wave Transmitters:

ARTEE: It is learnt that Management is taking decision to close SW and MW Transmitter. We strongly oppose this decision. The SW and MW mode of transmission is time tested and reliable system which served the country in many calamities like earth quakes, Tsunamis, floods and many crucial occasions. This system must be intact to continue transmission in case of failure of satellite. So SW and MW mode of transmission should not be stopped.

We are observing that LPTs are closed without any Road Map and proper planning as a result staff is suffering.

Official side: It is informed that such decisions are being taken on higher levels since these are policy decisions. So ARTEE was advised to take up this issue on higher levels.

[14]. Removal of Security from Stations:

ARTEE: Few months back there has been an incident of looting and manhandling with the staff in HPT Kingsway, Delhi in the month of March. We have come to know that Security of stations like HPT MW Jodhpur and many others is being removed one after another without any alternate. We agree that misuse of Security funds must be stopped but it is not justifiable to let all the stations suffer. Recently security is removed from MW HPT Jodhpur.

We request to provide a fixed amount for deployment of security for the safety of stations and staff.

Official Side: ADG(A) informed that the issue of Security of stations being reviewed and proposals for deploying security has been received from both Directorate which are being considered for financial implications etc. He also informed that management is concerned about the security of all establishments and employees and it will be taken due care.

[15]. Cadre Review and Man Power Audit:

ARTEE: The Cadre Review Exercise which consumed lot of efforts is biting dust in Prasar Bharati and Reason of no progress is told as the Man Power Audit Exercise. We are of the view that if approved Cadre Review Exercise may solve all problems of Helper to E.in.C. Cadres.

ARTEE also suggested that Man Power Audit firm should have interaction with Associations also.

Official Side: The process of Cadre Review was put on hold for Man Power Audit which may take another four months. Cadre Review issue may be taken up accordingly.

About interaction with Associations, it was informed that it is decided that inputs from Association will be taken up and the suggestion of interaction may also be considered.

[16]. AE to ADE Promotions:

ARTEE: In 1989 one time exemption was granted for promotions to departmental candidates. At present a large number of posts are laying vacant in direct recruit quota due to uncertainty on PBRB and related issues.

We request to do recruitment of ADEs directly from departmental degree holders as one time exemption as done in 1989. It will fetch a chance for all highly qualified Tech, EAs, SEAs and AEs. This will also induce fresh talent in the system. ARTEE requested to expedite AE to ADE promotions for departmental candidates also.

It is also discussed that some AEs who acquired M.Sc. degree which was not even under question in Hon'ble Supreme are deprived in last promotions.

Official Side: The exam conducted in 1989 was open for all with relaxation of Age. ARTEE's proposal to conduct the exam again is appreciated and it is assured to examine this and all other aspects.

ARTEE: We raised the issue of Qualification Bar for Diploma AEs and eligibility for promotion for a period of 2008 to 2013 when the Qualification bar was removed.

Official side: The solution about qualification was proposed in Cadre Review but unfortunately it was stopped due to Man Power Audit.

Issue of vacancies between 2008 to 2013 may be examined and inputs may be asked from DG(AIR).

ARTEE is the first and the only Association who had this kind of official discussion in last two years. Being largest welfare Association, we are committed for welfare of our employees. We assure all of our Members and all Members of Helper to AE community that we shall continue to take all issues with same zeal and intensity in future also with vigorous follow up.

**Umesh Chandra,
President, ARTEE
9871765714, umsharma01@gmail.com**