

## **ARTEE Submitted Memorandum to Hon'ble Minister Nitin Gadkari ji.**

On 06.02.2021, ARTEE's West Zone VP Sri Wankhede ji met Hon'ble Minister Nitin Gadkari ji at Wardha (Maharashtra) and handed over a memorandum on our issues. Hon'ble Minister Nitin Gadkari ji promised to take up the matter personally with Hon. MIB Sri Jawadekar ji.

Following issues were raised in the letter: declaring 25/02/1999 scales as Normal Replacement scales, Generalizing ACP benefits in Technician scale to all Helper brothers, swift completion of Tech - Sr Tech - DT - MT merger in Rs.5000 scale / Rs.4200 GP, immediate taking up of EA-SEA merger in Rs.4600 GP, digitalization of TV transmitters, quick completion of DRM projects, enhancing FM reach and improving programme content of AIR & DD.

We thank West Zone ARTEE leadership for this initiative and are looking forward to an early meeting with Hon'ble MIB.

**[Click here for the copy of the memorandum submitted](#)**

**Central Office**

# Association of Radio & Television Engineering Employees



Post Box No.422, New Delhi – 110001.

Registered & Recognized By Govt Of India & Prasar Bharati As Per CCS(RSA) Rules 1993

Largest Employees Association of Electronic Media in India

**Affiliated To Bharatiya Mazdoor Sangh (BMS)**

**Affiliated To Union Network International, Geneva**

[www.arteeindia.org](http://www.arteeindia.org)

(Re-verification under Process)

**Ref: ARTEE/VPWZ/NPW/2021/2**

**Date: 06-02-2021**

To,

**Shri Nitin Gadkari ji,**

Hon'ble Minister for Road Transport & Highways,

New Delhi – 110001

(Camp : Nagpur)

**SUB: Request to kindly recommend to Hon. I&B Minister for speedy solution to long pending issues faced by subordinate Engineering Employees of AIR & Doordarshan- reg.**

**Most Esteemed Sir,**

**Greetings on behalf of subordinate Engineering Staff of All India Radio and Doordarshan! I represent Association of Radio & Television Engineering Employees, affiliated to Bharatiya Mazdoor Sangh.**

Sir, we are humbly appreciative of your humane and practical approach to problems and your ability to solve issues by persuasion and convincing. This has encouraged us to approach your good self to intercede on our behalf with Hon. Minister for Information & Broadcasting, Shri Prakash Jawadekar ji, to solve our long pending issues.

A letter to the Hon. Minister, with an accompanying note, is enclosed herewith. We are seeking a meeting with the Hon. Minister, to present our case. We request you to forward the letter to the Hon. Minister, with your kind recommendation.

Anticipating a favourable response from your good self and with respectful regards,

Nand Kumar Wankhede,  
Vice President (West Zone),  
ARTEE

Enc : As above

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Ref: ARTEE/VPW2/NPW/2021/3

Date: 06-02-2021

To,

Shri Prakash Javadekar ji,  
Hon'ble Minister for Information and Broadcasting  
5<sup>th</sup> Floor, Sahstri Bhawan,  
New Delhi – 110001

**SUB: Request for Meeting on Problems and issues being faced by Engineering Employees of AIR & Doordarshan- reg.**

Most Esteemed Sir,

Greetings on behalf of subordinate Engineering Staff of All India Radio and Doordarshan! **Under your sagacious and able guidance, AIR& Doordarshan are on way to reach greater heights in service of the nation.** In the past, whenever ARTEE representatives approached your good self, you were very gracious and gave a patient hearing. We are deeply grateful to you for that. We now submit following few lines with the hope of a speedy solution.

As you are kindly aware, Prasar Bharati came into existence in 1997 but for 15 long years, the status of AIR&DD employees working in Prasar Bharati remained unresolved. This led to peculiar anomalies in our service conditions. **The legitimate benefits granted by the 5<sup>th</sup> & 6<sup>th</sup> Central Pay Commissions like Assured Career Progression Scheme (ACPS) and Modified ACPS were either entirely denied or improperly implemented for us.** This injustice is a result of using the phrase 'Upgraded Scales' in the Ministry of I&B Order dated 25-2-1999. In spite of Prasar Bharati's repeated recommendation that those scales be treated as replacement scales, and in spite of DoLA advice that they cannot be treated as upgraded scales, the Ministry has been slow in solving this issue.

Through a Parliamentary amendment in 2012, all the employees recruited before 05/10/2007 and working for Prasar Bharati were given the status of government employees till retirement, with all concomitant benefits.

***But, till now there has been no attempt by the authorities to grant our above-mentioned legitimate entitlements as CG employees in the light of this amendment, because of Minsitry's stance that 25.02.1999 scales are upgraded scales.*** As a result, retiring employees are forced to go with tearful eyes as Pay & Account Offices are recovering huge sum from their pensionary benefits. (Due to judicial intervention, there is now a stay on such recoveries). There are dozens of court cases in various Learned CAT Benches and Hon. Courts on this issue alone.

**Hence, Sir, we submit to your kind self to put an end to this suffering and litigation by treating 25.02.1999 scales as normal replacement scales. We request you to grant us a meeting to explain this issue and other burning issues in more detail.**

We are enclosing a note on our issues for your kind perusal.

With respectful regards,



Nand Kumar Wankhede,

Vice President (West Zone),

ARTEE

Enc: As above

## **NOTE ON SOME OF THE ISSUES WE ARE FACING:**

### **1. NEED TO TREAT 25/02/1999 SCALES AS REPLACEMENT SCALE:**

There are 9 posts in subordinate engineering hierarchy of AIR and Doordarshan. The bulk of the staff are recruited into two direct entry posts, namely : Engineering Assistant (EA) and Technician. Due to judgments of Hon. Supreme Court, in 1994 EA post got parity with Sound Recordist post of Doordarshan in 4th CPC payscale of Rs. 2000-3200 and in 2013-17, Technician post got parity with Lighting Assistant post of Doordarshan in 5th CPC scale of Rs.5000-8000.

However, in 1997, 5th CPC recommended that the payscale granted by Hon. Supreme Court to Sound Recordists and EAs be brought down to Rs. 5000-8000 instead of the normal replacement scale of Rs 6500-10500. (Even though the Govt resolution dated 30/09/1997 clearly stated that normal replacement scales would apply for EA post, it's scales were reduced to Rs.5000-8000. )

However, after litigation, the Ministry granted Rs.6500-10500 scale to Sound Recordists as Normal Replacement scale, thus enabling them to receive all ACP / MACP benefits. Whereas, it gave the same scale to EA post as “upgraded Prasar Bharati scale” , vide MIB Order dated 25/02/1999, which is a travesty of justice. The Department is using this word up-gradation to deny us ACP/MACP benefits extended to other Central Govt Employees and the Pay& Account Offices are recovering huge amounts from the retiring employees (presently there is a stay on such recoveries). It may be noted that as per the Judgement in OA 4012/2014 filed by ARTEE the Engineering Assistants recruited upto 5-10-2017 were placed in 6500-10500 and nowhere the court has termed it as Upgraded Scale.

Likewise, the Pay of Technician cadre has been made on par with lighting Assistants by the Hon. Supreme Court. Lighting Assistants are enjoying their Rs.5000 scale as a Normal Replacement scale but the Ministry is not ready to treat the Technicians in the same way!

In spite of a clear-cut advice by DoLA dated 04.01.2016 that the word “upgraded” in the 25/02/1999 MIB Order has different connotations and cannot be used to deny ACP/MACP benefits, and even though MIB itself gave a clarification dated 22 December 2006 that the pay scales granted vide 25/02/1999 MIB Order were in continuation to 5th CPC recommendations, still the department and PAOs are using this word “upgradation” to deny ACP/MACP benefits to subordinate engineering staff. As per Advice of DoLA, 25/2/1999 scales cannot be treated as an upgradation as it was a restoration of scales granted w.e.f. 01/01/1978 to address the issue of disparity.

***The scales given vide Order dated 25/2/99 ought to be treated as Replacement scales. We request your kind self to direct the MIB officials to adopt the advice of DoLA and follow its own stand taken in 2006. If MIB submits an Affidavit to this effect in Hon' CAT Delhi in OA CP 371/2018 of 2479/2015, the issue may be resolved.***

### **2. Humanitarian Approach towards HELPER cadre:**

Helpers (belonging to erstwhile Group-D ) are the lowest paid employees. They are denied Seniority Cum Fitness quota for promotion to their immediate next cadre of Technician. A Helper retires as a Helper even after serving 30 or 40 years and they get a paltry increase of Rs 100/- as benefit under MACP. A few Helpers from Delhi litigated against this in Learned CAT Principal Bench and won a case for ACP in Technician payscale. The department implemented this verdict to

the eligible applicants but approached Hon. Delhi High Court against Ld. CAT verdict. This has created an anomalous situation where a few Helpers are getting the benefit while rest of the eligible Helpers who got similar orders from the same Court are denied the benefit. All norms of equality are denied through this action. ***You are an able administrator with a sense of humanity and love towards the downtrodden and we hope under your guidance the Ministry will remove this disparity by extending ACP to all eligible Helpers. We request your good self to direct the Ministry officials to make suitable submission in the Honourable Court.***

***We also request you to kindly make a ONE TIME PROMOTION SCHEME to the post of TECHNICIAN. Earlier Prasar Bharati had undertaken such a one-time promotion to cadres belonging to the Programme Cadre. Acute stagnation in Helper cadre can be addressed by diverting Direct Recruitment quota Technician posts to promotion through Departmental Competitive Examination. It is also requested to change the Designation Helper to Broadcast assistant. All these issues can be solved by Ministry of I&B itself.***

### **3. Merger of Cadres:**

#### **(A) Merger of Technician, Sr. Technician, Diesel Tech & Mast Tech:**

Cadres of Technician and senior Technician are placed in the pay scale of 5000-8000 from 1-1-1996 as per the directions of honourable Courts. Subsequently Prasar Bharati in its 155th Board meeting decided to merge the Cadres of Technician, Senior Technician, Diesel Technician and Mast Technician in Rs.5000-8000 scale / Rs.4200 Grade Pay. A detailed proposal to merge these cadres was submitted to the Ministry on 28-05-2019. The proposal has now reached the nodal ministries. We request you to kindly pursue the matter for a swift result.

#### **(B) Merger of EA and SEA in GP 4600:**

As per the Judgement in OA 4012/2014 filed by ARTEE the Engineering Assistants recruited upto 5-10-2017 were placed in 6500-10500. 6th CPC had recommended merging cadres in the pay scale of 6500-10500 with cadres in the pay scale of 7450-11500, if any such cadre exists, in the Grade Pay of 4600. The department has proposed to merge the cadres of Engineering Assistant in the pre-revised pay scale of 6500-10500 with the cadre of Senior Engineering Assistant in the pay scale of 7450-11500 in accordance with the recommendations of 6th Pay Commission and Orders of Honourable CAT Delhi. Prasar Bharati board in its 139th meeting decided to merge these cadres and subsequently a detailed proposal was submitted to the Ministry on 17-11-2017. But the ministry is yet to accord sanction to merge these cadres in the grade pay of 4600. Aggrieved by this a contempt petition CP 310/2018 in OA 282/2018 is filed.

We request you to kindly accord sanction to this proposal dated 17-11-2017 so that these cadres are merged in the Grade Pay of 4600 only.

### **4. Digitalisation of infrastructure:**

We thank the Central Government under Shri Narendra Modi ji for sanctioning huge fund for Infrastructure Enhancement of AIR& DD. You may kindly recall your meeting with ARTEE in June 2014 where we requested you for speedy implementation of DTT and digitalisation of entire network. Work was started to replace Analog Transmitters with Digital Terrestrial Transmitters in 63 places. But the work is going on in a very slow pace. Digitalisation of terrestrial Network was approved under 11th and 12th plan and fund was allotted. A plan for installing 630 Transmitters was also approved. DVB T2 Lite technology was adopted after careful study and detailed discussion. Already Crores of money is spent in these projects which are either completed or in various stages of installation. Any new technology will be rendered futile if it is half- done. As you are aware, the DVB T2 technology is helpful in realising the dream of Smart Cities and digital India. Meanwhile Prasar Bharati has decided to sunset its Analog Transmission and already closed many of the Relay

Centres but without any Digital replacement. Any organisation should seek how to utilise the existing installations optimally instead of closing down everything and selling off as scrap. We request you to kindly expedite the Digitalisation works and convert all remaining stations to Digital and also to insist the TV manufacturers to make it DVB T2 ready. Already many of the TV sets can receive DTT.

In 2013 to 2015, Prasar Bharati installed Digital Ready transmitters of IMP TELEKOM make which is presently continuing Analog Transmission. These transmitters can easily be converted into Digital just by slight modifications. We would like to bring to your notice that as per TRAI recommendation in January 2017, analog terrestrial transmission can be continued till 2023 and in a country like India full Switch Off of Analog Terrestrial Transmission is impractical. Countries like Canada are still continuing Analog terrestrial transmission. Also the Closure of analog Transmitters did not fetch much revenue.

As per previous Plan proposals, all the 63 studios of Doordarshan were to be digitalised but we understand that a few studios are yet to be digitalised, thus hampering the programme production.

**5(a). Expediting the DRM installation work of All India Radio:**

AIR is replacing the old Medium Wave (MW) transmitters with DRM transmitters. We request you to kindly expedite this conversion to DRM. The present government is giving top most priority to the Radio and are eager to find inexpensive yet effective means for disaster management. You are kindly aware that MW is used as the most reliable and least expensive medium for Disaster Management and so the conversion to the DRM is most needed. Already the Kerala State Disaster Management Authority had submitted a study report under the instructions of National Disaster Management Authority. Under this study the MW signals were received upto 200 Nautical Mile in the ocean which proves the efficacy of MW as a disaster/ warning system. But instead of pursuing this good report, PB has tried to close down the largest MW station in Kerala by a stroke of the pen which was later saved by your urgent intervention on the requests of people's representatives, the general public and celebrities. We thank you for your desire to keep the Radio Alive. We request you to kindly take up the issue of utilising MW Radio for Disaster Management.

**5(b). Enhancing FM reach:**

The FM reach is now under 50 percent only. It is undisputed that this has to be increased. This can be achieved through Enhancement of Power of Existing Transmitters and by installing new transmitters. We request you to kindly increase the power of all existing 1 KW and 5KW FM stations to 10 KW in STEREO MODE and to install low cost Low power transmitters in the Doordarshan transmitters. Such new installations will drastically increase the coverage at very low cost with no additional Manpower.

Prasar Bharati is installing Low Power 100 W FM Transmitter modules in existing Low Power TV Transmitters. But many of these projects, which were either proposed by PB or sanctioned by the Ministry are yet to be installed. We request you to kindly speed up the process.

- 6. Enhancement of Content:** Content is king, as the adage goes. Whatever be the medium of transmission, the channel will be well received only if the content is good. There is a dearth of programme personnel which affects the production. We request you to kindly utilise all the existing studios including the PGFs by providing enough programme personnel. At present Doordarshan is bringing a lot of Contract staff instead of utilising the in-house staff thereby spending crores of money. We therefore request you to utilise the existing engineering Staff for content creation work including Editing, Graphics and Social Media Broadcast instead of bringing outside agencies. Already the Engineering Staff are well trained in the Allied Engineering fields such as Editing and Graphics and NABM is imparting training to them.