

ASSOCIATION OF RADIO & TELEVISION ENGINEERING EMPLOYEES



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Largest Employee Welfare Association of Electronic Media in India

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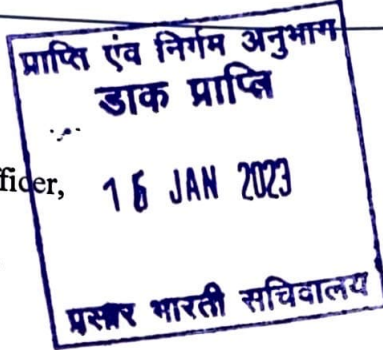


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Ref. No. ARTEE/2023/66

Date 16/01/2023

The Chief Executive Officer,
Prasar Bharati,
Tower C, Mandi House,
New Delhi - 110001



Subject: Comments, suggestions and proposals on the Draft RR for 'merged post' of Technician, Senior Technician, Mast Technician and Diesel Technician of AIR & Doordarshan – **regarding.**

Ref.: Draft RR published by Prasar Bharati vide F.No.A-10/171/2014-PPC/PBRB dated 19.12.2022.

Respected sir,

This is with reference to the Draft RR published by the Prasar Bharati Recruitment Board for the merged cadre of Technician, Senior Technician, Mast Technician and Diesel Technician and comments invited from the stake holders.

The provisions made by the PB Recruitment Board in the proposed RR are inadequate. There is no provision made for recruitment in the merged post of Senior Broadcast Technician from the feeder post of Helper, albeit by promotion. The draft rightly recognized the fact that there would be no further direct recruitment to this 'merged post' since Prasar Bharati has been recruiting staff under its own rules and regulations. Thus, the draft has made an error in denying the promotion of Helpers (on deemed deputation to Prasar Bharati i.e. those Helpers who joined till 05.10.2007) to the merged post of Senior Broadcast Technician which is otherwise available in the existing Recruitment Rules.

This RR exercise presents an enormous opportunity to improve the career prospects of not only Tech, Senior Tech, Mast Tech and Diesel Tech but that of feeder cadre of Helper also. We urge upon your good self to fully utilize this opportunity which would result in doing enormous good to the *most deprived* cadre of Helpers. The RR should be comprehensive and must include the feeder cadre of Helper also with continuance of their promotional avenues, and also the promotional prospects of the proposed 'merged cadre' to the next post in the hierarchy of subordinate Engineering cadre.

Following proposals are being submitted for your kind perusal/ decision:-

(A) Short Title:

As per Section 11 of PB (BCI) Amendment Act, 2011, Prasar Bharati can formulate RR only for employees recruited after 5th October, 2007. Whereas, this draft RR is specifically meant for those Tech, Senior Tech, Mast Tech and Diesel Tech who were recruited till 5th October, 2007 and are on deemed deputation to Prasar Bharati, therefore, short title of proposed RR should be **“Akashvani & Doordarshan (Junior Broadcast Engineer) Recruitment Rules, 2023”**.

(B) Name of the ‘merged post’(at Col.1 of the Draft RR):

It is requested to retain the name of **“Junior Broadcast Engineer”** for the ‘merged post as this nomenclature was approved by the Prasar Bharati Board in its 155th Meeting and consolidated proposal for merger was forwarded to the Ministry of I&B vide letter No. A-10/171/2014-PPC/PBRB dated 28.05.2019. The same proposal was thoroughly scrutinized in the Ministry and was finally forwarded to MOF(DOE) on 13.06.2022. In 2009, the high level committee of Shri R.K.Singh, on cadre restructuring had also recommended the same nomenclature. The merger is happening in PB-2, GP-Rs.4200/- which is a Group-B non-gazetted post. Besides, the name “Senior” cannot be used for a feeder cadre. The decision of MOF(DOE) to change the name to Senior Broadcast Technician is an unwarranted intervention in the domain of DOP&T.

(C) Number of Posts (at Col.2 of the Draft RR):

The information given under “Note” at Col.2 of the Draft RR is ambiguous as the proposed post of Senior Broadcast Technician shall exist until the last person in feeder cadre of Helper as well as Senior Broadcast Technician is retired/ promoted. The “Note” therefore needed to be deleted or modified accordingly.

(D) Method of Recruitment (at Col.10 of the Draft RR):

The merged post of Senior Broadcast Technician may be treated as 100% promotional post to be filled from the feeder cadre of Helper on deemed deputation to Corporation, as this cadre does not exist in Prasar Bharati and there shall be no direct recruitment in the ‘merged post’. In view of the acute stagnation in the feeder cadre of Helper, following is proposed:

100% by promotion from Helpers working on deemed deputation to Prasar Bharati, failing which by transfer.

Out of which:

- i) 50% by promotion on Seniority-cum-fitness basis,
- ii) 50% by promotion through LDCE.

The promotion and transfer shall be adhered to on Zonal basis.

(E) Grade from which promotion to be made (at Col.11 of the Draft RR):

It is proposed to introduce the following:

Seniority-cum-fitness:

Helpers working on deemed deputation to Prasar Bharati who have completed 18 years of service as Helper on the 1st July of the year.

Limited Departmental Competitive Examination:

- a) Helpers working on deemed deputation to Prasar Bharati who have completed 11 years of service as Helper on the 1st July of the year, and
- b) who have passed the Departmental Competitive Examination.

(F) DPC for Promoton(at Col.12 of the Draft RR):

Following is to be incorporated at Col.12 of the Draft RR:

Departmental Promotion Committee for Promoton:

1. Zonal Chief Engineer – **Chairman.**
2. An engineering officer of the rank of DDG/Director – **Member.**
3. An Group 'A' engineering officer of an outside department having requisite technical background – **Member.**

It is not out of place to point out that consequent to merger of posts, it is imperative to ignore previous promotions from Tech to Sr. Tech while granting of ACP/MACP benefits. Otherwise, seniors may be put in disadvantageous position vis-a-vis juniors, the juniors getting higher pay scale/ grade pay on account of one additional MACP. Even after merger of these cadres, Sr. Technician will remain in disadvantageous position as benefit of merger will accrue prospectively from date of notification of RR of merged cadre which may lead to further litigation. Thus anomalous situation would be created in which juniors would get more grade pay/scale than seniors in violation of Article 39(d) of the Constitution as upheld by the Hon'ble Supreme Court in Union of India vs Jagdish (1997) 3 SCC 176. **Therefore, it is proposed to incorporate a specific saving clause that benefit of merger shall be extended so as to ignore pervious promotion while granting ACP and MACP benefits on respective reckoning dates without effecting previous promotions and seniority, keeping in view the fact that cadres of Tech and Sr Tech are getting similar running pay scale since 01.07.1983 by virtue of court orders.**

It is also not out of place to impress upon the immediate need to notify Recruitment Rules for the proposed post of 'Broadcast Engineer' consequent upon the merger of Engineering Assistant

(EA) and Sr. Engineering Assistant (SEA) recruited till 05/10/2007, as approved by the Prasar Bharati Board in its 139th Board Meeting held on 14.01.2017 which is pending since long. The proposed post of 'Broadcast Engineer' will be a Group 'B' non-gazetted post in PB-2 with GP-Rs 4600. Since the post of 'Broadcast Engineer' does not exist in Prasar Bharati and there shall be no direct recruitment in this merged cadre, all the vacancies in the post of 'Broadcast Engineer' may be made available to Senior Broadcast Technicians to be filled in the ratio of 50% by seniority-cum-fitness and 50% by LDCE. Necessary amendment in the proposed RR for the post of 'Broadcast Engineer' is solicited to address huge stagnation in the cadre of Senior Broadcast Technician.

We are attaching a separate Draft RR table containing the above proposal. We hope that our genuine concerns would be taken care of and incorporated in the proposed RR.

Thanking you and with warm regards,

Yours Sincerely,



(Hari Gopal Sharma)
President, ARTEE
Mob: 9509934851.

DRAFT RECRUITMENT RULES FOR THE POST OF "JUNIOR BROADCAST ENGINEER"

Name of Post	No. of Posts	Classification	Level in Pay Matrix	Whether selection post or non-selection post	Age limit for direct recruits	Educational and other qualifications required for direct recruits	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Period of probation if any
1	2	3	4	5	6	7	8	9
Junior Broadcast Engineer	3283* *Subject to variation dependent on workload.	General Central Service, Group B, Non-Ministerial	Level-6 (Rs. 35,400-1,12,400)	Non-selection	NotApplicable	NotApplicable	NotApplicable	2 Years

Method of recruitment whether by direct recruitment or by promotion or by deputation/ absorption and percentage of the vacancies to be filled by various methods.	In case of recruitment by deputation/ absorption, grades from which Promotion/ deputation/ absorption to be made	If a Departmental Promotion Committee exists, what is its composition	Circumstances in which Union Public Service Commission is to be consulted in making recruitment
10	11	12	13
<p><u>100% by promotion from Helpers on deputation to Prasar Bharati, failing which by transfer.</u></p> <p>Out of which:</p> <p>i) 50% by promotion on Seniority-cum-fitness basis,</p> <p>ii) 50% by promotion through LDCE.</p> <p>The promotion and transfer shall be adhered to on Zonal basis.</p>	<p><u>Seniority-cum-fitness:</u> Helpers working on deemed deputation to Prasar Bharati who have completed 18 years of service as Helper on the 1st July of the year.</p> <p><u>Limited Departmental Competitive Examination:</u></p> <p>a) Helpers working on deemed deputation to Prasar Bharati who have completed 11 years of service as Helper on the 1st July of the year, and</p> <p>b) who have passed the Departmental Competitive Examination.</p>	<p><u>Departmental Promotion Committee for Promoton:</u></p> <p>1. Zonal Chief Engineer – Chairman. 2. An engineering officer of the rank of DDG/Director – Member. 3. An Group 'A' engineering officer of an outside department having requisite technical background – Member.</p>	Not Applicable