

## **Meeting with Shri. V. Shiva Kumar, Member (Personnel), Prasar Bharati**

Sh. V. Shiva Kumar, Member (Personnel), Prasar Bharati granted a detailed meeting to ARTEE on the various issues related to the subordinate Engineering cadres of AIR & Doordarshan. Smt. Aruna Sharma IAS, DG:Doordarshan, Ms. Noreen Naqvi, DG:AIR, Sh. R. Vidyasagar, E-in-C (AIR), Sh. G. Jayalal Sr.GM(P), DDG (P)&(F), Sh. H.K. Pani, DDG (A) AIR, Sh. R.K. Jain, CE(D-AIR), Sh. Wadhwa CE(DD), Ms. Mridula Ghai, Director (Admn-AIR), Ms. Preeti Pant, Director (Admn) & DDG (Admn-Incharge) DD, and a number of other senior officials of AIR&DD were present in the meeting. Some of the issues discussed were:

1. Implementation of Cadre Review for the Engineering cadres of AIR&DD:

*It is agreed to reconstitute the committee, with the existing setup, under the chairmanship of Sh. R. K. Sinha, CE, Doordarshan to propose necessary amendments in the report within one month to Prasar Bharati Secretariat, who will further recommend to Ministry within a fortnight.*

2. One pay Scale for One cadre in subordinate Engineering cadres.

*It is decided to send the proposal, within next four working days to Ministry of I&B, for implementation of 'One Pay for One cadre' in the light of the verdict of Hon'ble Supreme Court in EA 5000-8000 scale case. Details of financial implications will be prepared and send later to the Ministry for obtaining additional funds for implementation of the same.*

*It is also agreed upon that Prasar Bharati will make efforts to withdraw the similar case on pay revision of Technicians joined after 25.2.1999, pending before Hon'ble High Court of Kolkata, if there is no technical problem.*

3. Merger of EA & SEA on the basis of GP 4600/- granted by GOI

*The proposed amendments in Recruitment Rules in the light of merger of EA with SEA will be sent to Ministry of I&B by Monday (i.e. 24/1/2011) and will be followed up in the Ministry for a speedy recommendation to DOP&T. Thereafter the department will approach CAT, Delhi for the permission of conducting Departmental Examinations as per the rules.*

4. Categorization of Stations.

*It is decided to reconstitute the committee, under the chairmanship of Sh. R. Vidya Sagar, E-in-C (AIR) for categorization of stations. The committee will consider the package for postings at the stations under Special Area Project in J&K also.*

*A proposal for retention of quarters at the old stations for the employees transferred to KBK region of Orissa will be placed in the next meeting of Prasar Bharati Board on 3<sup>rd</sup> February.*

*It is also decided to review the categorization of Kohima, Aizwal & Imphal in the light of the demand from NE Zone and on the basis of the report from DDG(NEZ), Guwahati.*

5. Implementation of Assured Career Progression (ACP) to subordinate Engineering Cadres.

*Demand for grant of ACP to subordinate engineering cadres of AIR&DD will be processed in the light of the dismissal of SLP by Hon'ble Supreme Court in the Patna case.*

6. Rs. 5400/- Grade Pay for Assistant Engineers with 4 years of service in the cadre as recommended by 6<sup>th</sup> CPC.

*It is agreed upon that Prasar Bharati will work out plans for granting the benefit of the GP of Rs.5400/- to AEs with 4 yrs service in the cadre, in the light of the verdict of the Principal Bench of Hon'ble CAT Delhi.*

7. Granting Grade Pay Rs. 6600 as 3<sup>rd</sup> Financial Upgradation in MACP to Engineering Staff.

***Since the decision has to be taken by the Anomaly committee constituted by Govt of India, the matter will be recommended to the Anomaly committee with intimation to the committee of Joint Secretaries.***

8. Notional Fixation of Technicians in parity with Lighting Assistant :

We have brought it to the notice of the Member (P) that two cases for pay revision of Technician in parity with Lighting Assistant are going on; one at Hon'ble High Court Delhi, for all benefits including arrears from 1983 to 1996 and the other at Hon'ble High Court Chennai for Notional fixation from 1.7.1983. O/O DG:AIR intimated that the Govt counsel advised for appeal in the Hon'ble Supreme Court against the decision of High Court Chennai. We have demanded that the decision of Hon'ble High Court Chennai may be implemented immediately instead of prolonging the case. In the meantime ARTEE will continue to pursue the case in Delhi High Court for the benefit of arrears.

***Ultimately it is agreed to complete the formalities for the implementation of Notional Fixation.***

9. Completion of process for MACP orders for remaining employees in various cadres.

We have pointed out that the implementation of MACP is still pending at some stations like Mumbai, Jammu, Srinagar etc on various lame excuses in the name of audit objections and objections from some PAOs. M(P) and other officers were surprised that how the stations/subordinate offices are making objections once the decision was taken by the cadre controlling authority, i.e. DG:AIR. It is decided to issue strong orders to subordinate offices to follow the decision of DG:AIR without any delay. It was pointed that PAO, Mumbai is not accepting the change of contribution towards CGEIS inspite of clear orders from the O/O DG:AIR.

It was also pointed out that in some cases the DPC of MACP is getting delayed because of missing CRs. Situation is particularly bad in case of the AEs promoted during the last 7-8 years. It was emphasized that when the AE was found fit on the basis of CR only for promotion as AE, then why the CR is now missing. Official side pointed out that after the promotions, the CRs are returned to zonal offices and in some cases the CR is said to get misplaced subsequently.

***It is decided that necessary instructions will be given to Chief Controller of Accounts to issue necessary instructions to PAOs & IRLA for the immediate implementation of orders from DG:AIR, including the issue of MACP & CGEIS.***

***It was also agreed that when the CR chart of the promoted AEs is ready at the Directorate, for the years in consideration, then the same chart should be considered for MACP.***

10. Timely DPC in Subordinate Engineering Cadres (SEA to AE, EA to SEA, Sr.Tech to EA, Tech to Sr.Tech, Helper to Technician, Diesel Engine Driver to Diesel Technician).

It is informed by the officials of the O/O DG:AIR that the DPC for promotion from SEA to AE is not being convened due to litigation. It is informed that the department has brought it to the notice of the hon'ble CAT Delhi that amendments in RR, in the light of the merger of EA&SEA, will take place w.e.f. from prospective date only as per the DOP&T rules and thereby requested to continue the exam process, but the Hon'ble CAT directed to complete the process of merger first then to conduct the examination as per the existing rules.

Official side argues that the promotion from EA to SEA also cannot take place since both cadres have to be merged. Association pointed out that if amendments in RR due to the merger has to take place from prospective date, then existing vacancies of SEA should be filled till the RR amended for merger of cadres. It is pointed that as per the CCS(Revised Pay) Rules, while granting the promotion from one cadre to other cadre with same Grade Pay, 3% increment will be granted as promotional benefit. Since the delay in the process is not due to the fault of employees, the benefit of promotion should be granted to them.

***After detailed discussion it was decided to issue directions to Zonal Chief Engineers to complete the DPC for the existing vacancies in SEA cadre.***

***It is also assured that necessary instructions would be issued to Zonal authorities to convene timely DPCs from Senior Technician to EA, Tech to Sr.Tech, DED to Diesel Technician for the existing vacancies.***

11. Merger of Diesel Tech., Mast Tech., Diesel Engine Drivers with Main Stream Cadres and granting them benefit of MACP considering One Cadre One Pay.

*Though the matter has already been included in the cadre review committee, it is agreed to examine the benefit of granting the higher pay scale, granted to some percentage of the cadres, to all employees in the cadres of DED, DTech, Mast Tech & Helper under one cadre one pay in the light of the verdict on EA case. Regarding granting of MACP considering these scales as base scale, it is agreed to examine the demand positively.*

12. Timely payment of MACP arrears, medical bills, Transfer/ Tour TA, LTC bills etc.

*It was brought to the notice that the payments under various heads are pending at a number of stations due to lack of funds. It was also pointed that even the salary for an SEA joined at DDK Bhopal also not paid due to non availability of funds. It is assured that the matter will be taken with Finance wing to ensure the timely payment to employees.*

13. Extra Duty allowance towards the compensation for shift duty staff as decided by the committee constituted by PB on this issue

*It was informed that the committee repeatedly sought some data from zonal CEs to calculate the financial implications, the information is yet to be received. E-in-C pointed that the field stations are not forthcoming with the data in their reports to the Zonal CEs, which is delaying the entire process. Member (P) directed the E-in-C (AIR) to collect the data latest by the end of February 2011 so as to further process the matter.*

14. Revision of OTA Rate & OTA Limit due to acute staff shortage at Stations.

*Since the matter has to be decided by the Govt of India, the demand will be taken up with Ministry of I&B once again to take up with DOP&T for a final conclusion.*

15. Restoration of abolished (under ADRP scheme) posts in Engineering Cadres and immediate recruitment as per the existing rules.

*It is informed that in all 6111 DR posts in different cadres have been abolished under ADRP scheme of Govt of India from 2000 to 2009. Letters have been sent to Ministry for the revival of these posts. It is assured that the matter of revival of abolished posts will once again be taken up with Ministry of I&B.*

16. Efforts for sanction of posts for newly commissioned stations.

*It is informed that the proposal for sanction of posts was already sent to Ministry by Engg wing. But it was returned to get the approval of PB Board. It is assured that the matter will be taken with MIB after seeking approval from PB Board.*

17. Full fledged functioning of RSTI(T) Shillong & Bhubaneshwar; Shifting of RSTI (T) from HPT Malad, Mumbai

It is pointed out that it was the demand of ARTEE always to strengthen the Staff Training Institutes for ensuring maximum training to the employees. But instead of arranging more infrastructure and faculties for the STI(T) Delhi, RSTI(T) Shillong & Bhubaneshwar, department has started training institute like HPT Malad without any infrastructure and overloading the existing employees of transmitter and disturbing the atmosphere of the colony. Further the employees getting training at places like Malad are deprived of the quality trainings provided at STI(T) Delhi.

*It was agreed to take necessary steps to strengthen the RSTI(T)s at Shillong & Bhubaneshwar.*

18. Career oriented training for Helper cadres

*It was decided to increase the number of trainings for Helpers after discussing the matter with CE, STI(T).*

19. Adequate Security to the employees and installations of AIR&DD.

*Since the DDG (Security) was not available in the meeting it was decided to discuss the matter with DDG(S) to strengthen security at all installations*

*It is pointed out that a separate package under the Security Related Expenditure (SRE) scheme has been made available by the MHA and respective state governments to the security personal working in various Naxalite affected places of nine states (AP, Bihar, Jharkhand, MP, Chhattisgarh, Maharashtra, Orissa, UP and WB). ARTEE demanded that the same may be extended to the employees of AIR and DD. Member (P) assured to take up the matter separately to extend the facilities.*

20. Utilizations of LPTs for transmission of Regional Programs to cater the Regional Viewer ship.

*It is agreed upon the possibility will be explored to maintain transmission of regional programmes from the LPTVs which are to be dismantled on the light of conversion into HPTVs.*

21. Upgradation of VLPTVs to LPTV/HPTV in border areas & remote places where staff are reluctant to demand posting.

*It is decided that DG:Doordarshan will hold a separate meeting with ARTEE to discuss the issues related to Doordarshan*

22. Shifting of LPTVs & DMC to safer places in problematic areas and Terrorism / Naxalite effected Areas.

*Same as above*

23. Posting of officers in AIR&DD installations in NE Zone, Bihar, Jharkhand etc.

*It is clarified by Member (P) that rules of transfer postings will be applicable to everybody including the officers and the officers will be posted to various stations where possible as per the transfer policy.*

24. Compassionate Appointments:

ARTEE pointed that a good number of applications are pending due to non availability of vacancies. It is demanded that a monitoring mechanism should be provided at Prasar Bharati to identify vacancies available with Zonal Chief Engineers and DDGs to ensure the utilization of maximum possible vacancies. It was also demanded that a proposal be put up in the Board to settle all pending cases against the DR vacancies as an 'one time' measure.

*It is agreed upon to establish a cell under the chairmanship of Sr,GM(P) to coordinate the cases and explore the possibility of settling the cases under one time exemption, if the rule permits.*

25. implementation of orders issued in AIRNET:

*It is decided to issue instructions to all stations to follow the orders issued in the official websites of AIR &DD without waiting for any hard copy by post/fax from the Directorates.*

26. AIR/DD Guest Houses/ Auditoriums in different cities:

*ARTEE pointed out that AIR and DD are having infrastructure setup in various cities at prime locations, but while organizing official functions, we have to depend upon private parties. It was demanded that we should make better use of our infrastructure facilities, which are underutilized, for constructing/renovating auditorium/s. It was also demanded that guest houses should also be constructed at different stations. Doordarshan officials pointed out that a budget of 65 crores has been sanctioned for guest houses in 10 cities. ARTEE has been requested to provide more input on the matter.*

*Official Minutes of the meeting are awaited.*