

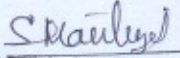
**PRASAR BHARATI**  
**(BROADCASTING CORPORATION OF INDIA)**  
**PRASAR BHARATI SECRETARIAT**  
**2ND Floor, PTI Building,**  
**Sansad Marg, New Delhi**

No. Misc.1/124/2007-PPC (Vol-I)

Dated 07.02.2011

**Subject: Minutes of the meeting held under the Chairmanship of Member (Personnel), Prasar Bharati at 3.30 PM on 19.01.2011 with the representatives of ARTEE.**

Minutes of the meeting held under the Chairmanship of Member (Personnel), Prasar Bharati Secretariat on 19.01.2011 at 3.30 PM with the representatives of ARTEE on the issues relating to subordinate Engineering Cadre of AIR/DD are forwarded herewith for further necessary action.

  
(S.N. Nautiyal)  
Asstt Manager (P)  
Tel.23730598

Copy to:-

1. Sh. V. Shivakumar, Member(P), Prasar Bharati Sectt.
2. Sh. A.K. Jain ,Member (F), Prasar Bharati Sectt.
3. Ms. Noreen Naqvi, DG, AIR
4. Sh. L.D. Mandloi, DG, Doordarshan
5. Sh. R. Vidyasagar, E-in-C, DG:AIR
6. Sh. A.K. Bhatnagar, E-in-C, DG:Doordarshan
7. Sh. G. Jayalal, Sr. GM(P), Prasar Bharati Sectt.
8. Sh. H.K. Pani, DDG(A), DG:AIR
9. Ms. Preeti Pant, Dir (A), DG:Doordarshan
12. Sh. Anil Kumar, President ,ARTEE, Post Box No. 422, New Delhi- 110001
11. Sh. Ashok Kumar, Consultant (HR), Prasar Bharati Sectt.
13. Sh. R.K. Ahluwalia, Consultant (HR), Prasar Bharati Sectt.
13. Sh. B.K. Saha, Manager(P), Prasar Bharati Sectt.
14. Sh. S.N. Nautiyal, Asstt. Manager(P), Prasar Bharati Sectt.

**Subject : Minutes of the meeting held with representatives of ARTEE at 3.30 p.m. on 19-1-2011 under the Chairmanship of Member(Personnel).**

A meeting was held with the representatives of ARTEE on 19-1-2011 at 3.30 p.m. under the Chairmanship of Member(Personnel) to discuss various issues related to Sub-ordinate Engineering Cadres of AIR & Doordarshan. The list of participants is given at Annexure-I.

At the outset, Member(Pers.) welcomed the participants. The issues raised by the Association were discussed in detail and following decisions were taken:

**1. Time bound implementation of Cadre Review for Engineering Cadres of AIR & Doordarshan :**

The Association Representatives demanded that Cadre Review Committee Report be immediately sent to Ministry of I&B after seeking approval of Prasar Bharati Board. The Association also suggested that for proposed necessary amendments in the Cadre Review Committee Report, a Committee may be constituted under the Chairmanship of Shri R.K. Sinha, C.E., DG;Doordarshan.

*Member(Pers.) directed reconstitution of the Committee under the Chairmanship of Shri R.K. Sinha, CE, DG:Doordarshan with existing set up to recommend necessary amendments in the Cadre Review Report within one month to Prasar Bharati Sectt. which in turn will further recommend to Ministry of I&B within 15 days.*

**2. One Pay Scale for One Cadre in Sub-ordinate Engineering Cadres :**

The Association Representatives stated that there is discrimination within the employees of same cadre on the basis of date of joining in the Department resultant the Sub-ordinate Engineering cadres have been divided into two separate streams of pay scales while both the categories of employees are performing the same duties, with same designation and without any difference in their job requirements. They also brought to the notice that the SLP filed by DG:Doordarshan in Hon'ble Supreme Court in the case filed by Engineering Assistants against the decision of Hon'ble High Court, Delhi has been dismissed, immediate action be taken for implementation.

*Member(Pers.) directed that the proposal be sent to Ministry of I&B within next four working days for implementation of 'One Pay for One Cadre' in the light of the verdict of Hon'ble Supreme Court in the case filed by Engineering Assistants drawing pay scale of Rs. 5000-8000.*

*Member(Pers.) also stated that details of financial implications will be worked out and would be sent to Ministry later 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 in case there is no technical & legal problem.*

3. **Merger of Engineering Assistant & Senior Engineering Assistant on the basis of Grade Pay of Rs. 4600/- granted by Govt. of India :**

The Association Representatives pointed out that as per the order of Ministry of Finance, Department of Expenditure dated 13-11-2009, the grade pay of both the Cadres viz. Engg. Asstt. and Sr. Engg. Asstt. had been merged by the Department. The Committee constituted by DG:AIR under the Chairmanship of CE(D) recommended that Recruitment Rules after merger of both the cadres need to be amended.

Director(Admn.), DG:AIR informed that the recommendations of the Committee were sent to Prasar Bharati vide letter No. 1/7/2010-SIV(B) dated 25-5-2010. Prasar Bharati raised some queries on 10-9-2010 which were replied to by DG:AIR on 19-10-2010. The matter is pending with Prasar Bharati for approval. Director(Admn.) also intimated that on this issue three court cases have been filed- two at CAT, New Delhi (by ADTEA & Shri Praveen Kumar) and one at CAT, Ranchi. As per court directions, Recruitment Rules have to be amended within three months. The period of two months have already passed.

*Member(Pers.) directed that the proposed amendment in Recruitment Rules in the light of merger of Engg. Asstt. with Sr. Engg. Asstt. will be sent to Ministry of I&B within next four working days and will be followed up in the Ministry for an early recommendation to DOP&T. Thereafter, the Department will approach Hon'ble CAT, Delhi for the permission of conducting the Departmental Examination as per the rules.*

4. **Categorization of Stations :**

The Association demanded the exercise for re-categorization of Stations be started with immediate effect and for this new Committee be constituted.

*Member(Pers.) directed the re-constitution of the Committee under the Chairmanship of Shri R. Vidya Sagar, E-in-C, DG:AIR for categorizations of Stations with DDG(A), DG:AIR and DDG(A), DG:Doordarshan will be Members. The logistic support to the Committee will be provided by Scor Section of DG:AIR. The Committee will also consider the package for postings at the stations under Special Area Project in J&K and review the categorization of Kohima, Aizwal & Imphal in the light of the demand from North-East Zone and on the basis of the Report from DDG(NEZ), Guwahati. On the demand of Association, Member(Pers.) also directed that the proposal for retention of quarters at the old stations for the employees transferred to Kalahandi, Bolangir and Koraput regions of Orissa State be put up for next Prasar Bharati Board Meeting.*

5. **Implementation of Assured Career Progression(ACP) to Sub-ordinate Engineering Cadres :**

The Association Representatives stated that the benefit of ACP is denied but MACP is given to the employees of Prasar Bharati. They demanded that a proposal be sent to Ministry of I&B in the light of dismissal of SLP by Supreme Court in the case filed by Engg. Asstts., Sr. Engg. Asstts. and Asstt. Engineers of Patna.

*Member(Pers.) directed that a proposal for grant of ACP to Sub-ordinate Engineering cadres of AIR & Doordarshan be processed in the light of the dismissal of SLP by Hon'ble Supreme Court of India in the Patna case and sent to Ministry of I&B after seeking approval of Prasar Bharati.*

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

On this issue Director(Admn.) informed that a proposal for grant of grade pay of Rs. 5400/- in Pay Band-II on non-functional basis to Assistant Engineers who have completed 4 years of regular service in the Grade Pay of Rs. 4800/- was sent to Ministry of I&B on 30-3-2009. Ministry of I&B vide their dated 18-11-2009 intimated that the proposal was taken up with Ministry of Finance through Internal Finance Division of Ministry. Ministry of Finance has not agreed to the proposal. Director(Admn.) also informed that in the verdict given by Principal Bench of Hon'ble CAT, Delhi, the Hon'ble Court has agreed to grant of grade pay of Rs. 5400/- in Pay Band-II on non-functional basis to Assistant Engineers who have completed 4 years of regular service in the Grade Pay of Rs. 4800/-. However, Ministry of I&B has directed that Department should file Writ Petition in High Court.

*Member(Pers.) directed that proposal in this regard be sent to Prasar Bharati Sectt. for implementation of Principal Bench of Hon'ble CAT, Delhi's direction after seeking approval of Prasar Bharati Board. He further stated that there is no need for filing Writ in High Court.*

7. **Granting Grade Pay of Rs. 6600/- as 3<sup>rd</sup> Financial up-gradation in MACP to Engineering Staff :**

*On the demand of Association, Member(Pers.) directed that this matter be referred to Ministry of I&B which in turn will forward this to Anomaly Committee with intimation to the Committee of Joint Secretaries.*

8. **Notional fixation of Technicians in parity with Lightning Assistants w.e.f. December, 1983 :**

The issue was brought to the notice of Member(Pers.) that at present there are two cases for pay revision of Technicians in parity with Lightning Assistant are going on – one is filed by ARTEE at Hon'ble High Court, Delhi for all benefits including arrears from 1983 to 1996 and the other at Hon'ble High Court, Chennai filed by ADTEA where Hon'ble Court has passed the order directing the Department to grant notional pay fixation to the Technicians and Senior technicians w.e.f. 1-7-1983 without awarding any arrears of pay within a period of eight weeks from the date of receipt of copy of the order. The Association Representatives demanded that the decision of Hon'ble High Court, Chennai may be implemented immediately as the due date for implementation is expiring on 2<sup>nd</sup> Feb., 2011.

Director(Admn.), DG:AIR informed that proposal for grant of notional pay fixation for Technicians and Senior Technicians with Lightning Assistants was approved by Prasar Bharati Board in its 56<sup>th</sup> Board Meeting. The matter was referred to Ministry of I&B where Internal Finance Wing of Ministry had rejected the proposal. ADTEA filed a case in Hon'ble High Court, Chennai. The Hon'ble High Court has recently passed the order directing the Department to grant notional pay fixation to the Technicians and Senior Technicians w.e.f. 1-7-1983 without awarding any arrears of pay within a period of eight weeks from the date of receipt of copy of the order. Director(Admn.) also intimated that O/o CE(SZ), AIR & T.V., Chennai has forwarded the opinion given by the Central Govt. Counsel for filing SLP in Supreme Court. DG:AIR has sent the file No. 8/8/2006-SIV(A) to Prasar Bharati Sectt. for necessary directions as the eight weeks time for implementation granted by Hon'ble High Court is due to expire on 2<sup>nd</sup> Feb., 2011.

***Member(Pers.) directed that necessary formalities be completed for implementation of Notional Fixation.***

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

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The Association representatives 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 PAOs. It was also pointed out by the Association that in some cases the DPC of MACP is getting delayed because of missing ACRs particularly in the cadre of Asstt. Engineers promoted during the last 7-8 years.

Director(Admn.), DG:AIR informed that for grant of MACP, instructions have already been issued to AIR/DD Stations to follow the DOP&T instructions and fixation be done accordingly.

***Member(Pers.) directed that a letter will be sent to Chief Controller of Accounts from Sr. G.M.(Finance), Prasar Bharati with the request to issue necessary instructions to local PAOs and IRLA for the immediate implementation of orders from DG:AIR including the issue of MACP & CGEIS. Member(Pers.) also stated that the concerned Section should look into it that while promoting Sr. Engg. Asstt. to the post of Assistant Engineer, ACR grading chart is prepared at the Directorate for the years in consideration, the same chart should be considered***

*by the Screening Committee for grant of MACP benefit in case of those Asstt. Engineers whose ACRs are not traceable.*

10. Timely DPC in Sub-ordinate Engineering Cadres(SEA to AE; EA to SEA, Sr. Technician to E.A.; Technician to Sr. Technician; Helper to Technicians,; Diesel Engine Driver to Diesel Technician)

The Association Representatives demanded that DPC in all the grades of Sub-ordinate Engineering cadres be convened on time.

Director(Admn.), DG:AIR informed that DPC from Sr. Engg. Asstt. to Assistant Engineer grade is not being convened due to litigation. Similarly, DPC from Engg. Asstt. to Sr. Engg. Asstt. cadres is pending due to merger of cadres of Engg. Asstt. with Sr. Engg. Asstt. and proposal for amendment in Recruitment Rules has already been submitted to Prasar Bharati Sectt. for approval. It is also informed that the Department has brought to the notice of the Hon'ble CAT, Delhi that amendments in Recruitment Rules in the light of the merger of Engg. Asstt. with Sr. Engg. Asstt. will take place from prospective date only as per DOP&T rules and requested to continue the exam. Process. But the Hon'ble CAT directed to complete the process of merger first by amending the Recruitment Rules and then to conduct the examination as per the existing rules.

*Member(Pers.) directed that necessary instructions be issued to Zonal Chief Engineers to complete the DPC for the existing vacancies in SEA cadre and convene timely DPCs in other Sub-ordinate Engineering cadres.*

11. Merger of Diesel Technician, Mast Technician, Diesel Engine Drivers with mainstream cadres and granting them benefit of MACP considering One Cadre One Pay:

Director(Admn.), DG:AIR informed that the matter has already been referred to Cadre Review Committee for inclusion in Cadre Review Report.

*Member(Pers.) directed that in the light of Hon'ble High Court of Delhi's verdict in the 'One Cadre One Pay' case filed by Engg. Assistants, the matter be examined for granting the higher pay scale, granted to some percentage of the cadres, to all employees in the cadres of Diesel Engine Driver, Diesel Technician, Mast Technician and Helper.*

12. Timely payment of MACP arrears, medical bills, transfer tour T.A. bills etc.

The Association Representatives brought to the kind notice of Member(Pers.) that the payments under various Heads are pending at a number of stations due to non-availability of funds.

*Member(Pers.) directed that the matter will be taken up with Finance Wing to ensure the timely payment to employees of MACP arrears, medical bills, transfer tour T.A. Bills etc.*

**13. Extra Duty Allowance towards the compensation for Shift Duty Staf as decided by the Committee constituted by Prasar Bharati on this issue :**

The Association pointed out that the Committee constituted in DG:AIR for making provision of Extra Duty Allowance had sought some data/information from Zonal CE Offices for calculating financial implications. But in spite of number of reminders, no data/information has been received. The Association demanded that Committee may be reconstituted under the Chairmanship of Director(EPM) with same composition of Members as in the previous Committee.

*On this issue Member(Pers.) stated that Committee be re-constituted under the Chairmanship of Director(EPM) with same composition of Members as in the previous Committee and directed that E-in-C, AIR would collect the data latest by the end of February, 2011 from Zonal CEs and hand over the same to the Committee for early submission of its recommendations.*

**14. Revision of O.T.A. Rate & O.T.A. Limit due to acute shortage of staff at stations :**

Director(Admn.) informed that hike of O.T.A. rates and declaration of basic limit of O.T.A. eligibility cannot be done locally by Prasar Bharti Sectt. Recommendations of 6<sup>th</sup> Pay Commission on this issue are pending with Government for consideration.

*On this issue Member(Pers.) directed that since the matter has to be decided by the Government of India, the demand will be taken up with the Ministry of I&B once again to take up the issue with DOP&T for a final decision.*

**15. Restoration of abolished(Under ADRP Scheme) posts in Engineering Cadres and immediate recruitment as per the existing rules :**

*On this issue it was informed by Member(Pers.) that in all 6111 Direct Recruit vacancies in different cadres have been abolished under ADRP. Letters have been sent to Ministry for revival of these posts as they were operational posts. Member(Pers.) assured the Representatives 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 :**

The Association demanded that new stations should only be commissioned after getting the necessary sanction of posts in various categories. They also demanded that the practice of shifting of posts from nearby stations to run the newly commissioned stations be stopped as there is acute shortage of staff in all the cadres at all the stations.

Chief Engineer, DG:Doordarshan informed that the proposal for sanction of posts was already sent to Ministry. Ministry returned the same to get the approval from the Prasar Bharati Board. All the queries raised by Prasar Bharati have been replied to including financial implications of the proposal. The matter is pending with Prasar Bharati.

*Member(Pers.) informed that this matter would be taken up in the next Prasar Bharati Board meeting for approval.*

17. **Full-fledged functioning of RSTI(T), Shillong & Bhubaneswar; shifting of RSTI(T), from HPT, Malad, Mumbai :**

The Association Representatives brought to the notice of Member(Pers.) that it is the demand of the Association 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 & Bhubaneswar, Department has started training institute like HPT, Malad without any infrastructure and overloading the existing employees with additional training work. The Association also pointed out the employees getting training at places like Malad are deprived of the quality training provided at STI(T), Delhi.

*Member(Pers.) directed E-in-C to look into the matter and take necessary steps to strengthen the RSTI(T)s at Shillong and Bhubaneswar.*

18. **Career oriented training for Helper Cadres :**

The Association demanded that Examination oriented training be imparted to Helpers by STI(T) before appearing in Technician's examination.

*On this issue Member(Pers.) directed that a special training programme be devised by Chief Engineer, STI(T) and necessary examination oriented training be given to Helpers at STI(T), Delhi and at RSTI(T)s, Shillong & Bhubaneswar before conducting the examination to the post of Technician. He also stated that duties of Helpers be defined in the light of recommendations of 6<sup>th</sup> Pay Commission as Helpers are upgraded to Group 'C' from Group 'D'.*



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

The Association demanded that proper security arrangements be made at AIR Stations and Doordarshan Kendras to safeguard the lives of employees and installations.

*Since DDG(Security) was not available in the meeting, Member(Pers.) informed that he would discuss the issue with DDG(Security) for strengthening of security at all Installations and will ask for Report from DDG(Security).*

20. **Up-gradation of VLPTVs to LPTV/HPTV in Border Areas & remote places where staff are reluctant to demand posting :**

It was decided that DG:Doordarshan will hold a separate meeting with the Representatives of ARTEE to discuss the issues related to Doordarshan.

21. **Utilization of LPTs for transmission of Regional Programmes to cater to the Regional Viewership :**

*On this issue Member(Pers.) directed that possibility be explored to maintain transmission of regional programmes from the LPTVs which are to be dismantled due to conversion into HPTVs.*

22. **Shifting of LPTVs & DMC to safer places from problematic areas and Terrorism.Naxalite affected areas :**

It was decided that DG:Doordarshan will hold a separate meeting with the Representatives of ARTEE to discuss the issues related to Doordarshan.

23. **Posting of officers in AIR & DD installations in North-East Zone, Bihar, Jharkhand etc. :**

Director(Admn.) informed that due to acute shortage of staff, it is not possible to post staff to its full potential in these regions. However, orders have been issued for posting of officers in North-East Zone, Bihar and Jharkhand. But due to compassionate reasons or otherwise officers transferred to these regions managed to cancel their orders.

*Member(Pers.) directed that transfer policy be followed in a transparent manner. Rules of transfer/ postings be applied uniformly to all – be it Engineering Officers or Sub-ordinate Engineering Staff.*

The following points were also raised by the Association with the approval of Member(Pers.) though these points were not on the Agenda of the Association.

24. **Compassionate Appointments :**

The Association Representatives pointed out that a good number of applications are pending at different Zonal Offices due to non-availability of vacancies under Compassionate Appointment quota. They demanded that a monitoring mechanism be devised 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 by the Association that a proposal be put up before the Prasar Bharati Board for settling all pending cases against the D.R vacancies as a 'one time' measure.

*Member(Pers.) agreed to the demand of the Association for establishing a monitoring cell under the Chairmanship of Sr. G.M.(P) to co-ordinate the compassionate ground cases and explore the possibility of settling the cases under one time exemption, if rule permits.*

25. **Implementation of orders issued in AIRNET :**

*On this issue Member(Pers.) directed the instructions be issued to all the Zonal Offices/Stations/Kendras to follow the orders issued in the official websites of AIR & Doordarshan without waiting for any Hard Copy/fax from the Directorate.*

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

The Association pointed out that AIR and Doordarshan are having infrastructure/set up in various cities at prime locations, but while organizing official functions, we have to depend upon private parties. It was also demanded that we should make better use of our infrastructure facilities which are presently under-utilized by constructing/renovating auditoriums and also construct guest houses at different stations.

It was informed by Chief Engineer, DG:Doordarshan that a budget of Rs. 65 crores have been sanctioned for constructing guest houses in 10 cities.

The meeting ended with a Vote of Thanks to the Chair.

ARTEE

ANNEXURE-I

**List of the Members attend the meeting on 19.01.2011 under the Chairmanship of Member (Personnel) at 3.30 PM**

S. No.	Name of Officer
1.	Shri V. Shivakumar, Member(P), Prasar Bharati Sectt.
2.	Ms. Noreen Naqvi, DG, AIR
3.	Smt. Aruna Sharma, DG. DDn
4.	Shri R. Vidhyasagar, E-in-C.
5.	Shri A. K. Bhatnagar, E-in-C
6.	Shri G. Jayalal ,Sr. GM(P)
7.	Shri H.K. Pani, DDG(A), AIR
8.	Ms. Preeti Pant, Dir(A), DG: DDn
9.	Shri Anil Kumar, President, ARTEE
10.	Shri Ashok Kumar, Consultant, Prasar Bharati
11.	Shri R.K. Ahluwalia, Consultant, Prasar Bharati
12.	Shri Kuldeep Bhan, Vice President, ARTEE
13.	Shri Umesh Chander Sharma, General Secretary ARTEE
14.	Shri Ramesh Negi, Treasurer
15.	Shri Pulak Ray, Editor Filament
16.	Shri Sudhir Nayyar, (Sect. SEA/EA) ARTEE
17.	Shri Shailendra Shah, Secy AE
18.	Shri H.K. Wadhwa, CE, DDn
19.	Shri R.K. Jain, CE, AIR
20.	Shri Sadhana Kumar, DE, DG: DDn
21.	Shri J.N. Arora, DE, AIR