

Association of Radio & Television Engineering Employees

Post Box No. 422, New Delhi - 110 001



ARTEE

www.arteeindia.org

Regd. & Recognised by Govt. of India

Affiliated to U.N.I. Geneva

Largest Employee Association of Electronic Media in India

Ref.ARTEE/P/MIB/2009/06

Dated.15-06-09..

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Hon'ble Minister for Information & Broadcasting

Shastri Bhavan

New Delhi

Ref: Letter No.ARTEE/P/MIB/2008/02, dated 04/04/08 to Hon'ble Minister
Letter No. ARTEE/P/JS/MIB/2009/06, dated 22-04-09 submitted to JS (B)
Letter dated 02.02.2009 addressed to Secretary Ministry of I&B
Meeting held with JS(B) on 06.03.2009
Letter dated 31.03.2009 addressed to Secretary Ministry of I & B

Sub: Agitation on various pending matters

Ma'm,

With due respect I request your kind attention to the letters referred above and the meetings with the officials of Ministry & Prasar Bharati on various issues related to welfare of subordinate Engineering cadres of AIR&DD, pending for decision from your good office.

Being the largest employees Association not only in the department but also in in Electronic media, we always keep the interest of the organisation (AIR&DD) in top priority while looking after the welfare of employees in general and our members in particular. We always make efforts to follow the rules, discipline and the logic in every matter we deal with.

But it is painful to note that even the issues which are in line with the general orders of the government of India and with the logical support are not being implemented by the Ministry & Prasar Bharati on various excuses, compelling this association to come out with agitational steps.

The issues of demanding immediate attention are:

1. Up gradation of the Helper from Group D to Group C

As per the Note 1 below rule 7 of CCS(Revised Pay) Rules 2008, the pay of Group D employees in the revised pay structure will be fixed initially in the -1S pay band and as per clause 7(A) with the appropriate Grade Pay and arrears paid accordingly. Thereafter, pay of such of those Group "D" employees who already possess the revised minimum qualifications recommended by the commission prescribed for entry into PB-1 would be fixed w.e.f. 1.1.2006 in PB-1 with grade pay of Rs.1800/-.

It is also stated that, such of those existing Group "D" employees who do not possess the revised minimum qualifications for entry into PB-1 would be retrained by the concerned department preferably within a period of six months so that payment of arrears on account of up gradation are not delayed.

Accordingly we requested o/o DG:AIR to take necessary steps at the earliest to place the Helpers with the qualification (ITI Certificate) of Technician may be placed in that cadre with effect from 1.1.2006 and the Helpers without this qualification may be provided necessary training at the earliest as envisaged in the orders mentioned above. Though some stations in isolation are following this recommendation, a general order from cadre controlling authority is necessary for immediate implementation at all AIR/DD stations throughout the country.

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We demand immediate orders from the o/o DG:AIR to upgrade all Helpers of AIR & Doordarshan to Group "C" cadre.

2. One pay Scale for One cadre

I request your kind attention to the pathetic situation prevailing in our department. Discrimination prevails amongst the employees in the same cadre with an excuse of date of joining in the department. The employees of subordinate Engineering cadres are divided into two separate pay scales within the same cadre with the criteria of date of joining in the department. While both employees in the same cadre are performing same duties, with same designation and without any difference in their job requirements. Further the existing employee who joined on or before 25.02.1999, when promoted, are placed in a higher scale even though he/she is junior to the employees in that cadre.

Some of the applicants who were joined after 25.02.1999, in EA & Technician cadres, approached the court of law for getting justice and the Principal Bench of Hon'ble CAT, Delhi and thereafter Hon'ble CAT Kolkata has directed the department and Ministry to grant the same scale as the employees who joined the cadre prior to 25.2.1999. Hon'ble CAT Delhi has rejected the review petition of the department at the admission stage itself.

Accordingly we requested DG:AIR to kindly extend justice to the employees of subordinate engineering cadres who have joined after 25.2.1999 by ensuring the pay parity with the employees who were in service prior to 25.2.1999.

We demand One Pay for One Cadre, amongst subordinate Engineering cadres (from Helper to Assistant Engineer) in AIR & Doordarshan.

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

It was indicated by DDG(A), DG:AIR in the meeting held with CEO on 24.12.2008 that a proposal for grant of ACP for subordinate Engineering cadres had been sent to the Ministry of I&B on 14.08.2008 and in spite of reminders, no response has been received from the Ministry. We have brought the details of the case in which subordinate engineering cadres are deprived of the facility on illogical grounds and the subsequent order dated August 1998 granting ACP clearly says that as it is the compensation for delay in promotion, employee should be given the pay scale of next cadre in the hierarchy wherever regular promotion is available. It never defined on any pay scales. Hon'ble CAT Kolkata has directed department to grant justice to our cadres but it has not been implemented. On the other hand the department had implemented ACP to AEs of CCW, AIR who were also given the same verdict by Hon'ble CAT Kolkata in the similar case. It is pertinent to note that earlier Ministry has objected to the AE of CCW: AIR on the same ground of the order issued on 25.2.1999.

We demand the implementation of ACP Scheme as recommended by V CPC to the subordinate Engineering Cadres of AIR & Doordarshan.

4. Rs. 5400/- Grade Pay for Assistant Engineers with 4 years of service in the cadre.

The VI CPC, in its report recommended the Grade pay of Rs.5400/- to the Group B officers after completing 4 years in the pay scale Rs.7500 – 12000. Ministry of Finance in a reply to an RTI application clarified that this is applicable to all Group "B" Officers in the old Pay scale of Rs.7500 - 12000. We have requested DG:AIR & Ministry to implement it as the o/o DG:AIR had not implemented for the Assistant Engineers of AIR&DD. It was indicated by DG:AIR that the matter had been referred to Ministry of I&B on 23.12.2008. Afterwards it was informed that the Internal Finance has sought the details of financial implications and some other clarifications on the case of AEs and some other clarification regarding the Grade pay of EA.

It is learnt that the o/o DG:AIR has already forwarded the clarifications on both cases. This Association has also forwarded clarifications on the issue of Grade Pay of AE.

We have submitted details proving that the scales given as per the order dated 25.2.1999 was in continuation to the recommendations of 5th CPC.

It seems that the proposal is facing extraordinary delay in the Ministry, in the guise of repeated clarifications.

We demand immediate implementation of Rs.5400/- Grade pay to the Assistant Engineers of AIR& Doordarshan, who have completed 4 years of service in that cadre.

5. Rs. 4600/- Grade Pay for Engineering Assistants.

While proposing the merger of the pay scales Rs.5000-8000, Rs.5500-9000 & Rs.6500-10500, the VI CPC proposed to extend the Grade pay Rs.4600/- to the employees in the pay scale of Rs.6500 - 10500. The Engineering Assistant of AIR & DD are eligible for this benefit, Though some Engineering Assistants working in some stations of AIR & Doordarshan were granted this Grade pay, the same has not extended to other EAs irrespective of our repeated requests. o/o DG:AIR has referred the file to Ministry of I&B and we have heard nothing on this matter till today. It seems that the proposal is facing extraordinary delay in the Ministry, in the excuses of repeated clarifications.

We demand immediate implantation of the Rs.4600/- Grade pay the Engineering assistants of AIR&DD.

6. Restoration of abolished posts in Engineering Cadres and immediate recruitment.

Association have been pointing out since long that being the operational posts, the abolition of govt posts are not applicable to the posts in subordinate cadres of AIR&DD, as per the order for ADRP, issued by DOP&T. we have pointed that even the post of doctors of CGHS were exempted from abolition on this ground. It was indicated that the matter had been referred to the Ministry in April 2008 for the revival posts abolished under ADRP. 2002-07 and no reply has been received from the Ministry. It may kindly be noted that the OM F.No.2/8/200-PIC dated 9th April 2009, issued by Ministry of Personnel, Public Grievances and Pensions states that " in this regard, the Sixth Central Pay Commission has recommended, 'multiskilling of the government employees which would increase their operational efficiency while simultaneously optimizing the staff strength. It is however, noted that while rightsizing in Government is necessary given the challenges in the work process due to technology and consequent reduction of layers, a blanket ban on filling up of vacant posts across the board can impact effective functioning. More flexibility is required in this policy for effective service delivery and care has to be taken that administrative delivery structures do not become hollow or thin in critical areas."

Keeping in view the above recommendation of the Sixth Central Pay Commission, the optimization policy has again been reviewed in consultation with the department of expenditure, Ministry of Finance and it has been decided "not to extend" the validity of the Optimisation scheme beyond 31.3.2009..

It is worthwhile to mention that abolition of posts in the operational cadres of AIR&DD has not only affected the operation & maintenance of stations but the life of the costly equipments also, due to lack of maintenance in the absence of manpower. The abolition of posts has adversely affected the commissioning of new projects of AIR&DD, for which crores of rupees had been spent on installations.

We demand that the posts abolished from the operating cadres of AIR&DD should be restored immediately; the recruitment for those posts should start immediately after the revival of the posts.

7. Implementation of Cadre Review for Engineering employees of AIR&DD.

Though the general recommendations of the VI CPC were extended to the employees of AIR & Doordarshan, no detailed study could take place on the individual cadres of AIR&DD. Though this Association has submitted a detailed proposal well before the assigned date of submitting proposals, it was not considered due to the non clarity of status of the employees of AIR&DD. By the time the Govt decided that we will continue as Central Govt employees, the Pay Commission had completed their studies.

Accordingly the Ministry of I&B was kind enough to decide that the cadre review will be undertaken for employees of AIR & Doordarshan so as to consider the proposals submitted by Association to the 6th Pay Commission and accordingly benefits will be extended to the employees in continuation the recommendation of 6th CPC w.e.f 01/01/2006.

The Committee constituted to recommend the proposal for cadre review has already submitted its report to the CEO, Prasar Bharati.

We demand immediate steps to implement the cadre review for all Engineering Cadres of AIR & Doordarshan w.e.f 01/01/2006

The Central council of this Association, in its meeting held on 11/6/2009 decided to start agitation as per the programme given below to fulfill our demands at the earliest.

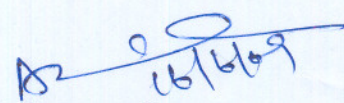
25 June 2009: Lunch hour gate meeting at stations in Capitals

08 July 2009 : Lunch Hour gate meetings at all stations throughout the Country.

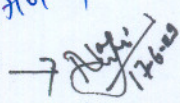
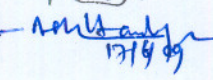
22 July 2009 : Day long Dharna from 1000 hrs to 1600hrs at all capital stations.

The next phase of agitation programme will be decided in the National Convention of this Association proposed to be held on 2nd, 3rd & 4th August 2009.

With warm regards,


Anilkumar S.
President
Ph: 9818759192

Copy for kind information to:

1. Sh. Mohan Jatua, Hon'ble MOS, Ministry of I & B, Shastri Bhavan, New Delhi 
2. Sh. S. Jagathrakshakan, Hon'ble MOS, Ministry of I & B, Shastri Bhavan, New Delhi 
3. The Secretary, Ministry of Information & Broadcasting, Shastri Bhavan, New Delhi 
4. Sh. B.S.Lalli, CEO, Prasar Bharati, PTI Building, New Delhi
5. Sh. V.Shiva Kumar, Member (Personnel), Prasar Bharati, New Delhi
6. Ms. Noreen Naqvi, Director General, All India Radio, New Delhi
7. Ms. Aruna Sharma IAS, Director General, Doordarshan, New Delhi
8. Sh. P.S.Bajpai, Engineer –in-Chief, All India Radio, New Delhi
9. Sh. R.R.Prasad, Engineer – in – Chief, Doordarshan, New Delhi


Anilkumar S.

o/c.