

**PRASAR BHARATI**  
**(BROADCASTING CORPORATION OF INDIA)**  
**PRASAR BHARATI SECRETARIAT**  
**2nd Floor, PTI Building**

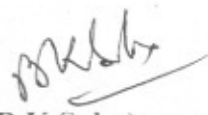
No. Misc1/18/2010-PPC

Dated 27.07.2011

**Sub: Minutes of the meeting held with representatives of Sanyukta Sangharsh Samiti of the representatives of ARTEE, ADTEA and PSA on 25.07.2011 at 4:00 PM under the Chairmanship of Member (Personnel) to discuss various issues related to Subordinate Engineering Cadres of AIR & Doordarshan.**

Please find enclosed herewith minutes of the meeting held under the chairmanship of Member (P) on 25.07.2011 on the above subject for further necessary action .

Encls: As above

  
**(B.K.Saha)**  
**Manager(Pers.)**  
**Tel.23737662**

**B.K. SAHA**  
Manager (Personnel)  
Prasar Bharati Secretariat  
New Delhi / New Delhi

To.

1. Shri V. Shivakumar, Member (Personnel), Chairman.
2. Shri Venkateswarlu, DDG(A), Doordarshan.
3. Shri Ashok Kumar, (HR-Consultant).
4. Shri R.K. Ahluwalia, (HR Consultant).
5. Ms. Mridula Ghai, Director (A), AIR.
6. Shri R.K. Dhall, DDA(E), AIR.
7. Shri B.K. Saha, Manager (Personnel).
8. Shri Sanjay Kumar, President, PSA.
9. Shri K. Bhatia, General Secretary, ADTEA.
- ✓ 10. Shri Umesh Chandra, President, ARTEE.

**Minutes of the Meeting of Sanyukta Sangharsh Samiti with Member(Pers.) held  
on 25-7-2011**

**Subject :** Minutes of the meeting held with representatives of Sanyukta Sangharsh Samiti consisting of the representatives of ARTEE, ADTEA and PSA on 25-07-2011 at 4.00 PM under the Chairmanship of Member (Personnel) to discuss various issues related to Subordinate Engineering Cadres of AIR & Doordarshan.

The following were present:

1. Shri V. Shivakumar, Member (Personnel), Chairman
2. Shri Venkateswarlu, DDG(A), Doordarshan
3. Shri Ashok Kumar, (HR Consultant)
4. Shri R.K. Ahluwalia, (HR Consultant)
5. Ms. Mridula Ghai, Director (A), AIR
6. Shri R.K. Dhall, DDA (E), AIR
7. Shri B.K. Saha, Manager (Personnel)

Representatives from Sanyukta Sangharsh Samiti:

1. Shri Umesh Chandra, President, ARTEE
2. Shri Anil Kumar, General Secretary, ARTEE
3. Shri Kulbhusan Bhatia, General Secretary, ADTEA
4. Shri Pawan Kumar, Vice President, ADTEA
5. Shri Vinod Kumar, Organising Secretary, ADTEA
6. Shri Sanjay Kumar, President, PSA
7. Shri S.K. Nahar, Vice President, PSA
8. Shri R. Srinivasan, General Secretary, PSA

At the outset, Member (P) welcomed the participants and informed that he had a meeting with Hon'ble MIB on 22-7-2011 and all the eight points raised by the Samiti were discussed at length. Member (P) also informed that Hon'ble MIB had listened to him patiently and stated that all the issues of the Samiti will be properly addressed and the final decision would be taken immediately after consultation with the Authorities concerned in the Ministry. Further, Member (P) stated that Hon'ble MIB is very much concerned regarding the issues of the Samiti and would like to have a speedy amicable decision. Member (P) also informed the Representatives that it was because of the personal efforts put in by the Hon'ble MIB that the issue with regard to meeting 100% salary component of employees from

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Manager (Personnel)  
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Government funds has been agreed to in the G.O.M. inspite of resistance from other quarters. Further, Hon'ble MIB has always a sympathetic view with regard to employees related issues. However, she expressed her anxiety on the proposed agitation and sought co-operation of all the employees for maintaining healthy industrial climate. The issues raised by the Samiti were discussed in detail, which are as follows:

1. **One Pay scale for one post :**

*Member (Pers.) informed the representatives that he had briefed Hon'ble MIB that since SLP filed by Department has been dismissed, a self-contained proposal was sent to Ministry of I&B on 17-2-2011 and he requested Hon'ble Minister for implementation of the proposal. The Hon'ble MIB said that the proposal would be examined at the Ministry level sympathetically before taking a final decision.*

The Samiti representatives stated that since the SLP filed by DG:Doordarshan in the case filed by Engineering Assistants has been dismissed by the Hon'ble Supreme Court, the verdict of Hon'ble CAT, Delhi upheld by Hon'ble Supreme Court be implemented immediately.

2. **Implementation of ACP verdict of Hon'ble CAT Patna upheld by Hon'ble Supreme Court of India :**

*Member (Pers.) stated that he has already apprised the Hon'ble Minister that the Court Case verdict is for 12 employees who have gone to the court and there are around 50 more personnel who are similarly placed and they should also be considered. Hon'ble Minister stated that the matter will be examined at the Ministry level. As regards the demand of the Sanyukta Sangharsh Samiti for withdrawal of Undertaking being insisted by the Directorate, the same would be conveyed to the Directorate/Ministry of I&B.*

The Samiti representatives stated that the benefit of ACP is denied to the employees of Prasar Bharati on the pretext of grant of Up-graded pay scale which is not correct. They demanded that the Hon'ble CAT Patna's verdict upheld by Supreme Court be implemented uniformly to all the categories. They also informed that Department has sought Undertaking from the applicants whereas Ministry of I&B in their directions to DG:AIR have made no mention of Undertaking. They demanded that the same should be withdrawn immediately by the Department and same should be implemented for all.

3. **Implementation of verdict of Hon'ble High Court, Chennai granting Notional Pay Fixation of Sr. Technician/ Technician with Lighting Assistants :**

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*Member (Pers.) informed that a self-contained proposal along with revised financial implications has been sent to Ministry of I&B on 19-7-2011 and Ministry will be requested to expedite appropriate action as the amount involved is minimal.*

The Samiti representatives demanded that the verdict of Hon'ble High Court, Chennai be implemented. Earlier the financial implication was wrongly calculated to the tune of ₹ 42 crores p.m. Samiti representatives pointed out that it is not correct and DG/AIR recalculated the total financial implication to the tune of ₹ 24 lakhs p.m. only. They informed that on the one hand Ministry is asking for financial implications from DG: AIR and on the other hand they have given directions for filing SLP in Supreme Court which is not correct and therefore may not be pursued.

**4. No withdrawal of 25<sup>th</sup> Feb., 1999 Agreement :**

*Member (P) stated that he had explained to the Hon'ble MIB that the said communication from the Ministry dated 25<sup>th</sup> February, 1999 is purported to have been issued after due consideration of the cases recommended by Anomaly Committee which was constituted for the purpose. 90% of the benefit was passed on by the said order and the remaining 10% was granted by Prasar Bharati.. In addition, there are few cases where the benefit was passed on as a result of the decision from the Hon'ble courts. Therefore, the issue which is very sensitive requires careful consideration.*

*Member (P) also stated that he was informed by the Hon'ble Minister that the matter would be thoroughly examined in the Ministry taking all the relevant facts into consideration.*

On the issue of withdrawal of 25-2-1999 order as per recommendations of Committee of Joint Secretaries, Representatives of Samiti requested Member(Pers.) that he may bring to the kind notice of Hon'ble MIB that Sangharsh Samiti was not given an opportunity to place their views before the Committee of Joint Secretaries. They further pointed out that the recommendations of the Committee of Joint Secretaries should not be implemented as they got the benefit on the recommendations of the Anomaly Committee and Court orders since 1978. The Association representatives pointed out that all these issues have been created because of misnomer of word 'upgradation' whereas it should have been 'restoration' of pay scale. Samiti representatives also pointed out that they were granted pay parity with Sound Recordists of Films Division which was given same scale after the 5<sup>th</sup> Pay Commission without any word 'upgradation'.

*A. K. SAHAY / B. K. SAHAY*  
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5. **Amendment of Recruitment Rules to merge Engineering Assistant with Senior Engineering Assistant as per order of Ministry of Finance:**

*Member (P) informed that the necessary amendments which are required to be incorporated in the Recruitment Rules in the merged Cadre of EA and SEA i.e. Broadcast Engineer has been finalized and it would be forwarded to Ministry today itself(25.7.2011). On a plea made by the Samiti representatives that the pay scale of Engineer Assistants and Senior Engineer Assistants have already been merged by the Sixth Pay Commission and both Cadres are drawing ₹ 4600 Grade Pay and the Ministry of I&B is now proposing to bring it down to ₹ 4200/-, Member (P) assured that he would request the Ministry to consider appropriate action in view of the recommendations of Sixth Pay Commission.*

Samiti representatives brought to the notice of Member(Pers.) that on this issue Ministry of I&B is proposing ₹ 4200/- Grade Pay to Engineering Assistants whereas pay scales of Engineering Assistants & Senior Engineering Assistants have already been merged as per 6<sup>th</sup> Pay Commission recommendations and both the cadres are drawing ₹ 4600/- Grade Pay. Therefore, the RRs of the merged cadre should be based on ₹ 4600/- Grade Pay.

6. **Stop Outsourcing from BECIL in Subordinate Engineering and Programme Cadres :**

*Member(P) informed that the Hon'ble Minister desires to know the status with regard to constitution of Recruitment Boards and Notification of Recruitment Rules. On being briefed by Member(P), Hon'ble Minister stated that the Ministry would now take up with DOP&T for speedy action in the matter.*

Samiti representatives demanded that outsourcing of personnel from BECIL in Sub-ordinate Engineering and Programme Cadres should be stopped. Association pointed out that nepotism is going on in employing staff from BECIL. Representatives demanded that immediate direct recruitment should be started with existing Recruitment Rules.

7. **Security of AIR & Doordarshan installations to CISF :**

*On this issue Member(P) informed the representatives that though Security Department is not reporting to him, he had lengthy discussion with DDG(Security) and they would submit status report. On the issue of fake official passes to outside producers in DG: Doordarshan, Member(Pers.) informed that he had learnt that*

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*Nominated Member has already issued instructions to DG:Doordarshan and DDG(Security) to scrutinize all the passes issued recently and submit report to him.*

The representatives requested that proper security arrangements be made at AIR Stations and Doordarshan Kendras to safeguard the lives of employees and installations. The representatives also brought to the notice the recent incidents of issue of fake official passes to outside producers in DG: Doordarshan.

**8. Implementation of Cadre Review for Sub-ordinate Engineering & Programme Cadres in time bound manner :**

*On this issue Member(Pers.) requested the representatives to immediately comply with the advice given by Chairman, Cadre Review Committee, so that necessary amendments in the existing Cadre Review Committee Report could be made and revised Report submitted to Ministry of I&B.*

The Samiti representatives requested that as and when the Cadre Review Reports of Sub-ordinate Engineering and Programme Cadres are finalized, the same would be sent to Ministry of I&B without delay for time bound implementation.

*While concluding the meeting with Samiti Representatives, Members(Pers.) called upon the representatives to withdraw their proposed Boycott of Duties(Agitation) on 9<sup>th</sup> August, 2011 as the matter is receiving attention at the highest level. On this, representatives pointed out that they would consider withdrawal of Agitation only on a positive response and significant progress on the issues from the Ministry.*

*Meeting ended with a Vote of Thanks to the Chair*

B. K. SAHA / B.K. SAHA  
Manager (Personnel)  
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