



FILAMENT

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CADRE REVIEW – Last post to your future

- Anilkumar S.

Dear Comrades,

We are receiving feedback from many places that a propaganda campaign is being carried forward against the cadre review proposals. It is being told that, "ARTEE is carrying forward a 'wrong' proposal in the name of cadre review". Our members are being misinformed that the cadre review proposals are for the benefit of Directors and CEs only and there's nothing for the subordinate engineering cadres. All this is far from the truth. The manner in which many of our members and units have become apprehensive about the fate of cadre review proposals leaves us with no option but to come out with the factual position. It is for all of you to decide what is right and what is wrong.

ARTEE has always stood for all of our cadres ranging from Helper to AE, be it with the Pay Commission, RR Committee or Cadre Review Proposals. Fifth Central Pay Commission, in its report stated that it will be very difficult to get promotions for government employees in the coming days due to the acute stagnation in all cadres in Central Govt. service. Accordingly they have suggested Assured Career Progression (ACP) as compensation to the delay in promotions. Unfortunately the ACP was not fully implemented to all our cadres citing various excuses. We have already taken up the matter, and this is just a matter of time before we get the ACP benefits across the board. But at the same time, we have been pursuing the Cadre review proposals because;

- i. Even if we get the ACP benefits, it proves to be quite ineffective because there are too many intermediate cadres.
- ii. ACP will be more effective if the number of intermediate cadres are less
- iii. This will provide some promotion channels even to the stagnating cadres
- iv. The 6th CPC could not undertake a thorough study of department and therefore could not come out with cadre specific proposals or merging some of the cadres
- v. The designations like Tech. Sr. Tech. EA etc. are not in line with the kind of responsibilities being shouldered by us.

In fact ARTEE had submitted a detailed (41 page) proposal with all logical supports to the 6th Central pay Commission for the cadres ranging from Helper to Assistant Engineer, taking care of the pay scale discrepancies, stagnation in various cadres, promotional aspects, re-designation reflecting the nature of job, merger of cadres, various allowances especially applicable to our member cadres etc.

But as you are aware there were doubts of our inclusion in the pay commission report itself,

because of the dilly-dallying at the ministry level. Well, some last minute hectic efforts from NFADE, and the subsequent minutes issued by the Ministry of I&B could help us in our inclusion in the pay commission report. When we met the member of Pay commission, along with the other office bearers of NFADE, it was told that they may not be in a position to study our issues in detail as it was very late, they will try to incorporate some proposals in general recommendations and as for the left out proposals, it may be taken up with the ministry after their report.

16th National Convention (Festival of Unity)
at Thiruvananthapuram, Kerala on 02, 03 & 04 August 2009.
Chairman; Sh. Boban George Ph: 09445377343
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When the pay commission mentioned in its report that it is not making any recommendations on the posts in Prasar Bharati even though they recommended the benefits of the report to the employees as per the existing rules, ARTEE once again approached Hon'ble Minister & Secretary of I&B pointing out the discrepancies. We also came to know that there was a move to start cadre review for organized cadres of the department. We were told that statutory cadre review for organized cadres is long overdue and moreover, it was a Delhi High Court ruling which has tied up the hands of the government into agreeing for the cadre review of the organized cadre/s. It would be worthwhile here to mention that organized engineering cadre in our department is IB(E)S only. Government was under tremendous pressure to immediately form a committee and report back to the DOP&T and the Hon'ble Delhi High Court about formation of a Cadre Review Committee. We, the ARTEE, took it up as a challenge and opportunity to see that we too are included for the cadre review exercise. We (ARTEE) have demanded that cadre review should be in totality for all the cadres from Khalasi to E-in-C as all these cadres are part

of the chain and any proposal in piecemeal will disturb the balance. (PI see the letter written by us on the subject)

After ARTEE's forceful presentations and strategic moves, Smt. Asha Swarup, the then Secretary I&B advised member (P), Prasar Bharati to consider the pending issues of entire Engineering employees in the Cadre Review Committee. Accordingly cadre review committee was constituted under the chairmanship of Sh. R. K. Singh, CE(D) AIR along with Dir (EPM), Dir(A), President, ARTEE, President, ADTEA& GS,ADEA as members and Sh.R. K. Dhall, DDA(E)-AIR as convener. The committee was later expanded with the inclusion of Sh. Ravikumar, DE(HRD), Doordarshan and Sh. V. N. Jha, President, Akashvani Group D Karmachari Sangh as members. Since the implementation of 6th CPC recommendations were pending, the chairman of the committee agreed to wait for the final report by the Committee of Secretaries on the recommendations of 6th Pay Commission. ***By that time our sister association ADTEA also got into the act and both of us forcefully pursued the Cadre review committee to at least start the meeting in a formal manner.***

The first meeting of the Cadre Committee was held on 18th June 2008, it was decided that the members of the committee representing associations will make a combined presentation of their earlier proposal of Cadre review sent to Ministry of I&B taking into consideration the 6th CPC recommendations before the committee for the benefit of all the members and which help in processing the whole proposal. It was also decided that three months extension might be sought for submission for the report.

The 2nd/3rd/4th meetings: These meetings were actually fixed in anticipation that may be by that time the pay commission would be implemented. But as the implementation was delayed, it was decided that the Committee shall wait for the recommendations of 6th CPC till they are finalized and published.

The fifth meeting of the Cadre Committee was held on 19th September 2008: Chairman pointed out that since the 6th CPC has already been implemented and as per the decision taken in the first meeting the representatives of associations were to make a presentation. The members suggested to make a beginning with the discussion of issues pertaining to lowest subordinate engineering cadre i.e. Khalasi and Helper.

It was informed by DDA (E) that the proposal of merger of Khalasi with Helper has already been approved by the Prasar Bharati Board in its first meeting and a proposal to amend the RR for the post of Helper has been sent to Min. of I&B with the approval of DG AIR. *On the demand of Committee members for the sanctioned strength of all Engineering cadres of both of AIR & DD, as per SIU norms, DDA(E) informed that the information will be provided in the next meeting.*

On the suggestion by the members of associations that nomenclatures of the engineering cadre post be modified, it was suggested by the Chairman that suitable designation/new names be identified and suggested to the committee by the same.

Subsequently ARTEE submitted one of its proposals to the committee (The proposal is available on our website).

The Sixth meeting of the Cadre Committee was held on 29th September 2008. After going through the content of base papers of both ARTEE & ADTEA, it was decided that associations would prepare their own presentation highlighting their demands. It was also suggested that if possible, documents of ARTEE & ADTEA be merged to make a common presentations.

It was decided that as per the recommendation of 6th CPC, ACP be given after 10,20,30 years of service to all officers. A proposal in this regard be submitted to Prasar Bharati Secretariat as a part of Cadre Review Committee report, to give financial benefits to stagnating Engineering employees. *GS, ADEA also pointed out that in the case of Engineering*

officers, pay parity (with other organized services - as ACP is not applicable for Organised services) should be considered on the similar lines of ACP.

Thereafter office bearers of ARTEE, ADTEA & ADEA had a number of sittings, and the office bearers discussed each and every aspect threadbare, while taking inputs from their respective members. Subsequently, the joint team came out with a common proposal and submitted it to the committee ([Common proposal of ARTEE, ADTEA & ADEA](#)).

The Seventh meeting of the Cadre Committee was held on 15th October 2008. Key decisions taken by the committee in this sitting included;

- It has been decided for promotion to the post of EA, the existing mode of recruitment as per RR i.e. 80% by DR, 10% by promotion through seniority cum fitness and 10% through limited departmental competition examination be modified to 50% by DR, 40% seniority cum fitness and 10% through qualifying examination. This would be followed in the case of helper to Technician also.
- *There will not be any examination above the cadre of EA since it is proposed that in the cadre of EA entry qualification would be Engineering Degree.* As per our proposal, there would be merger in the cadre of Sr. Tech with EA and SEA with AE.
- It was also agreed that all the members representing the associations would make combined Power Point presentation before the Cadre Review Committee in next meeting.

(NOTE: As per sixth meeting, a proposal recommending ACP has to be sent to Prasar Bharati Secretariat. Now it has been decided that as soon as notification/clarification on newly introduced ACP scheme after 10, 20, 30 yrs. of service is issued by DOP&T, a proposal would be sent to Prasar Bharati Secretariat.)

The Eight meeting of the Cadre Committee was held on 29th October 2008. Before the proceeding of the meeting would start Chairman of Cadre Review Committee got a immediate call from Ministry and UPSC, for attending a priority meeting at UPSC, so no discussion could take place.

The ninth meeting of the Cadre Committee was held on 10th November 2008: **ARTEE** presented the Power Point presentation. The committee appreciated the efforts and agreed with most of the content in principle.

The tenth meeting held on 25th November 2008: Akhilbharatiya Akashvani Group 'D' Karmachari Sangh was invited to participate in the proceedings of the committee to give views on the issues pertaining to Group 'D' staff. There was a dispute regarding the number of posts. So it was decided that a confirmation would be required on the number of post before moving further.

11th meeting held on 28th November 2008. The same status continued regarding the number of posts in various cadres and it was felt that discussion would not be fruitful under the circumstances. While agreeing with the viewpoint, chairman also expressed a sense of urgency on account of repeated reminders from the Ministry of I&B and Prasar Bharati Secretariat for immediate submission of Cadre Review Committee report. He was of the opinion that, if the present impasse continues then the committee will be forced to delink the report between IB(E)S and subordinate engineering cadres.

12th meeting held on 12th December 2008: *The combined presentation of ARTEE & ADTEA remained the same.* ARTEE demanded that total number of posts in Group 'A' cadre (JTS to HAG) should remain same (i.e. 1448) even after cadre restructuring. ADTEA expressed the opinion that the posts in the cadre of JTS & STS should remain the same. It was decided that the report of the committee will go in one part with two annexure, one for Group 'A' and the other for Group 'B, C & D'.

13th meeting held on 7th January 2009: The members representing Associations (ADEA, ARTEE & ADTEA) made a brief presentation before the committee about the cadre review proposals submitted by them in respect of Group 'A', group 'B', group 'C' & group 'D' staff. It was decided in the meeting that Dir.(EPM), DG:AIR and Dir. (Engg), DG: Doordarshan will jointly prepare the draft Report of the Cadre Review Committee as soon as the draft report is ready, the final meeting of the Cadre Review Committee would be called to finalise the same. It was also decided that DDA(E) will prepare synopsis of minutes of the meetings of the Cadre review Committee so far held.

14th meeting held on 27th February 2009: Chairman pointed out that he has received lots of E-mails wherein members of different Association have expressed their concern about the cadre Review Report. Chairman expressed his displeasure that most of the regular members of the committee did not attend the meeting. He desired that all the members concerned should take the meeting seriously as this a very important subject on which future of all the Engineering Employees depend. He expressed that the work should be done in a dedicated manner.

15th meeting held on 06.03.2009: all members of the committee agreed with the proposal after detailed discussions, Chairman proposed to put the same in official website (of AIR) and seek comments from the employees within 15 days. It is decided that the committee will call its final meeting after receiving the comments from employees and thereafter the report will be submitted to CEO, Prasar Bharati for further necessary action.

16th meeting held on 16.4.2009: As decided in the 15th meeting it was supposed to be of final meeting (even it was mentioned in the call letter of the meeting). Official side pointed out that they have received 400 to 500 emails and 40-50 telegrams from the employees in reaction to the proposals. Director, EPM-AIR narrated the main points of comments/objections in these communications. It was told that the e-mails were mainly concentrating on some particular objections/ grievances on the proposals and it was opined that as decided in the 15th meeting, the committee can discuss the merits and demerits of the comments/ objections and we can include whatever is possible as per the rules and state the reasons wherever it is not possible to accommodate. It was told that the more than forty numbers of telegrams received were of same language opposing the proposal. The meeting was being held under the same bonhomie, as we had the earlier meetings. While everybody was waiting for the final call from the Chairman, one committee member belonging to the subordinate cadre started expressing his reservations about the proposal itself. He informed the house that the matter now needs a fresh look in totality. It was a surprise for the entire committee and Chairman pointed that only after the approval of the proposal by the committee, repeatedly after asking for the stand of individual Associations, the proposals were uploaded in the website for further comments from employees. He advised the member about the exact nature of objections so that committee can discuss it again. But as the member was insisting for the review in totality. Committee then decided that the association will be given time upto 28.4.09 to submit the objections/ new proposals if any and accordingly the matter can be decided in the next meeting. The three other Associations and the management side agreed for the proposals with some corrections/modifications. ARTEE had already submitted a letter to the chairman for some corrections and modifications.

The Details of Proposal

When we approached Smt. Asha Swarup IAS, the then Secretary, Ministry of I&B for inclusion of Group'B', 'C' & 'D' cadres, by quoting one of the guidelines of DOP&T, it was advised that when we have fought out the demand of retention of the status of central govt. employees and the inclusion in Pay Commission Report, then we should ensure that the proposal is within the rules of DOP&T and within the proposals/guidelines given by the Pay Commission. In fact, we were told that while in the MIB all of us can pursue the matter, in DOP&T only the file and content of the matter will speak for us. Subsequently we started analyzing the extent rules of DOP&T.

While preparing this proposal, we tried to follow the 21 point guidelines of DOP&T for the cadre review of Group 'A' services as available in the website www.persmin.gov.in. Some of the vital points are:

- The proposal may be formulated in accordance with the guidelines and instructions issued by DOP&T and Department of Expenditure.
- Confirmation to the effect that the proposal will not result in any increase in the overall strength of the cadre or introduction of new scales/ grades.
- Matching savings may be provided from within the cadre and financial implications of the proposal (which should be budget neutral) should be amplified.
- The status of the recommendations of the Sixth Central Pay Commission about the service may be given.
- The position regarding applicability or otherwise of Non Functional Selection Grade instructions to the service may be brought out.
- While forwarding the cadre review proposals of Group'A' services, it may be ensured that cadre review of feeder posts from Group'B', 'C' and 'D' be completed beforehand so as to reflect the impact of the same on the induction into Group 'A' services, whenever the same is envisaged in the statutory rules.

We also tried to utilize the points within the recommendation of the 5th & 6th CPC to strengthen and justify our case. We are very well aware that strict compliance of DOP&T and Finance rules are necessary when the proposal will be forwarded to Department of Personnel & Training and Ministry of Finance.

We demanded that the cadre review should be effective from 01.01.2006 in continuation with the 6th CPC benefits.

The main objectives we considered for our cadres are:

- *Minimize the number of cadres to get maximum benefit from the ACP whenever it is implemented,*
- *Ensure the maximum possible share for departmental candidates to get promotions.*
- *To remove qualification barrier for promotions while ensuring due weightage for the higher qualifications,*
- *Define the qualification requirement for future recruitments in lines with the recommendation of 5th & 6th CPC on professional cadres,*
- *A separate identity of our cadres in line with the professional nature of work, in comparison with universal engineering cadres of other departments*

A comparative study as follows will show the benefits we are expecting from the cadre review:

CADRE	PRESENT STATUS	STATUS IF THE CADRE REVIEW PROPOSAL IS ACCEPTED AS IT IS;
Khalasi	After 15-16 years of service, he may be promoted to Helper against the 50% vacancies; He has to complete another 11 yrs of service for the eligibility to appear in the departmental examination for 20% of the vacancies in Tech cadre. Practically it will be very difficult for a person to pass an exam after 26-27 years of service. The ACP granted is next pay scale, and not the scale of Technician. <i>They may retire as Khalasi or Helper with the Grade pay of Rs.2400</i> (starting GP 1800, 1 st ACP=1900, 2 nd ACP=2000, 3 rd ACP=2400).	Khalasi will be merged with Helper and will become Broadcast Assistant in the grade pay Rs. 2800 on the date of implementation. Thereafter; 1 st promotion Br. Technician, 2 nd = Broadcast Engineer. If no promotion then the ACP after cadre review (equivalent to): 1 st = Broadcast Technician (Tech), 2 nd = Broadcast Engineer (EA) 3 rd = Br. Executive (AE) (as there will not be any qualification barrier). <i>Even if two promotions, they may retire in the post of Broadcast Engineer (EA) with the pay scale (Grade Pay of Rs. 5400) of Broadcast Executive (AE).</i>
Helper	Helper with 11 years of service can only attempt the examination for 20% vacancies of Technician; the lucky ones, even after passing this examination will get the next promotion as Sr. Technician and may retire from that post. The Helper without passing exam may retire as Helper only with the <i>Grade pay of Rs.2400 even after 3rd ACP.</i> (Starting GP 1800, 1 st ACP=1900, 2 nd ACP=2000, 3 rd ACP=2400).	Will be in the grade pay Rs. 2800 with the designation Broadcast Assistant on the date of implementation; 1 st promotion Br. Technician, 2 nd promotion = Br. Engineer. ACP after cadre review: 1 st = Broadcast Technician, 2 nd = Broadcast Engineer 3 rd = Br. Executive (as there will not be any qualification barrier). Even if limited to two promotions, he will retire as Broadcast Engineer with the pay scale (<i>GP of Rs. 5400</i>) of Br. Executive (AE)
Diesel Engine Driver	Will be promoted to Diesel Technician and then can attend the departmental examination, along with Sr. Tech & Mast Technician for 10% vacancies of EA. <i>Practically will retire as DED or</i>	Will be merged with Technician with Grade pay Rs.4200 on the date of implementation; 1 st promotion as Br.Engineer (EA), 2 nd promotion as Br.Executive (AE).

	<i>D. Tech. even after 3rd ACP, his Grade Pay will be Rs.4200/- (of Pay scale 5000-8000 -pre-revised)</i>	<p>ACP after cadre review: 1st = Br. Engineer (EA) 2nd = Br. Executive (AE) 3rd = Deputy Director/SE (STS)</p> <p>Even if limited to two promotions, he will retire as Br. Executive with the pay scale (G.P. of Rs.6600) of Deputy Director. (STS)</p>
Technician	<p>Promotion: The Tech with 16-18 years have to wait for another 10-12 yrs to become Sr. Tech. At the age of 50 it may not be possible for the individual to appear for the exam or pass it. He may not get promotion on seniority to the cadre of EA. Normally he has to retire as Sr. Tech. If he is very lucky he may retire as EA</p> <p>ACP: if implemented today: 1st = Sr. Tech 2nd = EA 3rd = SEA <i>Even after 3 ACP, he may retire with GP of Rs.4600.</i></p>	<p>Promotion: He will be promoted as Br. Engr (EA) on the day he was supposed to be promoted as Sr. Tech. In case he gets 2nd promotion, he will become Br.Ex (AE) instead of SEA.</p> <p>ACP after cadre review: 1st = Br. Er. (EA) 2nd = Br.Exe (AE) 3rd = Deputy Director/SE (STS)</p> <p><i>The Technician who have completed 10 years of service on the date of implementation will get the ACP in the grade of Br. Engineer (EA)</i></p> <p><i>Even if limited to two promotions, he will retire as Br. Executive with the pay scale (G.P. of Rs.6600) of Deputy Director. (STS)</i></p>
Diesel Technician	<p>Can be promoted to the post of EA only through Departmental Examination against 10% vacancies of EA. <i>If promoted he may retire as SEA with the pay scale of AE of GP. Rs.5400 or Rs.4800. If not promoted through exam, he may retire as Diesel Technician with the Grade Pay Rs. 4600. (starting with 2400, 1st ACP=2800, 2nd ACP 4200, 3rd ACP= 4600)</i></p> <p>For the persons promoted from DED, <i>even after 3 ACPs, his Grade Pay will be Rs.4200.</i></p>	<p><i>Will be merged with EA on the date of implementation,</i> (There should not be any fear for transfer on merger as the total number of post of Br. Engr is proposed as the combined strength of Sr.Tech, D.Tech, M.Tech and EA. The individual can be retained at the same station.)</p> <p>1st promotion as Br. Exec.(AE); (Br.Er. for promotee from DED) 2nd = Deputy Director(SE), (Br.Ex. for promotee from DED)</p> <p>3rd = NFJAG(SE/Dy. Director Selection Grade). (DD/SE for promotee from DED)</p> <p><i>Even if limited to two promotions he can retire DD in the pay scale (GP. Rs. 7600)of Selection Grade SE (NFJAG)</i> For the persons promoted from DED, GP will be Rs.6600)</p>
Mast Technician	<p>Can be promoted to the post of EA only through Departmental Examination against 10% vacancies of EA. <i>If promoted he may retire as</i></p>	<p><i>Will be merged with EA on the date of implementation,</i> (There should not be any fear for transfer on merger as the total number of post of</p>

	<i>SEA with the pay scale of AE of GP. Rs.5400 or Rs.4800. If not promoted through exam, he may retire as Diesel Technician with the Grade Pay of Rs. 4600. (starting with 2400, 1st ACP=2800, 2nd ACP 4200, 3rd ACP= 4600)</i>	Br. Er is proposed as the combined strength of Sr.Tech, D.Tech, M.Tech and EA. The individual can be retained at the same station.) 1 st promotion as AE; 2 nd = Deputy Director(SE), 3 rd = NFJAG(SE/Dy. Director Selection Grade). <i>Even if limited to two promotions he can retire DD in the pay scale (GP. Rs. 7600)of Selection Grade SE (NFJAG)</i>
Senior Technician	Can be promoted to the post of EA through Departmental Examination against 10% and Seniority Cum Fitness against 10% vacancies of EA. <i>He will retire as SEA or EA with the Grade Pay of Rs. 4600. (He has got one promotion from Tech to Sr. Tech, 2nd to EA and 3rd to SEA - same regarding ACP)</i>	<i>Will be merged with EA on the date of implementation,</i> (There should not be any fear for transfer on merger as the total number of post of Br.Engr is proposed as the combined strength of Sr.Tech, D.Tech, M.Tech and EA. The individual can be retained at the same station.) 2 nd promotion as Br.Ex.(AE); 3 rd = Deputy Director(SE), <i>He can retire as DD in the pay scale (GP. Rs. 6600).</i>
Engineering Assistant	<i>Promotion: The Ground reality today - For an EA of 1989 batch of WZ, it may take another 12 to 20 years for promotion to the post of SEA. When he becomes an SEA at the age of 53-54 yrs he/she may not be in a position even to attempt for departmental examination. Ultimately he has to retire in the post of SEA. There may be a possibility that he may be retired as EA only. In case if he gets a 2nd promotion then he will become AE. This is more or less the status for other zones also. ACP: if ACP implemented today: 1st = SEA 2nd = AE 3rd = ASE (GP - 5400) For the EA recruited in the post of Technician may be retired as EA/SEA. The only one ACP applicable will be to the grade of SEA.</i>	<i>Promotion: <u>He will be promoted as Br.Exe(AE) on the day when he was supposed to be promoted as SEA.</u> <u>In case he gets 2nd promotion, he will become SE instead of AE.</u> ACP after cadre review: 1st = Broadcast Engineer (AE)(GP-5400) 2nd= DD/SE (STS) (GP - 6600) 3rd = NFJAG (GP - 7600) <i>even if limited to two promotions he can retire DD in the pay scale of Selection Grade SE (NFJAG)</i> <i>The EA who have completed 10 years of service on the date of implementation will get the ACP in the grade of Br. Executive (AE)</i> <i>For the EA, recruited in the cadre of Technician will get next promotion as Br. Executive (AE) instead of SEA. The ACP applicable will be granted after completion of 10 years in EA cadre.</i></i>
Senior Engineering Assistant	Can be promoted to the post of AE through Departmental Examination or Seniority Cum Fitness. <i>He will retire</i>	<i>All SEAs, irrespective of qualification and recruitment will be merged with AE on the date of implementation;</i>

	<p><i>as AE with the Grade Pay Rs. 4800/5400.</i></p> <p><i>1st ACP = AE (GP of Rs.4800/5400)</i></p> <p><i>2nd ACP = ASE (GP of Rs.5400?)</i></p> <p><i>(3rd ACP will not be applicable for person recruited as EA as already got one promotion from EA to SEA)</i></p> <p><i>No Promotion for SEA, recruited in the cadre of Technician as ITI holder is not allowed for promotion to AE.</i></p> <p><i>(ACP will not be applicable for the SEA recruited as Tech as he has got 3 promotions) – He will retire as SEA with scale of SEA only.</i></p>	<p>(There should not be any fear for transfer on merger as the total number of posts of Br.Ex. is proposed as the combined strength of SEA &AE. The individual can be retained at the same station.)</p> <p>2nd promotion as DD/SE;</p> <p>3rd = NFJAG(Selection Grade SE), <i>even if limited to two promotions he can retire DD in the pay scale (GP-Rs. 7600)of Selection Grade SE (NFJAG)</i></p> <p>ACP after Cadre Review:</p> <p>1st = DD/ SE (GP – Rs.6600)</p> <p>2nd = NFJAG (GP – Rs.7600)</p> <p>(3rd ACP will not be applicable for person recruited as EA as already got one promotion from EA to SEA)</p> <p>(ACP will not be applicable for the SEA recruited as Tech and got 3 promotions -</p>
Assistant Engineer	<p>The AE with even more that 20 years in the grade are deprived of further promotion on the excuse of the qualification where as it is not the picture in other govt departments. So they will retire only as AE in GP 4800/5400.</p> <p>The AE with Degree in Engineering will be promoted to the post of ASE and the very lucky ones may get promotion to SE.</p> <p>ACP: The only one ACP allowed will be the GP of Rs.5400 (as he/she had got two promotions as SEA & AE).</p>	<p>All Broadcast Executives (AE) irrespective of length of service will be placed in the GP Rs.5400.</p> <p>Broadcast Executive (AE) who completed 10 years of service the cadre on the date of implementation will be granted GP of Rs.6600 (of DD/SE) under ACP scheme, irrespective of their educational qualification.</p> <p>Next promotion will be in the grade of DD/SE instead of the present system of ASE for engineering degree holders and none for others.</p> <p>The curse of qualification bar imposed only for our department will be done away with while giving special weightage in eligibility period and separate quota for Engineering graduates similar to the one existing in the largest engineering department, the CPWD.</p>

It was pointed out by 5th CPC in the year 1997 that promotions in Govt service will be very nominal in future that is the reason they proposed the concept of ACP. The stagnation in every cadre is a reality, we tried to utilise it as an opportunity to get maximum number of promotions, even though it is a 'one time', within the rules.

As per the records available with the Associations regarding the staff strength of AIR&DD was varying from each other's figures, we demanded proper data from the management side. It was clarified by the management that the data was varying from time to time due to the temporary posts sanctioned for particular projects and those posts cannot be considered as part of our regular strength. Accordingly management side has provided the formal data to all members of the committee. We have finalised the proposal on the basis of that data.

The staff strength of Engineering cadres as submitted to Hon'ble GOM in the year 2008 is as follows:

Cadre	Sanctioned posts- AIR	Vacant posts AIR	Sanctioned posts - DD	Vacant Posts DD	Sanctioned posts- Total	Vacant Posts – Total
E-in-C(HAG)	1	0	1	0	2	0
Chief Engineer (SAG)	15	1	7	0	22	1

DE/Sg.Er (JAG)	94	6	49	3	143	9
SE/DDE (STS)	275	67	296	57	571	124
ASE/ ADE (JTS)	440	261	270	156	710	417
AE	491	46	1483	97	1974	143
SEA	896	79	1369	134	2265	213
EA	1715	369	2893	1018	4608	1407
Sr. Technician	558	-3	1360	32	1918	29
Mast Technician	23	6	76	17	99	23
Diesel technician	140	15	0	0	140	15
Technician	874	179	2415	487	3289	666
Diesel Engine Driver	131	48	0	0	131	48
Helper	287	74	1804	634	2091	708
Khalasi	64	15	238	69	302	84

(NOTE: In position and vacancy position may be different at this point of time; but the total sanctioned strength remain same)

It needs to be emphasized here that the DOP&T guidelines restrict us from:

- Changing the number of posts in total cadre (i.e. Organized cadres and subordinate cadres),
- Termination of Direct Recruit cadres,
- Merger of more than two cadres of the chain at a time, etc.

Accordingly we have proposed to retain the number of Direct Recruit posts i.e., Helper, Technician, EA & ASE (JTS) as the same.

ARTEE has demanded that the total number of posts in Organized cadre (JTS to HAG) and Subordinate cadres (Khalasi to AE) should be retained as same as existing sanctioned posts.

As on today whatever the vacancy arises from JTS to HAG, 50% will go to Direct Recruit from UPSC and 50% to the AEs. There is no logic for calculating vacancy of ASE or E-in-C, whatever the vacancy in the hierarchy it will reflect in the chain down to ASE. As per the data provided by the O/O DG:AIR reproduced above the vacancies from JTS to HAG is 551. Out of these, 355 (50% of ASE post = 710/2) should be kept reserve for DR quota even though UPSC is not making any recruitments for the vacancies created after September 1997. So the vacancies available for promotion for AE is 551-355=196 (To the post of ASE with GP=Rs.5400) only in the present setup (fluctuations may be in this number today).

Let us see some Calculations of the Proposal

- Out of 551 vacant posts, 217 should be kept for future recruits is JTS cadre. Remaining *334 vacancies in STS cadre (GP=Rs.6600) will be practically available for AEs for immediate promotion.*
- In simple words as on today 50% of total No of JTS to HAG is available for AE and as per the proposal 67% is available of the total no.is available.
- Today the promotion is to the post of ASE - that is also limited to Engineering Graduates only. As per the proposal the promotion will be to post of SE/DDE without the discrimination of qualification, but of course with differential length of service (like the one in CPWD).
- Still ARTEE requested to increase number of posts in STS cadre without decreasing the total number of posts in organised cadre.
- There is no need to increase the posts in JTS (which is only for DR quota) cadre as it will be at the cost of the vacancies available for AEs and thereby will have counter effect on entire chain down to Khalasi/Helper.

- If the proposal is accepted, 334 Broadcast Executives (AEs) can become SE (STS); 334 Br. Engineer can become Br. Executive; 167 Br. Technician can become Br. Engineer and 84 Br. Assistant can become Br. Technician on the implementation of the proposal.

Some of our members have one main doubt on the benefits to Tech and EA.

Q: What is the benefit of EA & Technician serving for last 15-18 years?

My answer as an EA (on WZ seniority list), o/o CE (R&D), AIR& DD, New Delhi (Actual Case):

- **Promotion:** I am an EA of 1989 batch in West Zone, still maintaining seniority in WZ at the no.235. The average annual promotions in WZ is 12 (twelve) only. So it may take another 19-20 years for me to become SEA. Even if the vacancy increases upto a particular extent, it will take atleast 12 years for promotion. At the age of 53, I will not be in a position to appear for SEA to AE Exam. I cannot even think of becoming AE on seniority cum fitness in 7 (seven) years. The reality is I have to retire as SEA, if I am lucky enough to get it. The fate may compel me to retire in the same cadre as EA according to the availability of vacancies.

Whereas, if the proposal is implemented I will become AE on the day I was supposed to become SEA.

- **ACP:** Existing: The first ACP will be of the scale of SEA, 2nd as AE and 3rd as ASE.
- As per the Cadre Review proposal: 1st Broadcast Executive(AE), 2nd as DD and 3rd as NFJAG.
- In clear words if I retire with a single promotion in the existing system- I will retire as SEA with the grade Pay of Rs.5400 (of ASE). However if the proposal is implemented, I will retire as Broadcast Executive with the Grade pay of Rs.7600. In my concept it is the most preferable and viable situation for a govt. employee as compared to any other Central Govt employee of same grade.
- If the proposal is implemented the EA, who have completed 12 years (as the order for new ACP has not yet been issued) or more of service on 01.01.2006 will be placed in the Grade pay of AE.

Similar is the condition for Technician:

- The Technician who is supposed to retire as Sr.Tech in the Grade Pay of SEA will retire as Br. Engineer (with one promotion) with the Grade Pay of SE/DD (STS). The Technician having completed 12 yrs of service will be placed in the Grade Pay of Br. Engineer on 01.01.2006.

Similar will be the case for all the cadres as mentioned in the columns above.

After these illustrations we leave the decision on our members to see how laboriously, sincerely and vigorously ARTEE has been pursuing the welfare of our members. The extent may vary but it is certain that if the cadre review proposals are implemented it will benefit all the cadres.

The journey so far was certainly not that easy. There were lots of obstacles from various corners. Some of the officials from management side even objected to the concept of cadre review for subordinate cadres by challenging that cadre review is meant for organized cadres only. But we succeeded in convincing authorities to include our cadres also. We do appreciate the support of our sister association in carrying the cadre review proposals this far.

At some point of time, there were serious objections from some part of the management on the merger of SEA with AE and Sr. Tech with EA. They also proposed for the merger of EA with SEA and Tech with Sr. Tech (perhaps fully aware that such a proposal will not survive the DOP&T rules or court of law, as DOP&T rules do not allow us to terminate the DR cadres of TECH & EA). We also consulted many experts on the subject and we were told by everyone that merger of Tech with Sr. Tech and EA with SEA will not be agreed to by DOP&T and it will not stand in the court of law as well. Such a proposal would mean that the cadres of SEA & Sr. Tech are brought back to EA & Tech, as the benchmark would be the Direct Recruit posts, and we cannot propose for demotion from the promotions.

Whereas there are a number of logical reasons for the proposals for merger of Sr. Technician with EA and SEA with AE, like;

- Senior Technician and SEA are the cadres created only for this department and thereby there will not have any cascade effect on other departments.

- Prior to the creation of these posts, Technician used to become EA (Shift Assistant) & EA used to become AE
- Technician & EA are universal cadres, may be with other names, so it will affect all other engineering departments
- SEA used to look after the work of AE in various installations. Similar is the case for Sr.Tech and EA
- Similarly, the post of ASE has been kept as promotional post for AE in our department only whereas in other departments like, CPWD, DOT etc, it is a probationary post and AE is promoted to the post of STS. We demanded the same system for AIR&DD also.

Dear comrades, we have therefore tried to take care of all angles while preparing these proposals.

As we told you, the journey upto now was not so easy and it will certainly not be easy to carry forward the proposal from here. The proposal has to go to Prasar Bharati Secretariat, Ministry of I&B, DOP&T and Ministry of Finance. UPSC may also be in the picture in regard to the cadres from JTS and above.

Central office and CWC have taken lot of pain to prepare this proposal and we are ready to fight till the end as we know that this cadre review, if implemented, will solve lots of our problems. The benefit for some cadres like who

never got any promotion for a long time will be more and that for some like who got one, two or three promotions, may be little less. When we are seriously looking to the future then instead of daydreaming and asking for the moon, we should dream about such things which can be materialized within the rules and logics. But it is sure that most of the complications will be settled with this proposal. It may not be totally satisfying to the aspirations of all of us, but yes it will certainly help us to think for more in future.

There were objections on the increased number of posts in senior level like E-in-C (HAG), CE (SAG), Director (JAG) etc. But frankly speaking increase in number of senior posts will increase the promotional avenues of our cadres also as the vacancies in the senior posts will reflect down to STS and thereby 67% of those vacancies will ultimately be available for AE and thereby will have the chain effect again down to the level of Broadcast Assistant. In addition to that, creation of new offices like the O/O Area Chief Engineer will accommodate a good number of STS and Broadcast Executive(AE) cadres as it is practically impossible to make functional Area offices without the support of STS, Br.Ex level officers. It is important that these proposals have the logical support of the parity with other organized cadres. We, the members of CWC as individuals will also be benefited if the benefit comes for the cadres and we will also be the losers if the cadres loose.

Ultimately all these proposals will benefit the career of our cadres. With the same reasons, there will be forces, as usual in our cases, who will try to stop it or even instigate sabotage at various levels. So we call upon the employees of subordinate cadres in particular and all Engineering employees in general to be cautious and beware of any such move from any corner, wherever it may be.

We are confident that all the employees of engineering cadres are wise enough to think about good and bad and to decide about their future. Be aware that we ourselves are the saviors of our interest! Think again and act fast. If you feel that this proposal should be recommended by the committee then don't waste time, respond to the Chairman of the committee at epmdgair@gmail.com with a copy to the undersigned at arteeanil@gmail.com or arteeanil@yahoo.com or president@arteeindia.org

Now it is upto the employees of all engineering cadres to decide about their future in a realistic way.

Remember - united we will succeed! Divided we will perish! Option is yours!

With best wishes and warm regards

Your own

Anilkumar S
President, ARTEE

Sh.B.C.Sah, EA & Ex. Unit Secretary, ARTEE, DDK Ranchi reinstated in service

We whole heartedly welcome Sh.B.C.Sah,EA, DDK Ranchi who is our former Unit Secretary of DDK, back to the department and to the activities of the Association. He was dismissed from service on 30.3.2007 after the complaint by some individuals, perhaps with the support of the then President of one employees Association, questioning the validity his caste certificate. Sh.Sah was courageous to face the matter in enquiries, court of law and then again appealed to DG, Doordarshan. ARTEE made all efforts to advocate his genuineness to the management and ultimately the truth prevailed and Sh.Sah got justice. We appreciate his courage and patience and convey our sincere wishes for a better future.

**Sh. Priya Ranjan Dasmunsi,
Hon'ble Minister for I&B and Parliamentary Affairs,
Shastri Bhavan, New Delhi**

Sub: Cadre Review of Engineering cadres of AIR&DD

Sir,

It is my privilege to approach your good self on behalf of the 10,000 employees of AIR&DD, ranging from Helper to Assistant Engineer. Being the largest employees Association in AIR&DD, we welcome the initiative by your good office to review the cadre structure of Engineering Cadres of AIR & Doordarshan.

Sir, it is a fact that Cadre Review is due for a long time for the Engineering and Technical cadre of AIR and Doordarshan.

You will kindly appreciate that Engineering cadres, right from Khalasi to Engineer –in – Chief (HAG), are functioning as a chain as the lower cadre is the feeder cadre for the next cadre in this hierarchy and thereby subordinate cadre is the feeder cadre to IB(E)S at JTS level. An isolated review for any group may lead to inequalities and disturb the pyramidal structure.

It may be noted at this point that promotional prospects in the subordinate cadre are already extremely slow and the residency in each cadre is more than 20 years.

Sir you may kindly recall that this issue in detail, such as opening promotional channel, merger of cadres etc were, taken up with you during the meeting with your good self on 19/7/2006 and you were kind enough to direct JS(B) to obtain all relevant information regarding opening promotional channel for Diploma holder AE, Grant of selection Grade for AE etc from DG,AIR.

We have been taking up this matter with Prasar Bharati & O/o DG,AIR since last some years.

Meanwhile we have submitted a proposal for the cadre review of Engineering Cadres of AIR&DD in totality, to Member Personnel, Prasar Bharati on 05/01/2008. Copy of the proposal is attached for reference.

I request your good self to kindly consider this proposal to ensure justice to all employees of the same hierarchy and thereby to maintain a healthy working atmosphere in the department.

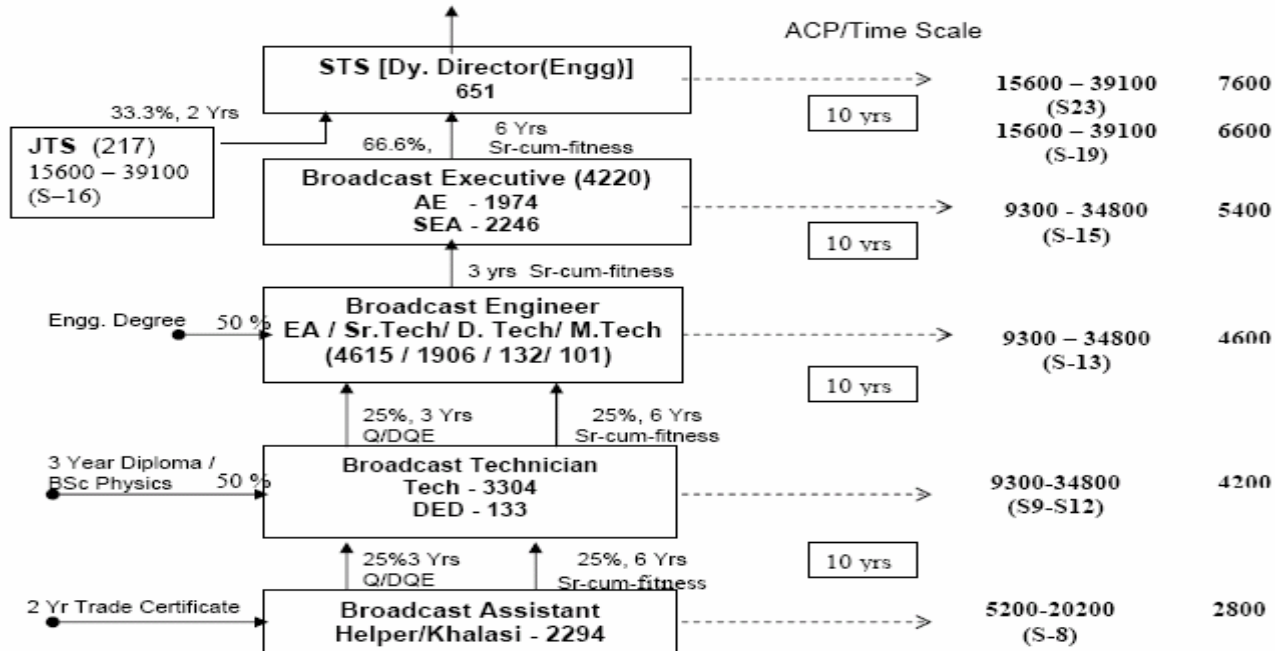
It is urged that a meeting may kindly be granted at an early date to discuss this issue.

With deep regards,

(Anilkumar S), President

Annuxsure-II

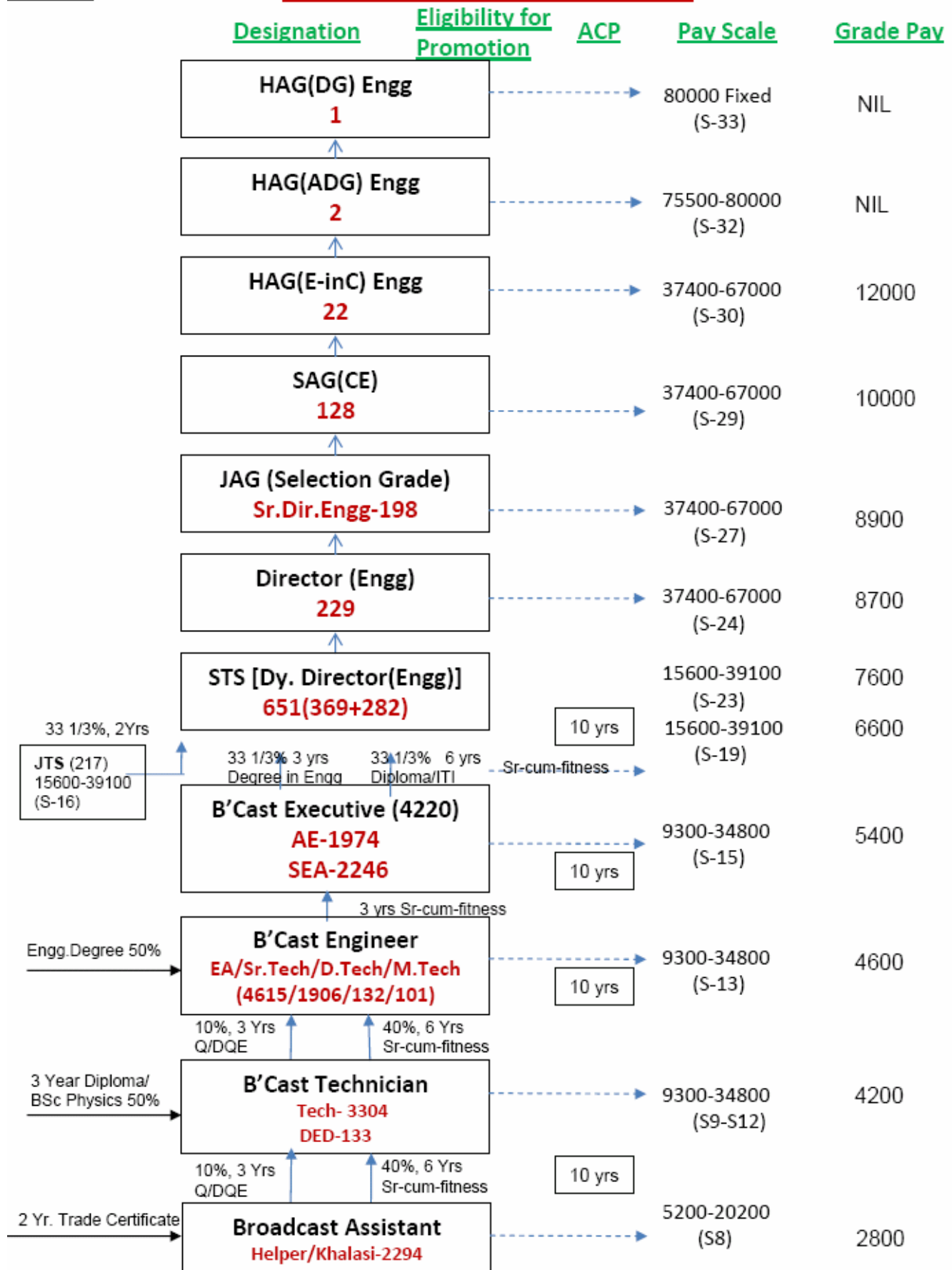
PROPOSED STRUCTURE FROM ARTEE



**ANIL KUMAR S.
(PRESIDENT)**



Proposed Cadre Structure



Sh.R.K.Singh
Chief Engineer (Dev.), All India Radio &
Chairman, Cadre Review Committee
Akashwani Bhawan, N.Delhi

Subject : Corrections in the report of Cadre Review Committee

Sir,
With due respect I request your kind attention to the following corrections necessary in the report.

1. Designations of various cadres may be highlighted with sufficient space provided between the titles and matter.
2. In page No.23&27 while explaining the future projects, the report unnecessarily emphasizing for reduction of manpower due to change in technology, whereas it is not projecting the requirement of additional staff in various cadres for new setup like the o/o Area Chief Engineer.
3. In page No.49, on the matter of E-in-C(Training) the report mentioning about departmental examinations from Sr.Tech to EA and SEA to AE. It may kindly be noted that as per the proposal Sr.Tech should be merged with EA and SEA with AE. The examination proposed are Departmental Qualifying Examination from Broadcast Assistant to Broadcast Technician and Broadcast Technician to Broadcast Engineer.
4. In page No.67, the present staff strength in Group 'A' cadre is shown as 1473 whereas as per the document provided in one of the meeting the cadre strength in Group 'A' service is 1448 only. It was clarified in that meeting that this data is the authentic one as the posts sanctioned temporarily for some projects cannot be considered as sanctioned posts.
5. At page No.92, eligibility criteria for promotion from Broadcast Technician to Broadcast Engineer are shown wrongly. Kindly make the corrections as follows as decided at the time discussion in the committee.
Promotion through Seniority cum fitness after the eligibility service of 6 years against 40% vacancies of Broadcast Engineer & 10% through qualification prescribed for next cadre or passing the Departmental Qualifying Examination after completing 3 years in regular service.
6. At Page No.93, the spelling may corrected as follows:
In the last but one paragraph, the word may be corrected as **date** of their initial appointment; in the last paragraph, it may be corrected as **cadre** of Broadcast Engineer
7. (a) At page No. 95, the word may be corrected as **cadre** of Engineering Assistant.
(b) in the last line of the last paragraph at page No.95, it may be corrected as **Degree in Engineering** in place of **3 year Diploma**.
8. at page No.97, the following modification may be done by including the highlighted words:
(a) in the section of present system of entry into the cadre of AE, it may corrected as AE: 100% Departmental promotion from **the cadre of SEA** (75% through.....)
(b) in the section of proposed system of promotion to the cadre of STS, it may be corrected as : Departmental promotion **to the cadre of STS**, through
9. At page No.98,
(a) sub section **(a) & (b)** may inserted for the paragraphs starting with Administrative Officer Grade II/ Sr. Private..... & Group B officers of Departments of Posts, Revenue etc.....respectively.
(b) sub section (a) may be corrected as follows:
Administrative Officer Grade II/ Sr. Private Secretary / Equivalent working in organisations outside the Secretariat has been granted the pay **scale of Rs.8000 – 13500 in PB_2** along with the
Grade Pay of Rs.5400 on completion of 4 years. The Pay **scale of 7500 – 12000 in PB-2** with the Grade Pay Rs. 4800 has been provided for fresh recruits on entry grade.(Part B, Section)
- (c) in next paragraph the correction may done as follows:
a) & b) above prove that had the AIR and Doordarshan engineers' case been studied by the 6th CPC, AE, being a highly professional cadre in Broadcasting field, might have been considered for the pay **scale of Rs. 8000-13500 band 9300-34800(PB-2) along** with the grade pay of Rs.5400 from the entry level itself.
10. Objection on Bench Mark: At page No.99, it proposes mandatory to have the grading "**Very Good**" in CR of the AE to get promotion to the cadre of STS. ARTEE strongly oppose this proposal and the grading, if at all necessary, should be restricted to the same as necessary for the other subordinate cadres.
11. Addition in duties and responsibilities: At page No.101, regarding the duties Broadcast Executive , the responsibility of Drawing & Disbursing Officer (DDO) may be included as the AEs are performing the duties of DDO in most of the Stations/ Kendras.

We are grateful to your goodself for maintaining the same number of posts 1448 in the Group 'A' cadre as requested by ARTEE. We would like to request you to kindly consider the possibilities to increase the number of

posts in STS cadre without decrease the total number of posts in group 'A' cadre. It is justifiable as more number of posts in STS and Broadcast Executive are required at the o/o Area Chief Engineer to ensure proper maintenance and timely inspection of various installations.

We are confident that your goodself will be kind enough to make necessary corrections in the report.

Thanking You,

Yours sincerely,

[Anilkumar S.]
President
Ph: 9818759192

(* the words underlined may be deleted)

NEW OFFICE BEARERS

UNIT	UNIT SECRETARY	ASSTT. UNIT SEC.	TREASURER
DDK Haldwani(UK)	Sh.Nandan Singh Rawat	Sh.Mahesh Pdrasad	Sh.Mahesh Prasad
DDK Attappdi (Kerala)	Sh.A.P. Velayudhan	----	Sh. KV.Jayajithi Bai
AIR Puducherry (TN)	Sh.R.Balamurugan	Sh.S.M.Maheswari	Sh.G.Balaguru
DDK Begusarai (Bihar)	Sh.Raushan Ranjan	----	Sh.Manoj Kumar
DDK Daltanganj (Jharkhand)	Sh.Himanshu Kumar	Sh. Dasrath Sah	Sh. Dasrath Sah
DDK Muzaffarpur(Bihar)	Sh.L.K.Choudhary	----	-----
AIR Kochi (Kerla)	Sh.K.D.Rajan Nair	Sh.P.Saju John; Sh.P.V.Jacob	Sh.K.V.Paul
DDK Hazaribagh (Jharkhand)	Sh.Arvind Kumar Verma	Sh. Arvind Kuamr Choudhay	Sh. Biswajeet Kumar Sahay
DDK Kailashahar (Tripura)	Sh.Laxmi Kanth Singha	-----	Sh. Joydeep Bhattacharjee
AIR Chattarpur (MP)	Sh.Arvind Kumar Saxena	----	-----
DDK Thiruvananthapuram (Kerla)	Sh.Ajayakumar.P	Sh.Vikraman Nair.K; Sh.Vikraman.R	Sh.Anilprakash.S
DDK Chengannur (Kerala)	Sh.T.N.Rajesh	Sh.P.R.Sunil	Sh.K.Ramesh Kumar
AIR Jamshedpur (Jharkhand)	Sh.Trinath Mahato	Sh.Satish Kumar Chaki	Sh.Ajeet Kumar Singh
AIR Brahmavar (Krnataka)	Sh.P.R.Sripathi	----	Sh.Harish Achar
DDK Silvassa (UT- Gujrat)	Sh.S.L.Date	Sh.Pradeep kumar S.	Sh.J.C.Patel
DDK Bangalore	Sh.D.Williams	Sh.K.Krishna Kuamr; Sh.Y.Vijayananda Babu	Sh.H.S.Nagesh
DDK Shimla (HP)	Sh. Surinder Kumar	Sh.Neeraj Kumar	Sh.M.K.Gupta
DDK Vijayawada (AP)	Sh.Sh.S.Srinivasarao	----	----
AIR Vijayawada (AP)	Sh.S.Jamili Reddy	Sh.R.Rambabu	Sh.N.Damodar Rao
DDK Guwahati (Assam)	Sh.Sadique Anam Rahman	Sh.Punyaraj Das; Sh.Guneswar Sarma; Sh. Arun Kumar Kalita	Sh.S.S.Teron
DDK Jaipur (Rajasthan)	Sh.Mularam	-----	-----
DDK/AIR Shantiniketan (WB)	Sh.Chinmoy choudhuri	Sh.Sujit Kumar Ndandy Sh.Murari Mohan Sarkar	Sh.Gautam Saha

OBITUARY

Sh. R.N.Sinha, AE (LM No.654), AIR Patna expired on 09.01.2009 at the age of 58years due to brain hemorrhage .He left behind three daughters, three sons & wife. He was an active member of ARTEE. We pray to almighty for peace to the departed soul. We also pray that the family should have enough strength to bear this irreparable loss.

Sh.S.B.Bhosale, AE ,HPT, DDK Ratnagiri(Maharashtra) passed away on 31.03.2009. He was an active member of ARTEE. We pray to almighty for peace to the departed soul. We also pray that the family should have enough strength to bear this Irreparable loss.

Sh.S.K.Jakhulwar, Sr.Tech.,LPT, Gadchirali passed away on 11.03.2009, leaving behind a daughter, a son and wife. He was an active member of ARTEE. We pray to almighty for peace to the departed soul. We also pray that the family should have enough strength to bear this Irreparable loss.

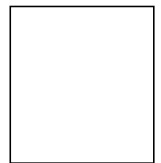
LM. No.	NAME	Desig.	Place of posting		
8601	P.PREMSUNDAR	EA	AIR	Tuticorin	Tamil Nadu
8602	R.SATHIYASEELAN	Tech	AIR	Tuticorin	Tamil Nadu
8603	M.VELAYATHAM	Tech	AIR	Tuticorin	Tamil Nadu
8604	MOTBHA M.PARMAR	AE	DDK	Surendranagar	Gujarat
8605	D.P.RANA	Helper	DDK	Surendranagar	Gujarat
8606	ASHOK R.MAHULKAR	EA			
8607	PANKAJ KUMAR	Tech	DDK	Bhagalpur	Bihar
8608	NANDKISHOR. V.POKALE	EA	DDK	Akola	Maharashtra
8609	NAYAR SHARAD GOPINATH	Tech	DDK	Pune	Maharashtra
8610	D.D.DINESH	Tech	DDK	Lohardagga	Jharkhand
8611	K.BHANUMATHI	Khalasi	DDK	Hyderabad	A.P.
8612	L.KSTURIBAI	Khalasi	DDK	Hyderabad	A.P.
8613	K.CHANDRASHAKHAR	Khalasi	DDK	Hyderabad	A.P.
8614	ANAND N.HITNALLI	Tech	DDK	Dandeli	Karnataka
8615	K.KROSE	AE	DDK	Kohima	Nagaland
8616	ANIL KUMAR SINGHAL	EA	DDK	Rajgarh	Rajasthan
8617	G.N.BASAVARAJ	AE	DDK	Athani	Karnataka
8618	SUBHASH PARAPPA MAGADUM	SEA	DDK	Athani	Karnataka
8619	VIDYADHAR B.BALLOLI	EA	DDK	Athani	Karnataka
8620	GANGADHAR B.KAMMAR	EA	DDK	Athani	Karnataka
8621	BRIJESH RAJ K.B.	EA	DDK	Kayamkula	Kerala
8622	GUNDU.N.KARANDE	Tech	DDK	Athani	Karnataka
8623	RAMESH S. GANJI	Tech	DDK	Athani	Karnataka
8624	MAYAPPA B. KAMBLE	Helper	DDK	Athani	Karnataka
8625	RUCHIKA JETHANI	SEA	DDK	Delhi,CPC	Delhi
8626	AJIT KUMAR SRIVASTAVA	S Tech	AIR	Allahabad	U.P.
8627	JITENDRA KUMAR SINGH	SEA	DDK	Faizabad	U.P.

LM. No.	NAME	Desig.	Place of posting		
8628	D.C. MISHRA	S.Tech	DDK	Hardoi	U.P.
8629	A.V.MICHAEL	AE	DDK	Thrissur	Kerala
8630	P.ACHUTHAN KUTTY NAIR	AE	DDK	Thrissur	Kerala
8631	B.SOMAN	SEA	DDK	Thrissur	Kerala
8632	A.V.KARTHIAYANNI	SEA	DDK	Thrissur	Kerala
8633	A.R.LIJA	EA	DDK	Thrissur	Kerala
8634	P.V.BIJU	EA	DDK	Thrissur	Kerala
8635	M.K.RAVI	EA	DDK	Thrissur	Kerala
8636	A.K.SHUNMUKAN	EA	DDK	Thrissur	Kerala
8637	V.S.GOPAKUMAR	Sr Tech	DDK	Thrissur	Kerala
8638	RAJU THOMAS	Helper	DDK	Thrissur	Kerala
8639	RAJ KUMAR	DE Driver	AIR	Srinagar	J&K
8640	IRSHAD AHMAD LONE	DE Driver	AIR	Srinagar	J&K
8641	IMTIYAZ AHMAD BHAT	DE Driver	AIR	Srinagar	J&K
8642	G. SUDHAKAR	SEA	AIR	Vishakhapatnam	A.P.
8643	M.NAGESWARA RAO	Tech	AIR	Vishakhapatnam	A.P.
8644	BADIGANTI ANAND	EA	DDK	Jagdarpur	Chhattisgarh
8645	PARVIN Y. NINAWA	Tech	DDK	Tumsar	Maharashtra
8646	BILLA SINGH	D Tech	AIR	Srinagar	J&K
8647	MOHD. NAYEEM BABA	D Tech	AIR	Srinagar	J&K
8648	C.SUKUMARAN	Tech	DDK	Kalpetta	Kerala
8649	R.P.ARORA	Sr Tech	DDK	Delhi, DDK	Delhi
8650	KAILASH PRASAD	Sr Tech	DDK	Delhi, DDK	Delhi
8651	ARUN KUMAR OJHA	Sr Tech	DDK	Delhi, DDK	Delhi
8652	LESEI RAPHAEL	SEA	AIR	KOCHI	Kerala
8653	K.S.LATHIKA	EA	AIR	KOCHI	Kerala
8654	T.K.MURALI	EA	AIR	KOCHI	Kerala
8655	SUNI GEORGE	EA	AIR	KOCHI	Kerala
8656	THULASI BHAI C	EA	AIR	Thrissur	Kerala

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