



FILAMENT

Newsletter of Association of Radio & Television Engineering Employees (ARTEE)
Post Box No-422, New Delhi - 110 001
For Limited Circulation among Members

Volume-43, Issue-3

Editor: Pulak Ray

May – June 2009

ARTEE on path of agitation to settle long pending issues

As pointed out in the last issue of FILAMENT, 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.

Though hectic efforts from NFADE, and the subsequent minutes issued by the Ministry of I&B on 27/9/2007 could help us in our inclusion in the pay commission report, the pay commission mentioned in its report that it is not making any recommendations on the posts in Prasar Bharati while recommending the benefits of the report to the employees as per the existing rules.

Subsequently while we succeeded in our efforts and got the general recommendations of the 6th CPC implemented for us, we were also able to convince the Ministry and Prasar Bharati to start the process of cadre review for our cadres to resolve a number of long pending issues.

It is known to everybody that there was total opposition from some corners on the implementation of Pay commission benefits to the subordinate engineering and programme cadres. We were compelled to issue notices for strike if the benefits are not extended to us. Ultimately Prasar Bharati & Directorates of AIR&DD issued the orders for us as well. We have got this benefit only after we proved it to the Govt and Prasar Bharati that the pay scales extended to us as per the order dated 25.2.1999 were only 'restoration of the scales' and not the upgradation as was projected by some corners.

As there is no dispute on the pay scales this time, we were expecting the general recommendation will be implemented for us without any obstacle. But unfortunately after regular meetings with various officials in PB and Ministry and even after submitting a large number of supporting documents, a number of recommendations such as Rs.5400/- Grade Pay after 4 years of service for AEs, Rs.4600/- GP for EAs, upgradation of Helper from Group D to Group (C) & ACP w.e.f. August 1998 to August 2008 etc are still pending with the Ministry for decision. Similarly the ministry seems to be least bothered about the discrimination to the employees in general and Technicians & EAs in particular who joined after 25.2.1999 despite repeated verdicts in our favour from Principal Bench of CAT Delhi and CAT Kolkata. The delay in all these matters shows that the PB & Ministry may take a very long time to arrive at a decision. It is a fact that a good number of the problems of our cadres will be settled with the implementation of the cadre review.

Under these circumstances the meeting of Central Council held in Delhi on 11th & 12th June, 2009, resolved to launch an agitation on these burning issues. Accordingly we have decided to start with some mild steps and the future course of action will be decided in the National Convention after debate. The national convention, being organized in the middle of the tenure gives us enough time to follow the decisions of the convention and it will be easy for the delegates to communicate the issues properly to the members in their units and the neighboring units. Let's make the convention an opportunity to prepare ourselves to fight out these issues. All ARTEE'ians are requested to gear up, motivate and educate everybody and work to make the agitation a grand success. The notice submitted to the minister is reproduced in page No.3. Unit Secretaries are advised to submit letter to the respective Head of office.

16th National Convention (Festival of Unity)
at Thiruvananthapuram, Kerala on 02, 03 & 04 August 2009.

Chairman; Sh. Boban George Ph: 09445377343

General Convener-Sh. J. Anilkumar Ph: 09447697976/ 09496366847

I feel exuberant while talking to the all important part of an organization – you the esteemed members. We in ARTEE trying our best on plethora of issues, running from poll to pillars for your welfare. Apart from running our own organization, We being the largest association of the department have always been taking the responsibility of leading joint platforms from the front on common issues. But it has created extra load of working for both ARTEE and NFADE simultaneously. The success achieved from these platforms is primarily because of us.

While we were working day and night in protecting all employees considering it our responsibility, one of the constituent went into illusion of becoming larger than us (a dream which will never accomplish). We avoided such stray incidents in the past keeping in view, larger interests of employees welfare for which we all are meant. While we were reeling under the pressure of running both the platforms others were free to build their organizations only and simultaneously they were enjoying the fame and privileges of being part of these joint platform, which were virtually being run by ARTEE .

This opportunity perhaps enhanced their arrogance and they become overconfident. Such people have no concern for welfare and don't understand the power of Unity. It is surprising that on 29th May'09 with this strength of Unity we succeeded in getting the MACP orders and on 01st June this Unity was destroyed by the **Kerala incident** (Detailed report is given separately) . It was the flash point. Just imagine the welfare of 16000 member (ARTEE, ADTEA & PSA) was put on stake just for satisfying the personal arrogance.

The resignation of our president from the post of Chairman, NFADE is not just because of one transfer. We have been ignoring such incidents of making efforts to harm our organization. We were compelled to take the decision when things have gone beyond our head. The Central Council called in Delhi on 11th June also endorsed the decision. We reviewed the situation in broader perspective. We know our responsibilities towards common issues and our concern is second to none. We lead the federation for five years from 2004 to 09. Now also We are always ready to co operate in taking up common causes. But simultaneously we have a right to work for our organization and we are determined for this.

The Central Council decided to launch a country wide democratic agitation for our long pending issues. The first step the Gate Meeting through has been a success and created an impact. All ARTEEians are requested to make rigorous efforts to make it a grand success.

Remember In the forest if LION is silent, it does not mean he is not a king. I feel being the LION is not enough, the LION should roar also. The LION has started roaring. Rest I will talk in next issue.

Sanghe Shakti,

Comradely yours,

Umesh Chandra, General Secretary
arteeumesh@yahoo.com, 0-9871765714

Report about the major decisions of Central Council Meeting on 11th & 12th June'09 in Delhi

A meeting of Central Council Meeting was called in Delhi on 11th & 12th June'09. Apart from Central Executive Sh. Y.Tehsildar, VP(WZ), Sh. Boban George, VP(SZ), Sh. Maloy Kr. Dass, VP(EZ) and Sh. Deep Bordoloi, VP(NEZ) attended the Meeting. Following decisions were taken.

House resolved to launch a democratic agitation on following charter of demands to settle long pending issues.

- [1]. Upgrade all helpers of AIR and DD to Gr 'C' as per the recommendations of 6th CPC.
- [2]. One Scale for One Cadre from Helper to AEs
- [3]. Implementation of ACP Scheme as per Vth CPC (from Oct 1998 to Aug 2008) for subordinate Engg. Cadres.
- [4]. Rs. 4600/- Grade Pay for All EAs in AIR & DD
- [5]. Rs. 5400/- Grade Pay for All AEs having completed 4 yrs of service in the Cadre.
- [6]. Immediate restoration of abolished posts and starting the recruitment to meet out acute staff Shortage.
- [7]. Speedy implementation of Cadre Review.

House resolve to observe for following agitation steps:

- 25th June '09: Lunch hours Gate Meeting at all Capital Stations.
- 08th July '09: Lunch hours Gate Meeting at all stations.
- 22nd July 09: Day Long Dharna at all Capital Stations.

Apart from above said issues Central Council also discussed following issues;

- Security problems at all AIR & DD Stations in the light of the incidents of LPT Haflong; Problems of stations like AIR Sambalpur, AIR Bangalore, DDK Mau, DDMC Jeypore etc , Delay in Disbursement of Salary in AIR & DD Stations. Staff Shortage, Outsourcing, GPF Related Problems, Compassionate Ground Appointments, Automation of LPTs & MW Xtrs of AIR.
- House resolved to oppose automation of LPT and MW Xtrs of AIR in any format as it is supported by a sister association in their meeting with CEO, (minutes available on the website of concerned association). House also resolved to make all efforts to protect interests of members on all above issues and gave full authority to central council to act accordingly.
- House also discussed current scenario and circumstances under which Sh. Anilkumar S. submitted his resignation from the post of NFADE Chairman on the decision of Central Executive. House endorsed the decision and while thanking him for his services, house expressed full faith in his leadership. House also resolved to stay away from leading NFADE while remaining its constituent.

-- Umesh Chandra, General Secretary

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..

President

Anilkumar S.
09818759192

Vice President (AIR)

Kuldeep Bhan
09818522199

Vice President (TV)

R. Raman
09444210779

General Secretary

Umesh Chandra
09871765714

Treasurer

Ramesh Negi
09810569833

Addl.G. S

Sunil Thapliyal
09899474754

Secretary (A.E.)

Shailendra Shah
09871078283

Secy. (SEA/EA)

Sudhir Nayyar
09313773778

Secy. (S. Tech./Tech.)

G. M. Tyagi
09868014360

Secy. (Helper)

Arjun Kanhar

Zonal Offices

Vice President (SZ)

Boban George
09445377343

Chennai - 600 004

Vice President (WZ)

Yashwant Tahasildar
09869246989

Mumbai - 400 020

Vice President (NZ)

Yogesh Kumar
09968075800

New Delhi - 110 001

Vice President (EZ)

Maloy Kumar Das
09433079720

Kolkata - 700 001

Vice President (NEZ)

Dip Bordoloi
09954062330

Guwahati

Smt. Ambika Soni
Hon'ble Minister for Information & Broadcasting
Shastri Bhavan
New Delhi

17/6/09

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 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.

o/e

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.

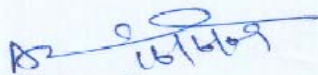
25 June 2009: Lunch hour gate meeting at stations in Capitals

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

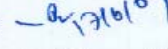

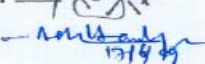
22 July 2009 : Day long Dharna from 1000 hrs to 1600hrs at all capital stations.

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.

In addition to above mentioned agitation steps, it is decided that Unit Secretaries and individuals will send Telegrams / emails to Hon'ble Minister of I & B containing following language to settle the issues.

Members of ARTEE are restive. Request immediate intervention of your high office to settle the Seven point charter of demands to maintain Industrial Peace.

Address for sending: Smt. Ambika Soni, Hon'ble Min. of I & B, 5th Floor, A Wing, Shastri Bhawan, New Delhi -110001

Send emails at ambika@sansad.nic.in, copy to CEO PB at ceobci@yahoo.com, Member (P)

vempatysk@prasarbharati.org.in DG AIR at dgair@air.org.in, DG DD at dgdd@doordarshan.gov.in, with copy to arteeanil@yahoo.com or arteeumesh@yahoo.com

Orders for implementation of Modified ACP issued:

After getting the benefits of pay revision, as recommended by 6th CPC, we have been making efforts so that the other recommendations of the 6th CPC also get extended to our members. Accordingly when the order was issued for the implementation of the benefits of Modified Assured Career Progression Scheme (MACPS), we along with other two constituents of SSS approached the Prasar Bharati & Directorates of AIR & DD to get it implemented to the subordinate Engineering & programme cadres also. There were objections from some quarters arguing that MACPS can be implemented only after the decision on the ACP scheme recommended by 5th Pay Commission. But our combined efforts succeeded in convincing CEO Prasar Bharati and other officials to issue the order for the implementation of MACP Scheme to all employees, including the subordinate Engineering, Programme and Administrative employees. We appreciate the positive attitude of CEO, Prasar Bharati in this matter. O/O DG: AIR & DG: DD has issued the following orders.

Most Immediate

PRASAR BHARATI
(BROADCASTING CORPORATION OF INDIA)
DIRECTORATE GENERAL: ALL INDIA RADIO
NEW DELHI

File No. B – 12017/7/2008-WL

Dated 29th May 2009

CIRCULAR

Sub: Modified ACP scheme for employees of AIR&DD, including the subordinate engineering, programme and administrative employees.

The OM dated 19th May 2009, issued by the Department of Personnel & Training, Ministry of Personnel, Public Grievances and Pensions on the matter of implementation of Modified Assured Career Progression Scheme (MACPS) is attached for further implementation in Stations of AIR& Doordarshan.

It has been decided that the above said MACP Scheme is applicable to the employees of AIR & Doordarshan including subordinate engineering, programme and administrative cadres.

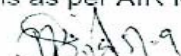
This issues with approval of the competent authority.


(Mahender Sundriyal)
Dy. Director Administration (WL)
For Director General

Copy to:
PS to CEO, Prasar Bharati, New Delhi
PS to DG: AIR
PS to DG: Doordarshan
PS to ADG(A&F), Doordarshan
PS to DDG(A&F), All India Radio
Head of the Office, AIR/DD stations
All DDOs & PAOs of AIR&DD
Guard File/ Folder
Spare Copies - 20

Copy for information to:

Sanyukt Sangharsh Samiti with reference to their letter No.SSS/05/2009/01 dated 23/05/2009.
President/General secretaries of all nine recognized Associations as per AIR Manual.


(Mahender Sundriyal)
Dy. Director Administration (WL)

PRASAR BHARATI
(BROADCASTING CORPORATION OF INDIA)
DIRECTORATE GENERAL: DOORDARSHAN
DOORDARSHAN BHAWAN, COPERNICUS MARG
NEW DELHI – 110001

CIRCULAR

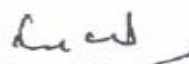
F. No. 904/6/2009-Scor

Date 10.06.2009

Subject:-Modified Assured Career Progression Scheme (MACPS) for the Central Government Civilian Employees.

A copy of the Office Memorandum No.35034/3/2008-Estt.(D), dated 19th May, 2009 received from Ministry of Personnel, Public Grievances and Pension, Department of Personnel and Training on the subject mentioned above is forwarded herewith for information and strict compliance.

2. This issues with the approval of competent authority.


(Ashok Kumar)
Deputy Director (Admn.)
Ph:23097521

Encl:-As above.

To

1. All Officers/Sections of DG:Doordarshan, Mandi House, New Delhi.
2. All Zonal Chief Engineers (NZ, EZ, WZ, SZ)
3. All Regional DDGs.
4. All DDKs/DMCs/HPTs etc.
5. CPC/CP&S/DD News, Siri Fort, New Delhi, Audience Research Unit.
6. Marketing Division – Bangalore, Chennai, Kolkata, Mumbai & Guwahati.
7. STI (T), DTI, Lucknow, PPC, Guwahati.
8. Guard File
9. Spare Copies –10.

As per the order issued by DOP&T on MACPS, the cadre controlling offices have to constitute screening committees to complete the formalities for MACPS. When it was noticed that the cadre controlling offices are not taking any action to implement the order, we demanded from the O/O DG: AIR, being the cadre controlling authority for all subordinate employees, to issue clear instructions to the zonal offices and other concerned offices for the formation of the screening committees in a time bound manner. The letter written to the Directorate of AIR and the consequent orders are reproduced in next page. Our office bearers are advised to approach the local authorities and Zonal offices to speed up the process:

OBITUARY

- Sh. K. R. Shaji, Sr. Tech, HPTV Kochi (Kerala), passed away on 11.05.2009. 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. Meghnath Ranendra, EA, AIR Jagdalpur, passed away on 23.04.2009. 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.

The Director General,
[Kind attn: Sh. Raj Kamal, DDG (A)]
All India Radio,
Akashwani Bhawan,
N. Delhi – 110001

Subject: Implementation of MACP – formation of Screening Committees.

Sir,

With regards this is in continuation of order no. B-12017/7/2008-WL Dated 29-05-09 by DG AIR regarding implementation of MACP scheme for employees of AIR&DD, including subordinate Engineering, programme and administrative cadres, I want to bring in your kind notice that screening committees are to be formed by promoting authority before 30th June 2009 as per DOPT order for conducting DPCs at appropriate levels to give benefit of MACP.

The undersigned wants to make an humble request to your good office to issue instructions to form these screening committees at Directorate and Zonal office levels for the speedy implementation of MACP schemes. Further the concerned offices may also please be instructed to collect Confidential Reports of the employees.

A speedy action in this concern is requested from your office.

Thanking You,

Yours faithfully,

[Umesh Chandra]
General Secretary
0-9871765714

Enclosed: (1). Copy of order B-12017/7/2008-WL Dated 29-05-09.
(2). DOPT order for MACP.

*****88
No.B-12017/7/2008-WL
PRASAR BHARATI
(BROADCASTING CORPORATION OF INDIA)
DIRECTORATE GENERAL: ALL INDIA RADIO

New Delhi, the 18th June, 2009.

Subject: Modified ACP Scheme for employees of AIR and Doordarshan, including subordinate engineering, programme and administration employees.

Reference this Directorate letter of even number dated 29th May, 2009 annexing thereto the O.M. dated 19th May, 2009 issued by the Department of Personnel & Training, Ministry of Personnel, Public Grievances and Pensions, on the captioned subject.

2. Attention is invited in this regard to para 7 of the above said OM of DoP&T wherein it has been instructed that the Cadre Controlling Authority shall constitute the First Screening Committee within a month from the date of issue of those instructions to consider the cases maturing upto 30th June, 2009 for grant of benefits under the Modified ACP Scheme.

3. It is learnt that many of the Cadre Controlling Authorities have not constituted the Screening Committees so far. It is, once again, requested to constitute the Screening Committees immediately for considering the matured cases under intimation to this Directorate.

Sd/-
(M.D. Sundriyal)
Deputy Director of Admn (Welfare)
For Director General

Copy to:

1. All Zonal Chief Engineers
2. DDG(P)/All Regional Deputy Directors General
3. All DDOs and PAOs of AIR
4. All Heads of offices of Doordarshan (through Doordarshan Directorate)
5. PS to CEO, Prasar Bharati, New Delhi
6. PS to DG: AIR/ DG: Doordarshan/
PS to Engineers-in-Chief, AIR/Doordarshan
7. PS to DDG(A), AIR/ADG(A&F), Doordarshan
8. PAO, IRLA
9. All Recognised Staff Associations

For Director General

A Glance of Photographs of 1st Phase of agitation at Gate Meeting Akashwani Bhawan New Delhi.

ARTEE started its agitation program for seven point charter of demands with a Gate Meeting at Akashwani Bhawan, New Delhi and all Capital Stations throughout the country. In an impressive show of strength a strong gathering of 300 ARTEEians attended the meeting. Apart from Sh. Anilkumar S, President, Sh. Umesh Chandra, Gen.Secy, Sh. Kuldeep Bhan, VP(AIR) , Sh. Sunil Thapliyal, Addl.G.S. and Sh. Yogesh Kumar, VP(NZ) gathering was addressed by Ms. Anjali Sinha, Director, UNIDOC and Sh. Gaurav Arora, Organizer UNICOMM, to pledge support of UNI for the cause. Sh. Sanjay Kumar, President, Programme Staff Association declared in the Gate Meeting that PSA will join hand with ARTEE in the next phase of agitation. Encouraging reports of good gathering were also received from various capital centres throughout the country, some of the photographs, received in time, are incorporated below:



Anilkumar S.(President)



Umesh Chandra (General Secy.)



Kuldeep Bhan (V.P.AIR)



Sunil Thapliyal (Addl. Gen.Secy.)



Gaurav Arora (Organiser UNICOMM India)



Anjali Sinha (Director DOC UNI India)



Anil Kumar S.(President), Umesh Chandra (Gen.secy.) and Kuldeep Bhan (V.P. AIR) Addressing the gathering.



Kuldeep Bhan (V.P. AIR) & Yogesh Kumar (V.P. North Zone)



We the ARTEE'ians



Sanjay Kumar (President PSA) declaring their support

A Glance of Photographs of Gate Meetings in some other capital centers of AIR and Doordarshan

				
R.Raman (VP TV)	Molay Das (VP EZ)	Y.S.Tahsildar (VP WZ)	Yogesh Kumar (VP NZ)	Boban George (VP SZ)
				
R.Raman (VP TV) at Pondicherry	Y.S.Tahsildar (VP WZ) at Mumbai			
				
Boban George (VP SZ) at Chennai	Malay K.Das (VP EZ) at Kolkata			
				
B.J.Satyanarayana (SS Karnataka) & Harikrishnan Nair (DC Member) at Bangaluru	P.K.Verma (SS UP) at Lucknow			



M.S Rana(SS UK) at Dehradun



R.G.Gawade (SS Goa) at Panaji



G.Viswakarma(SSChattishgarh) at Raipur



S.S.Jafania (SS A.P.) at Hyderabad



V.Gajjar (Asst.Secy.WZ) at Ahmedabad



J. Anil Kumar (SS Kerala) at Thiruvananthapuram

Shri Deep Bordoloi (VP North East Zone) and Shri A.K. Handoo (State Secretary J&K) could not organise the declared gate meetings at Guwahati and Srinagar respectively due to state bandh on 25th June 2009, however next gate meeting will be organised on 8th July 2009 at these places also.

President ARTEE resigned from the post of Chairman NFADE

- **Anilkumar S**

Being the largest employees Association, ARTEE always considered its moral responsibility to fight for the interest of employees by maintaining cordial relationship with other employees associations. With this concept ARTEE took the initiative of forming the National Federation of I&B Employees way back in 1982 to fight for the common issue of **Bonus to all government employees**. Again in 1999 the National Federation of Akashwani & Doordarshan Employees was formed under the leadership of ARTEE to take-up common issues including fighting against the curtailment of employees in the name of redeployment. We also formed and led JFADEE for common causes of engineering fraternity. After realizing the ill effects of Prasar Bharati to the employees, the National Federation of Akashwani & Doordarshan was constituted again in the year **2004** under the chairmanship of the then President Shri Rabin Dasgupta to protect the rights of AIR & DD employees as central government employees. The NFADE exhibited its show of strength with the Gate Meeting at Akashwani Bhawan on 18th March 2004. **Silent March from Mandi House to Shastri Bhavan on 09.11.2004** created a history in the employee's movement in Delhi. Sit-in-Dharna at Akashwani Bhavan & all metros were Addressed by five hon'ble members of Parliament; Sh.Chittabrato Majumdar, Sh.Dipankar Mukherji, Sh.Nilotpal Basu, Sh.D.Raja & Sh.Ajay Maken on 30.11.2004 and March to Parliament (Addressed by Sh.Gurudas Dasgupta on **16.12.2004**, compelled the government of India to think very seriously on Prasar Bharati and fate of its employees. The strength shown by NFADE constituted of 22 associations was so defining that it resulted the then Hon'ble Minister of I&B Shri Jaipal Reddy's addressing the three day long hunger strike at Akashwani Bhawan on 5.5.2005 in which he declared that the rights of the employees would be protected. Shri Jaipal Reddy announced this as an iron cast assurance, which boosted the moral of employees thereby generating renewed confidence in the mind of all employees. Thereafter the continuous efforts of NFADE through various steps of agitation ensured the restoration of facilities such as **General Pool accommodation, CGHS**, admission of ward in **Kendriya Vidyalayas** and the **benefit of 6th CPC**. The Hon'ble union Cabinet in its meeting held on **29.01.2009** decided to retain the AIR & DD employees joining the department up to 05.10.2007 as Central Govt. employees on deemed deputation, on recommendation of the Hon'ble GOM.

NFADE is able to achieve this much, only because of the unity of associations and the mutual harmony amongst all the employees irrespective of cadre and discipline. Similar federations in other departments and even in the international arena also appreciated the strength of NFADE.

Having observed many examples of destructions of employee's movements in other departments due to infighting amongst the working class, ARTEE always made sincere efforts to think for wider unity and worked hard for the activities of NFADE for the last five years, keeping the overall benefit of all of us as a top priority. We started off with bonhomie and camaraderie amongst the constituents. But, of late, situation started to take uneasy turns with less than responsible behavior of some people in NFADE. Various incidents of individual attacks on senior office bearers of ARTEE, by the senior office bearers of one particular association, were tolerated for a long time keeping in mind the larger interest of the organization. There were many incidents in which the same association took pride in opposing us on the basic welfare issues of engineering cadres like transfer/postings, cadre review etc. The ideology of ARTEE was to ensure the protection of services of all employees on long term basis, by following the rules of DOP&T and Govt of India and to make sure that we all will continue as Central Government Employees in future also (we were conscious that any deviation from Central Govt. rules will help the Prasar Bharati Management to trap the employees in Prasar Bharati).

It was agreed upon by all constituent associations at the time of formation of NFADE that the identity of individual association will continue and it will be the responsibility of individual associations to protect the cause of there members but without attacking other constituent associations. Though the association who joined after one year of formation of the NFADE can extend lame excuses that they are not party to such understandings, it is a very well known Principle for the success of any Federations/Confederations/Joint-Platforms to respect and acknowledge the existence of other associations and to avoid direct confrontation with each other. On the other side, any such altercations will only help the management in destroying the unity and thus affecting the interest of the employees. The same psychology has compelled ARTEE to keep mum, irrespective of the incidents mentioned above. Perhaps the other association took our silence as weakness instead of wisdom.

There were reports of attacks on ARTEE, by this particular association, in the form of efforts to break our members to strengthen their own association and entice members with undue transfer/ posting offers. We, at our end, kept ignoring such reports, and did not realize that it was part of a bigger conspiracy to destroy ARTEE while we were whole-heartedly fighting for the wider interest of all employees of AIR & Doordarshan including there own members under the banner of NFADE.

It is a well known fact in the department that the transfers are inevitable for the subordinate engineering employees as we have to cater to the needs of the organization and the nation, being the National broadcaster. This is necessary to ensure the smooth functioning of a large number of AIR & Doordarshan installations throughout the country. We do realize that a transfer not only affects the individual but his entire family as well. But the transfer policy, adopted way back in 1981, on the insistence of ARTEE for ensuring justice to all employees, provides a method for the individual to prepare himself for such challenges. It has been our endeavour to make sure that the transfer policy is implemented in letter and spirit.

The Engineering employees of AIR and Doordarshan have been facing difficult situations of posting based on the topography and density of population of various states in the country. Some particular states in every Zone have a large number of employees compared to the number of available posts, resulting in their transfers out of the states to some other parts of the zone, at times unwillingly, for the sake of the organization. The only ray of hope for them is to re-enter their hometown/ state after a particular period of time as per the Transfer Policy. The live examples are Maharastrians in West Zone, Bengalis in East Zone, Keralites in South Zone, major UP cities based personnel in North Zone and members of others states, who are posted to other parts of the zone with an expectation to come back after a particular interval. This practice is going on since long back and as a responsible staff welfare association, we have been making effort to ensure justice to employees, so that they get the opportunity to reach to their hometown/state. The management also appreciated that the organization can function smoothly by following the existing pattern.

It is very unfortunate that one staff association, who is supposed to ensure the welfare of employees without any discrimination, had made efforts to break the system for the interest of particular individuals at the cost of other colleagues of the engineering fraternity. Engineers of the stations in Kerala are following the system religiously and therefore staff members are getting chance to enter their home town/state after serving outside. Some members might be interested in staying back but they too did not hesitate in moving out in order to give way to others. Similarly, one SEA was transferred (some five month back) from DDK Thiruvananthapuram to HPTV Mysore after competing 7 years at Trivandrum. He was one of the luckiest persons having got the opportunity to serve maximum years in his home state during his entire career. Moreover, his order was part of a chain in which one widow lady was supposed to come from Kochi to Trivandrum, one person from Bhadravati in Karnataka to Kochi after serving 12 years outside the state, one person from Brahmavar to Bhadravati, etc. When the transfer order came, the Association managed to use the 'transfer committee' to get his transfer order deferred upto June 30. Though the individual got the benefit especially when he did not have any problem with the education session, the deferment adversely affected the others in the transfer chain as they have school going children. Nonetheless, we somehow convinced our members and office bearers to manage upto June 30. It is worthwhile to mention that ARTEE office bearers always set examples for others. In one such act Sh. Jayakrishnan, our State Organising Secretary, Kerala served Lakshadweep for two years and joined back at AIR Thiruvananthapuram last month only. Sh. Saji Varma, our Assistant Secretary of South Zone is working at a remote place, i.e. LPTV Idukki, a two year tenure station, after being transferred from DDK Thiruvananthapuram. It is very interesting that the state secretary of that particular Association had complained in writing to the CEO, Prasar Bharati, challenging the transfer of Saji Varma to a tenure station which is more than 300kms away from Thiruvananthapuram. On the contrary the SEA concerned in this episode has got a transfer to a well known city, Mysore. Being part of the transfer committee, that Association came to know that the SEA concerned will be transferred in the list of February 2009 and accordingly lured the person to join their Association just prior to the transfer list. He was made the unit secretary by removing the then unit secretary, who was elected just two months back. This was done to prepare ground for his retention and make a case in front of the Zonal office, Directorate and then ultimately the CEO, Prasar Bharati. They made out a case stating that this Unit Secretary is 'indispensable'. The minutes of the meeting ADTEA held with CEO, Prasar Bharati (kindly see agenda No.3, in the minutes available in ADTEA website) clearly state that the person concerned is the unit secretary only. After the matter was reflected in the minutes we took up the matter with CEO, PB vide letter dated 13/5/2009 by pointing out that on one side CE(SZ) is transferring out elected CWC members of ARTEE and on the other side the management is violating transfer policy for the interest of one particular person. The CEO clarified that 'he has directed DDG (A)-AIR only to examine the matter and as the matter belongs to TV wing, the decision will be taken by ADG(A&F)-Doordarshan, after examining the transfer policy, rules and the complications of the matter'. GM (P)-Prasar Bharati also conveyed the same version. But it was a surprise that the O/O DG:AIR issued an order with a unique language to cancel the transfer order in a hurry especially when O/O CE(SZ) had already issued orders for his retention upto 30/6/2009.

Subsequently when we took up the matter with the authorities and demanded that protection be provided to our over 1200 Unit Secretaries if it is available in transfer policy, the other Association hastily nominated the SEA to some zonal post. And then once again they demanded his retention with 'renewed vigour', least bothered about the transfer policy or the fate of other members working outside the state and looking for a chance to enter the home state! Perhaps the only concept was to tell employees throughout the country that following of transfer policy, DOP&T rules and taking care of the common interests of employees is the business of ARTEE only and if any individual wants protection, over and above all the rules and system, they can join their Association and they will protect him even by replacing their office bearers.

But the most unfortunate part of this incident is that the management of Prasar Bharati and Directorate of AIR proved that they are least bothered about the smooth functioning of the organisation and the set rules of the Govt of India. It was a fact that such violations never happened when the AIR&DD was working directly under the control of the Govt of India. It is high time for the political leadership and the Govt of India to think how can Prasar Bharati function above the rules of the land !

When this order was issued irrespective of the assurances of CEO (PB) & GM(P), we were compelled to issue the notice of agitation, as the matter could not be settled despite the meetings with senior officials of PB, AIR & DD. It was decided that our members working in various stations in Kerala State will boycott their duties w.e.f. midnight on 03.06.2009. Other zonal & state committees also sent telegrams/fax messages to the management in support to this

movement. We deferred the agitation only after the E-in-C, DD, as per the advice of CEO, gave in writing at 1100PM on 3/6/09 that Doordarshan will not implement the order of AIR Directorate in this matter, till final settlement of the matter.

Meanwhile the president of sister Association who is also holding the post of Secretary General, NFADE, started using bullying tactics to threaten senior office bearers of ARTEE. He threatened the President ARTEE in front a senior officer that he will ensure that he will finish ARTEE within 1-2 years (Being overambitious while living in a dreamland!). There have been many such instances of repeated attacks on our senior office bearers in the recent past. In fact the Kerala state secretary of this association also complained to the CEO against me on matters which I had no connection with. It was also claimed by the President of this association that he has broken 1000 members from ARTEE during the last 1-2 years (it is another matter that ARTEE's membership is consistently increasing). But his threat to finish ARTEE proved too much to tolerate. The conspiracy to create an unrest in Trivandrum and Kerala and to sabotage ARTEE's National Convention (being organized on 2/3/4 August 2009 in Trivandrum) could be seen as parts of the gameplan.

Even under such circumstances, despite reeling under pressure of working for ARTEE as well as on joint platform, we never ignored any issue and always upheld the interests of ARTEEians which is our prime responsibility. Under such suffocating circumstances I was finding it almost impossible to function as NFADE Chairman and decided to quit. General Secretary called a meeting of Central executive on 08/6/2009 where the house also agreed with this viewpoint and permitted me to resign from the post of Chairman, NFADE. Accordingly I have submitted my resignation to the Secretary General, NFADE with copies to all the Vice Chairmen and intimation to the office bearers of other Associations. Copy of the letter has been uploaded on ARTEE's website for the information of our members. The urgently called Central Council meeting held on 11/6/2009 also accepted the decision of Central executive. However we will continue to extend our full cooperation as a constituent of NFADE.

Meanwhile ADTEA uploaded their reply to my resignation letter on their website citing so many irrelevant things. We led NFADE from 2004 to 2005 and maximum load was shared by us. We are not stopping anybody from taking over the lead. We have not doubted their ability and never said that they cannot make into new heights without continuation of an ARTEEian as its Chairman. Let them take the baton from here. The letter of resignation is reproduced for the transparency.

**The Secretary General
National Federation of Akashwani & Doordarshan Employees (NFADE)
New Delhi**

Date: 08-06-2009

Sub: Resignation from the post of Chairman, NFADE

Dear Comrade,

As you are aware, at the time of constitution of the Federation it was agreed upon by every constituent that everybody will make efforts for settling the common issues of the employees of AIR&DD while maintaining the identity of their individual Associations for taking up the issues of their own members. It was also agreed in principle that constituents will try to help other Associations in their functioning, if necessary, but not to harm their interests.

I have been trying my best to contribute towards the various welfare matters in the general interest of the employees, even dedicating a lot of time for NFADE, which otherwise should have been utilised for the issues related to my Association, i.e. ARTEE.

But I am at pains to note that repeated efforts are being made against the interests of my Association, office bearers and members by one of the constituent Association led by you as the President, while I have been concentrating more time in NFADE. Even the State Secretary, Kerala of your Association filed written complaints against me, on the subject I had no role to play, some time back. I ignored the same after it was brought into your notice at that time. Your Association has been making efforts to capture our members on various excuses and you yourself had claimed on various occasions that you have broken more than 1000 members of ARTEE since last 1-2 years. Though the number is exaggerated, it shows that anti-ARTEE movement has been taking place with your blessings, in addition to targeting various office bearers/members of ARTEE from time to time.

The meeting of the Central Executive of ARTEE, held today permitted me to take the decision to concentrate on the activities of ARTEE to protect it from further attacks, as some of the recent developments, especially the incident of the DDK Trivandrum unit of Kerala, in which your association has made efforts to destabilize the uniform system of transfer policy only to attract members to your association. This has questioned the basic existence of my Association especially when it seemed as a planned effort to sabotage the National Convention of this Association to be conducted on 2, 3&4 August 2009 at Thiruvananthapuram, Kerala.

Further your threatening to the undersigned on 01/06/2009 in the presence of a senior officer has crossed all limits of brotherhood ness of associations.

Under these circumstances, it is very difficult for me to continue as the Chairman of NFADE and I hereby tender my resignation from the post of Chairman, NFADE. Though the situation compelled me to leave the post, I would like to assure you that ARTEE will continue as the constituent of NFADE and we will continue to extend our support for the activities of the Federation in the wider interest of the employees of AIR&DD.

Thanking you

(Anilkumar S)
President, ARTEE

Copies to all VPs of NFADE

VP (WZ) ARTEE addressed the AIR & DD West Zonal Conference at Mumbai- a report

The Zonal conference of the Head of Offices of AIR or DD was considered as a meeting of the officials to discuss the matter of official interest only. ARTEE have been repeatedly proving to the department that we can bring out far reaching changes in the department with more and more interaction amongst the management and Association. In one such initiative Sh.Yashwant Tahasildar, VP(WZ) with the help of Sh. Suresh Naik, CE & Sh. V. K. Singla, DE started a new system to utilise the Zonal Conference as an opportunity for Association office bearers to interact with the Head of Offices. We appreciate Sh. Tahasildar, CE, DE and all Head of Offices and other officers concerned for a new concept in employee-management relation.

Here is the report from Sh. Tahsildar:-

When we came to know, there was a zonal conference of all Head of the officer's of All India Radio at O/O Chief Engineer, AIR & DD, Mumbai on 28th of May 2009, & all the heads of AIR installations are gathering under one roof, we thought; let us grab the opportunity to interact with them.

Presently, Zonal Association representatives are dealing with Personnel cell for the welfare matters of staff members. We approached Sh. V. K. Singla, Director (A&P) and convinced him, it is a golden opportunity for Zonal Associations representatives to interact with Head of Office at various stations. Although it was not happened in the past but we can take initiative to start a new system. Our request was put in front of CE (AVM) Sh.Suresh Naik & we are happy to say that, we were called for interaction in the zonal meet.

We were asked to cover all the common burning issues in our department. Especially I spoke on Cadre Review, coverage of Commonwealth Game & latest developments in NFADE. It was a healthy & live interaction session lasted for around 12 to 15 minutes. I have covered all the issues in brief & everybody appreciated our initiative.

This was first time in the history of our department that, association representatives were allowed to address & interact the zonal conference. At the same time we also appreciate the positive attitude by zonal officers, Sh. Suresh Naik, CE (AVM) & Sh. V. K. Singla, Director (A&P).

It was my pleasure that, I got this opportunity just because of our association ARTEE & I will not loose any opportunity to raise the glory of ARTEE on any platform.

Placement of Group D employees in the pay band, PB-1

6th Central Pay Commission (CPC), in its report proposed to done away with group D cadres by upgrading them to group C posts. They have proposed two methods for the same. The employees in group D post with the qualification required for Group C post may directly upgraded to Group C post with the Grade pay of Rs.1800/- and the employees without requisite qualification may be upgraded to the post after providing internal training to them. The gazette notification dated 29/08/2008 also carried the same decision. Vide the order dated 6th October 2008, Ministry of I&B directed all subordinate offices to implement the orders issued by Ministry of Finance & DOPT in relation with pay commission recommendations should be implemented without waiting for further clarification from the Ministry. Again on DOP&T reminded all Ministries to implement the recommendation of upgradation of employees in Group D posts to Group C posts within six months from the date of notification. Though some individual stations started the process of upgradation (like the copy given below) most of the stations have not implemented in the absence of the directive from DG:AIR.

NEW OFFICE BEARERS

UNIT	UNIT SECRETARY	ASSTT. UNIT SEC.	TREASURER
DDK HPT Kochi (KERLA)	SH.P.V.JOSEPH	SH.V.D.VIJUMON	SH.K.V.SHANMUGHAN
DDK AIZAL (MIZORAM)	SH.LALNGAIHUALA KAWLNI	SH.T.LALNUNSAंगा	SH.LALHNEMA
DDK JAMSHEDPUR (JHARKHAND)	SH.S.N.SINGH	-----	SH.AMARJIT SINGH
DDK THODUPUAAH(KERLA)	SH M.K.ROBY	SH.V.N. SURESHs	SH.M.N.SOBHA
DDK MHASLA(MS)	SH.K.S.PHALKE	-----	SH.Z.A.MIKAKAM
DDK ASANSOL (WB)	SH.PINTU SENGUPTA	SH.AJOY MAJI	SH.SUBHASH CH. DAS
DDK SHILLONG (MEGHALAYA)	SH.S.M.KHARPRAN	SH.M.C.KYNDIAH	-----
DDK SHORANUR (KERLA)	SH.ROBIN J CHERYETH	-----	SH.K NANDAKUMAR
DDK LUCKNOW (UP)	SH. M.A.AHMED	SH.Y.K.DHYANI;SH.MAR NATH GUPTA; SH.RAJ KISHORE SINGH; SH.RAJIV SAXENA	SH.JAGDISH PRASAD
DDK AURANGAGBAD (MS)	SH.S.K.BOCHARE	SH.A.P.PADAMWAR	SH.A.M.AMALNERKAR
AIR KOTA (RAJ)	SH.VIJAY HARAOR	-----	SH.MANOJ Kr.BHARDWAJ
DDK PALLAHARA(ORISSA)	SH.A.M.SAHU	SH.P.K.NAYAK	SH.P.C.SAHU
CE(NEZ) GUWAHATI(ASSAM)	SH.BALEN CHANDRA DAS	SH.SUBIR PAUL	SH.PRADIP TALUKDAR

PRASAR BHARTI
BROADCASTING CORPORATION OF INDIA
Doordarshan Kendra: Doordarshan Bhawan Phase-II
COPERNICUS MARG: NEW DELHI-110001

No.3/1/2009-Admn.II

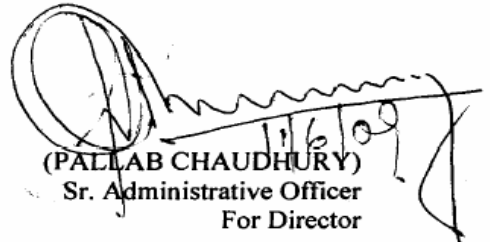
Dated: 11.6.2009

OFFICE MEMORANDUM

Subject: Retraining of Group-D employees for upgradation to Pay Band-1 with Grade Pay of Rs. 1800/- as per the recommendations of 6th CPC.

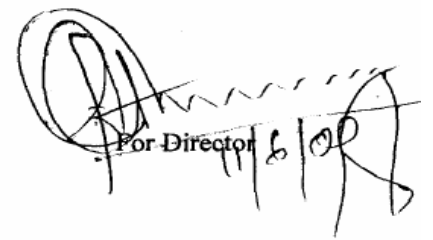
In pursuance of Ministry of Finance, Department of Expenditure Notification No. GSR 622(E) dated 29.8.2008, it is proposed to conduct a training programme for Group-D employees who do not possess the requisite revised qualification and thereby are placed in 1S Pay Band. The training will be conducted during the working day from 16.6.2009 to 18.6.2009 from 2.00PM to 4.00 PM in Room No. 427, 4th Floor, Doordarshan Bhawan Phase-II as per the details enclosed. The purpose of the training is to make the concerned Group-D employees multiskilled to enable them perform various jobs with more efficiency. After successful completion of the training the concerned Group-D employees will be placed in PB-1 with Grade Pay of Rs.1800/- w.e.f. 1.1.2006 and their pay and arrears will be drawn accordingly. It is mandatory for all listed Group-D employees to attend the training as per the schedule enclosed. No request for exemption for the training programme would be entertained.

Encls: as above.


(PALLAB CHAUDHURY)
Sr. Administrative Officer
For Director

To,

1. All Group-D employees as per annexure.
2. DDO/Head Clerk (Shri K P Sasidharan/Shri Mohan Gaur).
3. HC(G)/Caretaker for making necessary arrangements.
4. Notice Board.
5. DDA for kind information
6. PA to DTC for kind information.


For Director

Rish K

DG:AIR was supposed to issue all orders related to implementation of 6th CPC, they are least bothered to issue such orders perhaps due to the absence of any officer with administrative knowledge or because they are busy to issue the orders even not within their power.

Though the 6CPC directed to upgrade the employees in Group D cadre to Group C with GP of Rs.1800/-, we feel that as the qualification required for Group-C post in Engineering wing is ITI Certificate (that of Technician) department should consider grant of grade pay equal to that of Technician or atleast more than what is providing to other group D employees. Accordingly we have submitted the following letter.

**Ms. Noreen Naqvi,
Director General
All India Radio
Akashvani Bhawan, N.Delhi**

Ref: 1. CCS (Revised Pay) Rules 2008 dated 29/8/2008
2. OM dated 24th December 2008 (F.No.1/1/2008-IC) issued by Department of Expenditure, Ministry of Finance.

Subject : Placement of Group D employees in the pay band, PB-1.

Ma'm,

I request your kind attention to the notification, regarding the revised pay scale as per the recommendation of 6th Central Pay Commission, issued vide CCS (Revised Pay) Rules 2008, dated 29th August 2008 which prescribes the procedure for fixation of pay of Group D employees in the revised pay structure.

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.

Meanwhile Department of Expenditure, Ministry of Finance had issued clarification vide the OM referred as No.2 above, it states that:

Each administrative department concerned will design a training curriculum suited to its requirements. As far as possible, the training programme does not exceed 3 months and it may be imparted during working days for not more than 2 hours per day. The department concerned will bear the expenditure for training. Copy of the clarification attached for your kind reference.

It may kindly be noted that the said orders are applicable for the Helpers of AIR&DD as they are Group "D" cadre in technical wing and their next cadre in Group "C" in the engineering hierarchy is Technician.

With this back ground, I request your goodself to kindly 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.

Thanking You,

Yours sincerely,

[Anilkumar S.]
President
Ph: 9818759192

Copy for kind information to:

1. Sh. B.S. Lalli, CEO, Prasar Bharati, New Delhi
2. Sh. V. Shiva Kumar, Member (Personnel), Prasar Bharati, New Delhi
3. Smt. Aruna Sharma IAS, Director General, Doordarshan, New Delhi.

One Pay for One Cadre:

A unique discrimination is prevailing in our department by way of providing different pay scales for the employees in the same cadre with the a criteria of date of joining, which is against the rule of the land. It is very funny that the departmental candidates who are junior to these employees, on promotion, are being provided higher pay scales irrespective of the fact that the promotes are junior in the seniority list also. The live examples are EA & Technicians joining after 25th February 1999. Some SEAs and Sr. Technicians promoted from this category were also provided with lower scales. ARTEE has fielded some of the EAs to file a case in the honorable CAT, Delhi in which the CAT, directed the Govt. to pay the same pay scale of EAs joining prior to 25.2.1999 to all EAs irrespective of their date of joining . Though the department filed a revision application, honorable CATS rejected it at the stage of admission itself. Department has filed an appeal in the honorable High Court of Delhi which is slated for next hearing on 26.08.2009. Meanwhile some of the technician members of ARTEE, who joined after 25.2.1999 have filed a petition in the Hon^{ble} CAT, Kolkata on the same ground . Hon^{ble} CAT Kolkata also directed the Govt. to pay the salary without any discrimination on the basis of date of joining.

Inspite of realizing the injustice to the new entrants in the department and irrespective of the directive of Hon'ble Courts the department preferred to fight it in the Higher courts, thus depriving them of justice even after 10 years. This apathy has compelled ARTEE to intervene organisationally to protect the interest of our younger brothers and sisters who have joined the departments after 25.2.1999. Accordingly we have submitted a letter which is reproduced below to grant an opportunity to the department to settle the matter before we start the path of agitation.

Letter No. ARTEE/P/DG(AIR)/2009/10 dated 12-06-09

**Ms. Noreen Naqvi,
Director General
All India Radio
Akashvani Bhawan, N. Delhi**

Subject: One Pay for One Cadre.

Ma'm,

I request your kind attention to the pathetic situation prevailing in our department by discriminating 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 approached the court of law for getting justice and the Principal Bench of Hon'ble CAT, Delhi has directed the department and Ministry to grant the same scale as the employees joined in the cadre prior to 25.2.1999 to these employees also. Hon'ble CAT has rejected the review petition of the department at the admission stage itself.

Instead of extending justice to the deprived employees by correcting the mistake, Department preferred to file an appeal in the Hon'ble High Court of Delhi.

The employees particularly the Engineering Assistants & Technicians who joined after 25.2.1999 have been deserting the department due to this step mother treatment. The discrimination in pay scales are not only against the law of the land but also creating total unrest in the department.

We request your goodness to kindly extend justice to the employees of subordinate engineering cadres who had joined after 25.2.1999 by ensuring the pay parity with the employees who were in service prior to the date of 25.2.1999.

Thanking You,

Yours sincerely,

[Anilkumar S.]
President
Ph: 9818759192

Copy for kind information to:

- 1 **The Secretary, Ministry of I&B, Shastri Bhavan, New Delhi**
- 2 **Sh. B.S. Lalli, CEO, Prasar Bharati, New Delhi**
- 3 **Sh. V. Shiva Kumar, Member (Personnel), Prasar Bharati, New Delhi**

[Anilkumar S.]

Threat for life at LPTV Haflong:

It is reported by Sh.Dip Bordoloi, VP(NEZ) and Sh.Ranjit Acharjee, Unit secretary, ARTEE, LPTV Haflong that the terrorists demanded a ransom of 5 Lakh rupees from the 5 employees posted at LPTV Haflong. The staff was told to pay it either from the office or from their pocket. We immediately reported the matter to the CEO, Prasar Bharati and other senior officials including E-in-C, DD and it has been decided that they will perform their duties at DMC Silchar till taking a final decision on the matter. It was informed by our staff that Railway has closed their reservation centre and BSNL is also closing down their office due to such threats. We have demanded that this LPT be shifted to the AIR Haflong Complex which is situated in the city in front of the District headquarters of NE council. But it was later reported that the employees of AIR Haflong are also afraid of the transmission at night due to the possibility of any attack. Sh.Bordoloi, our VP(NEZ) along with AGS(AIR) & AGS(TV) accompanying the DDG(NEZ) & DE (NEZ) visited Haflong on 27/6/09 and informed that though the district authorities are offering security to our staff within office premises, the shattered condition of most of the buildings in the area (many are in burnt or destroyed condition) does not bode well for the safety of the staff. It is not advisable to send our staff back to LPTV Haflong till it is assured that the life of the staff and their families will be protected not only in office but at home and the public places. We have directed our staff members not to move to Haflong till a final decision is taken. It is learnt that some DD/DE level officials from Directorate have sent in instructions to the staff to go back to Haflong and restart the transmission. We took up the matter with DG-DD (on July 2nd) and she assured that no such decision has been taken and efforts are on to shift the LPT to AIR premises.

Invitation for 16th National Convention/Central Committee/ General Body Meeting In Thiruvananthapuram (Kerala)

As per resolution adapted in Central Council Meeting in Delhi on 22nd Sep'2008 it is decided to hold National Convention / Central Committee / General Body Meeting in Thiruvananthapuram (Kerala).

Invitation for National Convention as per article 36 of the Constitution

i. There shall be a Central Committee, under the chairmanship of President. This will consists of members of the Central Working Committee, Assistant Secretaries of Zonal Committees, Organising & Publicity Secretaries of the States, DMC Coordinators and 92 representatives from AIR & TV (DDK/PGF/PPC) stations recommended by the respective State Secretaries. (Out of this 92, One each from the states of Andman & Nicobar, Arunachal Pradesh, Goa, Haryana, Himachal Pradesh, Manipur, Meghalaya, Mizoram, Nagaland, Sikkim & Tripura. Three each from the states of Assam, Chhattisgarh, Delhi, Jammu & Kashmir, Jharkhand, Punjab & Chandigarh and Uttaranchal. Five each from the states of Andhra Pradesh, Bihar, Gujarat, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Orissa, Rajasthan, Tamilnadu & Pondicherry, Uttar Pradesh and West Bengal)). (Old Article 24 modified)

Explanation of Article 36 :

(a). All Central Executive, Central Council, Central Working Committee members are invited.

(b). All Assistant Secretaries of Zonal Committees are invited

(c). Publicity Secretaries & Organizing Secretaries of States are invited.

(d). All DMC Coordinators are invited.

(e). In addition to above invitees following 92 representatives are invited :

Andman & Nicobar, Arunachal Pradesh, Goa, Haryana, Himachal Pradesh, Manipur, Meghalaya, Mizoram, Nagaland, Sikkim & Tripura.	One each from these states
	Total Invitees – 11

Assam, Chhattisgarh, Delhi, Jammu & Kashmir, Jharkhand, Punjab & Chandigarh and Uttaranchal.	Three each from these states
	Total Invitees – 21

Andhra Pradesh, Bihar, Gujarat, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Orissa, Rajasthan, Tamilnadu & Pondicherry, Uttar Pradesh and West Bengal	Five each from the states
	Total Invitees – 60

(1). Invitees will be selected by State Secretaries.

(2). All delegates are requested to inform Organizing Committee atleast six days in advance.

ii. General Secretary shall have the power to invite a maximum of ten Special Invitees (without voting power) to the meeting of the Central Committee/National Convention.

All are requested to follow the above decisions and clarifications. All ARTEEians are requested to extend full cooperation. ***Considering the scarcity of resources and keeping the expenses under control, Organizing committee is not responsible to make arrangements for Boarding and lodging if any member attending voluntarily in addition to above mentioned office bearers.***

Anilkumar S.
President
0-9818759192

Umesh Chandra
General Secretary
0-9871765714

An appeal from the Central Office

All office bearers and members are requested to make their best efforts to collect maximum revenue for the 16th National Convention through donation and advertisements in the Special issue of FILAMENT and thereby make the National Convention, the festival of Unity a grand success.

Short Notes:

Delay in Salary payment in different Stations: - It is very unfortunate to see that staff members of various stations were receiving their salaries very late for the last couple of months. It seems that it has become a regular practice, irrespective of the repeated assurances by very senior officials of Directorate and Prasar Bharati. We have observed and reacted to the problems since February 2009, accordingly the department has provided salary to various stations. Though the employees of the stations like R.K Srinagar, CBS, AIR Mumbai, AIR, Kothagudam etc where lucky to get their salaries in time in the month of April 2009. The employees of various TV installations where facing the problem even in the month of May 2009. The stations like LPTVs under DMC Guwahati, DDK Coimbatore etc. have received their salary on the last day only after we took up the matter with Prasar Bharati secretariat and the directorate of

Doordarshan. But it was very unfortunate that the employees working in various LPTVs under DMC Bharuch received their salary only on 11th June 2009 after regular follow up by ARTEE. Fed-up with the repeated incidents of delay in salary in various stations now we demanded the CEO Prasar Bharati to initiate necessary actions for prevention of this repeated violation of office procedures and ensure non-recurrence of the same

Transfer of Technicians on compassionate and mutual requests:- It is a fact that the post of Technicians in the AIR & DD is a locally recruited post and it is not the right for the incumbent to demand for a transfer on normal grounds. It is also an accepted fact that there are exceptions for every rule on the basis of sympathetic, humanitarian and compassionate grounds. Accordingly various Zonal officers used to accommodate some transfer applications of technicians on these grounds if it is not affecting the functioning of the organization. It is very painful to note that some zonal officers are ignoring even the cases of extreme humanitarian grounds especially when applicants are available for mutual transfer. It seems that the Zonal officers of North Zone and South Zone in particular are adamant in such transfers irrespective of the order file no. 3/2/2008- SIV(A)/102 dated 25.2.2009 issued by office of DG AIR, instructing the Zonal Chief engineers that the request received on compassionate grounds can be considered by the Zonal Chief engineers. ARTEE have took up the matter with E-IN-C AIR & DD, who assured us to settle the matter at the earliest.

Free Sea Passage to the employees of AIR Port Blair:- Free Sea Passage is a special privilege extended every year to the Govt. Employees who come on transfer to Andaman and Nicobar Islands. It is in addition to the home town LTC and All India LTC. Besides other government departments the employees DDK & DMC Port Blair were also availing the facility. The facility was available to the employees of Port Blair till sometime back but it was reported by the unit secretary ARTEE AIR, Port Blair that the employees of AIR Port Blair are deprived of this facility due to the reasons best known to the authorities of the station. We have taken up the matter with DG:AIR to extend facilities to the employees of AIR Port Blair.

RCC boundary wall at AIR Jagdalpur:- It is reported by Sri. Gopal Viswakarma, State Secretary, ARTEE, Chhattisgarh that the staff and their families residing in the radio colony AIR Jagdalpur are living in a state of insecurity in Jagdalpur a sensitive place due to the presence of Naxal movement especially when it is very easy for anybody to intrude into the colony in the absence of a boundary wall. The recent attack of Bears in the city has further created the fear among the staff of the wild animals from nearby forest. We have requested DG: AIR to take necessary step to ensure construction of RCC Wall at AIR Jagdalpur at the earliest.

Shifting of Posts from AIR Ahmedabad to Himmatnagar and AIR Rajkot to AIR Oras:- Shri. Y.S Tahsildar, VP(WZ) in his representation to the Central office stated that the post of Technician from AIR Ahmedabad be shifted to AIR Himmatnagar and technician from AIR Rajkot be shifted to AIR Oras. He has pointed out that AIR Ahmedabad being the capital station is already facing the shortage of staff, especially in the engineering cadres. Removal of even one post will badly affect the functioning of the station and the posted technician being a locally recruited one the incumbent has a right to be retained at Ahmedabad at present station. It was also pointed out that a number of staff members from various stations are looking for a posting to Rajkot, which is a major station and shifting a post from Rajkot will not only affect the station but will also deprive the aspirants of their postings. He has proposed an alternative to shift the posts which are lying vacant since long in some other stations, to Himmatnagar, thus shifted back the posts of Ahmedabad and Rajkot in the interest of the employees and the organization. He has pointed out that the posts of CBS, AIR, Mumbai, VBS, Mumbai, AIR Ahwa or any other stations are lying vacant for a long time and can be shifted to AIR Himmatnagar and AIR Oras.

Accordingly we have requested DG:AIR to revert back the posts of AIR Ahmedabad and AIR Rajkot by shifting any vacant post from the stations mentioned above at the earliest.

Acute Staff shortage at AIR Dehradun:- It became a habit of the department to start the stations on various grounds but without providing sufficient staff to manage the station. In one such example the department started off DDK Dehradun long back after the declaration of Dehradun as the capital of Uttarakhand. Though the department has provided necessary equipments and officers they have provided very few subordinate engineering staff. It is very unfortunate to note that only one SEA, 2 EAs, 2 Sr. Techs, and 2 Technicians are available for operation duties in the station to perform programme generation and transmission facilities. It is well known fact that it is very difficult to operate various equipments like CCU, VM, Studio lighting etc. during recording and then to maintain the transmission with this skeleton staff. On the representation of Shri. M.S. Rana, State Secretary, Utharakand, we took up the matter with DG:DD to provide more number of subordinate engineering staff at DDK, Dehradun.

Harassment of Staff by ASE DDK Mau (UP):

The staff members irrespective of discipline have been complaining about the attitude of Sh. S.K.Tiwari, Asst. Station Engineer DDK Mau, who is harassing the employees irrespective of the cadres and discipline on even trivial matters for the last one year. Accordingly we took up the matter with E-IN-C & ADG-DD to transfer the officer out of Mau to protect the employees from further harassment and maintain cordial atmosphere in the station. Accordingly directorate has constituted enquiry through the Zonal office against the activities of the officer and it was assured that he will be shifted out of the station at the earliest.

Anarchy at AIR Sambalpur: Mockery of enquiry by two Senior Officers

It was reported in the last issue of the FILAMENT about the autocratic, unlawful activities of Sh.S.K.Tajan, Station Engineer AIR Sambalpur, violating AIR norms, directives from DG: AIR, especially on the matters such as non deployment of AE as shift –In- Charge (Engineer on Duty) at 100Kw transmitter, non allotment of AIR quarters for 5 month to eligible employees and to favour a particular person, thereby causing huge financial loss to the department, Irregularities in deployment of security guards pointing to financial malpractices and threat to the employees and installation, Punishment to the employee for bringing the manipulation in purchase/stock of Diesel records to the notice of the SE, while totally ignoring/protecting the irregularities, Granting permission to Mr. U. K .Sahu, AE to leave office while on duty to file FIR against three employees, and allowing police to enter the station.

When we took up the matter with the Directorate and Prasar Bharati, they repeatedly directed the SE to follow the AIR manual in deployment of AEs in shift duties but the officer has ignored it very simply and was adamant that all the three AEs posted for the duties of the transmitter will be kept in the city office only for administrative work and he stated repeatedly to the staff that Directorate cannot dictate him how to deploy the staff. It was interesting that he has ignored the written statement of DE(HQ) that the AE is shift-in-charge in 100 KW transmitter and the staff sanction for AIR Sambalpur shows that all AE posts are sanctioned for the operation and maintenance of 100 KW transmitter. He repeated the same to the President ARTEE when he requested SE to deploy the AEs in maximum possible shifts and assured that the remaining shifts will be managed by the staff, on his visit to Sambalpur on 16/3/2009. The SE sent misguiding replies to the Directorate which proved contradictory to the reply given by the same SE in RTI application filed by a social worker on some issues. When the harassment from the SE with help of one particular AE crossed all the limits, we decided that our members will perform duties in the transmitter only when the AE is available as EOD. We were compelled to postpone the agitation on repeated requests earlier by DDG(A) and then by CEO itself and their assurance of necessary action against the erring officials. But it is learnt that when the file was put up to DG:AIR recommending to issue warning letter to the SE, DG:AIR preferred to delay the action, as usual, like on a number of issues, by advising to reconsider the issue! (we really failed to understand the power of the CEO to assure the Association of necessary action without the approval of officiating DG:AIR!). It became habitual in AIR directorate to simply delay the matters and there by take the issue into a blasting stage and leave it unattended presuming such issues are not at all a matter for the Directorate.

The SE preferred to punish the person who pointed out the irregularities in procurement of use of diesel which is considered as a very serious matter in any other govt department and was considered in the same gravity when AIR & DD also were under the Govt system. The senior technician who pointed out the irregularities with the documentary proof was issued a memo for carrying office registers from transmitter to the o/o SE even though it was in office vehicle after taking permission from the seniormost official available in the transmitter, perhaps with the fear that the AE who is looking after the diesel supply will be in trouble if the Sr.Technician took up the matter with Association/ higher authorities. When the Sr.Technician approached to submit the reply to the memo within the stipulated time, the SE and AE Mr.U.K.Sahu refused to accept the reply. By fearing further action if the reply is not received by the officials in time, the Sr.Technician approached the unit committee and accordingly our office bearers accompanied him to the officers and requested them to accept the reply. The reply was accepted only on the insistence of our office bearers Sh.S.K.Debta & Sh. S.R.Panda. This happened on 28/4/2009. It seems that Sh. Sahu was looking for an occasion to trap them on any issue. As he could not trap them on any matter even after waiting for two weeks, he went to the police station, while on duty, on 13/5/2009 to file an FIR against these two office bearers and against the State Secretary of PSA as the three were opposing the misdeeds of Mr.Sahu, by making an allegation of threatening him on 28/4/2009 and accordingly the police arrived at the station to arrest these three office bearers. We approached CEO, PB and other senior officers immediately and the arrest was averted on the intervention of senior officers. It is very funny that persons involved in the irregularities were not even issued a memo by the Station Engineer.

The most interesting episode is when the DG:AIR & CE(M) were trying contact him over phone, he switched off the mobile phone by challenging employees at Sambalpur that he will see how the DG:AIR or E-in-C will catch him on phone. DG:AIR and CE(M) were in agreement with the Association in a meeting with CEO as well. It has given a new example to our Head of Offices in AIR throughout the country that if the DG or E-in-C are trying to trace them over mobile phone they have to simply switch it off - without worrying about any action. It is an added quality now atleast in AIR. Officers can experiment in Doordarshan also)

A number of meetings took place from 13 to 15 May 2009 in Directorate and Prasar Bharati and it was decided in the meeting held at Prasar Bharati on 15/5/2009 , that.

1. SEs of AIR & DMC Sambalpur will be interchanged before starting of the enquiry.
2. DDG (ER) & DE (o/o CE-EX) will make immediate enquiries before making an enquiry by a senior non-engineering/programme officer from the Directorate. (*This Association repeatedly pointed out to DG:AIR that as per the past records, the enquiry by DDG (ER) & DE will not be impartial*).
3. The issues raised by Association will be settled after the enquiries.

Accordingly the transfer orders were issued in the night of 15th May 2009 itself and same was sent through fax to AIR Sambalpur. But as usual it has gone to dustbin as the officials were least bothered about the value of signatures of both E-in-Cs, both DGs and CEO in the file.

It is interesting that the DDG(ER) sent a first hand report by sitting at Kolkata (perhaps using the ability of telepathy) to DG:AIR certifying the goodness of the SE.

Though the decision was to carry out the enquiry by keeping Sh.Tajan, away from the post of SE,AIR Sambalpur and that is the reason of his transfer order issued in the night of 15/5/09, the Enquiry officers don't seem to bother about it! What a discipline in the department!

DDG (ER) conducted the enquiry on 17/5/09 & 18/5/09 in which he declared that all documentary evidence and complaints are baseless and trash and questioned whether ARTEE wants to control office matters. He condemned the Association activities and advised ARTEE representatives to remain silent. He accused that the Association is polluting the atmosphere from Delhi to Sambalpur (what a discovery!)

The second enquiry officer, DE, o/o CE(EZ) who conducted the formality of enquiry on 19/5/2009 was not foolish to waste the valuable time and instead advised unit representatives of ARTEE & PSA to work out a compromise with the SE, without going to the root cause. He further took the SE to a tour to AIR Bolangir (this is first time we hear that enquiry officer is taking the accused for a tour as part of the enquiry- a new lesson for enquiry officers!)

It is learnt that now Sh.Tajan has been given the additional charge of the Head of Office of AIR Bolangir (perhaps due to the commendable services at AIR Sambalpur especially as a reward to the financial irregularities in deployment of security guards, diesel procurement and usage and the keeping a quarter vacant for 5 months etc..etc (new definition for additional qualities of an officer in AIR & DD – not in any other department).

Now the SEs have challenged their transfer orders due to the kindness of Directorate of AIR in granting enough time for them!

Categorization of Stations :

Categorization of Stations of AIR & DD have been pending since 2005 after the transfer of Sh. Sanjiv Dutta, the then ADG-DD who was the chairman of the committee for the same. After the matter was taken up with the CEO, the committee was reconstituted in the year 2008 under the chairmanship of Sh. Mukesh Sharma ADG DD along with Sh. Rajkamal, DDG(A&F) as member secretary & CE(P) AIR, CE(D) AIR & GM (PB) as members. The Directorate of DD after receiving input from engg. & Prog. Wing recommended 82 stations for categorization to the committee. It is learnt that the committee proposed 18 stations for categorization in the first stage to the PB for further approval of the board. The PB sought some comments from DG AIR before submitting the proposal to the Board. Interestingly the DG:AIR sent the matter to DG:DD who in turn sent the proposal for further study of lower level officers like DDA, SO etc. Though CEO, Member personnel, GMP assured us to take up this matter in the agenda point for the Board meeting held on 25.6.09, it could not be placed perhaps due to the study by the various officers in DD.

It is first time in the history we are hearing that the proposal prepared by a committee of senior officers in the level of SAG are being further studied by lower level officers like DDA, SO etc. It seems that the functional system of PB and Directorate have adopted a new revolutionary concept!

We are trying our best to get it included in the agenda of next board meeting proposed to be held on 10.07.2009.

Madhya Pradesh Tour report

Y.S.Tahasildar, V.P., ARTEE W/Z

While returning from Central Council, I took an opportunity to visit M.P. along with Sh. Ajay Jain AGS (TV), Sh.V.C.Saxena State Secretary (M.P.) & Sh.Deepak S. Joint Secretary Tech. / Sr. Tech. We visited AIR & DD stations of M.P. (Gwalior, Guna, Bhopal & Indore). It was an excellent tour with huge gathering of our association members. It was a common meeting of AIR & DD staff members. First session of the meeting was conducted under Chairmanship of local Engineering head of that particular station & it was a common meeting for all. Normally all the major common issues like Cadre review, MACP & developments in NFADE were covered in this session.

And the second session was an interactive session for ARTEE members only. In this session all the problems of staff members were discussed in detail & some of the problems were solved on the spot with the help of engineering heads. We have explained the way of working, Achievements, grass root communication & system of transfer policy adopted by zonal committee. All the members were educated & updated for the coming agitation programme. We have also appealed for fighting fund for Central head quarter & donations for National Convention. It was an excellent tour with staff awareness programme & the show of unity. I appreciate the efforts taken by Sh.Ajay Jain, Sh.V.C.Saxena, Sh.Deepak S. I also appreciate the pains taken by all the Unit Secretaries, DMC coordinators & active participation from the ARTEE members to success the meetings.

Very important!

Attention Unit Secretaries and members!

We have repeatedly requested all members of this Association to send their details in the format given below through their respective unit secretaries at the earliest for updating the information as well as to issue the photo identity cards. Though we have received a good number of data of Life members, those who not yet send the detailed data may please send the same at the earliest to the central office.

Association of Radio & Television Engineering Employees (ARTEE)

(Form for Updating members details)

LM No: _____

Name: _____

Father's Name: _____

Designation: _____

Date of Birth: _____

Date of Joining Service: _____

Place of Joining Service: _____

Cadre of Joining Service: Helper ☐ Technician ☐ Engg. Asstt. ☐

Qualification: _____

Present Place of Posting: _____

Permanent Home Address _____

Contact No: _____

Mobile No: _____

E-mail address, if any: _____

Blood Group: _____

Signature
Name:

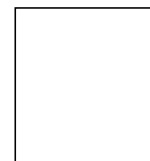
Name & Signature of Unit Secretary (ARTEE)

**Paste
Recent Passport
Size Photograph**

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