



FILAMENT

Newsletter of Association of Radio & Television Engineering Employees (ARTEE)
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For Limited Circulation among Members

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Editor: Pulak Ray

November-December 2008

Be an ARTEEian and proud of it!

ARTEE being the largest employees Association of Media employees in the world has always made its best efforts to protect the interests of the employees in general and the subordinate engineering employees in particular.

In addition to taking up the demand, for retaining the employees of AIR&DD as Central government employees, under the platform of NFADE, we have ensured the extension of various benefits such as General Pool Accommodation, admission in Central Schools, CGHS facilities and thereafter the benefit of the recommendation of 6th Central pay Commission.

For the implementation of the Central Pay Commission, we resorted to three-pronged strategy.

1. Being central government employees, expressed full support to the Confederation of Central Govt Employees for putting pressure on the Govt to notify the Pay Commission.
2. Being part of the NFADE made our best efforts to get the benefits extended to all employees of AIR&DD.
3. Along with PSA, compelled the Department to grant the benefits of the 6th CPC to the subordinate engineering and programme cadres on the basis of the pay scales as on 01-01-2006. Though it was a Herculean task to convince the department, Prasar Bharati and the Ministry, we have succeeded in it..

In addition to these benefits, we took up other issues related particularly to our members such as; Cadre Review, ACP, Opening promotional channel for Diploma/B.Sc AEs and ITI certificate holder SEAs, Selection Grade for AEs, copy of Service book to be issued for all employees, issuing promotion orders in various engineering cadres in time, etc.

We have also ensured justice to our members to the maximum possible extent in transfer postings etc.

While looking for the protection of interests from the Association, members should also realize the fact that the strength of the Association depends upon its members. Whatever we are achieving is due to the dedication, hard work and loyalty of our members throughout the country. But unfortunately it is noticed that some of our members, even though very less in number, are also retaining the memberships in other Association/union. It is also observed that a so-called union which is working against the basic demand of ARTEE & NFADE, is trying to misguide our members by telling them that they can join the Union while retaining their membership in ARTEE. CWC meeting held at Bangalore took a serious view in this matter and opined that it is not healthy for the association to allow the dual membership to continue. It is strongly felt that the members who are loyal to only one Association form the real strength of that Association.

Accordingly while using its power to interpret various sections of the Constitution, the CWC decided to disallow dual membership for the ARTEE members.

Unit Secretaries are hereby advised to seek explanation from members holding dual membership at their stations and send the letter with the reply, if any, to the General Secretary after granting seven days time to the member to reply, for the final decision.

*ARTEE Wishes all Members, Well Wishers, their families & friends a
 Merry Christmas and Very Happy New Year-2009*

Letter written by GS, ARTEE demanding copy of service book to the employees:

Letter No.ARTEE/924-12/2008,

Dated: 05.12.08

Director General

[Kind Attention Sh. Raj Kamal, DDG (A)]

All India Radio,

Akashwani Bhawan, Sansad Marg,

New Delhi – 110001

Subject: **Implementing GFR Rule 257 for service book in AIR & DD.**

Sir,

With regards the undersigned wants to remind your several discussions with this association about implementation of GFR Rule 257 for maintaining service books in our department. For your ready reference GFR Rule 257 Rule is given below:
Rule 257.

- **Service Book** : Detailed Rules for maintenance of Service Books are contained in SR 196 to 203. Service Books maintained in the establishment should be verified every year by the Head of Office who, after satisfying himself that the services of Government servants concerned are correctly recorded in each Service Book shall record the following certificate "Service verified from(the date record from which the verification is made)..... upto(date).....".
- The service book of a government servant shall be maintained in duplicate. First copy shall be retained and maintained by the Head of the Office and the second copy should be given to the government servant for safe custody as indicated below :-
 - To the existing employees - within six months of the date on which these rules become effective.
 - To new appointees - within one month of the date of appointment.
- In January each year the Government servant shall handover his copy of the Service Book to his office for updation. The office shall update and return it to the Government Servant within thirty days of its receipt.
- In case the Government servants' copy is lost by the government servant, it shall be replaced on payment of a sum of Rs. 500/-.

This Association strongly demands that GFR 257 should be implemented immediately for the welfare of the staff.

Thanking You,

Yours faithfully,

[Umesh Chandra]
General Secretary

Enclosed: copy of GFR Rule 257 available of internet

Do Not Be Misguided by the Mischief Mongers

It is heard that the so called UNION constituted by few disgruntled elements have been trying to misguide the employees of AIR & DD by claiming recognition from the department. It is worth mentioning here that this union has been formed with the sole objective of transferring all the existing employees into Prasar Bharati, whereas the employees of AIR & Doordarshan have been fighting hard to retain the status as government employees. This union also managed to get a letter issued from the department for inclusion of their name in the official mailing list. But before it is too late, the department realized the mistake and immediately took the corrective step by withdrawing the letter. It is pertinent to note here that the **Group of Ministers** has already taken a stand to retain the employees with the government. It is pending before the union cabinet for the final approval. Accordingly we all have been granted the benefits of the recommendations of **6th CPC** and all other welfare measures. In continuation of this decision, the O/O DGAIR has now clarified wide the order (see page-3) that only **9 (Nine) Associations** are recognized as per the AIR Manual.

West Bengal State Convention at Siliguri on 10 & 11 January 2009.

Convener-Shri K.N. Das, State Secy., West Bengal 09474761636 / 09434466419

**Prasar Bharati
Broadcasting Corporation of India
Directorate General: All India Radio
(Welfare Section)

No. B-12017/8/2008-WL

New Delhi, dated 24-12-2008

Subject : Inclusion of UADEE in the Mailing List regarding.

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It has been decided to maintain the Status Quo prior to issue of this Directorate's letter No. B-12017/8/2008-WL dated 10-12-2008 regarding inclusion of UADEE in the Mailing List. Hence, the said letter of Welfare Section is withdrawn. The position would be reviewed once the decision is conveyed by Ministry of Information & Broadcasting about the recognition of Associations and Unions other than those mentioned in the AIR Manual. Till then, for all purposes, Department will continue to deal only with the 9(Nine) Associations as per AIR Manual.

This issues with the approval of DG:AIR.


(S.S. Sharma)
Section Officer(WL)
For Director General

CE(EZ)
AIR & Doordarshan
Akashvani Bhavan
Kolkata.

Copy to :

- 1) All Stations/Offices of AIR.
- 2) CE(NZ)/CE(WZ)/CE(NEZ)/CE(SZ)
- 3) A.M.(PPC), P.B. Sectt., New Delhi.

Resolution Adopted in CWC Meeting Bangalore about Dual Membership

It is resolved unanimously that no dual membership will be allowed. If a member joins any other Association / Union, he/she will lose his/her membership in ARTEE and henceforth its Protection.

All CWC members, Unit Secretaries, DMC Coordinators are hereby instructed not to take up cases and causes of such members. Strict compliance is expected. If a member of any association is joining **ARTEE** please take resignation from his/her present organization.

Umesh Chandra
General Secretary,

PRASAR BHARATI
BROADCASTING CORPORATION OF INDIA
DIRECTORATE GENERAL: ALL INDIA RADIO

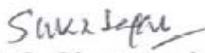
No. B-12017/7/2008-WL

New Delhi, dated 18.12.2008

Subject:- Guideline on Transfer policy in respect of Officer bearers of Staff Association regarding.

This is with reference to CE(NEZ)'s letter No. CE(NEZ)/1(25)/2008-s/1914553, dated 14-11-2008 on the subject noted above.

2. On the issue of transfer of office bearers", of a recognized Associations/Union , it has been decided by the Secretary Ministry of I & B that as far as possible the posting of Office bearers at Zonal and National level should be undisturbed.


(S.S.Sharma)
Section Officer (WL)
FOR DIRECTOR GENERAL

Sh. Rajesh Babu,
Dy. Director(Engg.), o/o CE (NEZ)
Dr. P. Kati's Bldg.
Near Ganeshguri Flyover,
G.S. Road, Guwahati- 781006,

Copy to: All Zonal Chief Engineers / DDGs. for reference.

NFADE SESSION in Bangaluru during CWC Meeting

The energetic team of B.J. Sathayanarayana and Harikrishanan Nair took the initiative to organize a NFADE session together with CWC meeting in Bangalore for the first time. The NFADE session was organized in DDK Bangalore on 27th Nov'08. The four hour long session provided an opportunity to the representatives of various constituent Associations of Federation like PSA, ADTEA, Group-D, Engineers Association and others to share their opinions. Sh. Joshi, Director Doordarshan, Sh. S. Jayraman Supdg. Engr and a number of other officials also graced the occasion. During the interactions in the house session Sh. R.Raman, VP (TV) also opined that benefits of the 6th CPC were not possible without the efforts of NFADE. Sh. Umesh Chandra, Gen.Secy. recalled the

foundation of NFADE was laid down by our visionary leader Sh. R. Dasgupta, sensing the urgency of being United. He also told employees to either be united or be prepared for the worse. Sh. Anilkumar S., Chairman NFADE elaborated the role of NFADE in 6th Pay Commission and its implementation. He also stressed that the work to maintain our status as Govt. employees is on track with satisfactory progress but there's lot to be done.

The NFADE session was a big success as the auditorium was full and a number of employees had to listen to the deliberations through speaker system outside the auditorium. The officials present also appreciated the efforts being done by the NFADE leadership.

Interactive session with ARTEE delegates of Karnataka

An interactive session to give opportunity to Unit Secretaries, DMC coordinators and delegates of Karnataka was organized on 28th Nov, just after the inauguration function of CWC. Delegates were very satisfied when they got assuring responses on various questions ranging from Cadre review to ACP, from OTA rate to its limit, from LPT problems to facilities at stations, from stagnation to promotional avenues. Sh. Anilkumar S. President and Sh. Umesh Chandra, Gen.Secy. & Sh. R. Raman, VP(TV) answered their queries. Many delegates like Sh. Vinay Narasimha, US DDK (HPT) Mysore and Sh. Umar, DDK Bangalore etc stressed the need to strengthen the organization in Karnataka. Sh.B.J. Sathaynarayana State Secy. Karnataka informed them that he will make a tour to entire Karnataka for this purpose. He also assured that he will try to catch up Kerala as far as organizational strength is concerned.

Although the two hour long fruitful session was for delegates of Karnataka only but interestingly many CWC members from outside, like Sh. Seshagiri AGS (TV) SZ quenched their thirst of asking few questions from leadership. The session ended with enthusiasm to make ARTEE stronger in Karnataka.

CWC Meeting held at Bangaluru, on 28th & 29th Nov'08 Karnataka



Sh.V.Shiva Kumar, M(P) addressing the CWC meeting. Sh.R.Raman, Sh.Anilkumar, Sh.Umesh Chandra and Sh.Boban George on the dais.



Lighting the lamp by Sh.V.Shiva Kumar, M(P). accompanied by Sh.B.J., Satyanarayana and Sh.Boban George.

The meeting of the Central Working Committee of ARTEE was held at Engineers' Hostel, Bharat Electronics Ltd., Bangalore, Karnataka on 28 & 29 November 2008.

Meeting was inaugurated by **Sh. V. Shiva Kumar, Member (personnel)**, Prasar Bharati, by lighting the traditional lamp followed by the invocation presented by Sh. Hegde, the legend vocalist of AIR Bangaluru.

Sh. Harikrishnan Nair, Departmental Council Member, ARTEE extended a warm welcome to the dignitaries, delegates and unit representatives from Karnataka State.

Sh. Boban George, VP (SZ) while addressing the house assured the members that the zonal committee will make all out efforts to protect the interest of ARTEE members. He called upon the members to be united under the platform of ARTEE and to extend full cooperation particularly through donations from the arrears of the 6th CPC.

Sh. Raman, VP (TV) cautioned about the evil of corruption particularly in respect of the transfers and postings in the light of transfer committees in Zonal headquarters. He emphasized the need to open the promotional channel on seniority cum fitness for the Helpers.

Sh. Umesh Chandra, General secretary, while appreciating the Member (Personnel) as a true HRD man, especially for his positive role in the decision taken to implement the benefits of 6th CPC to our members. He sought the personal intervention of Member (P) to remove the acute stagnation in various cadres of Engineering. He stressed the need to find out various steps of financial compensation for the extra duty performed by our member cadres due to the severe shortage of staff in operational cadres in the department. He pointed out that the industrial peace can only be possible when proper infrastructure and facilities are extended to the employees. He requested immediate measures to be taken to strengthen the security of AIR & DD installations throughout the country in the wake of recent terrorist attacks.

Sh. Anilkumar S. President appreciated the positive initiatives taken by the Member (Personnel) to solve various issues related to the subordinate engineering cadres, reflecting the real concept of HRD management by taking the Association always into confidence on all such matters. He stressed the necessity of strong support from Prasar Bharati for the cadre review along with the benefits of ACP to remove stagnation in the cadres. He demanded immediate steps to ensure the security of employees and equipments of more than 1800 stations of AIR&DD, particularly those stations situated in the naxalite prone

areas, North-East, J&K, border areas and other disturbed areas, especially in the light of recent attacks on public places at Mumbai and other cities. He warned against the concept two types of employees, such as Government & non-Government employees in Prasar Bharati, as it will spoil the basic structure and functioning of the National and Public Service Broadcaster. He asked, "How the integrity of the country will be protected by the National Broadcaster if the employees of the organisation are not integrated?"

Sh. V. Shiva Kumar, Member (Personnel), Prasar Bharati informed the house that he is not only representing as Member (P) but representing the CEO as well. After welcoming everybody in the auditorium with blessings in Kannada language, he expressed his concept that the Management & Association is sitting together on the same table for the interest of the organisation as well as the employees. He assured all support, being head of the HR department of the organization, to settle the matters upto the satisfaction of the employees. He appreciated the employees for their contributions to the Nation and speculated that if the employees in cadres like Helpers to AE are stagnated for more than 20 years then what the organisation can expect from them. He expressed the opinion that the proposal for cadre review should take care of all these issues and assured the full cooperation from Prasar Bharati to push through the same to the Government. He further expected that the ACP Scheme will be implemented very soon as it is pending with the government for the final decision. Regarding the transfer committee he stated that the concept was to bring maximum transparency in the system but unfortunately the negative reports compelled the Prasar Bharati to rethink on the issue. He has assured immediate steps to ensure the security of the employees / their families and the property of AIR&DD.

While congratulating the members of CWC, he reiterated his assurance to settle all matters pertaining to the welfare of the employees and offered to sit again with ARTEE on the resolutions which will be passed by the CWC.

The open session ended with the vote of thanks by Sh. B.J. Sathyanarayana. He expressed his gratitude for granting the permission to start the functioning of the CWC for the term with lighting the lamp at Bangalore to give a signal to the country that another mission of ARTEE for the next two years started from the IT capital of India. He conveyed his thanks to the organising committee for making it a reality within a very short time.

OBITUARY

Sh. Mahendra Ramchandra Khadiyal, Tech, LPT Kolhapur expired on 29.11.2008 after prolong illness. 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.

Minutes with Resolutions passed in CWC meeting

CWC started with observing two-minute silence for paying homage to the martyrs & victims of 26/11 terrorist attacks in Mumbai and to pay condolences to the members who expired after previous CWC meeting at Parbhani.

Agenda [1] Presidential address: He welcomed all the newly elected members of CWC. He expressed his satisfaction on timely implementation of 6th CPC and informed the house about prompt and hectic efforts of central office for the cause. He also informed the house about current status of implementation of NFADE Agitation. He stressed the need to tighten the security of AIR & DD Installations through out the country in the wake of terrorist attacks. Although it was not in agenda but sensing the urgency house unanimously passed following resolution:

Resolution about Security of AIR & DD Installations

House discussed the critical condition of security of AIR & DD Installations in the wake of terrorists' attacks in Mumbai. House unanimously resolved that being soft targets the security of all installations should be managed by C.I.S.F./ State Police.

Agenda [2] General Secretary's report:

In his report General Secretary covered the following issues:

NFADE Agitation: The GoM in the last meeting decided that all the AIR & DD employees working in Prasar Bharati on 5th Oct'2007 will continue to work on Deemed Deputation and for this purpose requisite amendments will be done. The Secretary (I&B) has also submitted an affidavit in the H'ble Supreme Court citing the same thing. Pl. note that earlier the cut off date was supposed to be the date of notification of PB i.e. Sep'1997 but with the efforts of NFADE lead by ARTEE the cut off date has been extended. Although not a small achievement but we are against the theory of having two types of employees as it is against the spirit of unity. We are still not satisfied and efforts are being made to declare all employees as Government employees and the agitation will continue till the final goal is achieved. On 14th Nov.'08 H'ble Supreme Court has granted one month time to implement the decision.

ACP Scheme: We are of the view that ACP Scheme is a right of every Govt. Employee and as it is fully established that we all are Government Employees we should not be denied this benefit. The earlier proposal of granting ACP was turned down by the Min. of I&B, which led to a series of court battles. After vigorous persuasion and a favourable decision in Kolkata CAT, Prasar Bharati agreed to prepare

a fresh proposal. The proposal has been sent to Min. of I&B again on 14th Aug.'08. We are following the case and reminder is also being sent. To fight this issue more strongly an expanded Sanyukta Sangharsh Samiti of ARTEE, ADTEA and PSA has been formed. A program is being prepared and will be finalised shortly.

Cadre Review: Cadre review is another burning issue. Keeping in view the widespread stagnation in all cadres it is required that the Cadre Restructuring should be done as quickly as possible. A proposal in consent with concerned sister Associations is being prepared and it is in final stage. We are giving this proposal utmost priority but it will take some time and all should have some patience. Detailed proposal of cadre review is given on website and being published in FILAMENT.

Opening Promotion Channel to JTS for Diploma/BSc AEs and ITI certificate holder SEAs to AE: A proposal in this regard, considering the differential length of service, has been prepared. It was thought to take an expert opinion and the file was sent to NPC. After waiting about and a year file was withdrawn and now the proposal is being sent to Min. of I&B.

Selection Grade for AEs: A proposal to grant selection Grade for AEs who have completed 10 yrs of service was prepared. Now after the 6th CPC recommendations another proposal is being sent to Min. of I & B to for Rs. 5400 grade pay to all AEs who have completed four yrs of service.

Categorisation of Stations: The work is pending since quite a long time. We persuaded the case and the process to declare around 82 stations is almost on the stage of finalisation. We will try that the orders are issued as quickly as possible.

Court Cases:

- **New EA Case:** The case is being fought in H'ble Delhi High Court. Next date for hearing in 16th Jan'09. Meanwhile efforts are on to solve the problem through cadre review.
- **Tech Vs Lighting Assistant:** The case is due to come on arguments in H'ble Delhi High Court, Delhi. We are watching the progress on daily basis.
- **ACP Case:** The case is in Kolkata and is being pursued.
- **New Tech. Case:** The case is in Kolkata and being pursued.

Organizational Matters:

Transfer Committee in Zones: The experiment of formation of transfer committees in zones was for six months which is over. As per the decision of Central Council we are pursuing that the transfer committees should be scrapped.

Collection of Donation from 6th CPC Arrears: In Central Council meeting of 22/09/08 it was decided to collect donation from 6th CPC Arrears. It is disappointing that when Pay commission was not sure everybody was approaching central office with all kinds of queries. When we all have got benefits of CPC by the prompt action of ARTEE we are reluctant to donate a very little amount for our own cause. The State of Kerala deserves big applause for collecting good amount. Everybody is earnestly requested to follow the directive.

Amendments in byelaws: For this purpose a committee is formed under the chairmanship of Sh. Prokash

House resolved to approve General Secretary's report.

Agenda [3] Zonal Vice Presidents reports:**Sh. Malay Kr. Das (VP East Zone):**

In his report Sh. Malay mentioned the issue of closure of LPT Kalna & Ranaghat and Installation work of AIR SPT Chinsurah (Mogra). He demanded regional programmes from LPTV which are being closed down on the upgradation of HPTV, as the HPTV is meant for National Channel. He demanded provision of basic amenities in LPTVs especially those located in Jharkhand and remote areas of other states. He conveyed his sincere thanks to central office for taking up these issues. He informed the house that after five years the vacancies for promotion in various cadres will possibly open this year. Sh. Malay told the house about the progress of court cases filed in H'ble CAT Kolkata (for ACP scheme & pay revision of New Technician). He also suggested that in CWC agenda, organisational points should be discussed before departmental issues, as organisation is more important.

Sh. Malay demanded that due to staff shortage, staff is compelled to do extra duty and due to OTA limit and very dismal OTA rates they are not being paid properly, some financial compensation may be extended to the employees since most of staff is out of OTA limit, but bound to do extra duty without any compensation.

Sh. Yogesh Kumar (VP North Zone):

VP (North Zone) informed the house about the problems of most difficult stations of J & K and Uttarakhand. He informed the house that problems of these stations are being taken care by Central Office. He explained that North Zone is most diverse zone which has hottest and coldest stations in the department. He also explained the problem faced by staff like LPT problems, acute staff shortage, stagnation, problem of GPF account, insufficient compassionate appointment etc. He informed the house that efforts are made to settle the issues related to transfers to the satisfaction of members. He praised the successful

Chakraborty since he has already performed the job. Terms of reference have been prepared and suggestions are welcome.

Finally I would like to say that there are plenty of issues and all issues are being dealt at utmost priority. It is seen that central office is blamed for ignoring a particular issue without knowing the constraints. Quite often the organisational discipline is also ignored. It should be taken care that this is a welfare job and every one of us is doing it since we are welfare oriented people and doing it since we have a desire to serve the members. We all should follow the organisational discipline and should not blame the central office for everything. We should also be more cautious about fulfilling our responsibilities towards members, organisation and our duties. Pl. always remember there is no organisation like ARTEE. So be dedicated and say ARTEE Zindabad.

organising of LPT Meet at Banda which was attended by General Secretary Sh. Umesh Chandra, & Secy.(AE) Sh. Shaillendra Shah from Central office and Sh.M.P.Chaudhry AGS(TV) from zone & Sh. P.K.Verma State Secy. UP.

Sh. Dip Bordoloi (VP North East Zone):

Sh. Dip Bordoloi (VP NE Zone) started his report with the problems faced by North East since its inception due to unscientific bifurcation of the zone. He emphasized that it should have been a vertical bifurcation. He raised his objection on continuation of Radio projects with O/O CE (EZ). He informed the house about the terror and havoc being faced by staff in recent serial bomb blasts in Guwahati. He conveyed his thanks to central office for taking care immediately as President & Gen.Secy. enquired about the safety of our staff. He demanded that Zonal office should be shifted from the present building near Ganesh Gudi Fly over where the blasts took place. He further informed the house that there are no armed forces in many installations in North East. While congratulating Central Office for their efforts to take up the matter of SDA for all employees in North East Zone, he demanded that the same rule should be applicable in the case of double HRA also.

He also mentioned the case of 38 flats, allotted to our staff during National Games. President informed that this case has gone to very high level and only option is Prasar Bharati can purchase these flats but unfortunately PB is not having that much of fund.

He mentioned the under utilisation of RSTI(T) Shillong. He also mentioned the GPF problem of North East Zone and demanded that there should be single GPF A/C no. and single Pay and Account office for entire north east. He further demanded immediate returning of the posts pending with CE(EZ) and informed that they are starting agitation

programme in December 2008. He demanded immediate steps for the categorisation of stations like Mokokchung, Ziro and Belonia to one year tenure.

He pointed out the extraordinary delay in disbursing of salary at DMC Imphal as the salary for the month of October 2008 was disbursed on 27th November after the intervention of Central office. He demanded necessary steps to ensure timely payment in North East stations.

(President clarified that as per the version of o/o DG (DD) this happened due to the fault of SE, DMC and it was assured by ADG(F&A) that action will be taken against the head of Office for this fault. The payment was done only after releasing additional funds in salary head).

Sh. Boban George (VP SZ):

VP (SZ) first expressed his sincere gratitude and thanks to the central office for its efforts for implementation of recommendations of 6th CPC. He appreciated State Secretary, Kerala for collecting contribution from the arrears as per the call of the Association and informed that other states in the zone are following the spirit.

He told that categorisation of stations is pending for a long time and should be done immediately. He demanded the centralisation of GPF account due to the delay in transfer of account. He also raised the issue of dual membership and stressed that all members should be loyal towards the organisation.

Sh Boban also explained what measures he is taking for strengthening the organization in South Zone.

Agenda [3] Returning officers report about recently concluded election:

In his report Sh. Ashok Pant, Returning officer explained the entire process and his efforts to conduct free and fair elections. He informed that the earlier election was terminated because some members approached Asstt. Registrar of societies raising objection that the elections are being conducted with unapproved byelaws, despite the fact that when amendments in byelaws were approved in Parbhani some of those were sitting on the dais. After the approval of byelaws (adopted by 14th National Convention in Chennai & submitted at the time of renewal of registration) by the Asstt. Registrar of Societies on 25.03.08 the election process was re-notified by the President. The present elections were conducted as per approved byelaws.

He explained the difficulties, tensions and hardships faced by him during election and marathon counting which lasted for continuous 54 hours. He also urged the house to improve the byelaws. In the end he conveyed his sincere thanks to everybody for helping him. He also gave his valuable suggestions like; only LM should have voting right, police protection and Fax/ Photostat facilities etc. He also suggested that woman members should be encouraged to contest in the election.

Sh. Yashwant Tahasildar (VP WZ):

Sh. Tahasildar also appreciated the efforts of central office for implementation of 6th CPC recommendations. He informed the house about his meeting with CE, STI(T), Delhi, requesting to simplify the syllabus of examination of helpers which is now agreed and notified by STI(T). (President congratulated him for speeding up the process which was already directed by Member (P) in December 2007 – The new syllabus has already been published in September-October-2008 issue of FILAMENT). He said that the zonal transfer committee is damaging the cordial relationship and spreading the confusion among members so it should be scrapped immediately. He informed the house that he has already written to the CE(WZ) that no such committee exists now, as the validity of six months for the same is already over.

He informed the house that AIR HPT Bambolim has no class-I officer (JTS/STS & JAG posts are lying vacant since long) and someone should be posted immediately. He said that in AIR HPT Malad the security is very weak and anybody can breach it. He suggested that the security should be strengthened further.

He demanded that there should be no transfer in case somebody is having mentally retarded children. He told the house about staff shortage in major Kendra like DDK Mumbai. He pointed out that LISCC meetings are not taking place regularly, so one column on the status of LISCC meeting should be incorporated in the Annual administrative report by every station so as to find out the defaulters. This proposal is agreed by CE (WZ).

As soon as the RO finished his report Sh. A. K. Jain AGS (TV), Sh. D. N. Nikam, JS(SEA/EA), Sh. Deepak S. J.S (S.Tech/Tech WZ), Sh. V. C. Saxena SS-MP started shouting in loud voices. There were unruly scenes and nothing was audible. These CWC members were speaking without listening others and the entire decorum of the house was disturbed. President intervened in the matter and opined that Returning officer did his best and already a committee under the chairmanship of Sh. Prokash Chakraborty to amend byelaws is formed. Instead of shouting they can give their suggestions to General Secretary so that it can be included in terms of reference and can be taken care of for improvement in future. After the detailed discussion following resolution was adopted:

It is resolved that General Secretary will prepare the Terms of Reference for amendments in byelaws. Suggestions may pl. be sent to the committee within one month. The report of the committee will be placed in Central Executive/Central Council/CWC and National Convention. It is also resolved that next election will be conducted as per amended byelaws after getting approval from Asstt. Registrar of Societies Allahabad

(It was decided that VPs will send their suggestions within one month from 29th November 2008 to the committee.)

Agenda [4] Departmental Issues

(a) Agitation under the umbrella of NFADE for maintaining our status:

President informed the house that GoM has taken a decision to declare the employees recruited upto 5th Oct'07 will be in Government and till a final decision is taken the employees will continue to work on deemed deputation in Prasar Bharati. Required amendments in rule will also be done. Min. of I&B gave an Affidavit in this regard in H'ble Supreme Court. President also informed that earlier the cut off date was supposed to be the date of notification of Prasar Bharati i.e. Sep'1997, but we took up the matter and succeeded in convincing the government to advance the cut off date to 5th October 2007. After detailed discussion house adopted following resolution:

Resolution about NFADE Agitation:

House discussed the status of NFADE agitation, However H'ble GOM has taken a decision that all employees as on 05/10/08 will remain Govt. employees working on deemed deputation in Prasar Bharati. House resolved to let the decision of GOM is implemented first and after that efforts should be made that there is no cut off date and there is only one type of employees.

(b) Review of implementation of 6th CPC and allied recommendations.

House expressed its satisfaction and gratitude towards central office for prompt implementation of 6th CPC recommendations.

Sh. Ajay Kr. Jain, AGS(TV) WZ said that for a long term benefit we should not ignore the instant benefit while Sh. Deepak S. stressed that Multi cadre Association should take care of all the cadres.

Resolved that efforts should be made to implement allied recommendations like Rs. 4600/- Grade Pay to EA and Rs. 5400/- Grade pay for AEs.

Resolution about GP 4600 to the pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500 -10500 and G.P. of Rs. 5400/- to the pay scale Rs.7500 – 12000.

House discussed the issue at length and decided that soon a letter be sent to the authorities for final implementation. It

Agenda-[5] Resolution about Categorisation of Stations

House was informed that a proposal to declare around 82 stations is in final stage.

House resolved that categorisation work should be expedited and there should be a regular mechanism to perform the categorisation work regularly without delay.

Resolution about delay in promotions for want of CRs.

Sh. Dip Bordoloi and many other members highlighted how promotions are often delayed for want of CRs. To avoid this delay house resolved that:

a) Department should issue the receipt of CRs.

b) Individual should also feel responsibility to submit the CR on time.

c) Officer should also be held responsible towards writing CRs on time.

was also resolved that the central executive will also seek the opinion of experts on this issue.

(c) Resolution about Cadre Review, ACP and formation of expanded Sanyukta Sangharsh Samiti

House was told that a proposal for Cadre Review is in final Stage and will be finalized shortly and a proposal for granting ACP benefit has already been sent to the Ministry of I & B on 14th Aug'08. On vigorous persuasion a reminder has also been sent recently. House also conveyed its consent on the proposal.

House resolved to make all out efforts for cadre review and to grant ACP benefit to our members. House also applauded the formation of expanded Sanyukta Sangharsh Samiti of ARTEE, ADTEA and PSA.

(d) Resolution about opening promotional Channel for Diploma/B.Sc. AEs and ITI Certificate Holders

House was explained that a proposal for opening promotional channel was prepared and pending in DG-AIR after withdrawing it from NPC where it was sent for expert opinion. Now it is being sent to Ministry of I & B.

House resolved to pursue the matter. House also resolved that the issue of opening promotional channel for ITI certificate holders should also be pursued.

House also resolved to make efforts to implement Gazette Notification dated 18/03/08 setting the eligibility of 5 yrs service for AE to JTS promotions.

(e) Resolution about Opening Seniority Cum fitness quota for helpers

House discussed the issue and it was told that a proposal in this matter is already in process. J.S.(Helpers) of all zones demanded to pursue the matter as helpers are low paid employees and a deprived cadre.

House resolved to pursue the matter promptly through Cadre review also as helpers are not having any promotional avenues in the department if they do not qualify the exam which itself is difficult.

Agenda (6) Court Cases:

- **New EA Case:** Sh. Sudhir Nayyar, Secy.(SEA/EA) informed the house that the case is listed for 16th Jan'09 and it is being followed vigorously.
- **Tech Vs Lighting Assistant:** Sh. G.M.Tyagi, Secy. (S.Tech/Tech) informed the house that the case has come up for hearing and was listed for 6th Nov'08 for final disposal. The case is being monitored on daily basis.
- **ACP Case:** Sh. Maloy Kr. Das informed that case is being fought in CAT Kolkata. We have won the case and it was heard that Govt. is filling appeal in High Court but so far nothing is received.
- **New Tech. Case:** VP (EZ) informed that from CAT Kolkata we have got the favorable decision. We are waiting for the department's reaction. He also urged that the EZ will require funds to fight the case. Gen.Secy. suggested that in recent collection drive

from Arrears of 6th CPC ample funds can be collected if sincere efforts are done, which will also help in handling the court cases.

Sh. S.K. Goswamy, JS(SEA/EA (EZ) suggested that ARTEE must explore the possibility of taking the cause of New EAs & Technicians by launching an agitation from the platform of expanded SSS. President also endorsed the view and house adopted the resolution that such possibility will be explored.

Resolution about Court Cases:

After discussions and deliberations house resolved to make all possible efforts to pursue and expedite all the cases.

(7). Organizational Issues

In the beginning with the permission of Chair Sh. Harish Chand Meena (J.S. S.Tech/Tech-NZ) and Sh. Narendra Kataria, SS Delhi raised the issue that Sh. Yogesh Kumar (VP-NZ) is not informing them about any activities and not taking them while going to attend Meetings in O/O CE(NZ). Sh. M.S. Rana, (SS-Uttarakhand) also informed that he was also not called for meeting of zonal council. VP(NZ) tried to defend his position.

Sh. Tahasildar (WZ) objected that this is not in agenda. But Sh. S.K. Mishra, (SS-Orissa), Sh. Sh. A.D. Khalko, (SS-

Jharkhand), Sh. Basant Lal Meena (SS-Rajasthan) became furious on this and said loudly that if State Secretaries will not be allowed to speak than there is no purpose to call them for the meeting. They also said that nobody should try to suppress the voice of state secretaries. After the discussion VP (NZ) was directed to take every body into confidence and make the functioning of North Zone office cordial and more effective.

Agenda 7 (a) Resolution about Transfer Committee:

House discussed on this sensitive and contentious issue.

After detailed deliberations all Zonal VPs were of the opinion that transfer committees should be scrapped immediately.

House unanimously resolved that transfer committee in the zones should be scrapped with immediate effect as it is causing harm to cordial relationship

Sh. A.D.Khalko, SS Jharkhand raised the issue that in Jharkhand units are not getting the FILAMENT. Sh. S.K. Mishra, (SS-Orissa) and other CWC members also endorsed the view. Editor Filament Sh. Pulak Ray informed that around 1200 copies are being sent regularly. He urged

the members that full addresses of units may pl. be sent to Hq. so that FILAMENT may be sent to exact addresses.

General Secretary informed the house that one personal copy of the FILAMENT will be sent to all CWC members from next issue. House applauded the decision.

Special Mention: House was informed by Sh. Yashwant Tahasildar that Sh. Mahendra Ramchandra Khadiyal, Tech, LPT Kolhapur has expired after a prolonged illness. House than paid homage to the departed soul and collected Rs. 100/- per CWC member. thus a small amount of around Rs. 6500/- was collected and handed over to VP(WZ) to give it to the family of Sh. Khadiyal as a gesture from CWC.

Insurance Cover to All ARTEE Life members

General Secretary mentioned that in such cases there should be a regular system to help the family of deceased. He suggested that if fund position allowed, an insurance cover should be provided to all ARTEE life members.

House passed this resolution that whenever Fund position will allow, we will go for providing some insurance cover to all ARTEE members.

Resolution about Letter-head

General Secretary brought to the notice of the house that office bearers throughout the country are using different formats and designs of letter heads. He requested that there should be common format and design of letter-head.

It resolved that central office will get designed one common format and everybody will use the same format.

Agenda 7 (b) Resolutions about collecting Donations from 6th CPC Arrears

House monitored the collection of donations from 6th CPC Arrears as per decision taken in Central Council. House applauded the excellent work done by Kerala in collecting a good amount of money. President and Gen. Secy. mentioned that Central office was under great pressure to get the CPC implemented and now when CPC is implemented people are reluctant to pay even a small amount towards their own cause. He requested the other

states and CWC members to follow the suit. Gen.Secy informed that since branch of Punjab National Bank are not available everywhere the SBI A/C no. 11084241652, main branch parliament street, New Delhi has been made operational. So the contribution may be deposited in SBI Bank A/c as well. *House resolved to expedite the collection of Donations from the arrears of 6th CPC.*

Resolution for appreciating R.O. for smoothly conducting the election.

Sh. Yashwant Tahasildar, VP(WZ) proposed to appreciate the efforts made by R.O. in conducting the elections in tiring circumstances with utmost patience. Gen. Secy also informed that R.O. did it despite provocations and use of unparliamentary languages by few contestants. *House applauded the gesture and resolved to appreciate the Returning officer Sh. Ashok Pant and his team.*

Resolution to appreciate the Work done by the State of Kerala about collection of funds and organizationally.

Sh. J. Anilkumar explained the functioning of ARTEE in the state of Kerala. He explained that collection of data of units is most important. *House resolved to appreciate the efforts done by Sh.J. Anilkumar, SS Kerala & his team to strengthen the organization.* Gen.Secy. requested all other states to follow the model of Kerala to make organisation strong in these states.

Resolution about providing copies of approved byelaws to all Zones and States.

House discussed the issue of the knowledge of our byelaws and desired that all CWC members and states should know about our byelaws. *House resolved to provide the copies of approved byelaws to all zones and States.*

Agenda 7 (c) Converting Annual members into life members

Gen.Secy. informed the house that there are lot of Annual Members who are required to be converted into life members. So house adopted this resolution. *House resolved to make efforts to convert all Annual members to Life members before next election.*

Agenda 7 (f) Anti Association Activities and Dual Membership

House discussed the issue of Dual Membership. President informed the house that we are Govt. employees and governed by JCM mechanism. We are not covered by Industrial dispute act. So, only welfare organizations which are registered under societies act can take up our grievances.

CWC members opined that there should be more regular meetings in the Units and Organization should be made stronger at grass root level. As per byelaw 37 a Unit Secretary should issue explanation call to the member who is holding dual membership in the organization.

House also discussed provisions in byelaws. Gen.Secy. informed as per Clause 3 a I – any member will loose his/her membership if he/she act against the interests of the Association. And as per clause 29(vii) CWC is given the powers for interpretation of byelaw. So interpreting 3 a (i) CWC can take a decision. *It is resolved unanimously that no dual membership will be allowed. If a member joins any other Association / Union, he/she will loose his/her membership in ARTEE and henceforth its protection.*

Clause 37 (i): It was felt that many Unit Secretaries do not know how to issue the explanation to the member and there are some individuals who have been confusing our members by saying that ARTEE member can join any other organisation simultaneously. Since we have already taken a decision to amend byelaws and till that time this power of asking explanation is being delegated to the General Secretary. House agreed on the proposal and resolved it unanimously.

All CWC members, Unit Secretaries, DMC Coordinators are hereby instructed not to take up cases and causes of such members. Strict compliance is expected. If a member of any association is joining ARTEE please take resignation from his/her present organization.

Agenda 7 (g) 16th National Convention / General Body Meeting:

Gen.Secy. informed the house that in the central council meeting of 22 sept'08 in Delhi the decision of organising the **16th National Convention / General Body Meeting** the festival of unity in Thiruvananthapuram, Kerala was taken. *Housed applauded the decision and wished that it will be grand success and pledged to make efforts towards it.*

Agenda (8): Any other point:

In the end Sh. Yashwant Tahasildar, VP (WZ) raised the issue of transferring funds to Central Office without his knowledge. Suddenly office bearers of WZ Sh. A.K. Jain, AGS(TV), Sh. D.N. Nikam, JS(SEA/EA), Sh. Deepak S. (J S. Sr.T/T), Sh. V.C.Saxena (SS-MP) started shouting on the issue. The atmosphere of entire house was spoiled. President tried to say something but could not be heard. Gen.Secy. also tried to explain that this was the decision of Central Council meeting held in Delhi in June '07 where the decision to hold convention in Parbhani was taken, that surplus of funds will be transferred to center. President clarified that there are only two bodies CWC and National Convention, above Central council where it can be reviewed. President said that how VP (WZ) as organizing secy. of convention committee can question chairman of the convention committee and it was for the first time in any convention that some amount of surplus funds are

genuinely transferred to HQ. He also expected that West Zone should feel proud about it. But some office bearers kept shouting purposelessly. House was stunned and condemned this attitude.

Ultimately President and Gen.Secy both left the dais and refused to be part of such deliberations. Sh. R. Raman VP (TV) along with entire house condemned the attitude of WZ office bearers and requested VP (WZ) to control the situation and call President and General Secy. back to the dais. Subsequently better sense prevailed and Sh. Tahasildar agreed to destroy the letter that he had issued to the convenor of the convention committee. He also requested the President and Gen. Secy. to come back to the dais. This gesture helped in bringing the situation back to normal.

Although Agenda was finished but East Zone Committee wanted to discuss the following points:

Closure of LPTs: VP (EZ) and JS(SEA/EA) mentioned that there have been efforts to close LPT Kalna & Ranaghat and all those efforts were thwarted by Central Office. There should be a policy about such LPTs like using them for transmitting regional Channels instead of closing down. *House resolved that all possible efforts will be made not to close down these LPTs.*

Renovation work of SPT Chinsurah (Mogra) West Bengal: House was informed by Sh. Subrata Kr. Goswamy, (JS SEA/EA) that so far the SPT Chinsurah staff have been protected from shifting due to effectively taking up the matter by center and zonal body. He demanded that renovation work should be carried out without disturbing staff and by involving them in renovation work. *House accepted the proposal and resolves to do that.*

It was 03:00 hrs and house gave standing ovation to the dedicated team of Sh. B.J.Sathyanarayana, (SS Karnataka) and Sh. Harikrishnan Nair, (Member Deptt Council) for their excellent efforts for organising NFADE, CWC and delegate session. House applauded the gesture and resolved to keep up the spirit of unity in future for the welfare of members. House also expressed gratitude for warm hospitality extended them by organizing committee.

Meeting ended with thanks to the chair by Sh.B.J.Sathyanarayana.

ARTEE Members those who are interested for any suggestions in the amendment in constitution (By-Laws) may send the same to the General Secretary ARTEE, latest by 28th February 2009.

Categorization of Stations:

Categorization of Stations was pending since long After continuous demand of ARTEE the department constituted a committee under the chairmanship of Shri Sanjeev Dutta the then ADG (A&F) in Doordarshan in the year 2004. The department has some of the stations with one year and two year tenures, categorized by the order issued in 2004-05 on the recommendation of the committee. The categorization of a number of other stations have been pending since 2005, as the said committee became defunct after the post of ADG(A&F) remained vacant. On repeated demand of ARTEE, CEO Prasar Bharati has reconstituted the committee under the chairmanship of Shri Mukesh Sharma, ADG(A&F), Doordarshan. Now both the Directorates have recommended the following Stations to the above committee for its approval and further submission to the Prasar Bharti Board, for final orders.

Stations proposed for 2 year tenure are:

Sanjeli, Diu, Dhari, Mahua, Una, Rajula, Palitana, Bhandar, Lahar, Bijaypur, Aheri, Bhamragadh, Alirajpur, Dhadgaon, Kinwat, Noamundi, Malanjkhhand, Pandaria, Kukdeshjwar, Kurasia, Manendragarh, Sheopurkalan, Kasauli, Daltonganj, Bhainsa, Vemulawada, Hathihal, Panandhro, Munger, Tharad, Radhanpur, Chanderi, Panchmari, Bantwa, Khambaliya, Mangrol, Rapar, Veraval, Baghmundi, Khetikhan, Champawat, Taranagar, Nohar, Tohana, Rampur, Bali, Bhinmal, Phalodi, Dudurkote, Mohana, Phulbani, Banka, Godda, Sikandra, Semiliguda, Kendrapara, Dashrathpur, Joda-Karanja, Karanja, Pallahara, Kuchinda, Bonai, Deogarh, Phulparas, Ramanagar, Narasinghpur, Athamallik, Mudigere

Stations proposed for 01year tenure:

Lunglei, Lawngtlai, Tezu, Belonia, Churachandpur, Mokochung, Ziro.

ARTEE is following up the above for its earliest orders.

Promotion from AE to ASE (JTS) as per the Amended IBES Rules

Letter NO. ARTEE/P/DG(AIR)/2008/1, dated 11/11/08, written to DG,AIR

Sh. G. Jayalal

Director General, All India Radio,

Akashwani Bhavan, New Delhi-110001

Ref: Notification No.121 dated 18 March 2008 in the Gazette of India.

Sub: Promotion from AE to ASE(JTS) as per the Amended IBES Rules.

Sir,

I request your kind attention to the notification published in the Gazette of India as referred above.

As per the notification the eligibility for the promotion from AE to ASE(JTS) is redefined as "**Assistant Engineers of the All India Radio/ Doordarshan (excluding those in Civil Construction Wing) with 5 years regular service in the grade**". Copy of the notification attached for your kind reference.

I request your goodself to kindly take necessary steps to revise the eligibility list by incorporating all AEs who has completed five years of service in the grade and there by to ensure the promotions from the cadre of AE to ASE(JTS) is carried out at the earliest as per the amended rules.

With warm regards,

Anilkumar S
President

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. Sh. H. R. Singh, Engineer – in- Chief, All India Radio, New Delhi.

Anilkumar S
President

OBITUARY

Sh. B.C. Hadgra, Helper, DDK Ahmedabad passed away on 01.11.2008 at the age of 46 years. 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.

Selection Grade for Assistant Engineers of AIR&DD

Letter No.ARTEE/ P/CEO(PB)/2008/12, dated 14/11/08

Sh. B. S. Lalli,
Chief Executive Officer
Prasar Bharati, New Delhi

Sub: Selection Grade for Assistant Engineers of AIR&DD

- Ref: 1. Various representations by this Association and individual employees**
2. Various meeting with Officials of Ministry, Prasar Bharati & o/o DG: AIR.
3. Notification & Resolution dated 29/08/2008 issued by Ministry of Finance.

Sir,

I request your kind attention to the various meetings with various officials of Ministry, Prasar Bharati and O/o DG;AIR since the observation made by hon'ble Supreme Court in its verdict dated 6th December, 2003, advising the Departments to take necessary steps to remove stagnation in the cadre of A.E.

The then CEO Prasar Bharati, in the meeting held on 15th December, 2003, decided in principle that the proposal for grant of selection grade can be considered as a short term measure and opening of promotion channel in the basis differential length of service a long term measure. Ministry of I&B also sought a detailed proposal in this regard.

Accordingly O/o DG;AIR prepared a proposal to grant selection grade in the pay scale of Rs.8000/- - 13500/- for AE's after completion of eight years of service in the grade of A.E. Unfortunately the final decision is still pending in this regard.

Meanwhile the 6th CPC in its recommendations proposed to offer "selection grade in the pay band-2 with grade pay Rs.5400/- for the similar cadres like Administrative Officer/Stenographer-II working in department outside the secretariat", vide section no.3.1.14 of Gazette Notification dated 29th August, 2008.

The resolution in section 1.x.(e),page no.31 says that "Group B officers of Department of Posts, Revenue, etc. will be granted Grade Pay of Rs.5400 in PB-2 on non-functional basis after 4 years of regular service in the grade pay of Rs.4800 in PB-2."

It is worthwhile to mention that the 6th CPC in its report stated that they could not study the cases of individual cadres of AIR & Doordarshan.

In the light of above facts I request your good self to kindly grant the selection grade pay, to the AE's who have completed four years of regular service in the cadre, as mentioned above.

(Anilkumar S)
President

Copy for kind information to :
Shri G Jayalal, DG AIR, New Delhi.

(Anilkumar S)

List of New Life Members of ARTEE							
LM No	Name	Design	Station	LM No	Name	Design	Station
8569	ARUN KUMAR RATH	EA	AIR Berhampur	8586	T.K.SUMAN	Tech	DD Thiruvananthapuram
8570	RAJESH BALWANT VICHARE	Helper	DD Rajapur	8587	CHANDRIKA SIVARAJAN	Tech	DD Thiruvananthapuram
8571	D.N.DAS	AE	DD Shillong	8588	V.RADHAKRISHAN	Tech	DD Thiruvananthapuram
8572	J.BALASWAMY	AE	DD Kosgi	8589	D.CHANDRA BABU	SEA	DD Thiruvananthapuram
8573	GEETHARANI VIJAYAKUMAR	SEA	AIR Chennai, BH	8590	R.VIKRAMAN	Sr Tech	DD Thiruvananthapuram
8574	P.GANESAN	SEA	AIR Chennai, BH	8591	S.PRIYA	SEA	DD Thiruvananthapuram
8577	SUNKARA RAVI KUMAR	Tech	DD Patnagarh	8592	PRABHAKAR KR. PANDAY	Tech	DD Lohardagga
8578	ASHISH KUMAR DHALI	EA	DD Kailashahar	8593	A.R. BHASME	Sr Tech	DD Kolhapur
8579	D. Rathika	Tech	DD Coimbatore	8594	RAVSAHEB SAHEBREGO CHAVAN	Tech	DD Dhadgaon
8580	P.RAJA KUMAR	Sr Tech	DD Bangalore	8595	GOPAL CH. MURMU	Tech	DD Banapur
8581	C. RAMACHANDRA	EA	DD Kumta	8596	PRASANTA KUMAR BEHERA	Helper	DD Banapur
8582	SHAKUNTHALA NARAYANA SWAMY	AE	DD Bangalore	8597	D.K. ASHAYA	AE	AIR Alwar
8583	JAHNAVI JAYARAJ	AE	DD Tiptur	8598	CHIRANJEELAL MEENA	Tech	AIR Alwar
8584	D.JANARDHANA RAO	SEA	DD Bangalore	8599	A.K.PATHAN	SEA	AIR Alwar
8585	HARENDER SINGH	EA	DD Delhi,CPC	8600	A.K.SRIVASTAVA	SEA	AIR Daltonganj

Letter written to DG: AIR for granting Grade Pay of Rs.4600/- to EAs

Letter No. ARTEE/P/DG(AIR)/2008/13

dated: 24/12/08

Sh. G. Jayalal

Director General, All India Radio,

Akashvani Bhawan, New Delhi.

Sub: Grade pay of Rs 4600/- to the cadre of Engineering Assistants (EA)

Ref: 1. Notification Dated 29th August 2008 issued by Min of Finance

2. Response under RTI act

3. The imbalance arising out of the promotions of Sr. Tech. to EA

Sir,

With due regards we'd like to invite your kind attention on the following few points, regarding the subject mentioned above;

i. The immediate next promotional cadre for Senior Technician (pre-revised pay scale 5500-9000) is Engineering Assistant (pre-revised Pay scale 6500-10500). But once the 6th pay commission merged the three scales of 5000-8000, 5500-9000 & 6500-10500, without any clarification on the cadre structure, a peculiar situation has emerged in the subordinate Engineering cadres. Pay commission merged all the three pay scales into PB2 with Grade Pay of Rs. 4200/-. But once a Sr. Technician gets promotion to the cadre of EA, he starts drawing a grade pay of Rs. 4600/- i.e. he/she is drawing a grade pay more than all the Engineering Assistants senior to him/her. This has happened after the promotion of some Sr. Techs on 1st September 2006.

ii. The Finance Ministry has also taken note of such anomalies existing in some other departments and accordingly the Gazette notification dated 29th August 2008 states that, "On account of merger of pre-revised pay scales of Rs. 5000-8000, Rs. 5500-9000, Rs. 6500-10500, some posts which presently constitute feeder and promotion grades, will come to lie in an identical grade". In view of such situation it is directed that, "The posts in these three scales should be merged". It is further stated that, "In case it is not feasible to merge the posts in these pay scales on functional considerations, the posts in the scale of Rs. 5000-8000 and Rs. 5500-9000 should be merged, with the post in the scale of Rs. 6500-10500 being upgraded to the next higher grade in the pay band PB-2 i.e. to the grade pay of Rs. 4600/- corresponding to the pre-revised pay scale of Rs. 7450-11500. (Subsection –ii of Section-1 of Part-B of Gazette notification dated 29th August 2008)

It may kindly be noted that as per the rules of Ministry of Finance, which were reiterated in the Gazette notification, "Wherein the fixation of pay under sub-rule (1), the pay of a Govt. servant, who in the existing scale was drawing immediately before the 1st day of January 2006, more pay than another govt. servant junior to him in the same cadre, gets fixed in the revised pay band at a stage lower than that of such junior, his **pay shall be stepped up to the same stage in the revised pay band as that of the junior.**

iii. The case gets further strength with the information released by Ministry of Finance under RTI act. The Ministry of Finance has informed the RTI applicant that the employees in all the three pre-revised pay scales of Rs. 5000-8000, Rs. 5500-9000 & Rs 6500-10500 shall be granted the grade pay of Rs 4600/-

Sir, it is amply clear from the above mentioned points that the Grade Pay of Engineering Assistant should have been Rs. 4600/-.

We request your good self to kindly issue necessary instructions to the stations of AIR&DD to grant the Grade Pay of Rs. 4600/- to the Engineering Assistants

Thanking you.

Sincerely yours

(Anilkumar S.), President

ARTEE: Nominations for 2008-2010		
Name	Station	Nominated for
Sh. Virendra Verma, EA	AIR Hazaribag	Asstt. Secretary (Organising-Jharkhand)
Sh. Yogendra Kr, EA	AIR Jamshedpur	Asstt. Secretary (Publicity-Jharkhand)
Sh. S.K. Srivastav, Tech	LPT Balrampur	DDMC Co-ordinator (Jamshedpur)
Sh. Debashish Ainch, SEA	DDK Kolkata	Asstt. Secretary (Organising-WB)
Sh. Pradip Kumar Saha, Sr.Tech	DDK Kolkata	Asstt. Secretary (Publicity-WB)

Report on the meeting held with CEO, Prasar Bharati on 24/12/2008

ARTEE had a meeting with Sh. Baljit Singh Lalli, CEO, Prasar Bharati on 24/12/2008 at 1700 hrs in the Conference Hall of Prasar Bharati Secretariat. DG (AIR) & DG (DD) along with senior officials of Prasar Bharati, AIR&DD attended the meeting. While welcoming to the meeting CEO pointed out that the TAM TRP rating is considering Doordarshan for cable homes only in urban areas of the country. CEO expressed his objection towards such TRP ratings without considering the fact that the Cable operators are mostly taking DD signals from terrestrial network instead of satellites and totally ignoring good quality signals amongst the rural populations. In this regard he further stated that Prasar Bharati has already approached the Government for amendment in the Cable operator's rules to authorise AE /HOO of all LPTV's to monitor the quality of DD Programme in Cable Network and report to the statutory authority for necessary action. CEO sought the support from ARTEE in his effort for betterment of the organization. Assuring full support from ARTEE we have requested the CEO to give more emphasis to the regional channel of Doordarshan to make it more acceptable to the people in the states wherever Hindi is not the mother tongue. We have proposed to use the LPTV's, wherever it will be replaced by HPTV, for the transmission of regional languages so that we can earn more local revenue while performing the duties of National & Public Service broadcaster. We have pointed out the example of Ranaghat & Kalna in (WB). CEO and DG (DD) appreciated this proposal and directed the Sr. officials of DD to prepare a proposal and to arrange a meeting exclusively on this issue at an early date.

We have pointed out that when the AIRWAVES opened for private media in 1994, it was ARTEE who proposed to utilise our vast network to become the front-runner in the blooming Cable network in the country, but unfortunately Deptt. did not take it seriously, resulting in the pathetic condition we are facing today, looking for the mercy of Cable Operators for quality of the Doordarshan Programmes. While appreciating ARTEE's role in bringing the proposal for scrolling the advertisements in LPTV's which has proved to be a successful experiment, CEO assured the association to have a re-look on the proposal of Cable network by Doordarshan though even though it is late. He has requested to continue to bring similar proposals for the betterment of this organisation in future as well.

Thereafter CEO advised to start the agenda points

1) **Transfer committee in zones:** Association pointed out that the transfer committee constituted in all zonal offices is not in line with the rules applicable for central govt. especially when hon'ble GOM has decided to retain the employees in govt. with all facilities. We pointed out that the need of the hour is to ensure the proper implementation of transfer policy notified in 1981. We further pointed out that transfer/ posting is very sensitive issue which not only affects the individual but their entire family as well. In such a situation, the Association, which is primarily meant to ensure the welfare of its members, cannot be forced to be a party to transfer its own members to different places. This is a purely a job of Administration whereas associations should have the right to take-up the transfer cases of their members. It is also pointed out that such transfer committees do not exist in both the Directorates. We have clarified that the demand of ARTEE was to entrust the transfer/ posting with a neutral authority i.e. Administrations who do not have any prejudice on the interest of our members. Accordingly we have been demanding to extend the same procedure existing in DG:AIR to DG:DD and all Zonal offices. We further suggested that the transfer /posting by the zonal Chief Engineers can be continued by maintaining the DDG(A) of AIR & DD as appellate/ redressal forum for the same.

CEO assured that necessary steps will be taken to correct/rectify the problems due to transfer committee and decision will also be taken on the demand of ARTEE regarding Doordarshan and Zonal Offices. He directed all Sr. Officers to strictly follow the transfer policy irrespective of any cadre. It is also directed to post the Sr. Engineering Officials (ASE and above), wherever the vacancies exist especially in North-East and other difficult/ remote Places. He directed both the DG's to revert all the shifted posts of Sr. Engg. Officers back to their respective stations. He further directed not to entertain any shifting of Posts from Stations in future.

2) **Security of AIR & DD Installations in the light of recent terrorist Attacks:** Association pointed out the alarming situation that most of the stations and thereby the employees are vulnerable to any attack specially in the light of recent terrorist attack in Mumbai; accordingly we have demanded security from para-Military/state Police in place of Private security. CEO directed DDG(Security) to ensure the protection of all the stations/Life and family of employees and to look for the scope of using the security from CISF/State Police, where ever it is possible.

3) **Categorizations of Stations:** Association pointed out that about 82 nos of stations of AIR and DD is pending with DG:AIR and demanded for an early release of the order. Dir(A) informed that the list for the tenure of 01/02 years are in process and meeting of the committee is scheduled for 02/01/2009.

4) **Opening Promotional Channel for DIPLOMA / B.Sc. AE to JTS & ITI certificate holder SEAs to AE:** Proposal has been submitted to Ministry of Information & Broadcasting. On the functioning of the committee to prepare the eligibility list from AE to JTS, GS pointed out that both the sides i.e. Degree holders from Distance learning and Non Distance learning

should be given a chance to present their point of view. It was decided that one representative from both side should be included in committee.

5) **Rs. 5400/- Grade pay for AEs and Rs. 4600/- Grade pay for EAs:** A clarification has been sought from Min.(I&B) for 5400 and 4600.

President pointed out strongly that it is very unfortunate that a lot of confusion is going on towards fixations, and is varying from station to station. He pointed out that IRLA did a damaging instance by fixing AE's GP as Rs.4600/- only, and demanded for immediate steps to correct the Grade Pay. Chairman directed the DDG (Admn.) to take up the matter with IRLA.

6) **Dealing with unrecognised Associations / Unions:** Association pointed out that after the decision of Hon'ble GOM to retain the employees as Central Govt. employees, all the rules including JCM scheme will be applicable to the employees of AIR & DD. It is decided to maintain status quo before the date of issuing a letter for including a Union in Mailing list will be maintained and for all purposes deptt will deal with 9 recognized associations as per AIR manual. Copy of the order was handed over to the Association.

(Letter is reproduced in this issue)

7) **Problems of most difficult stations in J & K.:** President said that everybody is agreeing to the proposal for giving facilities in these stations like Neomarap, Padum, Drass, Teisuru, Diskit, Khaltse etc but no order is issued till date by Admn. Official side informed that a proposal in comparison with Military & Para-Military forces as per Association's demand has been prepared and submitted to CEO for approval.

8) **Cadre Review & Assured Career Progression for Sub-ordinate Engineering cadres.** CEO asked Sh. R.K. Singh (Chairman of the committee) on the progress of the proceedings of the committee. Chairman informed that already 12 meetings have taken place and the matter is in the final stage. Proposal is agreed upon by the all the committee members and Duties and responsibilities are being prepared.

CEO assured that the proposal, if in the interest of the employees would be taken up with Ministry on priority.

ACP – ARTEE urged that it is our right that ACP should be granted immediately. It was told that the letter for the same had already been sent to Ministry on 14th Aug. 2008 and the reminder was sent on 11th Nov.2008 and 23rd Dec, 2008. CEO directed GM(P) to prepare a letter on behalf of CEO to Secy. Ministry (I&B) on the issues of ACP, opening promotional channel and Grade Pay of Rs 5400/- and Rs.4600/- it has been assured that Prasar Bharati will follow up all the above issues with the Ministry regularly.

9) **GPF related problems:** ARTEE pointed out that whenever the employees are transferred from one place to another place it becomes a hectic job to get the GPF account transferred from one PAO to another PAO. We are facing the same problem when transferred from AIR to DD and vice-versa even in the same city. ARTEE demanded that a single GPF A/C should be allotted to employees; it should be an online system as like banking. CEO asked to explore the possibility with National Informatics Centre and with Nationalized Banks.

10) **OTA hours limit and eligibility:** ARTEE demanded that in the light of 6th CPC recommendations clarification must be issued. CEO advised Admn. to follow the DOP&T rules and seek clarification from Ministry on both the issues.

11) **Extra duty allowance for staff having crossed OTA eligibility:** Association pointed out that due to acute shortage of staff, our members who have crossed OTA are bound to do extra duties without getting anything and even at the cost of spending money from own pockets. CEO informed that there is no such provision as per the Govt. system but as the employees are working for the Prasar Bharati, he advised both the Directorates to expedite a tenable proposal with financial implications.

12) **Irregular DG Council Meetings in AIR & DD:** Association pointed out that the last DG:AIR council meeting was conducted in Jan'08 and DG:DD in May'08, whereas these meetings are supposed to take place quarterly as per the JCM scheme. Chairman assured that it will be made regular in line with JCM.

13) **Delay in promotions and DPCs:** Association submitted that though all promotion lists are now released, yet the undue delay has caused financial loss to employees. Association demanded that in future all DPCs should be conducted and Lists released on time. Chairman advised the AIR Directorate to follow the DPC calendar to avoid such delay in future.

.....Contd on Page 20

No.13018/2/2008-Estt.(L)
Government of India
Ministry of Personnel, Public Grievances & Pensions
[Department of Personnel & Training]

.....
New Delhi, the 2nd December, 2008.

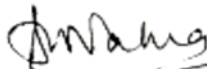
OFFICE MEMORANDUM

Subject:-Child Care Leave in respect of Central Government employees as a result of Sixth Central Pay Commission recommendations - Clarification regarding.

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The undersigned is directed to refer to this Department's O.M. of even number dated 11th September, 2008 regarding introduction of child care leave in respect of Central Government employees and subsequent clarifications vide O.M. dated 29th September, 2008 and 18th November, 2008. It is further clarified that child care leave sanctioned prior to issuance of O.M. No. 13018/2/2008-Estt.(L) dated 18th November, 2008 shall be treated as child care leave and shall be deducted from the Child Care Leave account of the Government servant concerned. No adjustment against any other kind of leave shall be made in this regard. The Child Care Leave sanctioned for the period beyond 18/11/2008 shall however be regulated in terms of clarification issued vide O.M. of even number dated 18/11/2008.

2. Hindi version will follow.


(Simmi R. Nakra)
Director

.....**Contd from Page 18 (Report-CEOs Meeting)**

14) **Abolition of posts & Restarting of recruitments of ADRP posts:** Association pointed out that the order issued by Ministry of Finance has exempted the operational posts from abolition. ARTEE has already submitted with all supporting documents for exemption of our cadres from abolition. CEO informed that Prasar Bharati have been following the matter with the Ministry.

15) **Compassionate Ground appointments:** Association sought the status of cases for compassionate appoints with both the Dte.'s as per the existing rules 5% of total vacancies available in the department. Chairman informed that compassionate ground appointments are being done as per the availability of vacancies after the abolition of posts. Association demanded that the vacancy for the compassionate appointments should be calculated prior to the abolition of posts. CEO directed the officials to follow up the matter with Ministry accordingly. It was also assured that specific pending cases if any may be brought to the notice of CEO/DG.

16) **Implementing the GFR 257 about service books:** Association pointed out that as per the GFR 257 one copy of Service Book should be made available to the employees free of cost. After persuasion ARTEE the order to implement by GFR rule has been issued.

17) **Seniority cum fitness Quota for helpers:** Association pointed out that only the cadre of Helper is totally deprived of Promotion on Seniority-cum-fitness quota. Association demanded that atleast 10% of vacancies in the technician cadre should be provided for the promotion of Helpers under Seniority-cum-fitness quota. It was informed that ARTEE has repeatedly taken up the matter with the O/O DG:AIR. Chairman informed that the proposal in this regard, in line with the demand of ARTEE, has already been sent to Ministry.

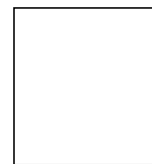
18) **Reforms of Deptt. Examination:** Association has pointed out that we have been demanding reforms in departmental examinations from Helper to Tech., Sr. Tech. to EA and SEA to AE. In the meeting held with member personnel on 6th Dec.2007, it was directed to O/O DG:AIR and STI(T) to make the reform in above said examinations. Accordingly DG:AIR has written a letter to CE-STI(T) in Jan 2008 and the CE-STI(T) has given his consent and thereafter it was told that a committee was constituted under the chairmanship of CE(D-AIR) to prepare the reforms. Though now the Department has made the modification in the syllabus of Helper to Tech., nothing has been heard about other Exams. Chairman informed that the syllabus for Helper to Tech has been changed and the reforms in other exams, in line with demand of ARTEE, will be issued soon.

19) **Staff Quarters in Kingsway.** Association demanded that all the facilities like pure drinking, approach road, mosquito net in doors, space for cooler etc. should be provided before allotment of new quarters to the employees. Association pointed out that DG:AIR and GM(P) have already visited the place along with the representatives of ARTEE. It is also demanded to restore the no. of quarters in various types as per the original proposal. Chairman assured that all facilities will be ensured before allotting the quarters to the employees and informed that it is already decided to increase the no. of type IV quarters on the demand of ARTEE.

Book – Post

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Association of Radio & Television Engineering Employees (ARTEE)
Post Box No.422, New Delhi – 110001.