



# FILAMENT

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

*Volume-42, Issue-3*

*Editor: Pulak Ray*

*April-August 2008*

## NEW CWC TAKES OVER

Elections for the term 2008-2010 are over and the new CWC took over charge on 4<sup>th</sup> August 2008. Sh. Ashok Pant, Returning Officer, S/s. Sajiv Sharma, Surendra Kumar and Vishnu Verma, Asst ROs deserve due appreciation for conducting the elections in a free and fair manner with transparency. This is the first election which was conducted as per the voters list prepared on the basis of M forms sent by Unit Secretaries. Lists of stations from where M forms were not received and postal certificate of dispatch of ballots were uploaded on our website. RO & AROs maintained patience inspite of extreme pressure from various candidates. Let us salute the team of RO for their sincere efforts to complete the process in a dignified manner. We extend our sincere thanks to the members for their cooperation in conducting the election smoothly. Perhaps, being the first time some of the unit secretaries did not send the data but we are confident that the data of all members will reach central office before the next election.

New CWC took over the charge with new challenges to ensure the welfare of our members through platform of ARTEE as well as on a wider platform like NFADE. While struggling to ensure our services as Central Government employees we have been making efforts to protect the rights of members of subordinate engineering cadres.

*Notification of Results of ARTEE Election for the term 2008-2010....page -2.*

### Transfer committee: A FARCE!

#### Why ARTEE is not a party ?

Since its inception, ARTEE is considered as a watchdog in the department. The Transfer Policy issued by Ministry in the year 1981 was prepared after due consultation with ARTEE and therefore ARTEE is always keen to ensure the implementation of Transfer policy in its true spirit. Violations and other cases as and when pointed out and are got rectified on case-to-case basis. We used to submit the representations of our members to the transferring authorities and present their cases as the advocates of our members.

The role of welfare Association is to be an advocate for its members in dealings with the Management and thereby to protect the interest of the members. Once the Association becomes part of the Management then ARTEE may not be able to serve our members.

Since last two years, the Prasar Bharati Management had been trying to bring ARTEE to be a part of transfer postings. Some of the compelling reasons ARTEE abstained from such committees are:

1. Once we are part of the management, we will be compelled to think from the management angle and we will have to be part of unpleasant decisions to post employees to various stations where our members are reluctant to go.
2. When long lists, ranging from 50 to 200 persons are to be transferred it will be impossible for any one to remember each and every case of its merits for any employee who is proposed for transfer. Once it is approved signed & sealed in the committee meetings, all the signatories are bound by the decision. No appellate authority is left. On the other hand, when we are not party to such decision we have the right to approach the authorities to correct the orders to protect the interest of our members, which is our prime responsibility. Recently the o/o DG, AIR corrected 35 cases out of the 52 cases they have ordered after the intervention of ARTEE. Similar was the cases with Doordarshan. When the Association has the faith in itself to advocate the interest of our members, it is not required to become part of such committees.

**After the experience for the last ten years of Prasar Bharati, we have decided to make all efforts to continue as Central Govt employees and agitated under the banner of NFADE. Staff unions, as part of management is a concept prevalent in Industries/PSU's etc., not in Central Government. We are not in favour of back door entry to Prasar Bharati fold through this step thereby negating the stand of NFADE.**

Foreseeing all these dangers, ARTEE refused the repeated proposal from the Management to become part of this transfer committee and our Zonal VPs also extended same viewpoint on this issue. Moreover ARTEE is confident that we are strong enough to protect the interest of our members by advocating their issues instead of blindly becoming the part of the management.

## ARTEE Elections for the Term: 2008-2010

04-03-2006

### Notification of Results

Consequent upon the completion of ARTEE Election for the term 2006-2008, the names of the elected office bearers for the Central and Zonal offices is enclosed herewith. The list includes names of office bearers elected unopposed.

-Sd-

Ashok Pant

Returning Officer

#### Central Office:

Post	Name	Phone no.
1. President	Sh. Anilkumar S, o/o CE(R&D), New Delhi	09818759192
2. Vice President-AIR	Sh. Kuldeep Bhan, AIR, BH, New Delhi	09818522199
3. Vice President-TV	Sh. R.Raman, DDK Chennai	09444210779
4. General Secretary	Sh. Umesh Chandra, HPT,AIR Kingsway, Delhi	09871765714
5. Addl. Gen. Secretary	Sh. Sunil Thapliyal, CPC, DD, New Delhi	09899474754
6. Treasurer	Sh. Ramesh Negi, AIR, BH, New Delhi	09810569833
7. Secretary-AE	Sh. Shailendra Shah, DDK, New Delhi	09871078283
8. Secretary-SEA/EA	Sh. Sudhir Nayyar, AIR, BH, New Delhi	09313773778
9. Secretary-Sr.Tech/Tech	Sh. G.M.Tyagi, HPT, AIR Kingsway, Delhi	09868014360
10. Secretary-Helper	Sh. Arjun Kanhar, DDK Delhi	09899259947

#### North Zone Office:

1. Vice President	Sh. Yogesh Kumar, DDK, Delhi	09968075800
2. AGS (AIR)	Sh. S.K.Goel, o/o CE(NZ), AIR&DD, Delhi	09811593258
3. AGS (TV)	Sh. M.P.Chaudhary, DDK Lucknow	09415759575
4. JS (SEA/EA)	Sh. L.R.Gupta, DDK Delhi	09968078048
5. JS (Sr Tech/Tech)	Sh. Harish Meena, AIR HPT Kingsway, Delhi	09868894821
6. JS (Helper)	Sh. Sant Ram, DDK Delhi	09868219202
7. State Secretary (Delhi)	Sh. Narendra Kataria, DDK Delhi	09968069070
8. State Secretary (Haryana)	No Nomination recieved	
9. State Secretary (HP)	No Nominations received	
10.State Secretary (J&K)	Sh. A.K.Handoo, Radio Kashmir Srinagar(J&K)	09419126822
11.State Secy.(Punjab & Chandigarh)	Sh. Manjit Singh, DDK Chandigarh	09855788557
12.State Secretary (Rajasthan)	Sh. Basant Lal Meena, DDK Jaipur	09829823220
13.State Secretary (UP)	Sh. P.K.Verma, AIR Lucknow	09450026021
14.State Secretary (Uttaranchal)	Sh.M.S.Rana (EA, DDK Dehradun)	09411109507

#### West Zone Office:

1. Vice President	Sh. Y.S.Tahsildar, SEA, NBH,AIR, Mumbai	09869246989
2. AGS (AIR)	Sh. L.B.Patil, AIR NBH Mumbai	09323266348
3. AGS (TV)	Sh. A.K.Jain, DDK Gwalior	09425028258
4. JS (SEA/EA)	Sh. D.N.Nikam, AIR HPT Malad, Mumbai	09869002016
5. JS (Sr.Tech/Tech)	Sh. Deepak S., AIR HPT Malad, Mumbai	09322409859
6. JS (Helper)	Sh. Ravindra D.Gavelkar,AIR Malad Mumbai.	022-28821877(o)
7. State Secretary (Chhhtisgarh)	Sh. Gopal Vishwakarma, AIR Raipur	09425183340
8. State Secretary (Gujarat)	Sh. S.D.Rathod, DDK Ahemedabad	09426357581
9. State Secretary (Goa)	Sh. R.G.Gawade , AIR Panjim	09422439181
10.State Secretary (MP)	Sh. V.C.Saxena, DDK Bhopal	09425028113
11.State Secretary (MS)	Sh. A.N. Tamgade, DDK Nagpur	09423104203

**South Zone:**

1. Vice President	Sh. Boban George O/o CE(SZ), Chennai	09445377343
2. AGS (AIR)	Sh. Ananthamoorthy V. , AIR Tirunelveli	09442233108
3. AGS (TV)	Sh. M.Sheshagiri,, DDK Hyderabad	09440730334
4. JS (SEA/EA)	Sh. S.Karunakaran, AIR Chennai	09444202722
5. JS (Sr.Tech/Tech)	Sh. K.Raveendran, DDK Chennai	09444153074
6. JS (Helper)	Sh. V.Murugan AIR Chennai	09444169912
7. State Secretary (A&N Islands)	No Nominations received	
8. State Secretary (AP)	Sh. S.S.Jafania, DDK Hyderabad	09391151907
9. State Secretary (Karnataka)	Sh. B.J.Sathyanarayana, DDK Bangalore	09448334268
10.State Secretary (Kerala)	Sh. J. Anil Kumar,EA, DDK Thiruvananthapuram	09447697976
11.State Secretary (TN/Pondicherry)	Sh. A.Sathikmeera, AIR Chennai	09381038096

**East Zone:**

1. Vice President	Sh. Malay Kumar Das O/o CE(EZ), Kolkata	09433079720
2. AGS (AIR)	Sh. Shubhranshu Ghosh AIR Kolkata	09433445787
3. AGS (TV)	Sh. U.K.Shukla ,Tech DDK Jamshedpur	09231563111
4. JS (SEA/EA)	Sh. Subrata Kumar Goswami, EA, AIR Kolkata	09433084819
5. JS (Sr.Tech/Tech)	Sh. Madhab Kanti Das (Sr.Tech, CE(EZ), Kolkata	09433352906
6. JS (Helper)	Sh. Gopal Panja, Helper, AIR Kolkata	09874473135
7. State Secretary (Bihar)	Sh. R.K.Abastha, SEA, DDK Patna	09835406615
8. State Secretary (Jharkhand)	Sh. A.D.Khalko , DDK Ranchi	09431175939
9. State Secretary (Orissa)	Sh. S.K. Mishra, Sr.Tech, DDK Bhubaneswar	09437302885
10. State Secretary (WB)	Sh. K.N.Das EA, AIR Siliguri	09474761636

**North-East Zone Office:**

1. Vice President	Sh. Dip Bordoloi O/o CE (NEZ), Guwahati	09435402551
2. AGS (AIR)	Sh. Sanjay Kr. Acharjee, AIR Guwahati	09435149062
3. AGS (TV)	Sh. Prodip Goswami, DDK Guwahati	09435191984
4. JS (SEA/EA)	Sh. Kushaljeet Kumar , AIR Guwahati	09435104556
5. JS (Sr Tech/Tech)	Sh. Prabin Kakati DDK, PPC Guwahati	09864145541
6. JS (Helper)	Sh. Golap Ch. Das DDK PPC Guwahati	09854589235
7. State Secretary (Ar.Pr)	Sh. GOIGARA DDK Itanagar	09436051196
8. State Secretary (Assam)	Sh. Jugal Jyotilikhok, . DDK Guwahati	09864158733
9. State Secretary (Manipur)	Sh. Chid Gopal Das , DDK Imphal)	09433025466
10.State Secretary (Meghalya)	Sh. Tarling Lyngdoh, EA, DDK Shillong	09863041079
11.State Secretary (Mizoram)	No Nominations received	
12.State Secretary (Nagaland)	Sh. NEIZEKHOTUOYHOME, DDK Kohima	09863142775
13.State Secretary (Sikkim)	Sh. T.D. Bhutia, Sr.Tech, DDK Gangtok	09434188457
14.State Secretary (Tripura)	Sh. Dipak Saha, SEA, DDK Agartala	0381-2328923

**NOMINATED CWC MEMBERS**

Departmental Council (Min.of I&B)	Sh Bhaskar Basu (SEA), DDK, Kolkata	09433098541
Departmental Council (Min.of I&B)	Sh. Ashwani Dagar (EA), AIR, Kathua, J&K	09818511288
Departmental Council (Min.of I&B)	Sh.Harikrishnan Nair (EA) AIR Bangalore, Karnataka	09448542357
Office Council (DG, AIR)	Sh.N.L.Deshmuk(Tech.)AIR Prabhani, Maharastra	09422961492
Office Council (DG, Doordarshan)	Sh. Rajesh Gautam(EA) DDK, Delhi	09810924189
Editor Filament	Sh.Pulak Ray,(AE),O/o CE,(R&D) AIR &Doordarshan	09868125403
Website Administrator	Sh.Prakash Chandra Thapliyal,(EA),AIR,BH, Delhi	09868347410

## Order for allotments of Accommodation under General Pool to AIR&DD employees.



No.11013/D/37/89-Pol. (VII) (Vol.III)

Government of India  
Ministry of Urban Development  
DIRECTORATE OF ESTATES

Nirman Bhavan, New Delhi-110 011

May 8, 2008

### OFFICE MEMORANDUM

**Subject:** Continuation of eligibility for allotment of General Pool residential accommodation to the erstwhile employees of AIR and Doordarshan on deemed deputation to Prasar Bharti

The undersigned is directed to invite reference this Directorate's OM No.11013/D/37/89-Pol. IV/1 (Vol.II) dated 9<sup>th</sup> August 2005 vide which the employees of erstwhile AIR and Doordarshan, on deemed deputation to Prasar Bharti, were allowed allotment of General Pool accommodation up to 21.11.2007, and the total number of houses to be allocated to such employees was frozen at the level as on 19<sup>th</sup> July 2005. For this purpose a separate pool, namely, Prasar Bharti Pool, was created out of the General Pool and allotments to the employees of AIR and Doordarshan were being made from the said Prasar Bharti Pool.


2. The question of continued eligibility for allotment of General Pool residential accommodation to the employees of erstwhile AIR and Doordarshan, beyond 21.11.2007, was under consideration of the Government. It has now been decided that employees of erstwhile AIR and Doordarshan, on deemed deputation to Prasar Bharti, will continue to be eligible for allotment of General Pool accommodation beyond November 2007 on the same basis as government servants and that the freeze on the number of houses to be allotted to Prasar Bharti stands removed. It has further been decided that there would not be separate pool for these employees. The Prasar Bharti Pool created vide this Directorate's OM dated 9<sup>th</sup> August 2005 stands abolished and allotments to the aforesaid employees of Prasar Bharti would be made from the General Pool on maturity of their turn in the waiting list and subject to fulfillment of other usual conditions.

  
(R. N. Yadav)  
Deputy Director (Pol)  
☎ 23062816

To

1. Ministry of Information & Broadcasting, Shastri Bhavan, New Delhi (Ms Zohra Chatterji, Joint Secretary)
2. All Officers and Sections in the Directorate of Estates
3. Deputy Director(Computers), Directorate of Estates, New Delhi for necessary action. He is also requested that these orders may be put on the Website of Directorate of Estates for information of all concerned.
4. Facilitation Centre, Directorate of Estates, New Delhi.
5. All regional offices for information and necessary action.
6. Guard file.

**Order for priority for wards of AIR&DD employees for admission in Central School**

  
 भारत गणराज्य  
 ARUN KUMAR RATH  
 SECRETARY

भारत सरकार  
 मंत्रालय प्रसारण, शिक्षा और साहित्य विभाग  
 प्रसारण विभाग - 110 112  
 Government of India  
 Ministry of Human Resource Development  
 Department of Distance Education & Literacy  
 124-C Wing, Shastri Bhawan, New Delhi - 110 112  
 Tel. : 23342987, 23341104, Fax : 23347839  
 Email : secy.ed@nic.in

D.O. No.3-16/2008-UT.2

8<sup>th</sup> May 2008

Dear Asha,

Please refer to your D.O. letter No.45011/77/2001-BA(P) dated 31<sup>st</sup> March 2008 regarding extension of facility of admission in Kendriya Vidyalayas to the wards of employees of Prasar Bharati as applicable to Central Government employees.

I have had the matter examined in consultation with Kendriya Vidyalaya Sangathan (KVS). The KVS has informed that the wards of employees of Prasar Bharati have already been treated at par with children of other Central Government employees. As per Education Code of KVS, the employees of Prasar Bharati come under category-I if they have transfers during the preceding seven years, otherwise they come under category-II. A copy of extract of Education Code of KVS regarding priorities in admission is annexed for your information.

With regards,

Yours sincerely,

*He may consider the extension of facility to employees of Prasar Bharati as per Education Code of KVS regarding priorities in admission.*

Ms. Asha Swarup,  
 Secretary,  
 Ministry of Information & Broadcasting,  
 Shastri Bhawan,  
 New Delhi

(Arun Kumar Rath)

**OBITUARY**

- With heavy heart it is informed that Sh.K.Prabhakaran Nair, SEA of DDK Thiruvananthapuram has passed away on 18<sup>th</sup> August,2008 after a massive Cardiac Arrest. He was an active member of ARTEE. He is survived by two daughters and wife. Central Office condoles the untimely death of Sh.K.Prabhakaran Nair, and pray that the family should have enough strength to bear this unbearable loss.
- Shri G.Danendran, Diesel Engine Driver, AIR, Portblair Passed away on 30<sup>th</sup> March 2008 He was the Asstt. Unit Secretary, ARTEE, AIR , Port Blair Unit. We pray to almighty for peaceful rest of his departed soul. We also pray that the family should have enough strength to bear this unbearable loss.

**Modification in the period of special Casual Leave to Central Government Servants for the various family welfare Schemes**

Copy of OM No.28016/02/2007-Estt (A) dated 4.1.2008 from Ministry of Personnel, Public Grievances & Pensions (Department of Personnel and Training).

The undersigned is directed to say that the existing instruction regarding the number of days of grant of Special Casual leave admissible to Central Government Servants for the various Family Welfare Schemes has been reviewed in this Department and keeping in view the changes/advancements in the technology/surgical procedures, it has been decided to revise the period of Special casual Leave admissible to Central Government Servants for the various Family Welfare Schemes as under:

<b>Purpose</b>	<b>No. of days Admissible at Present</b>	<b>Revised Admissibility</b>
<b>Male Government Servants</b>		
i) Vasectomy	6 Working Days	5 Working Days
ii) Vasectomy for second time due to failure of the first operation		
<b>Female Government Servants</b>		
i) Puerperal Tubectomy/Non-puerperal Tubectomy (including laparoscopic method)	14 Days	10 working Days
ii) Salpingectomy after Medical Termination of Pregnancy (MTP)- Not admissible when, after salpingectomy operation along with medical termination of pregnancy, facility of maternity leave for six weeks under Rule 43 of CCS (Leave) Rules, 1972 is availed.	14 Days	10 working Days
<b>Post Sterilisation Compliances</b>		
<b>Non-Hospitalisation:</b>		
a) Post-Vasectomy complication	7 Days	Commuted leave to be granted if necessary as complication requiring hospitalization are of minor nature, which do not call for additional special casual leave
b) Post-Tubectomy complications	14 Days	
<b>Male Government Servants:</b>		
When wife undergoes puerperal/non-puerperal tubectomy including sterilization performed through laparoscopy for the first time or the second time	7 Days	3 working Days

3. There will be no change in the other conditions for grant of special Casual Leave for the above purposes.

The period of Special Casual leave for the following purposes remain unchanged:

- a) Post sterilization Complication: in case of Hospitalisation.
- b) Female Government Servants: when their husbands undergo vasectomy operation.
- c) Re-canalisation Operation.

5. These orders will take effect from the date of their issues.

**APPEAL FROM GENERAL SECRETARY**

In our continuous endeavor to establish a faster mechanism to make information available to grass root members pl. provide us the following:

[1]. **ALL CWC Members** : Pl. send your Mobile no., Residence no. with address and office Nos., E-mail address

[2]. **All Unit Secretaries** : Pl. send your mobile no. and E-mail if you don't have one, then provide mobile no. of any of member from where you can gather the information.

All above information pl. send either at email : [umsharma01@yahoo.com](mailto:umsharma01@yahoo.com) / [gen\\_secy@arteeindia.org](mailto:gen_secy@arteeindia.org), send message to 098911469837/9871765714 or you can send to post box no. 422, N.Delhi-110 001.

**Victory of unity: The tireless effort of employees of AIR & DD under the platform of NFADE as ensured the benefit of 6th CPC. Let us celebrate the moment of unity with the spirit of ArTEEianism**

**Recommendations of 6<sup>th</sup> Central Pay commission accepted by Govt of India vide resolution dated 29/8/08.**

Present Scale			Revised Pay Scales recommended by the Sixth Central Pay Commission			Revised Pay Structure		
Sl. No.	Pay Scale	Pay Scale	Pay Band	Corresponding Pay Bands	Grade Pay	Pay Band	Corresponding Pay Bands	Grade Pay
1	S-1	2550-55-2660-60-3200	-1S	4440-7440	1300	-1S	4440-7440	1300
2	S-2	2610-60-3150-65-3540	-1S	4440-7440	1400	-1S	4440-7440	1400
3	S-2A	2610-60-2910-65-3300-70-4000	-1S	4440-7440	1600	-1S	4440-7440	1600
4	S-3	2650-65-3300-70-4000	-1S	4440-7440	1650	-1S	4440-7440	1650
5	S-4	2750-70-3800-75-4400	PB-1	4860-20200	1800	PB-1	5200-20200	1800
6	S-5	3050-75-3950-80-4590	PB-1	4860-20200	1900	PB-1	5200-20200	1900
7	S-6	3200-85-4900	PB-1	4860-20200	2000	PB-1	5200-20200	2000
8	S-7	4000-100-6000	PB-1	4860-20200	2400	PB-1	5200-20200	2400
9	S-8	4500-125-7000	PB-1	4860-20200	2800	PB-1	5200-20200	2800
10	S-9	5000-150-8000	PB-2	8700-34800	4200	PB-2	9300-34800	4200
11	S-10	5500-175-9000	PB-2	8700-34800	4200	PB-2	9300-34800	4200
12	S-11	6500-200-6900	PB-2	8700-34800	4200	PB-2	9300-34800	4200
13	S-12	6500-200-10500	PB-2	8700-34800	4200	PB-2	9300-34800	4200
14	S-13	7450-225-11500	PB-2	8700-34800	4600	PB-2	9300-34800	4600
15	S-14	7500-250-12000	PB-2	8700-34800	4800	PB-2	9300-34800	4800
16	S-15	8000-275-13500	PB-2	8700-34800	5400	PB-2	9300-34800	5400
17	New Scale	8000-275-13500 (Group A Entry)	PB-3	15600-39100	5400	PB-3	15600-39100	5400
18	S-16	9000	PB-3	15600-39100	5400	PB-3	15600-39100	5400
19	S-17	9000-275-9550	PB-3	15600-39100	5400	PB-3	15600-39100	5400
20	S-18	10325-325-10975	PB-3	15600-39100	6100	PB-3	15600-39100	6600
21	S-19	10000-325-15200	PB-3	15600-39100	6100	PB-3	15600-39100	6600
22	S-20	10650-325-15850	PB-3	15600-39100	6500	PB-3	15600-39100	6600
23	S-21	12000-375-16500	PB-3	15600-39100	6600	PB-3	15600-39100	7600
24	S-22	12750-375-16500	PB-3	15600-39100	7500	PB-3	15600-39100	7600
25	S-23	12000-375-18000	PB-3	15600-39100	7600	PB-3	15600-39100	7600
26	S-24	14300-400-18300	PB-3	15600-39100	7600	PB-4	37400-67000	8700
27	S-25	15100-400-18300	PB-3	15600-39100	8300	PB-4	37400-67000	8700
28	S-26	16400-450-20000	PB-3	15600-39100	8400	PB-4	37400-67000	8900
29	S-27	16400-450-20900	PB-3	15600-39100	8400	PB-4	37400-67000	8900
30	S-28	14300-450-22400	PB-4	39200-67000	9000	PB-4	37400-67000	10000
31	S-29	18400-500-22400	PB-4	39200-67000	9000	PB-4	37400-67000	10000
32	S-30	22400-525-24500	PB-4	39200-67000	11000	PB-4	37400-67000	12000
33	S-31	22400-600-26000	PB-4	39200-67000	13000	HAG+ Scale	75500-80000	Nil
34	S-32	24050-650-26000	PB-4	39200-67000	13000	HAG+ Scale	75500-80000	Nil
35	S-33	26000 (Fixed)	Apex Scale	80000 (Fixed)	Nil	Apex Scale	80000 (Fixed)	Nil
36	S-34	30000 (Fixed)	Cab. Sec.	90000 (Fixed)	Nil	Cab. Sec	90000 (Fixed)	Nil

**(V) Formula for fixation of pay in the revised pay structure of Pay Bands and Grade Pays**

<b>Sl. No.</b>	<b>Recommendations of the Sixth Pay Commission</b>	<b>Decision of the Government</b>
(i)	The pay of employees may be fixed in the proposed scales of pay in the manner laid down in Para 2.2.21(i) to (v) of the Report.	Accepted with the following modifications:  (a) Fixation of pay in the revised Pay Bands will be done by multiplying the basic pay drawn as on 1/1/2006 on the existing Fifth CPC pay scales by a factor of 1.86 and then rounded off to next multiple of 10 and not by a factor of 1.74 as recommended by the Commission. (b) In the case of Medical Doctors, Dearness Allowance on the Non Practising Allowance will be taken into account while fixing their pay in the revised Pay Bands.
(ii)	<p>a) Though -1S pay scale is not a regular pay scale, initially all Group D employees shall be placed in the -1S pay scale with appropriate grade pay. This pay scale has been devised mainly for the purpose of initial fixation of pay of the Group D employees who had already been recruited on a regular basis as on the date of implementation of this recommendation by the Government.</p> <p>b) Thereafter, such of those Group D employees as already possess the revised minimum qualifications prescribed for entry into the Group C pay band along with a grade pay of Rs.1800 would be placed in that grade (i.e. pay band of Rs.4860-20200 along with a grade pay of Rs.1800) with effect from 1.1.2006. No fitment benefit would be given again for this fixation.</p> <p>c) Such of those existing Group D employees who do not possess the minimum qualifications prescribed would need to be retrained and a training package would need to be evolved separately for each of the individual Ministry/Department/Organisation keeping in view their specific needs. After re-training with emphasis on multi-skilling, the Group D staff will be placed in the Pay Band PB-1 of Rs.4860-20200 with the grade pay of Rs.1800. Once placed in the PB-1 Pay Band, this category of Group D staff will regain their seniority vis-à-vis the other category of Group D staff that already possessed the minimum prescribed qualifications and were, therefore, placed in the PB-1 Pay Band immediately.</p> <p>f) Inter-se seniority of all the employees in erstwhile Group D will be fully maintained with Group D employee in a higher Fifth CPC pay scale being placed higher vis-à-vis an employee in a lower pay scale. Within the same pre-revised pay scale, the seniority will be fixed on the basis of date on which the person came to be placed in that pay scale.</p> <p>g) Arrears shall be payable with effect from 1.1.2006 in both the cases: to those Group D employees who possess the prescribed qualifications and those Group D employees who do not possess the prescribed qualifications. Retraining of the latter should preferably be completed within a short period, say 6 months, so that fixation in pay band PB-I and payment arrears of salary is not unduly delayed.</p>	Accepted  Accepted with the modification that PB-1 will be Rs.5200-20200.  Accepted with the modification that PB-1 will be Rs.5200-20200.  Accepted  Accepted

**(VI) Date of effect**

<b>Sl. No.</b>	<b>Recommendations of the Sixth Pay Commission</b>	<b>Decision of the Government</b>
(i)	The revised structure of pay bands and grade pay to be implemented from 1/1/2006. (Para 6.5.2)	Accepted



**(VII) Annual Increments**

<b>Sl. No.</b>	<b>Recommendations of the Sixth Pay Commission</b>	<b>Decision of the Government</b>
(i)	Rate of Annual Increment: All the running pay bands will have annual increments in form of two and half percent of the total of pay in the pay band and the corresponding grade pay. (Para 2.2.11)	Modified to 3% from 2.5% recommended by the Commission.
(ii)	For Group A Pay Band PB-3, annual increments in the band will vary depending upon the performance. Not less than eighty percent of the employees in the grade will be allowed normal increment at the rate of 2.5% with the remaining 20% high performers during the year being allowed increment at the higher rate of 3.5%. (Para 2.2.12)	The rate of variable increment for high achievers in PB-3 increased to 4% from 3.5% recommended by the Commission.
(iii)	Date of Annual Increments: The date of annual increments, in all cases, to be 1 <sup>st</sup> July. Employees completing six months and above in the scale as on July 1 to be eligible. (Para 2.2.11)	Modified. There will be two uniform dates of Annual Increments, viz., 1 <sup>st</sup> of January and 1 <sup>st</sup> of July every year. All employees will get their increments either on 1 <sup>st</sup> January or 1 <sup>st</sup> July of every year.

**(VIII) Payment of Arrears**

<b>Sl. No.</b>	<b>Recommendations of the Sixth Pay Commission</b>	<b>Decision of the Government</b>
(i)	The Government may pay the arrears in two equal instalments in different years. (Para 10.1.15)	Accepted with the modification that the arrears will be paid in cash in two instalments – first instalment of 40% during the current financial year (2008-09) and the remaining 60% in the next financial year (2009-10).

**2. Compensation for price rise (Dearness Allowance)**

<b>Sl. No.</b>	<b>Recommendations of the Sixth Pay Commission</b>	<b>Decision of the Government</b>
(i)	The Government should keep revising the base year in the existing fixed base index method as frequently as feasible. (Para 4.1.10)	Accepted
(ii)	National Statistical Commission to be asked to explore the possibility of a specific survey covering Government employees exclusively, so as to construct a consumption basket representative of Government employees and formulate a separate index. Meanwhile, the Government may continue to use the AICPI (IW) for estimating the DA, subject to the modifications proposed in the subsequent paras. (Para 4.1.13)	Accepted
(iii)	AICPI (IW) with base 2001 may, henceforth, be used for the purpose of calculating DA till it gets revised The reference base for calculation of Dearness Allowance with effect from 1.1.2006 will be the 12 monthly average index of 536 as per AICPI (IW), 1982 series. This, when converted to 2001 series, using the linking factor of 4.63, works out to 116. (Para 4.1.14)	Accepted. The base using the 2001 series works out to be 115.76. Note: The instalment of Dearness Allowance sanctioned from 1.1.2006 onwards will be adjusted against the DA payable under revised formula/arrears on account of revision of pay scales.
(iv)	Government to take expeditious steps to rectify distortions in the construction of the current AICPI (IW) series. The National Statistical Commission may also take these	Accepted

	factors into consideration while evolving a separate index for Government employees. (Para 4.1.14)	
(v)	Merger of dearness allowance with basic pay at any stage not recommended. (Para 4.1.18)	Accepted.
(vi)	DA may continue to be sanctioned twice a year as on 1 <sup>st</sup> January and 1 <sup>st</sup> July payable with the salary of March and September respectively for administrative convenience with inflation neutralization being maintained at 100% at all levels. (Para 4.1.19)	Accepted.

### 3. Non-Practising Allowance

Sl. No.	Recommendations of the Sixth Pay Commission	Decision of the Government
(i)	Doctors should continue to be paid NPA at the existing rate of 25% of the aggregate of the band pay and grade pay subject to the condition that the Basic Pay + NPA does not exceed Rs.85,000. The facility of NPA cannot be extended to any other category. NPA should be restricted only to the medical Doctors occupying posts for which minimum qualifications of a medical degree is prescribed. (Para 4.2.53)	Accepted.

### 4. Assured Career Progression Scheme

Sl. No.	Recommendations of the Sixth Pay Commission	Decision of the Government
1.	<p>The Commission has recommended that the existing scheme of Assured Career Progression may be continued with two financial upgradations being allowed as at present with the following modifications:-</p> <p>i)The scheme will also be available to all posts belonging to Group A - whether isolated or not. Organised Group A services will, however, not be covered under the scheme.</p> <p>ii)Benefit of pay fixation available at the time of normal promotion shall be allowed at the time of financial upgradations under the scheme. Thus, an increase of 2.5% of pay and grade pay shall be available as financial upgradation under the scheme.</p> <p>iii)The grade pay shall change at the time of financial upgradation under this scheme. The grade pay given at the time of financial upgradation under ACPS will be the immediate next higher grade pay in the hierarchy of revised pay bands and grade pay being recommended. Thus, grade pay at the time of financial upgradation under ACPS can, in certain cases where regular promotion is not between two successive grades, be different than what is available at the time of regular promotion. In such cases, the higher grade pay attached to the next promotion post in the hierarchy of the concerned cadre/ organization will be given only at the time of regular promotion.</p> <p>iv)Financial upgradation under the scheme will be available whenever a person has spent 12 years continuously in the same grade. However, not more than two financial upgradations shall be given in the entire career as was provided in the extant scheme.</p> <p>The scheme with aforesaid modifications shall be called modified ACPS and will ensure suitable progression uniformly to all the employees in Central Government. (Para No. 6.1.15)</p>	<p>Accepted with the modification that there will be three upgradations under the ACP Scheme after 10, 20 and 30 years of service.</p> <p>Accepted.</p> <p>Accepted with the modification that the rate of increment will be 3%.</p> <p>Accepted.</p> <p>Modified to the extent that the financial upgradation will be available whenever a person has spent 10 years continuously in the same grade. Further, three upgradations after 10, 20 and 30 years of service will be allowed.</p>

**5. Performance Related Incentive Scheme**

Sl. No.	Recommendations of the Sixth Pay Commission	Decision of the Government
(i)	The Commission has recommended introduction of a new performance based pecuniary benefit, over and above the regular salary, for the Government employees. The benefit will be called Performance Related Incentive Scheme (PRIS) and will be payable taking into account the performance of the employee during the period under consideration. It is based on the principle of differential reward for differential performance. (Para No.2.5.8)	Accepted. Detailed guidelines will be issued by the nodal Ministry.  Department of Science & Technology will work out a PRIS scheme for scientists.

**PART - B**

Statement showing the recommendations of the Sixth Central Pay Commission on other Allowances relating to Civilian employees in Groups A, B, C and D and Government's decision thereon. (References to Chapters and Paragraphs in the Statement are to the Pay Commission's Report).

Sl. No.	Recommendations of the Sixth Pay Commission	Decision of the Government															
1.	<b>City Compensatory Allowance</b> City Compensatory Allowance may be abolished. (Para 4.2.8)	Accepted															
2.	<b>Other Compensatory Allowances</b> Rates of Special Compensatory (Hill Area/Remote Locality), Tribal Area Allowance, Project Allowance and Bad Climate Allowance may be revised as under :	Accepted															
(i)	Special Compensatory (Hill Area) Allowance/Bad Climate Allowance/Tribal Area Allowance  <table border="1"> <thead> <tr> <th>Category</th> <th>Bad climate/Tribal Area allowance</th> <th>Special Compensatory (Hill Area) Allowance</th> </tr> </thead> <tbody> <tr> <td>For posts in the grade pay of Rs.5400 and above</td> <td>Rs.400 p.m.</td> <td>Rs.600 p.m.</td> </tr> <tr> <td>For other posts</td> <td>Rs.240 p.m.</td> <td>Rs.480 p.m.</td> </tr> </tbody> </table> (Para No.4.2.24.1)	Category	Bad climate/Tribal Area allowance	Special Compensatory (Hill Area) Allowance	For posts in the grade pay of Rs.5400 and above	Rs.400 p.m.	Rs.600 p.m.	For other posts	Rs.240 p.m.	Rs.480 p.m.	Accepted						
Category	Bad climate/Tribal Area allowance	Special Compensatory (Hill Area) Allowance															
For posts in the grade pay of Rs.5400 and above	Rs.400 p.m.	Rs.600 p.m.															
For other posts	Rs.240 p.m.	Rs.480 p.m.															
(ii)	Special Compensatory (Remote Locality) Allowance  <table border="1"> <thead> <tr> <th>Category</th> <th>Part A (Rs. p.m.)</th> <th>Part B (Rs. p.m.)</th> <th>Part C (Rs. p.m.)</th> <th>Part D (Rs. p.m.)</th> </tr> </thead> <tbody> <tr> <td>For posts in the grade pay of Rs.5400 and above</td> <td>2600</td> <td>2100</td> <td>1500</td> <td>400</td> </tr> <tr> <td>For posts in the grade pay of less than Rs.5400</td> <td>2000</td> <td>1600</td> <td>1200</td> <td>320</td> </tr> </tbody> </table> (Para No.4.2.24.2)	Category	Part A (Rs. p.m.)	Part B (Rs. p.m.)	Part C (Rs. p.m.)	Part D (Rs. p.m.)	For posts in the grade pay of Rs.5400 and above	2600	2100	1500	400	For posts in the grade pay of less than Rs.5400	2000	1600	1200	320	Accepted
Category	Part A (Rs. p.m.)	Part B (Rs. p.m.)	Part C (Rs. p.m.)	Part D (Rs. p.m.)													
For posts in the grade pay of Rs.5400 and above	2600	2100	1500	400													
For posts in the grade pay of less than Rs.5400	2000	1600	1200	320													
(iii)	Project Allowance  <table border="1"> <thead> <tr> <th>Category</th> <th>Project allowance</th> </tr> </thead> <tbody> <tr> <td>For posts in the grade pay of Rs.5400 and above</td> <td>Rs.1500 p.m.</td> </tr> <tr> <td>For posts in the grade pay of less than Rs.5400</td> <td>Rs.1000 p.m.</td> </tr> </tbody> </table> (Para No.4.2.24.3)	Category	Project allowance	For posts in the grade pay of Rs.5400 and above	Rs.1500 p.m.	For posts in the grade pay of less than Rs.5400	Rs.1000 p.m.	Accepted									
Category	Project allowance																
For posts in the grade pay of Rs.5400 and above	Rs.1500 p.m.																
For posts in the grade pay of less than Rs.5400	Rs.1000 p.m.																
(iv)	The rates of all the above allowances shall automatically increase by 25% whenever the Dearness Allowance payable on the revised pay bands goes up by 50%.(Para No.4.2.24.4)	Accepted															
(v)	Special Compensatory Allowance for Gandhinagar and Special Compensatory (Border Area) Allowance may be abolished. (Para No.4.2.24.5)	Accepted															

<p>(vi)</p> <p>(vii)</p> <p>viii)</p>	<p><b>Special (Duty) Allowance for postings to North East Regions should be paid to all Central Government employees at the existing rates on their posting on transfer to any North East Region irrespective of whether the transfer is from outside the North East Region or from another area of that region. The condition that the employees have all India transfer liability should also be dispensed with. No increase in the rate of this allowance is being recommended as the allowance is paid as a percentage of the pay. The Commission has recommended that the Special (Duty) Allowance as well as other concessions allowed to the Government employees in North East region should also be extended to the Government employees posted in Ladakh. (Para No. 4.2.25)</b></p> <p>No change is recommended in respect of Island Special (Duty) allowance. This allowance may, henceforth, also be paid to all Central Government employees on their posting on transfer to any place in these Islands without insisting on an all India transfer liability. (Para No. 4.2.26)</p> <p>Hard Area Allowance to the employees posted in the Nicobar group of Islands may be paid separately along with Island Special (Duty) Allowance. Further, this allowance may also be extended to the Lakshadweep group of islands. (Para No. 4.2.26)</p>	<p>Accepted</p> <p>Accepted</p> <p>Accepted</p> <p>Accepted. Will be extended to similarly classified Islands in Lakshadweep.</p>														
<p>3.</p>	<p><b>Transport Allowance</b> The Commission has recommended the following rates for Transport Allowance:</p> <table border="1" data-bbox="386 850 1075 1249"> <thead> <tr> <th rowspan="2">Employees drawing grade pay of (Rs.)</th> <th colspan="2">Rate of Transport Allowance per month</th> </tr> <tr> <th>A-1/A Class City (Rs.)</th> <th>Other Places (Rs.)</th> </tr> </thead> <tbody> <tr> <td>5400 &amp; above and posts in the apex scale and Cabinet Secy./equivalent</td> <td>Rs.3200 + DA thereon</td> <td>Rs.1600 + DA thereon</td> </tr> <tr> <td>4200 to 4800*</td> <td>Rs.1600 + DA thereon</td> <td>Rs.800 + DA thereon</td> </tr> <tr> <td>Below 4200</td> <td>Rs.400 + DA thereon</td> <td>Rs.300 + DA thereon</td> </tr> </tbody> </table> <p>*and Group B, C and D employees/personnel below officer rank drawing pre-revised basic pay of Rs.4000 and above. (Para No. 4.2.43)</p> <p>The existing condition which prohibits grant of Transport Allowance to the employees who have been provided with official accommodation within one Kilometer of the office should be removed. Other conditions regulating the grant of this allowance shall remain unchanged. Physically disabled employees to continue drawing this allowance at double the normal rates. However, Transport Allowance in the case of physically disabled employees shall, in no case, be less than Rs.1000 per month plus the applicable rate of dearness allowance. Employees in pay band PB-4 who are entitled to the use of official car for travel between residence and office may be given the option to draw transport allowance at a higher rate of Rs.7000 p.m. plus dearness allowance provided they give up the use of official car for travel between residence and office. (Para No. 4.2.44)</p>	Employees drawing grade pay of (Rs.)	Rate of Transport Allowance per month		A-1/A Class City (Rs.)	Other Places (Rs.)	5400 & above and posts in the apex scale and Cabinet Secy./equivalent	Rs.3200 + DA thereon	Rs.1600 + DA thereon	4200 to 4800*	Rs.1600 + DA thereon	Rs.800 + DA thereon	Below 4200	Rs.400 + DA thereon	Rs.300 + DA thereon	<p>Accepted with the modification that "Campus" restriction for grant of Transport Allowance will be removed. Consequently, employees living in campuses will also be eligible for Transport Allowance. Also, Transport Allowance for the employees at the lowest levels will be increased to Rs.600 (from Rs.400) in A-1/A class cities and Rs.400 (from Rs.300) in other towns; Further, employees in PB-1 with Rs.7440 (corresponding to Rs.4000 basic in pre-revised pay scales) and above as pay in the pay band will be eligible for grant of Transport Allowance at the rate of Rs.1600/Rs.800.</p>
Employees drawing grade pay of (Rs.)	Rate of Transport Allowance per month															
	A-1/A Class City (Rs.)	Other Places (Rs.)														
5400 & above and posts in the apex scale and Cabinet Secy./equivalent	Rs.3200 + DA thereon	Rs.1600 + DA thereon														
4200 to 4800*	Rs.1600 + DA thereon	Rs.800 + DA thereon														
Below 4200	Rs.400 + DA thereon	Rs.300 + DA thereon														
<p>4.</p> <p>(i)</p> <p>(ii)</p>	<p><b>House Rent Allowance</b></p> <p>The Commission has recommended merger of C Class Cities (having population of 50,000 to 5 lakh) with 'Unclassified Towns' (having population of less than 50,000).</p> <p>The Commission has recommended that the existing population criterion for classifying towns and cities for purposes of HRA may be retained. However, population in the urban agglomeration should be taken into account for classifying a</p>	<p>Accepted</p> <p>Accepted</p>														

<p>(iii)</p> <p>(iv)</p>	<p>city for purposes of HRA.</p> <p>The Commission has recommended retention of the existing rate of HRA in A-1 cities to be paid at the rate of 30% of the total of revised pay in the running pay band and grade pay thereon.</p> <p>The Commission has recommended that the erstwhile A, B-1 and B-2 categories may be merged and C &amp; Unclassified categories may also be merged. The following rates of House Rent Allowance are accordingly recommended:</p> <table border="1" data-bbox="347 365 1110 835"> <thead> <tr> <th>Revised classification of Cities and Towns on Population Criteria</th> <th>Revised Classification of Cities/Towns</th> <th>Rates of HRA as a percentage of Pay in the pay band + Grade Pay + MSP* + NPA*</th> </tr> </thead> <tbody> <tr> <td>50 lakhs &amp; above</td> <td>X (Earlier classified as A-1)</td> <td>30</td> </tr> <tr> <td>50 - 5 lakhs</td> <td>Y (Earlier classified as A, B-1 &amp; B-2)</td> <td>20</td> </tr> <tr> <td>Below 5 lakhs</td> <td>Z (Earlier classified as C and Unclassified)</td> <td>10</td> </tr> </tbody> </table> <p style="text-align: center;">* where applicable (Para No. 4.2.59)</p>	Revised classification of Cities and Towns on Population Criteria	Revised Classification of Cities/Towns	Rates of HRA as a percentage of Pay in the pay band + Grade Pay + MSP* + NPA*	50 lakhs & above	X (Earlier classified as A-1)	30	50 - 5 lakhs	Y (Earlier classified as A, B-1 & B-2)	20	Below 5 lakhs	Z (Earlier classified as C and Unclassified)	10	<p>Accepted</p> <p>Accepted</p>
Revised classification of Cities and Towns on Population Criteria	Revised Classification of Cities/Towns	Rates of HRA as a percentage of Pay in the pay band + Grade Pay + MSP* + NPA*												
50 lakhs & above	X (Earlier classified as A-1)	30												
50 - 5 lakhs	Y (Earlier classified as A, B-1 & B-2)	20												
Below 5 lakhs	Z (Earlier classified as C and Unclassified)	10												
<p>5.</p>	<p><b>Children Education Allowance</b></p> <p>Children Education Allowance and Reimbursement of Tuition Fee may be merged and it will henceforth be reimbursement upto the maximum of Rs.1000 per child per month subject to a maximum of 2 children. Hostel subsidy may be reimbursed upto the maximum limit of Rs.3000 per month per child. The limits would be automatically raised by 25% every time the Dearness Allowance on the revised pay bands goes up by 50%. (Para No. 4.2.64)</p>	<p>Accepted</p>												
<p>6.</p> <p>(i)</p> <p>(ii)</p>	<p><b>Risk Allowance</b></p> <p>The Commission, accordingly, recommends withdrawal of Risk Allowance. All categories of jobs that involve inherent element of risk with deleterious effect on health over a period of time should instead be provided with free medical and life insurance of Rs.5 lakhs for employees in PB-1 pay band; Rs.7 lakhs for employees in PB-2 pay band; Rs.10 lakhs for employees in PB-3 pay band/higher pay bands/scales. To offset the effect of inflation, amount of the insurance should automatically be increased by 50% every time the DA payable on the revised pay goes up by 50%. The entire expenditure on paying premium for this insurance will be borne by the Government. The amount insured will be paid in case of any serious injury/death sustained in the course of employment and will be over and above the other benefits available to all categories of Government employees. These employees should also be provided with additional health benefits with mandatory health check-ups every quarter and enhanced leave, wherever the same is necessary for proper recuperation. Further, the Government should ensure that latest technology and greatest level of care is observed in these jobs so that the element of risk involved therein is minimized. (Para No. 4.2.68)</p> <p><b>Hospital Patient Care Allowance/Patient Care Allowance</b></p> <p>The Commission has separately recommended extension of adequate insurance cover to all such categories of employees who face an element of risk in discharge of their official functions. This insurance cover should be extended to all the categories that are presently in receipt of HPCA/PCA. Simultaneously, HPCA/PCA should be withdrawn as no rationale would exist for these allowances once the element of risk is covered by grant of an appropriate insurance cover. The loss incurred by the employees on this account would be more than compensated in respect of existing Group D employees who will be upgraded to Group C. This loss, for Group C</p>	<p>Introduction of Risk Insurance Scheme w.e.f. 1.4.2009 after consultation with Staff Side and continuation of Risk Allowance till March 31, 2009.</p> <p>Introduction of Risk Insurance Scheme w.e.f. 1.4.2009 after consultation with Staff Side and continuation of HPCA/ PCA till</p>												

	employees, should be compensated in form of Performance Related Incentive Scheme. (Para No. 3.6.18)	March 31, 2009.						
7.	<b>Uniform Related Allowances</b>							
(i)	Following rates of Uniform Allowance are recommended by the Commission for personnel and officers in CPMFs/CPOs/RPF/IPS: - <table border="1" data-bbox="418 300 1040 470"> <thead> <tr> <th>Grant</th> <th>Rate</th> </tr> </thead> <tbody> <tr> <td>Initial grant</td> <td>Rs.14000</td> </tr> <tr> <td>Renewal grant</td> <td>Rs.3000 (payable after every three years)</td> </tr> </tbody> </table>	Grant	Rate	Initial grant	Rs.14000	Renewal grant	Rs.3000 (payable after every three years)	Accepted
Grant	Rate							
Initial grant	Rs.14000							
Renewal grant	Rs.3000 (payable after every three years)							
(ii)	Following rates of uniform allowance are recommended for Coast Guard officers:- <table border="1" data-bbox="407 533 1049 703"> <thead> <tr> <th>Grant</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>Initial grant</td> <td>Rs.16000</td> </tr> <tr> <td>Renewal grant</td> <td>Rs.5000 (payable after every three years)</td> </tr> </tbody> </table>	Grant	Amount	Initial grant	Rs.16000	Renewal grant	Rs.5000 (payable after every three years)	Accepted
Grant	Amount							
Initial grant	Rs.16000							
Renewal grant	Rs.5000 (payable after every three years)							
(iii)	Existing rates of Kit Maintenance Allowance to be doubled for all categories of employees presently in receipt of this allowance. Uniform Allowance for nurses should also be increased to Rs.500 per month. (Para No. 4.2.76)	Accepted						
(iv)	The rates of Uniform Allowance and Kit Maintenance Allowance for all the above categories shall be increased by 25% every time the Dearness Allowance on revised pay bands goes up by 50%. (Para No. 4.2.77)	Accepted						
8.	<b>Miscellaneous Allowance</b> The Commission recommends doubling of the extant rates of Cycle Allowance, Washing Allowance, Cash Handling Allowance, Special Allowance, Night Duty Allowance and Split Duty Allowance. Similarly, rates of allowances specific to different Ministries/Departments/Organisations not covered in this Report will also be doubled. The rates of these allowances will be increased by 25% every time the Dearness Allowance payable on revised pay scales goes up by 50%. Simultaneously, Machine Allowance should henceforth be withdrawn. (Para No. 4.2.81)	Accepted						
9.	<b>Caretaking Allowance</b> The amount of caretaking allowance may henceforth be paid at the rate of 10% of the aggregate of pay in the pay band and grade pay thereon. (Para 3.8.8)	Accepted						
10.	<b>Training Allowance and Sumptuary Allowance in Training Academies and Staff Colleges</b>							
(i)	The training allowance may be raised to 30% of basic pay for deputationist trainers drawn from Government, universities and academic institutions working as faculty members in the National/Central Training Academies and Institutes for Group A officers. This allowance may continue to be drawn for the period the trainer is on study or tour related to training activities. Separate deputation allowance will not be payable to these trainers. It may continue at the existing rate for other training establishments. (Para No. 6.4.6)	Accepted						
(ii)	The Sumptuary allowance may be raised to Rs.3500 per month for the Director or Head of these National /Central Training Establishments for Group A Officers and also be extended to Course Directors and Counselors at the rate of Rs 2500 and Rs 2000 per month respectively. (Para No. 6.4.6)	Accepted						
11.	<b>Leave Travel Concession (LTC)</b>							
(i)	Central Government employees should be allowed to travel to their home town along with their families on three occasions in a block of four years and to any place in India on the fourth occasion. This facility shall be available to the Government officers only for the first two blocks of four years applicable after joining the Government for the first time. The blocs of 4 years shall apply with reference to the initial date of joining	Accepted						

(ii)	<p>the Government even though the employee changes the job within Government subsequently. The existing blocks will remain the same but the entitlements of the new recruit will be different in the first eight years of service. All other provisions concerning frequency of travel under LTC are to be retained. (Para No. 4.3.5)</p> <p>Travel entitlements, whether for the purpose of official tour/transfer or LTC, should be same but no daily allowance will be payable for travel on LTC. Further, the facility shall be admissible only in respect of journeys performed in vehicles operated by the Government or any Corporation in the public sector run by the Central or State Government or a local body. (Para No. 4.3.6)</p>	Accepted
(iii)	<p>Parents and/or step parents (stepmother and stepfather) who are wholly dependent on the Government employee shall be included in the definition of family for the purpose of LTC irrespective of whether they are residing with the Government employee or not. The definition of dependency is being linked to the minimum family pension for all purposes. Accordingly, all parents and/or step parents whose total income from all sources is less than the minimum family pension prescribed in Central Government and dearness relief thereon would be included in the definition of family for this purpose. The extant conditions in respect of other relations included in the family including married /divorced /abandoned /separated /widowed daughters shall continue without any change. (Para No. 4.3.7)</p>	Accepted
(iv)	<p>While encashment of Earned Leave upto 10 days along with LTC to the extent of total of 60 days may be continued, the leave encashed at the time of availing LTC should not be deducted from the maximum amount of Earned Leave encashable at the time of retirement. Consequently, the employees would be eligible to encash 300 days of Earned Leave at the time of their retirement, even though they may have encashed Earned Leave of upto 60 days during their career while availing LTC, whether to their home town or to any place in India. Insofar as Railways is concerned, the employees shall be allowed to avail of this encashment at the time of availing of passes for a maximum of 60 days in the entire career subject to the condition that successive encashment cannot be made before a minimum period of two years has elapsed. (Para No. 4.3.8)</p>	Accepted

### Short Notes:

#### **Cadre Review Committee:**

ARTEE had submitted a detailed (in 41 pages) proposal with all logical supports to the 6<sup>th</sup> Central pay Commission for the cadres ranging from Helper to Assistant Engineer, taking care of the pay scale discrepancies, stagnation in various cadres, promotional aspects, re-designation reflecting the nature of job, merger of cadres, various allowances especially applicable to our member cadres etc. But as you are aware, pay commission has included the employees of AIR & DD under their purview only after the minutes issued by the Secretary, Ministry of I&B on the eve of the proposed mass CL announced by NFADE. So when we met the member of Pay commission, along with the other office bearers of NFADE, it was told that they may not be in a position to study our issues in detail as it was very late, they will try to incorporate some proposals in general recommendations and in case of the left out proposals, it may be taken up with the ministry after their report. Accordingly when it was reflected in the pay commission report we have approached the Secretary I&B to take up the proposal submitted to the Pay Commission for settling the remaining issues. Secretary I&B had advised member (P), Prasar Bharati to consider the pending issues in the Cadre Review Committee. Accordingly cadre review committee has agreed to wait for the final report by the Committee Of Secretaries on the recommendations of 6<sup>th</sup> Pay Commission. Now the notification of pay commission recommendations are out, we will take up the parts of our proposal which are not taken care of in Pay commission report, with the Cadre review committee.

#### **ACP:**

We have been fighting for the implementation of ACP scheme for our cadres, which were rejected repeatedly by the authorities including DOP&T. ultimately we were compelled to file a case in Hon'ble CAT Kolkata which was won also. Thereafter department has appealed in the Hon'ble High Court of Kolkata. Meanwhile, after repeated discussions with various officials including CEO, Prasar Bharati, department had forwarded a proposal, to extend the benefit of ACP to subordinate engineering cadres, to the Ministry of I&B. this is the first time the o/o DG, AIR & Prasar Bharati has agreed with our demand.

### Opening promotional Channel for Diploma AEs & ITI SEAs:

We have been making efforts for opening promotional channel for Diploma AE's and ITI SEA's since long. After the advice of Hon'ble Supreme Court to find some solutions to remove the acute stagnation, the department has agreed to consider the proposal on the basis of differential length of service. Though we have faced lot of obstacles for this proposal, the vigorous efforts of our association resulted in getting approval of E-in-C and DG(AIR & DD).when the proposal was presented to the Prasar Bharti Board, the Board opined to take the view point of National Productivity Council.

Accordingly the proposal was forwarded to NPC and ARTEE had an opportunity to meet the senior officials of NPC. Now this proposal is back in the O/o DG AIR and it is decided to sent both the files, i.e. Diploma AE's and ITI SEA's, to the Ministry for necessary amendments in the recruitment rules.

### **List of Life Members:**

LM. No.	NAME	Desig.	Place of posting		
8509	P.Pandurangan	Tech	AIR	Pondicheri	TAMIL NADU
8510	R.Balamurugan	Tech	AIR	Pondicheri	TAMIL NADU
8511	Rani Kalaimaran	AE	DD	Pondicheri	PONDICHERRY
8512	S.Mangaiyarkarasi	SEA	DD	Pondicheri	PONDICHERRY
8513	Manikandan P.R.	EA	DD	Pondicheri	PONDICHERRY
8514	D.Latchoumy	EA	DD	Pondicheri	PONDICHERRY
8515	G.Selyaraj	Sr Tech	DD	Pondicheri	PONDICHERRY
8516	A.Ethiradjou	Sr Tech	DD	Pondicheri	PONDICHERRY
8517	Chandra Shekhar Azad	EA	DD	Lucknow	UTTAR PRADESH
8518	Arjun Singh	SEA	AIR	Nagaur	RAJASTHAN
8519	Sohan Lal Yadav	EA	AIR	Lucknow	UTTAR PRADESH
8520	Jamuna Prasad	EA	AIR	Lucknow	UTTAR PRADESH
8521	Sunil Kr. Rawat	EA	AIR	Lucknow	UTTAR PRADESH
8522	Anil Kr. Panjeta	SEA	DD	Dehradun	UTTARANCHAL
8524	Pratovan Kumar	Tech	DD	Dehradun	UTTARANCHAL
8525	Neizekhotuo Yhome	EA	DD	Kohima	NAGALAND
8526	T.Thonkepa Chung	Tech	DD	Kohima	NAGALAND
8527	A. Takososang	Sr Tech	DD	Kohima	NAGALAND
8528	Jyoti Prakash Mishra	Tech	DD	Sambalpur	ORISSA
8529	Jenamani Nayak	Tech	DD	Sambalpur	ORISSA
8530	Amarendra Behera	SEA	DD	Sambalpur	ORISSA
8531	Prafulla Kumar Ratha	EA	DD	Sambalpur	ORISSA
8532	Ghanashyam Mandodari	Sr Tech	DD	Sambalpur	ORISSA
8533	Sanatan Murmu	Tech	AIR	Cuttack	ORISSA
8534	Shantanu Biswas	EA	AIR	Kolkata	WEST BENGAL
8535	M.S.V.A.S.R.S.Seshagiri	EA	AIR	Tura	MEGHALAYA
8536	Sanjay Kumar Bhargav	Tech	DD	Jaisalmer	RAJASTHAN
8537	M.Madhusuthenan Pillai	EA	DD	Kottarakkara	KERALA
8538	G.Chaturvedi	AE	DD	Jabalpur	MADHYA PRADESH
8539	Manna Lal Rao	Helper	DD	Lakhanad	MADHYA PRADESH

				on	
8540	Ashish Kr. Vishvkarma	EA	DD	Narshinghpur	MADHYA PRADESH
8541	Suraj Prakash Meshram	Tech	DD	Lakhanadon	MADHYA PRADESH
8542	Manju Manvani	EA	AIR	Delhi,CE(R&D)	DELHI
8543	Pande Tushar Shivprasad	Sr Tech	DD	Pune	MAHARASHTRA
8544	Ramesh Waghu Ranware	SEA	DD	Pune	MAHARASHTRA
8545	B.R.Singh	EA	AIR	Ratnagiri	MAHARASHTRA
8546	O.P.Singh	Sr Tech	DD	Fatehpur	UTTAR PRADESH
8547	Mohit Kumar Pankaj	Tech	DD	Fatehpur	UTTAR PRADESH
8548	Pawan Kumar	EA	AIR	Udaipur	RAJASTHAN
8549	S.D.Ankam	Tech	DD	Sironcha	MAHARASHTRA
8550	Sanjeev	EA	DD	Bokaro Steel City	BIHAR
8551	Durga Charan Sahoo	Tech	DD	Puri	ORISSA
8552	Ram Shakal Singh	EA	AIR	Raigarh	CHHATTISGARH
8553	K.Pradeep Kumar	EA	DD	Mangalore	KARNATAKA
8554	K.P.Saha	EA	DD	Ranchi	JHARKHAND
8555	E.S.Jafri	EA	DD	Muzaffarpur	BIHAR
8556	L.K.Choudhary	Tech	DD	Muzaffarpur	BIHAR
8558	Jagdish Kr. Sharma	EA	DD	Raipur	CHHATTISGARH
8559	Munil Kumar Singh	EA	AIR	Patna	BIHAR
8560	R.Vijayanand	Tech	AIR	Tirunelveli	TAMIL NADU
8561	J.Evanjaline Thanapackiam	SEA	AIR	Tirunelveli	TAMIL NADU
8562	G.L.F.Francy Williams	SEA	AIR	Tirunelveli	TAMIL NADU
8563	Suresh Lakandri	Tech	AIR	Silliguri	WEST BENGAL
8564	Uttam Bhattacharjee	Tech	AIR	Silliguri	WEST BENGAL
8565	Chitta Rajan Saha	Helper	AIR	Silliguri	WEST BENGAL
8566	Nand Kumar Pachavri	Tech	DD	Delhi, DDK	DELHI
8567	M.V.Kadam	Tech	DD	Amravati	MAHARASHTRA
8568	Ajay Kumar	EA	DD	Delhi,CPC	DELHI



# Letters on the implementation of 6<sup>th</sup> CPC recommendation to the employees of AIR & DD.

D.O.No.3/1/2008-IC

SECRETARY

DEPARTMENT OF EXPENDITURE

MINISTRY OF FINANCE

GOVERNMENT OF INDIA

New Delhi May 22,2008

Sushama Nath

Dear Smt. Swarup,

Please refer to your D.O.No.1604/63/06-BA(E) dated 14<sup>th</sup> May,2008 regarding inclusion of Prasar Bharti employees in the terms of reference of Sixth Central Pay Commission.

2. In Para 7.22.20 of its report, the Commission has stated that it is not making any recommendations on the posts in Prasar bharti, since it is an autonomous body and therefore, outside the Terms of Reference of the Commission. Further, it is stated that, in any case Central Government employees on deemed deputation on Prasar Bharti will be governed by the extant rules in this regard.
3. In so far as autonomous bodies are concerned, once the Pay commission recommendations are implemented for Central government Employees, Department of Expenditure takes separate action for extending the revised pay scales for such of those autonomous bodies which have adopted Central government Pay Scales for their employees.

With regards,

Yours sincerely,

Sd/-

(Sushama Nath)

Ms. Asha Swarup,  
Secretary, Ministry of Information & Broadcasting,  
Shastri Bhawan, New Delhi

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**No.29/21/2008-Admn.- II, dated 04/09/08**

Government of India

Ministry of Information and Broadcasting,

A-wing Shastri Bhawan, New Delhi

OFFICE MEMORANDAM

**Subject: Implementation of Sixth Central Pay Commission recommendations- regarding**

The undersigned is directed to refer to Notification No.G.S.R.622(E) dt29/8/08 by M/o Finance, D/o Expenditure, notifying Central Civil Services (Revised Pay) Rules 2008, and to say that further necessary action on the same may kindly be taken.

Sd/-

**(Ram Phal)**

Undersecretary to the Govt. of India

Tel:23384990

To  
All attached and subordinate offices  
DG:AIR & DG:DD

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**PRASAR BHARTI**

**(BROADCASTING CORPORATION OF INDIA)**

**DIRECTORATE GENERAL: ALL INDIA RADIO**

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No.9/1/2008-Scor/440

New Delhi, dated 5.09.2008

Subject: - Implementation of Sixth Central Pay Commission recommendations regarding.

Enclosed find a copy of Ministry of I & B's O.M. No. 29/21/2008-Admn.II dated 4.9.2008 on the subject cited above for information and further necessary action. The Notification is available on Department of Expenditure, Ministry of Finance website (Sixth Central Pay Commission).

**(S.S.Dalal)**

Dy. Director Admn.(S)

1. All Officers / Sections in the Directorate including P&D Unit and CCW. 2. All AIR Stations / Offices.

3. All Recognised Staff Associations of AIR (as per AIR Manual).

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**Grant of Non-Productivity Linked Bonus (Ad-Hoc Bonus) to Central Government Employees for the year 2007-08:** The ministry of finance order no-7/24/2007/EIII (A) dated 5<sup>th</sup> September 2008 for Group-C and Group-D and all non-gazetted employees in Group-B, who are not covered by any Productivity linked bonus scheme. The calculation ceiling of Rs 2500/- will remain unchanged. Adhoc bonus for thirty days would work out to Rs. 2467/-.

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## Balance Sheet for the years 2006-07 and 2007-08.

**NARENDER SINGH & CO.**  
Chartered Accountants

B-38, Christian Colony (Main Road)  
Patel Chest, Delhi University,  
Delhi- 110007  
Ph: 23640473, Mobile : 9810329312  
E-mail : nsbisht2003 @yahoo.com

### AUDITOR'S REPORT

THE MEMBERS,

1. We have audited the balance sheet of **Association of Radio & T.V. Engg. Employees (ARTEE)** as at **31<sup>st</sup> March, 2008** and also annexed Income & Expenditure Account and Receipts & Payments Account for the year ended on that date. These financial statements are the responsibility of the management of the Society. Our responsibility is to express an opinion on these financial statements based on our audit.
2. We conducted the audit in accordance with auditing standards generally accepted in India. These standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatements. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by the management as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.
3. We further report that :
  - a) We have obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purpose of audit,
  - b) The Balance Sheet and the Income & Expenditure Account referred to in our report are drawn in conformity with the Books of Accounts,
  - c) In our opinion, and to the best of our information and according to the explanation given to us, the said accounts give a true and fair view:
    - (i) In so far as it relates to the **ARTEE's** Balance Sheet, of the State of Affairs of the Society as at 31.03.2008
    - (ii) In so far as it relates to the **ARTEE's** Income & Expenditure Account, of the excess of expenditure over income of the Society for the year ended on 31<sup>st</sup> March 2008.

For Narender Singh & co.  
Chartered Accountants  
Narender Singh  
(Narender Singh)  
Partner



Place : Delhi  
Date : 29/08/08  
Wtarayani

Branch office: 348, Kandoli, Bank Colony, Deharadun, Uttaranchal

**ASSOCIATION OF RADIO & T.V. ENGG. EMPLOYEES (ARTEE)  
BALANCE SHEET AS AT 31ST MARCH, 2008**

<b>LIABILITIES</b>		<b>AMOUNT</b>	<b>ASSETS</b>		<b>AMOUNT</b>
<b>Corpus Fund</b>			<b>Deposits</b>		
Opening balance	2,202,093.98		FDR-BOI	100,000.00	
Add: LM Fee			FDR ( From pnb )	775,000.00	
Addition during the year	189,500.00		FDR-HDFC-80K-36M	600,000.00	
	<u>239,1593.98</u>		FDR-IDBI	100,000.00	
Less: Excess of expenditure over Income	61,288.28	<b>2,330,305.70</b>	FDR-PNB-June-07-21M	350,000.00	
			MUTUAL FUND - SBI MAGNUM	40,000.00	
			UTI ( ARS ) Bonds	<u>200,000.00</u>	<b>2,165,000.00</b>
<b>Current Liabilities</b>			<b>Loans &amp; Advances</b>		
Auditors Fee Payable	<u>5,000.00</u>	<b>5,000.00</b>	Advance to state office(Gujrat)	1,000.00	
			Advance to Ashok Pant(R.O.)	55.00	
<b>Suspense A/C</b>			M.DUTTA	17,000.00	
Suspense	<u>9,560.00</u>	<b>9,560.00</b>	R.K.BAJPAI	<u>27,000.00</u>	<b>45,055.00</b>
			<b>Cash and Bank Balances</b>		
			<b>Bank Accounts</b>		
			Punjab National Bank	59,901.39	
			Bank of India	67,899.00	
			State Bank of India	<u>6108.31</u>	<b>133,908.70</b>
			<b>Cash in Hand</b>		
		<u><b>2,344,865.70</b></u>			<u><b>902.00</b></u>
					<u><b>2,344,865.70</b></u>

As per our report of even date attached

for Narender Singh Co.  
Chartered Accountants  
Narender Singh  
CA Narender Singh  
Partner



Place : Delhi  
Date : 29/08/08

Association of Radio & TV Engg. Employees

For Association of Radio & TV Engg. Employees

*[Signature]*  
President

*[Signature]*  
G. Secretary

*[Signature]*  
Treasurer

**ASSOCIATION OF RADIO & T.V. ENGG. EMPLOYEES**

**BALANCE SHEET AS ON 31ST MARCH, 2007**

<u>LIABILITIES</u>	<u>AMOUNT</u>		<u>ASSETS</u>	<u>AMOUNT</u>
<b><u>Corpus Funds</u></b>			<b><u>CURRENT ASSETS :</u></b>	
Opening Balance	2,180,669.73		Cash	32,318.00
Add: LM Fee Recd.	60,000.00		<b><u>Bank Accounts:-</u></b>	
	<u>2,240,669.73</u>		B.O.I.	47,947.00
Less: Excess of Exps.			P.N.B.	33,456.39
Over Income	38,575.75	2,202,093.98	S.B.I.	5,699.59
			<b><u>Deposits:-</u></b>	
<b><u>Current Liabilities</u></b>			FDR (PNB) -I	750,000.00
Auditors Remuneration Payable		5,000.00	FDR (PNB) -II	350,000.00
Payable to South Zone		1,327.00	FDR (HDFC)-I	80,000.00
			FDR (HDFC)-II	600,000.00
			Mutual Fund - SBI Magnum	40,000.00
			UTI (ARS) Bonds	200,000.00
			<b><u>Loans &amp; Advances:-</u></b>	
			Advance to East Zone	25,000.00
			M. Dutta	17,000.00
			R.K. Bajpai	27,000.00
		<u><u>2,208,420.98</u></u>		<u><u>2,208,420.98</u></u>

Compiled from Books of Accounts, Records, Vouchers  
Information & Explanations produced before us.

For Praveen Kumar Goel & Associates  
Chartered Accountants

*(P.K. Goel)*  
Proprietor

Place : New Delhi  
Dated : 10-01-2008



Association of Radio & T.V. Engg. Employees

*(Gen Secy)*  
General Secretary

*(Treasurer)*  
Treasurer

*(President)*  
President

**New Office Bearers**

<u>UNIT</u>	<u>UNIT SECRETARY</u>	<u>ASSTT. UNIT SEC.</u>	<u>TREASURER</u>
LPT Solapur (Maharashtra)	Sh.Arvind Mane	Sh.Balkrishna Dugdikar	Smt.Shabna Shaikh
DDK Thirunelveli(Tamil Nadu)	Sh.K. Ramadoss	Sh.V.Esakkimuthu.	Sh.E.Bahadur Ramiah
AIR Dhipu (Assam)	Sh. Debasis Datta	Sh. Debasis Datta	Sh. Debasis Datta
AIR Silchar (Assam)	Sh.Rathindra Chandra Das	Sh.Bibratajoti Deb Roy	Sh.Mridul Chakraborty
DDK Dibrugarh (Assam)	Sh.L.K.Timsina	Sh. A.K.Sarmah Sh Sanjib Das	Sh.T.N.Sargiary
AIR Guwahati (Assam)	Sh. Akshay Kr. Bora	Sh Basnta Kr. Kakati Sh.kutiswar Hajong	Sh.Dhruba Jyoti Baran Smt. Deepamoni Deka
AIR Siliguri (West Bengal)	Sh.Brihat Ch. Roy	Sh. Uttam Bhattacharya Sh.S.K. Sribastav	Sh. Suman Sutadhar
AIR Kailashahar	Sh Pradip Das	Sh. Pranab Debnath	Sh. Suman Das
LPT Miao (Arunachal Pradesh)	Sh.P.B.Deori	Sh.S.N.Deori	Sh M. Baruah
AIR Pithoragarh (UK)	Sh Moolchand	Sh.Dinesh Bhatt	Sh. Lalit Mohan Chobey
AIR Mathura (UP)	Sh Nehal Singh	Sh.R.P.Aggarwal Sh.V.K.Aggarwal	Sh. Avai Srivastava