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आकाशवाणी एवं दूरदर्शन तकनीकी कर्मचारी संघ A.I.R. & D.D. Technical Employees Association

(भारत सरकार द्वारा पंजीवृफ्त एवम् मान्यता प्राप्त)
(Registered and Recognised by Govt. of India)

No. 2298/63

www.adteaindia.org

पोस्ट बाक्स नं. 736
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July 30, 2010
New Delhi

To

Shri S. Jagathrakshakan
Hon'ble Minister of State I & B
Shastri Bhawan
New Delhi

Ref: Meeting held with your Honour in Chennai

Sub: Meeting held with your Honour in New Delhi

1. Grant of ACP scheme to subordinate Engg. Employees:-

The MACP benefit as per the recommendations of VIth pay commission has been granted to the lower Engg. Cadres but benefit under ACP Scheme as per the recommendations of Vth Pay Commission is yet to be granted. ADTEA opened this case before Director General: AIR, CEO – PBB and various officers in the MIB. Hon'ble CAT of Kolkata and Patna have adjudicated in favour of grant of ACP to AEs because the AEs of CCW wing who are structurally and functionally similar to the AEs of AIR & DD have been granted the benefit of ACP as per the directive of Hon'ble CAT. In view of the disparity arising out of grant of ACP to AEs of CCW and denial of the same benefit to AEs of AIR & Doordarshan, ADTEA took up this issue at various levels and finally the matter was referred to Ministry of law in June 2010.

We request your Honour's personal intervention to resolve the matter at the earliest occasion as all the subordinate Engg. employees i.e., from Helper to Assistant Engineer are deprived of this benefit.

2. Refixation of pay under MACP to the cadre of Assistant Engineers:-

The MACP benefit given to the subordinate Engg. employees has created an organizational problem in AIR and Doordarshan because EAs/SEAs have got the grade pay of Rs. 5400/- after fixation of pay as per MACP on the ground of merger of grade pay of EAs & SEAs by Ministry of finance where as class II Gazetted officers (AEs) have been placed in the grade pay of Rs. 4800/- as their promotion at the stage of SEA has not been ignored.

The whole fixation process is full of irregularities and discrepancies in the hierarchy as EAs & SEAs are at present entitled to air travel whereas AEs (Class II Gazetted Officers) are entitled to travel by train.

ADTEA had held meetings with DG: AIR on 20.07.10 and with CEO on 23.07.10 wherein it was assured that re-fixation of pay under MACP benefit in the case of AEs will be done within 15 days.

3. Grant of Grade pay of Rs. 5400/- to AEs of AIR & Doordarshan: -

The grade pay of Rs. 5400/- as recommended by VIth pay commission has not been given to AEs who have completed four years of service till date. If the implementation of said grade pay is done without delay, in that case all the AEs will be placed in grade pay of Rs. 6600/- and more after grant of benefit under MACP scheme.

This matter has been raised by ADTEA time and again but its implementation is still

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awaited. We request your graciousness today during the meeting to accord priority to this matter as any amount of delay will cause unnecessary loss of monetary benefit as well as legitimate right of AEs.

4. Promotion from Assistant Engineer to JTS:-

A considerable number of posts in the cadre of JTS are lying vacant. A letter seeking Vigilance clearance had been sent by DG: AIR to all Zonal CEs for 125 Nos. of vacant posts but till date in the name of eligibility criteria/court case, promotions have been denied to the cadre of AEs for the last so many years. Had it been given timely, many AEs would have been placed in higher grades in comparison to what they are getting today.

We, therefore, request your Honour to kindly issue instructions to DG: AIR to release their promotion list at the earliest possible.

5. Cadre Review Committee Report:-

ADTEA being a member of the committee had proposed certain changes in the report for the betterment of subordinate Engg. Employees. In the light of recommendations of VIth Pay Commission, as per request of ADTEA in its meetings with DG: AIR & CEO: PB, a committee has once again been formed to look into the matter regarding review of various subordinate cadres which is expected to give its report to Prasar Bharati within one month.

We request you to kindly intervene in the matter & get it resolved at the earliest.

6. One Scale for all posts of one cadre:-

We wish to apprise your Honour once again that in AIR & Doordarshan, two different grade pays are in vogue for single post in the categories of Helper, Technician and Engg. Assistant. This unique anomaly has not only created confusion but also unrest amongst the employees who are placed in lower grade pay. ADTEA held a meeting with DG: AIR on 20.07.10 and with CEO: PB on 23.07.10 wherein it was decided to remove this glaring anomaly shortly in a time bound manner. The concerned file will be sent to Ministry shortly. We request your good self to impart justice to these deprived categories of employees by taking some personal interest in the matter.

7. Merger of EA with SEA and Tech. with Sr. Tech. :-

The merger of grade pay of EA with SEA has already been done and the Ministries of Finance and DOPT have also recommended to merge these cadres on functional grounds but the same is yet to be done. Further, the merger of the cadres of Tech. & Sr. Technician is also required immediately to maintain and rectify the vertical harmony of promotions.

This matter was raised in DG: AIR & CEO in separate meetings with our Association but nothing concrete has been done in this regard so far & needs your Honour's kind intervention.

8. Enhancement of promotional quota of Sr. Tech to Engg. Asstt. from 20% to 50% :-

The same has been proposed by the DG: AIR & CEO during meeting with ADTEA vide file No. S-IV (A)/13/2008. As the implementation of the recommendations of Cadre Review

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Committee shall take considerable time, therefore, your Honour is requested to kindly intervene to get the needful done.

9. Proposal for grant of seniority- cum-fitness quota from Helper to Technician: -

ADTEA raised this issue before E-in-C, DG: AIR & CEO and finally it was agreed upon that at least 20% quota on the basis of seniority –cum- fitness should be immediately given to Helpers as interim relief.

In the Cadre Review Repot, more quota has been proposed to maintain equality amongst other cadres. As Cadre Review is being delayed, therefore interim relief should be released to this cadre.

It is pertinent to mention here that all the Helpers who had joined as Helpers are retiring as Helpers due to apathy & indifference of our department.

To impart justice to these low-paid employees, interim order will serve the purpose and is highly required. The proposal for amendment in the Recruitment Rules after merger of the pay-scales of Khalasis/Helpers has also cleared the various stages and the DOPT has agreed that the administrative machinery is fully empowered to cause amendment in the Group 'D' post.

It is requested to start the promotions on the basis of Sr.-Cum-fitness quota from Helper to Technician & eligibility of 8 years of combined service of Khalasi & Helper to take the examination.

10. Notional Pay Fixation for Tech. & Sr. Technician w.e.f. July 1983: -

After several rounds of meetings with ADTEA, Prasar Bharati Board on discovering the anomalies had recommended the notional pay fixation after long battles in the Board meetings but till date the Tech. and Sr. Techs. are awaiting the outcome.

Your personal intervention can provide relief to these deprived & underprivileged class of employees.

11. Promotional Avenues for subordinate Engg. Cadres: -

- Opening up of promotional channels for BSc/Diploma holder AEs to JTS: - ADTEA discussed this matter threadbare with all the Sr. Officers of AIR and Doordarshan but nothing concrete has been done in this regard as yet.
- Opening up of promotional channels for certificate holder EA/SEAs to AEs: - This issue also met the same fate and no action has been taken so far.

We request your good self to kindly direct the opening up of promotional channels immediately without any further delay because the employees are retiring without getting promotional benefits.

12. Compensatory Appointment: -

In the past, ADTEA had forwarded several representations of compensatory appointments from time to time but the present quota of 5% is much less and needs to be enhanced. Efforts should be done by AIR Directorate at official level to propose more quota to MIB and DOPT etc.

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13. Overtime Allowances: -

The major chunk of employees in the cadres of Tech. & Sr. Tech. who were eligible for OT allowance has crossed the eligibility limit. As your Honour is fully aware that there is acute shortage of staff & the employees are forced to perform extra duty without OTA or compensatory offs. We request that the ceiling of OTA should be enhanced and upper limit (after 6th pay commission) should be declared to avoid confusion & bring uniformity among the stations of AIR & Doordarshan.

14. Computerization of GPF Account: -

ADTEA discussed the matter at length with Director General: Doordarshan on 19.07.10, Director General: AIR on 20.07.10 and with CEO on 23.07.10. It was agreed to that the employees are facing a lot of problems & not getting their dues like GPF advance, withdrawal or post retirement benefits due to multiple no. of GPF Accounts on account of their Transfers.

Single computerized/Centralized Account regardless of promotions & consequent transfers of the employees can resolve the problem. Though all Sr. officers have conceded to the view projected by our Association, yet nothing tangible has been done in this regard so far. Therefore, your Honour's kind intervention is required for early disposal of the matter.

Sir, all the above stated issues need the kind intervention of your graciousness to impart justice to the deprived subordinate Engg. Cadres in particular and all employees of AIR&DD in general.

It is prayed accordingly.

With deepest regards from the core of heart.

Yours sincerely

(Kulbhushan Bhatia)
General Secretary
Mb. No. 9968272157

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