

Agenda Point No. 1

The replacement Scale of Engineering Assistant as on 01.01.1996

- a. That is, Govt. of India, with Hon'ble President pleasure, had revised the pay scale of Engineering Assistant since 01.01.1978 as Rs. 550-900 (in 3rd CPC) and Rs. 2000-3200 (in 4th CPC) through MIB order No. 310/15/93-B(D) dated 15.05.1995, at par with Sound Recordist of Doordarshan. **(Annexure 01)**
- b. That is, 5th CPC had proposed to down grade the pay scale of Sound Recordist from Rs 2000-3200 to Rs. 1600-2660 and thereby the same to Engineering Assistant. **(Annexure 02)**
- c. That is, **Govt. of India had out rightly rejected the above proposal of 5th CPC** regarding EA and through **Govt. of India resolution vide letter no.: G.I.M.F no.: 50(1)/IC/97 dated 30/09/1997**, matter of scale of Engineering Assistant had been referred to the committee of Secretaries for examination through Fast Track Mechanism. **(Annexure 03)**
Para "2" of Resolution further states that "during the pendency normal replacement scale will apply for Engineering Assistant."
- d. That is, Fast Track Committee examine the case of Engineering Assistant and made following observations :- **(Annexure 04)**
 - 1. While determining the pay scales, the Pay commission has wrongly presumed that qualification prescribed for Engineering Assistants is only Diploma whereas the qualification prescribed for direct recruitment is Degree in Engineering/Diploma in Engineering and as such.
 - 2. The nature of duties of Engineering Assistant and others in Ministry of I&B being distinct from other Engineering Cadres in other Ministries/Departments .
 - 3. The revision of the pay scales of these categories may not disturb the horizontal relativities and should be decide without linking it to the Engineering staff in other Departments.
 - 4. The pay scale of Rs. 2000-3200 granted to Engineering Assistant as per the Supreme Court direction should be protected to avoid discontentment/further litigation.
- e. That is, on the recommendation of Fast track Committee, DOP&T submitted a note, dated 05.11.1997, in concurrence with the MOS(PP) to the Cabinet UOI, to restore the Pay Scale of Engineering Assistant, by protecting the "**pay scale**" instead of "**pay**" as recommended by Pay Commission. **(Annexure 05)**

"Para 5-- However, keeping in view the fact that the pay scale of Rs. 2000-3200 was granted to Engineering Assistants as per the directions of the Supreme Court in the case of Shri. A. Rajshakaran Vs Union of India and that the Pay Commission has protected the pay scales in respect of certain categories of employees outside the Ministry of Information and Broadcasting, the proposal of the Ministry of Information and Broadcasting to protect the pay scale instead of pay of the existing incumbents of Engineering Assistant is placed before the Cabinet for Approval".

- f. Finally Cabinet, Union of India considered the note in its meeting dated 06.11.1997 and directed to Ministry of I&B to take the appropriate action in consultation with Ministry of Finance and Ministry of Personal, Public Grievances and Pensions. **(Annexure 06)**

The above development, clearly indicates that Govt. of India had never down-graded the pay scale of Engineering Assistant. MOIB officials had done severe conspiracy against Engineering Assistant cadre, by hiding

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the Cabinet note, dated 05.11.1997, of DOPT and the decision of Cabinet Union of India. Thus, MOIB had willfully deprived the entire Engineering Assistant cadre since inception of 5th CPC by issuing derogatory orders dated 05.12.1997 & 25.02.1999.

Hence, the issue of any "up-gradation" given to Engineering Assistant, through MOIB executive order dated 25.02.1999, does not arise at all.

Demand:

Keeping in view of above cabinet note (Para "e") and cabinet direction (Para "f") , it is requested that kindly issue the replacement scale order, i.e. Rs. 2000-3200 (in 4th CPC), Rs. 6500-10500 (in 5th CPC), by set aside the MOIB orders dated 05.12.1997 and 25.02.1999 for EA only, in favor of Engineering Assistants.

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