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Agenda point No. 5

Cadre Restructuring in Subordinate engineering Cadre employees

For Engineering Assistant and Sr. Engineering Assistant Cadre

For Engineering Assistant :-

- 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.
- c. That is, the recommendation of down-gradation was rejected by UOI by Govt. Resolution dated 30.09.1997 and the matter was given to the Pay anomaly committee for reconsideration through Fast Track mechanism. Govt. declared that **"pending the decision of Fast Track Committee, normal replacement scale will apply for Engineering Assistant"**.
- d. That is, On the basis of recommendation of Fast track Committee, DOP&T (Govt. of India) submitted a note dated 05.11.1997 **"to restore the Pay Scale of Engineering Assistant, by protecting the pay scale, instead of pay as recommended by 5th CPC"** and finally cabinet consider the note in its meeting dated 06.11.1997., and empowered the then Minister of I&B to take the appropriate action on the issue.
- e. That is, Minister of I&B took the decision to revised the pay scale of 11 categories of employees including Engineering Assistant (EA), as Rs. 2000-3200 (in 4th CPC), and Rs. 6500-10500 (in 5th CPC) through the order dated 25/02/1999, but in the name of **Up-gradation**.

For Sr. Engineering Assistant :-

- f. That is, by executive order dated 25.02.1999, SEAs were given the "upgraded scale" of Rs. 7450-11500 in 5th CPC.
- g. That is, in later stage, the pay scale of Sr. Engineering Assistant (SEA) has been revised on 10.06.2002 by the MIB order No. 310/50/99-B(D)/BA(E), as per the verdict dated 07.12.2001 by Hon'ble Apex Court in the SLP No. CC 5902-5908/2001 (upheld the Hon'ble CAT Bangalore order in OA 22/99), to Rs. 2000-3275 from 01.01.1986 to 31.12.1995, in 4th CPC. **(Annexure 02)**
- h. That is, on the direction of Hon'ble Supreme Court SLP(C)5902-5908/2001, MOIB in consultation with MOF and DOPT created the scale of Rs. 2000-3275 for Senior Engineering Assistant in 4th CPC. As per the recommendation of 5th CPC, Scale of Rs. 2000-3200 and Rs. 2000-3500 has been rationalized into Rs. 6500-10500. Hence, Rs. 2000-3275 is also rationalized in the same pay scale i.e. Rs. 6500-10500.

SVA

- i. That is, as per the 6th CPC, both the scales of EA (i.e. 6500-10500) and SEA (i.e. Rs. 7450-11500) have their replacement scale of Rs4600/- Grade Pay in pay band II. Since the Grade Pay of both cadres, i.e. EA and SEA, have become identical in 6th CPC, hence as per DOPT norms, merger of both the cadres i.e. EA and SEA is pending before the Hon'ble High Court Delhi, since inception of 6th CPC. **It is most unfortunate, that, In the name of merger, department has not done any promotion of EA to SEA from 2009 till date.**

Since, SEA is the promotional cadre of EA having identical Duties and Job Responsibilities. Hence, as per M. C. Aggrawal cadre review committee report, Ministry of I&B had filled an affidavit in the Hon'ble PB CAT Delhi, in Praveen Kumar & others Vs. UOI in 2010, stating that, approval of merger of both EA/SEA, with the designation "Broadcast Engineer" having qualification of "Degree in Engineering", has been received from DOPT and department of Expenditure. MOIB has to finalize the RRs of the merged cadre, for which MOIB had sought 6 months' time from the Hon'ble PB CAT. The same judgment was also extended to ADTEA Vs. UOI, EA/SEA merger case.

Demand

Keeping in view of above deliberations, we request to merge both the posts of EA/SEA from 01.01.2006 with the Designation "Broadcast Engineer", having qualification "Degree in Engineering" for future incumbents, in Rs. 4600/- Grade Pay, in 6th CPC.

SMS