



President  
Mob.: 09968241607  
E-mail : bharatlalbl@yahoo.com

General Secretary  
Mob.: 09868129029  
E-mail : pawankr.kohli@gmail.com

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

(भारत सरकार द्वारा पंजीकृत एवम् मान्यता प्राप्त)  
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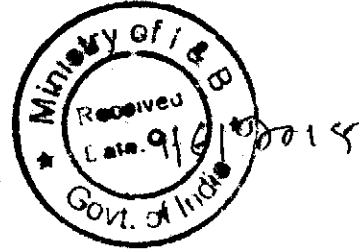
www.adteaindia.org

पोस्ट बाक्स नं० 736  
Post Box 736  
नई दिल्ली- 110001  
New Delhi-110001

No: TEA/2015/Cadre Review/54

Dated:-01-06-2015

To,  
The Secretary  
Ministry of Information & Broadcasting  
Shastri Bhawan,  
New Delhi -110001.



**Subject: Views, suggestions, proposal for Cadre Review.**

Ref.: Retrograde, irrational, illogical and unfair draft proposals of cadre review exercise by Cadre Review Committee

Hon'ble Sir,

1. It is humbly submitted that since because the wages, service conditions, career-progression prospects etc. of the subordinate engineering employees were not studied by the 6<sup>th</sup> CPC on account of the fact that by the time their status of government employees by amendment of Section 11 of PB Act became clear, the 6<sup>th</sup> CPC had almost finalized its report and as a last ditch efforts, it was stated in the report that Central government employees on deemed deputation to Prasar Bharati will be governed by the extant rules in this regard. Resultantly, the anomalies and disparities in their wages structure, which were persisting ever since the implementation of 5<sup>th</sup> CPC (01/01/1996), could not be removed. As such since 1996, neither their pay-scales have been revised by an expert body nor the review of their cadres have been carried out due to which chronic ills afflicting the service matters have not been cured. Further, during the last 20 years an account of multiplicity of the litigations pertaining to service matters between the employees and the government and several court-verdicts going in favor of the employees, has further drastically affected and changed the pay structure of various cadres of the said employees. It will not be out of context to mention here that due to non-implementation and half-hearted implementation of the courts' orders, a multitude of anomalies and discrepancies have crept in the wages of the employees and in many cases, juniors are drawing more emoluments than their seniors and uniform pattern in vertical and horizontal harmony is seen to be disturbed.
2. For the last 20 years there has been no independent review of the structure, cadres and posts in AIR & DD and changes required in terms of ratios within the cadres, relativity between various posts as well as pay and other benefits have not been carried out. The employees in general and subordinate engineering cadres in particular and

ADTEA ZONAL HEADQUARTERS :-

EAST ZONE  
P.B. No. 2607  
Kolkata-700001

NORTH ZONE  
P.B. No. 736  
N.D. 110001

NORTH EAST ZONE  
P.B. No. 123  
Guwahati- 781001

SOUTH ZONE  
P.B. No. 2995  
Chennai-600005

WEST ZONE  
P.B. No.11048  
Mumbai-400020

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their respective recognized associations have made several representations to the authorities for redressal of their grievances pertaining to service matters but nothing fruitful has emerged so far due to which feeling of resentment and discontent against the system is growing in the minds of the employees. Also, on account of this disillusionment, the relations between the employees and the employer are getting from bad to worse thereby threatening industrial -peace and harmony in the organization and resulting in more and more litigations at an alarming rate.

3. Today's educated and enlightened employees know and realize this fact very well that until and unless Recruitment Rules are changed and higher qualifications prescribed for the entry level posts and readiness to shoulder more responsibilities and duties is shown they cannot get the desired emoluments and much longed respectable designations. They are also not oblivious of the scenario in which some intermediary posts like Senior Technician and Senior Engineering Assistant need to be merged with the other posts to the advantage of the employees.
4. In the present scenario, what is required to be done is to follow a rational approach to restructure the subordinate engineering cadres in such a manner so as to put the limited available human resources to the optimum level of efficiency and effectiveness. The main hurdle in achieving this goal is the multiplicity of posts in subordinate hierarchy with overlapping duties and job responsibilities. Viewing from this angle, two intermediary posts of Sr. Technician and Sr. Engineering Assistant appear to be too superfluous that the same can be easily dispensed with without any functional difficulty. Suggestions in this regard are being made hereinafter in this representation.
5. The posts of Helper and Khalasi have already been merged vide DG: AIR's order vides F.No.14/47/2006-SIV (A) dated 03/12/2010 as was approved in 82<sup>nd</sup> meeting of Prasar Bharati Board held on 31/03/2008. However the post of Helper needs to be re-designated as "Broadcast Technician" with a pay-scale of Rs. 5200-20200 in PB-I with grade pay of Rs. 2800 as per the recommendations of earlier Cadre Review Committee's report. In three verdicts of the Principal bench of CAT, New Delhi in O.A Nos.1949/2012,3474/2014 &3607/2014 passed on 03/04/2014, 26-09-2014& 10-10-2014 respectively, the court has also ordered to expedite the matter of re-designation of Helper in view of Cadre Review Committee's recommendation to this effect. Our department is yet to take a final call in the matter.
6. It is further proposed that the prescribed minimum qualification for the future recruits in the post of "Broadcast Technician" should be ITI pass. The existing employees working as Helpers may not be put to any disadvantageous position vis-à-vis future recruits in respect of pay-scale as well as promotional prospects. The present incumbents may also be imparted training for technological upgradation and honing of their skills.
7. After merger, the new post may also be re-designated as "Broadcast Technician" with a pay scale of Rs. 5200-20200 in PB-I with grade pay of Rs.2800. The grade pay of Rs.2400 as is being proposed is not acceptable to us at any cost.

### **8. Merger of Tech/Sr.Tech/D.E.D/D.Tech/M.Tech**

- a. Majority of the incumbents on these posts possess a two year trade certificate issued by Institutes of Technical Training located country -wide. As per existing Recruitment Rules, all the Technicians serving AIR and Doordarshan possess ITI certificates in different trades/fields like Radio/TV, Electronics, Electrical/Refrigeration and Air Conditioning. Likewise, almost all the incumbents holding the post of Diesel Engine Driver are having a national trade certificate issued by the Director General of Employment and Training or The National Council for Training in Vocational Trades in the field of Mechanical (Internal Combustion Engines) plus three years experience in the sphere of operation and maintenance of Diesel Engines from reputed workshop/factory or a generating station. The Technicians assist the Engineers-on-duty in a wide variety of ways in the operation and maintenance of Transmitters, Studios, Earth Stations, Microwave links, Air Conditioning Plants, Switch Gear equipments and other allied electrical jobs and various works connected with vast aerial fields despite rendering a helping hand in outdoor broadcast coverages. Diesel Engine Driver is an entry level post whose primary job is to operate and maintain diesel generator sets. They get promoted to the post of Diesel Technicians. Diesel Engine Drivers and D. Techs also possess a thorough knowledge of various electrical equipments, electrical and switching panels and mechanical devices installed therein.
- b. DEDs, D.Techs and M.Techs are dying cadres with almost very less or nil promotional prospects. There are number of examples wherein due to acute stagnation, the incumbent position holders retired on the same post after serving the department for more than 30-35 years, without getting even a single promotion. In such a deplorable state of affairs, the discipline and morale of the holders of these posts have suffered a setback and they are waiting and looking at the authorities in the hope that one day they would get justice.
- c. Further, due to dire shortage of staff at every level and on account of further drastic cut in their numbers and abolition of vacant posts, the Diesel Engine Drivers and D.Techs and even M.Techs are seen to be performing transmission, studio and MSR's duties as well as assisting OB teams — like other Technicians and Senior Technicians. Under such unprecedented situations, when due to staff crunch the SIU norms cannot be adhered to and under compulsion the staffers are performing the non-designated tasks and duties in the interest of service, their duties and responsibilities are overlapping with each other. Therefore, it is the need of the hour to merge all the 5 above mentioned posts if the department is to run smoothly.
- d. By merging all the said 5 posts, the amalgamated new post may be re-designated as ~~the~~ Broadcast Engineer with pay scale of Rs. 9300-34800 (PB-II) with Grade pay of Rs. 4200. If the proposed merger of the aforesaid 5 posts takes effect, several ills afflicting these cadres in terms of pay anomalies arisen due to court-cases and disharmony in vertical and horizontal ladder/hierarchy would be wiped out. Many court cases pending in relation to these cadres will come to an end which, at present, is resulting in wasteful expenditure of money and precious administrative time, with the consequential satisfaction of the employees in having got justice. The proposed pay scale is the replacement scale granted by 6<sup>th</sup> CPC in

lieu of revised pay-scale of Rs.5000-8000 given by the 5<sup>th</sup> CPC. Conforming to DoPT guidelines, while framing the Recruitment Rules, utmost care may be taken to <sup>avoid</sup> any disadvantageous position vis-à-vis the employees to be recruited in future so far as their promotional prospects are concerned.

- e. Further, as per 25-09-99 order, absurd and legally untenable classification of the employees vide their different ratios of 65%, 10%, 15%, 20% getting different pay scales, on the basis of seniority or otherwise, may be dispensed with by abolishing this invidious discrimination (violative of Articles 14 & 16 of the Constitution of India) by unifying their pay scales into one because such classification has been struck down in famous "One cadre One Pay" case of EAs as decided by Principal Bench of CAT, New Delhi in OA Nos. 1742/1743 of 2004 decided on 31/05/2011 and having attained finality at the doorstep of Supreme Court.
- f. On the basis of aforesaid Court's verdict, unification of pay scales in all cadres was also favorably proposed by DG: AIR's letter vide F.No.3/17/2009-SIV (A)/73 dated 17-02-2011.
- g. Last but not least, we should also not lose sight of the fact that the question of pay parity between the Technician and Lighting Assistant has already been settled by Hon'ble Supreme Court while dismissing SLP No. 33048/2011 on dated 10/01/2013 in the case titled UoI & Others Versus ADTEA. The pay scale of Lighting Assistants has been further upgraded from Rs.4500-7000 to 5000-8000 by Hon'ble Court of Delhi vide its Order dated 15/12/2010 in WP(C) No. 6544/2007.
- h. In this regard, it is submitted that pay parity is a continuous process and runs from moment to moment without any break or interruption. Once two employees of the different cadres are held equal by the court in the matter of their wages, will always remain equal. Applying such an analogy to the case of Technicians, one comes to the conclusion that parallel harmony between them and Lighting Assistants has to be maintained always and cannot be disturbed. In such a situation when Lighting Assistant has achieved the pay scale of Rs.5000-7000 through order of judicial forum, Technician is likewise entitled to the said same scale. Further, the fact remains that vide its order dated 11/03/2014, the DG: AIR has already granted same pay scale of Rs.425-700 (w.e.f 01/07/83 to 31/12/85) and Rs.1400-2300 (w.e.f 01/01/86 to 31/12/95) to Technicians and Senior Technicians at par with Lighting Assistants Grade I & II respectively while implementing the Madras High Court's order dated 24-11-2010 in WP No. 27155/2009. If this order is taken to be true at its face value, though there are conflicting opinions and protests by our association, the pay scales of Technicians and Senior Technicians already stand merged without merging of posts. Further, in recent judgment of Principal Bench of CAT, New Delhi OA No. 1861/2014, it has been held that Technicians' pay-scale should also be upgraded to Rs. 5000-8000 at par with Lighting Assistants w.e.f. 1/1/1996. Further, Prasar Bharati vide its approval dated 18/4/2013 through CEO proposed MIB to merge the cadres of Tech. & Sr. Tech. w.e.f. 1/1/2006 in PB-II with GP Rs. 4200. The reasons given in the proposal was that revised pay of Tech. should be Rs. 5000-8000 w.e.f. 1/1/96 in parity with Lighting Assistant. In the said proposal, it was further mentioned that being promotional cadre, Sr. Tech. should be either the pay scale of Rs. 5500-9000 or Rs. 6500-10500 of fifth CPC w.e.f. 1/1/96. It was further

pointed out that the sixth CPC merged the pay-scale of Rs. 5000-8000, Rs. 5500-9000 & Rs. 6500-10500 to a single scale in PB-II with GP of Rs. 4200 w.e.f. 1/1/2006.

- i. In view of the above justification, entry level qualification for the amalgamated 5 aforementioned posts may be increased from ITI pass to Diploma (3Yrs) in Electrical / Electronics/Telecommunications/Computer Engineering or B.Sc. (Physics) by replacing their pay scale with Rs.9300-34800(S-12) with Grade Pay of Rs.4200 in PB-II. Accordingly more onerous duties and responsibilities may also be prescribed for the new post after merger having fresh nomenclature of Junior Broadcast Engineer.
- j. To upgrade the technical knowhow and technological skills of the present incumbents, suitable training courses may be organized to enhance their utility, productivity, employability and above all the justification for drawing higher wages.

### **9. Merger of EA/SEA/AE**

- a. The EAs and SEAs perform wide variety of jobs depending upon their places of posting. They set up, operate and maintain electronic and computer gadgets during transmission of Radio and TV programs. They are the key functionaries at Radio and Doordarshan transmitters and shoulder the onerous responsibilities and duties of their operation and maintenance. They are also required to perform duties in outdoor broadcasting coverages, engaged in manning consoles and control panels, handling hardware and software components of camera units, lighting of studios. They are also put on ENG and Earth Station duties. Both the posts perform more or less similar duties.
- b. The Engineering Assistants possess three years diploma/degree in Engineering, Degree in Science (Physics), Diploma in Sound Recording and Sound Engineering awarded by FTII (Pune) for direct entry into the Cadre. The 80% posts of EAs are filled up by direct recruitment whereas 10% on the basis of LDCE wherein Sr.Technicians/ M.Technicians and D. Technicians can appear on completion of eligibility of Service rendered. Rest of the 10% vacancies are filled on the seniority-cum-fitness basis. In the present scenario, due to no fresh recruitments taking place in EAs, a Sr. Technician can never imagine to become an EA and retires on the same post due to acute stagnation. Similarly with absolutely no promotional avenues, the M.Technicians and D.Technicians do not get promoted to EAs and retire as such after putting in 30-35 years of service.
- c. Since the engineers from EAs to AEs form the life and soul of the organization, it is of paramount importance that in order to run AIR & Doordarshan effectively and efficiently right people with necessary competence and commitment are inducted into the Public Service Broadcaster to infuse fresh blood. In the times to come when technology is changing at the drop of a hat in this era of digitalization, entry level qualification for the future employees should be higher—at least a degree in prescribed and relevant fields of Engineering. SEAs also from the feeder cadre for promotion to AEs, 75% of the SEAs become AEs through LDCE and rest 25% by way of seniority cum fitness.

- d. Assistant Engineers function as Shift Incharges in various AIR & Doordarshan installations. Not only they supervise operation and maintenance activities but also provide technical support to subordinate staff during repairs and breakdowns. In shift duty they are the overall in-charge of studios, transmitters, S-T links, Satellite up-linking, and down-linking, MSRs, OB equipments, air conditioning plants, power back up systems despite also performing administrative responsibilities at the stations/kendras. In Doordarshan Kendras, they are called Technical Directors.
- e. The duties of SEAs are more or less akin to those of AEs and are interchangeable at various AIR & DD stations. Now-a-days due to severe shortage of staff, even the SEAs are posted/transferred on the vacant posts of AEs to different Kendras on regular basis. As a matter of fact, due to acute shortage of SEAs and AEs in AIR & DD, even the EAs are asked to perform the duties and shoulder the responsibilities in lieu of them. This has become a rule rather than exception because ever since the cancellation of LDCE for promotion of SEA to AE scheduled on dated, no such exam has been conducted and therefore chronic stagnation at the posts of SEAs has resulted. In such a scenario, a person who is performing higher than his designated duties also needs to be given higher wages.
- f. The 6<sup>th</sup> Central Pay Commission has already granted the replacement pay scale of Rs.9300-34800 in PB-2 to all EAs, SEAs and AEs who were in the pre revised pay scales of Rs.6500-10500, Rs.7450-11500 and Rs.7500-12000 respectively. The only difference in their wages is of Grade Pay.
10. The decade old concept of a large number of cadres should be done away within Engg. Wing due to vast development in technology in this field. Hence, we feel and demand that in the present proposals for Cadre Review there should be only three Cadres/posts in the subordinate Engineering hierarchy as follows:-

**A. BROADCAST TECHNICIAN**

Merger of Helper & Khalasi has already taken place through executive order issued by DG: AIR vide F. No. 14/47/2006 –SIV (A) dt. 03/12/2010.

**EDUCATIONAL QUALIFICATIONS:**

For future recruits, the qualification should be ITI certificate course of two years duration.

**PAY SCALE:**

Rs.5200-20200 (PB-I) with Grade Pay Rs.2800.

**B. BROADCAST ENGINEER**

All Technicians/Sr. Technicians/Diesel Engine Drivers/Diesel Technicians & Mast Technicians should be merged and called by new designation i.e. Broadcast Engineer.

Diesel Engine Drivers should not be left from being merged in this category because they have already suffered a lot and are very few in number.

**EDUCATIONAL QUALIFICATIONS:**

3 years Diploma in relevant disciplines/B.Sc. (Physics)

**\* PAY SCALE:**

Rs. 9300-34800 (PB-I) with Grade Pay Rs. 4200.

**C. Sr. BROADCAST ENGINEER**

All present EAs/SEAs/AEs should be merged in the backdrop of Patna CAT's decision which has attained finality at the doorstep of Hon'ble Apex court;

Even the CWJCN. 1869 of 2015 filed by the Union of India has been dismissed on 12/05/2015 by High Court of Patna.

Further, in OA No. 4462/2013 (M.A. No. 3413/2013) again, the Union of India has faced a successive defeat wherein Principal Bench of CAT, New Delhi, has on 21/05/15 directed to finalise the matter within next 90 days in the case of 93 applicants.

Order of merger of EAs/SEAs has already been released by the MIB vide F.No. 501/02/2011-BA(E) dated 13/4/2012 which at present has no legal sanctity because the same was never notified within next 6 months as per the rules of merger framed by DoPT. At present, the same needs to be modified by adding/including the Cadre of AE & by changing the designation as Sr. Broadcast Engineer and thereafter notifying the same within the prescribed time-frame.

**EDUCATIONAL QUALIFICATION:**

For the post of Sr. Engineer, the essential qualification should be upgraded to an Engineering Degree in the relevant disciplines.

**\* PAY SCALE:**

Rs. 9300-34800 (PB-II) with Grade Pay of Rs. 4600.

MIB and DoPT cannot have any objection regarding this scale because all EAs and SEAs are already getting this scale.

\* 5<sup>th</sup> & 6<sup>th</sup> CPC in their proposals which were accepted by the Govt. of India, had linked the pay-scales of professional cadres having qualifications of 2 yrs. ITI, 3 yrs. Diploma and B. Tech. with the three pay scales as mentioned above. Our proposals are in line with the methodology adopted by Pay Commissions and accepted by the Govt.

**11. PROMOTIONAL LADDER FOR THE ABOVE POSTS**

On the lines of earlier Cadre Review Committee's report, Broadcast Technician (Earlier Helper) with enhanced qualification of ITI would be recruited through DR quota of 33.33 % and after 5 years would be eligible for the post of Broadcast Engineer through departmental qualifying exam. ~~by quota of~~ 33.33% whereas the rest of 33.33 % would be there on seniority-cum-fitness basis.

Likewise, a Broadcast Engineer with qualification of 3 years Diploma/B.Sc. (Physics) would be inducted through 33.33 % quota for direct recruits and after 5 years of regular service, he would be eligible for promotion to the post of Sr. Broadcast Engineer by departmental qualifying exam and seniority-cum-fitness through 33.33 % quota each.

Similarly, a Sr. Broadcast Engineer with an Engg. Degree would be recruited through 33.33 % quota by direct recruitment and after 5 years regular service would be eligible for promotion to JTS level by a departmental qualifying exam through 33.33 % quota and seniority-cum-fitness through 33.33 % quota.

In this way, there would be unrestricted, timely career growth & progression in the vertical hierarchical ladder with no stagnation.

It would make the long-awaited Cadre Review exercise more meaningful and competent to meet the expectations and aspirations of all the services. In R.K. Singh Committee's recommendations even AE got promotion to the level of STS in the line with the pattern adopted in CPWD.

12. The following guidelines of DoPT have either not been strictly adhered to or simply ignored while formulating the proposals for Cadre Review exercise:-

- A. The Cadre Review should always be visualised as an exercise for complete overhaul of manpower planning, career progression, recruitment strategy, doing away with the supernumerary posts, upgradation of posts, stagnation, taking care of anomalies in the pay-scales etc. by taking into account the ingress at the entry levels, maintenance requirements and growing needs of the organisation.
- B. Regarding the provision of staff, parameters laid down under SIU norms have not been taken into account and **a drastic cut of 3000 posts in the lower ranks has been proposed without disclosing the cadres and reasons therefor** ..
- C. The basic fact that the present employees of AIR & Doordarshan have never seen Cadre Review happening in their whole service-career, has been overlooked while formulating the proposals in the present form which lacks vision for the future.
- D. It has also not been considered in the proper perspective that time bound promotions by drastically reducing the time-frame already in place, may act as panacea for the chronic stagnation.**
- E. The basic and fundamental principle underlying the Cadre Review is to ensure timely career growth and progression of officers of all services to avoid frustration and demotivation leading to litigation under compulsion. Earlier Cadre Review Report by R.K. Singh's committee had adequately considered this aspect in allowing upward transition of the employees which is sadly lacking in the current proposals.
- F. Merger of the posts as per DoPT norms, which are superfluous and redundant from the functional point of view, is a viable option to prevent the present logjam at various levels. Though considering the posts of Sr. Tech and SEA as supernumerary posts, these have been merged with the other respective posts on the basis of the viability, yet more or less similar posts have been created to neutralize the effect of merger which is not in spirit and consonance of DoPT's guidelines.



13. **Other Miscellaneous problems in the proposals:**

- a. The instant draft Cadre Review proposals tend to create multi-layered complicated structure of posts in the subordinate Engineering cadres which is against the basic tenets of cadre review exercise in which every endeavour should be made to do away with the superfluous and intermediary posts to simply the pyramidal structure of the Engineering Wing. Further, in the draft, the word "Broadcast" has been used in as many as 7 posts which is likely to cause confusion while practically dealing with the respective portfolios.
- b. The Cadre structure proposed reveals that promotee EAs/ SEAs would never be promoted to Sr. Broadcast Engineer despite the fact that their service-associations have been persistently demanding and agitating that a Diploma holder AE should become ASE and an ITI certificate holder should get promotion upto the level of AE in this department. Their chances to realize their dreams come true have dashed to ground due to the presently proposed structure of cadres. It is really shocking, unfortunate and painful to see that Helpers are retiring at the same post after rendering 30-35 yrs of service; likewise, the Technicians are heading to meet the same fate.
- c. The recommendations are very retrograde so far as quota for promotion from Sr. Broadcast Engineer is concerned because the already existing quota of 10:10 by seniority cum fitness / LDCE for promotion of Sr. Tech to EA, has been reduced to 5:5 notwithstanding the fact that the employees and their service- associations have been persistently demanding an increase in the quota in the ratio of 50:50 (Promotion: Direct Recruitment) whereas RK Singh Committee had recommended 33.33% : 33.33% : 33.33%. In today's scenario, when we cannot enhance promotional quota even by 1%, we have got no right to reduce it. It will be harmful and detrimental to the larger interest of the Techs. / Sr. Techs, who are already reeling under severe stagnation.
- d. Further, the categorization of the employees on the basis of cut off date i.e. 05/10/2007 is also very discriminatory and violative of Article 14 & 16 of the Constitution of India. A simple physical grouping which separates one category from the other without any rational basis is not a sound or intelligible differentia. The separation or segregation must have a systematic relation and rational basis and the object of such segregation must not be discriminatory. Unification of the pay-scales is the need of the hour. At present, in each and every category of Engineering Wing, there are two or more pay-scales for the subordinate employees holding the same post / designation and performing the same set of duties, in the name of central govt. employees and Prasar Bharati employees. Taking cognizance of the matter, DG: AIR had also sent a communication vide F. No. 3/17/2009-S-IV(A)/73 dated 17/02/2011 to MIB for unification of the Pay-scales of all the categories of employees in the subordinate Engg. hierarchy.
- e. In the famous case of **One Cadre One Pay** in respect of Engineering Assistants (OA Nos. 1742/1743 of 2004), the Hon'ble Principal Bench of CAT, New Delhi has struck down and quashed the classification of the employees on the basis of cut-off date of their joining the department and the said decision was upheld by the Hon'ble High Court of Delhi while disposing of four Writ Petitions on dated 07/09/2010

& thereafter by Hon'ble Apex Court. Therefore, classifying and dividing the employees by fixing a cut-off date is not permissible and they cannot be differentiated in the matter of pay where principle of "equal pay for equal work" applies with full force.

- f. Under such circumstances, all the Technicians and Engineering Assistants who have joined our department till date should enjoy the same benefits and privileges which are being accorded to the erstwhile govt. employees. They cannot be treated differently, not even by changing their designations as is being done in this Cadre Review. The same also cannot withstand the legal and judicial scrutiny.
- g. Our association also opposes the creation of non- IB (E) S cadre at JTS and STS levels—for coordination purpose only. The creation of a parallel channel for the sake of promotion along with the mainstream cadre may be of some academic interest but the same is not practically feasible and is most likely to be stranded due to red-tapism involved, before DoPT and other fora.
- h. Further the abolition of more than 3000 posts in subordinate cadres in the proposed set-up of cadre structure do not find favour with our association.
- i. The earlier Cadre Review Committee's report signed by the then E-in-Cs, AIR & DD and DG: AIR and also approved by Prasar Bharati and other stakeholders has been dumped without any plausible justification due to which majority of subordinate Engg. cadres are annoyed. Since a lot of labour and painstaking efforts were put into the making of the said report, the favourable recommendations contained therein are required to be incorporated in the present report to render it more meaningful and credit worthy.
- j. In the instant case, verdicts of the judicial-fora on the issue of pay-anomalies in the case of Helpers / Techs. / Sr. Techs/ EAs/ SEAs and AEs, which have important bearing on the cadre review, have been ignored and in lieu thereof retrograde recommendations have been made that tend to subvert and overreach the judicial pronouncements.
13. Delinking the Cadre Review proposals in respect of Group 'A' services from the subordinate services of AIR & DD has also evoked critical response from a vast majority of employees in subordinate Engg. fraternity, which is also against the spirit and intention of fiat issued by Department of Expenditure ( Ministry of Finance ), Govt of India vide F.No. 5/16/2006 – E.III.A , dated 21<sup>st</sup> December, 2006 which is in respect of formulation of proposal for cadre review of all Groups of Services ( including organized Group 'A' Services), upgraded pay scales, restructuring of Departments/ Organizations etc.
14. Guideline no. 17 issued by DoPT ( available on its website ) clearly mentions that "while forwarding the cadre review proposals of Group 'A' Services, it may be ensured that Cadre Review of feeder posts from Group 'B' 'C' & 'D' be completed beforehand, so as to reflect the impact of the same on their induction into Group 'A' services."

15. Further, in the draft proposal, no care has been taken to ensure that the present incumbents do not suffer and are not put to any disadvantageous position on account of enhancement of educational qualifications vis-a-vis the employees to be recruited in future, so far as their promotional prospects are concerned. The "saving clause" followed by DoPT while amending RRs says that "any amendment in RRs should not be disadvantageous to the existing employees". Hence, the earlier Committee had proposed to consider the existing employees as holding the higher qualifications on "one time basis". Here, we may quote a live example that when IBES was introduced in the department in 1989, all officers holding the post ASE and above were conferred the status of IBES on one-time-basis. Similar treatment may be extended to our cadres in this cadre review.

16. Last but not least, the Cadre Review exercise should become cure-of-all-ills rather than mother-of-all-ills.

प्राप्ति एवं निर्गम अनुभाग  
With deep regards  
शुभक प्राप्ति

11 JUN 2015

Copy to:

1. CEO, PPSA, Bharat, New Delhi.

2. DG: AIR, AV Bhawan, New Delhi.

3. E-in-C, AIR, AV Bhawan, New Delhi.

(PAWAN KR. KOHLI)  
General Secretary  
Mob: 9868129029

