



United We Stand

**UNION OF AKASHVANI & DOORDARSHAN (PRASAR BHARATI)
ENGINEERING EMPLOYEES (UADEE)**

(Registered under Trade Union Act, 1926; Regn. No. 5135)

Head Quarter : C-4 D/ 81 B, Janakpuri, New Delhi-110 058

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Ref. No. MIB/05/2009

Date: 28.02.2009

Mrs Sushma Singh,
Hon,ble Secretary to the Government of India,
Ministry of Information & Broadcasting,
Shastri Bhawan,
New Delhi-110 001.

SUB: Grant of Grade Pay of Rs 5400 in Pay Band-2 to Group 'B' officers of AIR & Doordarshan, on non-functional basis, after 4 years of regular service in the Grade Pay of Rs 4800 (Pre-revised Pay Scale Rs 7500-250-12000).

REF: (1) GOI, Ministry of Finance's Resolution No. 1/1/2008-I C , dated 29.08.08.
(2) Ministry of I&B's Order No.310/173/97-B(D), dated 25.02.1999.
(3) Ministry of I&B, BA(E) Section's Clarification dated 22.12.2006.
(4) Ministry of Personnel, Public Grievances & Pensions' OM No. 4/18/87-P&PW(D), dated 5th July, 1989.

(Copies enclosed as Annexures)

Madam,

With due regards it is stated that there are few Group 'B' cadres in AIR & Doordarshan namely **Assistant Engineer** (including those in CCW also) and **Programme Executive** whose Scale of Pay has been Rs 7500-250-12000 with effect from 01.01.1996. On the recommendations of 6th Pay Commission and as accepted by the Government vide **para.1(x)(e)** of GOI, Ministry of Finance's Resolution dated 29.08.2008, the Group 'B' officers of Departments of Posts, Revenue, etc. are granted Grade Pay of **Rs 5400 in PB-2**, on non-functional basis, after **4 years** of regular service in the Grade Pay of **Rs 4800** in PB-2. The Ministry of Finance, Department of Expenditure has clarified that the said decision of the Government at **para.1(x)(e)** of the Government's Resolution dated 29.08.2008 covers **Group 'B' officers of all the Ministries/ Departments of GOI**. It has further been clarified by the Ministry of Finance, Department of Expenditure that the **4 years period is to be counted w.e.f. the date on which an officer is placed in the pre-revised pay scale of Rs 7500-250-12000**.

Thus, the Grade Pay of Rs 5400 in Pay Band-2 is admissible, on non-functional basis, to the following officers, irrespective of their Department/ Ministry, but not earlier than 01.01.2006:

- (a) All Central Government Group 'B' officers having pre-revised pay scale of 5th CPC of Rs 7500-250-12000 or Grade Pay of Rs 4800 in PB - 2 in the Revised Pay Structure of 6th CPC.

Contd on page-02

- (b) The Grade Pay of Rs 5400 in PB-2 will be granted after completion of 4 years of regular service in the pre-revised pay scale of Rs 7500-250-12000 or Grade Pay of Rs 4800 in PB-2 in the Revised Pay Structure.
- (c) The Grade Pay of Rs 5400 in PB-2 may be granted on 01.01.2006 itself if an officer has completed 4 years of regular service in the pre-revised pay scale of Rs 7500-250-12000 on 01.01.2006 or earlier.

Madam, although, the said decision of the Government has already been implemented by various departments for their Group 'B' officers having pre-revised pay scale of Rs 7500-250-12000, the same has not yet been implemented in case of Assistant Engineers and Programme Executives of AIR & Doordarshan, presently on deemed deputation to Prasar Bharati, due to want of specific order from the Ministry of I&B in the matter. It is needless to say that the Assistant Engineers and Programme Executives of AIR & Doordarshan, being Group 'B' cadres, are fully eligible for the grant of Grade Pay of Rs 5400 in PB-2 on non-functional basis after completion of 4 years regular service in their pre-revised pay scale of Rs 7500-250-12000 and/ or Grade Pay of Rs 4800.

Madam, I wish to emphasize few points here in the matter as mentioned below:

1. That, the decision of the Government to grant Grade Pay of Rs 5400 in PB-2 to Group 'B' officers after completion of 4 years of regular service in their pre-revised pay scale of Rs 7500-250-12000 and/ or Grade Pay of Rs 4800, being part of the Government's Resolution dated 29.08.2008, is in form of a package for Central Government employees in general, and not as Department/ Ministry based .
2. That, the Assistant Engineers and the Programme Executives of AIR & Doordarshan were granted upgraded pay scale of Rs 7500-250-12000 **by the Government** w.e.f. 01.01.1996 vide Ministry of I&B's Order No. 310/173/97 - B(D), dated 25.02.1999 **after having obtained due approval from the nodal Ministry of Finance and Ministry of Personnel (DOP&T), and also from its own Integrated Finance wing. The fixation of pay in the upgraded pay scale of Rs 7500-250-12000 was also done as per the provisions of CCS (RP) Rules, 1997 under par. 3 of the said order dated 25.02.1999.**

In a clarification to an audit objection on upgraded pay scales, the Ministry of I&B, BA(E) Section , vide para. 3 & 4 of note dated 22.12.2006, has amply clarified that,

- 1 . The upgradation of the pay scales was **in continuation** of the recommendations made by the Vth Pay Commission. These recommendations were made only **after consultation** with DOP&T and Ministry of Finance. ..
2. We may accordingly clarify to Prasar Bharati that the upgraded pay scales have to be considered in the light of the Vth Pay Commission's recommendations only, as the pay scales recommended and accepted by the Government vide Resolution dated 30.09.1997 **stand amended** in the light of the O.M. dated 25.02.1999 in respect of the employees of Prasar Bharati. ...

It is therefore, the pay scale of Rs 7500-250-12000 granted to the Assistant Engineers and the Programme Executives of AIR & Doordarshan w.e.f. 01.01.1996 is to be considered as regular pay scale for all purposes of grant of pay and fixation of pay under CCS(RP) Rules, 2008.

Contd on page-03

3. That, the Assistant Engineers and the Programme Executives of AIR & Doordarshan have been granted Grade Pay of Rs 4800 in Pay Band-2 corresponding to their pre-revised pay scale of Rs 7500-250-12000 as per the provisions of CCS(RP) Rules, 2008, but they have not yet been granted Grade Pay of Rs 5400 in PB-2 on non-functional basis after 4 years of regular service in that grade in accordance with the decision of the Government at para 1.(x)(e) of the Resolution dated 29.08.2008.
4. That, consequent upon establishment of Prasar Bharati (BCI), a Central Autonomous Body, on 23.11.1997, all the Government employees of AIR & Doordarshan are transferred *en masse* to the Prasar Bharati on deemed deputation basis without deputation allowance w.e.f. 01.04.2000 to be permanently absorbed in Prasar Bharati w.e.f. a prospective date to be fixed by the Ministry of I&B. While setting out terms and conditions for *en masse* transfer of Government employees to PSU/ Autonomous Bodies on conversion of their department, the Ministry of Personnel, Public Grievances & Pensions (DOP&T), vide para 3 & 4 of OM No. 4/18/87-P&PW (D), dated 5th July, 1989, has decided as below:
 3. As soon as a Central Government Department, office or segment of a Government Department is Converted into a PSU/ Autonomous Body, the concerned Government servants will be transferred to such new organization on foreign service terms in the initial period. The Government servants will be permanently absorbed in the PSU/ Autonomous Body with effect from prospective date to be fixed by the concerned administrative Ministry/ Department and from that date, they will cease to be Government servants. Such of the Government servants who are not willing to be absorbed will have an option to revert back to Government service. In that event, if no suitable vacancies are available in the office/department/ministry for such employees, their names will be transferred to Surplus Staff Cell.
 4. The Public Sector Undertaking/ Autonomous Body will formulate the terms and conditions of service in the new body at the earliest possible date. **The employees will however have an option to retain Government pay scales till their promotion or retirement, whichever is earlier, or to come to the service conditions of the PSU/ Autonomous Body. However, until the exercise of this option, they will continue to be governed by the pay scales, leave entitlements and terminal benefits under the Government.**

Evidently, the Government employees of erstwhile AIR and Doordarshan, though on deemed deputation to the Autonomous Body (Prasar Bharati), are still Government employees and not the employees of Autonomous Body (Prasar Bharati) until and unless they are permanently absorbed in the Autonomous Body through exercise of the requisite option from a prospective date to be fixed by the Ministry of I.&B. It is therefore, the employees of erstwhile AIR and Doordarshan are fully governed by the pay scales, leave entitlements and terminal benefits under the Government as on date, and the CCS (RP) Rules, 2008 and the decisions of the Government vide Resolution No. 1/1/2008-I C ,dated 29.08.08 are therefore fully applicable to them.

5. That, It may not be out of place to mention here that the Ministry of Finance, Department Expenditure's O.Ms. of even Nos. 7/23/2008-E.III(A), dated 30.09.2008 and 07.10.2008 on the subject of Pay revision of employees of Autonomous Organizations etc are not applicable to the Central Government employees of erstwhile Government Departments of

AIR & Doordarshan, presently on deemed deputation to Prasar Bharati, an Autonomous Body, simply because they still Government employees and not the employees of the Prasar Bharati, the Autonomous Body.

I therefore request you to kindly issue specific order in the matter so that the Grade Pay of Rs 5400 in PB-2 on non-functional basis may be granted to the eligible Central Government Group 'B' officers in the cadres of Assistant Engineers and Programme Executives, presently working in Prasar Bharati on deemed deputation, in accordance with the decision of the Government vide para 1.(x)(e) of Resolution dated 29.08.2008.

With deep regards,

Yours faithfully

(**RAM SHANKER**)
General Secretary
Mob.No. : **9868 538073**