



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

visit our website: <http://www.uadee.org>

Ref. No. 05/2006-2007

Date: 22. 01.2007

The Chief Executive Officer,
Prasar Bharati (Broadcasting Corporation of India),
2nd Floor, PTI Building,
Sansad Marg, New Delhi.

Sub: Anomalies in the pay structure of Engineering Assistants.

Sir,

Consequent upon implementation of Ministry of Information & B'casting **Order No. 310/173/97-B(D), dated 25.02.1999**, the cadre of Engineering Assistants in AIR and Doordarshan have following three pay scales applicable w.e.f. 01.01.1996 :

Sr.No.	Categories of Engineering Assistants	Pay Scales
1.	Prasar Bharati's pay scale for incumbent EAs as on 25.02.1999	Rs 6500-200-10500
2.	Prasar Bharati's pay scale for EAs recruited after 25.02.1999	Rs 5000-150-8000
3.	GOI's pay scale as per the direction of courts	Rs 6500-200-10500

Sir, although, the above 3 categories of Engineering Assistants are drawing different pay scales, they form a single and uniform cadre and there is absolutely no difference in them in any matter whatsoever like duties and responsibilities, qualification, method of recruitment, and method of promotion. They are also put in a single seniority list for promotion. It is not only ridiculous to divide the single uniform cadre into 3 segments and allow them to draw 3 different pay scales, but also contrary to the principle of **equal pay for equal work**. It is beyond any doubt that allowing different pay scales to sections of employees who are equal in all respect is discriminatory and violates **Article-14** and **Article-16** of the Constitution of India and needs to be rectified.

Sir, in spite of various dialogues between the staff and the management, this grave Anomaly could not be unfortunately removed in the past. Meanwhile, a few Engineering Assistants (employees of category-3 as mentioned in the above chart) approached to the CAT and were allowed the pay scale of Rs 6500-200-10500 with effect from 01.01.1996, the day from which the Fifth Central Pay Commission's recommendations were implemented.

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Now, Sir, you have recently taken over as Chief Executive Officer of Prasar Bharati and we are extremely hopeful that this grotesque anomaly will be removed under your stewardship. We shall be obliged to get a meeting in this matter to further explain the matter and remove any doubts.

I therefore request you to kindly look into the matter so that this long time anomaly in the pay scale of Engineering Assistants is removed.

With deep regards,

Yours sincerely,

[Ram Shanker]
General Secretary
Mobile: 9868 541097

Copy to: PS to Director General, Akashvani, Akashvani Bhawan, Sansad Marg, New Delhi.