

Existing Sub-ordinate Engineering Cadre Structure

Subordinate Engineering cadre is broadly divided in to following categories of staff:

Group – B

- Assistant Engineer (G.P. Rs.4800/-)
- Senior Engineering Assistant (G.P. Rs.4600/-)
- Engineering Assistant (G.P. Rs.4600/- & G.P. Rs.4200/-)
- Senior Technician (G.P. Rs.4200/-)

Group – B & C

- Diesel Technician (65%:G.P. Rs.4200/-,20%:G.P.Rs.2800/-,15%:G.P.Rs.2400/-)*
- Mast Technician (65%:G.P. Rs.4200/-,20%:G.P.Rs.2800/-,15%:G.P.Rs.2400/-)*
- Technician (G.P. Rs.2800/-, G.P.4200/-)*

Group - D

- Diesel Engine Driver (25% G.P. Rs.2000/- and 75% G.P. Rs.1900/-)*
- Helper(25% G.P. Rs.1900/- and 75% G.P. Rs.1800/-)*

(*-Vide Ministry of I & B letter No. 30/173/97-B(D) dated 25.2.1999, percentage of staff have been granted different pay scales applicable only to staff joined before 25.2.1999).

These staff be further classified in the following manner (according to entry cadre)

- A. Entry in Service as Engineering Assistant
- B. Entry in Service as Technician
- C. Entry in Service as Helper/Diesel Engine Driver

Details of the categories of the subordinate engineering staff is as under

(Incumbency as on 1.1.2015) :

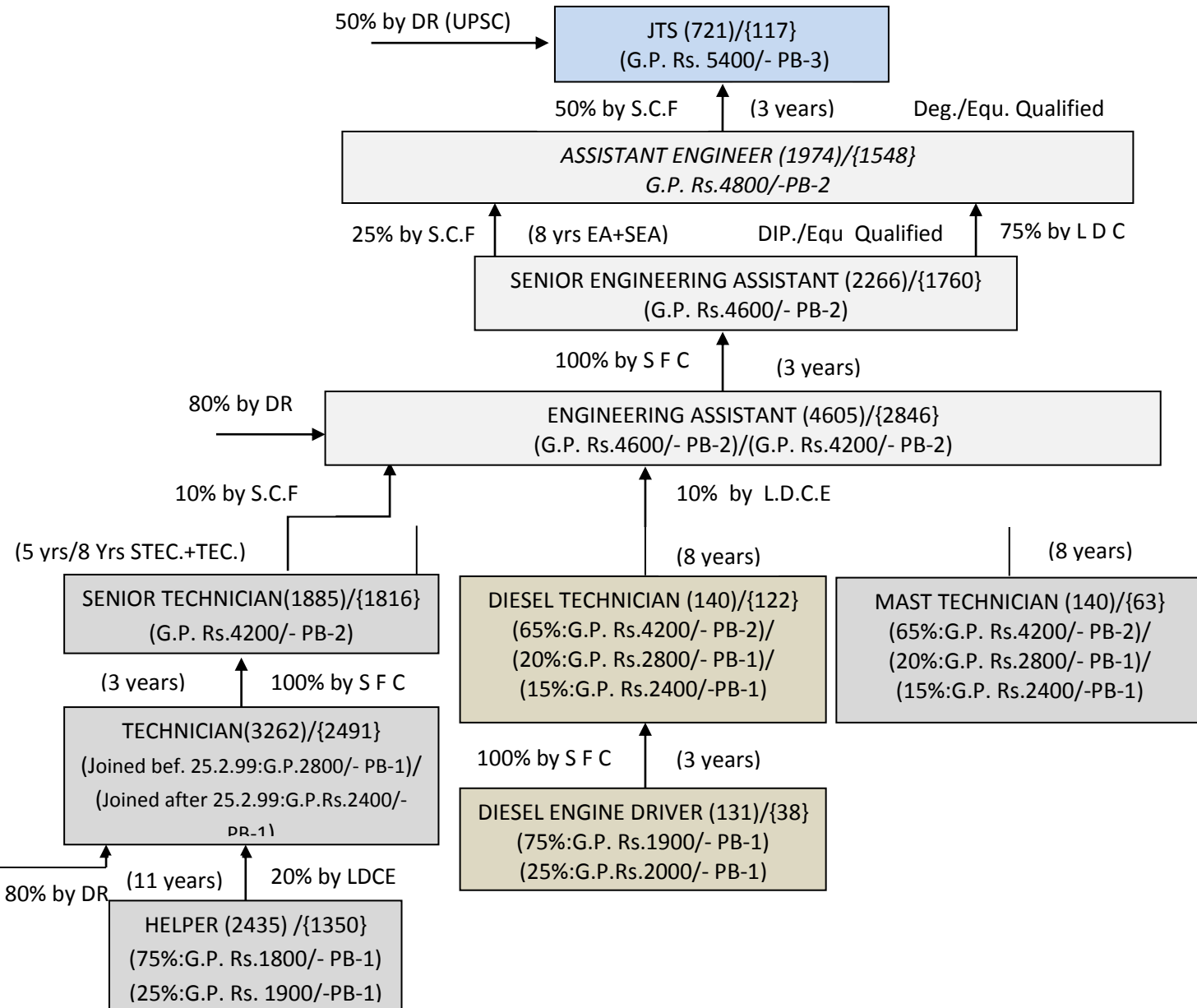
Sl. No.	Designation	Number of sanctioned posts in AIR & Doordarshan	Existing Scale & Pay Grade	Classification /Type of Staff (existing)	Number of Staff working in each cadre/ category	Remarks
1	Assistant Engineer	1974	Rs.9300-34800/- GP Rs.4800/- PB-2	All Employee joined before 25.2.1999	1548	About 800 are Degree holders Remaining are Diploma
2	Senior Engineering Assistant	2266	Rs.9300-34800/- GP Rs.4600/- PB-2	All Employee joined before 25.2.1999	1760	About 1000 are ITI. Remaining are holding Diploma/ degree

Sl. No	Designation	Number of sanctioned posts in AIR & Doordarshan	Existing Pay Scale & Grade Pay	Classification /Type of Staff (existing)	Number of Staff working in each cadre/ category	Remarks
3	Engineering Assistant	4605	Rs.9300-34800 /- with GP Rs.4600/- PB-2	Employee joined before 25.2.1999	2090	1536 PB employee
			Rs.9300-34800 /- with GP Rs.4200/- PB-2 @	Employee joined after 25.2.1999 and before 5.10.2007	506	
				Employee joined after 5.10.2007 (P B Employee)	250	
				Employee recruited through SSC (P B Employee)	1286	
4	Senior Technician	1885	Rs.9300-34800/- with GP 4200/- PB-2	All Employee joined before 25.2.1999	1816	
5	Diesel Technician	140	(65% of posts) Rs.9300-34800 /- with GP Rs.4200/- PB-2	All Employee joined before 25.2.1999	122	
			(20% of posts) Rs.5200-20200/- GP Rs.2800/- PB-1			
			(15% of posts) Rs.5200-20200/- GP of 2400/- PB-1			
6	Mast Technician	102	(65% of posts) 9300-34800 with GP Rs.4200/- PB-1	All Employee joined before 25.2.1999	63	
			(20% of posts) 5200-20200 with GP Rs. 2800/- PB-1			
			(15% of posts) 5200-20200 with GP Rs. 2400/- PB-1			
7	Technician	3262	Rs.5200-20200/- GP Rs.2800/- PB-1#	Employee joined before 25.2.1999	2491	About 350 are not having Tech. QIn. Remaining are ITI/Diploma/Degree.
			Rs.5200-20200/- GP Rs.2400/- PB-1	Employee joined after 25.2.1999 and before 5.10.2007		
				Employee joined after 5.10.2007 (P B Employee)		
				Employee recruited through SSC (P B Employee)	(340)	

Sl. No.	Designation	Number of sanctioned posts in AIR & Doordarshan	Existing Pay Scale & Grade Pay	Classification /Type of Staff (existing)	Number of Staff working in each cadre/ category	Remarks
8	Diesel Engine Driver	131	(75% of posts) Rs.5200-20200/- GP Rs.1900/- PB-1	All Employee joined before 25.2.1999	38	
			(25% of posts) Rs.5200-20200/- GP Rs.2000/- PB-1			
9	Helper	2435	(75% of posts) Rs.5200-20200/- GP of Rs.1800/- PB-1	Employee joined before 25.2.1999	1350	
			(25% of posts) Rs.5200-20200 /- GP Rs.1900/- PB-1			
			Rs.5200-20200/- GP Rs.1800/- PB-1	Employee joined after 25.2.1999 and before 5.10.2007	8	
				Employee joined after 5.10.2007 (P B Employee)		

- @ -Some EA are getting Rs.4600/- G.P. through one cadre one Pay Supreme court verdict.
- # -Technicians were already granted pay parity with Lighting Assistant as per Supreme court verdict. Now Lighting Assistants are drawing G.P. Rs.4200/-

Existing structure of Sub Ordinate Engineering Cadre



Legend

POST NAME (SANCTION)/{FILLED}
(GRADE PAY-PAY BAND)

Prerequisite for Cadre Review of Sub-ordinate Engineering cadre

- All existing qualified/eligible AEs (Degree qualified) are to be considered for promotion to 771 posts (as proposed in the cadre review proposal of IB(E)S) of JTS of IB(E)S.
- Separate promotional channel posts of non-IB(E)S JTS (278) and STS(135) posts are created for Diploma qualified Assistant Engineers
- **Qualification requirement as follows**
 - (JTS of IB(E)S-Engineering Degree or equivalent)
 - (JTS of non IB(E)S – Diploma or equivalent)
 - (Senior Broadcast Engineer- Diploma or equivalent)
 - (Broadcast Engineer – ITI or equivalent)
- Senior Broadcast Engineer to be given the Grade Pay of Rs.5400/- PB2.
- Merger of existing EA/SEA joined before 5.10.2007 (i.e. all Government Employee EA+SEA)at Grade Pay Rs.4600/- Pb-2
- Merger of existing Technician/ Sr.Technician/ Diesel Technician / Mast Technician joined before 5.10.2007 at Grade Pay of Rs.4200/-
- All Helpers joined before 5.10.2007 completed 8 years of service promoted as Broadcast Assistant with Grade Pay of Rs.2400/- by providing Training. **No further recruitment in this cadre.**
- All Helpers joined after 5.10.2007 re-designated as **Junior Broadcast Assistant** on completion of 8 years of service to be promoted as **Broadcast Technician** with Grade Pay of Rs.2400/- by providing Training. **No further recruitment in this cadre.**
- Employees joined after 5.10.2007 (**P B Employee**) will be in different stream till the Grade Pay of Rs.4200/-.
- Necessary Supernumerary posts created at temporary level in the existing cadres like Helper so as to get promoted to the next recommended cadre.

Proposed Structure of Sub-ordinate Engineering cadre

There are number of different pay scales in the cadre of EA, Technicians, helpers etc. These anomalies have further caused number of legal complications. To solve these issues the committee recommend abolishing all these cadres and proposed to create new cadres with different designations. More than 3000 posts are proposed for abolition with this revised cadre structure. The number of posts in new designation along with initialisation of the cadre and its future maintenance has been given as below:

1. Station Engineer (co-ordination)(135 number of posts): GP of 6600 PB-3

- to be filled 100% SCF by promoting Assistant Station Engineer (co-ordination) completing 5 years of service or completing 25 years of total service with minimum one year of service as Assistant Station Engineer (co-ordination).
- Further all Station Engineers will be considered for a granting Grade Pay of Rs.7600/- on completion of 5 years of service as Station Engineer.

2. Assistant Station Engineer (Co-ordination)(278 Number of posts):GP of 5400 PB-3

- to be filled 100% SCF by promoting diploma qualified Assistant Engineers completing 3 years of service in the cadre of Assistant Engineer.

3. Senior Broadcast Engineer (3696 Number of posts): 9300-34800 with GP of 5400 PB-2

- **Initialisation:** to be filled by all the available AEs, the remaining vacancies are to be filled by promotion of Existing qualified (Diploma or equ.) EA/SEA completing 8 years of service on 50 % by SCF and 50 % by LDCE.
- **Maintenance:** After initialisation on implementation of cadre review, this is to be filled by promotion of qualified (Diploma or equ.) Broadcast Engineer completing 3 years of service on 50 % by SCF and 3 years of service by 50 % LDCE.

4. Broadcast Engineer (5914 Number of posts): 9300-34800 with GP of 4600 PB-2

- **Initialisation :** to be filled by Existing EA/SEA and remaining by promotion of qualified (ITI or equ) SrTech/Tech/Diesel Tech./Mast Tech. with 8 years service by SCF
- **Maintenance:**90 % by Promotion of Broadcast Engineer by SCF with 5 years of service & 5 % Promotion by SCF (with Training) and 5% promotion by LDCE by Senior Broadcast Technician with 5 years of service.

5. Junior Broadcast Engineer (1530 Number of posts): 9300-34800 with GP of 4200 PB-2

- **Initialisation :** to be filled by Existing EAs of Prasar Bharati(joined after 5.10.2007).
- **Maintenance:** 80 % by Direct Recruitment & 20 % SCF by qualified (ITI or equ.) Broadcast Technician with 10 years service.

6. Senior Broadcast Technician (400 Number of posts): 9300-34800 with GP of 4200 PB2

- **Initialisation :** to be filled by Existing Sr. Tech/Tech,Diesel Tech./Mast Tech. joined before 5.10.2007.
- **Maintenance:** 50 % by Promotion of Broadcast Asst by SCF (with training) & 50 % by Promotion of Broadcast Asst by LDCE

7. Broadcast Technician (350 Number of posts): 9300-34800 with GP of 2400 PB-2

- **Initialisation :** to be filled by Existing Technician of Prasar Bharati(joined after 5-10-2007)
- **Maintenance:** 100 % by direct recruitment , however Junior Broadcast Asst are also to be accommodated on completion of 8 years service (with training).

8. Broadcast Assistant (Number of posts): 9300-34800 with GP of 2400 PB-1

- **Initialisation :** to be filled by promoting Existing DED, Helpers joined before 5.10.2007 completed 8 years of service (with training).
- **Maintenance:** No further recruitment in the cadre

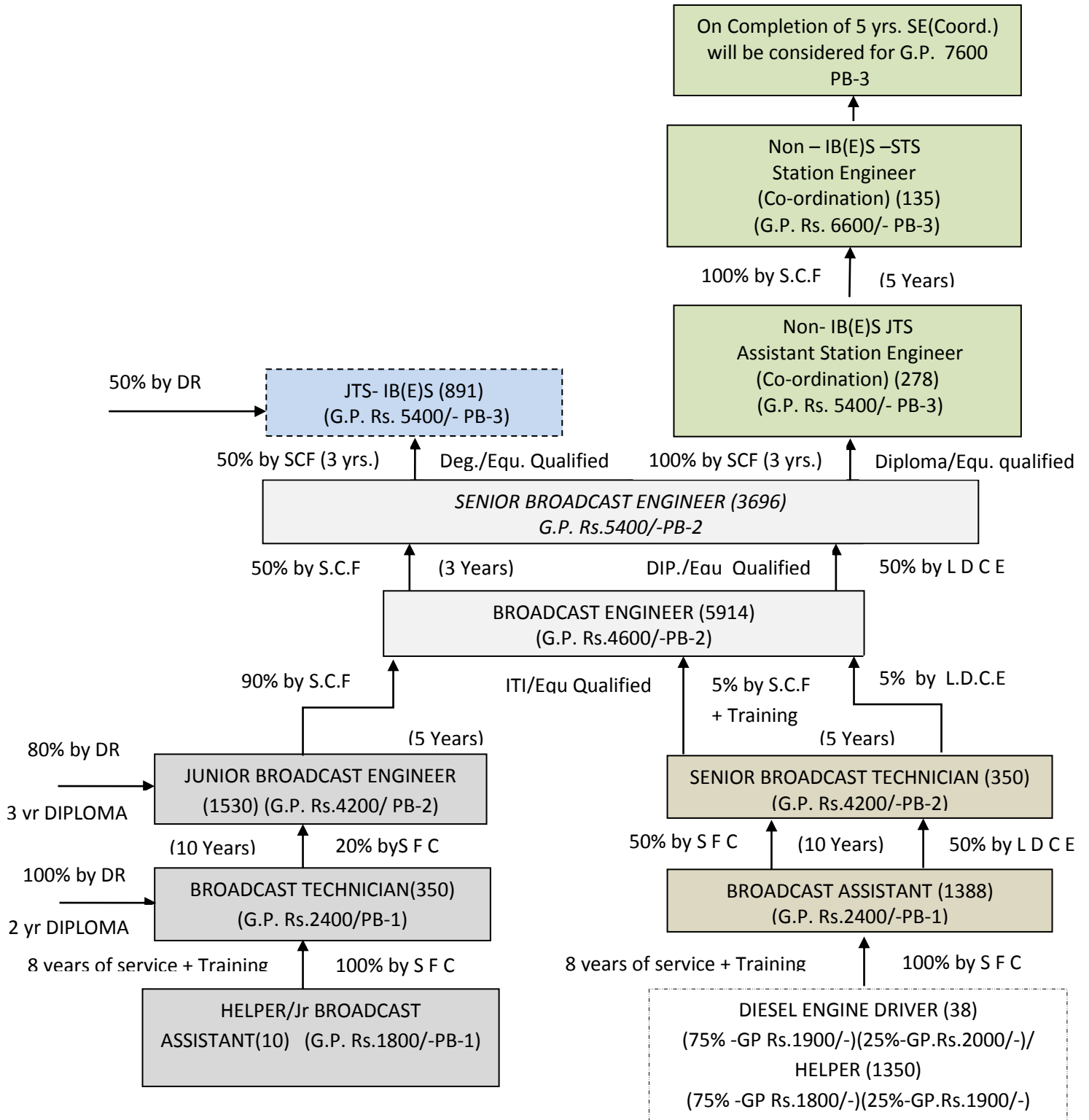
9. Junior Broadcast Asst (10 Number of posts): 9300-34800 with GP of 1800 PB-1

- **Initialisation :** to be filled by Existing PB helpers joined after 5-10-2007.
- **Maintenance:** No further recruitment in the cadre

Sl. No	Proposed Cadre		Proposed Method of recruitment in cadre	
	Desig. /No of Posts	Pay scale	Initialisation	Future (Promotion/ Recruitment)
1	Station Engineer (co-ordination)	Rs.15600 – 39100/- Rs.6600/- PB-3	-	to be filled 100% SCF by promoting Assistant Station Engineer (co-ordination) completing 5 years of service or completing 25 years of total service with minimum one year of service as Assistant Station Engineer (co-ordination) further all Station Engineers will be considered for a granting Grade Pay of Rs.7600/- on completion of 5 years of service as Station Engineer.
2	Assistant Station Engineer (co-ordination)	Rs.15600 – 39100/- Rs.5400/- PB-3	Diploma qualified AEs by 100% SCF with 3 years of service in the cadre of AE.	to be filled 100% SCF by promoting diploma qualified Assistant Engineers completing 3 years of service in the cadre of Assistant Engineer.
3	Senior Broadcast Engineer (3696)	9300-34800 with GP of 5400 PB-2	1. Existing AEs 2. remaining vacancies by promotion of Qualified (Diploma or Equ.) EA/SEA with 3 years of service by 50 % by SCF and 50 % by LDCE	50 % by Promotion of qualified (Diploma or equ.) Broadcast Engineer by SCF. (Minimum required 3 years of service as Broadcast Engineer) 50 % by Promotion of qualified (Diploma or equ.) Broadcast Engineer by LDCE. (Minimum required 3 years of service as Broadcast Engineer)
4	Broadcast Engineer (5914)	9300-34800 with GP of 4600 PB-2	1.Existing EA/SEA 2.remaining by promotion of qualified (ITI or Equ.) SrTech/Tech, Diesel Tech./ Mast Tech. with 8 years service by SCF	90 % by Promotion of Junior Broadcast Engineer by SCF (Minimum required 5 years of service) 5 % by Promotion SCF (Minimum required 5 years of service as Senior Broadcast Technician) and 5% by LDCE by Senior Broadcast Technician (Minimum

				<i>required 5 years of service as Senior Broadcast Technician)</i>
5	Junior Broadcast Engineer (1530) (PB Emp.)	9300-34800 with GP of 4200 PB-2	All PB EAs	-80 % by Direct Recruitment -20 % by promotion of qualified Broadcast Technicians with 10 yrs of service
6	Senior Broadcast Technician (400)	9300-34800 with GP of 4200 PB-2	-Existing Sr. Technician/ Technician/Diesel Technician/Mast Technician	50 % by Promotion of Broadcast Asst. by SCF(<i>Minimum required 10 years of service as Broadcast Assistant or 25 years of total service with one year service as Broadcast Assistant</i>) 50 % by Promotion of Broadcast Asst. by LDCE(<i>Minimum required 10 years of service as Broadcast Assistant or 25 years of total service with one year service as Broadcast Assistant</i>)
7	Broadcast Technician (350) (PB Emp.)	5200-20200 with GP of 2400 PB-1	All PB Technicians	-100% by Direct Recruitment Junior Broadcast Asst. with 8 yrs of service are also to be accommodated by promotion on completion of 8 years of service (with training)
8	Broadcast Assistant (1388) (TEMP) No Further Recruitment	5200-20200 with GP of 2400 PB-1	All existing Diesel Engine Driver & Helpers joined before 5.10.2007 accommodated by promotion on completion of 8 years of service (with training)	No further recruitment
	Jr Broadcast Assistant- (10) (TEMP) (PB Emp.) No Further Recruitment	5200-20200 with GP of 1800 PB-1	All existing Helpers joined after 5.10.2007 (PB)	No further recruitment

Proposed structure of Sub Ordinate Engineering Cadre



Legend

POST NAME (SANCTION)
(GRADE PAY-PAY BAND)

DISTRIBUTION OF POSTS IN SUB ORDINATE ENGINEERING CADRE

(before cadre restructure and after restructure)

EXISTING DESIGNATION	EXISTING POSTS			Filled	PROPOSED DESIGNATION		PROPOSED POSTS (AIR+DDN)
	AIR	DDN	TOTAL				
-	-	-	-	-	Station Engineer (Co-ordination) – Non IB(E)S (G.P.6600/- PB-3)		135
-	-	-	-	-	Assistant Station Engineer (Co-ordination) – Non IB(E)S (G.P.5400/- PB-3)		278
Assistant Engineer	491	1483	1974	1548	SENIOR BROADCAST ENGINEER (G.P.5400/- PB-2)		3696
SENIOR ENGINEERING ASSISTANT	891	1375	2266	1760	BROADCAST ENGINEER (G.P.4600/- PB-2)		5914
ENGINEERING ASSISTANT	1716	2889	4605	2596			
				250+ 1286	JUNIOR BROADCAST ENGINEER (G.P.4200/- PB-2)		1530
SENIOR TECHNICIAN	536	1349	1885	1816		SENIOR BROADCAST TECHNICIAN (G.P. 4200/- PB-2)	400
DIESEL TECHNICIAN	140	0	140	122			
MAST TECHNICIAN	24	78	102	63			
TECHNICIAN	856	2406	3262	2491			
				350	BROADCAST TECHNICIAN (G.P.2400/- PB-1)		350
DIESEL ENGINE DRIVER	131	0	131	38		BROADCAST ASSISTANT (G.P. 2400/- PB-1)	1388
				1340			
HELPER	372	2063	2435	10	JUNIOR BROADCAST ASSISTANT (G.P.1800/- PB-1)		10
Total	5157	11643	16800				13651