Smt. Smriti Zubin Irani M.P
Hon’ble Minister
Ministry of Information & Broadcasting,
Shastri Bhawan, New Delhi-110001

Sub: Representation to review the DG(AIR) decision of not entertaining representations from Associations of Prasar Bharti / All India Radio on their letter head


Respected Madam,

With warm regards, we request your kindself to intervene on the issue of a anti-employee order issued by DG: AIR cited above. We want to submit our view that the restriction imposed on Association activities, and even from using Association’s letter head, is against the fundamental rights of the employees. Our Association feels pained by the steps of de-recognition of the Association and then restriction of letter head of the Association in employee welfare activities.

Lack of a platform like an Association to channelize grievances of employees is against the Objective of the Government of India as referred in the web portal of the Department of Administrative Reforms & Public Greivances and the International Labour Organisation, as extracted below,

“Grievance Redress Mechanism is part and parcel of the machinery of any administration. No administration can claim to be accountable, responsive and user-friendly unless it has established an efficient and effective grievance redress mechanism. In fact, the grievance redress mechanism of an organization is the gauge to measure its efficiency and effectiveness as it provides important feedback on the working of the administration”

The International Labour Organisations defines a grievance as,

‘A grievance is a complaint of one or more workers with respect to wages and allowances, conditions of work and interpretation of service, condition covering such areas as over-time, leave, transfer, Promotion, seniority, Job Assignment and termination of Service’.

PROGRAMME STAFF ASSOCIATION OF ALL INDIA RADIO & DOORDARSHAN
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Lack of an effective grievance redressal mechanism in the organization reflects poorly on its over-all performance, Efficiency, Core values, Productivity and effectiveness as an Institution. It leads to Low morale, discrimination, bias, dissatisfaction, litigation, loss of brotherhood among staff, lack of accountability, loss of faith in the management, fear in decision making, lack of initiative, unfair practices, victimization, wastage, loss of interest resulting in unrest among the staff. All the above mentioned terminologies are a part of the grammar of poor management.

Hence, we submit to your high office to kindly intervene to restore a proper grievance redressal mechanism at the AIR Directorate, and to ask DG: AIR to review the anti-employee orders regarding de-recognition as there is no justification to keep in abeyance the recognition of our association PSA with 9 other associations in the name of membership verification.

( Dr. S.K. Nahar )
Vice-President

( R. Srinivasan )
General Secretary

( Sanjay Kumar )
President

Copy to:
1. The Secretary, Ministry of I & B, Shastri Bhavan, New Delhi-110001
3. The Member (Finance), Prasar Bharti, Tower-C, Copernicus Marg, New Delhi.
4. The Deputy Secretary, BA(P), MIB, Shastri Bhawan, New Delhi