

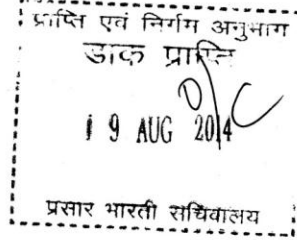


**PROGRAMME STAFF ASSOCIATION
OF
ALL INDIA RADIO & DOORDARSHAN
(Recognised Association)**

No- PSA/OC/PB/2/2014/104

14/08/2014

To,
Brig (Retd) V.A.M.Hussain,,
Principal Advisor (Personnel & Administration)
Prasar Bharati,
PTI Building,
New Delhi



Sub: Inputs for Draft Transfer Policy – Our letters dated 13.09.2013 and 09.10.2013

Ref: Prasar Bharati office memorandum dated July 15 and July 28th.

Sir,

We wish to thank Prasar Bharati for having sought the view & comments of the Staff Association's on an issue that is of vital importance to all of us. Our association had on two earlier occasions offered our views. Both these letters are attached for your kind perusal.

We tabulate below the view of our association to the new draft transfer policy.

1. We **welcome** the decisions by Prasar Bharati as given in **para-1.3 (fairness, transparency and even handed approach on transfers)**, **para-4.1 (grant special concession with regard to accommodation)**. **Para-4.2 (Additional weightage in promotion for service at difficult areas.)** **para-4.3 (Out of turn training abroad)**, **para-5 (posting of wife and husband together)**, and **para-10.11 (publishing of transfer order on directorate website)**.
2. Our association wishes to bring the following points to your kind attention and demand that the conditions be modified so as to avoid neutralizing the positive points mentioned in para-1 above.
 - a. In para-2.3 and 10.2 it is mentioned that a candidate has to give **options for service in different regions**, which is in contradiction to the order of Prasar Bharati dated **14.11.2007** and also the recruitment rules of TREXs and PEXs who are recruited on the basis of their specialization in a language / discipline. Hence, it is requested that the TREXs and PEXs should be transferred only inside a language zone / discipline for which he / she was recruited.
 - b. In para-2.3-Note-1 it is mentioned that periods of leave and training in excess of 15 days in a year will be excluded for counting the tenure. In this regard we wish to state that the

PROGRAMME STAFF ASSOCIATION OF ALL INDIA RADIO & DOORDARSHAN

Room No. 406, Akashvani Bhawan, Parliament Street, New Delhi-110001

Phone : 23421959, 23421006 Extn. 406

President : 9958830174, 9442721727, Gen. Secretary : 9810357360 Exec. Vice President : 9311524663, 9868322370

Website : www.thepsa.in

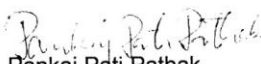
official tours, training and CCL should be counted inside the tenure period to avoid contradicting will established GOI rules and regulations.


- c. In para-2.6 the guidelines mention that the Programme staff not be retained for more than 2 tenures in a station. This condition shall mean huge numbers of transfers leading to outgo of huge TA/DA bills and also disturb the effective functioning of staff in marketing and other specialized divisions.
- d. In some stations / Kendra of AIR and DD different offices exist in the same compound. It may include the marketing divisions, Archival divisions, CBS, PPC or Primary channel. In places like these, shifting of an employee from one such office to another office in the same compound/city or nearby place in the same district should not be treated as separate tenure with regard to transfer.
- e. Mutual transfer should be encouraged as a way to avoid expenditure on TA/DA and also to encourage an employee to go on transfer.
- f. Regarding choice of posting, those who have the least service or nil service at a particular station should be given priority for posting at that particular station.
- g. Representation regarding transfer should be made public by uploading them in the website along with the transfer orders.
- h. To bring in transparency and fairness in transfer policy, it is submitted that period of service of all employees at various stations should be published at the website to avoid favouritism. In no case should preferential treatment for long stay in a station/ Kendra should be entertained, as it demoralizes the other hard working and honest employees.
- i. Those with the less than two years of service before superannuation should not be transferred from their hometown and similarly preference should be given to an employee wishing to be posted at his hometown two years before superannuation.
- j. The Appellate Authority for review of transfer orders with respect of Programme cadres should include the DG, ADG (P) and ADG (A) instead of E-in-C. The Appellate Authority should also include a member from the Recognized Association to avoid harassment of subordinate staff. This was reiterated in the Judgment of Hon'ble CAT Delhi on **04.07.2007 (OA.No.606/2006)**. Role of recognized Associations may be considered for suggestive/ assistance purposes, as the Associations have a more informal and open communicative link with its members. This may help in smoothening the implementation of transfer orders.
- k. The Center Govt. and many key institutions have in recent time moved to decentralization of decision making in order to effectively managed the institutions. In a diverse country like India which is multilingual, multi-cultural and multi-racial, de centralization becomes all the more relevant. In this context it is submitted that the Regional/ Zonal ADG's should be empowered to transfer officers upto the level of ADPs. Clause 13.2 in the draft transfer policy may hence the reviewed.

- l. In clause 10.12 it is mentioned that "If an employee does not move on transfer will fully, he will stand automatically relieved from his current duty post." This is obviously not fair. It is submitted that an employee should be given the due scope and opportunity to make a representation before the competent authority, which has to be properly considered.
- m. The President and the Zonal Secretary of all recognized Associations apart from the General Secretary should be posted in the Head Quarters or Zonal Head Quarters respectively. This is required as on occasions when the General Secretary is not available or urgent discussions are required, it becomes easy if the President and Zonal Secretaries are posted in respective Zonal Head Quarters

The basic purpose of submitting this representation is to ensure that "**Transfers**" should not be made to appear as a kind of punishment. Rather "**Transfers**" should be made to appear as **inviting to the challenges of a new locations**. We request that the above points submitted by us should be considered and incorporated in the transfer guidelines so as to avoid un-necessary litigations and ill-will among the staff members that are routinely created by transfer orders that are not fair and transparent.


Dr.S.K.Nahar
Executive Vice President


Pankaj Pati Pathak
General Secretary


R.Srinivasan
President

Copy to,

- (12/8/14)
1. Brig. S. Vishwanathan, Addl. Director General (Scty & Admn.), Prasar Bharati, PTI Building.
 2. Sh. Abhijit, Deputy Director (Personnel), Prasar Bharati, PTI Building.

