



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

No. PSA/OC/PB/2/2013/4

13.09.2013

To
Shri Naveen Kumar
Deputy Director (Pers.)
Prasar Bharati
2nd Floor, PTI Building
New Delhi – 110001

o/c *Romp*
16/9/13

Subject: Draft Transfer Policy & Guidelines.
Ref: Your letter dated 27/08/2013

Sir,

We wish to thank the PB Secretariat for having sought the views / comments of the Staff Associations on an issue that has continued to create a lot of unrest & frustration among the Programme Cadre all over India leading to a demoralised work force. We wish to bring the following concerns for consideration in the draft policy circulated .

1. The transfer policy in the cadre of TRES & PEX should take into consideration the language in which the person has been selected before posting him / her in stations. This practice could make his / her functioning more effective on a day to day basis. However, the principle of language wise transfer may be relaxed while posting persons in Staff Training Institute, Marketing Division & the Directorate's.
2. The concept of categorizing Stations / Kendras as difficult or most difficult should be reviewed on a timely basis taking into consideration the ground realities.
3. The husband & wife should compulsorily and suitably be posted in the same place/town/ city to avoid family problems. Care should be taken that this should in no way pose difficulties in official discharge of duties .
4. A person who has served a tenure in difficult or most difficult station should compulsorily be given his choice station or home town after completion of his tenure. Directorates should be instructed to compulsorily issue the transfer order within two weeks from the date of completion of service in difficult station .

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5. Employees who have worked in difficult or most difficult station should be given preference in training/ workshops/ tours abroad after taking into consideration their aptitude for the subject of the tour. This practice could become an incentive for employees opting to serve in difficult or most difficult stations. They should also be allowed to retain their quarters in the previous station / Kendra for the tenure of their posting in the difficult or most difficult stations.
6. Transfers in different establishment of AIR & DD inside a town / city should be considered as time spent in the same place and not as transfers in real sense.
7. The Central, Zonal and State Office Bearers should preferably not be disturbed during the tenure of holding office. This is required to maintain continuity and to avoid any break in communications and work schedules while serving the association.
8. All transfer orders irrespective of the cadre issued by the Directorate's and Prasar Bharati should be uploaded in their Website . This practice shall bring transparency to the entire issue of transfers, which is shrouded in mystery now.

We request that all the above points be considered before finalising the transfer policy / guidelines with a hope that Prasar Bharati will strictly enforce the same when issued.

(S.K.Nahar)

Executive-Vice President

(Pankaj pati Pathak)

General Secretary

(R.Srinivasan)

President