



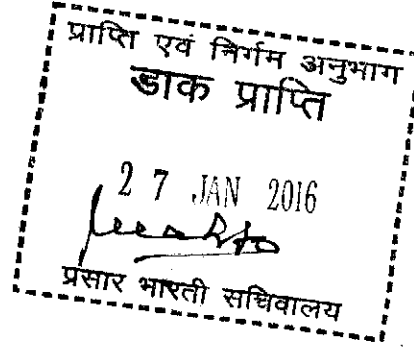
**PROGRAMME STAFF ASSOCIATION
OF
ALL INDIA RADIO & DOORDARSHAN
(Recognised Association)**

No. PSA/OC/2/CEO-PB/2016-8

27.01.2016

To

The Member (Personnel),
Prasar Bharati,
PTI Building, SansadMarg,
New Delhi.



Sub : Our earlier letter against posting of Ex-cadre officers for Programme Administration.

Ref: DG:DD Order dated 21.01.2016 on posting of IBES Officers as DDG in DCS and DCD Divisions.

Respected Sir,

We request your kindness once again to consider **empowering the senior most programme staff** to head divisions in the absence of IBPS Officers, to avoid the progressive dwindling of revenue and audience for AIR & Doordarshan channels. **Ms.Mokshada Chandarkar (adhoc-DDP – AIR Raipur)** has been honoured with the Padma Sri award by the President of India this Year. She joined as a PEX on 18.07.1983 and is still working in the same post in substantive capacity (for the past 33 years) This is the most glaring indication among the Programme staff who have been recognized by the GOI, but are yet to get their rightful promotion in Prasar Bharati inspite of huge vacancies in IBPS that are being diverted to deputationist posts. Once again an order has been issued for posting an ex-cadre officer to head the DCS and DCD divisions. In this context, we extract the following portions from the DOPTs monograph on Cadre Review of Group 'A' services. The below extracted definitions on Service Concepts, Attributes of a service, Functional clarity, Objectives and Capacity Building in Services negates the posting of ex-cadre Officers who may other-wise be qualified in their own field of specialization.

**Section 3
Definitions and Concepts**

The service concept

2. An important characteristic of the civil service system at the Centre is its classification based on the concept of the Service. Under this concept, civilian posts are grouped into distinct homogenous cadres under a common Service named on the basis of specific functions attached to the posts in question. The Study Team on

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Personnel Administration appointed by the Administrative Reforms Commission (1969) appropriately defined a *cadre* as follows:-

'A cadre comprises persons who have been adjudged suitable and recruited to hold a group of positions requiring similar skills - technical, professional and/or administrative; within a Service there may be more than one grade arranged vertically according to the level of responsibility'

3. A Central Group 'A' Service represents a group of posts belonging to a distinct functional area arranged in a hierarchical order representing different grades or levels of responsibility. All the posts in the Service carry the same functions involving specific skills. They are thus uni-functional. They only differ in rank and status corresponding to given levels of responsibility attached to different grades of posts. The hierarchical arrangement of posts along with the pay scales attached to different grades constitutes what may be called a cadre and the arrangement itself is known as a cadre structure.

4. Members of a Service are expected to possess an intimate knowledge of the particular area or the function or the skill concerned. For example, the Central Engineering Service (CES) is the name of a service whose members are all civil engineers performing functions in the area of Engineering. To become a member of CES, it is essential that one should possess a basic qualification on the subject matter, i.e. engineering. At successively higher levels in a functional area, as the managerial content and the responsibility steadily increase, the members themselves will belong to different grades corresponding to different levels of responsibility and carrying different scales of pay.

5. There are three All-India Services which are all Group 'A' Services, namely, the Indian Administrative Service, Indian Police Service and Indian Forest Service. These are common to the Centre and the States. The manpower for performing the functions of the Central Government is, however, mainly provided by Central Services and cadres. The Central Group 'A' Services account for the bulk of the Group 'A' posts under the Central Government. They are broadly classified into (I) Non-Technical service, (II) Technical Service (which include engineering services), (III) Health Services and (IV) Other Services (which include some engineering and scientific services).

6. The non-technical services are meant to administer non-technical areas of administration at the Centre like audit, income-tax, posts and railways. The technical services perform similar functions on the technical side of the Central Government in departments like Civil Engineering, Telegraph Engineering, Mechanical

Engineering, etc. The Group 'A' category also includes officers engaged in research in the scientific and technological fields besides isolated - so called General Central Services - posts in the non-technical fields.

Attributes of an ideal cadre

16. The concept of a regular Group 'A' Service, the way it is constituted and its grade structure have been explained earlier. The various attributes of an ideal cadre of a Central Group 'A' Service are elaborated in the following paragraphs with specific reference to the existing structures, their deficiencies, the need to rectify them through periodical reviews and the methodology of the review exercises.

- a) The functional needs of a regularly constituted service ought to be fully met by cadre posts without having to take recourse to ex-cadre posts. Conversely, cadre posts should entirely cater to the functional requirements of the Service and should not be utilised for performing functions other those for which the Service is intended;

Section 4

General deficiencies of cadre structure and management


(i) Poor recruitment planning: For smooth and proper cadre management, advance projections of manpower requirements should be undertaken at least once in a period of five years. Improper recruitment planning may lead to under-recruitment, over recruitment or other ad-hoc measures. Promotion blocks occur due to large scale recruitment carried out after a spell of prolonged under recruitment. This causes frustration among service officers resulting in loss of morale and motivation. Unplanned or haphazard recruitment also leads to avoidable strain on organisational facilities during the years of bulk recruitment and under-utilisation of facilities during years of under recruitment.

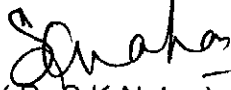
Section-6


Broad Guidelines for formulation of cadre review proposal


(i) Recruitment Planning- A long term perspective recruitment planning is the key ingredient of cadre review. Apart from the changes in the functions described above, it should also take into account the maintenance needs of the cadre, growth needs of the cadre, quality of recruits, promotional prospects of recruits etc. The rate of annual recruitment should be worked out so that gaps in the cadre are adequately taken care of in a phased manner and there is no excessive recruitment in particular years leading to dilution in the quality of recruits or block in promotion at a later stage.


Taking into consideration the long term interest of Prasar Bharati to re-emerge as the premier Broadcaster of India, and the survival of the Core Cadres i.e Programme wing, it is submitted that the senior most Programme staff may be empowered to Officiate as Programme Heads / Channel Head / Departmental Heads , rather than entrusting the senior positions meant to supervise Programme Administration to ex-cadre officers or officers belonging to All India Technical Services. The above extracted DOPT guidelines for Creation of Cadres that will harmonise their respective services for optimum efficiency makes it abundantly clear that if AIR and DD are to become more effective and efficient, than the Programme producing cadres should be given their due place, rather than being relegated to the background, where frustration & stagnation is destroying their morale.

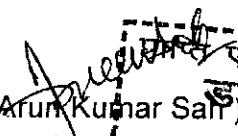

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3. Sh.J.S.Mathur, IAS Special Secretary & Nominated Member, ministry of Information & Broadcasting, Shastri Bhavan, New Delhi-110001



प्रसार भारती एवं निर्गम अनुभाग
डॉक प्राप्ति
27 JAN 2016
प्रसार भारती सचिवालय