



UNION OF AKASHVANI & DOORDARSHAN (PRASAR BHARATI)
ENGINEERING EMPLOYEES (UADEE)

HQ: C-4 D/ 81 B, Janakpuri, New Delhi-110 058

(Registered under Trade Union Act, 1926; Regn. No. 5135)

Ref. No. Meetings/04/2008 Date: 09.07.2008

The Chief Executive Officer,
Prasar Bharati (BCI),
Second floor, PTI Building,
Parliament Street,
New Delhi-110 001.

SUB : Seeking meeting on agenda points concerning policy decisions in respect
of the employees of AIR & Doordarshan working in Prasar Bharati.

REF: Our earlier letter No.03/2008, dated 19.04.2008 on the subject.

Sir,

This has reference to our brief discussion during the introductory meeting held in your chamber on 23rd June,2008 on some of the issues relating to the employees of AIR and Doordarshan working in Prasar Bharati wherein you had kindly consented to grant meeting to the Union on agenda points. As a follow up, we are submitting hereunder agenda points which need your honour's personal intervention for arriving at a logical and amicable solution :

1. Framing of Service Conditions and Recruitment Rules for the employees of Prasar Bharati.

After the establishment of Prasar Bharati (BCI) on 23.11.1997, the foremost task before the corporation ought to have been framing and notifying of the service conditions and recruitment rules for the employees of Prasar Bharati to facilitate transfer of the employees of AIR & Doordarshan to the corporation under section-11 of the PB Act, 1990. However, 10 and ½ precious years have passed and the situation remained unchanged with the lasting of total *ad-hocism* in personnel matter. The lingering of *ad-hocism* and uncertainty has altogether made the employees of AIR and Doordarshan apprehensive of their future and the future of Prasar Bharati itself which has tempted to a section of employees to demand for repeal of the PB Act,1990 and scrapping of the corporation. The service conditions and recruitment rules need to be finalized without further delay.

2. Strict compliance of transfer policy guidelines and effective Human Resource Management in the National Broadcaster .

The existing transfer policy is quite distinct and emphatically envisages that the person having longer stay in the cadre shall be transferred first. However, the officers in-charge of HRD, have been transferring employees quite selectively with open discrimination and thus keeping everyone on tenterhooks. To quote one, Shri Rajan Chopra, ASE, AIR(BH), New Delhi, the Additional General Secretary(AIR) of this union, has been transferred in supersession of 20 officers having longer stay in the cadre. It is also noteworthy that the transfer orders are slapped on officers with standing order of instant relief even in the first transfer, without giving them any opportunity to represent. Such texture and tenor of transfer orders appears to be of punitive measure which can not be accepted. It is also

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mentioned that the Index Cards of employees with their transfer details and options for future postings for better and amicable HR management, are not being maintained in the concerned sections.

3. Convening of DPCs in time and on yearly basis, and removal of stagnation in the engineering hierarchy.

The DPCs are not being held every year and as per the schedule of DOP&T leading to delay in promotion of eligible officers. Also, there is severe stagnation in all cadres from Helper to STS. The delay in promotion causes frustration in the employees which adversely affects their spirit and efficiency.

4. Curbing manipulation of contractual services and foreign trips for various O.B. coverage.

The scheme of engagement of consultants in govt. offices is subject to strict guidelines for undertaking specific job of specialized nature or attending to specific and time-bound job. It is limited to tapping of skills which are not available within the cadres. However, deadwoods having no expertise / experience in the field have been engaged in the name of consultants which is not only wastage of money on them, but more to the humiliation and demoralization of able serving officers in the cadres for such jobs. The policy should not be used as a tool only to oblige retired personnel.

Similarly, there are a large number of able engineers and technicians having expertise and experience in the coverage of O.Bs. But when it comes to the coverage of overseas O.Bs, only a group of select people always manage to get nominated every time, much to the frustration in the cadres. An impartial policy for foreign trips for the coverage of O.Bs has to be evolved instead of partisan considerations.

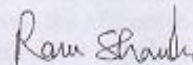
5. Employees representation in Prasar Bharati.

Sub section (5)(i) of Section 3 (chapter II) of Prasar Bharati(BCI) Act, 1990 provides that there shall be two representatives of employees of the corporation in the 15 member PB board. These posts are vacant since the inception of the corporation. Action needs be taken to fill up these posts.

Sir, an early meeting on above mentioned agenda points shall be highly solicited.

With deep regards,

Yours sincerely,



(Ram Shanker)
General Secretary

Mobile No. 9868 538073

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