

Association of Radio & Television Engineering Employees

Post Box no. 422, New Delhi-110001

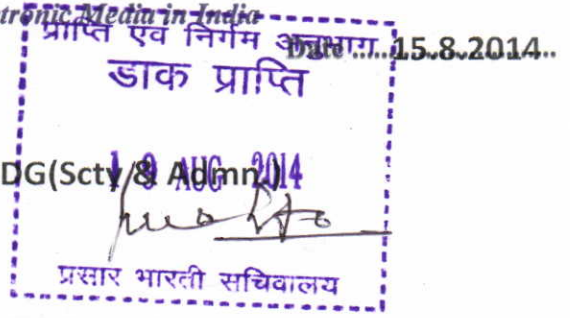


Recognized by Govt. Of India and Prasar Bharati as per CCS(RSA) Rules 1993
Affiliated to Union Network International, Geneva
Affiliated to Confederation of Central Govt. Employees and Workers (CCGEW)

www.arteeindia.org

Largest Employee Welfare Association of Electronic Media in India

Ref :ARTEE/P/274/08/2014



Zonal
Offices

The Chief Executive Officer,
[Kind Attention : Brig. Sh. Vishwanathan, ADG(Scty & Admn)]
Prasar Bharati, PTI Building,
New Delhi – 110001

East Zone
PO Box-2713
Kolkata
(W.B.)
700001

Subject : **Submission of Comments on Draft Transfer Policy as per PB order no. A-105-2012-PPC Dated 15/7/2014.**

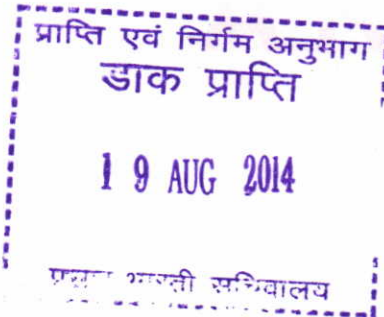
Respected Sir,

N.E.Zone
PO Box-83
Guwahati
(Assam)
781001

With warm regards this is in reference of PB order no. A-105-2012-PPC Dated 15/7/2014, we hereby submit our suggestions and comments for the same.

We request you to give due considerations to the issues raised in our representation as transfer Policy is a very sensitive aspect of our services. It is deeply related to our career and personal lives. Further we are still receiving suggestions from our Member and if required we will submit those as supplementary suggestions.

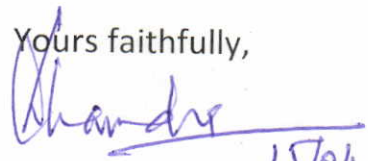
North Zone
P.O.Box-331
New Delhi
110001



Thanking you,

South Zone
P.O.Box-176
Triplicane
Chennai
(TN)
600005

Yours faithfully,


Umesh Chandra, 15/8/14
President, ARTEE
0-9871765714

umsharma01@yahoo.com

enclosed the suggestions


Umesh Chandra 15/8/14

West Zone
PO Box
-11228
Mumbai
(Maharashtra)
400020

o/c

Association of Radio & Television Engineering Employees

Post Box no. 422, New Delhi-110001



Recognized by Govt. Of India and Prasar Bharati as per CCS(RSA) Rules 1993
Affiliated to Union Network International, Geneva
Affiliated to Confederation of Central Govt. Employees and Workers (CCGEW)

www.arteeindia.org

Largest Employee Welfare Association of Electronic Media in India

Ref :

General Observations

Date

Zonal Offices

East Zone
PO Box-2713
Kolkata
(W.B.)
700001

N.E.Zone
PO Box-83
Guwahati
(Assam)
781001

North Zone
P.O.Box-331
New Delhi
110001

South Zone
P.O.Box-176
Triplicane
Chennai
(TN)
600005

West Zone
PO Box
-11228.
Mumbai
(Maharashtra)
400020

(A). The Transfer Policy must have a human face and considerations while the some clauses of draft transfer policy spells otherwise. **Some of the clauses are harsh and implementation of such provisions will not help in smoothening the functioning of Stations** which is the prime purpose of the Policy.

(B). Since our Status is that We are Govt. Employees working in Prasar Bharati and our existing transfer Policy 1981 is approved by DOPT, Changes in the Policy **should be approved DOPT** after getting node of Prasar Bharati Board.

(C) It is mentioned in clause 1.2 of the draft transfer policy that It is applicable to **all Employees of Prasar Bharati** without any exception, whether they are on deemed deputation from Govt. of India or they are Prasar Bharati Employees. The Clause says that even the employees of deemed deputation are Prasar Bharati Employees while they belong to Govt.

As per our suggestions the Clause should be : **It is applicable to all Employees WORKING IN Prasar Bharati without any exception**, whether they are on deemed deputation from Govt. of India or they are Prasar Bharati Employees.

(D). The Transfer Policy should be implemented for transfer takes place after the date of implementation. For already transferred staff the existing provisions and tenures should be followed.

Association of Radio & Television Engineering Employees



Post Box no. 422, New Delhi-110001

Recognized by Govt. Of India and Prasar Bharati as per CCS(RSA) Rules 1993
Affiliated to Union Network International, Geneva
Affiliated to Confederation of Central Govt. Employees and Workers (CCGEW)

www.arteeindia.org

Largest Employee Welfare Association of Electronic Media in India

Ref :

Clause wise Suggestions

Date

Zonal Offices

East Zone
PO Box-2713
Kolkata
(W.B.)
700001

N.E.Zone
PO Box-83
Guwahati
(Assam)
781001

North Zone
P.O.Box-331
New Delhi
110001

South Zone
P.O.Box-176
Triplicane
Chennai
(TN)
600005

West Zone
PO Box
-11228
Mumbai
(Maharashtra)
400020

- (1) **Clause 2.1 Tenure** : We are having three Categories of Stations A – yrs, B – 2 Yrs and C – 1 Yr. The present nomenclature of stations is fine and everyone is familiar with it. The Same nomenclature should continue.
- (2) **Clause 2.3** : The Clause is derogatory and it spoils the entire purpose of transfer policy. The clause is contradictory too. From last more than three decades our employees go on transfer with the attraction that they will be posted to their choice station after completion of tenure and difficult stations are being run smoothly because of this clause only. The clause surprisingly says that person should **NOT** be posted back to the same station / Kendra from where they were posted to the difficult station.

It means if a person is posted from Delhi to Leh or Kargil, he will not be brought back to any station in Delhi and Department will be at liberty to fetch him anywhere in India if the person is Gazetted Officer and anywhere in North Zone if the person is Non Gazetted Officer.

Guidelines issued by the Prasar Bharati Secretariat No A-10/40/2007PPC dated 21st May 2010, Point No. (vi) :

“Those Officers who complete their tenure at Difficult Stations should, as far as possible, be posted at their choice station/Kendra. For this, they will give three stations/Kendras of their choice, in order of preference.”

The very term “Difficult Station” suggests an atmosphere non-conducive to the normal discharge of duties and where the very life of the individual may be at risk. This difficulty may be in the form of terrorist activities(as in some parts of J&K and some NE states), communal clashes (ex: the town of Bhainsa in AP, though officially its not a Category-C station), internal insurgency or naxalism affected areas, lack of basic amenities like hospitals, schools etc (as in almost all Category-C stations), extreme climatic conditions that severely affect the health of the individual (Kodaikanal/Ooty/Madikeri), industrial activity leading to high pollution (eg: Yellandu, Kothagudem and Ramagundam, Markapuram, Sandur), extremely tiny villages where one cannot find even a tiny tea-shack (ex: the village of Madugula under DMC Hyderabad).

In such a situation, the hope that a person who opts for a tenure in a Difficult Station can get his/her choice place after completion of tenure acts as a very powerful inducement. It would be a prudent managerial practice to offer such a policy carrot to keep such stations running for without such inducement nobody will willingly go there. A large number of our staff have settled in large towns/cities, their age is 50+, they are suffering from medical problems and having college-going or marriageable-age children. By putting a condition that they cannot be posted back to the place from where they went to the Difficult Station is a retrograde step and will only discourage the staff from going to such stations.