



**PRASAR BHARATI
(INDIA'S PUBLIC SERVICE BROADCASTER)
PRASAR BHARATI SECRETARIAT
PPC SECTION**

2nd Floor, PTI Building

No. A-10/86/2013-PPC

Dated: 10.01.2014

Sub: Minutes of the Meeting taken by Chief Executive Officer and Member (Personnel) with Recognized Staff Association on 26th December, 2013 in Prasar Bharati- regarding.

Please find enclosed herewith Minutes of the meeting held on 26.12.2013 on the subject mentioned above for information and further necessary action.

Naveen
**(Naveen Kumar)
Dy Director (Pers)
Tel:23351347**

To

All the 10 recognized associations

Copy for information to:

1. Sr. PS to CEO, Prasar Bharati/ PSO to Member(Pers) Prasar Bharati
2. PS to DG, AIR/ PS to DG, Doordarshan

Prasar Bharati Sectt

DG:AIR

DG:DDn

1. Ms Aparna Vaish, ADG(AV)
2. Sh. Om Prakash, OSD
3. Sh. Y.K.Singh, DDG(A)
4. Sh. Arvind Kumar, Dir.(A)
5. Sh. Jitendra Kumar, Conslt.
6. Sh. Ashok Kumar, Conslt.

1. Dr. Sanjay Dubey
ADG(Admn)
2. Ms. Vanita Sood,
Director (A)

1. Mrs Anita Sinha, ADG (1)
2. Ms. Deepa Chandra
ADG(Programme)
3. Sh. A.K.Gandhi
D D G (A)

(37)

MINUTES OF THE MEETING TAKEN BY CHIEF EXECUTIVE OFFICER AND MEMBER (PERSONNEL) WITH RECOGNISED STAFF ASSOCIATIONS ON 26TH DECEMBER, 2013 IN PRASAR BHARATI SECRETARIAT:

Besides the CEO and Member (P), officers from Prasar Bharati Secretariat, DG: AIR / DDn and Representatives of Staff Associations as per list attached participated in the meeting.

The meeting was initially addressed by Member (P) and the CEO addressed the participants subsequently. The deliberations of the meeting, in that order are mentioned here-under:-

At the outset, Member (Pers) welcomed all participants in the meeting and wished them a 'Happy New Year, 2014'. He dealt with issues common to all the Associations and sought their assistance in sorting out the same.

The Member (Personnel) intimated that as already decided separate meeting will be held with the DG: AIR, DG: DDn and Prasar Bharati to discuss and sort-out issues specific to the particular Association. Such meeting in Prasar Bharati will be held by a Committee comprising of Shri J.P.S. Chawla, Senior GM (Finance), Shri Y. K. Singh, DDG (Admn) and Shri Arvind Kumar, Director (Pers) and representatives of Association on quarterly basis.

1. Benevolent Fund:

Member (P) said that the creation of a Benevolent Fund for the welfare of employees with a Corpus Fund of Rs.1.00 crore has already been approved by the Prasar Bharati Board. He was pained to know that the said Fund was yet to be operationalised, with the result that immediate relief is not being provided to deserving cases of death in harness, critical medical illness, etc. He desired PB and DG, AIR and DDn to disseminate the information, about constitution of this fund, through Blog / Web-Site. He also requested DG, AIR to take all possible steps for operationalising the Fund by 31st January, 2014.

Action : DG, AIR

(Contd.)

2. Compassionate Appointments in AIR:

Member (P) mentioned that SOP for Compassionate Appointments has already been approved by the Prasar Bharati Board and as such Compassionate Appointments are now to be done in a centralised manner at the level of Directorates of DDn/AIR. It was informed that DG, AIR has got required details only from two zones so far. Member (P) stated that PB has requested all the Zonal Heads to personally ensure that the requisite details from remaining zones are sent to DG, AIR latest by 10th January 2014. Any lapse in this regard would be viewed seriously and the zonal heads would have to explain in person in the meeting to be taken on 20th Jan, 2014. In the case of DG: Doordarshan, it was noted that the system was already in place and compassionate appointments are being made on centralised basis.

2.1 Member (P) also made a mention about the difficulties being faced in the appointment of wife and daughter of the deceased employee at a Zone other than the Zone to which the deceased belonged, due to non-availability of a post in that particular zone. He felt that in such and other deserving cases, either the post may be transferred to the Station/Zone where the lady appointee is (provided it is really required) or male appointees be transferred to other Station or Zone. The Association representatives suggested that the posts of Helper (Technical posts) can be utilised for compassionate appointments and supported multipurpose work at the lower levels so that required skills are picked up.

2.2 Representatives of Associations also suggested for consideration of all the pending cases of Compassionate Appointments (about 900), as a one-time measure, in relaxation of 5% limit for Group 'C' posts (Earlier Group 'C' and Group 'D' posts) as prescribed by DOPT, with the approval of the Prasar Bharati Board (They informed that there is no limit of 5% in Railways). It was decided to place these issues before the Board for consideration and approval, after receipt of such a proposal from both the Directorates.

Action : DDG (A), PB

(Contd.)

3. Gender Sensatisation:

Member (P) informed that in recent past, PB Sectt is being projected not a safe place for Women by some vested interests whereas PB has been taking timely action as and when such stray incidents have been reported. He emphasised the need to take all corrective measures as per the provisions of the Prevention of "Harassment against Women at work-place Act" so that not even a single incident of this type could take place.

Action : All

4. Constitution of Special Focus Group:

Member (P) mentioned that a decision has been taken by the Board for constitution of a Special Focus Group from amongst members of Recognised Associations having representation of SC / ST / OBC / Women / Minority Communities to safeguard their interest. He requested the Associations to nominate their representatives for the proposed Special Focus Group. This Group should meet at least once in a quarter.

Action : Director (P), PB

5. Regularisation of 203 TSWs and 226 Casual Artists.

Member (Pers) informed that the Prasar Bharati Board has approved the regulariation of 203 TSWs and 226 Casual Artists and the Associations can help in expeditious completion of this process. However, this is yet to be finalised by the Directorates. He requested the Associations to extend all possible help in expeditious completion of the process. While doing so, he emphasized that only genuine persons should get the benefit.

Action : DG (DD)

6. Cadre Reviews:

It was informed that Cadre Reviews in respect of (i) Programme Cadres (ii) Stenographers' Cadre and (iii) Announcers Cadre are at an advanced stage.

It was also agreed to complete the Cadre Reviews of other Cadres expeditiously.

Action : ADG (AV), PB

(Contd.)

7. Promotions:

7.1 ADPPP while thanking for giving In-situ promotion to Production Assistants etc. requested that promotion / in-situ promotion may also be considered for all Programme Cadres of DDn, wherever possible. It was decided that DG, DDn would examine such cases and send them to Prasar Bharati for consideration.

Action : DG (DD)

7.2 ARTEE requested that in view of direction of Hon'ble CAT, Principal Bench, Delhi, DPC proposal for JAG of IB (E) S also needs to be taken up with MIB. It was decided that DG, AIR would take necessary action as per the Court direction.

Action : DG (AIR)

8. Setting-up of Prasar Bharati Recruitment Board

Member (P) intimated that the Ministry of I & B has sent the final draft of PBRB along with other relevant documents to Prasar Bharati to offer its comments before it is considered for final approval. As regards creation of the posts for the Chairperson and two Members of PBRB, a Cabinet Note is to be submitted by the MIB, at the earliest.

Member (P) also mentioned that once the PBRB is established, Department of Expenditure may approve creation of some Secretarial posts for PBRB.

Action : OSD (OP)

9. Implementation of Supreme Court orders on same pay for same work:

ARTEE pointed out that in view of the Supreme Court orders, the Engineering Assistants who were recruited after 25.2.1999 should also be given upgraded scale of pay as was given to the incumbents of the post recruited before 25.02.1999. Member (P) directed that this may be examined on priority by DG, AIR for further action.

Action : DG (AIR)

(Contd.)

10. ACP / MACP for upgraded scales.

Association members mentioned that some of the PAOs are not clearing ACP/MACP cases even after issue of clarification by Prasar Bharati vide letter No.Misc.-1/30/2012-PPC dated 10.10.2013. It was decided that ADG (B & A) will get the specific cases sorted out.

Action : ADG (B & A), PB.

11. Dismantling of Audience Research Unit:

AREA pointed out that DG, DDn had issued orders surrendering 3 officers of ARU to DG, AIR mentioning therein that ARU is to be dismantled. Discussing the matter, Member (P) mentioned that Prasar Bharati Board had decided to wind-up Audience Research Unit and gainful re-deployment of the existing staff. He also desired that AREA representatives may separately be invited for discussion with him in the matter.

Action : DDG (A) PB;

12. Pay fixation of Assistants/Stenographers:

ADASA requested for early decision on pay fixation of Assistants/Stenographers as per 6th CPC recommendations. C E O directed for immediate action in the matter.

Action : M (F), PB;

DG (AIR)

13. Action Taken Report on Agenda submitted by ADASA:

The representative of AIR & DDn Administrative Staff Association requested to place the Action Taken Report on the Agenda submitted by the Association for the meeting taken by Member (P) on 11.4.2013 and CEO's meeting on 6/6/2013 whereas Prasar Bharati Sectt has already asked for the ATR from DG: AIR.

Action : DDG (A), PB.

14. CEO mentioned that he would be interacting only with the recognised Associations and the Special Focus Groups. The meetings of these Associations and the Focus groups would be held separately at the level of DGs, AIR/DDn and at the Regional Levels.

Action : DDG (A), PB.

(Contd..)

He also raised the following issues:

14.1 Re-classification of AIR Stations / DDKs:

A Committee has been constituted under the Chairmanship of Engineer-in-Chief for re-classification of Stations / Kendras as normal, difficult and most difficult Stations on the basis of which postings / transfer of Staff have to be considered.

Action : M (P), PB

14.2 Receding number of terrestrial viewers:

Receding number of terrestrial viewers is a matter of concern for PB and, therefore, special efforts be made to popularise indoor equipment DD's free Dish and FM Services of AIR through focus on communication, marketing assistance to provide set top boxes with DD's terrestrial service and go in for such innovations where radio is concerned. This can be done through Cable and Satellite Watch Groups already set up in Engineering Divisions / Kendras and through Private agencies. We need to have more surveillance and stronger action because both in the digital cable areas and non-digital areas, DD channels are relegated to obscure slots and many Cable Operators and the end users like hotels simply do not show DD at all or show them in non-prime obscure slots. It is, therefore, very essential that field level officers and Associations are involved in the efforts to track down defaulters and report to District Magistrates especially in North East, Kashmir and such other areas. In mid-streams India, such violations are reported to the Ministry for taking appropriate action against MSOs and LCOs under the Licence Conditions. In view of these threats, the very existence of DD/PB's traditional modes of functions through terrestrial and MW Services is in danger.

Action : DGs (DD) & (AIR)

14.3 Engagement of Casuals for manning FM Stations:

CEO expressed concern about shortage of Staff and the need for manning the new Stations / Kendras / new FM Stations and desired that we may deploy qualified and sincere Casuals for manning these Stations if they are willing to move from Station of their present work to new installations. Their skills be upgraded by officers of the Programme & Engineering Wings to meet functional needs.

Action : DGs (DD) & (AIR)

(Contd..)

14.4 Inter-transferability and vertical postings:

No barriers be maintained between the compatible tasks and every effort be made to build synergies in inter-transferability and vertical postings to ensure optimum utilisation of manpower.

Action : All

14.5 CEO specifically mentioned about merger of 4 sub-cadres of Programme Wing and emphasized on team-work and inter-changeability of personnel from Engineering to Programme & Administration, if the need was dire.

Action : DGs (DD) & (AIR)

14.6 CEO also emphasized that we should settle Court Cases amicably and implement Court orders timely.

Action : All

15. Protection to operational posts from ban orders:

Association raised the issue that instructions on deemed abolition do not cover operational posts. It was decided to check up the rule position and take action accordingly.

Action : OSD (OP), PB.

16. Use of National Emblem:

The Association representatives raised the issue of use of National Emblem on their visiting cards. It was decided that suitable instructions may be issued in accordance with rules on the subject.

Action : DDG (A), PB.

The meeting ended with a Vote of Thanks to the Chair.

**LIST OF PARTICIPANTS IN THE MEETING UNDER THE CHAIRMANSHIP
OF CEO, PRASAR BHARATI WITH EMPLOYEES' ASSOCIATION HELD AT
11.30 AM ON 26.12.2013.**

S.No	Name and Designation/Association	Tel. No.	Email & Address	Signature
1	UMESH CHANDRA, President, ARTEE	9871765714	Umsharma01@yahoo.com	Sd/-
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3.	R. SRINIVASAN, President, PSA	9958830174	Ramanujamsrinivasan29@gmail.com	Sd/-
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5.	ARVIND DHANVICK GS, AREA	9313082149	arvinddhanvic@gmail.com	Sd/-
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13.	V.N. JHA, President ABADCSKS	----	----	Sd/-
14.	JAGADISH PRASAD, GS, ABADCSKS	----	----	Sd/-
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20.	S.C.SHARMA, Consultant	9899117850	----	Sd/-
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