



PRASAR BHARATI
(INDIA'S PUBLIC SERVICE BROADCASTER)
DIRECTORATE GENERAL: ALL INDIA RADIO
WELFARE SECTION

No. B-12014/1/2016-WL 778

Akashvani Bhawan, New Delhi,
Date: 14.12.2016.

Subject:- **Minutes of the Staff Council Meeting held on 25.11.2016 under the chairmanship of Director General, All India Radio with the representatives of recognized Associations of Prasar Bharati.**

The undersigned is directed to refer to the above mentioned subject and to enclose herewith a copy of approved minutes of the Staff Council Meeting held on 25.11.2016 at 3.00 P.M under the chairmanship of Director General, All India Radio with representatives of all recognized Associations of Prasar Bharati for information and necessary action.

Encl: as above.

(Ramesh Kumar Negi)
Dy. Director of Admn. (WL)

To,

1. The President/General Secretary of all the recognized Associations (by name as per list attached);
2. Engineer-in-Chief, DG:AIR, New Delhi;
3. Addl. Director General (A&P), DG:AIR, New Delhi;
4. Dy. Director General (F), DG:AIR, New Delhi;
5. Dy. Director General (EPM), DG:AIR, New Delhi;
6. Dy. Director General (Security), DG:AIR, New Delhi;
7. Director (Admn.-I), DG:AIR, New Delhi;
8. Director (Admn.-II), DG:AIR, New Delhi;
9. DDA(E)/DDA (Scor)/DDA(P)/DDA (ARU)/DDA (S-II)/DDA (S-VI)/DDA (S-VII & VIII), DG:AIR, New Delhi;
10. DDG (A), DG:DDn, Mandi House, Copernicus Marg, New Delhi;
11. Hindi version will follow in a due course.

Copy for information to:-

1. PS to DG:AIR, Akashvani Bhawan, New Delhi;
2. Dy. Director of Admn. (Pers.), Prasar Bharati Sectt. PTI Building, 2nd Floor, New Delhi.

Minutes of the Staff Council Meeting held on 25.11.2016 under the chairmanship of Director General, All India Radio with the representatives of recognized Associations of PrasarBharati.

A Staff Council meeting was held on 25.11.2016 at 3.00 P.M in Fielden Hall (Conference Hall), 1st Floor, Akashvani Bhawan under the chairmanship of Sh. F. Sheheryar, DG, AIR, New Delhi.

List of participants from the Management side and list of representatives of Associations is placed as Annexure.

At the outset, Sh. F. Sheheryar, Director General, All India Radio in his opening remarks welcomed everyone present in the Meeting. Thereafter the Union Representatives introduced themselves to the Chairman. Director (Admn.) informed that no new agenda has been sought from the Associations and this meeting is being organised as an extension to the meeting held under the chairmanship of ADG (A&P) on 18th November. The Chairman directed to call for Agenda from the recognized Associations in the future meetings. The issues raised by the representatives of Associations were taken up one by one. In the Meeting matters were taken from the recognized Associations as per their names in alphabetical orders. After detailed deliberations, following decisions were taken:

1. Akashvani Announcers Association (AAA)

(i) *Merger and Cadre Restructure Report was submitted by Shyamal Sircar Committee but action to implement this report is yet to be taken:*

Chairman in his remarks said that, in principle the proposal of merger has been upheld by AIR Directorate, but there have been representations from programme staff stating that when an Announcer performs his/her duties at a station together with his/her colleagues from control room and duty room, then at some places, the Announcer starts measuring himself/herself in accordance with the Grade Pay, which at times leads to denigrating the position of duty officers who are in-charge of the transmission, irrespective of the grade pay. Scuffles initiated by announcers at least at four places on this notion were cited as examples. Chairman observed that professional ethics should not be overlooked to create administrative problems during transmissions. President AAA unequivocally condemned such incidents and promised to ensure that such incidents are not repeated.

This proposal has been sent by Prasar Bharati to MIB for further processing. MIB in one of its recent communications has sought certain inputs/ clarifications from AIR Directorate. Reply to this communication is being prepared, and it will be sent soon.

[Action: Dir (A-I)/S-8 Section]

(ii) Taking services of retired Announcers:

Association submitted that at some stations services of retired announcers are not being taken by stations. Chairman said that, "Retired announcers who are below 65 years of age and are good at conception, planning and production may be engaged for programming functions at stations".

A circular to this effect is to be issued by the concerned section.

[Action: ADG (SW)]

(iii) Implementation of 2nd ACP to the Announcers who have completed 24 years of service:

Association representatives said that some stations are not sending the CR Dossiers of eligible announcers for ACP/MACP purpose. Chairman asked the administration to look into it.

[Action: Dir (A-I)/S-8 Section]

2. Akhil Bhartiya Akashvani and Doordarshan Chaturth Shreni Karmchhari Sangh (ABADCSKS):

(i) Demands for additional provision in addition to prescribed 5% quota for compassionate appointment:

Chairman informed the representatives of the Association that he himself wants one time relaxation so that every needy person of the deceased family of Government servant of this Organization can get service on compassionate grounds. A Proposal in this regard was sent to Prasar Bharati for one time relaxation but was not acceded to. However, again a proposal in this regard has been sent to Prasar Bharati by the Scor Section of this Directorate. Chairman assured the Union Representative that he will raise this issue in the upcoming Prasar Bharati Board's Meeting to be held on 30th November, 2016 to explore possibility for seeking relaxation of the DOPT norms for Prasar Bharati as an autonomous body.

On this point engineering employee's representatives also informed that compassionate appointments in helper cadre are also not being done pending clarification from this Directorate. It was informed that O/O ADG(NZ) has sought a clarification from the directorate whether to appoint the helpers based on old RRs or new RRs. Directorate in turn has forwarded this to PB, where it is pending for months. Chairman said that RRs have not been changed yet and assured that this matter will also be taken up with Prasar Bharati so that a decision is arrived at soon.

In addition Chairman also desired that now onward ADG (E&A) Prasar Bharati, should also be invited to such meetings being held in this Directorate, so that a first-hand report on status of proposals sent to Prasar Bharati is known.

[Action: Dir (A-I)/ Dir-A-II]

- ii) **To fill up the vacancies of Security Guards as their position is very vulnerable.** Association representatives said that at some stations only two persons are doing their duty. Union Representative demanded that the vacant posts of Security Guards may be filled up immediately.

Chairman directed to collect the information related to vacancies from all the Stations on an immediate basis and to fill-up these posts. Chairman further told that vacant posts of Library Attendant, Studio Guard and Library Information officers should also be filled up on an immediate basis. Director (Admn.) informed that some data has been received but these are not tallying with the ones available in the Directorate. Chairman directed to collect data. He assured that he will himself remind the HOOs during next Teleconferencing.

[Action: Director (Admn.I)]

- (iii) **Issue of Work-charged Employees of All India Radio:**

Association representative informed that there are some work-charged employees (other than those working under CCW) working at different zones/stations across India, who are working against Group D posts. While these work-charged employees are working as regular employees (with all central government facilities) in all respects as per CPWD manual, they have no promotional avenues and they are forced to superannuate in the same pay-scale/ grade pay, as no provision for their regularization exists in the department. Association demanded that these employees be made regular in different posts as per their eligibility and qualifications.

Chairman assured that this issue will be examined afresh by this directorate with all seriousness, and appropriate action will be taken in due course. He directed to collect information on the number of such work-charged employees in position from all Zones. The concerned Association was also asked to provide a list of such work-charged employees.

[Action: DDA (E), DDA(S-VI)]

- (iv) **Benefits of 7thCPC have not been implemented in respect of TSW employees posted in different Stations.** Association argued that despite the TSW employees getting GPF facility, pension benefits and being treated under the 10-09-1993 scheme, they have not been extended the 7th CPC benefits. Association demanded for 7th CPC benefits for them.

ADG (F) informed the representatives that the report of 7th Central Pay Commission, ipso facto is not implemented in an autonomous body like Prasar Bharati. Such a body has to adopt the report and seek approval of the Government. Chairman asked the representatives to discuss the matter with the Prasar Bharati. Chairman further told them to write a letter in this regard and assured that he would himself take the matter with the Prasar Bharati Board.

[Action: Association]

(v) **Promotion of Group 'D' employees to the post of LDC on Seniority-cum-Fitness basis in Stations/Zonal Offices of All India Radio:**

Chairman assured the Union Representatives that he is aware that there is acute shortage in LDC cadre and this proposal will be explored further. He also opined that feedback on this issue can be taken from zones/ stations during the next teleconference.

[Action: Director (A-II)]

3. **Association of Radio & TV Engineering Employees (ARTEE):**

- (i) **ACP/MACP from Helpers to Assistant Engineer.** The Association stated that their condition is very pathetic and that they have not been granted ACP and promotions. MACP, which was being granted earlier has also been stopped. Association pointed out that no promotions are taking place in the subordinate engineering cadre. No departmental exam has been held for the last 7-8 years. Association demanded that DPCs be held subject to the outcome of court cases.

ADG (A&P) informed that we are in the process of finalizing the eligibility list of AEs and the same would be published soon. He also informed that the proposal for promotion of SEA to AE is also under active consideration and NABM would soon be asked to conduct the Examination.

ADG (A&P) told that this issue of status of treating MIB's order of 25/2/1999 as an upgradation or not has been going up and down between this Directorate, Prasar Bharati and Ministry. The matter is now with the Ministry.

Chairman informed the representatives that our stand is very clear in the matter. In Doordarshan, it has been implemented but PAO has raised objections. He further added that IRLA is also not accepting the speaking order issued by Prasar Bharati. He assured that he will request the Ministry to resolve the issue as there are so many court cases pending.

[Action: Director (Admn.-II)]

- (ii) **Issue of Tribal Allowance:-** Association said that the tribal allowance may be paid to the employees posted in notified tribal areas.

Chairman directed the Authorities to issue circular to this effect and tribal allowance may be paid to the employees posted in notified tribal areas as per norms and guidelines prescribed for it.

[Action: Director (Admn.-I)]

- (iii) President, ARTEE raised an issue stating that even though they have given in writing to the administration of their Association not being part of NFADE, they have received letter from Administration advising them to not to indulge in demonstration. Director (Admn.) pointed out that ARTEE while informing the above fact, have also mentioned

that they are giving moral support to the cause and that both things cannot go hand in hand.

Chairman told that if they are giving moral support then they are part of it. He also expressed his anguish over the issue of mixing discipline with welfare. He categorically stated that what had happened on 08.09.2016 was beyond the precincts of rules. Chairman further pointed out that the Agitators disturbed the entire functioning of the Directorate and almost took DG to ransom, did not even enable him to have food and meet the waiting guests. Both the acts of holding demonstration and shouting slogans are neither permissible under relevant rules, nor was any permission sought. Though he had offered to meet a delegation of 5-6 persons, they did not heed to it either. He made it clear in very unambiguous terms that such acts of vandalism within the AIR premises would not be tolerated. He requested the Associations not to mix discipline issue with welfare matter for which the current meeting has been called.

4. **Akashvani and Doordarshan Engineers Association (ADEA):**

- (i) **Issue of DPC of HAG Cadre-** Association raised the issue that for want of clarification on the composition of DPC, no promotions are being held.

Chairman Clarified that the DPC in respect of IBP(S) and IBE(S) officers have already been done by Prasar Bharati in pursuance of CAT's Order. But in view of some recent instructions from DoPT, the composition of DPC has been changed and now onward DPC of Gr A posts will be held in the MIB.

Chairman assured that he will write a letter to expedite DPC of HAG.

[Action: Director (A-II) & DDG (EPM)]

- (ii) **APAR Collection:** It was requested that APARs be maintained centrally in electronic form to avoid undue delays at the time of promotions etc.

Chairman assured the representatives that DG:AIR will also try to have a similar customized software as in Doordarshan. Director (Admn.) has been told to talk with NIC to develop/purchase a new basic Software on the lines of SPARROW (in DoPT).

[Action: Dir (A-I)]

- (iii) **Appointment of ADEs by DR Quota:**

Chairman assured the Union representatives that the matter will be taken up with Prasar Bharati as well as Ministry of Information & Broadcasting. It was also informed that a proposal to recruit ADEs through GATE examination is also underway in Prasar Bharati.

- (iv) **Cadre Review of IBE(S)** -Union representatives raised that no cadre review has taken place in this cadre since 1981:

Chairman directed the concerned authorities that a request from him may be sent to Prasar Bharati/Ministry of I & B/DoPT for an early decision on the proposal sent by this Directorate. **[Action: Dir (A-II)/ DDG (EPM)]**

- (v) **Headship issue:** Union raised the issue that in the earlier minutes issued for the Grievance redressal meeting of 18th November, it has been depicted that there are some differences between IBP(S) and IBE(S) Cadres. Association representatives contended that there are no differences between these two cadres.

In addition, Association also suggested that to minimize the processes and time delays for HR related issues of Engineering employees, DDA (E) should report to DDG (EPM).

Director (A) assured that it is noted and it will be considered accordingly. In addition Chairman also informed that a clarification is being issued that any officer of DS level and above will enjoy financial as well as administrative powers.

ADG (A) stated that as of now there is no plan to make change in the HR chain and the Chairman approved the same.

- (vi) **Service Book maintenance:** The Union representatives raised the issue of maintenance of Service Book as PAO has told that it will not maintain Service Books. Association requested that the service books be maintained by DG:AIR.

ADG (A&P) informed that Service Book is maintained in two copies one with the individual concerned and the second is with the administration. The Association asked for some standing instructions in this regard. Chairman assured the representatives that they will talk to the CCA on this matter. DDG (A&F) told, as per rules the service book should be maintained by Accounts Officer. That way IRLA is to maintain the service book which is not happening.

Chairman proposed that this issue requires some more inputs from different sources before being settled and directed Director (Admn.-I) to deliberate on the subject.

[Action: Director (Admn.-I)]

5. **AIR and Doordarshan Stenographers Association (ADSA):**

- (i) **Filling up of post of Private Secretary through DPC.** Association raised the issue that there should be a complete panel for promotion for a year. At times some people refuse promotion because of their personal reasons, which leads to denial of promotion to next eligible and willing individual, as convening of next DPC gets delayed for long time.

It was informed that the system for having such panel is already in practice for some other cadres. Chairman assured that in future, panels will be formed for Stenographers as well, as per DoPT norms and guidelines. A general circular to this effect can also be issued for all cadres.

[Action: DDA (S-VI)]

- (ii) **Uniform Transfer Policy:** Association representative submitted that uniform transfer policy is not being followed in some cases. They cited the example of one such transfer case in which transfer is made at the age of 53 yrs. from Murshidabad to Bareilly.

Chairman informed the Union representatives that the case in question is a case of gross indiscipline and financial irregularity. Some persons were involved in the case including a Cashier, an Accountant and a Stenographer. It is not an ordinary matter. Association representatives feigned ignorance about the full facts of disciplinary issues and regretted the fact that they took it up before this house.

- (iii) **Training of Stenographers:** The Union representatives raised the issue for training of Stenographers Gr.I and Gr.II.

Chairman assured the Union representatives that this will be explored by writing a letter to NABM for arrangement of training of Steno Gr.I and Steno Gr.II.

[Action: Dir (A-I)]

6. AIR & DDn Programme Production Personnel (ADP3):

- (i) **Association desired to know the update regarding implementation of Hon'ble CAT's Order in respect of promotion of Production Assistants:**

Director (Admn.) informed that they have tried to have a consensus regarding a common seniority list by discussing the matter with all stakeholders including PSA and ADP3 but so far no decision could be taken on this matter in view of positions expressed by programme and production people. It was also informed that two key issues to be decided are;

- i. Effective date for promotion, and
- ii. Ratio for fixing the seniority.

Some work has been done on issue and is being processed. Also, DG:AIR has sought seniority list from Doordarshan Directorate, but due to certain shortcomings it could not yet to be finalized.

Association representatives submitted that in view of the court verdict fixing the ratio as 1:1 from 1993, the work on seniority list may be worked accordingly.

Chairman also informed that a final decision is yet to be taken on maintaining the seniority lists of existing PEXes (in-situ) and Prasar Bharati recruited new PEXes. There are some suggestions to have a parallel seniority lists of both types. Prasar Bharati will be consulted for this.

[Action: DDA (P)]

7. **AIR & DDn Technical Employees Association (ADTEA):**

Withdrawal of Charge Sheet issued in respect of 4 employees of All India

Radio:

Chairman strongly opposed use of the term 'victim' for these employees and said that the charge sheets have been issued for disciplinary matters. Chairman further stated that this issue cannot be taken in agenda as it is a Meeting of Welfare matters of the employees whereas issue of charge-sheet is a disciplinary matter.

8. **Audience Research Employees Association (AREA):**

- (i) ***In-situ promotion:*** Association representative raised the issue that a meeting with DG was held two and half year ago on this matter but nothing has been done in the matter. Investigator Gr.I and Gr.II are in the same grade pay of Rs.4200/- and they are stagnating for the last 20 years. Association demanded that in-situ promotions be held against the large number of vacant posts:

Chairman stated that the logic being advanced by union representatives is clear but rule position does not support this logic.

- (ii) ***DPC for the post of ARO:*** The Union representative raised the issue that if timely DPC takes place, the problem can be sorted out.

Chairman directed the Authorities to make a DPC Proposal. Director (Admn.) informed that a proposal for Investigator Gr.I DPC has been sent to Prasar Bharati in August but Prasar Bharati has recently returned the File with some queries. Chairman further assured the Association representative that the matter will be taken up with CEO as well.

- (iii) ***MACP for Investigators.*** The Association representatives raised the issue of pending MACP for Investigators. Director (Admn.) informed that the ACRs of large number of eligible investigators are not available. Chairman asked the Association representatives to cooperate in arranging the ACRs so that MACP could be initiated.

[Action: DDA (AR)]

- (iv) **Posting of Officers of Audience Research:** The Association representative said that senior officers are not getting chances of posting in the Directorate.

Chairman said that in principle, good Audience Research Officers should be in the field, so that good surveys could be conducted. But any Audience Research officer who is willing to be posted in Delhi, his/her willingness may be taken by AIRNET and the same can be considered.

[Action: DDA (AR)]

9. **Programme Staff Association of AIR & Doordarshan (PSA):**

- (i) **Implementation of Court's Order:** Union representative raised the issue for implementation of the Court's Judgment in the matters pertaining to promotions but wanted that no reversion should be there.

Director (Admn) told that the matter is being examined. Chairman assured the Association representatives that all possibilities will be explored to see that undue reversions are not done.

- (ii) **Nomenclature of TREXs in Doordarshan:-** Association representative raised the issue that newly recruited TREXs from the SSC and joining Doordarshan are being called as Production Assistants whereas in AIR they are being called as TREX.

Chairman informed the union representative to write a letter to DG:Doordarshan with copies marked to DG:AIR, so that a final solution in the matter could be obtained.

The Meeting ended with vote of thanks to the chair.

List of Participants

From Management side

1. Sh. F. Sheheryar, Director General, All India Radio -In Chair
2. Sh. C.B.S. Maurya, Engineer-in-Chief, All India Radio,
3. GP.Capt. P.A. Naidu, Addl. DG (A&P), DG:AIR
4. Sh. R. Ghosh Dastidar, Addl. Director General (E), DG:AIR
5. Sh. Alok Pande, Addl. Director General (F), DG:AIR
6. Sh. R.A.Ansari, DDG (F), DG:AIR
7. Mrs. Vanita Sood, Director (Admn.I), DG:AIR
8. Sh. N.P. Joshi, Director (Admn.II), DG:AIR
9. Sh. T.Ranjeet Singh, Dy. Director of Admn.
10. Sh. Rajiv Kr.Srivastava, Dy. Director of Admn.
11. Sh. Ramesh Kr. Negi, Dy. Director of Admn.
12. Dr. Kamlesh Kumar, Dy. Director of Admn.
13. Sh. R.C.Singh, Dy. Director of Engineering (EPM)
14. Sh. Umesh Kumar K.N, Asstt. Engineer (EPM)
15. Sh. Deepak Khatwani, Section Officer
16. Smt. Sarita Garg, Section Officer

Association Representatives

- | | | |
|-----|-----------------------|-------------------------------------|
| 1. | Sh. P.K.Singh | President, ADEA |
| 2. | Sh. R.K.Sharma | General Secretary, ADEA |
| 3. | Sh. Umesh Chandra | President, ARTEE |
| 4. | Sh. Rajesh Kr. Gautam | General Secretary, ARTEE |
| 5. | Sh. V.N.Jha | President, AIR&Ddn.Gr.D Association |
| 6. | Sh. Mahavir Singh | AIR & DDn. Gr.D Association |
| 7. | Sh. Anil Kumar Gupta | ADTEA |
| 8. | Sh. Shyam Vir Singh | ADTEA |
| 9. | Sh. M. Chandrasekhar | AAA |
| 10. | Ms. Deepa Chaturvedi | AAA |
| 11. | Sh. Anup Sen | ADP 3 |
| 12. | Sh. Arvind Dhanwick | Genl. Secretary, AREA |
| 13. | Dr. Ashwni Kumar | ADP 3 |
| 14. | Sh. Raj Kumar Gupta | ADSA |
| 15. | Rajeev Kumar | ADSA |
| 16. | Dr. S.K.Nahar | PSA of AIR & DDn. |
| 17. | Sh. Dashrath Prasad | PSA of AIR & DDn. |