

ASSOCIATION OF RADIO & TELEVISION ENGINEERING EMPLOYEES



Office : Room No. 134, Tower-B, Doordarshan Bhawan,
Copernicus Marg, Mandi House, New Delhi - 110001

Largest Employee Welfare Association of Electronic Media in India

Web Site : www.arteeindia.org



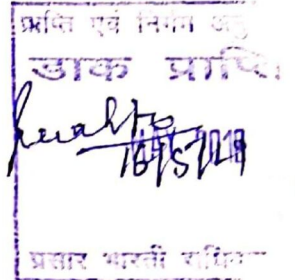
RSA Re Verification Under Process

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Ref. No. ARTEE/P/42/05/2019

Date.....16.5.2019.....

Madam Mukta Goel ji,
Additional Director General (HR),
Prasar Bharati,
New Delhi - 110001



Subject : Submission of View Points of this Association about ongoing Man Power Audit as asked through PB Letter No. A-1 0011/44/2018-PPC dated 06/5/19. (copy enclosed).

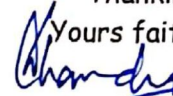
Respected Madam/Sir,

I wholeheartedly convey my sincere thanks for inviting suggestions from Associations about on going Man Power Audit. As per PB Letter No. A-1 0011/44/2018-PPC dated 06/5/19, we had to submit our suggestions by 09/05/2019.

The time given is was short for such a wide issue which pertains to the future of 10200+ Employees. It needs careful considerations. It is pertinent to mention that the Agency E & Y took more then one year to conduct the study, while the representatives of Employees who are biggest stake owners are given just two days to give their view. We have invited suggestions from our People.

We also request that terms of reference given to E & Y must be provided to Associations. The same was requested in the meeting of this Association on 2nd May 2019. The Agency E & Y must have detailed meetings with Employees representatives. We came to know that they have done this while conducting Man Power Audit in some companies of Private Sector.

So, we hereby submit our view points for kind considerations by Prasar Bharati and the Man Power Audit Agency E & Y.

Thanking You,
Yours faithfully,

Umesh Chandra, 16/5/19
President,

9871765714, umsharma01@gmail.com

Cc for information and necessary action to

- [1]. Sh. Dinesh Mahur ji, ADG(A), Prasar Bharati, New Delhi
[2]. Sh. Santosh Kumar, Dy.Director (pers), PB, New Delhi.
[3]. Office Copy.



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Request to grant More time to submit comments about Man Power Audit



Umesh C Sharma <umsharma01@gmail.com>

Wed, May 8, 3:31 PM (6 days ago)

to ceo, adg-admin, adghrpb

Respected Sir,

I wholeheartedly convey my sincere thanks for inviting suggestions from Associations about on going Man Power Audit. As per PB Letter No. A-1 0011/44/2018-PPC dated 06/5/19, we have to submit our suggestions by 09/05/2019.

The time given is too short for such a wide issue which pertains to our future. It needs careful considerations. It is pertinent to mention that the Agency E & Y took more then one year to conduct the study while the representatives of Employees are given just two days to give the view. We have invited suggestions form our People and will submit our view in due course.

We feel that the time given is too short and request you to extend it to 15 days so that we can submit our suggestions in proper manner.

Regards.

Umesh Chandra,
President, A.R.T.E.E.
+919871765714
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Unity is Strength

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Date.....

View Points about MANPOWER AUDIT OF AIR & DD

We indeed feel grateful for giving this opportunity to submit our view points on this very important exercise for Man Power Audit. We also request that terms of reference must be provided to Associations and the Agency E & Y must have detailed meetings with Employees representatives. We came to know that they have done this while conducting Man Power Audit in some companies of Private Sector.

Employees are the best resources of any organisation and we hope the present study will keep this in mind instead of treating them as a burden of deadwoods. AIR&DD has the best available talents in subordinate Engg Cadre from Helper to Assistant Engineer and ARTEE is proud to represent them as the largest association in AIR&DD. We represent 9 cadres of Helper to AE henceforth we submit our comments about these cadres :

Strength of Sub Ordinate Engg. Staff :

AIR & DD has nearly 10200+ Govt. employees in the Sub Engg cadre working in Prasar Bharati on deemed deputation joined on or before 05th Oct 2007. The Sub Ordinate Engg. Staff joined after that is Prasar Bharati's own staff. The combined strength of this segment is around 12200+.

Staff Position of Sub Ordinate Engg. Cadres as on 01/01/2019

Sr.No.	Cadre	Sanctioned Strength	Posted	Vacant
1.	Assistant Engineers	1974	1427	547
2.	Senior Engineering Assistants	2266	1563	703
3.	Engineering Assistants	4605	3587	1018
4.	Senior Technicians	1885	1741	144
5.	Diesel Technicians	140	109	31
6.	Mast Technicians	102	57	45
7.	Technicians	3662	2480	1182
8.	Diesel Engine Drivers	131	30	101
9.	Helpers	2435	1243	1192
	Totals	17200	12237	4963

Note : All figures are as per our information. There may be slight variation.

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This is the largest category of staff and onus is on Department to make optimum utilization of this huge strength for the betterment of the department staff. The apt way is to utilise them in the most productive matter as new recruitments bring pressure on the already precarious financial condition of PB. The situation has become worse after the recent closure of Analog Transmitters. We thank for taking inputs from Associations and hope we will be given opportunity for a direct interactions with Man Power Audit firm.

It is suggested from many corners that *Prasar Bharati* needs to change its strategy to have a look with **engaging content**. The CEO of *Prasar Bharati* was reported as saying 'we have to do things differently and think about the funding. We have to prioritize activities, within given budget constraints'.

Embracing upon to the modern IT and management practices, AIR and DD have to make some changes upon the way they function. They may redefine jobs non-conventionally or rather revolutionarily.

All kinds of resources that PB owns, the infrastructure and expertise gathered over years in the fields of production and transmission need to be exploited rationally to achieve the set goals before it.

Technical Issues of staff of AIR and DD

All India Radio

Working like Recording, Dubbing and Editing of Audio is done by professionals around the world. It needs expertise. The recording quality of AIR broadcast was applauded by layman and expert alike. Cadre of Engg Assistant & Sr. Engg Assistant were primarily doing Sound Recording along with their all other designated jobs. But over the years unskilled and naive casual staff was employed to do these important works thereby reducing the quality of recorded and dubbed audio. Even good programmes that otherwise could have been archived for later use were suffered due to low audio quality.

In order to achieve better audio quality and professional approach more engineers has to be brought into AIR Studios for recording, dubbing and editing of audio. The Audio Recording and editing works from outside producers can also be done using our studio facilities and manpower. Staff from the closed Analog LPTs can be used for this without any extra cost . they may be used for Archiving of AIR programmes too. PB can save Millions of Rupees now spent for engaging casuals.

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Ref. No. At present all India radio having approximate 468 Radio stations along with 662 transmitters (140 MW, 474 FM, 48 SW). Additionally the proposed FM installations will also require the engineering staff. Every station should have a social media unit and for this three SEA/EA should be posted at all stations. Date.....

Importance of Short Wave and Medium Wave Transmitters

We want to stress upon the importance of Short Wave and Medium mode of transmission which has proved its worthiness in times of National Calamities like Sunami, Earth Quakes, Wars like US attack on Afganistan etc. These mode of transmission are the most reliable ones particularly in case of Satellite failure due to Satellite war. So in our Opinion these mode of transmission should be kept alive to face any such eventuality. It is pertinent to mention that the SW and MW transmission plays a role of deterrent to the signals of neighbouring countries particularly in border Areas as none of the neighbouring countries have closed its SW and MW Transmission. MW Transmitters should be replaced by DRM Transmitters in place of closing.

Expansion of FM Transmission

The expansion of FM transmission is a welcome step and more transmitters may be installed as digital technology is the future of Radio Transmission. Every city of this vast country must have a FM Station.

PB has a policy of augmenting LPTs by installing FM Transmitter that will increase the FM Reach from the present 45% with minimal installation and running cost. Many of the already closed LPTs are situated in Own buildings. **FM can be started in these places. Existing FM stations should start Round the Clock transmission by employing persons from the Closed stations.** Short Wave & Medium Wave AM transmitters can be used for augmenting the Disaster Management Capacity of the nation. This would give PB additional funds on Disaster management.

An eyesore - SAM PITRODA Committee Report

The SAM PITRODA Committee constituted with much fan fair. Huge money was spent on the study and when the report was submitted,

we came to know that this entire exercise was to run our LPTs through the Optic Fibre cable Network of BSNL which was laid down with huge investment of thousands of Crores. This Network was laying unused and could cause Audit Objections.

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So as per information the entire exercise was to justify the huge expenditure in laying Optic Fibre Cable of BSNL. This report was a total farce and was wastage of Money. We request that SAM Pitroda Committee should not be considered at all in current Man Power Exercise.

Violation of Indian Electricity Rules in operating High Voltage Equipments of AIR and DD.

We all know that in AIR and DD staff has to perform duties by operating high tension equipment and Radio Frequency which are hazardous to the security and safety of Staff. In our stations a single staff member is deployed in station on these high tension equipment and transmission lines due to staff Shortage. As per IER, A single man should not be left to operate the equipment otherwise in case of any mishap it will be difficult even to report the higher Authorities. Man Power Audit agency should look into this aspect.

Non Comparability of AIR and DD with Other Technical Departments

Since AIR and DD are the National Broadcaster, it can not be compared with other normal Technical Departments of Govt. Of India. We have a responsibility towards nation by protecting its cultural heritage, fine / performing arts. We are a service departments and these services are not revenue generating services but we have to perform these. It is similar to Health, Education and other services which are Govt's responsibility.

Henceforth, It can't be compared with other Technology driven departments of Govt. of India.

Miscellaneous Issues :

As it is known that due to rapid technological advancement in the various fields of end to end system/network of broadcasting, particularly due to rapid development of digital equipment, computerised/computer controlled consoles, miniature of bigger equipment, phasing out of old Valve Technology with solid state design, detachable module based servicing, high end multi-layer PCB design equipment prevented the component level servicing. Moreover, rapid change of technology force the department to replace existing equipment with new immediately after serving its life.

Because of this, for providing better performance and service, AIR & Doordarshan network needs more technically qualified higher level subordinate engineering operating staff required.

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Ref. No. ... Accordingly considering the technological requirement in various type of Transmission, Computerised Production Environment, Installation of Software controlled Instruments, Automated/Automatic new instruments/switchers, Digital Equipment, Digital Recording/Monitoring Consoles, Introduction of Digital Transmitters, Mobile Transmitters, Fast expansion of popular FM Transmitters in latest technology, etc. staff has to be trained accordingly.

Doordarshan

As we have pointed out earlier, the efficiency of an organisation lies in how effectively it utilises its existing manpower by enabling them to face the changes in technology and market forces. The recent closure of Analogue Transmitters has given a lot of manpower to be employed in various fields in Engg and allied fields. They can be engaged in post production, social media, content packaging and archiving of programme content, capsule-ing programme as per transmission schedules etc.

LPT Closure on the name of Digitization without any Road Map :

In last one and half year a large number of LPT are closed on the excuse of digitization to be replaced by Digital Terrestrial Transmitters (DTT). We agree digitization is the need of hour but almost all the LPTs are closed without any Road Map whatsoever. When we check in the list of Transmitters to be digitized we find only few names. Clearly the LPTs are closed without any Road Map and without consideration of hardship being faced.

Engg. personnel of Doordarshan had been doing post production for programmes in the past and many of these programmes have received Critical acclaim and Awards. **This shows the artistic sense and capability of our engineers. They are doing Social media related works like running FB page, Running the You tube channel etc. which were popular when engineers were doing it.**

NABM is imparting trainings to Engg Staff in Post Production works like Non Linear Editing, Graphics. But most of the Post- Production Facility in most of the Doordarshan Kendras is either unused or under-utilised as these staff members are not used for Post production works or Social Media works.

Also Engg staff is doing Capsuling of the programmes during their duty hours. All Regional Kendra have most modern hardware and the latest software that was procured spending huge amount.

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Recently PB has floated Tenders for privatising Capsuling work including NLE/ Graphics etc. This would result in unnecessary heavy spending from Prasar Bharati.

Depending on their qualifications, training, aptitude and acquired media experience, engineering officers can be deployed in duty Room, Commercial section and in marketing. Some can be utilised even as studio cameramen as studio productions are minimal for want of cameramen.

All such works are done by casuals. A particular Kendra spend more than 40 lakhs for engaging Contract & Casual Staff for NLE and Graphics only on an average. Considering engagement of such staff in all areas in Stations, utilising Engg Staff whose salary is paid by Govt. can save huge amount for PB.

OPTIMUM UTILISATION OF INSTALLED FACILITIES :

Existence of AIR&DD largely depends on the quality of the CONTENT offered. All manpower and resources will be a waste if we are not able to provide quality of programmes.

AIR&DD produced critically acclaimed and well received programmes in the past which shows the talent of our production team. We feel that acute shortage of staff in the Programme side and the lack of career propagation has affected the morale of our Programme Staff. There is no doubt that huge amount can be saved by employing Engg Personnel in areas where Contract staff is employed as specified earlier. This would inter alia help PB to make better programmes.

The Small production Centre of Doordarshan called PGFs are not used upto their potential due to lack of Programme Personnel. This has in effect reduced the optimum performance. Programme personnel should be posted to these stations so that the state of the art facilities and the Engg personnel are utilised properly. **Each such station should be evaluated separately by finding out reasons for their under-performance and if needed Engg personnel can be utilised for enhancing programme production.**

In nutshell, instead of closing down and short selling the assets of Govt. of India, PB should utilise facilities and manpower.

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16/5/19

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Ref. No. We request further opportunity to staff associations for presenting their view
and hope the manpower audit will not be a mere excuse to reduce staff
further. Date.....

STAFF RELATED ISSUES

Protection against any Retrenchment of Downsizing the Staff

The Man Power Audit exercise should not consider or think of downsizing or retrenchment of staff. It will create big unrest in Industrial peace and possibility of large number of litigations.

No Cadre Review in last four decades :

There has been no Cadre Review or Cadre Re Structuring in last four decades despite large scale growth of AIR and DD. It has created acute stagnations in all cadres. A comprehensive Cadre Review exercise for Engineering fraternity was done in 2015 and it was sent to Prasar Bharati for further action. We are disappointed that the exercise which provides solutions of many anomalies is biting dust in PB. The only excuse about this is given that it will be taken up further after Man Power Audit.

Large number of Litigations due to cadre bases Anomalies :

This delay in solving cadre based problems has created so many anomalies and have paved the way of so many Litigations from CAT to Apex Court. If the Cadre Review is implemented, many of the anomalies will be solved and Employees will not be compelled to move to court.

Salary for Newly Recruited Staff will be met by PB and employing casual and Contract Staff by spending huge amount from PB Coffers has to be avoided. Therefore our proposals are based on utilisation of existing staff.

Presently the Sub Engg Cadres have a lot of intermediate cadres which naturally hinder career propagation through promotions. There have been lot of Cadre Restructuring Proposals but nothing came out due to the inaction of the department. The adamant and unrealistically childish manner of the management in matters related to mergers and pay scale have resulted in prolonged legal battles.

N. Chandu
16/5/19

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Ref. No. **Austerity Measures by Prasar Bharati and sufferings to the staff :** Date.....

From last two years, PB is on a spree of Austerity measures for cost cutting but it bit surprising that all of these Austerity Measures are causing huge sufferings to Employees. We agree that un unproductive and unrequired expenditure must be reduced why every time employees should suffer.

Cadre Wise issues

Helper Cadre :

There should be serious and humanitarian approach on the **HELPER Cadre**. The duties and responsibilities of this cadre have to be re-worked. Only around 1243 HELPERS are remaining and all of them have more than 17 years of experience. They are well trained and are performing Transmission Duty and assisting in Studio Production. Therefore **HELPERS should be given One Time Promotion to TECHNICIAN instead of fresh Recruitment after imparting a training in the NABM. This will result in the optimum utilisation of this cadre and the financial burden involved in this will be practically very less comparing the salary and the utilisation.** Prasar Bharati had done such promotion/ merger earlier in by bringing Lighting Assistants as Cameramen and by bringing Production Assistants into Transmission Executives.

There are large numbers of dependents of Employees who expired during service, waiting for compassionate Appointments. They may be considered to offer Appointments against the vacant posts of Helpers.

Merger of Technicians, TECHNICIANS SENIOR TECHNICIANS, DIESEL TECHNICIANS & MAST TECHNICIANS :

This proposal is under the consideration of the PB Board. It is well known that reduction in the number of cadres in a department ensures administrative ease. **This merger will replace 4 cadres with a single cadre. Diesel Technician and Mast Technician cadres have only a combined strength of 166. Financial implication will be Zero. The Mast Technician and Diesel Technician are Dying Cadres. There are only less than 50 Diesel Engine Drivers in the deptt. They may be given one time promotion to the diesel Technician. This would not any bring additional financial expenditure.**

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Ref. No. **Merger of Engineering Assistants and Sr. Engg. Assistants :** Date.....

Proposal of Merger of Engineering Assistant and Senior Engineering Assistants in the Grade Pay of 4600 is under the consideration of MIB. This merger is as per the recommendation of 6 CPC. The promotion to the post of Broadcast Executive (presently Assistant Engineer) should be on Seniority Cum Fitness only. 5th CPC had recommended for merger of the 3 Cadres of Assistant Engineer, Senior Engg. Assistant and Engg Assistant which were in the basic Pay of 2000. This will reduce Number of Cadres further, increase number of employees in the Lower Management as indicated earlier by Experts and give more balanced look for the Cadre Structure.

Discrimination with PB Employees :

Employees recruited after 5-10-2007 are considered as Employees of the Corporation as per the Prasar Bharati (Amendment) Act. We feel that PB did not apply mind and failed to ensure proper salary, bonus and other amenities to them. They are just above 1000 in number and Recruitment process for Most of them was started before this amendment. **We request Manpower audit to recommend PB to make a formal request to the Govt to make them Govt Servants on deemed deputation.** These proposals would result in reduction of cadres, remove bottom heaviness with scientific approach as remarked by the Expert Group and bring administrative ease without spending from the Prasar Bharati. They must be granted same perks and carrier opportunities equalling to their counter part Govt. Employees.

Issues of Diploma Assistant Engineers :

The Diploma holder Assistant Engineers of this department are facing acute stagnation since last three decades due to a derogatory qualification bar. This is not usually seen in any department. A Diploma AE is retiring as AE even after working for decades with any further promotion.

We want to mention the promotional system of largest Engg. Department of the country i.e. CPWD. In CPWD there is system of 33:33:33.

Means **33% is for Direct Recruits from Open Market,**
33% fat track Channel for who obtain degree
33% Seniority cum fitness quota for departmental candidates.

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Many committees like Shunu Sen Committee, K.M.Paul Committee,
Ref. No. ...~~R.K.Singh~~ Committee etc were formed and all recommended the opening of
promotional channel for Diploma AEs to Jr. Time Scale (JTS).

We request that promotional Avenues for Diploma Holder AEs must be open on the pattern of CPWD.

The fiasco of 25/2/99 scales

We want to inform about an issue which has become a menace for all Sub Ordinate Engg and Program Cadres. It is effecting the future of 18000+ employees and their families. We request that the Agency must look into such aspects also where Employees are being troubled for mistake done by them by withdrawing the benefit granted since 01/01/78 by sheer misinterpretations.

Delay in Clearing Terminal benefits :

This is a matter of grave concern that even after serving for decades, the employees whosever retires is running pole to pillar to get his terminal benefits cleared. In some cases the terminal benefits are delayed more then one year. Employee must get his dues on the day of Retirement itself. My request that the Man Power Audit Company must look into this enormous delay.

MULTI SKILLING and MULTI TASKING OF PERSONNEL :

Media around world has evolved through years. Engineers are used for Programming, Editing etc. all over the world and the concept of Programme Engineers is now prevailing. Reskilling, Training and Multi-skilling of existing employees are done by various broadcasters. The biggest asset of Prasar Bharati is the workforce which has been ready to take all responsibilities and face challenges in the Engg field. Our members have in depth knowledge and were never behind in facing challenges. Over the years many of the engineering jobs were handed over to Casual and Contract staff due to shortage of staff. This has resulted in the low Technical Quality and chaos especially in All India Radio. The financial outlay for engaging casual and Contract Staff has recently brought criticism from the Ministry itself. The recent closure of Analogue LPTs has given a new opportunity to improve the quality by utilising the staff better.

[Signature] [10]
16/5/19

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At the end, I want to say that being National Broadcaster these departments are of national importance. The twin departments of AIR and DD have played and will play an very important role in all around progress of the nation. We are protecting cultural heritage of this great country who has lot of diversity. It can not be compared with any other normal Govt. department.

Security of Stations :

In a surprise move , the security of stations is withdrawn as an austerity measure. It is causing incidents of looting and physical man handling of staff by Anti Social Elements. Our Stations are becoming the centres of suspicious Activities. AIR and DD establishments are the centres of national importance and it is very dangerous that security of Stations is totally withdrawn. If some one is misusing these funds or there is corruption, he may be brought to that task but security of stations is must and it should be restored.

Extremely difficult Working Conditions :

Further the Employees of these department are working day and night under extreme difficult conditions from Hottest in Jaiselmer to coldest in Leh/Kargil, from LWE Activities to Terrorism of J&K/North Eastern states. The risk being taken by our people is just second to ARMY and Para military forces but on facilities we are treated even lesser than other Govt. Employees. We face other health problems too since we work under field created by Radio frequency which has heavy pick ups. The staff must be paid extra allowances for such problems.

We request you to forward these inputs to the Agency and to arrange detailed meeting with them.

Thanks and Regards
Yours faithfully,


Umesh Chandra,

President, ARTEE
9871765714,

umsharma01@gmail.com

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