



PRASAR BHARATI SECRETARIAT

Frequently Asked Questions

Manpower Issues

Employees and their Associations have been flooding Chairperson, Chief Executive Officer, Prasar Bharati Board Members, Ministry of Information and Broadcasting and other senior officers with questions which are being repeatedly and frequently asked.

The tenor of these questions has been captured as under :

Question Set 1 Questions Relating to Promotions.

- i) Why have I been stagnating for the last more than 20 years (or more) without getting any promotion at all since my joining?
- ii) When will this stalemate be over? When would DPC for my promotion which is due for the last about 20 years be held and I would get my promotion?
- iii) Will I ever get any promotion before my retirement?

Question Set II. Questions Relating to Recruitment

- (i) Why is recruitment not taking place for the last 20 years?
- (ii) When will the Prasar Bharati Recruitment Board be set up?
- (iii) When will the Recruitment Regulations be finalised?

Question Set III. Questions Regarding Engagement of Contractuals.

- i. Why are casual artistes and staff being engaged at AIR stations/Doordarshan Kendras?
- ii. Why are some retired persons engaged as Consultants?
- iii. What is the need for engaging Advisors/Associates/ Coordinators/ Special Assignees?
- iv. Is there any transparent procedure in place for such engagements to ensure objectivity and transparency?

Question Set IV Questions Relating to SC/ST matters

- (i) Are Reservation Rosters being maintained in accordance with Government instructions?
- (ii) What action is taken in case some discrepancy is found in the roster? and
- (iii) What other measures are taken to safeguard the interests of SC/STs employees?

The position indicated below, it is hoped, would clarify the above questions :

Answer I

(A) Manpower Position in Prasar Bharati Secretariat

Prasar Bharati was set up in 1997 as an Autonomous Body under Prasar Bharati Act, 1990. Besides, the two Directorates of AIR and Doordarshan, the Act provides, inter-alia, for three whole time Members, viz. Executive Member (Chief Executive Officer), Member (Finance) and

Member (Personnel). In Prasar Bharati Secretariat apart from these three posts, one post of Additional Director General (B&A) was also created by Ministry, but not a single other post has been created for Prasar Bharati Secretariat. Thus, only these 4 posts exist, since inception of Prasar Bharati in 1997, though it has to supervise 2 large Directorates (AIR and Doordarshan), some Rs. 3500 crores of annual finance and approximately 33000 permanent employees, as well as thousands of other casual and other employees in the two Directorates.

2. The Secretariat services the Prasar Bharati Board and interfaces with the Ministry and is, therefore, responsible for formulation of operational policies for Board / Government approval, and also their implementation and monitoring after approval. This is being managed by borrowing the staff from the two Directorates, leading to their further shortage in some categories.

3. Prasar Bharati Board in its 116th meeting held on 20.9.2013 has considered a proposal for creation of 180 posts for Prasar Bharati Secretariat including the Finance Wing, which has been sent to the Ministry of I&B.

(B) Manpower position in the Directorates of AIR and DD.

In so far as the two Directorates are concerned, at the time of setting up of Prasar Bharati in 1997, the combined sanctioned strength of the two Directorates was 48,000. Since then, the number of projects/facilities viz., AIR stations, Doordarshan Kendras, Programme Generating Facilities and Transmitters etc. has almost doubled. For the new facilities created, either no staff has been sanctioned, or only partial staff strength has been sanctioned in some cases.

2. In 2008, a proposal for creation of more than 8000 posts was mooted for the new facilities created till then after setting up of Prasar Bharati. This number was based on SIU norm, which itself is quite stringent. Since then, lot more facilities have been created without any staff at all having been sanctioned. As such, the required strength would have gone up to approx. 60,000, if proportionate ratios are used

3. Instead of augmentation in the staff strength matching with the increasing work load on account of increase in number of projects, the position has actually been reversed. At present, the staff strength is only approx. 32,000. It is, therefore, clear that the overall staff strength is approximately half of what it should have been as per SIU norms, but this is lopsided because of Recruitments and their Rules were made ages ago. While some tasks and installations have acute manpower shortage, there is overstaffing in some other areas.

4. The acute shortage of manpower in many critical and newer areas has had its effect on the smooth and efficient functioning of the organization. Although new facilities have been created and operationalized and new tasks like FM channels, social media, DTH and Marketing undertaken, they are not functioning to their full potential due to manpower constraints and consequently the full potential remains underutilised. It is not clear whether this shortage has occurred due to Prasar Bharati administration not addressing the issue by waking up at the right moment or even the Ministry of Information and Broadcasting failed to foresee the problem. However, the present Prasar Bharati administration is seized of the matter and is addressing the issue in its right prospective and is thankful to the Ministry for its support, inter-alia in the matter of finalisation of Recruitment Regulations,

setting up of Prasar Bharati Recruitment Board and allowing the filling up of the Group B & C critical posts through Staff Selection Commission as a one time measure. Due to this acute shortage, the two Directorates are also finding it extremely difficult to spare manpower for Prasar Bharati Secretariat. The effect of this acute but lopsided shortage can best be assessed by the fact that in the Programme cadres which is the core group for formulation and implementation of programmes related activities at the Directorate level and actual running of the operations at the AIR stations/ Doordarshan Kendras level, is just dying at the top. Against the sanctioned strength of 30 at Senior Administrative Grade level (posts of ADGs), there are only 9 incumbents and in Junior Administrative Grade (posts of DDGs), against the sanctioned strength of 160, there are only 4 incumbents in position which amounts to not even one DDG per major Station/Kendra. Programme Officers due to their access to public figures bring unwarranted pressure for their transfer to their choice postings mostly in main stream stations. This leads to shortage of officers in far flung areas leading to lopsided availability of manpower. Prasar Bharati is addressing this malady and is trying to withstand such pressures to instil a sense of fairness, self respect and organisational discipline.

5. The position is going to be still worse soon due to retirements from amongst these incumbents and no officer being available for promotion in the feeder grades. Consequently AIR stations /Doordarshan Kendras are being headed by junior officers, even by PEXs in some Stations/Kendras. The plight of such Stations/Kendras can be easily judged by anybody.

6. To address this alarming situation, Prasar Bharati is considering promoting PEXs to Junior Time Scale on adhoc basis apart from expediting the pending DPCs as also promoting adhoc Junior Time Scale officers to Senior Time Scale on adhoc basis.

(C) Reasons for Shortage of Manpower:

The reasons for deterioration of the situation to such an extent are rather historic. Due to various reasons, neither the Recruitment Board, as envisaged in the Act, has been set up nor have Recruitment Regulations for various cadres been finalised so far.

2. As such, there is no mechanism in place for undertaking recruitment till recently. The reasons for dwindling manpower are, therefore, not hard to find as it has been due to retirements and matching recruitment not having taken place. The Union Public Service Commission and the Staff Selection Commission which were undertaking recruitment (including promotions) for AIR and Doordarshan prior to setting up of Prasar Bharati, also declined to continue the process as it is beyond their mandate. As such, there has been no major recruitment for the last about 20 years (the last recruitment in Programme cadres of AIR and Doordarshan was made in 1992). Similar is the case in respect of promotions. In some cadres, Departmental Promotion Committee meetings have not been held for the last 20 – 25 years resulting in acute stagnation. As such, while there is acute shortage in the higher echelons, there is acute stagnation in the lower cadres.

(D) Reasons for delayed Promotions.

- i. After the setting up of Prasar Bharati in 1997, Union Public Service Commission which was holding Department Promotion Committees for promotions to various Cadres declined to continue with the process as it was beyond its mandate, Prasar Bharati being an Autonomous Body. However, after intervention of Courts, the Commission re-started the process after a gap of many years, leading to accumulation of arrears of Departmental Promotion Committees;
- ii. Numerous cases pending in various Courts relating to seniority and allied matters. In some cases, even stay orders had been granted;
- iii. Non completion of ACRs for a number of years in respect of a large number of employees; and
- iv. Disputes regarding proper maintenance of Reservation rosters.

What measures have been taken to expedite holding of DPCs & promotions?

- i. With a view to expedite holding of Departmental Promotion Committees (DPCs), a Core Group has been set up by engaging senior retired officers from Union Public Service Commission (UPSC) so that the DPC proposals are scrutinised and shortcomings, if any, in the proposals are removed before these are referred to MIB, to avoid wastage of precious time in cross references;
- ii. The process of updating the pending ACRs is also being expedited to facilitate timely holding of DPCs.
- iii. During last one and half year, 32 DPCs have been held and 526 officers have been promoted based on these DPCs. Besides, in accordance with procedure approved by Prasar Bharati Board, 82 PEXs, who were languishing for more than 25 years without a promotion, have been promoted on adhoc basis. Prasar Bharati Board has also accorded approval for regularisation of 24 Cameramen Grade II who have been working on adhoc basis for the last 20 years. Follow up action is in process.
- iv. In a number of cases, in-situ promotions have been granted.
- v. Current duty charge of the higher post has also been given in a number of cases.
- vi. Large number of pending DPCs at the level of the two Directorates, in MIB and in UPSC are being closely followed up.
- vii. Grant of ad-hoc promotion to Senior Time Scale of India Broadcast (Programme) Service to ad-hoc Junior Time Scale officers who have been denied their due regular promotion for long due to

delay in implementation of Court directions is also being considered. Resolution of issues relating to grant of regular promotion is also being expedited in consultation with UPSC.

- viii With a view to review the structures of different cadres so as to harmonise the functional needs with the legitimate career expectations of their members; to assess the magnitude of stagnation in various posts in the different cadres and to suggest remedial measures – both short-term and long-term, so as to reduce promotional blocks and at the same time prevent gaps from building up, different Committees have been set up to undertake **cadre review/re-structuring** proposals for Programme, Engineering, Administrative, Stenographers, Announcers and Raj Bhasa cadres.

Why has there been no recruitment after setting up of Prasar Bharati?

There has been no major recruitment in Prasar Bharati after its setting up due to the following reasons:-

- i. After setting up of Prasar Bharati, Union Public Service Commission (UPSC) and Staff Selection Commission which were undertaking recruitment for various posts in AIR and Doordarshan, discontinued the process as it is beyond their mandate, Prasar Bharati being an Autonomous Body;
- ii. No recruitment Board, as envisaged in Sections 9 and 10 of Prasar Bharati Act, 1990 has been set up so far. This is due to the reason that the status of employees working in Prasar Bharati was under consideration of the Group of Ministers; and
- iii. In addition to there being no mechanism in place for undertaking recruitment in Prasar Bharati, the Recruitment Regulations for various cadres have also not been finalised

What is the progress on setting up of Prasar Bharati Recruitment Board:

Although the original proposal for setting up of Prasar Bharati Recruitment Board (PBRB) was referred to MIB in October, 2010, alongwith a draft Notification, after approval of Prasar Bharati Board, the modified proposal alongwith a draft Notification was sent to MIB on 17-4-2012. After inter-Departmental consultations, the Notification is in final stage of approval by the Government and is likely to be notified shortly.

With a view to facilitating expeditious setting up and operationalization of PBRB after issue of the Notification, an Expert Group consisting of retired Secretary, Union Public Service Commission (UPSC), retired Chairman, Staff Selection Commission (SSC) and JS(Retd.) UPSC was set up. The Group has already formulated a Manual giving detailed procedure to be adopted by PBRB for recruitment.

Out of 3452 posts in various Cadres identified as critical by the Group of Ministers, Department of Expenditure has already approved filling up of 1150 posts. Proposal for approving the balance posts is under consideration. Pending setting up of Prasar Bharati Recruitment Board, approval for recruitment to essential category of Groups B & C posts through SSC has been accorded by the Government. Requisition for 2935 posts in seven categories including the anticipated and reserved backlog vacancies has been placed with SSC. Examinations for 2753 posts relating to PEXs, TREXs, Production Assistants, Engineering Assistants and Technicians have already been held. Examination for the

balance 182 posts of Cameramen Grade III and Assistants/ Head clerks are likely to be held shortly.

Have the Recruitment Regulations been finalised?

Recruitment Regulations for all the cadres (125) were referred to MIB. These were scrutinised in consultation with Department of Personnel & Training and were returned for modifications. Recruitment Regulations (RRs) for seven cadres have already been notified after carrying out the modifications. RRs for 42 cadres are under process in MIB after necessary modifications by Prasar Bharati. The balance 76 RRs are at various stages of finalisation in consultation with the two Directorates.

Since finalisation and notification of fresh Recruitment Regulations is taking inordinately long time, it is proposed to operationalise the Recruitment Regulations notified in 2001 and 2002. However, the process of carrying out amendments to those Regulations would continue simultaneously and with the notification of modified Regulations, the 2001/2002 Regulations for the corresponding cadres would be superseded.

What is the status of reservation roster?

Reservation roster being maintained by Cadre Controlling Authority viz., AIR and Doordarshan are generally in accordance with the Government instructions on the subject.

In case any discrepancy is noticed in any case, suitable remedial action is immediately taken to ensure that interests of SCs/STs employees are safeguarded . Measures taken include consultation with Liaison Officer and consultation with Department of Personnel & Training, wherever required.

What are the measures being taken to safeguard interests of SC/ST employees.

- i) SC/ST Cells in both the Directorates are being strengthened;
- ii) Backlog vacancies of relevant cadres have been reported to SSC for which recruitment action through SSC is in progress;
- iii) Pre-exam training provided to internal SC/ST candidates for which direct recruitment is being undertaken through SSC;
- iv) Special training is imparted to the officers dealing with SC/ST matters to keep them abreast with the latest instructions on the subject;
- v) Necessary instructions issued to both the Directorates for holding regular monthly meetings to look into the grievances of SC/ST employees for their expeditious redressal; and
- vi) Problems relating to holding of review DPC for vacancy years 1998- 2004 for promotion to STS grade of IB(E)S, which are mainly related to discrepancies in reservation roster, are being sorted out and DPC is now expected to be held shortly.

What are reasons for engaging Casual artists in AIR and Doordarshan?

Engagement of Casual artists at AIR stations/Doordarshan Kendras has a long history. They are being booked due to shortage of regular staff.

Due to legal compulsions, such casual artists are not being engaged on regular basis but are booked only for limited number of days in a month. As such, for performing a particular job, there are more casuals on the panel than the number of posts existing for that job. Therefore, the number of casuals far exceeds the number of sanctioned posts.

Why are Advisors/Consultants etc being engaged in PB, DD and AIR?

Due to acute shortage of manpower, the work is somehow being managed by engaging casuals and other contractual engagees such as Consultants/Associates/Coordinators and a few Advisors. The Consultants, Associates and Coordinators have, in addition to specific tasks, also to attend to day to day functions. For seeking expert advice on important issues such as management (including monetization) of Archives of AIR and Doordarshan, for reviewing the structure system of HR functions and processes for training of staff including preparation of induction training modules in various fields such as technical, programme, administrative and marketing, retired Secretary level officers have been engaged as Advisers. For professionalization of the organisation which is essential to meet stiff competition from the private channels and to ensure that the viewers of Doordarshan and listeners of AIR are not weaned away, some special Assignees have also been engaged.

A list of Consultants, Advisors and Special Assignees alongwith their relevant details engaged in Prasar Bharati Secretariat is at Annexure.

How are contractual employees being engaged?

With a view to ensure objectivity and transparency in the selection of such contractual engagees, a policy has been approved by Prasar Bharati Board which is based on the basic tenets of GFRs. In the case of retired Government servants, the policy lays down that the fee to be paid to them shall be last pay drawn minus pension plus DA, subject to a minimum prescribed in the policy. For Advisors who are senior retired officers (officers who retired at the level of Additional Secretary and above), the remuneration is paid commensurate with their experience and expertise, on a case-to-case basis. Similarly, for Special Assignees also, the fee is fixed based on their experience and market conditions with the approval of the Empowered Committee of the Board and subsequently ratified by the Board. All such engagements are being made strictly in accordance with the policy approved by the Board. The engagement of retired officers is highly cost effective as Prasar Bharati is getting the benefit of their rich and vast experience and expertise at half the cost. The expenditure on all such Casuals, Consultants, Advisors and Special Assignees is met from out of Prasar Bharati's Revenue.