

Association of Radio & Television Engineering Employees



Post Box No.422, New Delhi – 110001

Regn No.923/1967

Largest Employees Association of Electronic Media in India

www.arteeindia.org

Ref. No. :- ARTEE/GS/CEO/PB/2012/2

Date: 02/04/2012

Shri. Jawhar Sircar
Chief Executive Officer
Prasar Bharati
New Delhi

[Handwritten signature]
2/4/2012

Ref: Transfer/postings orders, dated 28.03.2012, issued by the O/o ADG(Engg), SZ, AIR & DD, Chennai
Sub: Request for kind intervention to stop the harassment/torture in the form of transfers

Sir,

I request your kind attention towards the transfer orders in the reference through which the ADG (SZ), AIR & Doordarshan, Chennai transferred about 260 officials belonging to subordinate engineering cadres from various places. I would like to bring the following few lines in this regard:

1. The Engineering employees of AIR&DD are most vulnerable to transfers, after the defence personnel.
2. Our members are serving AIR&DD stations across the length and breadth of the country in different climatic conditions, for the wider interest of the organisation and the country.
3. There was a time when 'transfer' was as a tool to harass the subordinate engineering cadres. We took up the matter with the Ministry of I&B and accordingly the ministry came out with a well defined transfer policy in consultations with the employees Associations in the year 1981. (copy attached for your kind reference).
4. Prasar Bharati and DG: AIR issued various guidelines from time to time to ensure proper implementation of the transfer policy.
5. The transfer policy as well the guidelines clearly state that, "Transfers should not be for the sake of transfers".
6. There are clear instructions in the transfer policy to ensure choice places for the employees having completed their tenure in difficult stations (Category "C" stations – 1 year & 2 year tenure) so as to encourage others also to move to difficult stations.
7. While issuing the transfer orders, the authorities used to keep in mind the basic spirit of transfer policy, for smooth functioning of the stations in his zone.

But in the orders referred above, the ADG (SZ) removed large number of employees from major stations like Doordarshan Kendra Thiruvananthapuram, Chennai etc., without matching replacement, which may practically paralyse the working of these stations. When our representatives approached the ADG (SZ), he refused to interact with them even for informal discussions.

Sir, it is evident from your vision statement that you are looking for the improvement in the functioning of Prasar Bharati. But these orders are totally against such a vision on following counts:

- a) DDK, Thiruvananthapuram and DDK Chennai are some of the stations earning maximum revenue for the department through various programmes. This kind of en masse transfers from these stations will definitely affect the working and thereby the revenue figures from these stations.

Zonal Offices

East Zone
Post Box No.2713
Kolkata (WB) – 700 001

North Zone
Post Box No.331
New Delhi - 110 001

North East Zone
Post Box No.83
Guwahati (Assam) – 781 001

South Zone
Post Box No.176
Triplicane, Chennai (TN) – 600 005

West Zone
Post Box No.11228
Mumbai (MS) – 400 020

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- b) In addition, Prasar Bharati will have to bear huge burdens on account of TA/DA to these employees moving out on transfers. At best this can bring some mental satisfaction to some of the officials in the O/O ADG(SZ).
- c) These orders clearly indicate the apathetic attitude towards subordinate cadres by not granting them their choice places after serving difficult stations, despite having vacancies at their place of choice.
- d) There are cases in these orders which indicate that a number of officials have not even been allowed to complete their tenure of 4 years at a normal tenure station. It is not only an inhuman approach, but also against the transfer policy itself.

Copy of the letter from our Vice President (South Zone) submitted to the ADG(SZ) is attached for your kind reference.

It seems that some officials are taking the organisation back to the pre-1981 era where the transfer postings were used as weapons to harass the subordinate engineering staff for reasons best known to them.

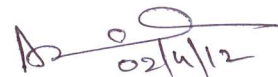
Your goodself may also agree that a disturbed and de-motivated workforce may not be in a best position to work towards achieving the key objectives of the organisation. Our apprehension is that disturbing the functioning of major Doordarshan Kendras is bound to benefit the private broadcasters only.

Under these circumstances, I request your goodself to kindly intervene in this matter to ensure justice to the employees and to maintain a smooth employee-management relationship, so that we can have faith in the system.

I am confident that your kind intervention will make the difference.

Thanking you,

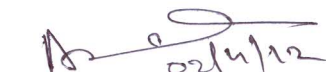
Sincerely yours

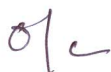

02/4/12

(Anilkumar S)
General Secretary
Ph: 9818759192 (Delhi)
07898751688 (Rewa)

Copy for kind information to:

- 1. Shri. L.D. Mondloi IBPS, Director General, All India Radio, New Delhi
- 2. Shri. Tripurari Sharan IAS, Director General, Doordarshan, New Delhi
- 3. Shri.R.K.Jain, Engineer -in- Chief, All India Radio, New Delhi
- 4. Shri.A.K.Bhatnagar, Engineer -in- Chief, Doordarshan, New Delhi.
- 5. Shri. Sanjay Dubey, ADG (A), All India Radio, New Delhi
- 6. Shri. V.K.Jain IAS, ADG(A), Doordarshan, New Delhi.


02/4/12
(Anilkumar S)



Zonal Offices

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Post Box No.2713
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North Zone
Post Box No.331
New Delhi - 110 001

North East Zone
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Guwahati (Assam) – 781 001

South Zone
Post Box No.176
Triplicane, Chennai (TN) – 600 005

West Zone
Post Box No.11228
Mumbai (MS) – 400 020

Association of Radio & Television Engineering Employees



Post Box No.422, New Delhi – 110001.

Regn No.923/1967

Largest Employees Association of Electronic Media in India

www.arteeindia.org

No : ARTEE/VP(SZ)/2012/ADG(SOUTH)/02

Date: 02/04/2012

To,
The Addl Director General (E)(SZ),
AIR & Doordarshan,
Swami Sivananda Salai,
Chennai-5

Sir,

SUB : EN MASSE TRANSFERS IN SOUTH ZONE- REG

Ref: 1.ADG(SZ)/1(2)/2012-SII, Transfer Order Nos 1/2012-13, 2/2012-13 & 3/2012-13, dated 28/03/2012.

According to latest figures, there are around 400 SEAs, 700+ EAs and 350+ Sr Technicians in South Zone. In the Transfer Orders issued by you on March 28th, you put 79 SEAs, 118 EAs and 60 Sr Techs under transfer in one go. That is, one fifth of the total no. of SEAs, one sixth of EAs and one fifth of Sr Techs (and their families) have been uprooted by a single stroke of your pen.

It is not only that. In your desire to transfer people you never thought about geography or distances involved. And you paid scant regard to the factors of age and family obligations of those whom you were transferring. Thus, a middle-aged, unmarried person with a dependant, mentally challenged sister has the Hobson's choice of going to a place 1300 KM away even though he has served almost his entire career out of his home state. A 50 year old lady serving at the southern tip of the Zone suddenly finds herself forced to shift her family to its northern tip for the next four years. A person whose wife is a State govt employee & who spent years together navigating the inhospitable VLPT islands of Lakshadweep (facts that he pointedly highlighted in his Representation to retain him in his home state or a nearby place) finds himself flung to a place 1200 KM away in another state. The list of such sufferers is endless.

And in your desire to blindly "rationalize" staff deployment, you have struck at the heart of all the major Kendras in the zone. The facts speak for themselves: DDK Chennai – a net reduction of 3 SEAs, 7 EAs and 3 Sr Techs. DDK Trivandrum – net 3 SEAs, 4 EAs & 2 Sr Techs less. DDK Bangalore – net 3 SEAs & 3 Sr Techs less. AIR Trivandrum, where the installations are at four different locations far away from one another- staff reduced by 2 SEAs and 5 EAs. IN AIR Alleppy, exactly 2 AEs and 4 EAs are available now to run a 2 x 100 KW Transmitter where all the equipment is connected to HT supply. Here also, the list of major stations deprived of staff is endless. You are well aware that all these stations are already groaning under heavy workload coupled with high staff shortage. Perhaps you wanted these stations to stop all OB, ENG and any other out of routine activities so that they can all be outsourced?

Added to this is the egregious violation of transfer policy in transferring staff that haven't completed their tenures and not giving choice places to those who are serving in difficult stations.

What is the philosophy or policy behind this? Did you follow any formula? Would you disclose it? There seems to be none but proving your power over subordinate staff, putting them to misery and gratuitously humiliating them.

We demand that the transfers of all those who haven't completed their tenures be cancelled, those serving in difficult stations be given their first choice place, and all other transfers be reviewed in a more humane manner by positively considering representations for changes of place. We also demand that the idea of emasculating major stations by staff reduction be dropped.

With Sincere Regards,

Handwritten signature
2/4/12

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M.Seshagiri,
Vice President (South Zone).

Copy To:
1. President, ARTEE, New Delhi.

East Zone Post Box No.2713 Kolkata (WB) – 700 001 400 020	North Zone Post Box No.331 New Delhi - 110 001	North East Zone Post Box No.83 Guwahati (Assam) – 781 001	South Zone Post Box No.176 Triplicane, Chennai (TN) – 600 005	West Zone Post Box No.11228 Mumbai (MS) –
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**PRASAR BHARATI
(BROADCASTING CORPORATION OF INDIA)
PRASAR BHARTI SECRETARIAT
2ND Floor, PTI Building,
Sansad Marg, New Delhi**

No. A-10/05/2012-PPC

Dated-18.01.2012

OFFICE ORDER No. 06 /2012-PPC

In supersession to all earlier Orders relating to transfers/postings of officials of All India Radio and Doordarshan the following have been decided with immediate effect:

- i) All transfers/postings to the grade from AE to JAG in the Engineering cadres of AIR and Doordarshan will be controlled by E-in-C, AIR and E-in-C, Doordarshan respectively.
- ii) All transfers/postings in the Programme cadres of AIR & Doordarshan upto the level of JAG will be controlled by ADG(P), AIR & ADG(P), Doordarshan respectively.
- iii) The zonal ADG(E)s/ADG(P)s will continue to issue transfers/postings of junior engineering/Programme officials respectively of their respective zone.
- iv) So far as administration is concerned the present practice will continue until further orders.
- v) Transfers/postings of officials to or from Prasar Bharati Marketing Division and all inter-directorate transfer will be issued by Prasar Bharati Secretariat after CEO's approval.
- vi) All transfers/postings and work allocations of SAG level and above will be issued by Prasar Bharati Secretariat after CEO's approval. In this regard proposal are to be submitted by the concerned DGs of AIR & Doordarshan.
- vii) Shifting of posts is to be avoided as far as possible. However, if shifting of post is unavoidable due to exigencies of services, orders are to be issued by Prasar Bharati Secretariat after CEO's approval.
- viii) Established time lines for implementation of all orders have to be adhered to scrupulously.
- ix) Both the DGs will hold co-ordination meeting with Engineering & Programme wings regularly for smooth functioning and settling the matters relating to transfers/postings/service conditions/ Court cases/staff grievances etc, every month.

Contd...

- x) General instructions contained in guidelines regarding transfer of employees of Prasar Bharati issued vide letter No. A-10/40/2007-PPC dated 21.05.2010 (copy enclosed) will continue to hold good.
2. This issues with the approval of the Chief Executive Officer, Prasar Bharati.

Encl:A/a

Sunita
(Sunita)
Manager(Pers.)
Tel: 23351347

To

1. DG, AIR.
2. DG, Doordarshan.
3. E-in-C, AIR.
4. E-in-C, Doordarshan.
5. ADG(A), Doordarshan.
6. DDG(A), AIR.
7. All zonal ADG(E)s through DDA(E), DG:AIR.
8. All Regional ADG(P)s of AIR through DDA(P), DG:AIR.
9. All Regional ADG(P)s of Doordarshan through DDA(P), DG:Doordarshan.
10. All officers and sections in DG:AIR through DDA(SCOR), DG:AIR.
11. All officers and sections in DG:DDn through DDA(SCOR), DG:DDn.
12. All AIR stations/offices including CCW through DDA(SCOR), DG:AIR.
13. All DDKs and other offices of Doordarshan through DDA(SCOR), DG:Doordarshan.
14. AM(PPC-II), Prasar Bharati Secretariat.
15. Sr. PPS to CEO, Prasar Bharati.
16. Hindi Unit for Hindi version.
17. Office Orders folder.

14 (12)

PRASAR BHARATI
(BROADCASTING CORPORATION OF INDIA)
PRASAR BHARTI SECRETARIAT
2ND Floor, PTI Building,
Sansad Marg, New Delhi

No. A-10/40/2007PPC

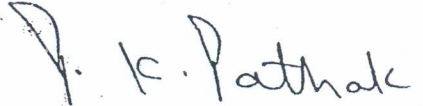
Dated the May 21st, 2010

Subject: Guidelines for transfer for employees of Prasar Bharati.

It has been observed that DG:AIR and DG:Doordarshan while issuing transfer Orders are not following the transfer policy in the true spirit. This leads to resentment amongst the officers/staff. There needs to be transparency while issuing transfer orders. Some of the major points to be kept in mind are as follows:-

- i. Annual transfers are to be carried out prior to the academic session, as far as possible.
- ii. All transfer requests should as far as possible be considered at the time of annual transfers except in really emergent cases.
- iii. Transfers/postings of officials to or from Prasar Bharati Marketing Division and also those from AIR to Doordarshan and vice versa will be issued by Prasar Bharati Sectt after CEO's approval.
- iv. The officials who have completed their tenure in a sensitive post should be transferred forthwith. In case his/her name appears in the Agreed list or doubtful Integrity list, his/her transfer should be effected in terms of rules on the subject. This will be the direct responsibility of the officer who is competent to issue transfer orders.
- v. All staff working in normal stations/Kendras may be transferred after completion of their normal tenure. However, an officer should not be transferred for the sake of transfer only. Mere completion of tenure at a particular station should not be the sole reason for transfer. However, unduly longer stay beyond the tenure period should be avoided.
- 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.
- ii. As far as possible both husband and wife should be posted at the same Station/Kendra barring exigencies of work.
- i. Transfer/postings effected on the advice/recommendation of vigilance wing, will not be reversed or such official will not be posted in sensitive areas of activities without consulting the vigilance wing.

- ix. While effecting transfers/postings to the sensitive posts, a proper screening may be held and in case of any doubt, Vigilance Wing be consulted.
 - x. Necessary directions may be issued to all Zonal heads to shift junior level officials from one office to another within the same city to avoid long stay in a particular office/section.
 - xi. All transfer and work allocation proposals in respect of officers of SAG Level and above are to be submitted by the concerned DG for approval to CEO, Prasar Bharati.
 - xii. Shifting of posts be avoided as far as possible. However, if shifting of post is unavoidable due to exigencies of services, it should be done only with the approval of CEO, Prasar Bharati.
 - xiii. Any transfer not in conformity with the laid down policy should be made, in exigency of work only and in exceptional cases. Data in this regard be kept and intimated to Personnel Wing of Prasar Bharati Secretariat
2. The above are not exhaustive directions to be followed for making transfers. The guidelines issued by Ministry of I&B and Prasar Bharati Sectt. from time to time regarding the transfer policy for employees of AIR and Doordarshan may also be kept in view while effecting transfers.
3. This issues with the approval of the Chief Executive Officer, Prasar Bharati.


(P.K. Pathak)
General Manager(Pers.)
Tel: - 23352543

To

1. Ms. Aruna Sharma, DG: General, Doordarshan, Doordarshan Bhavan, New Delhi.
2. Ms. Noreen Naqvi, Director General, All India Radio, Akashwani Bhavan, New Delhi.
3. Shri R.R Parsad, E-In-O, Doordarshan, Doordarshan Bhavan, New Delhi.
4. Shri M.C. Aggarwal, CE(D), looking after the routine work of E-in-C, AIR, Akashwani Bhavan, New Delhi.

Copy to: Hindi unit for Hindi version.

**PRASAR BHARATI
(BROADCASTING CORPORATION OF INDIA)
PRASAR BHARATI SECRETARIAT**

PTI BUILDING, 2ND FLOOR
SANSAD MARG, NEW DELHI-110001

No. A-10/40/2007-PPC

Date : 26/3/2007

Subject: Transfer policy for Prasar Bharati employees-incumbency of officers of Prasar Bharati-regarding.

It has been observed that many officers in AIR and Doordarshan have over stayed at a particular Station/Kendra and are posted there for a very long time in violation of the transfer policy. It has been decided that both the Directorates may prepare list of officers having stay of 4 years, 5 years, 6 years and more than 6 years at a particular Station. They may prepare a proposal for transfer of officials having longer stay and issue the transfer orders in phases with the approval of the competent authority by 15.05.2007. The officers having the longest stay at a particular station be transferred first and transfer orders may be issued preferably on the basis of logitivity of stay i.e. cases of 6 years stay or more at one station be exhausted. Then 5 years stay and so on.

2. In cases of exceptions a comprehensive proposal listing each case may be sent to CEO for his approval. The transfer of the officers of the level of Directors in Doordarshan posted at important stations, may also be made after seeking the approval of CEO. The proposal of transfer of SAG officers may be sent to CEO for this approval.

3. CEO has also desired that a plan for filling up/deployment of successors in case of retiring officers be also chalked out & implemented. The representation, if any, received before or after the issue of the transfer orders may please be considered on merit and decided accordingly. The action taken report may be sent to this Sectt. for perusal of CEO.

4. This issues with the approval of Chief Executive Officer, Prasar Bharati.

(G.G. Saxena)
General Manager (Personnel)
Tel. No. 23352543

1. **Shri Brijeshwar Singh,**
DG, AIR
Akashwani Bhawan

2. **Shri L.D. Mandloi,**
DG: Doordarshan,
Doordarshan Bhawan,
Mandi House

**No. 503/16/92-Scor
Directorate General: Doordarshan**

New Delhi, dated: 31.12.1992

OFFICE MEMORANDUM

Subject: Transfer policy.

* * *

The transfer policy of Doordarshan has been a subject matter of discussion for quite some time. It is felt that a uniform policy should be adopted for all cadres of Doordarshan viz. Programme, Engineering and Administration. Accordingly it has been decided that a uniform transfer policy as applicable in All India Radio shall be implemented in Doordarshan as well. This transfer policy shall come into effect from the date of issue of this Office Memorandum.

2. To facilitate the field offices and the staff working in them, copies of the following Office Memoranda issued by the All India Radio in respect of transfer policy are enclosed which will mutatis-mutandis be applicable to the personnel working in Doordarshan also in supersession of any earlier orders:-

- (i) DG: AIR, O.M. No. A-11019/22/81-Scor dated 4/7th August, 1981.
- (ii) DG: AIR, O.M. No. 3(20)/87-S-I(A) dated 23.04.1987.
- (iii) DG: AIR, O.M. No. 3/1/89-Scor(Vol.II)/561 dated 3.8.1992.

3. In the event of any employee feeling aggrieved by the transfer, the case will be considered on merits.

**Sd/-
(R.P. Singh)
DEPUTY DIRECTOR (ADMN.)
TELE. 382452**

Copy to:

- 1. All DDKs/DDMCs/PGFs/PPCs/HPTs etc.
- 2. CPC/CP&S/DCS/PEU, Vigyan Bhawan.
- 3. All Officers/Sections in the Directorate.
- 4. CEs of North/South/East/West Zones.
- 5. All recognised Associations (as per list enclosed).

**Sd/-
(R.P. Singh)
DEPUTY DIRECTOR (ADMN.)
For DIRECTOR GENERAL**

**No. 3/1/89-Scor (Vol.II)
Government of India
Directorate General: All India Radio**

New Delhi - 110001
Dated the 3rd Aug., 92

OFFICE MEMORANDUM

Subject: Period of stay of staff at some difficult stations of AIR – Transfer policy.

Attention is invited to sub para (ii) of para 1 of letter No. 310/78/75-B(D) (Vol.II) dated 14.7.1981 of Ministry of Information and Broadcasting and circulated to all Heads of AIR Stations/Offices vide this Directorate's letter No. A-11019/22/81-Scor dated 4/7.8.1981 on the above subject.

2. The undersigned is directed to say that officers except locals, who have worked for an active period of 2 years in AIR Stations/Offices of Punjab and Union Territory of Chandigarh may be considered for transfer.

3. This issues with the approval of Director General.

**Sd/-
(GAYATRI SHARMA)
DEPUTY DIRECTOR OF ADMN(S).**

* * * * *

**GOVERNMENT OF INDIA
DIRECTORATE GENERAL: ALL INDIA RADIO**

No. A-11019/22/81-Scor

New Delhi, the 4/7th August, 1981

Subject: Transfer policy.

In supersession of all previous orders relating to the transfer policy, a copy of letter No. 310/18/75-B(D) (Vol.II) dated 14th July, 1981 from the Ministry of Information and Broadcasting is forwarded for guidance/compliance.

**Sd/-
(H.N. Biswas)
DEPUTY DIRECTOR OF ADMINISTRATION (E)**

No. 310/78/75-B(D) (Vol.II)
GOVERNMENT OF INDIA
MINISTRY OF INFORMATION AND BROADCASTING

New Delhi, the 14th July, 1981

Subject: Transfer policy.

Sir,

I am to say that in supersession of all previous orders issues on the subject either by the Ministry of Information & Broadcasting or by the Directorate General, All India Radio, it has been decided that subject to exigencies of public service, the transfers of personnel employed in All India Radio should henceforth be regulated by the following principles :-

- i) The stations/offices of All India Radio will be categorized in to A, B & C categories, as indicated in the Annexure, for the purpose of fixation of tenure of personnel at these stations/offices. This categorisation may be reviewed by the Government from time to time.
- ii) The normal tenure at stations, offices categorised as 'A' & 'B' will be four years and at stations/offices categorised as 'C' will be two years.
- iii) Locally recruited, members of staff of Group 'D' and other low paid employees would normally not be transferred except on promotion or on receipt of a written request from the employee in question.
- iv) Transfer of the other non-gazetted staff posted at Category 'A' & 'B' stations may not be made as a matter of routine after expiry of the normal tenure of four years.
- v) The tenure of mainland recruits at AIR, Port Blair, will however, be invariably four years (fixed) on completion of which they shall be transferred.
- vi) Normally on first appointment as a Station Director, an officer will be posted at 'B' station before being considered for holding charge at an 'A' station.
- vii) An Assistant Station Director on his first promotion/appointment, will not be posted to an auxiliary centre where he has to work independently. Likewise, a Station Engineer on his first promotion will not be posted to an Auxiliary Centre where he will be Head of the Station.
- viii) At lower levels in the Programme Cadre, officers will normally be given an opportunity to serve at both 'A' and 'B' Stations, to enable them to gain experience of all aspects of broadcasting.
- ix) When the question of transfer is considered, as a normal rule, a person with the longest continuous stay at the station, irrespective of the rank(s) held by him earlier, should ordinarily be transferred first. For this purpose, the service rendered at a station as a local recruit will not be taken in to consideration for determining the

length of continuous stay at that Station. Also, the actual period of continuous service at the site(s) of installation(s) will be excluded for computation of continuous stay provided the period of stay at the installations is more than ninety days in a calendar year.

- x) As far as possible, every employees will be posted to a category 'C' station at least once during his service.
- xi) Persons who already had a spell of posting at a 'C' station would not be posted to such a station a second time if there are candidates in the same grade who are still to be posted to such a station. They may, however, be posted again on promotion.
- xii) Persons over the age of 45 years shall not be ordinarily posted to a station of high altitude, which term for the purpose will mean a station located at an altitude, of 2250 or more above mean sea level.
- xiii) For the purpose of determining the date of completion of his tenure, all kinds of leave availed of by an officer after posting to Category 'C' station will be excluded except the leave availed of by him, during his such posting, up to the extent of "Earned Leave" earned by him at that station.
- xiv) The Head of the main station authorised to make recruitment may review the position of Transmission Executives posted at Category 'C' station well before completion of tenure at the station and forwarded proposals to the Directorate regarding transfers of those persons to other stations after ascertaining the preference of the persons concerned.
- xv) Regional Offices/Sections concerned in the Directorate should, at the commencement of a year, prepare a list of those whose tenure at Category 'C' stations is due to be completed during that year. Proposals to post substitutes in their places would be formulated well ahead of the actual completion of tenure. Those who are due promotion and who have not done a term of posting at any Category 'C' Station on promotion.
- xvi) Six months before expiry of normal tenure of posting at a station, an employee may indicate his choice of minimum of three different stations where he would like to be preferably posted and such option may be taken into consideration before his next posting is decided.
- xvii) If an official offers himself for posting at any of the Category 'C' stations, a suitable note will be made of the offer and to the extent possible, such an offer would be accepted.
- xviii) In case an official posted at a category 'C' station is willing to continue at that station notwithstanding completion of his normal tenure there, he may not be transferred from that station, unless the conditions other than the tenure justify his transfer from that station.
- xix) Posting/transfer orders of an employee who is serving at a category 'C' to a category 'A' or 'B' station on completion of his tenure at a category 'C' station shall be issued at least one month before the completion of his tenure.

- xx) In the matter of posting, officials who have not already been posted at a particular Station, shall have precedence over others who had already had full tenure at that station.
 - xxi) Members of staff, who are within three years of reaching the age of superannuation, will, if posted at their home town, not be shifted there from, if it becomes necessary to post them elsewhere, efforts will be made to shift them to or near their home towns to the extent possible.
 - xxii) The transfers of members of staff who have been given specialised training, whether in India or abroad, and those who are found to have aptitude for research work will be guided by consideration of full utilising their training/talents, than by any other considerations herein.
 - xxiii) Only the Chief Executive of the Central Body of a recognized Association/ Union/ Federation as defined in the Constitution of that Association/ Union/ Federation, or where the Chief Executive has not been specifically defined in the constitution of such an Association/Union/Federation, the General Secretary there of, may, if he is posted at a station/office outside Delhi/New Delhi, be brought on transfer to a Station Office at Delhi/New Delhi. In case, however, he is already posted at a Station/ Office in Delhi/New Delhi, he will not be transferred to a station/office outside Delhi/New Delhi so long as he continues to hold the office by virtue of which he is entitled to be retained at Delhi/New Delhi.
 - xxiv) Efforts will be made to the extent possible to see that husband and wife serving in All India Radio and Doordarshan are posted at one place, if they so desire.
 - xxv) Transfers will as far as possible be synchronised with the end of the academic year so that the education of children does not suffer.
 - xxvi) An index card for each employee may be maintained at Directorate or Regional Zonal Office as the case may be. This index card will contain the record of the employee's previous posting/transfers as also his latest choice of Stations of next posting and would be consulted before every transfer/posting.
2. Transfer policy, as enunciated above, should be implemented as objectively as possible. If any exception is required to be made, it should be got approved at the highest level in the Directorate.

Yours faithfully,

Sd/-
(M.K. RAMASWAMY)
DY. SECRETARY TO THE GOVT. OF INDIA
TELE: NO. 381043.

LIST SHOWING THE NAMES OF AIR STATIONS/OFFICES AND DOORDARSHAN KENDRAS ETC. CATEGORISED AS 'A', 'B' & 'C'.

Category 'A'		Category 'B'		Category 'C'	
S. No.	Station	S. No.	Station	S. No.	Station
1	2	3	4	5	6
1.	Ahmedabd	1.	Ajmer	1.	Aizwal
2.	Bangalore	2.	Allahabad	2.	Agartala
3.	Bhopal	3.	Auranagabad	3.	Dibrugarh
4.	Calcutta	4.	Baroda	4.	Imphal
5.	Bombay	5.	Bhadravati	5.	Kohima
6.	Cuttack	6.	Bhagalpur	6.	Leh
7.	Delhi	7.	Bhuj	7.	Passighat
8.	Guwahati	8.	Bikaner	8.	Tawang
9.	Hyderabad	9.	Calicut	9.	Tezu
10.	Indore	10.	Coimbatore	10.	Ambikapur
11.	Jaipur	11.	Cuddapah	11.	Chhatarpur
12.	Jalandhar	12.	Darbhanga	12.	Jagdalpur
13.	Lucknow	13.	Dharwad	13.	Jeypore
14.	Madras	14.	Gulbarga	14.	Silchar
15.	Pune	15.	Gwalior	15.	Suratgarh
16.	Panaji (Goa)	16.	Jabalpur	16.	Gangtok
17.	Patna	17.	Jalagaon		
18.	Shillong	18.	Jammu		
19.	Trivandrum	19.	Jodhpur		
20.	Srinagar	20.	Kurseong		
		21.	Mangalore/Udupi		
		22.	Mathura		
		23.	M.S. Simla		
		24.	Mysore		
		25.	Nagpur		
		26.	Najibabad		
		27.	Parbhani		
		28.	Pondicherry		
		29.	Port Blair		
		30.	Raipur		
		31.	Rajkot		
		32.	Rampur		
		33.	Ranchi		
		34.	Ratnagiri		
		35.	Rohtak		
		36.	Sambalpur		
		37.	Sangli		
		38.	Siliguri		
		39.	Simla		
		40.	Trichur		
		41.	Tiruchirapalli		
		42.	Tirunelveli		
		43.	Udaipur		
		44.	Varanasi		
		45.	Vishakapatnam		

COMMERCIAL BROADCASTING SERVICE

21. Ahmedabad
22. Bangalore
23. Bhopal
24. Bombay
25. Calcutta
26. Cuttack
27. Delhi
28. Hyderabad
29. Jaipur
30. Madras
31. Patna
32. Srinagar
33. Trivandrum

CENTRAL SALES UNIT

34. Bombay

HPTs

35. Aligarh
36. Bombay
37. Chinsurah
38. Gorakhpur

- 39. Jodhpur
- 40. Khanpur
- 41. Kingsway
- 42. Madras
- 43. Nangli
- 44. Rajkot

- 46. Vijaywada
- 47. Rewa

**COMMERCIAL BROADCASTING
SERVICE**

- 48. Chandigarh
- 49. Kanpur

REGIONAL ENGINEER

- 45. Regional Engineer (E)
- 46. Regional Engineer (N)
- 47. Regional Engineer (S)
- 48. Regional Engineer (W)

HPTs

- 50. Alleppay

OTHERS OFFICES OF AIR

- 49. Akashwani Group of Journals
- 50. Betar Jagat
- 51. Central Stores
- 52. Civil Construction Wing
- 53. External Service Division.
- 54. S.T. & P.E.S., New Delhi
- 55. News Services Division
- 56. Office of Research Engineers, New Delhi.
- 57. Office of Dy. Dir. General (ER), Calcutta.
- 58. Office of Dy. Dir. General (WR), Bombay
- 59. Office of Dy. Dir. General (NE), Guwahati
- 60. O.L.S. Srinagar.

**GOVERNMENT OF INDIA/BHARAT SARKAR
DIRECTORATE GENERAL: ALL INDIA RADIO**

No. 3(20)/87-SI(A)

New Delhi-1, the 23.4.87

OFFICE MEMORANDUM

Subject: Transfer policy and posting at one of the difficult choice stations.

One of the guidelines prescribed in the transfer policy laid down by the Ministry of I&B in their letter No. 310/78/75-B(D) Vol.II dated 14.7.81 inter-alia states that an officer governed by all India transfer liability, should be posted as far as possible at least once in his/her career at one of the difficult station of All India Radio. As a matter of fact, an officer can be posted at a difficult station each time he/she gets promotion, but keeping in view the difficulties faced by the transferees such practice is followed in the rarest of rare cases.

2. From the past postings of officers, it has been observed that while some of the officers have served at difficult stations on two-three occasions, there are a large number of officers who have never been posted to a difficult station. This is not a healthy situation. Objectivity and impartiality demands that except in cases where there are genuine difficulties or cases covered under exceptions provided in the transfer policy, each and every officer must serve at a difficult station at least once in his career. This Directorate is conscious of the problem in such difficult stations and can, therefore, consider sympathetically all requests for posting at one of the difficult choice stations and in exceptional cases can consider reducing the tenure to a certain extent, but unwillingness for such transfers and bringing outside pressure for cancellation of transfers will be seriously dealt with.

3. It has been further observed that there are some persons who not only wish to continue at a particular station/state, but also resist any move for transfer at the prime of their careers. Transfer from one station to another is not only in the interest of the officer and gives him varied experience and exposure to the culture and traditions of difficult states, but also in the larger interests of broadcasting. On a number of occasions earlier, the Heads of Offices have been advised not to forward representations to this Directorate before the completion of the tenure, unless it merits sympathetic consideration due to some peculiar circumstances. However, no heed is being paid to these instructions, and representations are forwarded to this Directorate in a routine manner and that too very frequently. This unnecessarily increases the avoidable work.

4. Another tendency which has been observed in this Directorate is the fact that officers keep on requesting this Directorate for a choice posting before or on completion of the tenure at a particular station. It may be reiterated that the claim for choice posting is available to only those officers who are working at difficult stations. Thus representations for choice posting from persons working at non-difficult station need not be referred to this directorate unless the representation merits sympathetic consideration.

5. This Directorate keeps an up-to-date record of all officers and considers all aspects before issuing any transfer order. Thus in the normal course, the transferee must be relieved immediately in respect of any representation. But in case due to any reasons great hardships are expected to be faced in the implementation of the Directorate's orders, -

the matter can be referred to this Directorate with the specific recommendations of the Head of Office. But this has to be only in exceptional cases.

6. All the Heads of Offices are hereby advised to ask all the officers working at their Stations and governed by All India transfer liability about their choice for posting at one of the difficult stations of All India Radio indicated in the enclosed list and send the same to this Directorate by 15th May, 1987. In case, the options for posting to a particular choice station are not received, this Directorate will be free to post any officer who has not served at a difficult Station to any of the difficult stations according to the needs and requirements of the Departments, and in such cases representation for change of posting will not be considered/entertained under any circumstances.

7. The contents of this order may be carefully noted and brought to the notice of all officers and options sent to the concerned Administrative Sections of this Directorate by the stipulated date.

Sd/-
(AMRIT RAD SHINDE)
DIRECTOR GENERAL

LIST OF DIFFICULT STATIONS IN ALL INDIA RADIO

S. No.	Name of Stations	
1.	Aizwal	-NE-
2.	Agartala	-NE-
3.	Dibrugarh	-NE-
4.	Imphal	-NE-
5.	Kohima	-NE-
6.	Leh	
7.	Passighat	-NE-
8.	Tawang	-NE-
9.	Tezu	-NE-
10.	Ambikapur	
11.	Chhatarpur	
12.	Jagdalpur	
13.	Jeypore	
14.	Silchar	-NE-
15.	Suratgarh	
16.	Gangtok	
17.	Port blair	
18.	Adilabad	
19.	Itanagar	-NE-
20.	Tura	-NE-
21.	Guwahati	-NE-
22.	Shillong	-NE-

Note : In respect of Stations falling in the North, East the tenure is 2 years for officers who have more than 10 years service at their credit. For officers with less than 10 years service, the tenure will be 3 years.