

MOST IMMEDIATE

No. A-10/5/2012-PPC
PRASAR BHARATI
India's Public Service Broadcaster
PRASAR BHARATI SECRETARIAT
2nd Floor, PTI Building, Sansad Marg

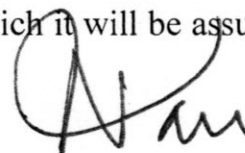
New Delhi, July 15, 2014

OFFICE MEMODRANUM

Subject: Transfer Policy 2014 of Prasar Bharati – Inviting comments.

A Committee constituted in Prasar Bharati Secretariat vide Office Order No. 96/2014-PPC dated 12th May, 2014 to look into the Transfer Policy of Prasar Bharati has submitted its Transfer Policy document. The Committee has taken all aspects into consideration, including the previous transfer policies and suggestions made by all stakeholders, Associations and various affected employees. The document has been uploaded in the Prasar Bharati website.

2. Comments, if any, on the same may kindly be furnished to Prasar Bharati Secretariat **latest by 31st July 2014**, failing which it will be assumed that you have no comments to offer.



(Brig S. Visvanathan)

Additional Director General (Scty & Admn)

To,

1. Director General, All India Radio
2. Director General, Doordarshan
- ✓ 3. DDG(T), Prasar Bharati Secretariat- with the request to upload the enclosed Transfer Policy 2014 on the website of Prasar Bharati
4. General Secretary, Association of Radio and TV Engineering Employees (ARTEE), Post Box No. 422, New Delhi-110001
5. General Secretary, AIR & DDn Technical Employees Association (ADTEA), Post Box No. 736, New Delhi-110001
6. General Secretary, AIR & DDn Engineers Association (ADEA) Room No. 333, Akashvani Bhawan

7. General Secretary, Programme Staff Association (PSA) of AIR & DDn, Room No. 406, Akashvani Bhawan, New Delhi- 110001
8. General Secretary, Association of Doordarshan Programme Production Personnel (ADP3), 18/3 Uday Shankar Sarani, Golf Green, Kolkatta- 700095
9. General Secretary, AIR & DDn Administrative Staff Association (ADASA), New Delhi-110001
10. Secretary, AIR & DDn Stenographers Association (ADSA), NSD, Broadcasting House, New Delhi-110001
11. General Secretary, Akhil Bharatiya Akashvani Avam Doordarshan Chaturth Shreni Karamchari Sangh (ABADCSKS), Room No. 240, Akashvani Bhawan, New Delhi-110001
12. General Secretary, Audience Research Employees Association (AREA), Room No. 202, Akashwani Bhawan, New Delhi-110001
13. General Secretary, Akashwani Announcers Association of AIR (AAA), House No. 3-6-361/38, Oil Seeds Govt. Quarters, Street No. 26, Himayat Nagar, Hyderabad- 500029

9th July 2014.

**PRASAR BHARATI
BROADCASTING CORPORATION OF INDIA)
(India's Public Service Broadcaster)**

TRANSFER POLICY 2014

1. Introduction

1.1 Offices, stations and kendras of Prasar Bharati are spread all over the country in its field formations, **where operational and organizational requirements have to be met.** Transfer of employees at periodical intervals from one station/kendra to another will thus form an essential feature of service in Prasar Bharati. **Whether these transfers take place on an all India or regional basis will be based on the Recruitment Regulations applicable to the various posts in Prasar Bharati.** It will be the continuous endeavour of this organisation to make efficient use of their existing manpower in its best interest.

1.2 The Transfer Policy was earlier enunciated in 1981. This policy document has been up-dated, modified / amended through orders issued from time to time. A need has been felt for consolidation of all such orders as also to take a fresh look at the transfer policy for better career management of Prasar Bharati personnel, effective governance and at the same time bring in more transparency in procedures. In supersession of all earlier orders relating to transfers/postings of employees of All India Radio and Doordarshan, **Transfer Policy 2014** is laid down as herewith and made effective from the date of issue. It is applicable to all employees of Prasar Bharati without any exception, whether they are on deemed deputation from the Government of India or they are Prasar Bharati employees.

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1.3 **Fulfilling organizational and operational requirements shall be the paramount guiding principle for effecting transfers and postings of Prasar Bharati employees.** This principle will be kept in mind while applying any of the provisions outlined in subsequent paragraphs of this policy. **Fairness, transparency and an even handed approach, accompanied by compassion must be the watchwords for the competent authorities implementing the transfer of employees.**

2. Tenure

2.1 For the purposes of transfer, various stations / kendras and offices of All India Radio and Doordarshan located in difficult/uncongenial areas have been divided into two categories viz. 'A' and 'B' as per details given in Annexure I.

2.2 The normal tenure at stations / kendras / offices **other than** those in Category A and B would be **four years**. The tenure in **Category 'A'** stations / kendras / offices, known as '**difficult stations**', would be **two years**. Tenure in **Category 'B'** stations / kendras / offices or '**very difficult stations**' would be **one year**.

2.3 After completion of tenure in either a Category A or B station, an employee could be considered for a choice posting. For this purpose, they are required to indicate three stations/ kendras / offices of their choice, six months prior to completion of tenure, in different towns/cities, located in different regions, in order of preference, for consideration and implementation to the extent feasible. **Employees should generally NOT be posted back to the**

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same station/kendra from where they were posted to the difficult station. In exceptional cases, reasons for the same be recorded in writing by the approving authority.

Note 1: Periods of leave and training in excess of 15 days in a year will be excluded in counting the tenure period, in respect of these difficult/ very difficult tenures.

Note 2 : If a vacancy is likely to occur in a choice station within six months, an employee can be allowed to continue in a Category A or B station for this period, on completion of normal tenure, subject to willingness of the employee to continue at the old station. This willingness should be given in writing by the employee (also see Para 2.8 below).

Note 3: Category wise list of towns and cities should be revised at least every three years.

2.4 At Commercial Broadcasting Service Centers, Central Sales Unit, Doordarshan Commercial Service, Marketing Divisions and other sensitive posts as described from time to time, the tenure will be a maximum of three years. Officers should normally **not be posted again to such sensitive assignments without the specific approval of Prasar Bharati.** The provisions w.r.t tenure mentioned in Para 2.2 above, for personnel appointed to posts with commercial nature of duties and other sensitive posts, accordingly stand modified from four years to three years.

2.5 Till such time a new station / kendra / office is categorized, the tenure in that station / kendra / office would be treated as four years, except for categories like CBS Centers etc. where the tenure will be governed by the general instructions issued on the subject.

2.6 Programming cadre employees, recruited on basis of linguistic ability **should not** be retained for more than two tenures in a station. They can be transferred to some other station in the zone with the same linguistic requirements. Prolonged exposure to the same station/kendra/ office and similar appointment should not be permitted. In exceptional cases approval of respective DG may be taken by the Competent Authority.

2.7 In respect of other categories of employees recruited on Zonal basis, tenures in the same station should not exceed four years. They should be rotated within the same zone till such time they come up for promotion to a post with All India transfer liability.

2.8 Normal tenures of officers in Category A and B stations may be extended in exceptional cases either due to exigencies of public service or when the employee concerned is willing to stay longer. This willingness should be given in writing by the employee. **A maximum of two tenures may be given in such cases at the discretion of the DG concerned, unless there exist other conditions to deny such a request.** Allowances as applicable for the area will be admissible to the officer during this extended period also. Unduly long stay beyond tenure periods should be avoided. [Also see Note 2 on Page 2].

2.9 **In the normal course, posting proposals should be complete, ie, all linked vacancies which arise due to one posting proposal should be planned to be filled up at the same time.** In other words, the move of one person should not lead to a vacuum affecting the operational efficiency of that station.

3. Transfer Liability

3.1 Transfer liability of Prasar Bharati staff will be **as applicable vide the Recruitment Regulations under which they were employed**. On promotion, transfer liability will be as applicable for the promoted post.

3.2 As far as possible, every employee with All India liability will be posted either to a category 'A' or 'B' station, at least once during his service.

3.3 Locally recruited staff will normally not be transferred except on own request or on promotion to a higher post which falls within transfer liability.

4. Special concessions and service benefits admissible to employees transferred to difficult areas.

Special concessions and service benefits admissible to employees transferred to difficult areas in the North-Eastern Region, J&K, Left Wing Insurgency affected areas and specified Union Territories, as applicable to other Central Govt employees, will also be applicable to Prasar Bharati employees. For uniformity, Prasar Bharati shall follow mutatis mutandis, guidelines prescribed by the Department of Personnel and Training for Central Government employees posted in the North-East Region, J&K, Naxalism affected areas and specified Union Territories, unless amended by Prasar Bharati Board.

4.1 Prasar Bharati employees have been **granted special concessions with regard to accommodation** in choice station when posted to Category A and B stations vide Prasar Bharati Secretariat order No A-10/99/2014-PPC dated 06 June 2014. It will also be the endeavour of Prasar Bharati to set up Transit accommodation with messing facilities in Category A and B stations to minimize inconvenience for its employees.

4.2 Employees who have served full tenure in difficult areas will be **given additional weighted benefit** during consideration for promotion by the DPC for the next rank. Policy to this effect will be issued in due course. However this benefit will be limited to one tenure per promotion level.

4.3 Employees who have served full tenure in difficult areas may also be considered out of turn for training abroad

5. **Posting of wife and husband together.** To the extent feasible and keeping organizational requirements in mind, both husband and wife should be posted to the same town/city, if they so desire. Conditions applicable to Government servants as per DOP&T orders issued from time to time shall also apply to employees of Prasar Bharati.

6. **Transfer/ posting of special category of employees:** Transfers/postings in case of differently abled employees and those employees with differently abled children shall be based on DOPT guidelines issued in this regard.

7. **Transfer/ posting of Office Bearers of Staff Associations:** Only the Chief Executive of the central body of recognized associations as defined in the constitution of that

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Association, or where the Chief Executive has not been specifically defined in the constitution of such an association, the General Secretary thereof, may, if he is posted to a station/ office outside Delhi/ New Delhi, be transferred to a station/ office in Delhi/ New Delhi. In case, however, he is already posted to 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 which entitles him to be retained in Delhi/ New Delhi. Postings of such employees will be in accordance with the current guidelines issued by the DOPT. All cases where **such employees exceed laid down tenures should be brought to the notice of the CEO Prasara Bharati** and the employee transferred to similar posts in other stations/kendras/offices within Delhi/New Delhi.

8. Transfers / posting on request:

Transfers / posting on request of any employee of Prasara Bharati may be decided keeping in mind organizational interest, operational requirements and instructions issued by DOP&T from time to time and the following general guidelines:-

8.1 Relative length of field service should form the basis of selection for posting to a particular town/city, unless the employee has already had a previous tenure (two years or more) in the same town/city, in the past 10 years. In the event of staff being declared surplus at a particular station, employees would be transferred on the basis of length of stay i.e. the persons with longest stay would move first. Organizational interests will remain paramount.

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8.2 A person with field stay of more than 15 years should normally be considered for choice posting if he so desires, unless organizational interests dictate otherwise.

8.3 Other conditions of service having been met, a pending request for transfer to a particular vacant post in a place by a serving employee (**unless he has already availed a full tenure in that station/post**) may be given priority over local recruitment of candidates for filling up that post. Linked vacancy arising due to this in a different station could be filled by that station by recruitment.

8.4 Organizational interests being paramount, **priority may be given** to the following category of employees in transfer / postings:-

1st Priority: Widows and unmarried female employees appointed on compassionate grounds may be posted to a place of their choice for normal tenures, if they so desire, in the beginning of their careers (initial tenure). Normal rules will thereafter be applicable to them.

2nd Priority: Employees who have:

- (i) Valid medical grounds supported by Medical Certificate at least from a Civil Surgeon or Medical Board.
- (ii) Valid personal grounds supported by documentary evidence.

3rd Priority: On completion of fixed tenure in such difficult areas as listed in Annexure I under Category C and Category D stations, officers may be considered for posting to a station of their choice as far as possible.

4th Priority: Keeping in view exigencies of work, officers due for retirement on superannuation **within a period of two years** may, as far as possible, be transferred / retained at the place of their choice, unless they have already completed laid down tenures, in which case anticipatory action should be taken by the competent authority well in time to avoid unpleasantness.

5th Priority: Keeping in view exigencies of work, officers due for retirement on superannuation **within a period of three years** may, as far as possible, be transferred / retained at the place of their choice, unless they have already completed laid down tenures, in which case anticipatory action should be taken by the competent authority well in time to avoid unpleasantness.

Note: Refusal of promotion will not be accepted as a reason for an employee to refuse transfer orders. As stated earlier, Prasar Bharati employees are liable for transfer as dictated by their Recruitment rules.

9. TA/DA, Joining time to transferees: Provisions applicable to Central Government employees under the orders issued by DOP&T from time to time shall apply to the employees of Prasar Bharati mutatis mutandis, unless amended by Prasar Bharati.

10. General procedure for processing of Transfer proposals

Procedure for Transfer: All staff may be transferred after completion of their normal tenure. Transfer of employees of Prasar Bharati covered

under transfer liability within the State / Region or on All India transfer liability, as the case may be, shall be decided as per procedures outlined below:-

10.1 An index card for each employee should be maintained at the Directorate or Regional Zonal Office, as the case may be. This index card will contain record of the employee's previous postings/ transfers, details of personal requests, details of outside intervention in transfer matters, relevant family and medical details as also his latest choices of stations for the next posting. This index card should invariably be referred before every transfer/ posting.

10.2 Six months before expiry of normal tenure of posting at a station, an employee may indicate his choice of minimum of three different towns/cities, located in different regions, in order of preference, where he would like to be posted. Such option may be taken into consideration before his next posting is decided, organizational requirements being paramount

10.3 The head of station should review the position of employees posted to his station well before completion of their tenures in that station and recommend their transfer after ascertaining the preference of the persons concerned.

10.4 It should be the endeavour of the Competent Authority at the Directorate HQs and Regional HQs to **list all vacancies occurring within the next six months, with relevant time frame of occurrence, on the Directorate website** to enable employees to make a learned choice of station.

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10.5 The Directorate and Regional HQs will ensure availability of minimum requisite staff at every station. Shortages in any category of staff should be equally shared by all stations.

10.6 As a normal rule, a person with the longest continuous stay in the station (on completion of normal tenure), 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 into 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 installation is more than ninety days in a calendar year.

10.7 Regional Offices/ Sections concerned in the Directorates should, at the commencement of a year, prepare a list of those officials whose tenure at Category 'A and B' station is due to be completed during that year. Proposals to post replacements in their places should be formulated well ahead of the actual completion of tenure. Employees due for promotion who have not done a complete tenure of posting at either **Category 'A or B' station** should be posted to a Category 'A or B' station on promotion.

10.8 Both the DGs will hold co-ordination meeting with respective Engineering and Programme wings as per requirement for smooth functioning and settling matters relating to transfers / postings and other personnel matters such as redressal of grievances, settlement of pension cases etc.

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10.9 To the extent feasible, annual transfers should be synchronized with the end of the academic session (ie 31 Mar), so that education of the employees' children does not suffer. In respect of employees whose children are finishing Class 12 and appearing for competitive examinations, 31 Aug may be taken as the date for completion of transfer orders, provided a **request to this effect** has been made prior to issue of transfer orders.

10.10 All transfer requests should, as far as possible, be considered at the time of annual transfers, except in really emergent cases. Request transfers should be considered only on completion of normal tenure or on completion of two years in extreme compassionate grounds. Whenever an officer requests for premature transfer, clear justification must be recorded by the Competent Authority for accepting the request. Any transfer due to personal reasons will be at the cost of the employee.

10.11 All transfer orders should be hosted on the Directorate website for the information of all concerned.

10.12 **Time limits** should invariably be given for **implementation of all transfer orders and scrupulously adhered** to by all offices/stations/kendras and employees. Disciplinary action be taken by the Competent Authority where orders are not followed. If an employee does not move on transfer wifully, he will **stand automatically relieved from his current duty post**. His LPC will be sent to new office by the Head of Office and he will be **denied salary by the old duty office**.

10.13 Shifting of posts is to be avoided as far as possible. However, if shifting of a particular post is unavoidable due to organizational/operational requirements, orders to this effect will be issued by Prasar Bharati Secretariat with prior approval of the CEO, Prasar Bharati.

10.14 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 Secretariat after CEO's approval.

10.15 Expertise / specialization of Programme Cadre staff should be taken into consideration while effecting their transfer from / to any station / kendra to the extent feasible, keeping in view administrative exigencies / functional requirements. If warranted by specific programming requirements, lower grade Group 'B' employees of the Programme Cadre (i.e. below the scale of PB2 Rs.9,300- Rs.34,800 + Grade Pay Rs.4600/-) may be given a maximum of two tenures in a place, at the discretion of DG concerned, **unless there exist other conditions to deny such a request.**

10.16 Long stay in a particular office/section by junior level officials should not be allowed. Stay beyond two tenures are not acceptable and be brought to the notice of the CEO Prasar Bharati. Competent authorities concerned (Regional Zonal office), must prepare a list of such officials and plan their postings in a fair manner.

Note 1: Unusually long tenures in certain places is quite common amongst employees. While it may be required for certain specialist programming activities, it is not necessary for other employees who should be moved to other posts, kendras and stations in the normal course.

Note 2. The issue of surplus staff is a peculiar problem affecting both the Directorates, for e.g. certain stations/kendras may have surplus cameramen, floor assistants, engineering assistants, administrative staff etc, while another one within the same zone may not have enough staff even for day to day operations. This issue has to be addressed by the Additional DG's in each Zone.

10.17 If an official offers himself for posting to any of the category 'A or B' stations, a suitable note will be made of the offer and, to the extent possible, such an offer would be accepted.

10.18 Employees who have newly joined in Junior Time scale cadre should normally be posted under control of JAG level officers. Normally on first appointment/promotion as Deputy Director (Programme/Engineering), an officer will be posted to a small station before being considered for holding charge at a major station for e.g. Capital DDKs.

10.19 An Assistant Director (Engineering and Programming) on his first appointment will not be posted to an auxiliary centre where he has to work independently.

10.20 At lower levels in the Programme Cadre, officers will normally be given an opportunity to serve at both small and bigger stations, to enable them to gain experience of all aspects of broadcasting.

10.21 Officials who have not already been posted at a particular station shall have precedence over others who have already had full tenure at that station.

10.21 Persons who have already served requisite tenure at a category 'A or B' station should not be posted to a similar 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 so posted again on promotion.

10.22 Members of staff, who are within **two** years of reaching the age of superannuation, will, if posted at their home town/choice station, normally not be shifted from there, unless they have already completed the normal tenure in that station. **This will ensure that other employees desirous of home posting prior to superannuation also get a chance to serve in that station.** If it becomes necessary to post such employees elsewhere, efforts will be made to shift them to a station near their home town/choice station to the extent possible.

10.23 Persons over the age of 45 years shall not be ordinarily posted to a station in high attitude regions (like Leh or Kargil), which term for the purpose will mean station located at an altitude of 2250 meters or more above the sea level.

10.24 Transfers of staff who have been given specialized training whether in India or abroad, and those who have aptitude for research work, will be guided by consideration of optimum utilization of their training/ talents than by any other consideration herein. **Extension of tenure of such**

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officers beyond laid down limits, will invariably be done with the approval of the respective DG/CEO, Prasar Bharati as the case may be. Such requests should take into account performance appraisal of such employees in the said specialized post.

10.25 Locally recruited members of staff of Group 'C' employees should normally not be transferred out of State / Zone, except on promotion or on receipt of a written request from the employee in question.

10.26 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 accordance with the rules on the subject. This will be the direct responsibility of the Competent Authority who is to issue transfer orders.

10.27 While effecting transfers / postings to sensitive posts, a proper screening must be held at the level of DG concerned and in case of any doubt, Vigilance Wing be consulted.

10.28 Transfer/postings effected on the advice/recommendation of vigilance wing will not be reversed. Such officials will not be posted again in sensitive areas of activities without consulting the vigilance wing.

10.29 Any transfer not in conformity with the laid down policy may be made in exigencies of work and in exceptional cases, with prior approval of CEO Prasar Bharati.

10.30 Officers against whom disciplinary proceedings are pending for major penalty should not be posted to sensitive posts.

10.31 In case employees try to influence transfer through other than proper channels, action will be taken as per Rule 20 of the CCS (Conduct Rules). This rule envisages “ *No Government servant shall bring or attempt to bring any political or outside influence to bear upon any superior authority to further his/her interest in respect of matters pertaining of his/her service under the Government. Bringing influence upon superior authority to interfere with transfer orders through recognized associations would constitute violation of this Rule and, is liable to attract disciplinary action*”.

10.32 Similarly, interference by the recognized associations in such personal matters shall be viewed as subversive of discipline and violation of the CCS (Conduct) Rules, 1965, apart from violation of Rule 6(b) of the CCS (RSA) Rules, 1993, which expressly prohibit the Service Associations to espouse or support the cause of individual Government servants relating to service matters.

11 Authority to decide on transfers / posting of All officers of SAG level and above of Prasar Bharati

11.1 Authority for deciding transfers/ postings:

CEO, Prasar Bharati, on the recommendations of a Committee comprising of Member (Personnel) and concerned DG.

Appellate Authority

Committee at Prasar Bharati composed of Member (Personnel) as Chairperson; Director Generals, AIR and DD as

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Members shall be responsible for redressal of grievances, if any. Recommendations of the Committee will be submitted to the PB Board for approval.

12. Authority to decide on transfers / posting of All officers of Deputy Director General (DDG) level, Chief Engineer Civil Construction Wing and Director Audience Research Unit.

12.1 Authority for deciding transfers/ postings

Member (Personnel), on the recommendations of concerned DG.

Appellate Authority

CEO Prasar Bharati on the recommendations of a Committee at Prasar Bharati composed of Member (Personnel) as Chairperson; Director Generals, AIR and DD as Members shall be responsible for redressal of grievances, if any.

13. Authorities to decide on transfers / posting of officers and employees of the Programme Cadre of Prasar Bharati.

13.1 All personnel of the rank of Director (Programme).

Authority for deciding transfers/ postings

Director General, AIR/ Doordarshan, as the case may be.

Appellate Authority

Committee at Prasar Bharati composed of Member (Personnel) as Chairperson; Director Generals (DG) AIR and DD as Members shall be responsible for redressal of grievances, if any.

- 13.2 All personnel from PEX upto and including the level of Deputy Director (Programme); Group B (Gazetted) and above, Cameraman Grade I, Edit Supervisor etc

Authority for deciding transfers/ postings

Additional Director General (Programme) at respective Directorate with the approval of Director General concerned.

Appellate Authority

Committee at respective Directorate composed of DG AIR/DD as Chairperson; E in C and ADG (P) as Members shall be responsible for redressal of grievances, if any.

- 13.3 All personnel below the level of PEX including all Non Gazetted posts in Programme cadres such as Floor Manager, Floor Assistant, Cameraman Grade II etc.

At Zonal Level:- ADG(P) of the respective Zones.

Appellate Authority

Committee at respective Directorate composed of DG AIR/DD as Chairperson and ADG (P) as Member shall be responsible for redressal of grievances, if any.

14. **Authorities to decide on transfers / posting of officers and employees of Engineering Cadres of Prasar Bharati.**

- 14.1 All personnel of the rank of Director(Engineering).

- 14.2 **Authority for deciding transfers/ postings**

Director General, AIR/ Doordarshan, as the case may be

with recommendation of respective E in C.

Appellate Authority

Committee at Prasar Bharati composed of Member (Personnel) as Chairperson, concerned Director General, AIR/ DD and Engineer-in-Chief-AIR/DD as Members shall be responsible for redressal of grievances, if any.

14.3 All personnel from AE (included) upto the level of Deputy Director (Engineering).

Authority for deciding transfers/ postings

ADG (E) AIR or DD with the approval of the E-in-C concerned.

Appellate Authority

Committee at respective Directorate composed of DG AIR/DD as Chairperson, E in C and one ADG (E) as Member shall be responsible for redressal of grievances, if any.

14.4 All personnel below AE level and above Technician.

Authority for deciding transfers/ postings

At Zonal Level:- ADG (E) of the respective Zone.

Appellate Authority

Committee at respective Directorate composed of E in C as Chairperson and one ADG (E) as Member shall be responsible for redressal of grievances, if any.

Note 1. Inter-Zonal transfers / posting shall be decided by the Director General, AIR or Doordarshan, as the case may be.

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Note 2. Inter-directorate transfer will be decided by Prasar Bharati Secretariat with approval of Member (Personnel) /CEO as the case maybe.

15. Transfers / posting of employees and officers to or from Marketing Division of AIR and Doordarshan as also the Inter-directorate transfers to or from Marketing Division shall be decided by Prasar Bharati Secretariat.

15.1 Committee at Prasar Bharati composed of Member (Personnel) as Chairperson; Director Generals, AIR and DD as Members shall be responsible for redressal of grievances, if any.

16. Transfers / posting of employees and officers in all other cadres, other than Programme, Engineering and Marketing Division of Prasar Bharati.

16.1 All personnel of the rank of Director.

Authority for deciding transfers/ postings

Director General, AIR/ Doordarshan, as the case may be with recommendations of ADG (Admin) of respective Directorate.

Appellate Authority

Committee at Prasar Bharati composed of Member (Personnel) as Chairperson, Director Generals, AIR and DD as Members shall be responsible for redressal of grievances, if any.

16.2 All personnel from Administrative Officer to the level of

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Deputy Director

Authority for deciding transfers/ postings

At DG AIR/ DD HQs.: - ADG (Admn.), AIR/Doordarshan, with approval of Director General concerned.

Appellate Authority

Committee at respective Directorate composed of DG AIR/DD as Chairperson, E in C and one ADG as Members shall be responsible for redressal of grievances, if any .

16.3 All personnel below the level of Administrative Officer

Authority for deciding transfers/ postings

At Zonal Level:- At the zonal level, a Joint Establishment Committee will be formed to formalize posting proposals of Administrative staff. This committee will include Head of Office, AIR Zonal Office; Doordarshan (Head of Engineering/Programme); Member from CCW. The senior-most officer from Administration in the Zone will function as Member Secretary. It will be further **ensured that both Head of Office and Member from DD are not from the same wing (ie Programme/Engineering).** Head of AIR Zonal Office will be the Chairperson of the Joint Establishment Committee.

Appellate Authority

Committee at respective Directorate composed of DG AIR/DD as Chairperson; E in C and one ADG as Members shall be responsible for redressal of grievances, if any.

16.4 Employees of the Audience Research Unit of grade:

- (i) Assistant Research Officer Grade I and above to be

transferred on All India basis.

(ii) Assistant Research Officer Grade II and below to be transferred on Zonal basis

Authority for deciding transfers/ postings

At DG AIR and Zonal level:- Director General AIR with recommendations of Director ARU.

Appellate Authority

Committee composed of DG AIR as Chairperson and one ADG as Member shall be responsible for redressal of grievances, if any .

16.6 Employees of the Civil Construction Wing

Authority for deciding transfers/ postings

At DG: AIR HQ:-Director General AIR with recommendations of E-in C AIR .

Appellate Authority

Committee composed of DG AIR/DD as Chairperson, E in C and one ADG as Members shall be responsible for redressal of grievances, if any

Annexure 1

LIST OF AIR STATIONS/DD KENDRA CATEGORISED AS "DIFFICULT STATIONS CATEGORY 'A'
(TENURE TWO YEARS)

Sr. No.	Name of Place
1.	Agartala (Tripura)
2.	Dibrugarh (Assam)
3.	Imphal (Meghalaya)
4.	Kohima (Nagaland)
5.	Passighat (Arunachal Pradesh)
6.	Tezu (Arunachal Pradesh)
7.	Jeypore (Odisha)
8.	Silchar (Assam)
9.	Suratgarh (Rajasthan)
10.	Adilabad (Andhra Pradesh)
11.	Gangtok (Sikkim)
12.	Barmer (Rajasthan)
13.	Bellary (Karnataka)
14.	Bettiah (Bihar)
15.	Chandrapur
16.	Itanagar (Arunachal Pradesh)
17.	Jaisalmer (Rajasthan)
18.	Khetri
19.	Koraput (Odisha)
20.	Lathur (Maharashtra)
21.	Ukhrul (Nagaland)
22.	Malagaon (Maharashtra)
23.	Pauri (Uttarakhand)
24.	Sambhal
25.	Singrauli
26.	Tura (Meghalaya)
27.	Produttur
28.	Nazira
29.	Bhawani Patna (Odisha)
30.	Carnicobar (Andaman and Nicobar Islands)
31.	Port Blair (Andaman and Nicobar Islands)
32.	Ahwa
33.	Banswara (Rajasthan)
34.	Baidilla
35.	Chikmagalur (Karnataka)
36.	AIR/DDK/HPT, Daltonganj (Bihar)
37.	Dwarka (Gujarat)
38.	Srinagar ((Jammu & Kashmir)
39.	Aizawl (Mizoram)
40.	Jhabua (Assam)
41.	Jorhat (Assam)

42.	Pali (Rajasthan)
43.	Keonjhar (Odisha)
44.	Pithoragarh (Uttarakhand)
45.	Yercaud (Tamil Nadu)
46.	Jhalawar (Rajasthan)
47.	Nagaur (Rajasthan)
48.	Anupgarh (Rajasthan)
49.	Godhara
50.	Gopalganj
51.	Jalore (Rajasthan)
52.	Sasaram (Bihar)
53.	Sirohi
54.	Belonia
55.	Churu (Rajasthan)
56.	Devikulam
57.	Kailashahar
58.	Chaibasa
59.	Bheemadolu
60.	Idukki (Kerala)
61.	Bansi (Rajasthan)
62.	Joranda (Odisha)
63.	Uttarkashi (Uttarakhand)
64.	Soro (Odisha)
65.	Kavarathi (Lakshadweep Islands)
66.	Markapur (Andhra Pradesh)
67.	Kalpa (Madhya Pradesh)
68.	Gopeshwar (Uttarakhand)
69.	Attapadi
70.	Athadama (Uttar Pradesh)
71.	Deorukh
72.	Kukshi
73.	Thambalapalli
74.	Rajapur
75.	Sridungargarh (Rajasthan)
76.	Sujargarh (Rajasthan)
77.	Sironcha
78.	Sardar Shahar (Rajasthan)
79.	Osmanabad (Maharashtra)
80.	Medikeri (Karnataka)
81.	Shahdol (Madhya Pradesh)
82.	TVRC Sandur (DMC, Hospet, Donimalai, Karnataka)
83.	LPT Mandasa (DMC, Visakhapatnam Sreeakulam District, Andhra Pradesh)
84.	LPT Khajuwala (DMC Bikaner), Rajasthan
85.	LPT Nainidanda (DMC Nainital) Uttarakhand
86.	LPTV Patnagarh (DMC Bhawanipatna) Odisha
87.	LPTV Malkangiri (DMC Jeypore)(Malkangiri Distt.)Odisha

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