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आकाशवाणी एवं दूरदर्शन तकनीकी कर्मचारी संघ A.I.R. & D.D. Technical Employees Association

(भारत सरकार द्वारा पंजीकृत एवम् मान्यता प्राप्त)
(Registered and Recognised by Govt. of India)
No. 2298/63

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Ref. No.: ADTEA/2018/102

Date: 10.12.2018

To,

1. Col. (Retd.) Rajyavardhan Singh Rathore AVSM,
Hon'ble Minister of State for Information & Broadcasting (I/C),
Ministry of Information & Broadcasting,
Shastri Bhawan, New Delhi-110001
2. Sri. AMIT KHARE (IAS),
Secretary to the Govt. of India,
Ministry of Information & Broadcasting,
Shastri Bhawan, New Delhi-110001
3. Sri. Shashi Shekhar Vempati,
Chief Executive Officer Prasar Bharti,
Prasar Bharti House,
Copernicus Marg, New Delhi-110001

10/12/18
Ministry of Information & Broadcasting
Govt. of India, New Delhi

10/12/18
Received on
in the O/o Secretary (I&B)

प्राप्ति एवं निगम अ.सु.
डाक प्राप्ति
10/12/18
प्रसार भारती सचिवालय

Subject : Representation of Subordinate engineering Employees in the Proposed Human Resource (HR) Audit conducted by Prasar Bharti.

Respected Sir,

Respectfully, we want to state that we are the oldest registered and recognized association (since 1963), in the Ministry of I&B, of Subordinate Engineering Cadre Employees, representing SIX Cadres of employees comprises Assistant Engineers, Senior Engineering Assistants, Engineering Assistants, Sr. Technicians, Technicians and Helper cadres. We have proud to be the part of the India's largest Public Broadcaster All India Radio and Doordarshan. All the six cadres' employees, mentioned above, do their services towards nation honestly and diligently and are the backbone of the organization.

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ADTEA ZONAL HEADQUARTERS :-

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NORTH ZONE
P.B. No. 736
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NORTH EAST ZONE
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Guwahati-781001

SOUTH ZONE
P.B. No. 2995
Chennai-600005

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It is very unfortunate that in the proposed HR audit, no representation has been given to the employees of above six cadres. Associations representing these Six Cadres are thrown out from the exercise in the name of **"kept in abeyance the recognition of Association for membership re-verification"**.

This Association feels that an effective HR audit helps in identifying the need for improvement and enhancement of the HR function. Our association is the bridge between the employees and the management policies. We have effectively raised the issues regarding employee welfare and helped the system to get the best possible solution timely.

This Association also feels that the primary component of the HR audit is the collection of documentation, job descriptions, personal policies, cadre performance and evaluation, utilization of human recourses in the changing technical scenario. AIR Manual and DD manual are the best material available in the organization, but are not updated to explain all these aspect since long time. These two manuals are more than three decade old and have become outdated presently regarding the activity of human resources.

This association has the clear view that HR auditors should also discuss with the Associations in areas like job description, documentation, personal policies, promotions, training and development, employees' welfare schemes, carrier growth, employee management relations regarding the Six Cadres of employees.

Hence, we humbly request you to kindly give opportunity to this Association to present the case of the six cadres of employees, comprises Assistant Engineers, Senior Engineering Assistants, Engineering Assistants, Sr. Technicians, Technicians and Helper cadres as a stake holder.

Thanking you sir.

Sincerely Yours

SVS
10/12/18
(Shyam Vir Singh)

President

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