



प्रसार भारती/ PRASAR BHARATI  
(भारत का लोक सेवा प्रसारक) / INDIA'S PUBLIC SERVICE BROADCASTER  
आकाशवाणी महानिदेशालय /

DIRECTORATE GENERAL: ALL INDIA RADIO

No.: A-45011/8/2015-SV | 1270

New Delhi, dated the 24<sup>th</sup> September 2015

**C I R C U L A R**

Prasar Bharati vide letter No. A-10/159/09-PPC dated 27.09.2012 had issued "Contractual Engagement Policy" which was circulated by DG:AIR vide letter No. A-45011/29/2012-SV dated 03.10.2012. Time and again Prasar Bharati Sectt. has issued following letters/OMs for modifications/clarifications in the "Contractual Engagement Policy":-

1. No. Misc.-1/116/2013-PPC dated 28.6.2013.
2. No. A-10/116/2013-dated 25.11.2013.
3. OM No. A-10/216/2013-PPC dated 20.12.2013.
4. No. A-10/37/2014-PPC dated 12.3.2014.
5. OM No. A-10/116/2013-PPC dated 23.5.2014.
6. OM No. A-10/181/2014-PPC dated 30.3.2015.
7. OM No. A-10/181/2014-PPC dated 31.3.2015.
8. OM No. A-10016/21/2015-GA dated 1.4.2015.
9. OM No. A-10/116/18/2015-GA dated 8.5.2015
10. OM No. A-10/116/2013-PPC dated 28.5.2015.
11. OM No. A-10/016/28/2015-GA dated 10.7.2015.
12. OM No. A-10/116/2013-PPC (Vol. II) dated 20.7.2015.

PB Sectt. vide Office Memorandum No. 173/2015-GA dated 12.8.2015 has forwarded all above mentioned letters/OMs with the request to circulate these instructions to all concerned. Copies of all letters/OMs have been uploaded on the website of All India Radio "[air.org.in](http://air.org.in)". The same can be downloaded by the Sections/stations for necessary action and strict compliance for engagement of staff on contract basis.

  
(वी श्रीपति) / (V. Sripathi)

उपनिदेशक प्रशासन/ Dy. Director of Admn.

 23421261

To:

1. All Sections in DG:AIR.
2. PS to Director General, All India Radio, New Delhi.
3. PA to all ADGs/DDGs in DG:AIR, New Delhi.
4. PA to Director (Admn. - I & II) / All DDAs, DG:AIR, New Delhi.
5. Shri P.M. George, Coordinator, DG:AIR, New Delhi.
6. All Stations Directors / Heads of offices / Stations / Kendras of All India Radio.
7. Superintending Engineer, All India Radio, New Broadcasting House, New Delhi with a set of above mentioned letters/OMs with the request to upload the same on the website of All India radio.
9. PB Sectt. (By name Shri S.K. Mishra, Director (Admn.), PTI building, New Delhi w.r.t. their letter referred to above.

1274



PRASAR BHARATI  
(INDIA'S PUBLIC SERVICE BROADCASTER)  
PRASAR BHARATI SECRETARIAT  
PTI BUILDING, 2<sup>nd</sup> FLOOR, PARLIAMENT STREET, NEW DELHI

DDG(A)  
Dir(A-I)  
13/08

No.A-10/116/2013-PPC

12.08.2015

OFFICE MEMORANDUM No. 173/2015-GA

**Sub:- Uniform policy for contractual engagement in Prasar Bharati – forwarding of existing clarification and modifications**

Reference Prasar Bharati contractual engagement policy issued vide letter No.A-10/159/09-PPC dated 27.09.2012.

2. A copy each of the following communications issued from time to time clarifying/modifying various provisions contained in Prasar Bharati contractual engagement policy is enclosed herewith for information of all concerned:-

- (a) No.Misc-1/116/2013-PPC dated 28.06.2013.
- (b) No.A-10/116/2013 dated 25.11.2013.
- (c) OM No.A-10/216/2013-PPC dated 20.12.2013.
- (d) No.A-10/37/2014-PPC dated 12.03.2014.
- (e) OM No.A-10/116/2013-PPC dated 23.05.2014.
- (f) OM No.A-10/181/2014-PPC dated 30.03.2015.
- (g) OM No.A-10/181/2014-PPC dated 31.03.2015.
- (h) OM No.A-10/016/21/2015-GA dated 01.04.2015.
- (j) OM No.A-10/016/18/2015-GA dated 08.05.2015.
- (j) OM No.A-10/116/2013-PPC dated 28.05.2015.
- (k) OM No.A-10/016/28/2015-GA dated 10.07.2015.
- (l) OM No.A-10/116/2013-PPC (Vol.II) dated 20.07.2015.

3. All concerned are requested to kindly acknowledge receipt of this OM. In this connection, kind attention is drawn to OM No.68/2015-GA dated 31.07.2015, issued from file No.D-13023/39/2014-15/GA (Pt.), whereby all concerned officers in the Directorates and Stations/ Kendras are required to acknowledge all instructions issued by PB Sectt. to their Respective Administrative Heads.

Encl: As above

DG AIR OFFICE  
Dy. No. 67821 DG/2015  
Date 13/8/15

*S.K. Mishra*  
(S.K. Mishra)  
Director (Admn.)

- DG: AIR
- DG: Doordarshan
- DG, NSD, AIR
- DG (N&CA), Doordarshan
- E-in-C, Doordarshan
- E-in-C, AIR
- DDG (Tech.) – with a request to upload this OM on PB Website.

Office of DG (Admn.)  
14 AUG 2015

*DDG(A)*  
*Dir(A-I)*  
*27/8/15*

*27/8/2015*  
*27.8.15*

contd...2/-

Copy with a request to disseminate this OM to their lower formations to:-

- (a) ADG (Admn.); DG: AIR
- (b) ADG (Admn.), DG: Doordarshan
- (c) ADG (Admn.), DG: NSD, AIR
- (d) ADG (Admn.), DG: N&CA, Doordarshan

Copy for information to:-

- (i) Sr. PPS to CEO, PB
- (ii) PSO to Member (Pers.)/PS to Member (Fin.)
- (iii) All ADGs/DDGs/Directors/Dy. Directors/S.O.s/Sr.A.O.s/A.O.s in PB Sectt.

**PRASAR BHARATI**  
(India's Public Service Broadcaster)  
**PRASAR BHARTI SECRETARIAT/PPC Section**  
2ND Floor, PTI Building,  
Sansad Marg, New Delhi

F. No. Misc-1/116/2013-PPC

Date: 28.06.2013

**Subject: Uniform Policy for Contractual engagement in Prasar Bharati - reg**

Please refer to Prasar Bharati Secretariat letter no. A-10/159/2009-PPC dated 27.09.2012 whereby the Uniform Policy for Contractual engagement in Prasar Bharati was circulated.

2. In this regard, it is to bring to the notice of all concerned that the provision as provided in the above mentioned policy regarding calculation of emoluments/fees in respect of Contractual engages by taking into account last pay drawn minus pension plus variable DA was re-considered by a Committee under the Chairmanship of Member (Pers.), Prasar Bharati in its meeting held on 10.05.2013 wherein it was decided that the present practice of including variable DA as a component of emoluments/fees to Contractual engages may be discontinued.

3. In view of the above, it has been decided that the present practice including variable DA as a component of emoluments/fees to Contractual engages may be discontinued **w.e.f. 01.07.2013**. This may kindly be brought to the notice of all concerned for strict compliance.

*Arvind Kumar*  
(Arvind Kumar)  
Director (P)  
Tel.: 23737594

*g/c*

To,

1. DG, AIR
2. DG, Doordarshan
3. DG (N&CA), DD News
4. DG (News), NSD, AIR
5. E-in-C, Doordarshan
6. E-in-C, AIR

*Issued*  
*11/7/13*

Copy for information to:

- i. PPS to CEO, Prasar Bharati
- ii. PS to Member (P)/Member (F), Prasar Bharati
- iii. PA to ADG (Oprs.)/ADG (A)/OSD(AR), Prasar Bharati Sectt.
- iv. PA to Dir (Pers.)/DDG (T), Prasar Bharati Sectt.

*DDT - 11/7/13*

(17)

**PRASAR BHARATI**  
(India's Public Service Broadcaster)  
**PRASAR BHARATI SECRETARIAT/PPC Section**  
2ND Floor, PTI Building,  
Sansad Marg, New Delhi

F. No. A-10/116/2013-PPC

Date: 25.11.2013

**Subject: Uniform Policy for contractual engagement in Prasar Bharati - req**

The undersigned is directed to invite attention of all concerned in Prasar Bharati to the letter of even number dated 28.06.2013 on the above subject and to state that a large number of references are being received in this Secretariat seeking clarification concerning the discontinuance of variable DA as a component of emoluments/fees to Contractual engagees.

2. The matter has been examined and it is clarified that:

- i. For all Contractual engagement (Retired Persons/ Advisers/ Consultants), the remuneration will be calculated on the basis of last pay drawn minus pension plus the DA on the date of engagement or the minimum of the rate as given at Annexure-I of the Policy for Contractual Engagements as circulated vide F.No. A-10/159/2009-PPC dated 27.09.2012, whichever is more.
- ii. The remuneration once fixed as per above, will not be subjected to change on revision of DA, during contract period. The remuneration of Contractual engagees appointed before 01.07.2013 if already fixed by giving them variable DA need not be re-fixed now.

3. This clarification may be given wide publicity and circulated to all Offices/Kendras/Stations for information and strict compliance. With the issuance of this letter, all references received in Prasar Bharati Secretariat in this regard would be treated as settled.

4. This issues with the approval of the Competent Authority.

*O/C*

*Naveen*  
(Naveen Kumar)  
Deputy Director (Pers.)  
Tel: 23351347

To,

1. DG, AIR w.r.t their letter no.A-45011/29/2012- SV(Pt.)/802 dated 13.08.2013.
2. DG, Doordarshan
3. DG (N&CA), DD News
4. DG (News), NSD, AIR
5. E-in-C, Doordarshan
6. E-in-C, AIR
7. DDG (T), Prasar Bharati for placing it in the Prasar Bharati website.

*M...*  
25/11/13

*Issued*  
*25/11/13*

A-10/216/2013-PPC  
Prasar Bharati  
(India's Public Service Broadcaster)  
Prasar Bharati Secretariat

Most-Immediate  
By S/A. Massanger

120

New Delhi, dated the 20<sup>th</sup> December, 2013

OFFICE MEMORANDUM

Subject: Assessment of Special Assignees/Assignees/Consultants/Associates and other contractual engagees.

Different categories of contractual engagements are being made in Prasar Bharati Secretariat, DG AIR, DG Doordarshan and the field offices in accordance with the Contractual Policy approved by the Prasar Bharati Board and circulated on 27.9.2012. The policy, inter-alia envisages performance appraisal of such engagees. Although assessment in some form or the other is being done, there is no specific proforma/parameters/procedure/ periodicity in place. It has, therefore, been decided that henceforth the assessment of such engagees would be done on quarterly basis. For the Special Assignee/Assignee, who are being paid a fee of more than Rs. 50,000 per month the assessment would be made in the proforma attached at Annexure I. For the Consultants or other contractual engagees who are being paid fee upto Rs. 50,000 per month the performance would be assessed in the proforma at Annexure II. Performance of each contractual engagee would be evaluated based on the marks allotted on a scale of 10. Those who attain a minimum of 5 marks would be construed to have satisfactory level of performance. Those who attain less than 5 marks would be under observation and would be so informed to enable them to improve their performance. In case they get less than 5 marks in the subsequent quarter also, their continuance or otherwise would be referred to the Screening Committee. Further, at the time of considering extension of the contract, the Screening Committee as well as the Appointing Authority shall take due cognizance of the performance report given by the Controlling officer concerned before taking a decision about continuance/discontinuance of the services of the Consultant/Assignee. The quarterly assessment report of the Assignees, who are paid a fee of more than Rs. 1,00,000/- per month would be furnished to Prasar Bharati Secretariat by 15<sup>th</sup> of the month following the end of the quarter for placing the same before the Board in the next relevant meeting. Such a report for the current period should, however be sent to Prasar Bharati Secretariat by 26.12.2013 for placing before the Board in its forthcoming meeting on 7.1.2014.

For the others the DGs AIR and Doordarshan would furnish quarterly certificate to Prasar Bharati Secretariat certifying that the assessment of all such **contractual engagees has been made in accordance with this procedure and a summary of the performance appraisal including number of contractuales disengaged, if any, shall be furnished to Prasar Bharati Secretariat by 15<sup>th</sup> of the month following the end of the quarter.**

The first such report ending 31<sup>st</sup> December, 2013 may be furnished before 15<sup>th</sup> January, 2014.

  
(Arvind Kumar)  
Director (Personnel)

1. DG, Doordarshan, Doordarshan Bhawan, Copernicus Marg, New Dehii
2. DG, AIR, Akashwani Bhawan, New Delhi.
3. DG (News and Current Affairs), Doordarshan News, Doordarshan Bhawan, New Delhi.
4. DG (News), News Services Division, AIR , New Broadcasting House, New Dehi.

Copy for similar action to all the Controlling Officers in Prasar Bharati Secretariat.

**ANNEXURE I**

Performance Appraisal of Shri ( Name), Designation(-----) for the period -----

Name & Designation	Present Term	Fee per month	Deliverables	Performance	Marks on a Scale of 10



**ANNEXURE II**

Performance Appraisal of Shri ( Name), Designation(-----) for the period -----

Name & Designation	Present Term	Fee per month	Performance (*)	Marks on a Scale of 10
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- Should include the following parameters.
  - (i) Work output
  - (ii) Attitude
  - (iii) Sense of responsibility
  - (iv) Maintenance of discipline.

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**PRASAR BHARATI**  
**(INDIA'S PUBLIC SERVICE BROADCASTER)**  
**PRASAR BHARATI SECRETARIAT**  
**2<sup>ND</sup> FLOOR, PTI BUILDING**  
**SANSAD MARG, NEW DELHI**

F.No.A-10/37/2014-PPC

Dated: 12-03-2014

**Subject: Clarification on the word 'DG' and powers to engage Special Assignees.**

It has been noted, inter-alia, in the minutes of the 111<sup>th</sup> Board meeting on the Status/Functioning of Special Committees (Agenda Item No.4),

"For the sake of clarify, it was decided that the term 'DG' means either DG, All India Radio or DG, Doordarshan, and may not be construed to mean or include DG (News), either of AIR or Doordarshan, unless specifically mentioned as such. The DGs of AIR and Doordarshan would coordinate with E-in-Cs and DGs (News) and bring their issues to the Board unless Board wanted the News and Engineering Wings to present their own case.

It was also clarified that both the DG Doordarshan and DG, All India Radio were competent to engage Special Assignees on payment of monthly fee of up to Rs. 50,000/- but keep CEO informed. Cases of engagements above Rs. 50,000/- and up to Rs. One Lakh should be put up to CEO for his decision. Cases above One lakh will come to the Special Assignments Committee, if need be, by circulation."

2. It is, hence, once again brought to the kind notice of all concerned that powers for engaging Special Assignees, as mentioned above, are vested only with DG, DD and DG, All India Radio.

3. It is for kind information and necessary action.

*Naveen*  
**(Naveen Kumar)**  
**Deputy Director (Pers.)**  
Tel: 23351347

To

1. DG: AIR  
Akashwani Bhawan  
New Delhi.
2. DG: Doodarshan  
Doodarshan Bhawan  
New Delhi

Copy to:

1. DG News, DD
2. DG NSD, AIR.

*correct*  
*present*  
12/3/14



2nd Floor, PTI Building Sansad Marg,

File No. A-10/116/2013/PPC

New Delhi: the 23 May 2014

Office Memorandum

Subject: Uniform Policy for contractual engagement in Prasar Bharati- Clarification regarding.

The undersigned is directed to refer to this Secretariat's circular of even number dated 25.11.2013 on the above subject and to state that references are still being received in this Secretariat seeking clarification regarding reckoning of variable DA as a component of emoluments/fees, while re-fixing the emolument of contractual engages on re-engagement/ extension of term after one year.

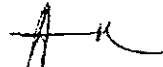
2. The matter has been re-examined and it is clarified that:

- (i) The emoluments of retired government officials at the time of their engagement is to be fixed on the basis of Last Pay drawn minus Pension plus DA applicable on that date (i.e. date of engagement )
- (ii) Once the emoluments is fixed as stated above shall not be subjected to any change or altered until the tenure of the contract or on completion of one year from the date of engagement, whichever is later.
- (iii) While re-engaging/extending the term after completion of one year the emoluments can be re-fixed as per the existing formula with the rate of DA applicable on the date of such re-engagement or extension of tenure thereof.

3. The above clarification will be applicable with effect from the date of issue of this communication.

4. This may be given wide publicity and circulated to all offices/ kendras/stations for information and strict compliance. With the issuance of this clarification, all references received in Prasar Bharati Secretariat in this regard would be treated as settled.

5. This issues with the approval of Competent Authority.

  
(Arvind Kumar)  
Director (Personnel)

To

DG: AIR  
DG: Doordarshan  
DG(N&CA), DD News  
DG(News), NSD, AIR  
E-in-C, Doordarshan  
E-in-C, AIR  
DDG(T), Prasar Bharati Secretariat for uploading it on the PB, AIR, Doordarshan websites

*o/c*  
*Issued*  
*28/5/14*

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प्रसार भारती PRASAR BHARATI  
(भारतीय लोक सेवा प्रसारक India's Public Service Broadcaster)

Prasar Bharati Secretariat  
PTI Building, 2<sup>nd</sup> Floor, Sansad Marg, New Delhi - 110001  
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No.A-10/181/2014-PPC

30.03.2015

OFFICE MEMORANDUM

Sub:- Timely forwarding of proposals related to extension/ engagement of Consultants/ Advisors/ Special Assignees, etc. requiring approval of CEO, Prasar Bharati or Prasar Bharati Board

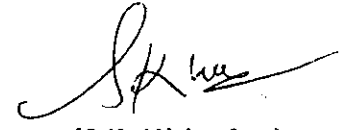
It has been noticed that the proposals related to extension/ engagement of Consultants/ Advisors/ Special Assignees, etc. requiring approval of CEO, Prasar Bharati or Prasar Bharati Board are received from the Directorates, either after expiry of tenures of such personnel or just 2-3 days before expiry of their tenure or just a day or two before the PBB meeting, which little or no time to this Secretariat to examine such proposals and also leaves little time for Competent Authority to take decision in such matter, which could be avoided if the proposals are received well in time.

2. The matter has been considered seriously in this Secretariat and the following decision has been taken:-

- (a) Proposal related to extension/ engagement of Consultants/ Advisors/ Special Assignees, etc. requiring approval of CEO, Prasar Bharati should be forwarded to this Secretariat, along with recommendations of HLCC, at least 30 days before expiry of tenure or proposed date of engagement, as the case may be.
- (b) Proposal related to extension/ engagement of Consultants/ Advisors/ Special Assignees, etc. requiring approval of CEO, Prasar Bharati should be forwarded to this Secretariat, along with recommendations of HLCC, at least 60 days before expiry of tenure or proposed date of engagement, as the case may be.

3. The instructions contained in this OM should be scrupulously followed and an officer of the level of ADG may be made responsible for compliance of these instructions, under intimation to this Secretariat.

4. This issues with approval of the CEO, Prasar Bharati.

  
(S.K. Mishra)  
Director (Admn.)

To,

- (i) DG: Doordarshan
- (ii) DG: All India Radio
- (iii) DG: N&CA, Doordarshan
- (iv) DG: NSD, AIR

O/K  
Issued  
30/3/15

... 2 ...

Copy to:-

1. Sr. PPS to CEO
2. PS to Member (Pers.)
3. PS to Pr. Advisor (P&A)
4. ADG (IR&E)/ ADG (S&A), PBS
5. DDG (Tech.), PB Sectt - with a request to upload this OM on Prasar Bharati website
6. Hindi Unit for Hindi version
7. Office Order folder

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प्रसार भारती PRASAR BHARATI  
(भारतीय लोक सेवा प्रसारक India's Public Service Broadcaster)

Prasar Bharati Secretariat  
PTI Building, 2<sup>nd</sup> Floor, Sansad Marg, New Delhi – 110001  
\*\*\*\*\*

No.A-10/181/2014-PPC

31.03.2015

CORRIGENDUM

Sub:- Timely forwarding of proposals related to extension/ engagement of Consultants/ Advisors/ Special Assignees, etc. requiring approval of CEO, Prasar Bharati or Prasar Bharati Board

In partial modification to the OM of even number dated 30.03.2015 (copy enclosed) on the above mentioned subject, the para 2(b) ibid OM may be read as given below:-

- "2.(b) Proposal related to extension/ engagement of Consultants/ Advisors/ Special Assignees, etc. requiring approval of Prasar Bharati Board (PBB) should be forwarded to this Secretariat, along with recommendations of HLCC, at least 60 days before expiry of tenure or proposed date of engagement, as the case may be."
3. Other contents of the ibid OM dated 30.03.2015 shall remain unchanged.

(Nitin Gupta)  
Dy. Director (GA-II)

To,

- (i) DG: Doordarshan  
(ii) DG: All India Radio  
(iii) DG: N&CA, Doordarshan  
(iv) DG: NSD, AIR

C/C  
Issued  
31/3/15

Copy to:-

1. Sr. PPS to CEO
2. PS to Member (Pers.)
3. PS to Pr. Advisor (P&A)
4. ADG (IR&E)/ ADG (S&A), PBS
5. DDG (Tech.), PB Sectt - with a request to upload this OM on Prasar Bharati website
6. Hindi Unit for Hindi version
7. Office Order folder

(13) (28)

No. A-10/016/21/2015-GA  
PRASAR BHARATI  
(INDIA'S PUBLIC SERVICE BROADCASTER)  
PRASAR BHARATI SECRETARIAT  
\*\*\*\*\*

2<sup>nd</sup> floor, PTI Building, New Delhi  
Dated the 01<sup>st</sup> April, 2015

OFFICE MEMORANDUM

**Sub: Maintenance of dedicated files and monthly performance review of contractual engagees**

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In order to cope with the acute shortage of manpower in Prasar Bharati, professionals from open market/retired government servants have been engaged to work in Prasar Bharati on contract basis to fulfill its operational needs, being a 24x7 organisation. Contracts of these engagees are, inter alia, subject to satisfactory performance in the tasks assigned to them. For monitoring this, and in order to release payment to these engagees, a monthly performance certificate is required to be furnished by their supervising/controlling officer.

2. Recently, deficiencies and shortcomings in maintenance of personal attendance and performance record of contractual engagees have been highlighted.

3. The Competent Authority has directed that proper records of performance and attendance should be maintained on a monthly basis in a dedicated case file containing all important documents related to approval for taking the person on contract, monthly performance evaluation, etc. The yearly performance evaluation needs to be based on monthly reviews of the contractual engagee, so that the same is justified.

4. These instructions are to be strictly complied to and any deviation from these will entail the erring official(s) liable for disciplinary action.

- (a) DDG (A&F), DG: AIR
- (b) DDG (Scor./Fin.), DG: Doordarshan
- (c) Director (Admn.), DG: NSD, AIR
- (d) Director (Admn., HR & RNU), DG: DD News

  
(S.K. Mishra)  
Director (Admn.)

O/C  
15/04/15  
17/04/15

Copy for information to:-

- (i) Sr. PPS to CEO
- (ii) PSO to Pr. Advisor (P&A), PB Sectt.
- (iii) PS to DG, AIR, Aakashwani Bhawan, Sansad Marg, New Delhi - 110001
- (iv) PS to DG, DDn, Doordarshan Bhawan, Copernicus Marg, New Delhi - 110001
- (v) PS to DG, NSD, AIR, Aakashwani Bhawan, Sansad Marg, New Delhi - 110001
- (vi) PS to DG, DD News, Doordarshan Bhawan, Copernicus Marg, New Delhi - 110001
- (vii) PS to ADG (S&A) .
- (viii) PS to ADG (IR&E)

  
PRASAR BHARATI  
(INDIA'S PUBLIC SERVICE BROADCASTER)  
PRASAR BHARATI SECRETARIAT  
\*\*\*\*\*

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2<sup>nd</sup> Floor, PTI Building, New Delhi-110001

No.A-10/016/18/2015-GA

08.05.2015

OFFICE MEMORANDUM

**Sub:- Uniform policy for contractual engagement in Prasar Bharati – Clarification reg.**

Please refer to this Secretariat's communication No.A-10/159/2009-PPC dated 27.09.2012 whereby policy for contractual engagements in Prasar Bharati was circulated and subsequent amendments/clarifications issued vide communications No.Misc-1/116/2013-PPC dated 28.06.2013 and No.A-10/116/2013-PPC dated 25.11.2013 and 23.05.2014.

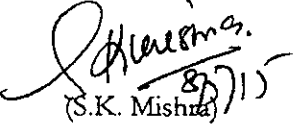
2. In spite of issue of clarifications, requests are received in this Secretariat seeking approval of Competent Authority for re-fixation of monthly remuneration/ fee in respect of contractual engagees as per DA announced from time to time by the Government or revision / re-fixation of monthly remuneration/ fee in respect of contractual engagees before completion of one year's tenure.

3. The matter has been considered by the Competent Authority and the following instructions are reiterated for information and compliance of all concerned:-

- (a) The monthly emoluments/ remuneration/ fee in respect of retired Government servants engaged on contract basis is to be fixed on the basis of Last Pay drawn minus Pension plus DA applicable on that date (i.e. date of engagement). The practice of including variable DA as a component of remuneration/ fee to contractual engagees has been **discontinued w.e.f. 01.07.2013** vide communication No.Misc-1/116/2013-PPC dated 28.06.2013.
- (b) Once the emoluments/ remuneration/ fee is fixed as stated above, it shall not be subjected to any change or altered until the tenure of the contract or on completion of one year from the date of engagement, whichever is later.
- (c) While re-engaging/ extending the term after completion of one year, the emoluments/ remuneration/fee can be re-fixed as per the existing formula with the rate of DA applicable on the date of such re-engagement or extension of tenure thereof.

4. These instructions may be given wide publicity and circulated to all offices/ kendras/ stations for information and strict compliance.

5. This issues with approval of the Competent Authority.

  
(S.K. Mishra)  
Director (Admn.)

To,

DG: AIR  
DG: Doordarshan  
DG: NSD, AIR  
DG: N&CA, Doordarshan  
Engineer-in-Chief, All India Radio  
Engineer-in-Chief, Doordarshan  
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