

9 ANNEXURE-R-2  
(Golly)  
(87)

**MINISTRY OF EARTH SCIENCES  
THE PROPOSAL**

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**Subject: Restructuring of (Group 'B') Scientific Support staff of  
India Meteorological Department.**

The India Meteorological Department (IMD) was established in 1875. In last 134 years the organization has grown with the times and changing requirements. As the functions, structure and working of the organization has undergone a large number of changes over a century, apparently creation of posts and their designations have also been generated in line with that. This has resulted in a large number of posts and designations in the organization in all the cadres and the grades including that of scientific support staff Group B in IMD.

**NEED FOR RESTRUCTURING**

2. The scientific support staff is the main workforce for the functioning of the IMD, the same belongs to Group 'B' (Group 'A' being the scientists). It is reiterated here that as the creation of posts have been done from time to time depending upon the requirements in those particular time frames, a mismatch has arisen in terms of promotional avenues for the present staff. In other words, the horizontal as well as vertical relativity have been disturbed.

3. Further, there have been provisions for providing posts of scientific assistants to the technical staff below including mechanics, carpenter, radio operators etc. when these feeder cadres provide non-qualified, untrained work forces into this stream a complete mismatch of the performance emerges.

4. The Sixth CPC has brought major changes in form of merging and delayering at various levels with a view to integrate a complete hierarchy. This has affected various cadres and levels in IMD as well. In addition, Para 3.5.6 of the 6<sup>th</sup> CPC states that various time bound promotion scheme may be necessary for Scientific Organizations to keep their moral high and to stop the flight of talent from Government Organizations involved in Research & Scientific activities.)

5. Therefore, there is an urgent need not only for reorganization and re-designation but also to set a clear path for effective, efficient and smooth functioning of this national weather forecaster.

**PRESENT STRUCTURE & STATUS**

6. The present structure in this scientific support staff Group is as follows:

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(i)	Senior Observers	Merged to scientific assistant as per 6 <sup>th</sup> CPC
(ii)	Scientific Assistant	(PB-2 + GP 4,200 )
(iii)	Asstt. Met. Gr. II	(PB-2 + GP 4,600 )
(iv)	Asstt. Met. Gr. I	(PB-2 + GP 4,800 )
(v)	Met I /Sci. C	(PB-3 + GP 6,600)

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7. As per the present RRs (copies enclosed Flag A1 to A4) the entry point is Senior Observer (SO) having qualification B. Sc Degree. The SOs were moving to Scientific Assistants (SAs) with atleast 3 years continuous service depending upon the existence of vacancies. The movement from SA to Asst. Met. II has also been vacancy based with atleast 3 years regular service. Similarly, from Asstt. Met. II to Asstt. Met I has been vacancy based (Annex-I). As per the available information some RRs specially that of Met I/Sci. C were last amended in 1991 (copy enclosed Flag B). As per the amended RRs a ratio of 80:20 was given for Group B and Group A officers/scientists. **In otherwords, the scheme of FCS has been made available to these Group B scientific support staff from Sci. 'C' onwards.**

8. The support staff once made Met.I/Sci. C through DPC follows FCS route after that. This shows that the support staff recruited as Group B in any case has FCS route available from the stage it is applicable. It is pertinent to note that FCS is for Scientists and as the qualification and rigor required under the Flexible Complementing Scheme has been specifically designed for the purpose, the same may not be made applicable for the support staff.

9. It is interesting to note that for coming to the level of Met.I/Scientist 'C' the scientific staff is being promoted through DPC while the scientists joining service as Met.II/Scientist 'B' are promoted under FCS. **In other words there is no co-option and no normalization for bringing officers from Group B to Group A. There is (no evidence to justify that on what basis both DPC and FCS were made operational for the same post.)**

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10. It is equally interesting to mention here that vide Notification No. 39018/2/86-Estt(B) dated 1<sup>st</sup> April,1987, UPSC has suggested bringing out (i) DGM, ADGM, DDGM, Director and Met. Grade-I positions out of purview of UPSC (copy enclosed Flag 'C'). But the IMD has continued to carry out DPCs for DDGM & ADGM till 2009.

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11. Apparently, a number of efforts have been made from time to time for restructuring of workforce as well as functional distribution of work in IMD. In 2006 a Cabinet Note was circulated for reorganization of Ministry of Ocean Development as Ministry of Earth Sciences and creation of Earth Systems Organisation and Earth Commission. The same was considered by the Cabinet and referred to Committee of Secretaries. Committee of Secretaries recommended the provisions and finally Cabinet Secretariat circulated notification No. DOC.CD-384/2006 dated 17.7.2006 notifying Ministry of Earth Sciences under Allocation of Business rules and providing the list of items to be handled by the newly created Ministry of Earth Sciences.

As per Para 6 of the above note suggested constitution of Earth Commission similar in nature to the Space Commission and Atomic Energy Commission. In para 9 of the Note on manner of implementation sub para 9.3 reads "IMD would need a major restructuring and a major modernization". Accordingly, earlier SK Das Committee was formed under the Chairmanship of Addl. Secretary of ISRO, Dr. S.K. Das. The Committee clearly suggested that there is need for restructuring the scientific support staff of IMD in view of the changing situations.

Before the action on the above report recommendations of the 6<sup>th</sup> CPC were announced and Shailesh Nayak Committee was appointed by the Secretary, MOES for suggesting restructuring of IMD considering the requirement of IMD and provisions of the 6<sup>th</sup> CPC. The Committee submitted its report in May, 2008. The report very clearly suggested a defined career progression for the scientific support staff as well as technical support staff of the IMD. The Committee mapped out the pay scales of these categories alongwith the recommendations of the 6<sup>th</sup> CPC. It suggested that MOES should adopt similar procedures and rules for promotion to different grades as are applicable in ISRO (Copy of ISRO Rules enclosed).

Accordingly, the following is suggested:-

12. Presently in the group of Scientific Support Staff which combines the Assistant Meteorologist Grade I, Asstt. Met Grade II( including Forman Industrial and Forman Non Industrial) and Scientific Assistant there are a sum total of  $426 + 743 + 3082 = 4251$  posts. Out of these 227 posts of SA+ SO and 61 posts of AM-I & AM-II stand abolished. Therefore,  $2855+416+692$  totaling to 3963 remain.

13. The posts of AM Grade II Forman (industrial) and AM Grade II Forman (Non Industrial) being Technical Support Staff cannot be covered under the Scientific Support Staff. The 17 posts earlier marked for their promotion may be taken out of the purview of the

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restructure as a separate proposal is being moved shortly for technical support staff.

14. The remaining posts may be redistributed so as to fix the present sanctioned strength of the three existing grades. This will release all the vacant positions for suitable utilizations.

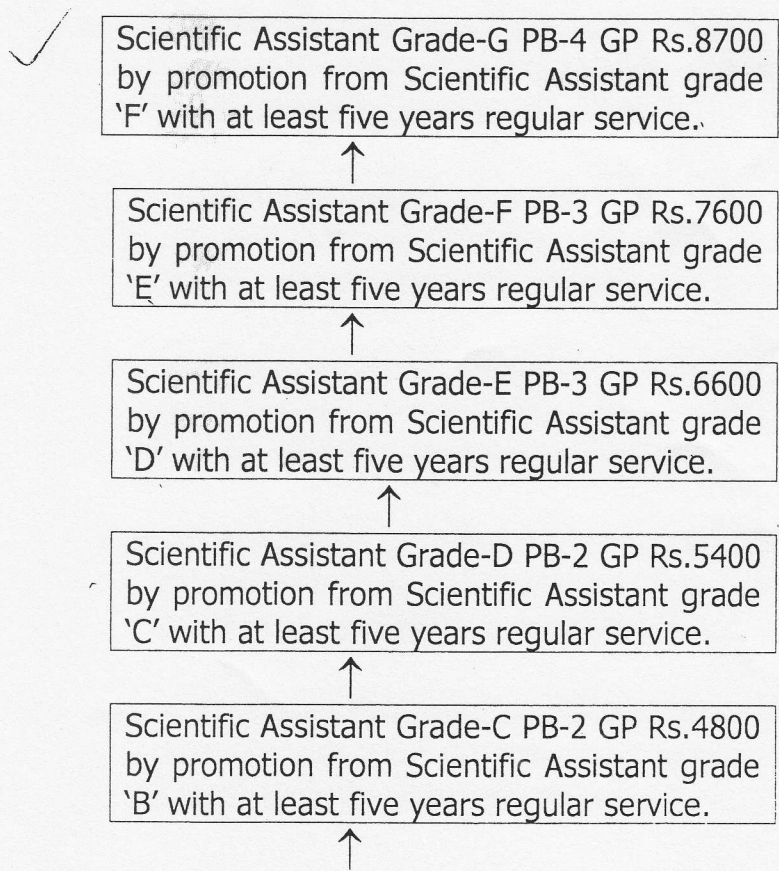
**THE PROPOSAL**

15. In view of above, following is proposed:-

(Restructuring alongwith career progression based on insitu promotions. The scientific & technical support staff will have one entry level i.e. scientific/technical assistant level. The educational requirements will be B.Sc/diploma in engineering with first class, i.e. 60%. These will be called Scientific Asstt. Grade A.)

(c) A Career Progression path has been proposed on the lines suggested by different committees from time to time and keeping in view the minimum residency required in particular grade pay to go to next grade pay. The details are as follows table:-

**Proposed hierarchy of Scientific Support staff Group 'B'**



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Scientific Assistant Grade-B PB-2 GP Rs.4600 by promotion from Scientific Assistant grade 'A' with at least five years regular service.



Scientific Assistant Grade-A PB-2 GP Rs.4200 by direct recruitment.

16. Accordingly, restructuring of posts will be as follows:-

Proposed Sanctioned strength of

Scientific Assistants (Proposed SA Grade A)	- 2500
Asstt. Met Grade II (proposed SA Grade B)	- 500
Asstt. Met Grade I (Proposed SA Grade C)	- 200
Scientific Assistants (Proposed SA Grade D)	- 75
Scientific Assistants (Proposed SA Grade E)	- 50
Scientific Assistants (Proposed SA Grade F)	- 30
Scientific Assistants (Proposed SA Grade G)	- 10
Total	- 3365

17. (i) The above proposed restructuring provides 582 posts of Scientific Assistant in PB-2 GP 4200, 232 posts of AM-II (PB-2 + GP 4600) and 205 posts of AM.I (PB-2+GP4800).

(ii) In addition, there will be creation of 75 posts of Scientific Asstt. Grade 'D' in PB-2 GP 5400, 50 posts of Sci. Asstt. Gr. E in PB-3 GP 6600, 30 posts of Sci. Asstt. Gr. F in PB-3 GP 7600 and 10 posts of Sci. Asstt. G in PB-4 GP 8700.

18. The above restructuring will provide

(a) In place of present strength of 4219 in this cadre accommodating all the 2989 persons in position at their respective places and putting the strength of the cadre at 3365.

(b) the proposed restructuring will entail a total saving of ₹34.46 crores and the above suggested creation of posts will have a financial implication of ₹6.19 crore.

(c) In other words, the insitu career progression will entail a net saving of ₹28.27 crores.

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**19 The restructuring will entail the following:-**

- common nomenclature for the scientific support staff across the units of Ministry of Earth Sciences.

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- giving a proper identity to the cadre of scientific support staff alongwith a career progression in the same stream.
- creating a clear cut path/stream for scientific support staff based on their qualification and experience for functional requirements of the organisation.
- a smooth flow of career progression for the scientific assistants in their own channel/cadre ensuring better opportunities for more efficient/effective officials and at the same time equal opportunities for all.
- It will provide for moving from scientific assistant Grade A upto Scientific Asstt. Grade G.
- In other words joining in PB-2 with grade pay Rs.4,200 and reaching upto PB 4 with Grade Pay 8,700.
- Theoretically the same progression was possible but without any clarity and systematic approach.
- Further only a very small number of persons could reach to those higher levels but it remained out of reach for the majority. It is evident from the fact that presently about 2000 sci. asstt. grade A are at their entry level only even after about a decade of their entry in the service.
- In the proposed options the progression is possible for a larger number of persons. The stagnation will also be reduced substantially.

23. According to the above scheme of restructuring the existing staff in these categories will be placed at their appropriate level/position according to their present PB & GP.

24. In view of the above, there will not be any additionality in financial terms in case the above proposal is accepted and implemented in toto. In contrast there will be a saving a result of the restructuring and reorganization.

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