

To

The Director General of Meteorology,  
India Meteorological Department,  
Mausam Bhawan, Lodi Road,  
New Delhi-110 003.  
[Kind Attention: **Dr. K. J. Ramesh, DGM**]

Sub: **Inputs for the review of transfer policy and regarding review of transfer order of 109 Sc. Asstt.**

Ref.: With reference to our earlier letter No. IMD/JCM/08/2016 dated 17<sup>th</sup> August, 2016.

Sir,

With reference to above, it is submitted that the department had arbitrarily finalized the transfer policy on 21.04.2016 without seeking views/suggestions from stakeholder's Unions/Associations.

The Service Associations/Unions of the Department after seeking comments/consensus from different regions and deliberation with your goodself in couple of meetings are submitting the following inputs/suggestions for reviewing the transfer policy of Group A, B & C of IMD for your kind consideration and needful action.

The point wise inputs/suggestions are as follows:

3.1.5

& 3.1.6 The composition of TAC/Placement committee should also include S.O.-I/II/III.

4.1 (a) Vacancies may be circulated on IMD's Metnet and request for these stations may be called from all over India.

(b) Provisions may be made in the IMD's Metnet so that any official can see transfer request for a station of other officials for applying transfer on mutual request.

(c) Transfer on mutual request may be considered before the finalization of transfer list of the cadre.

4.2 Transfer period should be of **one year** for northeast zone, Islands and Kashmir region and difficult stations (office may define difficult stations).

All the stations may be divided into two categories.

(i) **Disturbed/Difficult station** - Maximum stay **1 year** (viz. J & K, NE region, Uttarakhand, H.P. etc. and Island region) (Maximum stay **3 YEARS FOR NEW RECRUITS**)

(ii) **Normal station**- Maximum stay **2 years** (**3 YEARS within region and 5 years outside region FOR NEW RECRUITS**)

4.5 & 4.6 In this regard, before issuing such transfers, the designated authority may consult with the concerned Union/Association.

5. All transfer should be finalized after consultation with the concerned Unions/Associations.

- 5.1&5.2 (i) If vacancy prevails at the station, the transfer on promotion/routine transfer may be adjusted against the vacancy.
- (ii) If vacancy does not exist, then the priority should be given to (a) Numbers of transfer seen (b) station seniority (c) Age criteria (e.g. a person with Nil/minimum number of transfer, maximum station stay and younger will be transferred first). While transferring station senior, he/she may be given choice of station where vacancies are available.
- (iii) The age of 55 may be considered instead of 56.
- (iv) Women employees should not be transferred to the stations where the basic amenities and proper security is not available.
- (v) For Administrative reasons/Medical reasons/out of turn transfer, the concerning Unions/ Associations should be consulted.
- (vi) Immunity from the transfer should be given to all the executive members of Central Executive Committees & Regional Executive Committees of all the Unions/Associations.


Few more points need to be looked into while reviewing the transfer policy:-


1. Lists the stations in two categories: - A. Disturb /Hard/ Remote stations  
B. Normal stations.
2. To run the stations having acute shortage of manpower, the retired employees of IMD should be engaged on contract basis to manage Official work as per Govt. Orders.
3. Many employees have been posted in remote/ disturbed area, so minimum leave period of less than **30 days** should be counted at the time of calculating residency period **instead of 15 days** except on major medical ground.
4. ***The departmental training is a pre-requisite condition/mandatory in case of Group B & C Scientific employees for earning next promotion in the hierarchy, hence the period of any departmental training imparted to an official should be counted as tenure.***
5. The minimum residency period for change of region should be five years in normal routine transfer. It is also requested that 1<sup>st</sup> preference may be given to the region-wise posting and later for national posting.
6. If staff/officer refuses promotion due to medical emergency/domestic circumstances, he/she should be allowed to join at the station. Such powers should be given to the officer in-charge, till the official reply is received from HQ. This will save the leave period of staff/officer and wastage of manpower.
7. Staff who had undergone Antarctica expedition may be considered as seen two transfers.

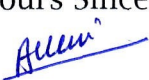
8. The officials/their dependent family members having handicapped/differently-abled and severe medical cases with specific mention such as schizophrenia/severe depression, heart, kidney and cancer etc. should be considered sympathetically.
9. After every 5 years staff/officer should be put on rotations for all non-sensitive post at administrative level. Staff from 5 days week seat to operational and vice-versa rotation will be more appropriate.
10. The transfer of Group C (MTS) employees should be avoided and individual cases may be considered against vacancy only on request basis. MTS vacancy at outstations may be managed by contingent. They are the least paid employees with bleak promotional avenues.
11. To avoid transfers in feeder cadre of SA and MTS a continuous recruitment process on regional basis should be adopted. The approximate vacancy for the forthcoming year may be calculated and the recruitment process should be initiated in time. This will minimize transfer in feeder cadres.
12. At the time of Natural calamity/disaster or security problem when it is not possible to run the station/observatory, the officials posted should be attached with the nearest Met Centres/Regional Met Centres.
13. Any change or modification/amendments in the transfer policy, if necessary, may be done with the consent of the Unions/Associations.


Further, it is suggested that primarily the Transfer Policy should be reviewed and finalised by a review committee consisting of six representatives of the Unions/Associations. Subsequently, the transfer order of 109 SA's may be discussed & decided with the consultation of the representatives of the stakeholders i.e. two General Secretaries of NGSU & NGSSA.


Thanking You,

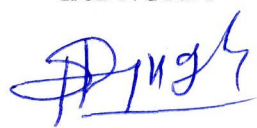
  
for (Arvind Kumar Sharma)  
General Secretary  
IMDGOA

  
(A.S. Tripathi)  
General Secretary  
IMDNGSU

Yours Sincerely,  
  
(Dr. A. K. Rai)  
General Secretary  
IMDNGSSA

  
(Santosh Kumar Rai)  
General Secretary  
IMDNGASA

  
(Mahender Singh Nimesh)  
General Secretary  
IMD Workshop Union

  
(Hari Singh)  
General Secretary  
IMD T & N-T Gr. C MTSA

  
Rajendra  
Sharma  
26/8