



India Meteorological Department
NON-GAZETTED STAFF UNION
ESTD. 19 SEP 1947

Non Gazetted Staff Union Office, Canteen Building, Lodhi Road, Mausam Bhavan Compound, New Delhi - 110 003. Tel :- 011 43824483

Ref No :- NGSU/IMD/ 39

Date :- 08-12-2015

Pramod G. Sawant
(Chairman)

Kunwar Singh
(President)

Sanjiv Kumar Tyagi
(General Secretary)

Raju Bhargav
(Vice-President)

Gautam Roychoudhury
(Asst. General Secretary)

A. S. Tripathi
(Asst. General Secretary)

Rupesh Pandita
(Treasurer)

Rohatas
(CEC Member)

T. K. Mandal
(CEC Member)

Vijay Pal
(CEC Member)

To,
The Secretary
MOES, Prithvi Bhavan, New Delhi

Sub: Issues for consideration
Ref: MOF-Dept. Of Expenditure D.O No. 1-4/2015-E.III(A) dated 21.11.2015

Salient points to be represented to the pay commission from this union are as follows:

1. Demand-**Scale up gradation:** Since 4th CPC the feeder cadre scale up gradation has been a continuous demand but it not addressed till date. In the 6th CPC 5000 and 5500 scales were merged at fixed to 4200 grade pay. By doing so the Senior observer and Scientific Assistant, the two cadres in IMD were merged to one scale. Unfortunately the scale was not upgraded and the staff with 20 years of service was financially downgraded and only designation was upgraded. Hence during the 7th pay commission scales up gradation to Grade pay of Rs.4600/- was demanded.

We had also mentioned that scientific support **staff with similar qualification** working in other scientific departments like Indian Space Research Organization, Bhabha Atomic Research Stations work **ONLY and ONLY from DAWN TO DUSK**. The Group B performs duty round the clock to meet IMD's mandate and nature of work. Secondly they also work continuously during national natural disasters such as cyclone, floods, Tsunami and all kinds of natural calamities. During such a time people are evacuated from the places but the weather person continuously takes observation without leaving the station.

Moreover the odd working hours along with night duties add to more health risk.

7th CPC recommendation: Government has also set up committees that have recommended Merit Based Promotion Scheme (MBPS) unlike other scientific Departments and hence the 7th CPC did not consider for scale up gradation to 4600. (Page 536-537)

Suggestion: The Group B restructuring was approved on 14.12.2014 and subsequent post creation abolition order was issued on 01.07.2015. During this process "VACANCY BASED PROMOTION SCHEME" has been approved wherein Reservation roster is also applicable.

This cadre is more qualified and the working conditions, place of postings and nature of duty is still difficult in comparison with the Assistant of CSS and hence once again this unions requests to upgrade the scale to 4600 Grade pay.

The SA cadre has not got any benefit since 4th CPC and has incurred sever financial losses in comparison with staff of similar situated scientific staff of other departments.

2. Demand- **Special Status along with allowances** (Miscellaneous Demands page 538): IMD should be considered as Special Department (Operational/Scientific). Nature of work undertaken by IMD staff is generation of real time scientific data continuously for the operational requirements of the nation and assist in real time weather forecasting. The Group B and C do not assist the scientist in their research work but are engaged in continuous generation of data. This data is used by the researchers, scientists and organizations to suit their requirements. This work can be compared with that of Indian Railways, AAI etc. Hence due weight age was demanded.

7th CPC Recommendation: Not in favour of stress allowance (pg 538)

Suggestion: In view of the nature of work and its regular requirements to work 24/7 and 365 days a year. This department's workforce is subjected to continuous work on holidays, extra duties due to man to man reliever roster, added hourly observations during national and natural calamities such as cyclones, floods, Tsunamis etc. When people are evacuated from disturbed areas to safer places IMD personnel are recording the real time weather parameters for weather warnings and further study purposes. They are also posted in remote stations, continuous aviation related forecasting under adverse weather conditions such as dense fog, thunder activity, heavy rains etc. Hence such officials should be compensated with some variable pay or allowance.

K. B. Singh
मुख्य निदेशक मंत्रालय
जोरी निदेश
दिनांक 8/12/15



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This union would like to mention that the 7th CPC has recommended working on holidays and national holidays in chapter 8.6 page 265. The 7th CPC has also recommended Risk and hardship allowance to Disaster Response Force page 303.

Kunwar Singh
(President)

This union would like to reinstate that the employees of IMD are working on all holidays (Closed and National) and are working at the station while the disastrous event is striking a place and are also recording the weather parameters. The Disaster Response Force arrives at the place after the event, but the IMD personnel are working during the event.

Sanjiv Kumar Tyagi
(General Secretary)

Hence Holiday **compensatory** allowance in chapter 8.6 page 265 as given to the IB staff, Risk and hardship allowance to Disaster Response Force given in the chapter 8, 8.10.72 should be extended to IMD personnel too.

Raju Bhargav
(Vice-President)

3. Demand-**MACP**: the 5th CPC had recommended ACP after 12 and 24 years of service. The 6th CPC further modified to MACP after 10, 20, 30 years which is only financial up gradation. Hence we requested/demanded for financial up gradations in the promotional hierarchy and not scale hierarchy.

Gautam Roychoudhury
(Asst. General Secretary)

7th CPC Recommendation: the pay commission has taken a similar stand to that of the 6th CPC. Moreover has included Very Good APAR for the 3rd MACP.

A. S. Tripathi
(Asst. General Secretary)

Suggestion: During the 4th CPC employees officiated to the next promotional post and not the scale. As the calculations were tedious the 5th CPC introduced ACP for 12, 24 years. Later it was modified to 10, 20 and 30 years but has created acute anomaly. Hence MACP should be more specific in nature for Promotional hierarchical pay scale/level. For example if an employee is in L4 and the promotional post is L6 then that employee should be fixed to the corresponding L6 scale and not L5 during MACP.

Rupesh Pandita
(Treasurer)

MACP is only a financial up gradation and not promotion with designation. This will keep the morale high while discharging duties.

Rohatas
(CEC Member)

4. Demand-**Extra duty allowance**: 90% of IMD's Group B and C workforce is utilized for the operational requirements. As a normal practice to manage the operational requirements of the department generally 10% of staff is on standby to cover the leave period, trainings and manpower shortage. Due to the 5th CPC the department banned recruitment and the staff crunch is felt as there is no work force to manage the ROUND THE CLOCK duties. As per the WMO guidelines the department is not permitted to close the operational seats/vacancies and is unable to cover the extra work thus generated due to vacancies. Even with the modernization of instruments the staff shortage is creating huge compensatory offs. This is a vicious circle and the hours rotated from one account to another but are not nullified.

T. K. Mandal
(CEC Member)

7th CPC Recommendation: The pay commission has followed the predecessors and recommended abolition of OTA (**except for operational and industrial employees who are governed by statutory provision**) (chapter 8, 8.17.89; pg 349-351)

Vijay Pal
(CEC Member)

Suggestion: As per the regular requirement and governing statutory rules, it is requested that the recommendation stated in chapter 8 may be mentioned in the chapter 11.15 which describes about the Ministry of Earth Sciences. This union would like mention that only IMD is a central Government agency under this ministry and the rest other departments are research organizations using IMD data and are autonomous bodies.

5. Demand-**Night duty allowance**: IMD employees are performing night duty from the day of joining the department till they retire. And hence this allowance should be paid as a part of salary.

7th CPC Recommendation: the pay commission has recommended this allowance to all ministries and departments who were already in receipt of NDA

Suggestion: IMD employees are in receipt of this allowance the same may be calculated with the formula and implemented.



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Demand-Recruitment: IMD being an operative department all types of bans may be removed and recruitment process may be initiated in all the feeder cadres.

7th CPC Recommendation: the pay commission has not touched this topic wherein it should have been more clear instructions are required.

Suggestion: IMD is a unique department wherein the work cannot be rescheduled but needs carried out at the given time. Hence all the posts in the feeder cadre must be filled in on a continuous manner and the same may also be reflected in the chapter 11.15 which deals with IMD.

6. Demand-**Mechanic cadre:** IMD has weathers instruments, radars and state-of-art equipment to record the weather parameters on a continuous manner. For the upkeep of instruments the Mechanic cadre plays a vital role. In the past it's observed that the AMC of these equipments is an utter failure as the AMC firms keep their patent very secretive and in emergency conditions the instruments fail to record. One more issue observed is that while calling for AMC the lowest quotation is approved, that means the dependency on private players for their intervention becomes essential. The data that is generated using these instruments is very vital, which is a national treasure for further study and analysis of the atmospheric and climatic conditions. Hence this loss of data is a national loss and too much of dependency on private organizations may lead to establish climatic changes and conditions and future research work.

7th CPC Recommendation: the pay commission recommended that a comparison should not be made between technical and non-technical cadres and not considered the scale up gradation.

Suggestion: In view of exclusive functionality and continuous requirement of the working equipment this union would like to suggest that this cadre is essential and their work should be recognized. Their scales maybe upgraded along with the promotional and career avenues in place to boost their morals. The loss of data due to instrument failure cannot be regenerated as it happens on real time scale and this data is a **national treasure** that cannot be kept in private owner's custody. Hence in house trainings for upkeep of instruments, promotional path and incentives for commendable work should be specifically mentioned along with scale up gradation to boost the morale of technical staff.

7. Demand- **MTS Technical and non Technical:** MTS cadre is totally neglected in 6th CPC & their financial /career prospects are totally shunted. IMD is struggling to prepare seniority list of MTS as on date, but could not reach to concert conclusion. This union has submitted a proposal for restructuring of MTS cadre along with promotional avenue in admin and technical side. MTS nomenclature does not describe the specific nature of duty assigned to this cadre as they are performing operational and observational work and assisting the Scientific Assistant with technical support. They are into specialized work of hydrogen gas preparation, gas filling, release of balloon for RS/RW and Pilot observations and noting of readings etc.

Unjustified re-designation of Gr-D staff as MTS under Gr- C:- 6th CPC has upgraded Gr-D staff into Gr-C staff by re-designating them as MTS. But after their re-designation it is observed that their nature of work remained the same along with complete stagnation. Hence either they should be given some sort of extra financial benefit in their cadre or they should be brought in the line of LDC, UDC. MTS cadre must be therefore confirmed in the department on the basis of either BARC or other Scientific Department by giving them good career avenues.

7th CPC Recommendation: the pay commission taken into consideration regarding the restructuring and separation of the technical and non-technical wing. It has also mentioned that as there is creation and abolition of the posts is involved it has suggested Govt. to take decision. Risk allowance is not considered justified. (pg 538)

Suggestion: This union would like to specify that there are two issues related to the MTS Technical staff.

The MTS nomenclature does not describe the work allocated to MTS. The MTS specifically is inducted for preparing and filling of Hydrogen gas in the weather balloons on a daily basis along with assisting the Scientific Assistant (SA) for recording real time weather observations. Hence they should be designated with an appropriate nomenclature and a promotional channel should be approved.



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The second issue of the risk involved in the preparation of hydrogen gas and related accidents is high. The MTS technical personnel of IMD are already drawing risk allowance for hydrogen gas preparation. The amount is very meager for the risk involved.
Hence the risk allowance calculation mentioned in the chapter 8 (8.10.64) page 299, Matrix may be applied to this cadre and the risk should be evaluated accordingly and fixed.

Kunwar Singh
(President)

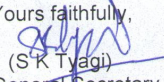
For the non-technical personnel admin cadre promotion channel should be made for optimum utilization of staff.

Sanjiv Kumar Tyagi
(General Secretary)

Demand-CL: IMD being operative department a minimum of 18 CL's should be considered.
7th CPC Recommendation: The Leave is not changed
Suggestion: For operative staff one night duty is equivalent to 2 CL's. Moreover these cadres have to attend duties on 17 closed holidays, National holidays and also for restricted holidays. Their personal life is totally at the mercy of availability of staff for availing even on a closed holiday. Hence there is a need to compensate with extra CL's.

Raju Bhargav
(Vice-President)

Thanking you,

Yours faithfully,

(S.K. Tyagi)
General Secretary
09868952530

Gautam Roychoudhury
(Asst. General Secretary)

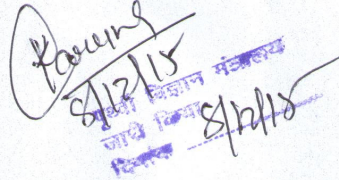
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A circular stamp with the text "आयुक्त मंत्रालय" (Ministry of Meteorology) and "नई दिल्ली" (New Delhi) is visible. The date "12/11" is written in the center.