

**Chronology of correspondence in respect of restructuring of
group 'B' Scientific Support Staff and group 'C'
Technical Support Staff**

SN	Date	Event	Remarks
1.	01.10.2010	As per discussion of Secretary, MoES with Secretary, DoP&T proposal for restructuring of group 'B' Scientific Support Staff and Group 'C' Technical Support Staff sent to DoP&T.	
2.	03.05.2011	Proposal received back from Mamta Kundra, Joint Secretary (E), DoP&T with certain observations.	
3.	13.06.2011	Proposal return to JS (E), DoP&T with replies to the observations made by DoP&T.	
4.	10.10.2011	Proposal again received back from DoP&T with certain more observations, particularly for submission of proposal through IFD.	
5.	21.12.2011	Proposal sent to IFD for consideration and concurrence.	
6.	27.01.2012	Proposal received back from IFD with certain observations, particularly with regard to obtaining views.	
7.	09.05.2012	Proposal again returned to IFD after attending to the observation made by IFD.	
8.	21.06.2012	Case file/ proposal sent to JS (Department of Expenditure) by Special Secretary & FA	
9.	19.07.2012	Proposal / case file returned by US (MoF-DoE) with certain observations, particularly with regard to stagnation profile in each grade indicating Numbers of years required for promotion as per RRs.	
10.	17.08.2012	Proposal returned to JS (Pers) MoF-DoE after attending the observations.	
11.	31.10.2012	Proposal/case file again received back from US MoF-DoE with certain more observations, particularly with regard to functional justification for increase/decrease of posts all levels.	
12.	18.12.2012	DDG(A&S), IMD requested to provide stagnation profile of group 'B' scientific Support Staff and Group 'C' Technical Support Staff.	
13.	27.12.2012	DG, IMD requested demi-officially to expedite the required information to facilitate resubmission of proposal to DoE.	
14.	18.01.2013	Proposal resubmitted to JS(Pers) DoE, MoF through AS&FA. (In respect of group 'B' Scientific Support Staff only)	
15.	11.02.2013	Proposal resubmitted to DoE Ministry of Finance (E-III Desk) through AS&FA. (In respect of group 'C' Technical Support Staff only)	

F.No.
Government of India
Ministry of Earth Sciences

Subject : Restructuring of Scientific Support Staff (Group B)
of IMD - Reg.

Reference as discussed by the undersigned with US (E-II),
Department of Expenditure, Ministry of Finance on the above-
mentioned subject.

2. Based on discussion, information regarding existing cadre of Scientific Support Staff (Group B) of IMD i.e., their sanctioned strength, positions filled and career progression is at F/A. In this case, it is pertinent to note that there have been a wide range of anomalies and inconsistencies because cadre restructuring as a whole has not been taken up at any point of time apparently for a very long time. One such example is that as per the existing Recruitment Rules there is no provision for further progression of AM-I. However, apparently some old Recruitment Rules provide for promotion of AM to Met-I, which was equivalent to Scientist 'C' (presently PB-3, GP 6600/-). As there are no RRs of AM, it is not clear whether there was a promotion avenue from AM-I to AM which would have been equivalent to Met-II (now Scientist 'B', PB-3, GP 5400/-). In absence of any reference, there have been cases of misinterpretation of AM-I to AM and/or AM-II as AM. A complete restructuring is, therefore, required because of all these anomalies as well as functional differences in the job profile of Scientists and Scientific Support Staff.

3. It is pertinent to note here that the cadre of Senior Observers in the erstwhile scale of ₹5000-8000 and Scientific Assistant (erstwhile scale of ₹5500-9000) have been merged by Sixth CPC w.e.f. 1.1.2006. In other words, one promotion avenue i.e., Senior Observer to Scientific Assistant is now nullified though this has given financial benefit to lower cadre, but the promotion avenue has been abolished. This has led to complete stagnation in some cases. In other words, a person joins and retires at same place without even a single functional promotion.

4. The sanctioned strength in the merged cadre of Senior Observers and Scientific Assistants Cadre now stands at 2433 as

abolition orders for 617 posts have been issued by IMD only in June, 2012 after consistent follow up with them. It is worth mentioning here that the abolition took place under ADRP in last one decade, but IMD had not taken the appropriate action to issue the orders and hence, the mismatch in the figures at different points of time. It has also been noticed that some cadres like Observers have already been closed by IMD themselves.

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5. As explained above, apparently there has not been any streamlined system of promotion for Scientific Support Staff in IMD. Further, the cadre of Scientific Support Staff has also not been structured and managed properly. It is evident from the stagnation profile as given below :

<u>No. of years</u>	<u>No. of incumbents</u>
More than 30 years	100
More than 20 years	340
More than 10 years	1000

6. It is a fact that some positions i.e., around 130 in the grade of Met-I i.e., Scientist 'C' at point of time were shown as that meant for promotion for Scientific Support Staff. However, neither in practice nor on paper there has been a laid down procedure for the same. It may also be mentioned here that work of Scientific Support Staff includes recording and reporting of synoptic observation, PBO and RS/RW observations, ozone radiation and atmospheric observations, seismologic observations, agro-meteorological observations, specific observations like at ports and airports and allied work, tabulation of autographic chart, preparation of weekly and monthly reports, data reception and transmission, assisting forecasters in issuance of advice and forecasts and works, calibration of meteorological instruments and preparation of technical statements, while that of Scientists are more in nature of development of forecasting/data collection tools and models for forecasting based on various parameters. The details of responsibilities of Scientific Support Staff at various levels as envisaged in the proposed structure are at F/B.

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7. In case of operational/practical exigencies some persons from Scientific Support Staff may be given some responsibilities of the Scientists at a particular place of work and in a particular situation purely on ad-hoc basis. In other words, the job of two categories of employees is not interchangeable.

8. As it is evident in para 4 above that there has been no promotion, but only financial upgradation under MACP scheme for the incumbents of entry level in this category. If the scheme of career progression/cadre restructuring has been devised in 'in situ' mode, which is based on the same philosophy as that of FCS for Scientists, in other words, it would be merit based promotion scheme where 'one performs and grows in the hierarchy'. Further, as there is no restriction of number of posts for upgradation of the incumbents, as the upgradation is personal to him or her, meritorious persons do not suffer for want of availability of vacancies at higher levels.

9. Ministry of Earth Sciences has initiated the proposal for restructuring of Group 'B' and 'C' cadres of IMD as this^{is} more than 130 years old organization has not initiated any restructuring with the changing times at least in last 6 decades. The original proposal had two options in restructuring i.e., (a) merit-based promotion through in-situ mechanism (where the vacancy is not required for giving promotion) and (b) the DPC mode promotion, i.e., the vacancy-based promotion. In last two years a number of discussions have taken place with DoP&T and Ministry of Finance. Now, at this stage, while finalizing the details of the two options, it has been noticed that practically the in-situ mode may not be workable in case Group 'B' Scientific Support Staff as the reservation roster cannot be applied in a merit based promotion scheme in Group 'B'. It is worth mentioning here that reservation is applicable in Group 'B' cadre in Government organizations in promotion while in Group 'A' it is only at the entry level.

F/C
r/d

10. Therefore, now the proposal has been recast where the promotions will be vacancy based. Accordingly, the details of restructured cadre of Group 'B' Scientific Support Staff are at F/C. A comparison of existing structure and norms between proposed structure is at F/D. In the proposed structure, the person at entry level will have at least two promotions, while in the present case some persons joined as Scientific Assistant would retire on the same post if the cadre is not restructured and they are not given due benefits.

11. The proposed restructuring will generate a net saving to the tune of ₹6.64 crore per annum (F/E).

12. On the similar lines, a separate proposal for Technical Support Staff, i.e., Group 'C' is being submitted separately.

13. These revisions will be forwarded to Department of Expenditure after the concurrence of F.A.

Submitted, please.

Vasudha Gupta
(Vasudha Gupta)
Director (Estt.)
10/01/13

~~Joint Secretary (ES)~~

Asstt.
11/1

~~Secretary (MoES)~~

Asstt.
11/1

~~AS&FA~~

Rash. Shukla
15/1/13

Dir(F)

M/o Finance, Deptt of Expts may kindly see the clarification given at pp 23-26 n. w.r to their note at p 22 n. for consideration of the proposal.

Asstt.
18/1/13

JS (Pers) Deptt of Expts

156/DMES/13
11/1/13

1091/3(CED)/13
11/1/12

620/324/2013
11/1/13

1292/AS&FA/2013
14/1/2013

832/DM/19/13
18/1/2013

**Scientific Support Staff of IMD existing
(Merged cadre of Sr. Observers and Scientific Assistants)**

Designation of posts	Sanctioned Strength	In position	Vacant	Promotion channel as per Recruitment Rules
Scientific Assistant PB-2(9300-34800+GP , 4200/-)	*2433 (after abolition of 617 post of SA vide order No. A- 48017/1/08(Misc.)- E(II) dated 8 th June, 2012.	1771	662	(i) <u>Asst. Meteorologist Grade-II in PB-2 Grade Pay ` 4600/-</u> (Scientific Asst. With 3 years of regular service in the grade who have successfully completed Intermediate Training in Meteorology or Telecommunication or Instrumentation conducted by IMD).
AM-II	732	609	134	(i) 95% Promotion from Asstt. Meteorologist Grade II in the scale of pay 9300-34800 plus grade pay ` 4600/- with three years regular service in the grade. (ii) 3% promotion from Assistant Meteorologist Grade II (Foreman Industrial) in the scale of pay ` 9300-34800 plus grade pay ` 4600/- with three years regular service in the grade.
AM-I	400	200	226	(iii) 2% promotion from Assistant Meteorologist Grade II (Foreman Non- Industrial) in the scale of pay ` 9300-34800 plus pay ` 4600/- with three years regular service in the grade.

Note:- As per the existing RRs there is no provision for further progression of AM-I. However, apparently some old RRs provide promotion of AM to Met-I which was equivalent to Scientist 'C' (presently PB-3 GP 6600/-). As there are no RRs of AM it is not clear whether their was any promotion Avenue from AM-I to AM which would have been equivalent to Met-II (Now Scientist 'B' PB-3 GP 5400/-). In the absence of any reference, there have been cases of misinterpretation of AM-I as AM and/or AM-II as AM.

A complete restructuring is therefore required because of all these anomalies as well as functional differences in the job profile of **Scientists and Scientific Support Staff**.

F/13

Functional Responsibility of Scientific Assistant lower scientific cadre

Scientific Assistant Gr. A

1. (A) Keep constant watch over local weather.
(B) Issue of routine and special weather events.
(C) Recording and reporting of synoptic observations, PBO and RS/RW observations, Ozone, Radiation and Atmospheric observation, Seismological observations, Agrometeorological observations (Evapotranspiration and Soil Moisture observation), Port Meteorological observations and it's allied work. Tabulation of Autographic charts. Preparation of weekly and monthly report.
2. Current weather observations and issuance of METAR/APECI at ATC. Maintain Current weather register. Preparation of Airport climatological summery. Taking manual PVR an and when required. Preparation of weekly, monthly data return, status report of instruments. Plotting of national METERS. Works related to Aircraft accident investigation and VIP/VVIP flights. Arrangement of duty roster. Maintain administrative and technical records and correspondence.
3. Data reception and transmission. Uploading and downloading of data through web site/internet. (Data include pictures and images)
4. Plotting of all type of weather charts. To assist forecaster for issuance of all type of forecast and warnings and transmission of forecast and warning to the users.
5. Operation and maintenance of all communication systems including AMSS/MFI/HPCS/IVRS/DMDD/ISDN.
6. Scrutiny, checking, computation, & digitization of all meteorological data.
7. Calibration of meteorological instruments and preparation of technical statements.
8. Heavy Rainfall analysis and analysis of special weather report. Preparation of monthly climate. Supply of data to public & private parties and educational & research organisation.
9. Preparation of isohyets charts for issuance of flood forecasting. Calculation of AAP, DAP for verification of flood forecasting. Preparation of hydrological monogram. Preparation of climatological Normal.
10. Preparation and issuance of state and zonal agrometeorological bulleting.
11. Maintenance, upkeep and calibration of meteorological instruments and inspection of departmental and non-departmental observatories.
12. Operation, maintenance and monitoring of automatic weather station.
13. Monitoring of radar observation and transmission of DWR/CDR/SDR products.
14. Operational implementation of NWP products. Assisting R&D activity of NWP (an advance and secure LYNEX base scripting).

Scientific Officer Gr. III & IV

(13)

1. Function as techno administrative controller in different Meteorological Centres/Nodal officers and units.
2. Act as project in-charge in various disciplines.
3. Responsible to keep watch on round the clock development of any bad weather system & tracking of subsequent development of cyclones, monsoon weather system and issuance of suitable instruction for M.W.O and other A.M.O/A.M.S.
4. Looks after day to day requirement for keeping up proper maintenance of A.M.S.S and radar

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Scientific Assistant Gr. 'B' & Gr. 'C'

1. Work as duty officer, issuance of forecasting, nowcasting and trend forecasting.
2. MFI chart generation and drawing & analysis of surface and upper air charts.
3. Analysis of different products from NWP models, verification of daily weather forecast.
4. Preparation of daily/monthly /seasonal flood report during monsoon season. Calculation of spatial distribution of rainfall and verification of with realized weather. Participation and data assimilation for different QPF models.
5. Preparation of quarterly, monthly & annual technical instruments reports, Cabinet report and server weather forecasting report with realized weather.
6. Issuance of daily weather report (DWR) and Indian daily weather report (IDWR), weather reports to public media and to specific public and private user communities.
7. Issuance of Sunset & Sunrise and Moonset & Moonrise table of different Indian cities. Publish movement of different celestial bodies, astronomical occurrences, Lunar & Solar eclipse and preparation of National ephemeris.
8. Analysis of radar data and its validation and maintenance of radar.
9. Decoding of ROFOR/RAFOR/ARFOR. Issuance of NOTAM. Preparation of forecast folder and briefing for the Pilots.
10. Issuance of state and zonal agromet bulleting to farmer, state and local agricultural officers.

Scientific Officer Grade-I & II

1. Charge of AMO's DWR and FMOs as the case may be.
2. Responsibilities for forecasting.
3. Publication of scientific and technical papers for R&D.
4. Scientific technical advice for different meteorological product generation.
5. Evaluation, documentation and quality control of equipment.
6. Keep liaison with user agencies like AAI, different airlines. Maintained Met watch for VIP/VVIP flights.
7. Keep watch on development of weather and issue warning in consultation with concerned agencies.
8. To maintain network system of all communication equipment.

(Restructuring)
Proposed Career progression path for Scientific Support Staff
In DPC Mode and In-situ mode

(Existing DPC Mode)		(Proposed progression with proposed designation DPC Mode)				
SN	Designation and Pay Band	SS*	In position	Vacant	Designation and Pay Band	Proposed SS
1.					Scientific Officer Grade-IV in PB-3 GP ₹ 8700/-	10
2.	Met.-I (80% of 169=135 through AM-I) PB-3+GP ₹ 6600				Scientific Officer Grade-III in PB-3 GP ₹ 7600/-	20
3.					Scientific Officer Grade-II in PB-3 GP ₹ 6600/-	35
4.	AM-I PB-2+GP ₹ 4800	426	200	226	Scientific Officer Grade-I in PB-2 GP ₹ 5400/-	100
5.	AM-II PB-2 +GP ₹ 4600	732	609	123	Scientific Assistant Grade-C in PB-2 GP ₹ 4800/-	430
6.	Scientific Assistant PB-2 +GP ₹ 4200	*2433 (after abolition of 617 post of SA vide order No. A-48017/1/08 (Misc.)-E(II) dated 8 th June, 2012.	1771	662	Scientific Assistant Grade-A in PB-2 GP ₹ 4200/- (DR)	2000
	Total	3591	2580	1011		3345

*SS Sanctioned Strength

Ratio of promotion vis-a-vis feeder cadre

		Existing			Proposed				
From SA to AM-II	2433	732	3.3	01	From SA grade-A to SA Grade-B	2000	750	2.7	01
AM-II to AM-I	732	426	1.7	01	SA Grade-B to Grade-C	750	430	1.7	01
					SA Grade-C to Scientific Officer Grade-I	430	100	4.3	01
					Scientific Officer Grade-I to Scientific Officer Grade-II	100	35	3.5	01
					Scientific Officer Grade-II to Scientific Officer Grade-III	35	20	1.75	01
					Scientific Officer Grade-III to Scientific Officer Grade-IV	20	10	02	01

Existing hierarchy as per Existing RRs	Proposed hierarchy of Scientific Support Staff Group 'B' as per proposed Carrier Progression Path
	Scientific Officer Grade-IV PB-4 GP ` 8700 Upgradation from Scientific Assistant grade 'F' with 5 years regular service.
	↑ Scientific Officer Grade-III PB-3 GP ` 7600 Upgradation from Scientific Assistant grade 'E' with 5 years regular service.
	↑ Scientific Officer Grade-II PB-3 GP ` 6600 Upgradation from Scientific Assistant grade 'D' with 5 years regular service.
	↑ Scientific Officer Grade-I PB-2 GP ` 5400 Upgradation from Scientific Assistant grade 'C' with 05 years regular service.
Assistant Meteorologist Grade-I (Group 'B' Gazetted, Non-Ministerial) PB-2+GP ` 4800/- (Selection post) 95% promotion from Assistant Scale of pay ` 9300-34800 plus grade pay Rs. 4600 with three years regular service in the grade. 3% promotion from Assistant Meteorologist Grade-II (Foreman Industrial) in the scale of pay ` 9300-34800 plus grade pay ` 4600 with three years regular service in the grade. 2% promotion from Assistant Meteorologist Grade-II (Foreman Non-Industrial) in the scale of pay ` 9300-34800 plus grade pay ` 4600 with three years regular service in the grade.	↑ Scientific Assistant Grade-C PB-2 GP ` 4800 Upgradation from Scientific Assistant grade 'B' with 05 years regular service.
↑ Assistant Meteorologist Grade-II (Group 'B' Gazetted, Non-Ministerial) PB-2+GP ` 4600/- (Selection post) Scientific Assistant with three (03) years service in the grade who have successfully completed Intermediate training in Meteorology or Telecommunication.	↑ Scientific Assistant Grade-B PB-2 GP ` 4600 Upgradation from Scientific Assistant grade 'A' with 5 years regular service.
↑ Scientific Assistant (Group 'B' Non-Gazetted, Non-Ministerial) PB-2 +GP ` 4200/- 90% by Direct Recruitment. 10% by promotion through Limited Department Competitive Examination failing which by direct recruitment. Bachelor's Degree in Science (with Physics as one of the subject) / Computer Science / Information Technology / Computer Applications of Diploma in Electronics and Telecommunication Engineering from a recognised Institution / University or equivalent. Note 1: The qualifying Degree or Diploma referred above should be in First Class (60% marks) or 6.75 CGPA on a 10 point scale. Note 2: The qualifying Degree or Diploma referred above must be of three (3) years duration. Note 3: The applicant must have passed 10+2 examination from a Recognised Board or equivalent in Science with Physics and Mathematics as core subjects.	↑ Scientific Assistant Grade-A PB-2 GP ` 4200 with B.Sc. First class (with physics/Chemistry /Biology as one of the subject)/Three (03) years Diploma in engineering after 10+2 (with 60% marks) or its equivalent qualifications from a recognized Board or University. Basic knowledge of computer.

04.12.2012

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**DETAILS OF FINANCIAL IMPLICATION – DUE TO
RE-STRUCTURING OF GROUP 'B' SCIENTIFIC SUPPORT STAFF OF IMD.**

(In DPC Mode)

SI. NO	FINANCIAL IMPLICATION FOR SURENDERING OF POSTS	NET EFFECT Rs. in Crore	FINANCIAL IMPLICATION FOR CREATION OF POSTS	NET EFFECT Rs. in Crore
(1)	(2)	(3)	(4)	(5)
1.	433 Posts of Scientific Asst. in PB-2+GP Rs. 4200 Average cost per post $9300+34800 = \text{Rs. } 44100 / 2 = 22050 + 4200 = 26250$ Total cost for 433 posts $26250 \times 433 \times 12 = \text{Rs. } 13.64$ Crores	13.64	(i) 18 posts of Scientific Assistant Grade 'B' in PB-2+GP Rs. 4600 Average cost per post $\text{Rs. } 9,300+34,800/2=22,050+4,600=26,650 \times 18 \times 12 = 0.58$ Crore	0.58
			(ii) 04 posts of Scientific Assistant Grade 'C' in PB-2+GP Rs. 4800 Average cost per post $\text{Rs. } 9,300+34,800/2=22,050+4,800=26,850 \times 04 \times 12 = 0.13$ Crore	0.13
			(iii) 100 posts of Scientific Officer Grade-I in PB-2+GP Rs. 5400 Average cost per post $\text{Rs. } 9,300+34,800/2=22,050+5,400=27,450 \times 100 \times 12 = 3.29$ Crore	3.29
			(iv) 35 posts of Scientific Officer Grade-II in PB-3+GP Rs. 6600/- Average cost per post $\text{Rs. } 15,600+39,100=54,700/2=27,350+6,600=33,950 \times 35 \times 12 = 1.43$ Crore	1.43
			(v) 20 posts of Scientific Officer Grade-III in PB-3+GP Rs. 7600 Average cost per post $\text{Rs. } 15,600+39,100=54,700/2=27,350+7,600=34,950 \times 20 \times 12 = 0.84$ Crore	0.84
			(vi) 10 posts of Scientific Officer Grade-IV in PB-4+GP Rs. 8700 Average cost per post $\text{Rs. } 37400+67000=104400/2=52200+8700=60900$ $60900 \times 10 \times 12 = 0.73$ Crore	0.73
	Total	13.64		7.00

Net saving Rs. 6.64 Crore Per Annum.

Government of India
O/O The Director General of Meteorology
India Meteorological Department
(Ministry of Earth Sciences)

Mausam Bhavan, Lodi Road, New Delhi-11003

No. A-48017/1/08(Misc.)-E(II)

Dated 8th June, 2012.

OFFICE ORDER

In pursuance of the M/o Science & Technology No.A-12032/1/2001-Admn.1(B) dated 29/10/2002, even No. dated 15/01/2003, No.A-12032/1/2001Admn.1(B)/Vol.II dated 20/08/2004, even No. dated 13/03/2006, No.A-12032/1/2005-Admn.1(B) dated 6/11/2007 and M/o Earth Sciences No. E(II)109Misc./Advt. (III)/2007-08 dated 11/09/09 regarding abolition of posts under "Optimization of Direct Recruitment in Civilian Posts - Annual Direct Recruitment Plan" Scheme in operation between 2000-01 to 2003-09, the following posts were deemed to have been abolished in accordance with above orders. However, formal orders were not notified for this abolition during the corresponding years.

The approval of Director General of Meteorology is now conveyed to notify abolition of the above mentioned posts of Scientific Assistant (SA) totaling to six hundred seventeen (617) only. Consequent to this abolition, the revised Sanctioned Strength of Scientific Assistant (PB-2, GP 4200) stands at 2433 as on date of issuance of this order.

The office-wise revised strength of Scientific Assistant along with the number of posts to be abolished from respective offices are as given below-

Sl. No	Name of the Office	Earlier Sanctioned Strength	Revised Sanctioned Strength	Posts to be abolished	Remarks, if any
1	DGM OFFICE	# 293	178	# 115	-
2	ADGM (R) PUNE	173	54	119	-
3	DDGM(Ag.) PUNE	100	52	48	-
4	DDGM(WF) [including DDGM(TRG)] PUNE	86	60	26	-
5	DDGM(SI) PUNE	43	42	1	-
6	DDGM(UI) N/DELHI (including H.F.Agra)	133	52	81	-
7	PAC KOLKATA	14	12	2	-
8	CSO SHILLONG	8	5	0	3 vacant posts stand transferred to (proposed) MC Shillong under RMC Guwahati
9	RMC NEW DELHI	510	460	50	-
10	RMC CHENNAI	578	507	71	-
11	RMC KOLKATA	430	346	52	32 vacant posts stand transferred to RMC Guwahati.
12	RMC MUMBAI	339	279	52	8 vacant posts stand transferred to RMC Nagpur.
13	RMC GUWAHATI	165	200	NIL	-
14	RMC NAGPUR	178	186	NIL	-
	TOTAL	3050	2433	617	

This include 10 posts of SA under Beas Project discontinued w.e.f. 01-03-12 vide this office No. R-58015/Tech/11/Seis-D dated 11-01-2012.

The recommendations of the Work Measurement Study/S.I.U. Report No.I-17/1/2003-WSC dated 12.02.2004 to abolish 82 posts of Senior Observer (Merged with the post of Scientific Assistant w.e.f. 1.1.06 as per recommendation of 6th CPC) & 33 posts of Scientific Assistant, totaling to a number of 115 posts, also stand accounted for in the above abolition exercise.

(Rajiv Sharma)

Dy. Director General (Administration)
for Director General of Meteorology

Contd.

620/usc(2)/12
18/06/12

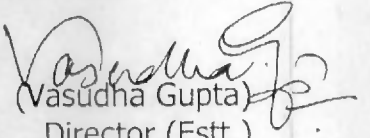
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S. S. / S. C. S.

Ministry of Earth Sciences
Block No.12, CGO Complex,
Lodi Road, New Delhi.

Subject:- Restructuring of Group 'B' Scientific Support Staff and Group 'C' Technical Support Staff of IMD.

As per discussion of Secretary, MOES with Secretary DOPT and subsequent telephonic discussion the undersigned had with you, attached are the two proposals i.e (i) restructuring of Group 'B' Scientific support staff and (ii) restructuring of Group 'C' Technical support staff of IMD.

The proposals have been approved by Secretary, MOES.


(Vasudha Gupta)
Director (Estt.)
01/10/2010

Department of Personnel & Training, (Smt. Smita Kumar, Dir.(RR)
North Block, New Delhi

No.MOES/25/11/2010-Estt. dated 1st October, 2010

By prep. note for discussion as del. bet. al.
US (KR V)
8/10

Ministry of Earth Sciences may refer the proposal for restructuring of Group 'B' Scientific Support Staff and Group 'C' Technical Support Staff in Indian Meteorological Deptt. (File No. MoES-25/11/2010-Estt of M/o Earth Sciences enclosed).

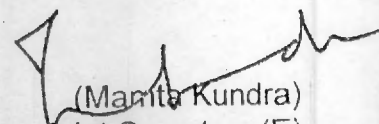
2. The proposal related to restructuring of Group 'B' Scientific Support Staff in IMD has been examined. The proposal is in form of in-situ upgradation schemes. The proposal needs further deliberations in view of following observations:

- (i) There is no specific recommendation of 6th CPC regarding grant of career progression based on in situ promotion to the Scientific Support Staff of the IMD.
- (ii) Recommendation of Rajan Committee Report for FCS in respect of Scientific Staff below Group 'A' was not accepted by Ministry of Finance.
- (iii) It may be stated that Modified Assured Career Progression Scheme for three time bound financial upgradations already exists where the employees do get normal promotions. If such in situ promotion is extended to Scientific Support Staff, such demands will be raised by other similar employees/ organizations.
- (iv) Dynamic ACP is available only to medical cadres (Gr. 'A' with induction in Gr. 'A' post).
- (v) Further, in situ promotion of Scientific Support Staff, recruited at the level of PB-2 GP Rs. 4200 Group 'B' to the level of PB-4 GP Rs. 8700, may upset the hierarchy of Scientific Staff, recruited at PB-3 GP Rs. 5400 in Group A and avails upgradation under FCS upto PB-4 GP Rs. 10000. It may be seen that these upgradations under either dynamic ACP or FCS are only upto 4/5 levels. In this context also, proposal for in situ promotion being upto 6 levels is exaggerated.
- (vi) The functional justification for the proposal has not been explained since hierarchical structure on functional consideration also needs to be seen.

3. The proposal related to restructuring of Technical Support Staff of IMD has also been examined. The proposal needs further deliberations in view of following observations:

- (i) The points at (i), (ii), (iii) and (vi) of para 2 above apply in this case also.
- (ii) Proposal for in situ promotions being upto 5 levels is exaggerated.
- (iii) Financial implication has not been computed and needs to be evaluated.

4. Ministry of Earth Sciences may further deliberate/consider the proposal taking into account the above and refer the same for further consideration of this Department. Comments of Internal Finance of the Ministry may also be made available.


(Manita Kundra)
Joint Secretary (E)

Reference note on pre-page.

2. In the meetings held at the Secretary level of the two Ministries, the issues raised in the note on pre-page have been discussed. As suggested by DoPT another proposal (copy enclosed) was also provided where restructuring has been suggested in vacancy based mode. Further, a comparison of both the option has also been done so that the DoPT may suggest the better of the two. (The same is also enclosed at Flag 'A' & 'B').
3. It may be reiterated that though there has been no specific recommendation of the 6th CPC regarding grant of in-situ based promotion to the Scientific Support Staff of the IMD but the 6th CPC has brought major changes in this category of employee in IMD through merger and de-layering. Similarly, the 6th CPC also states that various time bound promotion schemes may be necessary for Scientific Organization to keep their morale high and to stop the flight of talent from Government Organizations involved in Research and Scientific activities.
4. In respect of Rajan Committee Report, it is submitted that the Committee Report was accepted by the DoPT and the Finance Ministry had opined that it involves huge financial outlays. In view of the observations of the Finance Ministry, the Ministry of Earth Sciences had worked out the proposal in question ensuring that in fact there will be a net savings on account of budget provided for this cadre along with a proper career progression for the employees.
5. The issue of having demands from other Organizations with other similar employees/organizations does not appear to be very relevant in the instant case. There has already been a system on similar lines in place with CSIR, ISRO and Department of Atomic Energy. No parity is being given to any Organization without any specific reason and justification. The situations of IMD have been very well elaborated in the proposal. Further, as there have not been any financial additionality because of the proposal and in fact there is a more streamlined structure getting in place with net savings to Government of India makes this proposal fit for consideration and approval.
6. The fears of promotion from PB-2 GP 4200 to PB-4 GP 8700 apparently has no basis as in every cadre there has been a provision for getting five promotions. The scheme has scope of lateral direct recruitment as also in case of MFCS for Scientists at higher levels i.e. at least at the level of GP 4600 and GP 4800 given the exigencies of situations/work with the given rules. In other words, though the structure shows scope for six promotions, but in practice with five years minimum residency at each level practically only very efficient and effective scientific assistants will be able to get four upgradations. The fifth upgradation will be only in rare cases. It may also be mentioned here that in the erstwhile structure of Scientific Assistants also there was a provision (not as per the standard government norms) to provide avenues to a Scientific Assistant to reach the level of Scientist 'G' without having even the requisite qualification.

:4:

A case in this regard may be quoted as an illustration where a Draftsman recruited in PB-1 GP 2400 has already risen to the level of Scientist 'D' i.e. PB-3 GP 7600. The whole purpose of the restructuring is to streamline the system and keep the different cadre in their respective folds.

7. The need of separate cadre along with separate career progression is in fact essential more on functional basis than the hierarchy.

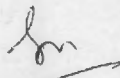
8. In case of technical support staff also the reasons and explanations are on the same lines as stated above. In this case also as mentioned above the restructuring based on vacancy based promotions along with a comparison of the same with in-situ scheme is enclosed.

9. It is submitted again that the restructuring has become a necessity in the present day situation for these two cadres of IMD as has been explained in the proposals in detail. The Ministry of Earth Sciences has taken every care of ensuring that the restructuring should not entail any additional financial burden on Government of India (detailed calculations are at Flag 'C' & 'D').

10. In view of the above, in addition to the proposal of restructuring of scientific support staff Group 'B' and Technical Support Staff Group 'C' of IMD with promotion avenues on in-situ basis, the details/proposal for restructuring in vacancy based mode is submitted for kind consideration and a decision regarding the mode of restructuring and career progression/promotion in the respective cadres.


(Vasudha Gupta)
Director(Estt.)
Tel: 011-24306827

DOP&T(Smt.Smita Kumar), Director(E.I) Room No.278 B, North Block, N. D.
MoES-25/11/2010-Estt. dated 13th June, 2011.


16/6

VS(H)11

50139
168/168
-16/11
we may discuss.

Dy. No. 168/Dir(E-I)/11(50139)

Reference notes at pre-page.

The proposal relates to restructuring of Group 'B' Scientific Support Staff and Group 'C' Technical Support Staff in Indian Meteorological Department.

2. The proposal was examined earlier at F/X and MoES was advised to deliberate/ consider the proposal taking into account the observation of this Deptt. and comment of Internal Finance of the Ministry was to be made available (p.2/N-ante).
3. MoES despite our advice has sent rebuttal to our comments/ advice and the comments of Internal Finance was not furnished.
4. It is submitted that there are 3963 and 937 posts of Group 'B' & 'C' technical support staff of Indian Meteorological Department respectively. The Group 'B' posts includes posts Scientific Assistant and Asstt. Meteorologis Gr.II. The Group 'C' posts include posts of Mechanic Gr. I & II (both Industrial & Non-Industrial Electricians, Mechanical Asstt. (both Industrial & Non-Industrial), Carpenter and Radio Mechanic in PB-1 with GP ranging from Rs. 1900 to Rs. 2800.
5. In this background, the proposal of MoES vis-a-vis this Deptt's role in restructuring of Group 'B' & 'C' posts needs to be considered.
 - (i) Despite advice of this Deptt., MoES has not sent the proposal through Internal Finance. As there is financial implication, the proposal should not be sent again to this Deptt. without having the approval of IFD of MoES.
 - (ii) The existing hierarchy of Group 'B' posts prescribe promotion of Asstt. Meteorological Gr. I (PB-2 GP Rs. 4800) for promotion to the grade of Meteorologist Gr. I/ Scientist 'C' in PB-3 + GP Rs. 6600 with educational qualification prescribed as M. Sc or Graduate Engineer. However, as per proposal of MoES, officials having B. Sc or Diploma in Engineering can reach even equivalent to Scientists 'E'. Thus, lower qualification should not be acceptable for technical posts in PB-3 GP Rs. 6600 upwards as per DOPT guidelines on RRs (para 3.9 at F/Y). Further, this Deptt. has already observed in context of in-situ promotion that 6 levels of promotion is exaggerated.
 - (iii) Further, the proposal relates to abolition and creation of post, the proposal must have the approval of D/o Expenditure. This is required all the more because the proposal has been made mathematically perhaps not even consulting the IMD, and without considering the duties & functions of different posts as if all the technical employees of IMD do the same job.
 - (iv) MoES has suggested for either DPC based restructuring or in-situ promotion based restructuring. As the existing hierarchy is based on DPC/ DR, we may suggest for continuing with existing system.
 - (v) Despite clear cut advice of this Deptt. that functional justification should be explained, MoES just stated that the need of separate cadre along with separate career progression is in fact essential more on functional basis than the hierarchy. But what the functional justification is, has not been indicated. Such sweeping justification is simply not acceptable for structuring of large organisation like IMD.

6. In view of above, MoES may take up the case of restructuring of Group 'B' & 'C' post as DPC/ DR based hierarchy in consultation of D/o Expenditure through their IFD. It may not be out of context to mention that RR Branch has neither expertise in creation/ abolition of posts nor has the jurisdiction in the field. The general comments on the proposal has already been communicated to MoES vide this Deptt. ID No. 91821/CR/10 dated 3.5.2011 and the same as well as the above may be taken into account by MoES while the proposal taken up with D/o Expenditure.

Submitted please.

RRS
30/9/2011
(Rajiv R. Singh)
US (RR-II)

~~Dir(E-I)~~

Jue
5/10

~~JS (E-I)~~

[Signature]
7/11/11

~~Dir(E-I)~~ on leave
~~US RR-II~~

RRS
10/10/2011

2670/MoES/RR-II
12/10/11

~~M/o Earth Sciences~~

~~DoPT ID No. 168/Dir(EI)/11 (50/39) dt 10.10.2011~~

[Signature]
18/10

Sd/-
11/11/11

[Signature]
11/11/11

~~Dir(E-I)~~

Ministry of Earth Sciences

Subject:- Restructuring of Group 'B' Scientific Support Staff.

Ref:- DoP&T ID No. 168/Dir(E-I)/11(50139) dated 10.10.2011
(Page 6/N)

Proposal on the above subject was sent to DoP&T on 13.06.2011. DoP&T has returned the file with the remarks that the proposal may be sent through IFD, as there is financial implication in the proposal.

2. It is pertinent to mention here that the proposal is regarding re-structuring of Group 'B' Scientific Support Staff, which is the main work force for the functioning of IMD and belongs to Group 'B' (Group 'A' being the Scientists). There have been provisions for providing the posts of Met.-I (Scientist 'C' Group 'A' post) to Assistant Meteorologist, Assistant Meteorologist Grade-II (including AM Grade-II foreman industrial and non-industrial), Scientific Assistants and Draughtsman. When these feeder cadre which is not a properly qualified work force enter into the main stream of Met.-I a complete mismatch of the performance emerges.

3. Besides above the 6th CPC has brought out major changes in the form of merging and delayering at various levels with a view to integrate a complete hierarchy.

4. In the group of Scientific Support staff which combines the Assistant Meteorologist Grade-I, Assistant Meteorologist Grade-II (excluding foreman Ind. and foreman Non-Ind.) and Scientific Assistant, there are a sum total of $426+743+3082=4251$ posts and out of these 4251 posts, 1231 are vacant (not the abolished one).

5. The detailed justification with regard to restructuring of group 'B' Scientific Support Staff may please be seen in para No. 2 to 9. Restructuring along with the career progression based on two options i.e. (i) On in-situ promotions and (ii) In DPC mode has been attempted / calculated. Net savings in respect of group 'B' Scientific Support Staff will be ₹ 11.30 Crores and 28.27 Crores in

DPC mode and In-situ mode respectively. Detailed calculation for Group 'B' staff may please be seen at pages 99 and 100/C respectively.

6. In view of the observations of DoP&T as stated in para 1 above, if approved the file may be sent to IFD for consideration / concurrence.

Submitted please

Q. No. 1
21/12/11

DO (ESW) - on leave

US (ESW)

R. Chand
21/12/2011

Dir. (E)

AS
21/12

Dir (F)

Dr. ...

AS
23/12

31/07/Dir (F) 1/11
25/12/11

1/11

21/11/12

So (PDT)

कृपया जांच करें

सिंह
03/1/12

श्री ...
Sh. Sen pl.
out up. urgent
8/1/12

Integrated Finance Division

Reference from pg.1-8/ante.

The proposal under consideration in this file relates to Restructuring of Group 'B' Scientific Staff of Indian Meteorological Department.

2. It may be mentioned here that the proposal earlier sent to DOPT directly by Administration Division, MoES for their consideration. In this matter DOPT's observation may be seen at pg. 4-5/N and again at pg. 5-6/N. In last consideration DOPT advised vide para 6 (pg.6/N) that the case of restructuring of Group 'B' post as DPC/DR based hierarchy may be done in consultation of D/o Expenditure through Ministry's IFD. They further stated that RR Branch of DOPT neither expertise in creation/abolition of posts nor has the jurisdiction in the field. They have provided the general comments on the proposal vide their ID No.91821/CR/10 dated 3/5/11 (ref. pg.2/N) and advised that that comments as well as current comments (ref. pg.5-6/N) may be taken into account by MoES while the proposal taken up with D/o Expenditure.

3. Now, prog. division submitted the same proposal vide pg.7-8/N for IFD's consideration/concurrence. The details proposal alongwith financial implication as prepared by Administration Division, MoES may be seen at pg.107-99/c. It is stated the detailed justification with regard to restructuring of Group 'B' Scientific Support Staff may be seen in para No.2 to 9 of the proposal. Restructuring along with the career progression based on two options i.e (i) On in-situ promotions and (ii) In DPC mode has been attempted/calculated. It is also stated that net savings in respect of Group "B" Scientific Support Staff will be ₹11.30 crores and ₹28.27 crores in DPC mode and In-situ mode respectively. Detailed calculation for Group 'B' Scientific Staff is available at pg.99 and pg.100/C respectively.

Submitted please.

S. K. Jerrum
13/11/12

12/11/12

SO (IFD)

US (F)

For consideration please.

13/11/12

Dir. (F)

2277/Dir(F)/12
16/11/12

10 -

Ref. note ^{page} above and also at pp7-8 N.

Establishment Section has submitted a proposal relating to restructuring of Group 'B' Scientific Support Staff and Group 'C' Technical Support Staff in IMD. The proposal has been made in the form of in-situ upgradation scheme. The proposal was referred to DOP&T twice by Establishment Section without obtaining the comments/views of IFD. The comments of DOPT in this regard may please be seen at Pg.2/N and p 5-6N. Besides making certain observations, the DOP&T had stated that (i) **no functional justification** for the proposal has been explained since hierarchical structure on functional consideration also need to be seen, (ii) the in-situ promotion of Scientific Support Staff recruited at a level of PB-2 (GP Rs.4200) Group 'B' to the level of PB-4(Grade Pay Rs.8700) may upset the hierarchy of Scientific Staff recruited at PB-3(Grade Pay Rs.5400) in Group 'A' and avail upgradation under FCS upto PB-4 (Grade Pay Rs.10,000), and (iii) in-situ promotion involving six level of promotion is exaggerated.

The Establishment Section of MOES has worked out the financial implications involved in implementation of the proposal and has contended that there will be no financial implications involved and rather there will be a net saving in this regard. They have now sought IFD's comments on the proposal before sending it to M/O Finance, Deptt. of Expr. As advised by DOPT in their note at p7-8 N.

Since the proposal will involve abolition and creation of posts in IMD, the Estt. Section may therefore be advised to obtain the views/comments of IMD also in this regard and also on the other points/observations of DOPT, before the proposal is examined by IFD.

Nah
(R.S.Kaim)
Dir(Fin)
27.1.2012

~~AS&FA~~

Anurag
30.1.12

Dir (Fin)

IFD
31/1/12

Dir (E)

Nah
27/1/12

May like to see at this stage and advice pl.

Arul
31/01

Secretary

SK

Dir (Estt)

SP
31/5/2012

pp99-100

102/Asst-FA/2012
30.1.2012

3103/Dir(Fin)/12
31/1/2012

423/Dir(E)/12
1/2/12

914/Secy/12
1/2/12

- 1 -

MINISTRY OF EARTH SCIENCES

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The proposals in this file relate to the following :-

- (i) Restructuring of Group 'B' Scientific Support Staff of IMD coupled with options of (a) tenure-based in-situ promotion or (b) vacancy-based DPC mode promotions.
- (ii) Restructuring of Group 'C' Technical Support Staff of IMD coupled with options of (a) tenure-based in-situ promotions or (b) vacancy-based DPC mode promotions.

2. Details of the proposal relating to Scientific Support Staff may be seen at the note at P-99-107/C and those relating to the Technical Support Staff at P-88-98/C. These proposals were earlier referred to DoPT and their comments may be seen in their note dated 3.5.2011 at P-2/N and note dated 10.10.2011 at P-5-6/N. The point-wise replies of this Ministry to the comments of DoPT are as follows :-

(i) Comment: There is no specific recommendation of 6th CPC regarding grant of career progression based on in situ promotion to the Scientific Support Staff of the IMD.

Reply : It is true that the 6th CPC has not made any specific recommendation for in situ promotion to the Scientific Support Staff of IMD. However, it is pertinent to point out that 6th CPC has pointedly observed in para 3.5.6 of its report that various time bound schemes may be necessary for scientific organizations to keep their morale high and to stop the flight of talent from Government organizations involved in research and scientific activities. The present proposal is, accordingly, made in keeping with the above mentioned recommendation of the 6th CPC, for consideration on merits.

(ii) Comment: Recommendation of Rajan Committee Report for FCS in respect of Scientific Staff below Group 'A' was not accepted by Ministry of Finance.

Reply: IMD is a highly technical organization. The efficiency of the organization is very much dependent on the morale and the resultant efficiency of its scientific and technical staff. The Scientific Staff in Group 'A' are covered by the MFCS with tenure-based promotions. The administrative staff of IMD are also covered by the MACP as applicable to the administrative staff elsewhere in the Government. A distinction needs to be made in respect of the Scientific and Technical Support Staff who form the backbone of the scientific and technical services of the widespread IMD network. As stated earlier under (i) above, the proposal emanates from the recommendation of the 6th CPC to consider time bound schemes for institutions involved in research and scientific activities. As regards the apprehension that extending the in situ promotion scheme to scientific/technical support staff will lead to demands from other similar organizations, it is submitted that such demands, if and when they arise, will need to be considered on the merits of each case and appropriate decisions taken. It may not be justified to negate the present proposal based on the apprehended possibility of similar proposals being received from other organizations, in future.

(iv) Comment: Dynamic ACP is available only to medical cadres (Gr. 'A' with induction in Gr. 'A' post).

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-12-

Reply: The proposal does not seek parity with Dynamic ACP available to medical cadres. It is also relevant to point out that system of in situ promotions similar to the present proposal is already in place in comparable organizations such as CSIR, ISRO, etc. Denial of the facility to the Scientific/Technical Support Staff of IMD is fraught with the possibility of the best talent leaving IMD to join other scientific organizations having a system of in situ promotion.

(v) Comment: Further, in situ promotion of Scientific Support Staff, recruited at the level of PB-2 GP Rs.4200 Group 'B' to the level of PB-4 GP Rs.8700, may upset the hierarchy of Scientific Staff recruited at PB-3 GP Rs.5400 in Group A and avails upgradation under FCS upto PB-4 GP Rs.10000. It may be seen that these upgradations under either dynamic ACP or FCS are only upto 4/5 levels. In this context also proposal for in situ promotion being upto 6 levels is exaggerated.

Reply: It is true that the proposal envisages in situ promotion, in successive stages, from PB-2 GP 4200/- to PB-4 GP-8700/-. It needs to be noted that such progression is spread over a long span of 30 years. Further, the apprehension that allowing Scientific Assistant Grade 'A', PB-2, GP-4200/- to rise to the level of Scientific Grade 'G', PB-4, GP-8700 may upset the hierarchy of scientific staff recruited at PB-3, GP Rs.5400 in Group A availing upgradation under MFCS upto PB-4 GP Rs.10000/- disregards the years of service that Group B Scientific Assistant would have put in to reach comparable levels of Group 'A' Scientists. While a Group A Scientist recruited at PB-3, GP Rs.5400/- is a fresh recruit, a Group B Scientific Assistant, as per the present proposal, will be entitled to GP Rs.5400/- only after completion of 15 years of service in the cadre and he will be still in PB-2 only. In this context, the possibility, in rare cases, where a Scientific Assistant of exceptional merit, availing in situ promotion at six successive levels, under a system in which at every stage, meeting the prescribed benchmarks with reference to assessments in ACRs will be the basis for promotion to the next grade, may not be considered as exaggerated promotion. However, taking into consideration the concerns expressed by DoPT the proposal may be modified to the extent that the tenure for promotion from Scientific Assistant Grade 'D', PB-2, GP Rs.5400 to Scientific Assistant Grade 'E' PB-3, GP Rs.6600 and also the two successive stages of promotions beyond that stage as envisaged in our proposal may be increased from 5 years to 6 years to make the progression even more stringent.

(vi) Comment: The functional justification for the proposal has not been explained since hierarchical structure on functional consideration also needs to be seen.

Reply: The present proposals are aimed at rationalizing the existing manpower in the scientific/technical support staff in IMD with reasonable opportunities of promotion to keep up the morale and efficiency of these crucial scientific/technical personnel, in keeping with the recommendation of the 6th CPC as elaborated in (i) above. Further, the principle of tenure-based promotions/financial upgradation on completion of an appropriate tenure at each level is not repugnant to the underlying principles of MFCS/MACP. Thus, it may not be totally appropriate to invoke the principle of functional justification while considering the present proposal, particularly when net financial saving per annum will be to the extent of Rs.28.27 crores (for in situ mode) and Rs.11.30 crores (for DPC mode) in case of scientific support staff (vide P-99-100/C) and Rs.5.4213 crores (for in situ mode)

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(from pre-page)

and Rs.4.3174 crores (for DPC mode) for technical support staff (vide P-88-89/C). Further, the present proposals are not totally oblivious to the functional requirements of IMD. The S.K. Das Committee which had earlier considered rationalization of manpower in IMD had taken into consideration that over the years there has been rapid technological advances in digital automated systems, use of non-conventional observation platforms such as remotely sensed radar and satellite based observations and high resolution coupled/multi-model forecasting systems.

In short, manual synoptic weather forecasting has given place to hybrid systems in which synoptic science is overlaid on numerical models supported by modern observation network with real time connectivity. Thus, there is an urgent need for upgrading and modernizing the forecasting systems of IMD taking advantage of the advances in digital information technology being adopted by the meteorological services around the globe. IMD had prepared a Preliminary Feasibility Report giving detailed requirements for upgrading its observational, data processing and forecasting systems which was approved by the Earth Commission in its 1st meeting in February, 2007. The manpower requirement of IMD has been assessed keeping in view the proposed modernization of IMD.

Accordingly, in the present proposal, strength of Scientific Support Staff has been proposed for rationalization from present strength of 4219 to 3365 in tenure-based promotion model with net saving of Rs.28.27 crores and from 4219 to 3800 with net saving of Rs.11.30 crores in the vacancy-based DPC mode option. Similarly, in the case of Technical Support Staff, the proposed rationalization would reduce the strength from 910 to 525 with net saving of Rs.5.4213 crores in case of tenure-based in-situ promotion and reduce the strength from 910 to 550 with net saving of Rs.4.3174 crores in case of vacancy-based DPC mode promotion.

(vii) Comment: The points at (i), (ii) and (vi) of para 2 above apply in this case also.

Reply: Replies to (i), (ii), (iii) & (vi) above answer these points.

(viii) Comment: Proposal for in situ promotions being upto 5 levels is exaggerated.

Reply: Reply given at (v) above will, mutatis mutandis, apply to the point raised here.

(ix) Comment: Financial implication has not been computed and needs to be evaluated (with reference to Technical Support Staff).

Reply: Financial implication of net annual saving of Rs.5.4213 crores in case of in situ promotions and Rs.4.3174 crores in case of DPC promotions as worked out in respect of Technical Support Staff may please be seen at P-88/C and 89/C, respectively.

(x) Comment: The existing hierarchy of Group 'B' posts prescribe promotion of Asstt. Meteorological Gr.I (PB-2 GP Rs.4800) for promotion to the grade of Meteorologist Gr.I/Scientist 'C' in PB-3 + GP Rs.6600 with educational qualification as M.Sc. or Graduate Engineer. However, as per proposal of MoES, officials having B.Sc. or Diploma in Engineering can reach even equivalent to Scientist 'E'. Thus, lower qualification should not be acceptable for technical posts in PB-3 GP Rs.6600 upwards as per DoPT guidelines on RRs (para 3.9 at F/Y). Further, this Deptt. Has already observed in context of in situ promotion that 6 levels of promotion is exaggerated.

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Reply: As per para 3.9 of DoPT, guideline under OM No.AB/14017/48/2010-Estt.(RR) dated 31.12.2010, the same educational qualifications as prescribed for direct recruits should be insisted upon in the case of promotes also "in the interest of administrative efficiency, at least in the case of senior Group A posts in the Pay Band-3, Grade Pay Rs.6600 and above." However, in the same paragraph of these guidelines, it has been stated, with reference to parity with direct recruits in regard to educational qualifications, that "sometimes the qualification for junior Group A posts and Group B posts may not be insisted upon in full but only the basic qualification in the discipline may be insisted upon. For example, if a degree in Civil Engineering is the qualification prescribed for direct recruits, the promotes may be required to possess at least a Diploma in Civil Engineering." Our proposals may be accordingly modified to the extent that those of the Scientific Support Staff who possess at least a diploma in Engineering will be entitled to be promoted to the post of Scientific Assistant Grade E, PB-3, GP Rs.6600 and beyond. As regards the contention that 6 levels of promotion is exaggerated, reply to item (v) above may please be referred to. Only a Scientific Assistant of exceptional merit will, in rare cases, reach the apex level, in this stream. It is felt that such persons of exceptional merit should not be denied the avenue of promotion as proposed by us. However, taking into consideration the concerns expressed by DoPT, the proposal may be modified to the extent that the tenure for promotion from Scientific Assistant Grade D, PB-2, GP Rs.5400/- to Scientific Assistant Grade E, PB-3, GP Rs.6600/- and also for the two successive stages of promotions beyond that stage as envisaged in our proposal may be increased from 5 years to 6 years to make the progression even more stringent.

(xi) Comment: Further, the proposal relates to abolition and creation of post, the proposal must have the approval of D/o Expenditure. This is required all the more because the proposal has been made mathematically perhaps not even consulting the IMD and without considering the duties and functions of different posts as if all the technical employees of IMD do the same job.

Reply: The proposal is being sent to Department of Expenditure through IFD. It is not factually correct to hold that IMD has not been consulted. The S.K. Das Committee while making its recommendations had fully consulted IMD. A presentation was made by IMD before the full Committee on 27.02.2007 and a further meeting was also held with IMD on 17th & 18th May, 2007. A sense of the functional/operational requirements of IMD has been drawn from the S.K. Das Committee recommendation while formulating the present proposals. The recommendation, accordingly, truly reflect the requirements of rationalization of the scientific/technical support staff. As regards functional requirements, comments at (vi) above may please be referred to.

(xii) Comment: MoES has suggested for either DPC based restructuring or in situ promotion based restructuring. As the existing hierarchy is based on DPC/DR, we may suggest for continuing with existing system.

Reply: A comparison of the two options in respect of Scientific Support Staff is given at P-102/C and a similar comparison in respect of Technical Support Staff is given at P-91/C. Ministry of Finance may like to take all relevant factors into consideration while deciding which of the modes is to be accepted.

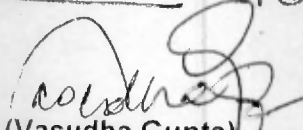
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(xiii) Comment: Despite clear cut advice of this Department that functional justification should be explained, MoES just stated that the need for separate cadre along with separate career progression is in fact essential more on functional basis than the hierarchy. But what the functional justification is, has not been indicated. Such sweeping justification is simply not acceptable for structuring of large organization like IMD.

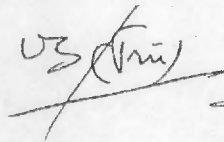
Reply: Comments at (vi) and (xi) above explain the rationale for the proposed rationalization.

3. IFD in their note at P-10/ante have drawn attention to the points raised by DoPT. The issues raised in these points have been addressed and the responses thereto are given above in para 2 above. IFD have also suggested that the file may be referred to IMD to obtain their views/comments. This may not be necessary in view of the reply to item (xi) above. IFD may now kindly see and offer their views on the proposed rationalization before the file is referred to Department of Expenditure for their consideration.


(Vasudha Gupta)
Director(Estt)
09/05/12

Director(Fin)

Pt. examine


14/5/12

11/5

50/IFD
करी

कृपया जांच कर मामले में प्रस्ताव

संगत
14/5/12

1/Dir(CE)/12
09/05/12

084/DW/12
11/5/12

166/IFD/12
14/05/12

Sh. रानी

Integrated Finance Division

Reference from pg.1-~~8~~ante.


The proposal under consideration in this file relates to Restructuring of Group 'B' Scientific Staff of Indian Meteorological Department.

2. It may be mentioned here that the proposal earlier sent to DOPT directly by Administration Division, MoES for their consideration. In this matter DOPT's observation may be seen at pg.9-10/N and again at pg. 5-6/N. In last consideration DOPT advised vide para 6 (pg.6/N) that the case of restructuring of Group 'B' post as DPC/DR based hierarchy may be done in consultation of D/o Expenditure through Ministry's IFD. They further stated that RR Branch of DOPT neither expertise in creation/abolition of posts nor has the jurisdiction in the field. They have provided the general comments on the proposal vide their ID No.91821/CR/10 dated 3/5/11 (ref. pg.2/N) and advised that ~~that~~ comments as well as current comments (ref. pg.5-6/N) may be taken into account by MoES while the proposal taken up with D/o Expenditure.

3. Now, prog. division submitted the same proposal vide pg.7-8/N for IFD's consideration/concurrence. The details proposal alongwith financial implication as prepared by Administration Division, MoES may be seen at pg.107-99/c. It is stated the detailed justification with regard to restructuring of Group 'B' Scientific Support Staff may be seen in para No.2 to 9 of the proposal. Restructuring along with the career progression based on two options i.e (i) On in-situ promotions and (ii) In DPC mode has been attempted/calculated. It is also stated that net savings in respect of Group "B" Scientific Support Staff will be ₹11.30 crores and ₹28.27 crores in DPC mode and In-situ mode respectively. Detailed calculation for Group 'B' Scientific Staff is available at pg.99 and pg.100/C respectively.

4. The proposal considered in IFD vide pg.9-10/and had sought some clarification. In this matter concerned division submitted a detailed reply which may be seen at pg.11-13/N. Concerned division provided point-wise reply of DoPT's queries. Regarding getting IMD's view/comments it is stated that the same may not be necessary in view of the reply to item (xi) of their note at pg.14/N.

Submitted please.

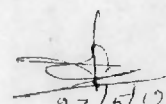

7/5/12

SO (IFD)

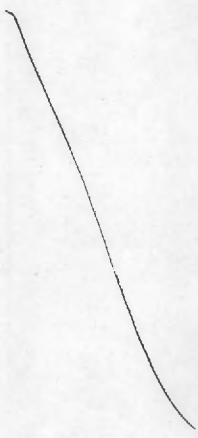
Shk-Jarun
22/5/12

US(A)

For consideration please.


23/5/12

Dir. IFD



Ref. note on pre-page and also at pp11-15 N.

The proposal under consideration on this file relates to restructuring of Group 'B' Scientific Support Staff and Group 'C' Technical Support Staff of IMD. The Estt. Division has given point wise clarifications in note at pp 11-15 N in respect of the points raised by DOP&T vide their note at pg.5-6/N. The proposal in detailed is given in the note at pg.99-107/corr. relating to restructuring of Scientific Support Staff and at pg.88-98/corr. relating to restructuring of Technical Support Staff.

The existing hierarchy is based on DPC/DR whereas MoES has suggested for either DPC based restructuring or in-situ promotion based restructuring. In both the situation the concerned Division has worked out the financial implications taking into account the number of posts proposed to be abolished. In both the restructuring proposal there will be a net financial saving as worked out in the statement at pg. 99-100/c and pp88-89 c.

The present proposal is aimed at rationalizing the existing manpower in the Scientific / Technical Support Staff in IMD with reasonable opportunity of promotion to keep the morale and efficiency of the Scientific/Technical Personnel in IMD.

As the proposal involves abolition/creation of posts in various categories in IMD the Prog. Divn. was advised to seek comments of IMD also in this regard. It is however, observed that Prog. Divn. has not sought comment afresh of IMD but has stated that it is not factually correct to hold that IMD has not been consulted. The SK Dass Committee while making its recommendations had fully consulted IMD and a presentation was also made by IMD before the full Committee on 27.02.2007. Further meeting was also held in this regard with IMD in May, 2007 and that sense of the functional/operational requirements of IMD has been drawn from the SK Dass Committee Recommendations while formulating the present proposal.

In regard to functional requirement Prog. Divn. has stated that it may not be totally appropriate to invoke principle of functional justification while considering the present proposal especially when there is net financial saving per annum in both the situation, if the proposals are accepted.

There is no specific recommendation of 6th CPC regarding grant of Career Progression based on in-situ promotion to the Scientific Support Staff of IMD. Further, DOPT has stated that the recommendations of Rajan Committee Report for FCS in respect of Scientific Staff below Group 'A' was not accepted by the Ministry of Finance.

It is, however, observed that there has been mismatching in certain categories of posts between the promotional avenues and the number of posts created at various level. Further in some cases there may be stagnation situation at lower level whereas the posts are lying vacant at higher level. Keeping this in view the proposal deserves consideration.

It is however, pointed out here that for Scientific Support Staff the proposed hierarchy includes Scientific Assistant Group 'E' (PB-III GP Rs.6600/-), Scientific Assistant Group 'F' (PB-III GP Rs.7600/-) and Scientific Assistant Group 'G' (PB-IV GP Rs.8700/-). Keeping in view grade pay the nomenclature proposed for these posts as "Scientific Assistant" does not seem to be appropriate. Prog. Divn. may therefore be advised to consider a proper nomenclature like Scientific Officer etc. instead of Scientific Assistant.

Keeping in view the justification and reasons given by the Establishment Division, in their note at pg.11-15/N IFD may recommend the proposal for consideration by Ministry of Finance, Department of Expenditure/DOPT. However, since, the proposal involves abolition of a large number of posts in various categories and also creation of certain posts in both the modes as indicated in the statement at pg.99-100/corr. relating to restructuring of Scientific support Staff and at pg.88-89/corr. relating to restructuring of Group 'C' Technical Support Staff of IMD and further S.K. Dass Committee had considered the issue in February/May, 2007 i.e. five year back and since then the requirement of staff of IMD in various categories might have changed, it will therefore be appropriate, if IMD is also consulted in the matter afresh for better appreciation of the case.

N.S.Kaim
(R.S.Kaim)
Dir(Fin)
1.6.2012

A

1254/Du(15)/12
1/6/2012

037/KC(F)/2012
1/6/2012

213/JS(5/6)/12
14/6/12

~~SS&FA~~

After page 10/N, proposal has not been seen by JS. I'll send it to JS for his comments at this stage if possible.
18.6.12

JS(Fin)

192C/(R&L)
21/6/12

JS(1/C)

Seen on return from ^{for abroad.} *N.S.Kaim* 5/6 to chem & calculla. Perhaps I was on tour. In order to avoid delay, the paper has been put up by Dir (Estt). The note submitted by Dir (Estt) was prepared in consultation with the undersigned.

JS (E III & 20K) Dir(F)
21/6/12

Ref. JS(1/C)'s note above.
IFD may recommend the proposal for consideration by Mo Finance, Dept of Expts / DOPT as proposed at A. above.

1364/Du(15)/12
15/6/12

~~SS&FA~~ I agree with the mins of DoPT at page 2 note head with page 5-6 note. IFD had also sent mins of IMD vide note at page 10/N. However that has not been done. Dept of Expenditure may see para 3 of page 15/N ^{15/6/12} *N.S.Kaim* head with ^{18.6.12} *N.S.Kaim*

1670/SC(F)/2012
18/6/12

19/12
Ministry of finance
Department of Expenditure
(E-III Desk)

Sub: Proposal from the M/o Earth Sciences for re-structuring of Group 'B' Scientific Support Staff and Group 'C' Technical Staff in India Meteorological Department (IMD)

Reference: M/o ES File No. MOES -25/11/2010- Estt.

Ministry of Earth Sciences may refer to their proposal for re-structuring of Group 'B' Scientific Support Staff and Group 'C' Technical Staff in India Meteorological Department (IMD). The proposal has been examined.

2. Observations of this Department are as under:

- i) The existing and proposed structure in both categories giving details of posts along with pay scales etc has not been brought out clearly in tabular form. The existing strength of the Scientific Support Staff as given in para 12 of the proposal (at page 105/c) is different from that given at para 18 in page 102 & table at 103/c.
- ii) The channel of promotion in various streams has also not been clearly brought out in the proposal.
- iii) New grades (in GP 4200 & GP 5400) have been proposed in the Scientific Support Staff which is against the parameters of cadre restructuring.
- iv) Full functional justification for increase/ decrease of posts in various grades have not been given.
- v) Stagnation profile in each grade indicating number of years required for promotion as per RRs, actual time taken for promotion and the extent to which stagnation would be removed if the proposal comes through also needs to be indicated.
- vi) Vacancy position in each grade along with the date since the vacancies have arisen also needs to be brought out clearly.

3. Ministry of Earth Sciences are advised to revise the proposal in the light of this Department's OM dated 7.1.1999 and submit the proposal with the information as detailed above for consideration of this Department.

JS(Per) has seen.

(Shivani Dutt)

Under Secretary to the Govt. of India

SS & FA (M/o Earth Sciences), Block No 12, CGO Complex, New Delhi
MoF, DoE ID No. 2(17)/E.III Desk/2012 dt. 19.07.2012

166/014(E)/12
11/12/12

2106/014(E)/12
20.7.12

25/17/12

23/7/12

30/13/12/12
31/7/12

11/17/12

8/12/12

Richard

20.7.12
JS(Per)

20/7/12

F.No.MoES/25/11/2010-Estt.
MINISTRY OF EARTH SCIENCES
GOVERNMENT OF INDIA

pp 115/c-116/c
p. 110-114/c

Ministry of Finance, Department of Expenditure may kindly refer to their ID No. dated 19.07.2012 on the issue of the restructuring of Group 'B' Scientific Support Staff and Group 'C' Technical Staff in IMD, a subordinate office under this Ministry and kindly find enclosed a tabular statement pertaining to Group 'B' Scientific Support Staff incorporating the existing structure, their sanctioned strength, working strength, the existing mode of recruitment/channel of promotion, the stagnation involved and the proposed set up clearly indicating the revised structure proposed and how the same would be helping easing the stagnation. The proposal for restructuring in these categories emanates from the fact that there is huge stagnation in the different grades ranging from 22 years to 19 years in various grades. This kind of stagnation in the Scientific Support Staff community as well as the group 'C' Technical Support Staff community which is a major chunk of the total sanctioned strength of the IMD is creating frustration at the grass root level. Negative vibes are spreading potentially through innumerable court cases and RTI applications thereby eroding the productivity of the whole organization. If we have to deliver in the front of commendable Weather Forecasting, a harmonious balance is required between the scientific community and all other support functionaries as in the present case.

2. In Indian Meteorological Department, after these restructuring, the mode of filling up has been revised slightly keeping in view the operational modalities vis-a-vis the proposed set up. As in both the cases the option (i) i.e. in-situ up-gradation based on residencies are economically beneficial, we may go in for this kind of restructuring. The existing staff will have to be mapped first as per the proposed restructuring and those who have completed the required residency shall be considered for financial up-gradation based on their ACR/APAR gradings and assessment of the candidates by the duly constituted Assessment Board. The rigors of selection/assessment shall be followed scrupulously.
3. The hierarchy, existing as well as the proposed, have been indicated in the tabulation as well as in the proposal. This is also in confirmation with the functional requirements.
4. From the tabulation it may kindly be seen that no new grades at the GP 4200 level or GP 5400 level have been created. The Scientific Assistants were already at the level of GP 4200 only whereas, the Meteorologist Gr.II were at the GP 5400 currently. However, in case of Group 'C' Technical Support Staff, to impart uniformity and parity with other similar cadres, introduction of these two grades will be necessary so that any jump from GP 2800 level or GP 2400 level to the level of GP 4600 can be streamlined.
5. The stagnation profile in each grade indicating number of years required for promotion has been indicated in the tabulation enclosed. The vacancy positions have also been indicated as the difference of sanctioned strength and working strength indicated. In case of Group 'B' Scientific Support Staff, hitherto, the channel included movement of Scientific Support Staff directly to the main frame of the Scientific Community (Assistant Meteorologist Gr.-I - GP4800 to Met. Grade-I/Scientist 'C' GP6600). The current proposal will give them an alternate channel of promotion in their own hierarchy instead of

intermingling the two different setup hierarchy. Accordingly, even though sanctioned strength in various scientific grades have been indicated for the purpose of reference their working strength or the vacancy position will be immaterial in so far as the current proposal is concerned. It is also clear that the vacancies which are being surrendered are live vacancies.

6. Ministry of Finance, Department of Expenditure may kindly see for further necessary action.

~~US(E)~~

R. Chand
17-8-12

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17/8/12

120
~~120~~ / JS(ES) 12
21/8

~~Dine)~~

ac S
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4399 / Div (E) 16
17/8/12

~~JS(ES)~~

Asst
17/8/12

860 / ESTP-1
23/8/12

~~JS (Pur) [Depth. of Expenditure.]~~

14842 / (P)
23/8/12

M
23/8

~~Div (P)~~
23/8
US (E) 12

Sub: Proposal from the M/o Earth Sciences for re-structuring of Group 'B' Scientific Support Staff and Group 'C' Technical Staff in India Meteorological Department (IMD).

Reference: M/o ES File No. MOES -25/11/2010- Estt.

The M/o Earth Sciences may refer their proposal for re-structuring of Group 'B' Scientific Support Staff and Group 'C' Technical Staff in India Meteorological Department (IMD). The Proposal has been examined in this Department. The following observations are made:-

- (i) There is no clarity in the proposal. The sanctioned strength as given at pages 113-116/c of AM's file (depicting the existing and proposed strength) is different from that given at pages 110-112/c (depicting the vacancy position). The correct position may be indicated.
- (ii) Further, in the existing and proposed set up for Group B Scientific Cadre given in tabular form posts of Director (Scientist 'D') (PB-3 GP 7600) and above have been stated to be not covered under the proposal. However, number of posts of Director (Scientist 'D') (PB-3 GP 7600) and the Scientist 'E' (PB-3 GP 8700) category have been proposed to be decreased in the proposed restructuring.
- (iii) A new grade (in PB-2 GP 4200) has been proposed for the Group C Technical Support Staff which is against the parameters of cadre restructuring and may be removed from the proposal.
- (iv) Functional justification for increase/decrease of posts at all levels in both the cadres has not been provided.

In view of the above, the proposal is returned with the advice to clarify on the above observations.

JS (Pers) has seen.

Shivani Dutt
(Shivani Dutt)
Under Secretary

603/DCES/112
2/11/12
1103/Asst Secy/2012
11/11/2012

584/Asst Secy/12
11/11/12

SS & FA (M/o Earth Sciences), Block No. 12, CGO Complex, New Delhi
MoF (Exp) ID No. 2(17)/ E.III Desk/2012 dated 31.10.2012

As yet it claimed for Dr.

JS (F)

JS(E) - on leave

31/10
11/11/12

F.No.
Government of India
Ministry of Earth Sciences

Subject : Restructuring of Scientific Support Staff (Group B)
of IMD - Reg.

Reference as discussed by the undersigned with US (E-II),
Department of Expenditure, Ministry of Finance on the above-
mentioned subject.

2. Based on discussion, information regarding existing cadre of
Scientific Support Staff (Group B) of IMD i.e., their sanctioned
strength, positions filled and career progression is at F/A. In this
case, it is pertinent to note that there have been a wide range of
anomalies and inconsistencies because cadre restructuring as a
whole has not been taken up at any point of time apparently for a
very long time. One such example is that as per the existing
Recruitment Rules there is no provision for further progression of
AM-I. However, apparently some old Recruitment Rules provide for
promotion of AM to Met-I, which was equivalent to Scientist 'C'
(presently PB-3, GP 6600/-). As there are no RRs of AM, it is not
clear whether there was a promotion avenue from AM-I to AM which
would have been equivalent to Met-II (now Scientist 'B', PB-3, GP
5400/-). In absence of any reference, there have been cases of
misinterpretation of AM-I to AM and/or AM-II as AM. A complete
restructuring is, therefore, required because of all these anomalies as
well as functional differences in the job profile of Scientists and
Scientific Support Staff.

3. It is pertinent to note here that the cadre of Senior Observers
in the erstwhile scale of ₹5000-8000 and Scientific Assistant
(erstwhile scale of ₹5500-9000) have been merged by Sixth CPC w.e.f.
1.1.2006. In other words, one promotion avenue i.e., Senior Observer
to Scientific Assistant is now nullified though this has given financial
benefit to lower cadre, but the promotion avenue has been abolished.
This has led to complete stagnation in some cases. In other words, a
person joins and retires at same place without even a single
functional promotion.

4. The sanctioned strength in the merged cadre of Senior
Observers and Scientific Assistants Cadre now stands at 2433 as

4
 abolition orders for 617 posts have been issued by IMD only in June, 2012 after consistent follow up with them. It is worth mentioning here that the abolition took place under ADRP in last one decade, but IMD had not taken the appropriate action to issue the orders and hence, the mismatch in the figures at different points of time. It has also been noticed that some cadres like Observers have already been closed by IMD themselves.

P 26/6

5. As explained above, apparently there has not been any streamlined system of promotion for Scientific Support Staff in IMD. Further, the cadre of Scientific Support Staff has also not been structured and managed properly. It is evident from the stagnation profile as given below :

<u>No. of years</u>	<u>No. of incumbents</u>
More than 30 years	100
More than 20 years	340
More than 10 years	1000

6. It is a fact that some positions i.e., around 130 in the grade of Met-I i.e., Scientist 'C' at point of time were shown as that meant for promotion for Scientific Support Staff. However, neither in practice nor on paper there has been a laid down procedure for the same. It may also be mentioned here that work of Scientific Support Staff includes recording and reporting of synoptic observation, PBO and RS/RW observations, ozone radiation and atmospheric observations, seismologic observations, agro-meteorological observations, specific observations like at ports and airports and allied work, tabulation of autographic chart, preparation of weekly and monthly reports, data reception and transmission, assisting forecasters in issuance of advice and forecasts and works, calibration of meteorological instruments and preparation of technical statements, while that of Scientists are more in nature of development of forecasting/data collection tools and models for forecasting based on various parameters. The details of responsibilities of Scientific Support Staff at various levels as envisaged in the proposed structure are at F/B.

F/B

7. In case of operational/practical exigencies some persons from Scientific Support Staff may be given some responsibilities of the Scientists at a particular place of work and in a particular situation purely on ad-hoc basis. In other words, the job of two categories of employees is not interchangeable.

8. As it is evident in para 4 above that there has been no promotion, but only financial upgradation under MACP scheme for the incumbents of entry level in this category. If the scheme of career progression/cadre restructuring has been devised in 'in situ' mode, which is based on the same philosophy as that of FCS for Scientists, in other words, it would be merit based promotion scheme where 'one performs and grows in the hierarchy'. Further, as there is no restriction of number of posts for upgradation of the incumbents, as the upgradation is personal to him or her, meritorious persons do not suffer for want of availability of vacancies at higher levels.

9. Ministry of Earth Sciences has initiated the proposal for restructuring of Group 'B' and 'C' cadres of IMD as this¹⁵ more than 130 years old organization has not initiated any restructuring with the changing times at least in last 6 decades. The original proposal had two options in restructuring i.e., (a) merit-based promotion through in-situ mechanism (where the vacancy is not required for giving promotion) and (b) the DPC mode promotion, i.e., the vacancy-based promotion. In last two years a number of discussions have taken place with DoP&T and Ministry of Finance. Now, at this stage, while finalizing the details of the two options, it has been noticed that practically the in-situ mode may not be workable in case Group 'B' Scientific Support Staff as the reservation roster cannot be applied in a merit based promotion scheme in Group 'B'. It is worth mentioning here that reservation is applicable in Group 'B' cadre in Government organizations in promotion while in Group 'A' it is only at the entry level.

F/C
F/D

10. Therefore, now the proposal has been recast where the promotions will be vacancy based. Accordingly, the details of restructured cadre of Group 'B' Scientific Support Staff are at F/C. A comparison of existing structure and norms between proposed structure is at F/D. In the proposed structure, the person at entry level will have at least two promotions, while in the present case some persons joined as Scientific Assistant would retire on the same post if the cadre is not restructured and they are not given due benefits.

11. The proposed restructuring will generate a net saving to the tune of ₹6.64 crore per annum (F/E).

12. On the similar lines, a separate proposal for Technical Support Staff, i.e., Group 'C' is being submitted separately.

13. These revisions will be forwarded to Department of Expenditure after the concurrence of F.A.

Submitted, please.

Vasudha Gupta
(Vasudha Gupta)
Director (Estt.)
18/11/13

Joint Secretary (ES)

Aswat
11/11

Secretary (MoES)

Aswat 11/11

AS&FA

Hash. Kumar
15/11/13

Dir(F)

M/o Finance, Dept of Estt may kindly see the clarification given at pp 23-26 w.r to their note at p 22 w. for consideration of the proposal.

Aswat
18/11/13

JS (Pers) Dept of Estt

156/DMCES/13
11/11/13

1091/3(CES)/13
11/11/13

680/Secy/13
11/11/13

1292/AS&FA/13
14/11/13

632/20/19/13
18/11/2013

F.No.
Government of India
Ministry of Earth Sciences

Subject : Restructuring of Technical Support Staff (Group C) of IMD - Reg.

Reference as discussed by the undersigned with US (E-II), Department of Expenditure, Ministry of Finance on the above-mentioned subject.

2. The main file containing the proposal for restructuring of Scientific Support Staff (Group B) is already under submission and hence, the part file.
3. Based on discussion, information regarding existing cadre of Technical Support Staff (Group C) of IMD i.e., their sanctioned strength, positions filled and career progression is at F/A. In this case, it is pertinent to note that there have been a wide range of anomalies and inconsistencies because cadre restructuring as a whole has not been taken up at any point of time apparently for a very long time. The duties attached with Technical Support Staff are such, which are now being outsourced. But, IMD, being an operational organization as well, needs this cadre albeit with a reduced strength. Details of duties attached to these posts may please be seen at F/B.
4. As apparent from F/A, there are anomalies of various kinds. One such example is that the feeder cadre is smaller to that of the next promotion cadre. Further, the promotion avenues are limited as they are moving from GP ₹2800 to GP ₹4600. A complete cadre restructuring is, therefore, required not only to resolve these anomalies, but also based on functional requirements.
5. It is pertinent to note here that in this cadre beginning with PB-1, GP ₹1900 there are even designations like Lab Assistant Grade-III, Carpenter Grade-II (industrial and non-industrial), Mechanic Grade-II (industrial and non-industrial). Similar designations are there at the next higher level along with additions like Electrician, Radio/TV Mechanic, Draftsman, etc. Apparently, the positions and designations were created as per the requirement from time to time without getting into a proper structure for these posts. It is also evident from the information given that most of the posts like that of Draftsman, Carpenter, etc. are no longer required either due to change of technology or changes in the nature of work.
6. As it is apparent that there has not been any streamlined system of promotion for Technical Support Staff, this cadre of Technical Support Staff has also not been structured and managed properly. The following stagnation profile also indicates the same.

Sl. No.	Post	More than 30 years	More than 20 years	More than 10 years
All incumbents				
1.	Mechanical Assistant	29	60	120
1.	Mechanic Grade-I (Industrial & non-industrial)	06	27	09
2.	Radio/TV Mechanic	06	10	09
3.	Carpenter Grade-I (Industrial & non-industrial)			

7. As mentioned earlier, against 248 posts at the entry level in PB-1 GP ₹1900 there have been 517 posts in PB-1 GP ₹2400. This inverted pyramid, though provides no stagnation at the entry level, stops further promotion avenues. Against 517 posts there have been only 107 posts at the next level. This in fact necessitates an immediate restructuring in order to ensure proper career progression as well as maintaining the morale of this cadre.

8. Ministry of Earth Sciences has initiated the proposal for restructuring of Group 'B' and 'C' cadres of IMD as this more than 130 years old organization has not initiated any restructuring with the changing times at least in last 6 decades. The original proposal had two options in restructuring i.e., (a) merit-based promotion through in-situ mechanism (where the vacancy is not required for giving promotion) and (b) the DPC mode promotion, i.e., the vacancy-based promotion. In last two years a number of discussions have taken place with DoP&T and Ministry of Finance. Now, at this stage, while finalizing the details of the two options, it has been noticed that practically the in-situ mode may not be workable in case Group 'C' Technical Support Staff as the reservation roster cannot be applied in a merit based promotion scheme in Group 'C'. It is worth mentioning here that reservation is applicable in Group 'C' cadre in Government organizations in promotion while in Group 'A' it is only at the entry level.

9. Therefore, now the proposal has been recast, where the promotions will be vacancy based. Accordingly, the details of restructured cadre of Group 'C' Technical Support Staff are at F/C. A comparison of existing structure and the proposed structure is at F/D. In the proposed structure, the person at entry level will have at least two promotions.

10. The proposed restructuring will generate a net saving to the tune of ₹5.89 crore per annum (F/D).

11. These revisions will be forwarded to Department of Expenditure after the concurrence of F.A.

Submitted, please.

Vasudha Gupta
(Vasudha Gupta)
Director (Estt.)
11/01/13

Joint Secretary (ES)

[Signature]
11/1

Secretary (MoES)

[Signature]
11/1

100/01/ES/13
11/01/13

101/25/ES/12
11/1/13

100/80/2013
11/1/13

100/80/2013
11/1/2013

14/1/2013
through
2013

100/80/19/13
11/2/2013

for AS&TA to say after to be DoE; MoE.
[Signature]
11/1/13

Info Finance, Dept of Soys (B.II rest)

Details of duties & responsibilities of Technician Grade-II (Ind & N-Ind), Carpenter Grade-II (Ind & N-Ind).

Mechanic Grade-II

- Maintenance and repair of instruments and teleprinter machines.
- Help Mechanic Grade-I in maintenance, repair and fabrication work.

Carpenter Grade-II

- Attend to all kinds of carpentry work in workshop and laboratories.
- Making of packing cases/crates for supply of stores, instruments to field observatories and outside offices.
- Making cases for standard barometers.
- Help cases for standard barometers.
- Help Carpenter Grade-I in pattern making work.

Mechanic Grade-I, Carpenter Grade-I, Radio Mechanic and Electrician in PB-1 GP ₹ 2400/-

Mechanic Grade-I

- Maintenance, overhauling and repair of instruments, teleprinter machinery like T/P machines, Re-Perforators etc.
- Fabrication of instruments and accessories.
- Assist in installation of equipment.
- Assist to all machine jobs.
- Guide Mechanics Grade-II.

Carpenter Grade-I

- Making Stevenson screen and thermometer shelter.
- Making packing boxes for supplying Radiosonde instruments.
- Rendering assistance in packing the parts of Radiosonde theodolites, radars and other required materials for sending outstations.

Radio Mechanic

- Construction and wiring of various electric/electronic equipment.
- Maintenance and repairs of electrical gadgets.
- Reception of transmissions over Radio Tele-type facsimile and Morse.

Electrician

- Maintenance and charging of batteries.
- Maintenance and repairs of electrical equipment.
- Construction of electrical equipment.

Mechanical Assistant (GP ₹ 2800/-)

- Maintenance of material Account.
- Procurement of materials.
- Monitoring of material account issued from store.
- Checking the quality & quantity of materials.

(In DPC Mode)				(Proposed progression and proposed designation in DPC Mode)			
S. No.	Designation and Pay Band +GP	SS*	In position	Vacant	Designation and Pay Band+ GP	Proposed SS*	
5.	PB-1+GP ₹ 2400 Mech., Gr.-I (Ind.) Mech., Gr.-I (N.-Ind.) Carpenter Gr.-I (Ind.) Carpenter Gr.-I (N.-Ind.) Electrician Radio/TV Mechanic Lab Asstt. Gr.-II D'man Total	215 69 33 04 04 66 70 56 517	180 29 23 02 00 42 00 00 276	35 40 10 02 04 24 70 56 241	Technician grade 'B' PB-1+GP ₹ 2400 - 517 posts Mode of Recruitment- Promotion (Selection) with eight years regular service in PB-1+GP Rs. 1900 failing which by DR Erstwhile designated posts are:- S.S. In position vacant Mech. Gr.-I (Ind.) 215 180 35 Mech. Gr.-I (N.-Ind.) 69 29 40 Carpenter Gr.-I (Ind.) 33 23 10 Carpenter Gr.-I (N.-Ind.) 04 02 02 Electrician 04 00 04 Radio/TV Mechanic 66 42 24 Lab Asstt. Gr.-II 70 00 70 D'man 56 00 56 Total posts 517 276 241	100	
6.	PB-1+GP ₹ 1900/2000 Mech. Gr.-II (Ind.) Mech. Gr.-II (N.-Ind.) Carpenter Gr.-II (Ind.) Carpenter Gr.-II (N.-Ind.) Lab Asstt. Gr.-III Total	133 31 11 01 72 248	19 00 00 00 32 51	114 31 11 01 40 197	Technician grade 'A' PB-1+GP ₹ 1900 - 248 posts Mode of Recruitment 90% DR with 10+2 (Sr. Sec.) and two years I.T.I. Certificate course in the trade. 10% by promotion from Mates/Met. Attendant with three year regular service in PB-1+GP Rs. 1800 Erstwhile designated posts are:- S.S. In position vacant Mech. Gr.-II (Ind.) 133 19 114 Mech. Gr.-II (N.-Ind.) 31 00 31 Carpenter Gr.-II (Ind.) 11 00 11 Carpenter Gr.-II (N.-Ind.) 01 00 01 Lab Asstt. Gr.-III 72 32 40 Total posts 248 51 197	150	
Grand Total		889	405	484		450	

Existing hierarchy as per Existing RRs	Proposed hierarchy of Technical Support Staff Group 'C' as per proposed Carrier Progression Path
PB-1+GP ₹ 4800/- Detail of post SS 21 In position 00 vacant 21	Technician Grade 'F' PB-2+GP ₹ 4800 Mode of Recruitment - Upgradation with 3 years regular service in PB-2+GP ₹ 4600.
(i) AM Grade-I (Foreman Industrial) 13 posts PB-2 GP Rs. 4800/- SS 13 In position 00 Vacant 13 By promotion from AM Grade-II (Foreman Industrial) in the ratio given in RRs after competing three years regular service.	
(ii) AM Grade-I (Foreman Non-Industrial) 08 posts PB-2 GP Rs. 4800/- SS 08 In position 00 Vacant 08 By promotion from AM Grade-II (Foreman Non-Industrial) in the ratio given in RRs after competing three years regular service.	
PB-1+GP ₹ 4600/- Detail of post SS 17 In position 01 vacant 16	PB-1+GP ₹ 4600/-
(i) AM Grade-II (Foreman Industrial) 11 posts PB-2 GP Rs. 4600/- 90% promotion from Mechanical Assistant (Ind.) in PB-2 +GP ₹ 2800 with eight years regular service in the grade who have successfully completed intermediate Training in Instrumentation conducted by IMD. 10% Promotion from Mechanical Assistant (Carpenter Industrial) in PB-2+GP ₹ 2800 with eight years regular service in the grade who have successfully completed intermediate Training in Instrumentation conducted by IMD.	Technician Grade 'E' PB-2+GP ₹ 4600 Mode of Recruitment - Upgradation with 6 years regular service in PB-2+GP ₹ 4200.
(ii) AM Grade-II (Foreman Non-Industrial) 06 posts PB-2 GP Rs. 4600/- By promotion from Mechanical Assistant (Non-Industrial) in PB-2+GP ₹ 2800 with eight years regular service in the grade who have successfully completed Intermediate Training in Instrumentation conducted by IMD.	
	Technician Grade 'D' PB-2+GP ₹ 4200 Mode of Recruitment - Upgradation with 6 years regular service in PB-2 +GP ₹ 2800.
PB-1+GP ₹ 2800/- Detail of post SS 37 In position 35 vacant 02	PB-1+GP ₹ 2800/-
Mechanical Assistant Carpentry (Ind) (25 posts) (Mechanical Staff for Ind. Units) PB-1+GP ₹ 2800/- SS - 25 In position - 24 Vacant - 01 Mode of recruitment 100% by promotion from Mech. Gr.-I and Electricians with Five years service failing which by DR.	Technician Grade 'C' PB-1+GP ₹ 2800 Mode of Recruitment - Upgradation with 5 years regular service in PB-2+GP ₹ 2400.
Mechanical Asstt. (N.Ind.) (10 posts) (Mechanical Staff for N.Ind. Units) PB-1+GP ₹ 2800/- SS - 10 In position - 09 Vacant - 01 Mode of recruitment 100% by promotion from Mech. Gr.-I (N/I), Radio Mech. / Carpenter Gr.-I (N/I) with five year service failing which by DR.	
Mechanical Assistant Carpentry Ind. (02 posts) PB-1+GP ₹ 2800/- SS - 02 In position - 02 Vacant - 00 Mode of recruitment 100% by promotion from Carpenter Gr.-I (Ind.) with five years service.	

<p>PB-1+GP ₹ 2400/- Detail of post 39 In position 276 vacant 115</p>	<p>PB-1+GP ₹ 2400/-</p>
<p>Mechanic Grade-I (N.Ind.) (69 posts) PB-1+GP ₹ 2400/- SS - 69 In position - 29 Vacant - 40 Mode of recruitment 75% by promotion from Mech. Gr.-II (N.-Ind.), Mech. Gr.-II (Driver) and 25% by selection failing both by DR.</p>	<p>Technician Grade 'B' PB-1+GP ₹ 2400 Mode of Recruitment- Upgradation with 5 years regular service in PB-1+GP ₹ 1900/2000, failing which by DR.</p>
<p>Carpenter Grade-I Non-Ind. (04 posts) PB-1+GP ₹ 2400/- SS - 04 In position - 02 Vacant - 02 Mode of recruitment 75% by promotion from Carpenter Gr.-II (N/I) and 25% by promotion by Selection failing both by DR</p>	
<p>Carpenter Grade-I (Ind.) (33 posts) PB-1+GP ₹ 2400/- SS - 33 In position - 23 Vacant - 10 Mode of recruitment 75% by promotion from Carpenter Gr.-II (Ind.) and 25% by Selection failing both by DR.</p>	
<p>Radio Mechanic (66 posts) PB-1+GP ₹ 2400/- SS - 66 In position - 42 Vacant - 24 Mode of recruitment 100% by Direct Recruitment Matric with two years Certificate course of Radio/TV Mech.</p>	
<p>Electrician (04 posts) PB-1+GP ₹ 2400/- SS - 04 In position - NIL Vacant - 04 Mode of recruitment DR 100%</p>	
<p>Mechanic Grade-I (Ind.) posts PB-1+GP ₹ 2400/- SS - 215 In position - 180 Vacant - 35 Mode of recruitment 75% by promotion from Mech. Gr.-II and 25% by promotion by Selection failing both by DR.</p>	
<p>PB-1+GP ₹ 1900/- Detail of post SS 176 In position 29 vacant 147</p>	<p>PB-1+GP ₹ 1900/-</p>
<p>Mechanic Grade-II (N.Ind.) posts PB-1+GP ₹ 1900/- SS - 31 In position - 00 Vacant - 31 Mode of recruitment 80% by DR. 20% by promotion from mates (N.-Ind.) with four service.</p>	<p>Technician Grade 'A' PB-1+GP ₹ 1900/2000 10th Class Pass (Secondary / Metric) of a recognized board and ITI course approved by National Council for Vocational Training or equivalent from recognized Institutions. Basic knowledge of computer.</p>
<p>Carpenter Grade-II Non-Ind. (01 post) PB-1+GP ₹ 1900/- SS - 01 In position - NIL Vacant - 01 Mode of recruitment 20% by promotion and 80% by DR from mates.</p>	
<p>Carpenter Grade-II (Ind) (11 posts) PB-1+GP ₹ 1900/- SS - 11 In position - 00 Vacant - 11 Mode of recruitment 80% by promotion from mates and 20% by DR.</p>	
<p>Mechanic Grade-II (Ind.) posts PB-1+GP ₹ 1900/- SS - 133 In position - 29 Vacant - 114 Mode of recruitment 80% by promotion from mates with four years regular service in the grade and 20% by DR.</p>	

Ratio of promotion vis-a-vis feeder cadre
Group 'C' Technical Support Staff

Existing progression in DPC Mode		Proposed progression with proposed designation in DPC Mode				
			40	30	1.33	01
			Technician Grade-E to Technician Grade-F (From PB-2 GP ₹ 4600/- to PB-2 GP ₹ 4800/-	40		
			Technician Grade-D to Technician Grade-E (From PB-2 GP ₹ 4200/- to PB-2 GP ₹ 4600/-	55	40	1.38
			Technician Grade-C to Technician Grade-D (From PB-1 GP ₹ 2800/- to PB-2 GP ₹ 4200/-	75	55	1.36
From PB-1 GP ₹ 2800/- *** to PB-2 GP ₹ 4600/- ****	107	17	6.30	01		

From PB-1 GP ₹ 2400/- ** to PB-1 GP ₹ 2800/- ***	517	107	4.83	01	Technician Grade-B to Technician Grade-C (From PB-1 GP ₹ 2400/- to PB-1 GP ₹ 2800/-	100	75	1.33	01
From PB-1 GP ₹ 1900/-* to PB-1 GP ₹ 2400/-**	248	517	0.5	01	Technician Grade-A to Technician Grade-B (From PB-1 GP ₹ 1900/- to PB-1 GP ₹ 2400/-	150	100	1.5	01

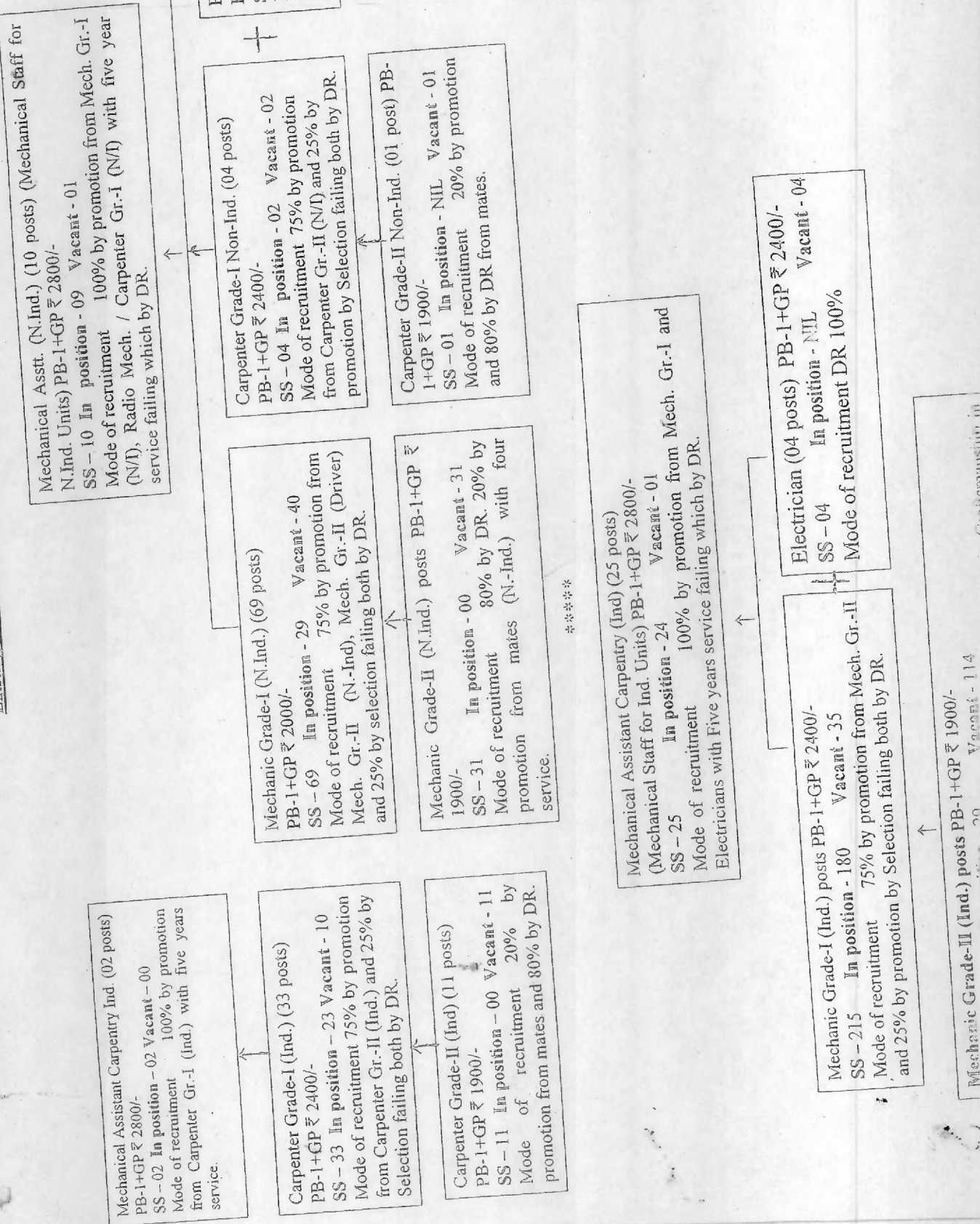
* Mechanic Grade-II Ind (133 posts), Mechanic Grade-II N-Ind (31 posts), Carpenter Grade-II Ind (11 Posts), Carpenter Grade-II N-Ind (01 post) and Lab Assistant Grade-III (72 Posts) . Total 248

** Mechanic Grade-I Ind (215 posts), Mechanic Grade-I N-Ind (69 posts), Carpenter Grade-I Ind (33 Posts), Carpenter Grade-I N-Ind (04 posts), Electrician (04 posts), Radio/TV Mechanic (66 posts), Lab Assistant Grade-II (70 posts) and D'man (56 posts). Total 517

*** Mechanic Assistant Ind (25 posts), Mechanic Assistant N-Ind (10 posts), Mechanic Assistant (Carpentry) Ind (02 posts), Lab Assistant Grade-I (70 posts). Total 107

**** AM-II foreman Ind (11 posts), AM-II foreman N-Ind (06 posts). Total 17

Existing hierarchy of Technical /Mechanical Support Staff



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DETAILS OF FINANCIAL IMPLICATION - DUE TO
RE-STRUCTURING OF GROUP 'C' TECHNICAL SUPPORT STAFF OF IMD.

(In DPC Mode)				
Sl. No	FINANCIAL IMPLICATION FOR SURRENDERING OF POSTS	NET EFFECT ₹ in Crore	FINANCIAL IMPLICATION FOR CREATION OF POSTS	NET EFFECT ₹ in Crore
(1)	(2)	(3)	(4)	(5)
1.	98 Posts in PB-1+GP ₹ 1900 Average cost per post $5200+20200=25400/2=12,700+1900=14,600$ $14,600 \times 98 \times 12 = ₹ 1.71$ Crore	1.71	(i) for creation of 55 posts in PB-2+GP ₹ 4200 Average cost per post $₹ 9,300+34,800=44,100/2=22,050+4,200=26,250 \times 55 \times 12 = 1.73$ Crore	1.73
2.	417 Posts in PB-1+GP ₹ 2400 Average cost per post $5200+20200=25400/2=12,700+2400=15,100$ $15,100 \times 417 \times 12 = ₹ 7.56$ Crore	7.56	(ii) For creation of 40 posts in PB-2+GP ₹ 4600 Average cost per post $₹ 9,300+34,800=44,100/2=22,050+4,600=26,650 \times 40 \times 12 = 1.28$ Crore	1.28
3.	32 Posts in PB-1+GP ₹ 2800 Average cost per post $5200+20200=25400/2=12,700+2800=15,500$ $15,500 \times 32 \times 12 = ₹ 0.60$ Crore	0.60	(iii) For creation of 30 posts in PB-2+GP ₹ 4800 Average cost per post $₹ 9,300+34,800=44,100/2=22,050+4,800=26,850 \times 30 \times 12 = 0.97$ Crore	0.97
	Total	9.87		3.98

Net saving ₹ 5.89 Crore Per Annum i.e. $9.87(-)3.98$.