

डी. एन. सिंह, भा.प्र.से.  
D. N. SINGH, I.A.S.



निजी सचिव  
विज्ञान और प्रौद्योगिकी एवं पृथ्वी विज्ञान मंत्री  
भारत सरकार  
नई दिल्ली - 110001

PRIVATE SECRETARY TO THE  
MINISTER FOR SCIENCE & TECHNOLOGY  
AND EARTH SCIENCES  
GOVERNMENT OF INDIA  
NEW DELHI - 110001

The Secretary  
Ministry of Earth Sciences,  
Prithvi Bhavan, Opp. India Habitat Centre  
Lodhi Road,  
New Delhi - 110003

23 DEC 2015

Sir,

Kindly find enclosed a letter from Shri Sanjiv Kumar Tyagi, General Secretary, IMD NGSU-HQ, Non-Gazetted Staff Union, Lodhi Road, Mausam Bhavan Compound, New Delhi-110003 requesting for appointment for the long pending grievances of the Group B & C Officers and staff.

I am desired to request you to kindly look into the matter for further necessary action.

Yours faithfully,

Sd/  
(D.N. Singh)

Encl: As above

Copy to: ✓ Shri Sanjiv Kumar Tyagi, General Secretary, IMD NGSU-HQ,  
Non-Gazetted Staff Union, Lodhi Road, Mausam Bhavan  
Compound, New Delhi-110003

(D.N. Singh)

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Shri Sanjiv Kumar Tyagi,  
General Secretary,  
IMD NGSU-HQ, Non-Gazetted Staff  
Union,  
Lodhi Road, Mausam Bhawan, compound,  
New Delhi- 110 003

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भारत सरकार, अनुसंधान भवन, 2, रफी मार्ग, नई दिल्ली-110001  
PRIVATE SECRETARY  
MINISTER FOR SCIENCE & TECHNOLOGY AND EARTH SCIENCES  
GOVERNMENT OF INDIA, ANUSANDHAN BHAWAN, 2, RAFI MARG, NEW DELHI -110001



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

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

Ref No :- IMD/NGSU/ 37

Date :- 07-01-2016

Pramod G. Sawant  
(Chairman)

Kunwar Singh  
(President)

Sanjiv Kumar Tyagi  
(General Secretary)

Raju Bhargav  
(Vice-President)

Gautam Roychoudhury  
(Asst. General Secretary)

A. S. Tripathi  
(Asst. General Secretary)

Rupesh Pandita  
(Treasurer)

Rohatas  
(CEC Member)

T. K. Mandal  
(CEC Member)

Vijay Pal  
(CEC Member)

To,

Dr. M. Rajeevan,  
Secretary, MOES,  
Privthvi Bhavan, IMD Campus,  
Lodhi Road, New Delhi 110003

Respected Sir,

Sub: IMD Trainings and promotional policy-reg  
Ref: NGSU letter dated 11.12.2015

In continuation to our letter dated 11.12.2015 and meeting 16.12.2015 and on behalf of Group B and C staff I am very much grateful to you for your time and a patient hearing. I would like to once again draw your kind attention to the following topics that are very important in the career prospects of the Group B and C officers and staff.

### Promotions:-

IMD has "**Vacancy Based Promotion Scheme**" in the group B level and only 10% (213) of the Group B officers reach to the Group A promotional posts. Hence those aspiring and eligible for the promotion should be asked for **successfully completion** of the advance training.

Due to the non promotional avenues and acute stagnation the trainings which should have been normally completed by the age of 45 have got extended up to the age of 55. This is a classic example of policy paralysis. Moreover the DOP&T guidelines are clear that compulsory training is not applicable to employees about the 58 years of age. The mandatory training is only for promotion. Moreover maximum officers do not reach that post hence trainings are not attractive and motivational. Therefore, the very purpose of trainings is lost. It gets more of ritual than developing the professional skills and interest in the subject.

Therefore we request you to kindly consider the staff above the age of 50 to undergo the trainings and passing should not be criteria. It is also requested that more training centers may be made functional at regional centers which will allow more number of employees to opt and can be accommodated. We also request that a onetime training may be adopted as the qualification of the staff at induction has been upgraded and subsequently refreshers courses, customized training programmes may be introduced for optimum output in the interest of the department.

### Trainings:-

IMD has designed three level trainings programme for the Group B during their service period and successful completion of the trainings only makes an employee eligible for promotion from Group B to A. This training programme was applicable during the period when the feeder cadre was inducted with 10<sup>th</sup> standard as the educational qualification. Subsequently the eligibility education qualification to enter the department was upgraded to graduation with Physics and Mathematics as principle subjects but the training courses have not been amended simultaneously.

IMD administration is of the opinion that as per WMO/ICAO norms for posting AM-II and AM-I at airports, Advance forecaster training is compulsory. Whereas, WMO norms only suggest Intermediate training course schedule for mid-level and not advance training.

While comparing the WMO norms and IMD personnel, training syllabus and job responsibilities the Group "B" the following facts are evident:-

1. Group B (SA) is an entry level post for recording real time observations and related routine works. This cadre can be equated to the entry level wherein they possess a degree from a recognized university and are confirmed to the post after successful completion of the Basic training.

*See*  
7/1/16

Despatcher  
Ministry of Earth Sciences  
Privthvi Bhavan  
Lodhi Road, New Delhi-110003



# India Meteorological Department NON-GAZETTED STAFF UNION

ESTD. 19 SEP 1947

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

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Pramod G. Sawant  
(Chairman)

2. By the virtue of promotion after 20 to 25 years of service very few reach the Mid-level. That can be equated to AM-II and AM-I. In accordance with the WMO norms the Intermediate training course is sufficient for a mid-level employee to complete the routine duties including aviation.

Kunwar Singh  
(President)

3. The topics mentioned in the WMO BIP-M are largely covered in the intermediate training.

Sanjiv Kumar Tyagi  
(General Secretary)

4. The entry level qualification in IMD is B.Sc with Physics as one the principle subjects. Moreover it was upgraded to first class (60%) from a recognized university.  
5. The department has been continuously upgrading the basic qualification in last two decades. In the present work force maximum employees are post graduates and some with engineering qualification.

Raju Bhargav  
(Vice-President)

6. With reference to "MANUAL ON THE IMPLEMENTATION OF EDUCATION AND TRAINING STANDARDS IN METEOROLOGY AND HYDROLOGY" (Page I-8; Career progression, Page I-12: Appendix A, Page I-3: 1.3.3).

Gautam Roychoudhury  
(Asst. General Secretary)

In IMD the most depressing part is trainings are linked with promotion only. Hence the trainings have lost the charm and the purpose that they were introduced for manpower capacity building. Therefore this union is of the opinion that training should be customized as per the requirement of the post allocated to a staff member. Training should not become a burden or hurdle in the promotional path which is neither beneficial for the department nor to the staff.

A. S. Tripathi  
(Asst. General Secretary)

We are of the opinion that IMD maintains double standards when it comes to the Group B promotions and career aspirations.

Rupesh Pandita  
(Treasurer)

I would like to bring to your kind notice that the officers who are promoted to AM-I and AM-II posts have successfully completed the intermediate training. This is equivalent to BIP-M (Mid-Level) as per the WMO-No. 1083, 2012 edition.

Rohatas  
(CEC Member)

Training of Personnel/ manpower capacity building should be aimed exclusively for the development of the department and to fulfill its mandate. Due to certain policies an individual may never reach to the higher grade but the circumstance will demand for delivering higher responsibility. For example SA's in the Airports, RS/RW units, General forecasting units at State level or at MC level etc. Many staff members are asked to issue trend forecast and perform duty officer seats due to shortage, various administrative and technical reasons.

T. K. Mandal  
(CEC Member)

Hence they need to be trained in a specific area such as aviation, instrumentation, networking, general forecasting etc for optimum output while discharging their duties.

Vijay Pal  
(CEC Member)

More number of short term refresher courses should be designed to suit the departmental requirements. I would like to mention here that we are not against trainings but the clause of successful completion creates an unknown mental pressure. The officers at the age of 50 & above are already under family responsibilities, constrains and health related issues. In view of the above I would like to humbly request to your good self to consider and amend the recruitment rules during the formative stage and remove the mandatory training clause with continuous training programmes.

Anticipating a positive response at the earliest.

Thanking you,

Yours Sincerely,

(Sanjiv Kumar Tyagi)  
9868952530

O/C