



India Meteorological Department  
**NON-GAZETTED STAFF UNION**  
Affiliated to Confederation of Central Government Employees & Workers 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/2/2016

Date: 13/10/2016

Shri Pramod G. Sawant  
(Chairman)

To,

Shri Satpal  
(President)

Dr. K. J. Ramesh,  
Director General of Meteorology,  
IMD, Mausam Bhavan,  
Lodi Road, New Delhi-110003

Shri Kapil Chamoli  
(General Secretary)

Minutes of the meeting held on 23.09.2015 with Dr. K J Ramesh, DGM IMD and DR S K Kundu, DDGM (Admin) New Delhi at from 1600 hours IST to 1740 hours IST.

**I. Transfer policy:**

Shri Raju Bhargav  
(Vice-President)

**Staff side representation:** We stated that the latest transfer order issued only for FIVE ladies bypassing the transfer policy has sent a wrong message to the staff across India. Hence all who are posted out of their region may be given an equal opportunity to put forward their grievances and suggested that one circular may be issued so that all will get affair opportunity for expression. We also asked the status for the relieving of staff posted at difficult stations and NE stations. We expressed the MTS transfer is very unethical as they the lowest paid employees and cannot afford to have double establishments.

Shri Adya Shankar Tripathi  
(Asst General Secretary (G))

Shri Prashant Saraswat  
(Asst General Secretary (D))

**DGM Reply:-** DGM clarified that he has considered only women employees who are displaced mothers and whose children are in a crucial academic stage and he will be considering any ladies application provided there is a vacancy in the region. He was also categorical that a Women employee is the backbone of any household and should be considered. DGM has also informed that all those women whose names could not be considered due to lack of application can give their request and the same will be considered.

Shri Ravinder  
(Treasurer)

Shri Arvind Singh  
(CEC Member)

The 109 SA transfer list has been only deferred but not cancelled. As there were few official errors the list is under the process of revision and a new list is under progress for the difficult NE stations. Henceforth the transfer seniority list, vacancy position of stations and other details will be uploaded in the MET NET by February for options from staff side. Later the remaining vacancies will be filled by admin along with the tenure of the station.

Shri Rohatas  
(CEC Member)

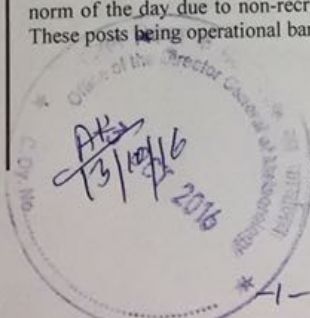
DGM also felt that MTS transfer is a difficult one but in the interest of service exigency some transfer may occur but has assured that he will consider the difficulties faced by the lowest grade staff members and will try to avoid to the extent possible.

Shri Vijay Pal  
(CEC Member)

**II. Recruitment in all feeder cadres**

Smt Kameshwari C.A.  
(Lady Representative)

**Staff side representation:** We expressed that the SA/MTS transfers have become the norm of the day due to non-recruitment and unprecedented delay in the recruitment. These posts being operational ban on recruitment is not applicable.



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**DGM Reply:** - DGM explained that about 830 SA recruitment process is almost on a completion stage as the SSC has identified 40 to 50 centers across India for an online examination. This process is a fast one and will take minimum time for staff to join. He also made it very clear that he will initiate an action by which every October the approximate vacancy position will be informed to SSC and by March the recruitment will be completed. Once such a mechanism is in place the staff shortage issue will not arise in all feeder cadres.

DGM has also informed that he has initiated a process for recruiting MTS/SA on contract basis at MET CENTRE level by interview method until all approvals are sought from the concerned agencies. This will to certain extent will reduce the staff shortage.

### III. 7<sup>th</sup> CPC allowance implementation

**Staff side representation:** We expressed that after the 6<sup>th</sup> CPC, Dr Shailesh Naik committee was formed for implementation of the recommendations. Hence if a similar action is initiated this time under the terms of reference the staff issues such as OTA, NW and risk allowances too should be included and the MTS should be bifurcated in technical and non-technical grades. We clarified that NW allowance is part of salary and we had submitted a Jodhpur CAT order with respect to NW and its implementation in Ministry of Defence for civilian employees.

We also explained that risk allowance is paid but the formula is applied is to that of the 4<sup>th</sup> CPC which needs to be corrected. We also brought to the notice to DGM that the risk allowance at present is paid to the MTS preparing the gas but is not applicable to the staff working and posted at Gas factory HAF Agra.

**DGM Reply:** - DGM informed that already an Anomaly committee has come into existence and if the recommendations are available then a proposal from the department will be sent to the committee in respect to OTA. DGM has asked us to resubmit the NW CAT order and its implementation so that the department can reconsider the matter and obtain suitable approvals for implementation.

DGM also welcomed the formula based risk allowance and has asked to submit the GO in this aspect for consideration and correction wherever possible. DGM has asked us to search for any classification of gas factory under any categorization head so as to extend the risk allowance benefits to the staff posted there.

### IV. Compensatory off realization

**Staff side representation:** We expressed that due to staff shortage and many other administrative reasons the staff are accumulating comp off to an amount of 1000 hours. These need to be realized or the staff should be permitted to avail. The staff has accumulated these hours after having performed their duties and not otherwise.

**DGM Reply:-** DGM being very considerate has assured that the comp off hours which were getting lapsed due to transfers and other reasons will be permitted to add in the service register and in the relieving order unlike EL and can be availed on later

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date as and when staff positions improves. He also mentioned that a circular to all RMC's will be issued.

#### V. Compassionate Ground appointment

**Staff side representation:** We expressed that the compassionate ground appointments are pending for a long time and many are eagerly.

**DGM Reply:-** DGM updated that the cases up to 2011 are already under process and will be completed shortly. He also suggested that those who have not got through compassionate ground can apply for the contract work which may help them to combat the financial crunch.

#### VI. Medical Claim reimbursement(AMA approvals) and OTA claims pending more funds to RMC's

**Staff side representation:** We represented that at few stations the AMA list which is accepted by other departments is not accepted in IMD, and the same may be accepted here too. Some of the medical claims are not settled even after the death of the employees and are kept pending for about 5 and more years. The OTA funds allocated to RMC's is too low and hence the claims are kept pending for last three years. The same may be cleared at the earliest. We also explained that earlier the claims were made for 10% vacancies but now the vacancy position has increased to 50% and hence the claim amount too has increased.

**DGM Reply:-** DGM too expressed his concern and assured that he will personally look into the matter and will communicate with Ministry to get more funds and reallocate the same to RMC's.

With reference to delay in medical claim, DGM explained the process involved and has advised that individual should not keep waiting after submission of the claim if the amount is exceeding RS.1.5 lakhs. These bills will get into a loop of administrative hurdles and approvals which finally cannot be settled. Such cases should be brought to the notice of the DGM immediately after the completion of ONE month and settle the issue within the stipulated period and applicable amounts.

#### VII. MACP

**Staff side representation:** We represented that as per DOP&T orders the MACP should be given priority.

**DGM Reply:-** DGM has assured that henceforth the MACP procedures will be completed in time and the benefits too will be given in time.

#### VIII. Infrastructure and Maintenance of quarters

**Staff side representation:** We explained that many of the departmental stations are in a dilapidated state and require immediate attention. We also welcomed the DGM's move on inspection of all offices by Group-A officers under RMC Chennai and requested for a similar action in other RMC's too.

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**DGM Reply:-** DGM expressed his deep concern over the maintenance issue as he himself had visited few stations and was really hurt with the maintenance issues. Hence he has initiated an inspection by the Group A officers and also expressed his astonishment as to why IMD was returning the funds allocated for repair and maintenance work. He is of the opinion that CPWD is very slow in the process and is quoting exorbitant rates. Hence the civil works will be given to the Govt. approved contractors and panel contractors. This will be cost effective and fast track completion of our requirements. DGM has allocated and initiated the inventory preparation task to some officials which is in progress.

#### **IX. Security and house keeping**

**Staff side representation:** We expressed that security and housekeeping is very essentials at all stations and should be taken up immediately.

**DGM Reply:-** DGM was firm in replying that this is a local in-charges duty to prepare proposals along with justification and quotations in the prescribed formats. It should be submitted well in time to get the required approvals for this purpose. The companies from whom the quotations are obtained should fulfill the Govt. pre-requisites and procedures should be followed. It is same for housekeeping too. To achieve this, the Met Centre in-charge's financial powers will be increased and the file is in progress. But he said that a proper proposal is the responsibility of the in-charge of the station.

#### **X. Cash incentive**

**Staff side representation:** We expressed that cash incentives should be given to all the employees working during disastrous weather events and also to all the staff who are asked to take hourly observations during cyclone period.

**DGM Reply:-** DR Pradhan who was present on inauguration session has confirmed that this practice of giving cash incentive of Rs.2500 was done in Kolkatta RMC and he himself had recommended. DGM promised to look into the matter.

#### **XI. Implementation of court orders**

**Staff side representation:** We expressed that the employees who have court verdict in their favor should be implemented.

**DGM Reply: -** DGM too accepted and assured that all those who have a favorable order, he is willing to implement without any further delay.

#### **XII. APAR guidelines**

**Staff side representation:** We expressed that this year, unofficially all officers have received instructions from HQ to reduce grades in APAR in general and some of them complained that their grades have been drastically brought down.

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**DGM Reply:-** DGM was surprised to hear such a comment but has assured that if any person's grades have been brought down, they should approach the grievance mechanism. Each individual has the right to know the reasons in reduction of grades.

We requested DGM to issue guidelines so that such lapses do not occur in future. We also highlighted that this pay commission has linked the MACP with the APAR which is very important. We have also told that we will collect the data on APAR grades of last year and this year from all stations which will make it more clear.

### XIII. Workshop reinstating

**Staff side representation:** We requested to reinstate the workshop for in house production.

**DGM Reply:-** DGM categorically told that on Pilot GPS instruments can be produced in our workshops and the RS/RW based equipment cannot be produced due to lack of infrastructure. He was firm that the production which could not be done in the past cannot be started now as there is a sea change in technology.

The meeting ended with a vote of thanks.

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(KAPIL CHAMOLI)  
General Secretary (IMD NGSU)