

INDIA METEOROLOGICAL DEPARTMENT
NON-GAZETTED STAFF UNION

(Recognized by Govt. of India)

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Ref No. *IMD/NGSU/015*

Date *13-06-2013*

To,
The Secretary,
Ministry Of Earth Sciences,
Mahasagar Bhavan,
IMD Campus, New Delhi,
PIN - 110003

Sub: - Restructuring of non-gazetted staff in IMD- Proposal submitted by MoES.

Ref: Letter to secretary dated and meeting held on 7th June 2013.

R/Sir,

With reference to the subject cited above and in pursuance to the kind proposal of the honorable secretary to give vital inputs, NGSU would like to offer the following comments for acceptance of this proposal.

1. The proposal submitted by MoES shall be accepted & implemented if restructuring is done in **In-citu mode only** since restructuring in DPC based mode has no financial benefits to any cadre of staff in IMD.
2. The hierarchy given in existing proposal may be redesigned from GP-4600 upto GP-7600 under the **conditions that feeder cadre S.A's GP shall be fixed to Rs. 4600/- instead of Rs. 4200/** (detailed application with proper justification is already under consideration, copy enclosed). Also posts created for GP-8700 in existing proposal may be **abolished** as the financial effect arising due to fixing of GP of SA to 4600/- may be balanced by abolition of posts created for GP-8700/-. In cognitive, it is also imperative to design the hierarchy in a manner that more posts are created above, so as to allow a smoother transition of employees to higher grade pay (more than already offered under MACP).

Thus new proposal with following hierarchy is submitted herewith.

Old proposal submitted by MoES		New Proposal	
		Nomenclature	
SA-A	Rs. 4200/-	SA	Rs. 4600/-
SA-B	Rs. 4600/-	AM	Rs. 4800/-
SA-C	Rs. 4800/-	SO-B	Rs. 5400/-
SO-1	Rs. 5400/-	SO-C	Rs. 6600/-
SO-2	Rs. 6600/-	SO-D	Rs. 7600/-
SO-3	Rs. 7600/-		
SO-4	Rs. 8700/-		

3. No restructuring can be completed without clear normalization criteria, even DoPT envisages the acceptance of such criteria for incorporation of proposed restructuring .

An employee completing seven years may be fixed at grade pay 4600/-

If already completed 14 year, may be fixed at grade pay 4800/-

If already completed 21 year, may be fixed at grade pay 5400/-

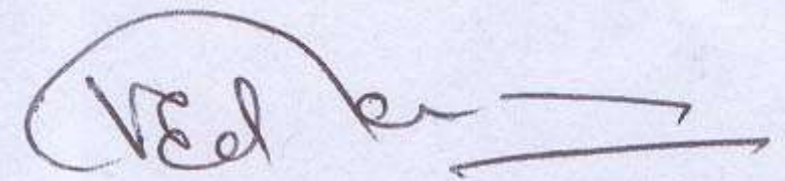
If already completed 28 year, may be fixed at grade pay 6600/-, or similar.

The above stated criteria are only for the normalization fixation and not the career progression formula. Normalization benefit is a one time exercise for the benefit of existing employees in any restructuring and it must be applicable in our case also.

If, restructuring does not offer any financial / promotional benefit to the existing (suffering) staff, the very propose of it is defeated. If the road map suggested offers no cleansing of the clogged promotion avenues, it is but and exercise if futility.

Hence it is once again reiterated that our humble suggestions be taken into consideration prior to the implementation of any restructuring proposal.

Thanking You with expectations.



(V.P. KAUSHIK)
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