



**INDIA METEOROLOGICAL DEPARTMENT
MINISTRY OF EARTH SCIENCES
NON-GAZETTED STAFF UNION**

ESTD. 19 SEP 1947

Non Gazetted Staff Union Office, Canteen Building, Lodhi Rd, Mausam Bhavan Comp, New Delhi-110003.

Tel: 011 43824483

Email – imdngsu@gmail.com

Ankit Yadav
(Chairman)

Ref. No. IMD/NGSU/2026/06

Dated: 15/04/2026

Arun Sharma
(President)

To
The Hon'ble Chairman
8th Central Pay Commission
Government of India

(Ajay Kumar)
(General Secretary)

Subject: Submission of demands along with annexures regarding pay upgradation, leave provisions, and allowances for Non-Gazetted staff of India Meteorological Department

Respected Sir,

Chandra Shekhar
(Asst. General
Secretary)
(Organization)

On behalf of the Non-Gazetted Staff Union (NGSU) of the India Meteorological Department (IMD), I respectfully submit this representation for your kind consideration. The NGSU is the oldest and largest representative body of non-gazetted employees within IMD, consistently striving for the welfare and better service conditions of its members.

Rupesh Kr. Pandita
(Treasurer)

We wish to draw your kind attention to the long-pending issues concerning pay upgradation, leave provisions, and grant of reasonable allowances for the non-gazetted scientific support staff and administrative cadres of IMD. Despite rendering crucial services in weather forecasting, disaster management support, aviation safety, agricultural advisories, and climate monitoring—often under challenging and extreme conditions—the staff have been deprived of commensurate service benefits for many years.

**Dharam Raj Singh
Shami**
(CEC Member)

Swaran Singh
(CEC Member)

The responsibilities entrusted to IMD personnel are technical, sensitive, and operational in nature, frequently involving postings in remote and hardship locations with round-the-clock duties. However, the existing pay structure and allowances do not reflect the level of responsibility and hardship involved, leading to disparities with similarly placed employees in other departments.

Nilesh Kumar
(CEC Member)

In this regard, the 8th Central Pay Commission is seen as a beacon of hope for addressing these genuine and long-standing grievances of the non-gazetted workforce of IMD. We, therefore, earnestly request the Commission to consider our demands sympathetically and recommend appropriate measures for ensuring just, equitable, and motivating service conditions.

The detailed demands and justifications have been compiled and are enclosed herewith as **Annexures** for your kind perusal. These annexures comprehensively cover cadre-wise proposals related to pay upgradations, improvements in leave provisions, and rationalization of allowances.

We sincerely hope that the Commission will give due weightage to these submissions and take a positive decision in the interest of thousands of dedicated IMD employees.

We shall be grateful for your sympathetic consideration and early action in this regard.

Thanking you in anticipation.

Yours sincerely,


General Secretary
IMD, Non-Gazetted Staff Union
Non Gazetted Staff Union Office,
Conteen Building, Lodhi Road,
Mausam, Bawana Compound,
New Delhi-110003
General Secretary
Non-Gazetted Staff Union
India Meteorological Department
New Delhi

Enclosed: Annexures - A, B, C and D containing detailed demands and justifications


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General Secretary
Non-Gazetted Staff Union
India Meteorological Department
New Delhi

Pay Upgradation

1. Proposal of Pay Upgradation of Scientific Assistant in IMD

An Overview

The Scientific Assistant of IMD form the Operational backbone of this Department by performing round-the-clock 24x7 Scientific and Technical duties across the country in various types of Offices situated in Difficult Terrains thus providing uninterrupted Realtime Meteorological Data from all over India as per the Standards set out by the **World Meteorological Organisation (WMO) & International Civil Aviation Organisation (ICAO)** of which India Meteorological Department is a signatory. The Meteorological Data thus generated is utilised in Simulation Models like ECMWF, GFS, BFS which is run by Super Computers for Prediction of Extreme Weather Events such as Cyclones, Droughts, Hail, Snowstorm, Avalanches etc, which is further disseminated to End-User Agencies like NDRF, SDRF, Navy, Air Force, Army, Local Administration. This helps in Pre-Positioning of their Teams in the Areas which could be affected during the impending Disaster. It is in line with the **United Nations (UN)** Guidelines on Disaster Management currently centred on the **Sendai Framework for Disaster Risk Reduction 2015–2030**, which emphasizes moving from managing Disasters to managing the risk of Disasters. This approach prioritizes prevention, mitigation, and preparedness to reduce existing risks and prevent new ones. Some of the End Effects are: -

- Due to the Effective use of Timely dissemination of Meteorological Information, **National Disaster Response Force (NDRF)** was lauded by the United Nations (UN) for its Swift, Professional, and Specialized response to disasters across the South-Asian Continent which led to NDRF's inclusion in the UN's prestigious INSARAG team. The UN agency INSARAG standardises an International Gold Standard for Disaster Response teams across the world.
- The United Nations lauded the **India Meteorological Department (IMD)** for its significantly improved, "almost pinpoint" accuracy in Cyclone Forecasting and Early warnings, which have been instrumental in drastically reducing casualties during Natural disasters. The UN highlighted the success of India's "Zero-Casualty" approach, specifically during Extremely Severe Cyclonic Storm **Fani (2019)** and Very Severe Cyclonic Storm **Phailin (2013)** in which early warnings from the IMD, allowed a very well targeted evacuation plan which resulted in 1.1 million people mainly moving to about 900 cyclone shelters with Casualties as low as 10. This is in stark contrast to the Super cyclonic storm BOB06 on the Coast of Odisha in the year 1999 that caused more than 10,000 deaths.
- Union Minister Dr. Jitendra Singh launched IMD's "Mausamgram" in Oct 2025 and Multi-Hazard Early Warning DSS, which will help in ₹250 crore savings annually through Self-reliant, Tech-driven Forecasting system and lauded IMD's AI-powered vision for the future.
- IMD became the Biggest Money earner for the Ministry of Earth Sciences, IMD has earned more than Rs 226 Crores since 2022-23. Besides rendering the Aviation Met Services to AAI, IMD earned revenue by sale of Meteorological data, Periodical Weather Reports & Testing/Calibration of Equipments. IMD earned nearly Rs 66 crore during the first six months of Financial year 2024-25 by providing Aviation Met Services. Read more at: <https://timesofindia.indiatimes.com/india/with-rs-226-crore-income-since-2022-23-imd-now-a-money-spinner/articleshow/119728653.cms>

- Forecast accuracy for severe weather events improved by about 50 per cent in 2023 compared to 2014. This has significantly reduced the loss of lives and property during extreme weather events. The 24-hour forecast accuracy stands at 80 per cent for heavy rainfall, 86 per cent for thunderstorms, and 88 per cent for heat and cold waves. The IMD achieved all this despite India's complex weather patterns compared to many developed countries. The IMD is ranked among the top three weather agencies, the other two being the National Weather Service of the US and the European Centre for Medium-Range Weather Forecasts.
- India celebrates a moment of immense pride as Dr. Mrutyunjay Mohapatra, Director General of Meteorology, India Meteorological Department (IMD), has been awarded the United Nations Sasakawa Award 2025 for Disaster Risk Reduction. Established in 1986 with the support of The Nippon Foundation, the United Nations Sasakawa Award is the most prestigious international recognition in the field of disaster risk reduction. It honours individuals and institutions that have made outstanding contributions to building disaster-resilient communities

Demand for Pay Upgradation of Scientific Assistants of India Meteorological Department from Pay Level-6 to Pay Level-7

1. Change in Essential Educational Qualification

The **Recruitment Rules for Scientific Assistants** have been revised on 3rd January 2024 through Gazette Notification and the **minimum essential qualification has been upgraded from Diploma to Graduation level**. This represents a significant enhancement in the academic standards required for the post.

(F. No. DGM-HQ-13012(18)/1/2021-E-II (E-1861)

As per DoPT O.M. No. 22011/10/84-Estt. (D) dated 04.02.1992, enhancement in the prescribed educational qualification for a post is a **valid ground for considering upgradation of the pay scale/pay level**. Therefore, the present situation warrants reconsideration of the pay level of Scientific Assistants in IMD.

2. Recommendations of the 6th Central Pay Commission

The Sixth Central Pay Commission in Para 3.5.7 of its report recommended that **all direct recruitment posts with minimum qualification of Bachelor's Degree in Engineering or Graduation in relevant disciplines should be placed in the Grade Pay of ₹4600**, which corresponds to **Pay Level-7 in the 7th CPC pay matrix**.

Since the Scientific Assistant post now requires **Graduation as the minimum essential qualification**, the continuation of the post in **Level-6** appears inconsistent with the above principle.

3. Nature and Importance of Duties

Scientific Assistants in IMD perform **Highly technical and Scientific functions** critical to national meteorological services. Their duties include:

- Continuous **24×7 operational work in observatories**, including aviation meteorology units.
- **Collection, observation and transmission of meteorological data** from various stations.
- Operational support in **aviation meteorology services**.
- **Disaster early warning services**, including cyclone, heavy rainfall and severe weather monitoring.
- **Hydro meteorological and flash flood guidance services**.
- **Maintenance and operation of meteorological instruments** and observational systems.
- Duties in **remote, high-altitude and island observatories** under challenging conditions.
- Participation in **data processing, Artificial Intelligence applications and Decision Support Systems**.
- Providing **scientific support to forecasting operations**.

The **primary and raw meteorological data**, which forms the basis for all forecasts and warning services of IMD, is generated and transmitted by Scientific Assistants from various observatories across the country.

Page 17 Of (DGM UOI No. A-11045/Rest.(Gr.B)/Distrbn./2014-E(II)/)

4. Parity with Similar Posts in Other Scientific Organisations

The post of Scientific Assistant in IMD is comparable in terms of **educational qualification, technical nature of work and responsibilities** with similar posts in other scientific organizations which are placed at **Pay Level-7**, such as:

Post	Scientific Assistant (IMD)	Assistant Section Officer (ASO)	STA (Geology)	AAI ATC Staff	ISRO Scientific Assistant-C
Organization	India Meteorological Department	Central Secretariat Service	Geological Survey of India	Airports Authority of India	Indian Space Research Organisation
Pay Level	Level-6 (Proposed Level-7)	Level-7	Level-7	Level-7 (in operational roles)	Level-7
Educational Qualification	Engineering (ECE, IT, Instrumentation, etc.) /Bachelor's Degree in Science with Physics as one of the subjects	Graduation	Bachelor degree with Geology as a subject	Bachelors' Degree of three years in Science (B.Sc) with Physics and Mathematics OR Engineering in any discipline	Diploma / Engineering
Nature of Work	Highly technical +Administrative + operational + real-time	Administrative	Technical (survey & analysis)	Air traffic Control & related operations	Technical (space systems support)
Decision Making	Independent & real-time (critical weather events)	Limited	Moderate	High (flight safety support)	Moderate
Field Exposure	High (airports, inspections, observatories)	Minimal	High (field surveys)	High (airports)	Moderate
Operational Responsibility	24x7 services, aviation, disaster warning	Office-based	Project/field-based	Civil aviation safety	Lab/project-based
Public Safety Impact	Very High (aviation + disaster warning)	Indirect	Moderate	Very High (civil aviation safety)	Indirect
Technical Complexity	High (AWS, Radar, RS/RW, telecom systems, Runway safety instrument and observatories)	Low	Moderate	High	High
Liaison Role	State Govt, DM Authorities, Airports	Internal	Limited	Airport/ATC coordination	Scientific teams
Working Conditions	Shift duty, odd hours, high stress	Normal hours	Field conditions	Shift duty, high responsibility	Lab conditions

- **Senior Technical Assistant in the Geological Survey of India**
- **Scientific Assistant-C in the Indian Space Research Organisation**
- **Comparable technical posts in AAI ATC Staff,**
- **Assistant Section Officer (ASO)**

Thus, maintaining the Scientific Assistant post in Level-6 results in **anomalous pay disparity with equivalent technical and administrative posts across Government of India scientific establishments.**

5. Justification for Upgradation

In view of the following factors:

1. **Upgradation of Minimum Educational Qualification from Diploma to Graduation/ Engineering in Recruitment Rules dated 3rd January 2024.**
2. **Provisions of DoPT O.M. dated 04.02.1992 supporting pay revision in such cases,**
3. **Scientific Assistant (IMD) is a feeder post for scientific support staff in IMD, with 95% direct recruitment.**
4. **Recommendations of the 6th Central Pay Commission for graduate-level direct recruitment posts be placed at 4600 GP,**
5. **Highly technical and operational nature of duties performed by Scientific Assistants, and Also, fall under the category of essential services (Early Warning Agency).**
6. **Existing parity with similar posts in other scientific/ technical organizations placed at Level-7 (shown in comparison table).**
7. **Also, in reality, the rate of attrition is as high as 60% due to pay anomaly compared with equivalent post. (even after latest recruitment of 990 post 500 (Aprox.) are again left vacant even after filling vacancy from waiting list within 1 year).**

there exists a **strong and justified case for upgradation of the pay level of Scientific Assistants in IMD from Pay Level-6 to Pay Level-7.**

6. The hierarchy of the Scientific Assistants is as under:

Hierarchy	Pay Level (7th CPC)	Entry level Qualification	Post
Scientific Assistant	Level-6	(1) Bachelor's Degree in Science with Physics as one of the subjects from a recognised institution or university; OR (2) Bachelor's Degree in Computer Science or Computer Applications or Electronics or Electronics and Communication Engineering or Electronics Telecommunication Engineering or Instrumentation or Information Technology or Telecommunication Engineering or Communication Engineering from recognised institution or university	1972
Meteorologist - A	Level-7	100% By Promotion (Must have passed 4 month on Job Training)	980
Meteorologist - B	Level-8	100% By Promotion	512
Scientific Officer-I	Level-11	100% By Promotion (Must have passed 6 month on Job Training equivalent to M.Sc./M.tech)	151
Scientific Officer-II	Level-12	100% By Promotion	45
Scientific Officer-III	Level-13	100% By Promotion	17

7. Proposal

It is therefore proposed that the pay level of Scientific Assistants (1972 posts) in the India Meteorological Department may kindly be upgraded from Level-6 to Level-7 of the 7th CPC Pay Matrix to ensure parity with similar technical posts and to appropriately recognize the enhanced qualifications and responsibilities of the cadre due to the opening of various new stations. With this upgradation, Scientific Assistant shall come to lie in an identical Pay Level as that of their promotion post of Meteorologist-A. A higher grade would thus need to be extended to Meteorologist-A. **Accordingly, the Commission is requested that the promotional post of Meteorologist-A be placed in the next higher Level- 8 and further, the post of Meteorologist-B which is presently in the level-8, be placed in the next higher Level- 10.**

Hierarchy	Pay Level (7th CPC)	Entry level Qualification	Post	Proposed Pay Level (8th CPC)
Scientific Assistant	Level-6	(1) Bachelor's Degree in Science with Physics as one of the subjects from a recognised institution or university; OR (2) Bachelor's Degree in Computer Science or Computer Applications or Electronics or Electronics and Communication Engineering or Electronics Telecommunication Engineering or Instrumentation or Information Technology or Telecommunication Engineering or Communication Engineering from recognised institution or university	1972	Level-7
Meteorologist - A	Level-7	100% By Promotion (Must have passed 4 month Departmental Training)	980	Level-8
Meteorologist - B	Level-8	100% By Promotion	512	Level-10
Scientific Officer-I	Level-11	100% By Promotion (Must have passed 6 month Departmental Training equivalent to M.Sc./M.tech)	151	Level-11
Scientific Officer-II	Level-12	100% By Promotion	45	Level-12
Scientific Officer-III	Level-13	100% By Promotion	17	Level-13

2. Implementation of Merit-Based Promotion Scheme (MBPS) for Group 'B' and Group 'C' Scientific Support Staff working in Scientific and Operational Ministries and their Subordinate/Attached Offices.

1. Introduction

This memorandum is respectfully submitted before the **8th Central Pay Commission** on behalf of the scientific support staff working in operational scientific departments, particularly the **India Meteorological Department** under the **Ministry of Earth Sciences**.

Scientific Support Staff such as **Scientific Assistants and other technical personnel** are responsible for executing the fundamental operational functions of national scientific services. In departments like IMD, these employees ensure the **continuous collection, monitoring, and processing of meteorological data** that forms the foundation of national weather forecasting systems.

Despite their crucial role, the career progression framework for these scientific support cadres remains extremely limited, leading to **prolonged stagnation and lack of motivation among technical staff**.

2. Operational Importance of Scientific Support Staff

In the **India Meteorological Department**, scientific support staff are responsible for:

- Meteorological Observations and Data Collection from observatories across the country
- Aviation meteorological services for safe air navigation
- Operation and maintenance of Meteorological instruments and Radar systems
- Weather data quality control and dissemination
- Round-the-clock operational duties for National weather forecasting and Disaster warning services

These responsibilities are performed **24 hours a day, 7 days a week, and 365 days a year**, making these personnel an indispensable part of the operational scientific framework of the Government of India.

3. Career Stagnation Among Group 'B' and Group 'C' Scientific Staff

At present, **Group 'B' and Group 'C' scientific support staff** face significant stagnation in their careers due to:

- very limited promotional posts
- absence of a structured merit-based promotion framework
- lack of parity with higher scientific cadres

Many employees remain in the same grade for **10–20 years or more**, which adversely affects morale, productivity, and institutional efficiency.

4. Merit-Based Promotion Scheme (MBPS)

The **Merit-Based Promotion Scheme (MBPS)** has long been proposed as a structured career progression mechanism for **Group 'B' and Group 'C' scientific support staff working in scientific and operational ministries and their subordinate/attached offices.**

The main objectives of MBPS include:

- Removal of career stagnation
- Recognition of experience and technical competence
- Promotion based on merit and performance
- Strengthening operational efficiency of scientific departments

Such a scheme would ensure that deserving employees receive **career advancement even in the absence of sufficient hierarchical promotional posts.**

5. Observations of the 7th Central Pay Commission

The **7th Central Pay Commission** examined the issue of MBPS and recommended that the Government take a final decision on the matter.

Para 7.5.24

"In the light of the above, this Commission suggests that the issue be examined by government and a conclusive view taken."

Para 11.15.11

"The Commission has discussed MBPS in Chapter 7.5 wherein it has been suggested that government should take a final view in the matter at the earliest."

However, despite these recommendations, **no policy decision has yet been implemented.**

6. Disparity in Career Progression Frameworks

While the issue of MBPS remains unresolved for scientific support staff, the Government has recently strengthened the career progression structure of **Group 'A' Scientific Officers.**

The **Department of Personnel and Training** issued an order dated **13 March 2024** revising the **Modified Flexible Complementing Scheme (MFCS)** into the **Revised Flexible Complementing Scheme (RFCS).**

Although this reform has benefited senior scientific officers, **Group 'B' and Group 'C' scientific support staff have not received similar attention**, creating a structural imbalance in scientific organizations.

7. Justification for MBPS

Implementation of MBPS would provide several institutional benefits:

7.1 Removal of Stagnation

A structured promotion mechanism would address long-standing stagnation among technical staff.

7.2 Improvement in Operational Efficiency

Motivated and experienced personnel contribute significantly to operational excellence in scientific departments.

7.3 Retention of Skilled Manpower

Career progression opportunities help retain technically skilled employees within government scientific establishments.

7.4 Institutional Balance

Providing MBPS would help create parity in career progression between scientific officers and scientific support cadres.

8. Specific Proposal

It is proposed that the **8th Central Pay Commission** may recommend:

1. **Implementation of Merit-Based Promotion Scheme (MBPS)** for Group 'B' and Group 'C' scientific support staff across scientific and operational ministries.
2. Creation of **structured merit-based promotion grades** for scientific support cadres similar to career progression frameworks available for higher scientific personnel.
3. Establishment of **transparent evaluation mechanisms based on experience, performance, and technical competence**.
4. Extension of MBPS benefits to scientific support staff working in **subordinate and attached offices** such as the **India Meteorological Department**.

9. Financial Impact

The financial implications of MBPS would be **moderate and manageable**, as the scheme primarily focuses on **career progression within existing cadres rather than large-scale creation of new posts**.

Moreover, improved motivation and productivity among technical staff would generate **long-term operational benefits for scientific departments**.

10. Prayer

The file for MBPS prepared by IMD has been kept in abeyance since November 2021 by MOES, whereas based on the recommendations of the Dr P S Goel Committee, the UCPS (Unified Career Progression Scheme) scheme has been already implemented in the Autonomous Organisations under MOES like IITM, NIOT, NCMWRF, NCPOR, INCOIS, NCESS.

(File No. SFSFileNo.A32025/MBPS/2021IEIII)

In view of the above, it is most respectfully requested that the **8th Central Pay Commission** may kindly recommend the **implementation of the Merit-Based Promotion Scheme (MBPS)** for **Group 'B' and Group 'C' scientific support staff working in scientific and operational ministries and their subordinate/attached offices.**

Such a recommendation would ensure:

- fair and merit-based career progression,
- removal of long-standing stagnation, and

improved efficiency in national scientific services.

3. Upgradation of the Post of Assistant from Pay Level–6 to Pay Level–7 in the India Meteorological Department

1. Introduction

The **India Meteorological Department (IMD)**, functioning under the Ministry of Earth Sciences, operates an extensive network of meteorological observatories, forecasting centres, aviation meteorological offices, and regional meteorological centres across the country. These offices function round the clock to provide critical weather, climate, and disaster-related information.

The administrative functioning of these establishments is largely supported by **Assistants**, who play a crucial role in ensuring smooth office operations, coordination, and implementation of Government policies.

At present, the post of **Assistant in IMD is placed in Pay Level–6** of the Pay Matrix as per the recommendations of the 7th Central Pay Commission.

2. Existing Disparity in Pay Structure

It is observed that **Assistants and equivalent posts across different Ministries and Departments of the Government of India are placed in different pay levels** despite having similar educational qualifications and job responsibilities.

For instance:

- Assistants in the **Central Secretariat Services (CSS)** are placed in **Pay Level–7**.
- However, Assistants working in **Field Offices and Subordinate Departments**, including IMD, continue to remain in **Pay Level–6**.

This has resulted in a **significant pay disparity among employees performing comparable duties within the Central Government framework**.

3. Nature and Responsibilities of Assistants in IMD

Assistants in IMD are entrusted with important administrative responsibilities that are essential for the functioning of the department's scientific and operational activities. Their duties broadly include:

- Processing **establishment and service matters** of scientific, technical, and administrative staff.
- Handling **financial matters, procurement cases, and budget-related files**.
- Maintaining **official records, correspondence, and documentation**.
- Coordinating with **Headquarters, Regional Meteorological Centres, and various operational units**.

Given the **national importance and operational nature of IMD services**, Assistants form an important backbone of the department's administrative structure.

4. Justification for Upgradation

The demand for upgradation of the post of Assistant from **Level-6 to Level-7** is justified on the following grounds:

a) Removal of Pay Disparity

There exists an unjustified disparity between Assistants working in **Central Secretariat Services** and those working in **field offices and subordinate departments**, despite similar duties and qualifications.

b) Uniformity in Central Government Cadres

A uniform pay structure for Assistants across Ministries and Departments will ensure **equity and parity within the Central Government administrative system**.

c) Comparable Educational Qualifications

The recruitment qualifications and responsibilities of Assistants in field offices are comparable to those in Secretariat services.

d) Increased Administrative Responsibilities

Over the years, administrative work in departments like IMD has increased significantly due to the expansion of scientific programs, modernization initiatives, and operational responsibilities.

5. Financial Implications

The number of Assistants in the **India Meteorological Department** and similar subordinate offices is relatively limited. Therefore, **the financial impact of upgrading the post from Level-6 to Level-7 will be minimal**, while the benefits in terms of employee morale, efficiency, and parity will be substantial.

6. Prayer / Recommendation

In view of the above facts and circumstances, it is **humbly requested** that the **8th Central Pay Commission** may kindly consider:

1. **Upgradation of the post of Assistant in the India Meteorological Department from Pay Level-6 to Pay Level-7 of the Pay Matrix.**
2. **Removal of disparity in pay levels by placing all Assistant and equivalent posts across Central Secretariat Services and Field Offices of Scientific and Operational Ministries and their subordinate departments uniformly in Pay Level-7.**

This step will ensure **fairness, parity, and improved morale among administrative staff**, thereby strengthening the overall functioning of Government departments that provide critical public services.

4. Upgradation of Pay Level of Junior Translation Officer (JTO) in India Meteorological Department

It is respectfully submitted that the post of **Junior Translation Officer (JTO) / Junior Hindi Translator** in the India Meteorological Department (IMD) is presently placed in **Pay Level–6** under the 7th Central Pay Commission. However, there exists a significant disparity in the pay structure of this post across various Ministries and Departments of the Government of India.

The essential qualification prescribed for the post of Junior Translation Officer is **Master's Degree in Hindi or English with Translation as a subject**, or equivalent qualification as per the recruitment rules. The duties performed by the JTO are highly specialized and include translation of **Acts, Rules, Parliamentary material, official documents, manuals, and reports**, as well as assisting in the **implementation, monitoring, and promotion of the Official Language Policy of the Government of India**. The work also involves technical and administrative translation, preparation of bilingual documents, and ensuring compliance with the provisions of the Official Languages Act and related rules.

Historically, the post of **Junior Hindi Translator** existed in the **pre-revised pay scale of ₹6500–10500**. As per the recommendations of the **6th Central Pay Commission**, and subsequent orders issued by the Department of Expenditure, posts in this pay scale were upgraded to **Grade Pay ₹4600 in PB-2** in several Ministries and Departments such as the **Central Drugs Standard Control Organization (CDSCO)** and the **Ministry of Health and Family Welfare**, recognizing the specialized qualifications and responsibilities attached to the post.

However, during the implementation of the **7th Central Pay Commission**, the post of Junior Translation Officer / Junior Hindi Translator in certain departments, including IMD, was placed in **Pay Level–6 (corresponding to Grade Pay ₹4200)**. This placement does not align with the historical pay structure of the post and has created **anomalies and lack of parity** with similar posts in other Ministries and Departments where the equivalent position corresponds to **Grade Pay ₹4600 (Pay Level–7)**.

It is also pertinent to mention that several **judicial pronouncements and administrative decisions** have recognized that posts which were in the pre-revised scale of ₹6500–10500 should correspond to **Grade Pay ₹4600**, and consequently **Pay Level–7** under the 7th Central Pay Commission.

In view of the above facts—

- the higher educational qualification required for the post,
- the specialized and sensitive nature of translation work related to legislation and official policy,
- the historical pay scale of the post, and
- the need to maintain parity with similar posts in other Ministries and Departments—

it is requested that the **pay level of Junior Translation Officer / Junior Hindi Translator in IMD may kindly be upgraded from Pay Level–6 to Pay Level–7** in order to remove the existing anomaly and ensure uniformity across the Government of India.

Such upgradation will not only restore parity with equivalent posts in other departments but will also recognize the professional expertise and responsibilities carried out by the incumbents in promoting and implementing the Official Language Policy of the Government of India.

5. Upgradation of MTS (Non-Industrial) from Level-1 to Level-3 (GP ₹2000) in India Meteorological Department

The post of **Multi-Tasking Staff (MTS – Non-Industrial)** in the India Meteorological Department under the Ministry of Earth Sciences plays a significant and multifaceted role in supporting meteorological operations across the country. At present, these posts are placed in **Pay Level-1 (Grade Pay ₹1800)**, which does not adequately reflect the nature, responsibility, and working conditions associated with their duties.

The hierarchy of MTS (Non Industrial Cadre) in IMD is as follows:

Name of Post	Grade Pay	Entry Level Qualification
Scientific Assistant	4200	5 percent through departmental examination having B.E./B.Tech. qualification. 95 percent Direct Recruitment
Meteorological Observer I	2800	100 percent by promotion
Meteorological Observer II	2400	100 percent by promotion
Meteorological Observer III	2000	100 percent by promotion
MTS (Non Industrial)	1800	X Class-100 percent Direct Recruitment

Unlike the traditional perception of MTS as purely administrative support staff, **MTS (Non-Industrial) in IMD perform a wide range of operational and technical support functions**, especially in field observatories and remote meteorological stations.

Nature of Duties and Responsibilities

1. Support in Meteorological Observations

MTS personnel assist scientific and technical staff in meteorological observations and operational activities which form the basis of weather forecasting and climate monitoring.

2. Work in Remote and Hard Stations

Many MTS employees are posted in **remote locations, high-altitude stations, coastal observatories, and isolated field offices**, where they work under difficult climatic and geographical conditions while ensuring the continuity of meteorological operations.

3. Support in Upper Air Observations

They actively assist in **preparation and filling of hydrogen gas balloons** used for **upper air observations (radiosonde launches)**. These observations are extremely critical for:

- Weather forecasting
- Aviation meteorology

- Cyclone prediction
 - Numerical weather models
4. **Assistance in Data Collection and Instrument Handling**
MTS staff also provide essential support in:
- Collection and handling of meteorological data
 - Assistance in maintaining instruments and observation platforms
 - Supporting observatory operations functioning **24×7 throughout the year**
5. **Operational Support to Scientific Staff**
Their role is not limited to housekeeping or clerical assistance but extends to **direct operational support to scientific and technical personnel**, which contributes to the national weather forecasting system.

Justification for Upgradation

- The nature of work performed by MTS (Non-Industrial) in IMD goes beyond routine multitasking duties and involves operational participation in scientific activities.
- They work in continuous operational environments and harsh field conditions, similar to other technical support cadres.
- The responsibilities entrusted to them have increased with the modernization and expansion of meteorological services.
- Therefore, the existing placement in **Level-1 does not appropriately reflect their contribution and work profile.**

Demand

In view of the above facts, it is strongly recommended that the post of MTS (Non-Industrial) in IMD be upgraded from Pay Level-1 (GP ₹1800) to Pay Level-3 (GP ₹2000). This upgradation would:

- Provide fair recognition of their operational contributions
- Improve morale and motivation among the staff
- Address the disparity between their responsibilities and existing pay level

Name of Post	Grade Pay (7 th CPC)	Entry Level Qualification	Proposed Grade Pay (8 th CPC)
Scientific Assistant	4200	5 percent through departmental examination having B.E./B.Tech. qualification. 95 percent Direct Recruitment	4600 (As demanded earlier)
Meteorological Observer I	2800	100 percent by promotion	4200
Meteorological Observer II	2400	100 percent by promotion	2800
Meteorological Observer III	2000	100 percent by promotion	2400
MTS (Non Industrial)	1800	X Class-100 percent Direct Recruitment	2000

Prayer to the 8th Central Pay Commission

It is therefore **earnestly requested that the 8th Central Pay Commission may kindly consider the upgradation of MTS (Non-Industrial) posts in the India Meteorological Department from **Level-1 to Level-3 (GP ₹2000)** in recognition of their crucial role in supporting meteorological observations and national weather forecasting services.


General Secretary
 Non-Gazetted Staff Union
 India Meteorological Department
 New Delhi

General Secretary
 Non-Gazetted Staff Union
 Gazetted Staff Union Office,
 Open Building, Lodhi Road,
 Bhawan Compound,
 Delhi-110003

Allowances

Subject: Regarding Grant and Rationalization of Allowances for Scientific Assistants and Supporting Staff of the India Meteorological Department

The **India Meteorological Department (IMD)** under the **Ministry of Earth Sciences** is the national authority responsible for Meteorological observations, Aviation meteorology, Weather forecasting, climate services, and early warning of extreme weather events.

Scientific Assistants and other supporting staff working in IMD play a **crucial operational role in maintaining round-the-clock Meteorological services** across the country. These employees are deployed at **Airports, Meteorological observatories, Forecasting centres, Radar stations, and Remote locations**, where they perform highly specialized and operationally critical duties.

Due to the **24×7×365 operational nature of Meteorological services**, employees often work under stressful, hazardous, and emergency conditions. Therefore, it is humbly submitted that the **8th Central Pay Commission** may kindly consider the following proposals regarding allowances and compensatory benefits for IMD staff. The classification of the post as Operational in nature vide MOES order Dated 25th July 2019, must be meaningfully reflected in Pay structure, Leave entitlement, and Compensatory allowances under the 8th Central Pay Commission recommendations

1. Operational, Stress and Risk-Based Allowances

1.1 Operational Allowance

Due to the critical nature of round-the-clock meteorological services provided across the country, the operational staff of the India Meteorological Department (IMD) are continuously engaged in time-bound and mission-critical duties. Their responsibilities directly support various National agencies, including Aviation, Defence, Shipping, Disaster management, and Agriculture.

The Operational environment of IMD personnel is comparable to other Government of India departments where continuous duty, real-time decision-making, and high accountability are essential. In this context, the following references are relevant:

- **Indian Railways**
Running staff and other Operational categories are granted **Running Allowance**, recognizing continuous duty, odd hours, and safety responsibilities.
- **Indian Air Force / Indian Army / Indian Navy**
Operational personnel receive **Flying Allowance, Sea Duty Allowance, and other risk/operational allowances** due to 24×7 readiness and mission-critical roles.

- **Airports Authority of India (Air Traffic Control – ATC)**
ATCOs are granted **ATC Allowance & Rating Allowance**, considering continuous surveillance and safety-critical decision-making.
- **Central Industrial Security Force and other CAPFs**
Personnel receive **Special Duty Allowance / Risk & Hardship Allowance** for continuous operational deployment and high-alert duties.

1.2 Stress Allowance

Scientific Assistants and operational staff posted at Airports and Observatories work under constant pressure to ensure timely and accurate Meteorological data for Aviation Operations.

IMD staff deployed at Airports perform Duties such as:

- Providing **Routine Meteorological Observations (METARs) every 30 minutes to ATC which includes Vital Meteorological Parameters for Flight Operations over the Aerodrome.**
- Issuing **Special weather reports (SPECIs) during rapidly changing weather conditions.**
- Supporting Aviation Operations **round the clock (24×7×365)** especially in adverse Weather Conditions.

These services are delivered in direct operational coordination with the **Airports Authority of India (AAI).**

Since the IMD personnel working at Airports perform duties **equally critical and stressful as AAI Operational Staff**, it is requested that a mechanism for **Stress Allowance** be introduced for IMD personnel deployed at Airports, Observatories, and Maintenance units in the Airports.

1.3 Enhanced Risk Allowance

Certain operational activities in IMD involve **significant safety risks**, particularly the **generation and filling of hydrogen gas for meteorological balloon observations.**

Multi-Tasking Staff (MTS) and technical personnel engaged in hydrogen generation and filling operations are exposed to **flammable gases and hazardous working conditions.**

It is therefore proposed that an **Enhanced Risk Allowance** be granted to such staff in recognition of the hazardous nature of their duties.

1.4 Disaster / Risk Allowance

IMD personnel play a critical role during **natural disasters and extreme weather events**, including:

- Cyclones
- Floods
- Heavy rainfall
- Heat waves

- Severe storms

During such emergencies, employees often work **extended hours beyond their normal duty schedules** to provide real-time meteorological information and early warnings that are crucial for **national disaster management efforts**.

Therefore, it is proposed that a **Disaster / Risk Allowance** be introduced for employees performing selfless operational duties during severe weather events and emergency situations.

Recommendations of 7th Central Pay Commission

- The 7th CPC recognized that **Operational, Stressful, and continuous-duty roles require compensation beyond basic pay**.
 - It rationalized and retained several allowances under categories such as:
 - **Risk & Hardship Matrix**
 - **Special Compensatory Allowances**
 - It emphasized that **job conditions, intensity, and operational environment** should be key determinants for grant of allowances.
-

2. Shift Duty and Holiday Compensation

2.1 National Holiday Allowance

A large number of IMD staff perform **24×7 roster duties**, particularly at **remote Observatories, Aviation Meteorological offices, and Forecasting centres**.

Even on **Gazetted / National Holidays**, these operational services must continue uninterrupted, and employees perform their duties diligently without any additional monetary compensation.

It is therefore requested that a **National Holiday Allowance** may be introduced for employees who perform duty on Gazetted holidays.

2.2 Revision of Overtime Allowance (OTA)

A large number of IMD employees work Overtime due to the **round-the-clock functioning of Meteorological services**. This issue is further augmented by the Opening of new Observational Networks in IMD under **MISSION MAUSAM & UDAN Scheme** along with Shortage of Staff **due to high attrition rates coupled with Retirements in IMD**.

However, the existing Overtime Allowance rates of Rs 18 for Normal days & 24 per hour for Gazetted Holidays for Central Government employees are based on structures evolved around 1998 and have not been meaningfully revised despite multiple Pay Commissions, resulting in severe erosion of their real value. Based on official Government of India data, the total inflation (cost of living increase) from the start of the 5th CPC i.e. 01.01.1996 to the start of the 8th CPC i.e. 01.01.2026 is approximately **521.16%**. This means that, on an average, the cost of the basket of goods used to measure inflation for government employees has increased by more than **six times** over these 30 years.

Origin of Current OTA Structure (≈1998 period)

The **existing OTA rates** for many Central Government industrial/operational categories were last **formulated/revised around the 5th Central Pay Commission era (1996–1998)**.

These rates were:

- Based on **old pay scales**
- Linked to **Basic pay ranges with fixed hourly ceilings**

- **6th Central Pay Commission**

Focus shifted towards:

- Rationalization of allowances
- Reducing dependence on overtime

- **7th Central Pay Commission**

It took a clear policy stance that Overtime duties should be discouraged.

Departments should move toward:

- Fixed allowances
- Better manpower planning

Therefore, no major upward revision of OTA rates was done leading to OTA becoming outdated and negligible in real terms.

The Government trend over the last couple of Central Pay Commissions have been to move away from OTA & Introduce **Operational / Risk / Special Allowances** instead.

Examples:

- Railways → Running Allowance
- Defence → Field / Risk Allowances
- ATC → Specialized allowance

As a result, current OTA rate does not reflect:

- Present economic conditions
- Rising cost of living
- Increased Operational responsibilities

Therefore, it is requested that the **Overtime Allowance rate be revised to a realistic and justified level**, keeping in view the present wage structure, inflation, attrition rates & retirements.

2.3 Expansion of Night Duty Allowance (NDA)

The Staff performing Night Duty is working against the Natural Body cycle of a Human Being, therefore negatively impacting the employees' health over a longer period of time. Currently, **Night Duty Allowance (NDA)** is admissible only to employees whose **Basic Pay is up to ₹43,600**.

However, many employees whose basic pay exceeds this ceiling also perform **regular Night duty under the roster system**. Failure to compensate the staff for their selfless Night duties creates a sense of demoralisation & in-effectiveness in performance of their duties which in turn can be detrimental to the Quality of such critical work being done by them. Miabhoy Tribunal in 1969 and Pay Commissions from 2nd CPC to 7th CPC recommended for NDA for eligible Non-Gazetted employees without prescribing any Ceiling limit of Basic pay for calculation of NDA.

DB Civil Writ Petition No. 8637/2011 & Bombay High Court Case WP No. 3702/2017 also highlighted the issue of Payment of NDA at **revised rates**. **Courts examined inconsistency in Govt policy on NDA across Pay Commissions & Recognized that NDA must align with revised Pay Structures.**

It is therefore requested that:

- **NDA be granted to all the employees performing night duty**, irrespective of pay level.
- For employees with higher pay, **NDA may be calculated by capping the basic pay at ₹43,600**, thereby minimizing additional financial burden on the Government.***
- Indian Railways recently removed the Ceiling limit for entitlement of NDA on 28.07.2022 & instead asked to calculate the NDA for staff drawing Basic more than Rs 43,600 by fixing their basic at the level of Rs 43,600.

2.4 Timely Disbursement of OTA and NDA

At present, there is **no uniform timeline** for the disbursement of **Overtime Allowance (OTA) and Night Duty Allowance (NDA)** across Central Government departments.

This often leads to **significant delays in payment**, causing financial inconvenience to employees who perform additional duties in national interest.

It is therefore requested that the Government issue **clear guidelines prescribing a fixed and time-bound schedule** for the processing and disbursement of OTA and NDA.

3. Cost of Living and Welfare Measures

3.1 Revision of House Rent Allowance (HRA) and Transport Allowance (TA)

Due to rising **urban housing rents and fuel prices**, the present rates of **House Rent Allowance (HRA)** and **Transport Allowance (TA)** require revision.

Economic Survey & NITI Aayog's National Strategy for New India and the Economic Survey 2023-24 regarding "Urban Inflation" and "Rental Housing Stress." Highlights that rents in Bangalore and Mumbai have seen a 20-30% YoY increase, far exceeding the current HRA Caps. Using the Housing Index within the AICPI-IW, which shows that housing is the fastest-growing expenditure component for urban employees.

Employees posted in **metropolitan and major cities** face considerable financial burden in meeting housing and commuting expenses. A new Category namely "X+" for cities like Delhi, Mumbai, Bangalore, and Chennai with HRA fixed at 50% (instead of the current 24% for X cities).

Therefore, it is requested that HRA and TA be **periodically revised in accordance with inflation, rental market trends, and fuel price increases**.***

3.2 Enhancement of Children Education Allowance (CEA)

The cost of education has increased significantly in recent years.

Currently, **Children Education Allowance (CEA)** is admissible only up to **higher secondary education**.

However, considering the importance of professional and technical education, it is proposed that **CEA be extended up to the level of Graduation**, including professional courses such as:

- Engineering (B.Tech.)
- Medical education
- Other professional degree programs

This measure will help support employees in providing quality education to their children.

3.1 Introduction of Mobile Grant & Internet allowance

With the rapid adoption of e-Governance initiatives across the Government of India, particularly through platforms such as e-Office, the nature of official work has undergone a fundamental transformation. Government employees are now required to remain digitally connected beyond traditional office boundaries for efficient discharge of duties.

In this context, it is submitted that:

1. Mobile Grant

A Mobile Grant of ₹50,000 once every three years may be introduced for all Central Government employees. This will enable procurement of High-Quality Smartphones compatible with secure Government applications like E-Office, Parichay, Sandes, SPARROW, e-Sign, Digi locker, IGot etc ensuring seamless access to official communication, file movement, digital approvals & self-learning with assessments.

2. Internet Allowance

An Internet Allowance of Rs 1000 per month may be extended to all employees utilizing e-Office and other digital platforms, irrespective of cadre or level. Continuous internet connectivity has become an essential requirement for:

- Real-time processing of files
- Virtual meetings and coordination
- Access to government portals and data systems

Conclusion

The employees of the **India Meteorological Department** play an essential role in ensuring **aviation safety, disaster preparedness, weather forecasting, and climate services for the nation**.

Their duties involve **round-the-clock operations, hazardous tasks, and work in stressful environments**, often in remote locations.

In view of these operational realities, it is humbly requested that the **8th Central Pay Commission** may kindly consider the above proposals for the **introduction and rationalization of allowances for IMD**

employees, which would greatly enhance employee welfare, motivation, and operational efficiency in the national interest.


General Secretary
IMD, Non-Gazetted Staff Union
Center Building, Lodhi Road,
Mausam Bhawan Compound,
New Delhi 110003
General Secretary
Non-Gazetted Staff Union
India Meteorological Department
New Delhi

Leaves

Improvement in Leave Provisions for Scientific Support Staff in India Meteorological Department (IMD), Ministry of Earth Sciences

1. Background

The Scientific Support Staff working in the India Meteorological Department under the Ministry of Earth Sciences form the backbone of operational meteorological services in the country. These employees are responsible for critical tasks such as collection of meteorological data, aviation meteorological observations, maintenance of instruments, and operational support to forecasting services.

The work performed by these staff members is highly demanding and operational in nature. Observatories, aviation meteorological offices, radar stations, and forecasting centres operate **24 hours a day, 7 days a week, and 365 days a year**. Scientific Assistants and other scientific support staff work in **rotational shifts including night duties, weekends, and holidays** to ensure uninterrupted meteorological services for Aviation, Shipping & Maritime Disaster management and Public weather services.

Considering the increasing workload, operational stress, and the need for better work-life balance, certain improvements in the leave provisions are necessary for the scientific and technical staff working in such operational environments.

2. Increase of Casual Leave from 8 to 12 Days

Present Position

At present, Central Government employees are entitled to **8 days of Casual Leave (CL) per year**, which has remained unchanged for several decades. On 15th June 1998, it was mentioned in Point no. 4 that **CL for Maintenance/Operational Staff** should be reduced to 10 CL's from 15 CL's (*File No.28016/3/98-Estt(A)*).

As per the DGM HQ Circular Dtd 25th July 2019, the Competent Authority recognised certain categories of posts as Operational Staff & Industrial Staff for withdrawal of OTA. So, in accordance to both the above circulars, CL should have been increased from 8 CL to 10 CL at least.

(DGM UOR No. E(2)109(6th CPC)/Allowance)

Issues

With the expansion of responsibilities and operational workload, especially in departments functioning in a **continuous operational mode**, the current limit of 8 days is often insufficient. Employees working in shift-based systems face difficulty in managing urgent personal matters, family responsibilities, and unforeseen circumstances within this limited provision. Psychological and social loss of holidays also cannot be ignored.

Demand / Proposal

It is proposed that:

- **Casual Leave entitlement may be enhanced from 8 days to 12 days per year** for employees working in scientific and operational ministries and their subordinate departments.

Justification

- Scientific support staff frequently work in **rotational shifts including nights and holidays**.
 - The workload and operational pressure have increased significantly over the years.
 - Increasing CL will provide necessary flexibility without affecting productivity or operational efficiency.
-

3. Enhancement in Number of Spells for Child Care Leave (CCL)

Present Position

Under existing rules, **Child Care Leave (CCL)** can be availed in a **maximum of 3 spells in a calendar year**.

Issues

The restriction of only three spells creates practical difficulties for employees due to:

- school academic schedules,
- examinations and educational needs of children,
- medical requirements, and
- other developmental needs of children.

This limitation particularly affects **women employees and single parents**, who often need flexibility in managing childcare responsibilities.

Demand / Proposal

It is proposed that:

- **The permissible number of spells for availing Child Care Leave may be increased from 3 spells to 4 spells per year.**

Justification

- This enhancement will allow employees to better manage childcare responsibilities.
 - It will ensure a more **practical and compassionate implementation of the CCL policy.**
 - The proposal will not significantly impact administrative functioning while improving employee welfare.
-

4. Guaranteed Grant of Compensatory Off (C. Off) for Extra Duties

Present Position

Scientific support staff often perform duties on **holidays, weekly offs, and beyond normal duty hours** during operational requirements. However, there is no uniform and clearly implemented policy ensuring the grant of **Compensatory Off (C. Off)** across all offices.

Issues

Due to the absence of clear and uniform guidelines, the grant of C. Off varies between offices, leading to inconsistency and dissatisfaction among employees.

Demand / Proposal

It is proposed that:

- **Compensatory Off should be guaranteed for employees performing duties on holidays, weekly offs, or beyond prescribed working hours.**
- **A uniform policy and clear guidelines should be framed by the Department of Personnel and Training regarding eligibility, approval procedures, and the time limit for availing Compensatory Off.**

Justification

- Employees in operational departments like the India Meteorological Department frequently perform emergency duties during cyclones, extreme weather events, and disaster situations.
 - Recognizing these additional efforts through a structured compensatory leave policy will improve morale and encourage efficient service.
-

5. Conclusion

The scientific support staff of the India Meteorological Department play a vital role in providing **continuous meteorological observations, aviation weather services, and disaster early warning systems** that are crucial for national safety and economic activities.

In view of the **round-the-clock operational nature of their duties**, it is requested that the **8th Central Pay Commission** may kindly consider the following proposals:

1. **Enhancement of Casual Leave from 8 days to 12 days per year.**
2. **Increase in the permissible number of spells of Child Care Leave from 3 to 4 per year.**
3. **Guaranteed grant of Compensatory Off for extra duties with a clear policy framed by the Department of Personnel and Training.**

These measures will significantly contribute to **employee welfare, improved morale, and better work-life balance**, ultimately strengthening the efficiency and reliability of meteorological services provided to the nation.


General Secretary
IMD, Non-Gazetted Staff Union
Non-Gazetted Staff Union Office,
Centre Building, Lodhi Road,
Mausam Bhawan, New Delhi,
New Delhi-110003
Non-Gazetted Staff Union
India Meteorological Department
New Delhi

Miscellaneous Demands

1. Restoration of Old Pension Scheme (OPS)

For ensuring adequate social security and financial stability of Central Government employees recruited on or after **01.01.2004**, it is requested that the **Old Pension Scheme (OPS)** be restored.

The existing **New Pension Scheme (NPS)** or the proposed **Unified Pension Scheme (UPS)** does not provide the same level of assured retirement benefits and financial protection as the OPS. Employees covered under NPS remain exposed to market-linked uncertainties and lack guaranteed pension security.

Considering the long-term welfare of government employees who dedicate their entire career to public service, it is requested that **OPS be restored for employees recruited on or after 01.01.2004**, or an equivalent guaranteed pension system be introduced that ensures financial dignity after retirement.

2. Revision of Pension for Pre-01.01.2026 Pensioners

It is requested that the pension of all Central Government pensioners who retired **prior to 01.01.2026** be comprehensively revised.

The revision should include:

- Enhancement of **Basic Pension and Family Pension**
- Revision of **Death-cum-Retirement Gratuity (DCRG)**
- Improvement in **Commutation Benefits**
- Rationalization of other retirement benefits

Such revision is necessary to maintain parity between past and future pensioners and to ensure that retired employees receive adequate financial support in view of rising living costs.

3. Transparent Transfer Policy

In Scientific and Operational Ministries with **All-India service liability**, employees are frequently transferred to different stations including remote and difficult areas.

It is therefore requested that:

- A **transparent, fair, and employee-friendly Transfer Policy** be framed.
- The policy should be prepared **in consultation with recognized staff unions and stakeholders**.
- A **periodically updated list of hard/remote stations** should be maintained to ensure equitable rotation and fairness.
- Adequate tenure norms should be defined for both normal and hard stations.

Such a policy will ensure transparency, reduce grievances, and improve administrative efficiency.

4. Strict Implementation of AEBAS Biometric Attendance – Request for Exemption for Roster-Based Operational Staff

As per DoPT Order F. No. 11013/13/2023-Pers. Policy-A.III dated 15.06.2024, strict implementation of the Aadhaar Enabled Biometric Attendance System (AEBAS) has been mandated across government offices.

However, employees engaged in 24×7 **roster-based operational duties**, particularly in departments like the India Meteorological Department and similar scientific services, face practical difficulties in complying with standard biometric attendance procedures due to rotating shifts and operational requirements.

Further, the **National Informatics Centre (NIC)** has clarified that the present biometric system has been designed mainly for **general duty staff** and not specifically for **shift/roster-based operational personnel**.

In view of the above, it is requested that:

- **Roster-based operational staff be exempted from AEBAS** until a suitable system is developed.
 - Alternatively, a **modified biometric attendance system compatible with shift duty** be introduced.
 - It should also be ensured that the implementation of AEBAS **does not adversely affect the calculation of Overtime Allowance (OTA), Night Duty Allowance (NDA), and other operational duty entitlements**.
-

5. Promotion Policy and Reforms in MACP Scheme

(a) Timely Promotions and Protection from Administrative Delays

In many government departments, promotions are often delayed due to:

- Court cases
- Administrative delays
- Non-conduct of timely **Departmental Promotion Committees (DPCs)**

These delays result in **financial loss and career stagnation** for eligible employees.

It is therefore requested that promotions be granted **retrospectively from the date of occurrence of vacancy**, similar to the principle followed in the **MACP Scheme**, so that employees do not suffer monetary loss or service disadvantages due to procedural delays.

(b) Enhancement of MACP from 3 to 4 Financial Upgradations

In several departments, including scientific and operational organizations, **promotional avenues are limited** and hierarchical structures are narrow. Consequently, employees remain in the same grade for long periods without career progression.

To address this issue, it is requested that:

- The existing **3 financial upgradations under MACP** be increased to **4 financial upgradations** during the entire service period.

The proposed structure may be:

- **1st Upgradation – after 08 years of service**
- **2nd Upgradation – after 16 years of service**
- **3rd Upgradation – after 24 years of service**
- **4th Upgradation – after 32 years of service**

Alternatively, the upgradation may be granted after **08 years of continuous service in the same Pay Level**, whichever is earlier.

This reform will ensure fair financial progression for employees whose promotions are restricted due to structural limitations.

6. Medical Facilities (CSMA Rules and CGHS)

The health and well-being of employees and their families are of paramount importance.

It is therefore requested that:

- **Cashless medical facilities be extended to all serving Central Government employees.**
- **The number of CGHS dispensaries and empanelled hospitals be increased**, especially in cities where employees currently face difficulties accessing medical facilities.
- Coverage and reimbursement procedures under **CS(MA) Rules and CGHS** be simplified and expanded.

This will significantly improve healthcare accessibility and financial security for employees.

7. Travelling Allowance (TA) on Tour

There is persistent confusion regarding the entitlement of **Daily Travel Allowance (DTA)** during official tours.

In several cases, audit authorities raise objections stating that the **TA component already included in monthly salary replaces the entitlement of DTA**, leading to denial of legitimate claims.

It is therefore requested that the **8th Central Pay Commission clearly define and clarify the entitlement of DTA on tour**, ensuring that employees performing official duties outside headquarters receive their full and legitimate allowances without ambiguity.

8. Date of Effect of Pay Commission Recommendations

It is requested that the recommendations of the **8th Central Pay Commission** be made **effective from 1 January 2026**.

In case of any delay in implementation, it is further requested that **full arrears be paid from the due date**, so that employees do not suffer financial loss due to administrative delays.

9. Revision of Fitment Factor

The present pay structure requires substantial revision to match current economic realities. It is requested that the **Fitment Factor be enhanced up to 3.833** while revising the pay structure under the 8th CPC.

Such enhancement would ensure a realistic increase in basic pay and maintain the purchasing power of government employees in view of inflation and rising living costs.

10. Increase in Annual Increment

At present, the annual increment rate is **3%**, which is insufficient to provide meaningful long-term financial growth.

Increments should be higher during the early and mid-career stages, when employees face major financial responsibilities such as housing, education, and family expenses.

It is therefore requested that the **annual increment be increased to 6%** to ensure steady career-long financial progression and to maintain employee motivation and morale.

11. Addition of new category of X+ Cities for grant of HRA

Employees posted in **metropolitan and major cities** face considerable financial burden in meeting housing and commuting expenses. A new Category namely “X+” for cities like Delhi, Mumbai, Bangalore, and Chennai with HRA fixed at 50% (instead of the current 24% for X cities).

12. Revision of DA as per new CPI calculations

Starting from **January 2026** (with data first released in February 2026), India’s Ministry of Statistics and Programme Implementation (MoSPI) introduced a new Consumer Price Index (CPI) series with a revised base year of **2024=100**, replacing the old 2012 base series. It highlights Food Inflation (CFPI) of 2.13% & Housing Inflation at 2.05% which cover nearly 56% of the total expenses.

Historical comparison is limited since this is the first release under the new base. A linking factor has been provided to compute backward-compatible index values up to 2013.

Therefore, the revision of DA rates must take place in view of the above components.

13. Expansion of Family Unit Definition

Under the current pay and allowance calculations, the family unit is generally limited to **three members**. However, in Indian social conditions, employees often support dependent parents as well.

Therefore, it is requested that the **family unit be expanded from 3 to 5 members**, including dependent parents. This revision would reflect the real financial responsibilities of employees and could result in an estimated **66% improvement in basic pay calculations**.

14. Enhancement of Medical Allowance

Healthcare expenses have increased drastically over the years, especially for employees posted in **non-CGHS areas**.

It is therefore requested that the **Fixed Medical Allowance (FMA) be increased from ₹1,000 to ₹20,000 per month** for employees and pensioners residing in non-CGHS locations to ensure adequate medical support.

15. Cash Option for Leave Travel Concession (LTC)

Many employees are unable to avail LTC due to operational duties, workload, or personal constraints.

Hence, it is requested that a **cash option for LTC** be provided so that employees who cannot undertake travel may still benefit from the provision.

16. Enhancement of Leave Encashment Limit

The present limit of **300 days of leave encashment at the time of retirement** has remained unchanged for a long time.

Considering the longer service periods and increased workload, it is requested that the **leave encashment ceiling be enhanced from 300 days to 400 days**.

Therefore, it is strongly requested that the **Old Pension Scheme (OPS) be restored by replacing NPS/UPS**, ensuring assured pension, financial stability, and social security for employees after retirement.

Conclusion

In view of the above, it is humbly requested that the **8th Central Pay Commission** kindly consider these demands sympathetically while formulating its recommendations. These measures will significantly improve the financial stability, social security, and overall welfare of Central Government employees and pensioners.

Such reforms will also enhance employee motivation, productivity, and efficiency in delivering public services across the country.


General Secretary
IMD, Non-Gazetted Staff Union
Non-Gazetted Staff Union Office,
Canteen Building, Lodhi Road,
Mausam Bhawan Compound,
New Delhi
General Secretary
Non-Gazetted Staff Union
India Meteorological Department
New Delhi