

4th, 5th and 6th CPC Pay scales and corresponding grade pay

Following table showing 4th Central Pay Commission (CPC) Pay scale corresponding to revised 5th CPC post/grade & pay scale and corresponding to 6th CPC pay band & grade pay:-

SL. NO	4th CPC Pay scale w. e. f. 1.1.1986	5th CPC Post/Grade and Pay scale w. e. f. 1.1.1996		6th Central Pay Commission w. e. f. 1.1.2006 Corresponding		
		GRADE	SCALE	Name of Pay Band/Scale	Pay Bands/ Scale	Grade Pay
1	750-12-870-14-940	S-1	2550-55-2660-60-3200	-1S	4440-7440	1300
2	775-12-871-12-1025	S-2	2610-60-3150-65-3540	-1S	4440-7440	1400
3	775-12871-14-955-15-1030-20-1150	S-2A	2610-60-2910-65-3300-70-4000	-1S	4440-7440	1600
	800-15-1010-20-1150	S-3	2650-65-3300-70-4000	-1S	4440-7440	1650
5	825-15-900-20-1200	S-4	2750-70-3800-75-4400	PB-1	5200-20200	1800
6	950-20-1150-25-1400/950-20-1150-25-1500/1150-25-1500	S-5	3050-75-3950-80-4590	PB-1	5200-20200	1900
7	975-25-1150-30-1540/975-25-1150-30-1660	S-6	3200-85-4900	PB-1	5200-20200	2000
8	1200-30-1440-30-1800/1200-30-1560-40-2040/1320-30-1560-40-2040	S-7	4000-100-6000	PB-1	5200-20200	2400
9	1350-30-1440-40-1800-50-2200/1400-40-1800-50-2300	S-8	4500-125-7000	PB-1	5200-20200	2800
	1400-40-1600-50-2300-60-2600/1600-50-2300-60-2660	S-9	5000-150-8000	PB-2	9300-34800	4200
11	1640-60-2600-75-2900	S-10	5500-175-9000	PB-2	9300-34800	4200
12	2000-60-2120	S-11	6500-200-6900	PB-2	9300-34800	4200
13	2000-60-2300-75-3200/2000-60-2300-75-3200-3500	S-12	6500-200-10500	PB-2	9300-34800	4200
14	2375-75-3200-100-3500 / 2375-75-3200-100-3500-125-3750	S-13	7450-225-11500	PB-2	9300-34800	4600
15	2500-4000	S-14	7500-250-12000	PB-2	9300-34800	4800
16	2200-75-2800-100-	S-15	8000-275-13500	PB-2	9300-34800	5400

	4000/2300-100-2800					
17	2200-75-2800-100-4000	NEW SCALE	8000-275-13500 (Group A Entry)	PB-3	15600-39100	5400
18	2630/- FIXED	S-16	9000	PB-3	15600-39100	5400
19	2630-75-2780	S-17	9000-275-9550	PB-3	15600-39100	5400
20	3150-100-3350	S-18	10325-325-10975	PB-3	15600-39100	6600
21	3000-125-3625/3000-100-3500-125-4500 / 3000-100-3500-125-5000	S-19	10000-325-15200	PB-3	15600-39100	6600
22	3200-100-3700-125-4700	S-20	10650-325-15850	PB-3	15600-39100	6600
23	3700-150-4450/3700-125-4700-150-5000	S-21	12000-375-16500	PB-3	15600-39100	7600
24	3950-125-4700-150-5000	S-22	12750-375-16500	PB-3	15600-39100	7600
25	3700-125-4950-150-5700	S-23	12000-375-18000	PB-3	15600-39100	7600
26	4100-125-4850-150-5300/4500-150-5700	S-24	14300-400-18300	PB-4	37400-67000	8700
27	4800-150-5700	S-25	15100-400-18300	PB-4	37400-67000	8700
28	5100-150-5700/5100-150-6150/5100-150-5700-200-6300	S-26	16400-450-20000	PB-4	37400-67000	8900
29	5100-150-6300-200-6700	S-27	16400-450-20900	PB-4	37400-67000	8900
30	4500-150-5700-200-7300	S-28	14300-450-22400	PB-4	37400-67000	10000
31	5900-200-6700/5900-200-7300	S-29	18400-500-22400	PB-4	37400-67000	10000
32	7300-100-7600	S-30	22400-525-24500	PB-4	37400-67000	12000
33	7300-200-7500-250-8000	S-31	22400-600-26000	HAG+SCALE	75500-80000	NIL
34	7600/-FIXED / 7600-100-8000	S-32	24050-650-26000	HAG+SCALE	75500-80000	NIL
35	8000/- FIXED	S-33	26000(FIXED)	APEX SCALE	80000(FIXED)	NIL
36	9000/- FIXED	S-34	30000(FIXED)	CAB. SEC.	90000(FIXED)	NIL

Annexure - 'B'

III PAY COMMISSION VS IV PAY COMMISSION GROUP D,C and B			
S.N	III PAY COMMISSION PAY SCALES	IV PAY COMMISSION PAY SCALE	INCREASE(X) TIMES
1	a) 196-3-220-EB-3-232	750-12-870-EB-14- 940	3.8
	b) 200-3-212-4-232-EB-4-240(SG)		
2	a) 200-3-212-4-232-EB-4-240	775-12-955-EB-14-1025	3.8
	b) 200-3-206-4-234-EB-4-250		
3	a).210-4-250-EB-5-270	800-15-1010-EB-20-1150	3.8
	b) 210-4-226-EB-4-250-EB-5290		
4	225-5-260-6-EB-6-308	825-15-900-EB-20-1200	3.7
5	260-326-EB-8-350	950-20-1150-EB-25-1400	3.7
6	a) 290-6-326-EB-8-350	950-20-1150-EB-25-1500	3.4
	b) 260-6-290-EB-6-326-8-366-EB-8-390-10-400		
7	260-8-300-EB-8-340-10-380-EB-10-430	975-25-1150-EB-30-1540	3.7
8	330-8-370-10-400-EB-10-480	1200-30-1440-EB-30-180	3.6
9	a) 330-10-380-EB-12-500-EB-15-560	1200-30-1560-EB-40-2040	3.6
10	a) 380-12-500-15-530	1320-30-1560-EB-40-2040	3.5
	b) 380-12-500-EB-15-560		
11	a)380-12-440-EB-14-560-EB-20-640	1350-30-1440-40-1800-EB-50-2200	3.5
	b) 425-15-530-EB-15-560-20-600		
12	a) 425-15-560-EB-20-640	1400-40-1800-EB-50-2300	3.3
	b) 425-15-500-EB-15-560-20-700		
	c) 455-15-560-20-700		
13	a) 425-15-500-EB-15-560-20-640-EB-20-700-25-750	1400-40-1600-50-2300-EB-60-2600	3.3
	b) 425-15-500-EB-15-560-20-700-EB-25-800		
	c) 470-15-530-EB-20650-EB-25-750		
14	a) 550-20-650-25750	1600-50-2300-EB-60-2660	2.9
	b) 550-20-650-25-800		
15	a) 500-20-700-EB-25-900	1640-60-2600-EB-75-2900	3.1
	b) 550-25-750-EB-30-900		
16	a) 650-30-74035-800-EB-40-960	2000-60-2300-EB-75-3200	2.8
	b) 650-30-740-35-880-EB-40-1040		
	c) 700-30-760-35-900		
	d) 775-35-880-40-1000		
17	650-30-740-35-810-EB-880-40-1000-EB-40-1200	2000-60-2300-EB-75-3200-100-3500	3
18	a) 840-40-1040	2375-75-3200-EB-100-3500	2.8

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	b) 840-40-1000-EB-40-1200		
19	a) 650-30-740-35-880-EB-40-1040	2000-60-2300-EB-3200-100-3500	3
	b) 650-30-740-35-810-EB-35-880-40-1000-EB-40-1200		

Annexure 'C'

IV CPC PAY SCALES VS V CPC PAY SCALES				
FOURTH PAY COMMISSION PAY SCALES		FIFTH PAY COMMISSION PAY SCALES		INCREASE X TIMES
1	750-12-870-14-940	S-1	2550-55-2660-60-3200	3.4
2	775-12-871-14-1025	S-2	2610-60-3150-65-3540	3.3
3	800-15-1010-20-1150	S-3	2650-65-3300-70-4000	3.3
4	825-15-900-20-1200	S-4	2750-70-3800-75-4400	3.3
5	950-20-1150-25-1400 950-20-1150-25-1500 1150-25-1500	S-5	3050-75-3950-80-4590	3.2
6	975-25-1150-30-1540 975-25-1150-30-1660	S-6	3200-85-4900	3.3
7	1200-30-1440-30-1800 1200-30-1560-40-2040 1320-30-1560-40-2040	S-7	4000-100-6000	3.3
8	1350-30-1440-40-1800-50-2200 1400-40-1800-50-2300	S-8	4500-125-7000	3.3
9	1400-40-1600-50-2300-60-2600 1600-50-2300-60-2660	S-9	5000-150-8000	3.5
10	1640-60-2600-75-2900	S-10	5500-175-9000	3.35
11	2000-60-2120	S-11	6500-200-6900	3.25
12	2000-60-2300-75-3200 2000-60-2300-75-3200-3500	S-12	6500-200-10500	3.25
13	2375-75-3200-100-3500 2375-75-3200-100-3500-125-3750	S-13	7450-225-11500	3.13
14	2500-4000 (proposed new pre-revised scale)	S-14	7500-250-12000	3
15	2200-75-2800-100-4000 2300-100-2800	S-15	8000-275-13500	3.5
16	2630/- FIXED	S-16	9000/- FIXED	3.42
17	2630-75-2780	S-17	9000-275-9550	3.42
18	3150-100-3350	S-18	10325-325-10975	3.2
19	3000-125-3625 3000-100-3500-125-4500 3000-100-3500-125-5000	S-19	10000-325-15200	3.3
20	3200-100-3700-125-4700	S-20	10650-325-15850	3.32
21	3700-150-4450 3700-125-4700-150-5000	S-21	12000-375-16500	3.24
22	3950-125-4700-150-5000	S-22	12750-375-16500	3.22
23	3700-125-4950-150-5700	S-23	12000-375-18000	3.24
24	4100-125-4850-150-5300 4500-150-5700	S-24	14300-400-18300	3.4
25	4800-150-5700	S-25	15100-400-18300	3.1
26	5100-150-5700 5100-150-6150 5100-150-5700-200-6300	S-26	16400-450-20000	3.2
27	5100-150-6300-200-6700	S-27	16400-450-20900	3.2
28	4500-150-5700-200-7300	S-28	14300-450-22400	3.1
29	5900-200-6700 5900-200-7300	S-29	18400-500-22400	3.1
30	7300-100-7600	S-30	22400-525-24500	3

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31	7300-200-7500-250-8000	S-31	22400-600-26000	3
32	7600/- FIXED7600-100-8000	S-32	24050-650-26000	3.1
33	8000/- FIXED	S-33	26000/- FIXED	3.2
34	9000/- FIXED	S-34	30000/- FIXED	3.3

SIXTH CPC PAY STRUCTURE				PROJECTED PAY STRUCTURE FOR NEXT (VII) PAY COMMISSION		
Name of Pay Band/ Scale	Corresponding Pay Bands	Corresponding Grade Pay	Entry Grade +band pay	Projected entry level pay using uniform multiplying factor ' 3'		
				Band Pay	Grade Pay	Entry Pay
PB-1	5200-20200	1800	7000	15600-60600	5400	21000
PB-1	5200-20200	1900	7730	15600-60600	5700	23190
PB-1	5200-20200	2000	8460	15600-60600	6000	25380
PB-1	5200-20200	2400	9910	15600-60600	7200	29730
PB-1	5200-20200	2800	11360	15600-60600	8400	34080
PB-2	9300-34800	4200	13500	29900-104400	12600	40500
PB-2	9300-34800	4600	17140	29900-104400	13800	51420
PB-2	9300-34800	4800	18150	29900-104400	14400	54450
PB-3	15600-39100	5400	21000	29900-104400	16200	63000
PB-3	15600-39100	6600	25530	46800-117300	19800	76590
PB-3	15600-39100	7600	29500	46800-117300	22800	88500
PB-4	37400-67000	8700	46100	112200-20100	26100	138300
PB-4	37400-67000	8900	49100	112200-20100	26700	147300
PB-4	37400-67000	10000	53000	112200-20100	30000	159000
HAG	67000- (ann increment @ 3%) - 79000	Nil				201000
HAG+ Scale	75500- (ann increment @ 3%) - 80000	Nil				226500
Apex Scale	80000 (Fixed)	Nil				240000
Cab. Sec.	90000 (Fixed)	Nil				270000

Ministry of Earth Sciences**Introduction**

7.12.1 The Ministry of Earth Sciences was created in 2006 by merging Department of Ocean Development with Indian Meteorological Department (IMD); National Centre for Medium Range Weather Forecasting (NCMRWF); Indian Institute of Tropical Meteorology (IITM), Pune and Earthquake Risk Evaluation Centre (EREC). The Ministry's mandate is to look after Atmospheric Sciences, Ocean Science & Technology and Seismology in an integrated manner. Group-wise distribution of posts in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	538	400
B	2612	2325
C	3351	2317
D	2165	1660
Total	8666	6702

Indian Meteorological Department

7.12.2 Indian Meteorological Department was established in 1875. The current area of activities includes Aviation Meteorology, Agriculture Meteorology, Satellite Meteorology, Ocean Meteorology, Hydrology, Seismology, Earthquake Risk Evaluation, Positional Astronomy and related fields.

Demands-Assistants

7.12.3 Parity of Assistants in field organisations with those in Central Secretariat Service has been demanded. The Commission has already considered this issue in Chapter 3.1. The recommendations contained therein shall apply in this case as well.

Scientific/Technological posts

7.12.4 Higher pay scales have been demanded for various scientific/technological posts in Indian Meteorological Department. No anomaly exists in the extant pay scales of these posts. **The posts categorized as scientific staff shall, in any case, be governed by the recommendations made in Chapter 3.5.**

reform to be introduced at this stage. We are, therefore, hesitant to recommend this measure, though this could be a reform to be considered by Government in future, may be initially on an experimental basis.

Split Hours of Duty

118.8 While the introduction of flexible working hours in government offices may be somewhat premature at this stage, we are of the view that it would be essential to introduce staggered or split hours of duty in those offices and establishments which deal with the public so as to improve the services provided by them. For instance, an office responsible for collection of electricity charges could function for two distinct periods in a day, in the morning as well as in the evening, by deploying the existing staff in two shifts instead of one. Similarly, dispensaries and hospitals, banks, shopping centres, etc. could observe split timings, say from 7 to 11 a.m. and 5 to 8 p.m. This would ensure that employees do not utilise their normal working hours to attend to their personal work, and can thereby lead to a more efficient functioning of government establishments. Such of those employees as are required to perform split duties could be paid a split duty allowance.

Punctuality in Government Offices

118.9 Any discussion of hours of work would obviously be incomplete without considering measures to improve punctuality in government offices, which is unfortunately honoured more in the breach than in observance. It is needless to emphasize that punctuality in government offices would need to be enforced scrupulously. While it is expected that the introduction of split timings in certain establishments recommended by us in the preceding paragraph would enable employees to observe the prescribed hours of duty, we would also commend the introduction of the Microprocessor-based Card Attendance System in all government offices, to be followed, without exception, by all, including the Cabinet Secretary, as in other countries. In Malaysia, all the Ministers including the Prime Minister, have also voluntarily accepted this position.

OVERTIME ALLOWANCE

Introduction

118.10 Presently, non-gazetted employees in receipt of a monthly basic pay not exceeding Rs.2,200 are entitled to overtime allowance for performing duties beyond the designated working hours, subject to the monetary ceilings and other conditions prescribed in this regard. Payment of overtime allowance to the industrial employees in government is regulated in terms of the provisions of the Factories Act, 1948, or the Minimum Wages Rules, 1950.

Review of System

118.11 The Third and Fourth CPCs had held the view that the system of payment of overtime allowance in government offices was not satisfactory and conducive to efficiency in administration and had recommended its discontinuance. This has, however, not been done. Though certain instructions were issued by the Ministry of Finance in April 1991 aimed at restricting expenditure on this account, there has unfortunately been no perceptible improvement in the situation. We are concerned to note that expenditure on overtime allowance has, in fact, been consistently increasing by 6 to 10 per cent annually. One of the main reasons cited in support of the necessity to continue the practice is that there has been a considerable increase in workload because of economic and other developmental

activities without a corresponding increase in manpower resources. It has also been argued that the deployment of the existing staff on overtime is a more economical proposition than the creation of additional posts to cater to the increased workload.

Our Recommendations

118.12 These arguments are, however, not very convincing. The general perception is that government departments are already overstaffed, their productivity is low and accountability is virtually non-existent. Besides, economic liberalisation and the attendant reforms in government's functioning should logically result in a reduction in manpower requirements. The actual implementation of developmental schemes is also largely the responsibility of State Governments and the Central Government has only a limited role. Many of the State Governments like Assam, Gujarat, Himachal Pradesh, Karnataka, Manipur, Mizoram and Rajasthan do not pay any overtime allowance to their employees. The allowance is also confined only to the employees governed by the Factories Act in Jammu and Kashmir, Madhya Pradesh, Meghalaya and Tripura. Elsewhere in this report, we have also recommended measures for rightsizing the government machinery.

118.13 In the circumstances, we are of the view that there is no justification for the continued payment of overtime allowance in the Central Government offices and we recommend its discontinuance. In lieu of cash compensation in the form of overtime allowance, staff deployed on weekly off days may be entitled only to compensatory leave. Staff car drivers, operational staff and industrial employees may, however, continue to be governed by the existing rules and instructions on the subject.

118.14 Presently, honorarium is paid to employees as compensation for overstaying during periods of unusual activity or attributable to unforeseen circumstances. This should instead be paid only when the employees are entrusted with duties of a purely occasional nature. Under no circumstances should any honorarium be paid for performing any functions that are legitimately part of one's defined duties and responsibilities.

HOLIDAY

Reduction in Closed Holidays

118.15 Presently, administrative offices of the Government of India observe seventeen closed holidays annually, including the three national holidays on January 26, August 15 and October 2. In addition, Central Government employees are also entitled to avail themselves of two restricted holidays of their choice out of a list notified for the purpose. We have received numerous memoranda from enlightened intellectuals decrying the frequent closure of government offices. The widespread view that a surfeit of holidays has had an adverse impact on the productivity of government departments is gaining ground. It has therefore been suggested that the number of holidays be drastically reduced.

118.16 We find that the observance of a five-day week, combined with a large number of closed and restricted holidays, has resulted in government offices being functional only for about 242 days in a year. Besides, the leave entitlements of Central Government employees in the form of casual, earned and half pay leave, extraordinary leave, study leave, etc. are also substantial, which further restrict the effective working days of individual employees.

Over Time Allowance and Bonus

Over Time Allowance

4.4.1 Prior to Fifth Central Pay Commission, all non-gazetted employees in receipt of monthly basic pay of upto Rs.2200 were entitled to Over Time Allowance for performing duties beyond the designated working hours. The Fifth Pay Commission had recommended abolition of Over Time Allowance for all categories except the Staff Car Driver, operational staff and industrial employees. The Pay Commission had also recommended that the staff deployed on weekly off days should be given a compensatory leave rather than any cash compensation in the form of OTA or otherwise. The recommendations of the Fifth CPC were, however, not accepted and status-quo was maintained with notional pay admissible in pre-revised (Fourth Central Pay Commission) pay scales being taken into account for this purpose.

Recommendations

4.4.2 The emphasis of this Report is to herald a proper work culture and result orientation in all the Government offices with increased productivity and efficiency being rewarded in the form of Performance Related Incentive Scheme (PRIS) that will be payable as an extra component over and above the salary. In such a scenario, continued payment of Over Time Allowance will be totally without any justification. **The Commission, accordingly, recommends abolition of compensation in the form of Over Time Allowance or any other similar allowance to any of the Central Government employees except those belonging to the categories of operational staff and industrial employees governed by statute. The categories of operational staff and industrial employees who are governed by statutory provisions will need to be paid this allowance in accordance with the extant rules and instructions because payment of this allowance in their case is a statutory requirement.**

4.4.3 In regard to bonus, the Terms of Reference of the Commission are as follows:-

"F.To make recommendations with respect to the general principles, financial parameters and conditions which should

Facts of the case

Mandate of IMD:-

- To take meteorological observations and to provide current and forecast meteorological information for optimum operation of weather-sensitive activities like agriculture, irrigation, shipping, aviation, offshore oil explorations, etc.
- To warn against severe weather phenomena like tropical cyclones, norwesters, duststorms, heavy rains and snow, cold and heat waves, etc., which cause destruction of life and property.
- To provide meteorological statistics required for agriculture, water resource management, industries, oil exploration and other nation-building activities.
- To conduct and promote research in meteorology and allied disciplines.
- To detect and locate earthquakes and to evaluate seismicity in different parts of the country for development projects.

Organisational Structure:-

IMD is department under Ministry of Earth Sciences (MoES). The Director General of Meteorology is the Head of the India Meteorological Department, with headquarters at New Delhi. There are 4 Additional Directors General at New Delhi and 1 at Pune. There are 20 Deputy Directors General of whom 10 are at New Delhi.

For the convenience of administrative and technical control, there are 6 Regional Meteorological Centres, each under a Deputy Director General with headquarters at Mumbai, Chennai, New Delhi, Calcutta, Nagpur and Guwahati. Under the administrative control of Deputy Director General, there are different types of operational units such as Meteorological Centres at state capitals, Forecasting Offices, Agrometeorological Advisory Service Centres, Flood Meteorological Offices, Area Cyclone Warning Centres and Cyclone Warning Centres.

In addition, there are separate Divisions to deal with specialised subjects. They are:

- Agricultural Meteorology
- Civil Aviation
- Climatology
- Hydrometeorology
- Instrumentation
- Meteorological Telecommunication
- Regional Specialised Meteorological Centre
- Positional Astronomy
- Satellite Meteorology
- Seismology
- Training

The organisational structure of IMD is further divided into various sub sections at Regional /State /District Meteorological offices depending on operational & functional requirements as follows

- *Regional Weather Forecasting Centres*
- *Regional Communication Centres*
- *Regional Instrument Maintenance Centres*
- *Regional Material Supply Unit*
- *Inspectorate Section*
- *IT /RS/HS/ONGC/DWR/TS/AS/CB/Seismology section*

Nature of Duties :-

Most of the sections are functional & operational units & staff employed there is performing roster duties round the clock. Being observational work, it is imperative the seats can't be kept vacant & operational work can't be stopped. The administrative units are having general duties as per GOI rules.

Number of employees:-

IMD has at present total staff strength of approx. 5500 officials spread all over India. Neraly 60% of total staff is working at remote subunits thus providing real time meteorological observation to forecasting units situated at state/regional/HQ level.

Types of leaves :-

Leaves availed in IMD are EL/ML/Commutated leave/CCL/CL/HPL/RH/Comp Off as per rules laid down by GOI from time to time. So staff performing roster duties avail any kind of leaves results in again burdeon of extra duty on other staff in lieu of OTA. Further there no provision of reserve staff in IMD as it was there earlier in IMD. So IMD is now unable to control operational work thus forcing staff to perform extra duties.

Discrepancy in staff strength:-

There is no recruitment of either Gazetted/Non-gazetted staff since 2004 & 1998 till date resulting in inequality in ration of sanctioned staff strength & operational requirement of staff. Adding to this is number of staff retiring each year in every cadre. This disparity in staff strength has now resulted in acute staff shortage in IMD & staff is being now forced to manage, perform operational duties in IMD.

Modernisation in IMD:-

IMD has started its modernisation programme since year 2006 & GOI has sanctioned budget grant of Rs.900 crores for same. Under modernisation programme new high tech, advanced instruments & syatems are installed in IMD. However due to acute staff

shortage & non facility of training to staff, the modernisation programme has hampered a lot. For example DWR modernisation programme is totally failed as IMD could install only 8 DWR's out of 12 planned DWR's till date.

Over Time Allowance in IMD:-

OTA was there in IMD since its establishment as most of the units in IMD are operational units & working round the clock. The staff working in roster duties is allowed to perform OTA as per operational requirement till 5th CPC. OTA is one solution for encountering acute shortage of staff till date & non recruitment of staff. Due to ceiling on basic pay for OTA (Rs. 2200/- as per IV th CPC), all non gazetted staff (particularly S.A. cadre) in IMD is debarred to perform OTA after 6th CPC report without stating or giving any official reason till date in IMD. Thus S.A cadre which is backbone in IMD now can't perform OTA, even in acute shortage scenario in IMD. Again due to acute shortage the staff is forced to perform extra duties in lieu of OTA dictating roster duties rules thus leading to accumulation of compensatory off. Most of the nongazetted staff in IMD has now almost 1000 hrs of compensatory off to their credit.

Economics of OTA in IMD:-

OTA rates in IMD are at present are Rs. 18.10 for normal hours of duty & Rs. 24.50 for enhanced hours of duty. OTA rates are revised till IV th CPC but after 5th/6th CPC OTA rates are not revised in IMD till date. Economics of OTA performed by staff & economics of per day salary given by GOI especially after 6th CPC clearly indicates a huge discrepancy in monetary benefit given in form of OTA in IMD. In all other parallel departments, the OTA rates are revised as per 6th CPC guidelines to proportionate level. It is shame to state that economics of OTA in IMD in comparison with other departments has such impact on staff of IMD that no staff is willing to perform OTA other than their normal duties. This is also one of the major reason for failure of IMD's modernisation programme indicating IMD's poor staff welfare attitude.

Compensatory off discrepancy:-

Ceiling on OTA & performing roster duties has resulted in accumulation of compensatory off hours. However after performing comp off, IMD is now threatening staff to avail only two comp off per month stating GOI rules. On one side IMD is forcing staff to perform extra duties to manage office work & support their modernisation programme but on the other side the staff is given facility to avail only two comp off in months, IS THIS JUSTIFIED ?.

Night Weightage in IMD:-

Operational work in IMD also includes night duties & staff working in roster duties perform night shift duties. Like OTA, NW rates is Rs. 24.15 at present & is not revised till date even after 6th CPC. At International Airports staff has to perform continuous night duties without any break thus subjecting staff under physical, mental stress, under these

conditions provision for Stress allowance must be made for suitable compensation like Aviation staff.

Solution to above issues:-

- *To revise OTA rates to propornate rates as per 6th CPC in comparision with other departmets in MoES.*
- *To revise basic pay ceiling on OTA to proportioane limit as per 6th CPC.*
- *Basic pay ceiling on OTA must be specially decided for IMD (particularly for S. A. cadre) & it must be raised if required.*
- *To give monetary compensation to staff for earlier performed extra duties in form of OTA.*

Revision of OTA/NW rates will definitely boosts staff to perform OTA thus minimising acute shortage in IMD. Also staff will be satisfied to get monetary benefit against their duties as this will balance present status of OTA economics. This will also lead to enhance their efficiency & capability. Upgradation of basic pay ceiling on OTA will allow IMD to use its existing staff to utilise in modernisation programme till any recruitment is done.

Annexure 'I'

Demands:-

- *OTA rates must be revised from Rs. 18.10 for normal duty hours & Rs. 24.50 for enhanced duty hours to Rs. 100/- for normal duty hours & Rs. 150/- for enhanced duty hours in IMD considering operational work in IMD as per 6th CPC.*
- *Ceiling on basic pay on OTA (earlier Rs. 2200/-) must be revised to proportionate limit to existing Grade pay of Rs. 5400/- as per 6th CPC recommendations in IMD & order in this effect may be issued.*
- *Ceiling on basic pay on OTA (earlier Rs. 2200/-) must be revised to further higher proportionate limit to existing Grade pay of Rs. 6600/- as per operational work requirement in IMD under 6th CPC recommendations in IMD & order in this effect may be issued.*
- *Compensation must be given to staff for extra duties/compensatory off performed earlier as per new revised OTA slabs (Rs. 100/- for normal duty hours & Rs. 150/- for enhanced duty hours) after 6th CPC.*
- *6th CPC recommended that Compensatory off to general duty staff working beyond normal duty hours and not for operational staff. Hence only OTA must be given to staff.*
- *NW or NDA rates must be revised to Rs 500/- per night duty proportionately at par with other organizations under MoES as per 6th CPC.*
- *Provision of Stress Duty Allowance must be made for staff performing continuous night duty at National/International airports.*

Annexure 'J'

INDIA METEOROLOGICAL DEPARTMENT
NON-GAZETTED STAFF UNION

(Recognized by Govt. of India)

H.Q. Office: Canteen Building, Meteorological Complex, Lodi Road, New Delhi-110003.

Tel. No. 43824483

Ref. No. IMD/NGSU/30

Date 31.01.2012

To,

The Secretary,
Ministry of Earth Sciences,
Prithvi Bhavan,
Lodi Road, New Delhi-110003

(Through proper channel)

Sub:- Non-revision of Over Time/NW Allowance to Non-Gazetted IMD staff.

R/Sir,

IMD is one of the oldest departments under GOI providing valuable information to public as well as all concerned agencies. Mandate of IMD is itself self explanatory how IMD has excel in the field of meteorology & its allied sciences. Today IMD is one of the pioneer departments in the field of meteorology.

In this context we would like to put forth the following grievances of non-gazetted staff welfare for kind consideration.

- Most of the units in IMD are functional, operational units & staff employed is performing roster duties round the clock. Being observational work, it is imperative that seats can't be kept vacant & operational work can't be stopped.
- There is no recruitment of Non-gazetted staff since 1998 till date resulting in inequality in ratio of sanctioned staff strength & operational requirement of staff. Adding to this also number of staff retiring each year in every cadre. This disparity in staff strength has now resulted in acute staff shortage in IMD & staff is being now forced to manage, perform operational duties in IMD.
- Leaves availed in IMD are EL/ML/Commuted leave/CCL/CL/HPL/RH/Comp Off as per rules laid down by GOI from time to time. So staff performing roster duties avail any kind of leaves results in again burden of extra duty on other staff in lieu of OTA. Further there is no provision of leave reserve staff in IMD as it was there earlier in IMD. So IMD is now unable to control operational work thus forcing staff to perform extra duties.

3/2/12
Ministry of Earth Sciences
Prithvi Bhavan
Canteen Building, Meteorological Complex
Lodi Road, New Delhi - 110003

Under these circumstances, the condition of existing economical benefits in IMD is summarized as follows.

- OTA was there in IMD since its establishment as most of the units in IMD are operational units & working round the clock. The staff working in roster duties is allowed to perform OTA as per operational requirement till 5th CPC. OTA is the only solution for encountering operational work requirements. Even with full staff strength OTA is sole solution for operational work.
- Due to ceiling on basic pay for OTA (Rs. 2200/- as per IVth CPC), all non gazetted staff (particularly S.A. cadre) in IMD is unable to perform OTA. Also adding to this is confusion of ceiling on basic pay for OTA after 6th CPC report. There is no clear clarification in IMD on this matter till date. Thus S.A cadre which is backbone in IMD now can't perform OTA, even in acute shortage scenario in IMD. Again due to acute shortage the staff is forced to perform extra duties in lieu of OTA dictating roster duties rules thus leading to accumulation of compensatory off. Most of the non-gazetted staff in IMD has now almost 1000 hrs of compensatory off to their credit.
- OTA rates in IMD are at present are Rs. 18.10 for normal hours of duty & Rs. 24.50 for enhanced hours of duty. OTA rates were revised till IV th CPC but after 5th/6th CPC OTA rates are not revised in IMD till date. Economics of OTA performed by staff & economics of per day salary given by GOI especially after 6th CPC clearly indicates a huge discrepancy in monetary benefit given in form of OTA in IMD. (For example after performing Morning duty of 6 hrs. staff gets only Rs. 108/- as OTA where as his working day wage is almost Rs. 1000/-). It is shame to state that economics of OTA in IMD has such impact on staff of IMD that no staff is willing to perform OTA (due to poor rates) other than their normal duties.
- Ceiling on OTA & performing roster duties (rather managing operational work) has resulted in accumulation of compensatory off hours. However after performing comp off, staff is unable to avail comp off as per his/her requirement. This is totally contradictory to the recommendations of 6th CPC report & also GOI rules quoted below.
- Operational work in IMD also includes night duties & staff working in roster duties performs night shift duties. Like OTA, NW rate is Rs. 24.15 at present & is not revised till date even after 6th CPC. At International Airports staff has to perform continuous night duties without any break thus subjecting staff under physical, mental stress, under these conditions provision for Stress allowance must be made for suitable compensation like Aviation staff.

We would like to quote the following on above matter;

6th CPC has clearly stated that 'The Commission, accordingly, **recommends abolition of compensation in the form of Over Time Allowance** or any other similar allowance to any of the Central Government employees **except those belonging to the categories of operational staff** and industrial employees governed by statute. The categories of operational staff and industrial employees who are governed by statutory provisions will need to be paid this allowance in accordance with the extant rules and instructions because payment of this allowance in their case is a statutory requirement.

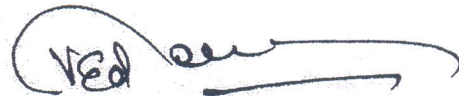
Ministry of Finance, Dept of Expenditure O.M. No. 15011/2/E.II(B)/76 dated 08/05/1978 states that 'OTA should under no circumstances be paid for work on Sundays and holidays to non-industrial Government employees and only compensatory leave should be allowed for such work. In case, however, the employees are required to work on Sundays and holidays beyond the normal working hours, there is no objection to payment of OTA in accordance with the provisions contained in para 3 (b) (ii) of this Ministry's OM No. 15011/2/E.II(B)/76 dated 11/08/1976 for work done beyond normal working hours. Also reference may be followed under Ministry of Personnel, Public Grievances and Pensions, DoPT, Pt. F. No. 21017/3/97-Estt. (Allowances) dated 21/11/1997.

It means that only OTA are to be paid for operational staff & grant of compensatory off to operational staff is clear violation of GOI rules.

IMD has till date has not taken any action on above recommendation of 6th CPC thus entangling its feeder cadres in administrative & economic crisis. It is therefore requested to take necessary action adhering to the recommendation of 5th/6th CPC & existing GOI rules in the staff welfare & IMD's interest to resolve following issues.

- OTA rates must be revised from Rs. 18.10 per hour for normal duty hours & Rs. 24.50 per hour for enhanced duty hours to Rs. 100/- per hour for normal duty hours & Rs. 150/- per hour for enhanced duty hours in IMD considering operational work in IMD as per 6th CPC.
- Ceiling on basic pay on OTA (earlier Rs. 2200/-) must be revised to proportionate limit to existing Grade pay of Rs. 5400/- as per 6th CPC recommendations.
- Ceiling on basic pay on OTA (earlier Rs. 2200/-) must be revised to further higher proportionate limit to existing Grade pay of Rs. 6600/- as per operational work requirement in IMD under 6th CPC recommendations.
- Compensation must be given to staff for extra duties/compensatory off performed earlier as per new revised OTA slabs (Rs. 100/- per hour for normal duty hours & Rs. 150/- per hour for enhanced duty hours) after 6th CPC.
- 6th CPC recommended that Compensatory off to general duty staff working beyond normal duty hours and not for operational staff. Hence only OTA must be given to staff.
- NW or NDA rates must be revised to Rs 500/- per night duty proportionately.
- Provision of Stress Duty Allowance must be made for staff performing continuous night duty at National/International airports.

We expect a concrete, justified & urgent reply/action from office side on this matter thus boosting staff to work in healthy & prospective atmosphere of IMD.



(V. P. Kaushik)
General Secretary

Copy to: The Director General of Meteorology, Mausam Bhavan, IMD, Lodhi Road,
New Delhi for information & necessary action.

Annexure 'K'

INDIA METEOROLOGICAL DEPARTMENT
NON-GAZETTED STAFF UNION

(Recognized by Govt. of India)

H.Q. Office: Canteen Building, Meteorological Complex, Lodi Road, New Delhi-110003.
Tel. No. 43824483

Ref. No. IMD/NGSU/45/12/07/2012

Date : 12.07.2012

To

The Director General of Meteorology
India Meteorological Department,
Mausam Bhawan,
Lodi Road
New Delhi-110 003

Subject: Request to consider and recommend the case to Ministry of Finance, DoE, through Administrative Ministry to upgrade the grade pay of Scientific Assistant (S.A.) in India Meteorological Department (IMD) from Rs.4200 to Rs.4600 as per DoE OM from file No 1/1/2008-IC dated 16.11.2009

Sir

With due regards, the undersigned is pleased to submit the following to your good self for kind consideration and perusal.

1. The Appointment of S. A. in IMD is 100% through Direct Recruitment on the basis of All India competitive examination conducted by Staff Selection Commission (SSC).
2. The essential qualification for S.A. in IMD is Science Graduate/ three year Diploma with minimum first Division (i.e. 60% marks).
3. It is also true that a large pool of highly qualified incumbents with M.Sc., MCA and PhD qualification join this stream of S.A.s are having such qualification. Department has also provided/granted lump sum incentives to a many incumbents for acquiring higher qualification in accordance with DoP&T guidelines.
4. The operational services rendered by S.A.s are beyond the scope of this submission but a few must be highlighted here that S.A.s perform operational duties in hard stations situated in remote locations e.g., Leh, Kalpa, Ranichauri, Jaiselmer and in north eastern region's where neither basic amenities nor any other facilities are available. The S.A.s hold charge of officer-in-charge in many stations and interacts with Govt./ Private/ Autonomous agencies as per the exigencies. S.A.s also performs roster duties day and night (round the clock) to


12/7/12

observe and record weather phenomenon even in adverse or worst conditions. S.A. perform arduous tasks of rendering the services and contributes in the field of Aviation, Hydrology, Seismology, Radar, Satellite, Radiation/ Ozone study, environmental Meteorology, Agrometeorology, NWP, Climatological research which includes recording, observing and maintaining the surface, Meteorological, Airport & Seismological instruments.

They also perform important duties in Air traffic Control Tower to keep a close eye on prevailing weather phenomenon along with continuous monitoring at Skopograph observations of all runways with special inputs on visibility and Runway Visual Range (RVR) provide pressure QNH/QFE & Ceilograph reading to pilots in flights. S.A. contributes largely to the Aviation Industry by reporting the Meteorological parameters to the ATC/concerned officials thus contributing towards the safety & protection to the lives and property. S.A. extensively contributes in the field of Agriculture/Oil exploration agencies etc. by providing Meteorological related Weather /Climate parameters.

5. Majority of Scientific Departments viz, Deptt. of Atomic Energy, Deptt of Space, ISRO, CSIR, Deptt of Electronics, DRDO, DST etc. have better pay scales and Career progression of S.A. possessing the same qualification in comparison to that of IMD. Apart from that, the employees working in these organizations are facilitated with special allowances and other terminal benefits and remain posted in Metropolitan/ big cities/ towns/ District Headquarters, whereas, a huge percentage of S.A.s in IMD have to perform duties round the clock in field units or observatories situated in remote locations with lack of basic amenities.

6. As per recommendations of Fifth CPC (reported on page no. 1413) the S.A. of IMD was brought at par with the post of Assistant in CSS and accordingly placed in the pay scale of Rs. 1640-2900 (pre-revised). Sixth pay commission at para 3.1.14 (Page no. 163) on its report again recommended parity between field and Secretariat staff. Now DoE by their OM dated 16.11.2009 has further enhanced the grade pay of Assistant in CSS from Rs. 4200 to 4600, which is not yet implemented in IMD.

7. The DoE, Ministry of Finance has granted pay structure of Grade pay of Rs. 4600 in the pay band-2 to the Assistant and Personal Assistant of Central Secretariat Services, Armed force HQ Services, Indian Foreign Services Gr. B, Railway board Services and Stenographers Services in Central Govt. on the core basis of the fundamental fact that "Direct recruitment to the post and that to through All India Competitive Examination". The DoE had approved the Grade pay of Rs. 4600 to Staff Field offices vide Departmental OM from file No 1/1/2008-IC dated 16.11.2009 (copy enclosed).

8. The prevailing conditions of S.A.s in IMD have generated tendencies of inferiority complex/ lack of positive attitude and depression when they compare counter parts in other similar organizations with same qualification having

attaining prosper carrier/ better promotion avenues/ higher grade pay/ scale of pay etc.

9. Keeping in view of hard field duties, difficult working environment and Selection through 100% DR through All India Competitive Examination with at least 60% marks in Graduation with Science, All India Service here justifies the grant of Grade pay of Rs. 4600/- to S.A.s in IMD.

Therefore, in view of the length of above facts and in the light of DoE OM dated 16.11.2009, it is requested that a case for granting Grade pay of Rs. 4600/- to the post of S.A.s in IMD may kindly be forwarded to Administrative Ministry (MoES) with strong recommendation to pursue the case with Ministry of Finance, Deptt. of Expenditure.

With warm regards,

Yours Sincerely,



(V.P.KAUSHIK)
General Secretary

Recommendations of Prof. R. Narsimha Committee

Annexure 'L'

~~was felt by the Committee that the proposed Centre should remain part of IMD for close interaction with practicing meteorologists in order to achieve best results.~~

~~5.5. National Centre for Seismology~~

~~Being a different scientific discipline, Seismology may be separated from IMD, and all activities related to earthquakes, including the new set up of Earthquake Risk Evaluation Centre, may be consolidated into a separate National Centre for Seismology under ESO for ensuring rapid scientific development of an important discipline. DGM and other IMD officials mentioned the practical difficulties involved in such a separation from IMD as most of the field offices and observatories were operating closely together, both in terms of logistics and manpower, under the same officer in-charge. However other members felt that the proposed automation programme would eliminate these difficulties to a large extent. The Centre must embark upon setting up an optimum network of stations, adopt the latest techniques for auto-locating earthquakes and carry out the multi disciplinary Earthquake Risk Evaluation programme for all towns in the high risk area. The Centre shall also be the primary agency to detect submarine earthquakes for providing timely inputs to the National Tsunami Warning System. The Centre should also initiate/sponsor research in multi-parametric precursor studies for earthquake prediction.~~

6.0 Recommendations

Considering the views of the members as discussed above, the committee makes the following recommendations regarding the mandate of IMD, NCMRWF and IITM and the restructuring of IMD within MoES:

Mandate

6.1. IMD shall be the primary agency in the country for providing weather forecasts, warnings/advisories and weather services for the government, public agencies (including agriculture, aviation, shipping, fisheries etc.) and media. In order to carry out this responsibility officially, IMD will operate such observational and met. telecommunication networks, numerical and statistical models for weather prediction, climatological data services with such wide dissemination of information as will meet user requirements satisfactorily.

6.2. IITM shall have the national responsibility for climate research and climate modeling and will carry out focused programmes of research for existing and new meteorological applications in addition to its other research programmes on tropical meteorology.

6.3. NCMRWF will be designated the National Centre for Atmospheric Modeling and will act as a research centre for numerical weather modeling. The emphasis will be on improving the models in operation at IMD and developing new state-of-the-art models for transfer to and operationalization in IMD. The Centre's programmes will include data assimilation from all sensors, present and future. In this task, they may coordinate their work with research carried out at IITM and other centres in India.

Restructuring

6.4. A Scientific Advisory Panel will advise Secretary, MoES / Chairman, Earth Commission.

6.5. MoES will have the following divisions to look after the work of various Centres under it:

- Administration
- Programmes Offices (to include Disaster / Emergency Management Office)
- International Co-operation
- Commercial Operations
- H.R.D.
- Sponsored Research & Development
- Earth Science Organization

6.6. The **Earth Science Organization** (ESO) will be guided by a Council (comprising Heads of all major centres of MoES as members with nominated experts as necessary) and will have the following major units under it:

- **IMD** with the following divisions and field offices under it
 - o Meteorological Forecasting Division, New Delhi
 - NWP Computer Center, New Delhi
 - Weather Forecasting & Warning Unit, New Delhi
 - Forecast Verification & Regulation, Pune
 - Regional and State level Meteorological Centres

- o Meteorological observation and Telecommunication Network (Met Net) Division, New Delhi
- o Special Meteorological Services Division, New Delhi
(For Aviation, Hydromet, Environment, Industry, insurance, tourism, sports etc.)
- o Agricultural Meteorology Division, Pune
- o Centre for Atmospheric Technology, Pune (for Instrumentation, Satellite payloads, Computers, IT, Communications, AWS, Radars etc)
- o Research Division, Pune
 - National Climate Centre (LRF), Pune
 - National Data Centre
 - Science Programme Office
 - Central Training Institute
- o Positional Astronomy Centre, Kolkata
- National Centre for Seismology
- National Centre for Atmospheric Modeling (present NCMRWF)
- IITM with Centre for Climate Research
- INCOIS
- NIOT
- NCAOR

Administration and Personnel Policies

6.7. Present personnel policy should be reviewed so as to preserve and promote expertise in a specific area among scientists, in order to promote the scientific component of various activities in IMD. The practice of flexible complementation in IMD may be extended up to all scientific levels in tune with the practice in other national scientific agencies.

6.8. Entry at Group A level may be streamlined on a regular annual basis after due analysis of immediate and future requirements for all units / institutions under MoES.

6.9. There should be scope for hiring, on suitably attractive terms, specialists for short periods at any level on contract / deputation basis for new projects demanding skills

not available in ESO. Correspondingly, to help IMD to concentrate on skills not available elsewhere, specific tasks may be outsourced to agencies or institutions possessing the requisite capability to carry out the tasks effectively.

6.10. Noting that the situation for the supporting staff (in groups B, C & D) in respect of their growth and career progression was unsatisfactory, the committee recommends separate stream for such staff for career progression up to appropriate pay scales based on performance review and acquisition of relevant higher skills and qualifications, without merging them with the scientific stream.

6.11. Training Centres of IMD may be strengthened and expanded to take up new areas of training in instrumentation and technology for generating adequate number of staff to meet the challenging requirements of modernization.

6.12. Adequate financial powers need to be delegated urgently for running operational field units and new centers efficiently.

Change Management

6.13. Proper management of change from the existing to the new set up should be planned and implemented in terms of manpower and other resources so that operational work is not adversely affected during transition.

6.14. There should be a well-planned system of periodic reviews of the performance of all staff as part of their assessment for possible promotion.

6.15. The NWP unit of IMD should be located at the HQ, New Delhi. A Cell will function as an interface between NCMRWF and IMD to provide NWP support to IMD. Necessary administrative mechanism on staffing, reporting, control and monitoring may be worked out for this Cell to provide live linkage between the two organizations. Similarly IITM may be directly linked to IMD system through an appropriate mechanism on selected focused research programmes on climate prediction. Heads of IMD, NCAM and IITM may have periodic meetings to decide on scientific linkages among these institutes.

INDIA METEOROLOGICAL DEPARTMENT

India Meteorological Department was established in 1875 and it is the nodal agency of the Govt. of India relating to all matters concerning Meteorology & Seismology. IMD is the nodal agency of the nation to monitor, record process, develop and disseminate meteorological, hydro- meteorological, agro meteorological and seismological information, data and knowledge for a wide variety of purposes.

During the last two decades, particularly in recent time, there is a growing demand for tailor made meteorological forecast and use of meteorological data for all pervasive usage. Further, there is appreciable advancement in technology in the field of meteorological observational system and also understanding of physical process on various weather events have been enhanced due to advent of fast computation system with affordable cost.

The Department is headed by Director General of Meteorology, who is assisted in his day to day official functions by 5 ADGMs including ADGM (EREC) & 21 Deputy Director General of Meteorology including DDGM (Administrative & Stores) (On deputation). Further a finance Officer on deputation assists DGM on internal financial matters. For the convenience of Administrative and Technical control of observatories and other offices spread all over the country the country has been divided into six regional centres for Meteorological network purposes.

Sr.N o.	Regional Center	Location	Region Covered	Headed By
1	Regional Met. Centre, New Delhi	New Delhi	Northern Region	Dy. DGM
2	Regional Met. Centre, Mumbai	Mumbai	Western Region	Dy. DGM
3	Regional Met. Centre, Nagpur	Nagpur	Central Region	Dy. DGM
4	Regional Met. Centre, Kolkata	Kolkata including Sikkim & Andman/Nicobar island	Eastern Region	Dy. DGM
5	Regional Met. Centre, Chennai	Chennai including Lakshadweep	Southern Region	Dy. DGM
6	Regional Met. Centre, Guwahati	Guwahati	North East Region	Dy. DGM

Besides these, Surface Observatories, Radiosondes/ Radiowind (RS/RW stations), Aeronautical Met. Offices (AMO) at Airport & at important locations, Flood Met Offices (FMO), Climatological stations, Agriculture Meteorological Observatories—Auxiliary as well as principal Agromet Stations, Seismological Observatories, Radiation Observatory, Storm Detecting Radar, Cyclone Detecting Radar (latest Doppler Radar), Automatic Picture Transmission Stations, Meteorological Data Utilization Centre (MDUC) at New Delhi & 100 Unmanned AWS including one at Antarctica to measure the weather parameters are functioning at different locations all over the country.

The sanctioned strength of India Metrological Department as on 1st April, 2007 is as given below :

S. No.	Group Category	No. of persons	No. of Men in position
1	Group – A	453	
2	Group – B (Gazetted)	1205	
3	Group – B (Non Gazetted)	1345	
4	Group – C	3271	
5	Group – D	2121	
	TOTAL	8395	6387 (Approx)

These can also be categories as the follows:-

The requirement of additional workforce has been arrived at after critically examining the present status and future scenario for achieving the objective of quality data, faster mode of dissemination of data, assimilation of data in the computer, computation, analysis for better forecast.

Requirement has been framed based on conceptual model of a team of scientific/technical officer and technical staff both for HQ and RMCs/MC/sMOs for installation, maintenance, servicing and monitoring the equipment for optimum quality data from each type of equipment for observational side. For forecasting also, same concept of team has been envisaged both at HQ and forecasting units. Further, for each six RMCs and MCs - one team is kept at respective Technical HQ. This means for a particular type of equipment a team consisting of technical/scientific officers/staff will be located at the respective technical HQ for each RMC and similar team at RMC and MC level. Similarly for forecasting and computation units' requirements have been formulated.

The work of IMD has been systematically analysed by a report submitted by a Committee that was constituted under the Chairmanship of Shri S.K. Banerjee, ADGM (H&A) to review additional scientific work force required in IMD for implementation of various Plan schemes under modernization of IMD's Observational, Computation and Forecasting System. This committee submitted its report with the following requirement.

**SCIENTIFIC MANPOWER POSITION AS ON 1.4.2007
AND ALSO FUTURE REQUIREMENT as asked for IMD**

Cadre	Sanctioned Strength	Men in Position	Posts not to be filled	Total requirement for next 5 yrs	Additional posts required
DGM	1	0	0	1	0
Principal ADGM	0	0	0	5	5
ADGM	5	4	0	17	12
DDGM	20	19	0	36	16
DIRECTOR MET I MET II	424	299	68*	774	350
AM I	426	412	10*	576	150
AM II	732+17	627+11	45*	899	150
SC ASSTT	1305	1116	33*	1505	200
SR OBSERVE B Sc with Phy	1749	1127	82*+192**	2499	750
L.A	212	212	0	212	0
TOTAL	4951	3827	238*+ 192**	6524	1633

- * These posts are declared surplus by SIU report
- ** These posts are deemed abolition vide DST No, A 12032/1/2001-Admin dated 30.10.02 and 15.1.03
- This table does not include post of M.A in Scientific Group 'D' cadre

This committee has taken into consideration that over the years there has been rapid technological advances in digital automated systems, use of non-conventional observations such as remotely sensed radar and satellite based observations and high resolution multi-model forecasting systems. In short manual synoptic weather forecasting has given place to hybrid systems in which synoptic science is overlaid on numerical models supported by modern observation network with real time connectivity. Thus there is an urgent need for modern forecasting systems of IMD taking advantage of the advances in digital information technology being adopted by the meteorological services around the globe. IMD had prepared a Preliminary Feasibility Report giving detailed requirements for upgrading its observational, data processing and forecasting systems which was approved by the Earth Commission in its first meeting. The manpower requirement of IMD has been assessed keeping in view the proposed modernization of IMD.

The modernization scheme recommended by the Expert Committee in phase – I consisted of (i) Networking existing observation instruments of IMD as well as new digital observation instruments (ii) Receiving, processing and archiving of all observations in digital form at a central information processing facility of HQ and (iii) Dissemination in real time of all processed information in digital form to forecasters in HQ office, Pune office, all Regional Centres and selected State capitals to value add and provide customer specific product to different user community.

The list of equipments/ facilities to be created for modernization (phase I) of observation system for IMD is given below.

Item	Number	Item	Number
AWS (Automatic Weather Station)	550	High Performance Computing	2

- More accurate quantitative forecasts of rainfall and temperature up to 72 hours at district level. These forecasts will be useful for better planning and disaster management at district level.
- More tailor made applications for different sectors like tourism, agriculture, power generation and hydrological purposes etc. These tailor made forecasts will in turn also generate additional revenue for the department.
- More accurate monitoring and warnings for severe weather events like flash floods, thunderstorms, droughts, heavy rainfall, Gale winds, hail, heat waves and cold waves etc. Timely warnings of these severe weather events can save more lives and minimize the damages to properties.
- Early detection of tropical cyclones and better prediction of their movement and landfall. This will allow more focused mitigation actions. More accurate prediction of landfall can help in deciding damage prone areas and evacuation of people.
- Dissemination of forecasts and products at district level, particularly for use by the farming community.

At present there are 3821 scientists, from the level of DG(IMD) to Lab Assistants Observers in position against the sanctioned vacancies of 4883. Further, during the period October 2006 till the end of the 11th Five Year Plan, this cadre shall have retirements of 809 persons. Of these retirements, 116 persons are the higher grade scientists, of the grade Met grade II and above. 693 retirements shall be of scientists of the grade AM grade – I and below. The Committee proposes that to become a truly modern scientific organization, IMD should have a larger cadre of senior scientists who possess at least degrees of MSc/ Ph.D in the related fields. The Committee also feels that there is no requirement to fill up the existing vacancies, subject to the observations given in para – on National Centre for Seismology. From the vacancies that arise due to retirements during the period October 2006 to March 2012, it is proposed that the 693 vacancies of AM Grade – I and below be converted to 500 posts of the level of Met Grade I (Scientist Gr-B). These scientists shall give inputs to the science component of the various programmes of IMD and function with the new modernized equipment and network of the organization.

Setting up a National Centre for Seismology

The Narasimha Committee, looking into the restructuring of IMD, in its report recommended that Seismology being a different scientific discipline, may be separated from IMD and all activities related to earthquakes including the newly set up of Earthquake Risk Evaluation Centre be consolidated into a separate National Centre for Seismology under the Earth Science Commission (ESO) for deriving the desired scientific developments.

The Earth Commission has accepted the recommendations of the Narasimha Committee Report. This Committee has based its Manpower requirement recommendations for the Seismology Centre on the bases of the objectives and functions mentioned in the Narasimha Committee Report. The objective of the program is to create a Centre of Excellence in Seismology, with specific goals of providing earthquake related information (M:3.0 and above) in shortest possible time, provide hazard and risk related products of specific regions to enable design and construction of earthquake resistant structures and carryout research in pure and applied seismology and earthquake precursory studies.

The objective of the project would be met through

- Improving the earthquake monitoring capabilities through strengthening of the existing seismological network and operational centre to provide earthquake related information (M:3.0 and above)
- Establish a state-of-the-art seismological database centre to cater to the increasing needs of seismic data flow in real time, its analysis and archival.

- Provide seismic hazard and risk related products of specific regions required for design and construction of earthquake resistant structures to help mitigate damage during earthquakes.
- Setup a chain of multi-parametric geophysical observatories to generate various long term data sets on earthquake precursory phenomena, to help generate prognostic models for earthquake prediction.
- Carryout research and development in Seismology for better understanding of earthquake processes, which would ultimately help improve the earthquake products.
- Generate human resources in the field of Seismology and Seismic Hazard and Risk related subjects.

It was presented to the Committee that the implementation strategy shall be as outlined below:-

The existing seismological network shall be suitably upgraded / strengthened to meet the optimum network requirements of detecting and locating earthquakes of M:3.0 and above uniformly occurring anywhere in the country. Dense seismic telemetry clusters shall also be set up in seismically critical areas in the Himalayan region and other parts of the country for close monitoring of the micro-earthquake activity.

The existing Operational Centre and the Database Centre shall be suitably upgraded to cater to the needs of real time data flow from an optimum network of about 177 stations, real time data analysis, interpretation and dissemination of earthquake information to users in shortest possible time.

A state-of-art National Seismological Database Centre shall be set up to meet the requirements of Seismological Operations, Research & Development and Earthquake Hazard and Risk related activities of the National Centre for Seismology.

It is proposed to establish four Regional Centres, which would be responsible to maintain the network stations falling in their respective regions, provide relevant earthquake information and guidelines to local state government authorities and also act as information cell for public outreach.

A modern test and calibration center would also be set up at New Delhi to meet the requirements of regular maintenance, testing and calibration of network equipments and production of equipment on a limited scale. The scientists would also be involved in the development / modifications of application and analysis software, where necessary.

Database shall be generated for seismic hazard and regional risk appraisal of about 38 cities having population more than half a million, lying in seismic zones-III, -IV and -V. Multi-thematic maps shall also be generated and integrated through GIS.

Microzonation of Delhi on 1:10,000 scale will be completed. Also, Microzonation of five cities viz., Mumbai, Guwahati, Ahmedabad, Chandigarh and Dehradun on 1:10,000 scale shall be taken up in the first phase.

A well equipped Training Center would be set up to periodically organize training courses/ programs to operators and scientists to keep pace with developments in science and technology and instrumentation relating to Seismology. The Center would help generate human resources in the field of Seismology and Seismic Hazard and Risk related subjects.

To effectively coordinate all the above activities through the newly created National Centre for Seismology, an organizational structure with supporting staff and officers from administration and finance.

On going through the objectives and implementations strategy described above the Committee is of the considered view that the Centre shall required Scientist of higher qualifications like MSc / Phd. in related fields to take up the new tasks and challenges. At present there are only 13 Scientist at Group A level in the seismology division of IMD, 51 Group B Scientist and 117 Group C Employees, along with 78 Group D

Employees. As modernizations shall entail sophisticated and automatic equipments being installed by the National Seismological Centre the Committee is of the view that the requirements of the Group B,C & D employees shall be limited in future, whereas the scientific component of the work shall increase considerably as described above, requiring the higher number of Group A Scientists. The Committee proposes that additional 50 Scientist of Group A level be inducted into this Centre without any further increase in the Group B,C & D employees .

Aviation Meteorology

The S.K. Banerjee report has given detailed inputs regarding the manpower requirement in the 5 regions of Aviation Meteorology in the country. The airports have been divided into the large, medium and small category airports and the optimal work distribution and manpower profile have been worked out. As per this calculation the sanctioned strength in Aviation Meteorology is 1615 against which 1146 persons are in position and the required strength has been projected at 1783 persons. This is the cumulative figure for all Groups i.e. A,B,C,D employees.

This Committee is not considering this manpower requirement as the Ministry is taking up the issue separately with Ministry of Civil Aviation. For every up-gradation or creation of airport, the Ministry of Earth Sciences and Ministry of Civil Aviation propose to work out the additional manpower requirement and take it as a comprehensive proposal for approval by the competent authorities.

Agro Meteorology

The Narsimha Committee Report has recommended "*the agrometeorology activity will be transferred to IMD and consolidated*". Agrimet Division of NCMRWF is also proposed to be merged with the IMD Agrimet Division.

The Agrimet Division of Pune has at present 12 Group A scientists working. They have projected a further requirement of 7 Group A scientists. NCMRWF has projected the requirement of 45 Group A scientists. While the Committee appreciates the work propose to be done by Agrimet Division, the additional manpower requirement may be taken from the additional 500 Group A scientists posts provided for in para

Administration

The S.K. Das Administrative Restructuring Committee Report for this Ministry had proposed that the Administrative Staff of IMD does certain key functions of establishment, general administration, vigilance, purchase & stores, finance and accounts. A cadre structure for the Administration had also been given in that report. On the basis of that report, IMD has prepared a strategy paper on the requirement of manpower for administration purposes. This is put at annexure to the report. This report has projected the requirement of administrative staff at Field stations with staff of more than 10 persons, at 19 existing and 7 new Met. Centres, and for the Regional Met. Centres. At present there is excessive centralization of powers at the headquarters and regional met level. Decentralization of administrative and financial functions to the Met. Centres and RMC level and the proposed administrative structure will go a long way in improving the efficiency of IMD. Further, at present, several of the admn. functions are being looked after by technical staff which is not a sound administrative practice. This results in waste of technical caliber and also inefficient administrative function. The Committee is of the view that this practice should be immediately discontinued, persons with administrative background be inducted in the administrative structure of IMD for carrying out the administrative functions. The Committee proposes that in addition to the current sanctioned strength of 543 persons in the administrative cadre 172 persons be inducted at various levels to ensure smooth administrative functioning of IMD.

Executive Summary

The new Ministry of Earth Sciences has been formed for taking an integrated view of Earth System Science and to study the interdisciplinary links to understand phenomena like global climate changes, in addition to address all Science and Technology issues related to ocean and atmosphere. The organizations working under it are IMD, NCMRWF, IITM and erstwhile institutions of DoD (NIOT, NCAOR, INCOIS, CMLRE and ICMAM)

To achieve this objective, the Earth Commission, a high level empowered body with full administrative and financial powers, on the lines of Atomic Energy and Space, shall guide the MoES.

As the different units under the Ministry have quite a different administrative setups and most of them have no formal cadre structure, the Secretary MoES constituted a committee chaired by Mr. S.K.Das, Former Member Finance, Space Commission to address the issues of administrative restructuring to bring uniformity of operations and to ensure a smooth, efficient and transparent administrative system within each Centre / Unit.

Administrative Structure

The Earth System Organisation (ESO) shall provide overall programme directions in the area of Earth Science, Atmospheric Science, Oceans Science and Technology. The ESO Council shall be constituted as an apex body to formulate policies & plans, provide programme directions for the Centres / Units and review the implementation of the programmes including budget, manpower etc. Directors of all units shall be its members, Secretary, MoES, shall chair it and Scientific Secretary of the Ministry shall be the Member-Secretary, ESO Council.

A four tier management structure has been proposed for MoES Centres / Units

1. Management Council- will aid and advice the Director on all important matters including policy formulation, inter-se programme priorities, budget, manpower, HRD, deputation abroad and welfare measures. Members of MC shall include senior functionaries representatives in scientific, technical and administrative areas of the Centre / Unit, it shall be chaired by the Director of the Centre / Unit.

2. Scientific Advisory Committee shall be the defacto think tank of the Centre / Unit. It shall consist of senior scientists and external experts in the field. It will tender advice on the scientific and technical activities and projects being / to be taken up in the Centre / Unit and current thinking in various scientific/technical frontiers of relevance. Importantly it shall review whether the mandate given to the Unit / Centre is being realised effectively.

3. Project Management Councils / Boards -Project / Mission mode of working is recommended for critical scientific and technical activities to ensure that the activity is completed within the time frame, within the sanctioned cost and adhering to the technical specifications. For monitoring and effective implementation, two tiers Project Management Structure has been suggested -- the PMC and PMB shall be formed by Secretary (MoES).

Administrative Committee Report

4. Support Services Committees (with representatives from the Unions) in the areas of Canteen, Library, Sports, Maintenance, Cultural and Welfare activities.

In the case of autonomous bodies, in addition to the above the – Governing Council and Finance Committees shall also exist. The Governing Council will remain the highest executive body to carryout the objectives of the organisation as per the Memorandum of Association and also as per the directions of the Earth Commission. To achieve the commonality in the functioning of all Institutions, it is recommended that the Ministry should examine the rules of all the autonomous bodies to bring them uniform standard.

Financial Structure

Earth Commission to have full powers of the Government including appropriations, re-appropriations, sanction of expenditure on projects / schemes (up to Rs. 100 crores), redelegation, contracts for purchase of stores and equipment, defining its own purchase and stores procedure, creation of posts under FCS and cadre restructuring.

Commission will have a Member for Finance (MF) who shall be assisted by JS(F)/ Director(F). MoES is recommended to establish an Internal Finance System with a built in machinery for expenditure control to facilitate maximum down delegation of power. Under this system, the MoES will have Internal Financial Advisors (IFA) and all the Financial powers delegated to Centres / Units will be exercised upon the advise of IFA.

IFA of the MoES shall be not below the rank of a Director to GOI.

Powers to sanction expenditure on projects / schemes- MoES will have powers to sanction expenditure on projects/schemes with estimated cost below Rs. 10 crores. Where the estimated cost exceeds Rs. 10 crores and upto Rs. 25 crores, the power shall be exercised in consultation with MF. More than Rs. 25 crores and up to RS. 100 crores, Earth Commission approval will be required. And more than Rs. 100 crores, approval of the Cabinet with the recommendation of the Earth Commission will be required.

Contracts for purchase of stores and equipment- Centres / Units / Autonomous Institutions will have powers to enter into contract up to contract value of Rs. 1 crores without reference to MoES, with the concurrence of IFA of the institution. Beyond Rs. 1 crores and up to Rs. 3 crores, MoES shall exercise the powers in consultation with IFA of the Ministry. Beyond Rs. 3 crores and up to Rs. 5 crores, MoES shall exercise the powers in consultation with the representative of the MF. Beyond Rs. 5 crores, the powers shall be exercised by MF.

MoES may evolve its own Purchase Procedure to be adopted uniformly by all the Centres /Units including Autonomous institutions. A draft purchase procedure has been proposed.

Manpower Structure

The personnel of the Ministry and its units including autonomous institutions shall be classified into TWO Cadres viz. Scientific/Technical Cadre and Administrative Cadre.

All the Scientific & Technical personnel are recommended to be rationalized under three categories viz. Scientists / Engineers, Junior Scientists and Technical Assistant.

MoES is recommended to formulate its own recruitment and review rules and should have full powers for recruitment of its staff without going through UPSC. All the Group-A & B posts are recommended be filled up through All India level advertisement. Campus recruitment is also recommended for ME/M.Tech from prominent institutions like IITs, RECs. Group-C & D posts be filled up by contacting local employment exchange in addition to advertisement in employment news. Being a scientific organisation, MoES should be exempted from reservation (for Scientist cadre alone) for SC/ST/OBC/PH candidates for Grades above Rs.5000-8000 scale.

The Scientific & Technical Cadre promotions are recommended to be under merit oriented flexible complementary scheme (FCS), while the promotions under Administrative cadre is recommended to be vacancy based with limited FCS for lower cadres. MoES should workout a process of rationalization and normalization for implementing the revised promotion norms. viz the effective date of promotion as it involves a detailed study of the existing personnel in the various pay-scales and their residency period.

A system of category change is recommended in order to ensure that the staff is motivated to upgrade their skills and knowledge.

The report gives details of recommendation on grades, administrative and purchase procedures and overall governance. Existing grades of 5th Pay Commission Report have been adopted and these can be easily mapped to 6th Pay Commission recommendations, as and when available.