

7th Central Pay
Commission Report

Submitted by

India Meteorological Department

NON-GAZETTED STAFF UNION

IMD HQ, MAUSAM BHAVAN,

NEW DELHI

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STANDARD BRIEF

Key facts of Indian Meteorological Department

(w.r.t. Term of reference by 7TH pay commission)

The status of Indian Meteorological Department is examined & reviewed through various restructuring reports & accordingly emoluments, their structures, allowances & other facilities are demanded. The attempts are also made to brought rationalization & simplification in financial benefits with reference to different requirements of IMD.

The framework for emoluments are evolved & recommended to attract suitable talent, promote efficiency, accountability & responsibility in work culture. Attempts are made to foster excellence in the public governance system & to adapt with complex challenges of modern administration as well as rapid political, social, economic & technological changes. IMD has competency based structure for appropriate training & capacity building.

The bearing upon performance & productivity is studied, examined & presented in depth with reference to existing schemes & accordingly **demand is put forth for appropriate incentive schemes (FCS) to excel productivity, performance & integrity.**

Indian Meteorological Department is one of the few departments in India which works round the clock. It provides services to public & all sectors including common man to industry, defense etc. Hence Indian Meteorological Department must be considered at par with services given by Railways, Defense services & other compatible research organizations. **All Central Pay Commissions have considered & acknowledged Indian Meteorological Department in their report but none of the Central Pay Commissions had thought about its round a clock nature of work and its essential services carried by non-gazetted staff.** This Department is deprived of its rights. Honorable CAT had already given verdict (Annex-Y, Z, A1) for giving financial benefits to more than 3000 non-gazetted staff of Indian Meteorological Department but same is also not implemented. **Hence IMD must be recommended special departmental status considering specialized needs & services to nation.**

Indian Meteorological Department (non-gazetted staff) expects a concrete, tangible action from 7th Central Pay Commission to justify the role of Indian Meteorological Department to national services.

7th Central Pay Commission Terms of Reference – Cabinet approved ToR of 7th CPC

7th Central Pay Commission

The Union Cabinet today gave its approval to the Terms of Reference of 7th Central Pay Commission (CPC) as follows:-

a) To examine, review, evolve and recommend changes that are desirable and feasible regarding the principles that should govern the emoluments structure including pay, allowances and other facilities/benefits, in cash or kind, having regard to rationalization and simplification therein as well as the specialized needs of various Departments, agencies and services, in respect of the following categories of employees:-

- i. Central Government employees-industrial and non-industrial;
- ii. Personnel belonging to the All India Services;
- iii. Personnel of the Union Territories;
- iv. Officers and employees of the Indian Audit and Accounts Department;
- v. Members of regulatory bodies (excluding the Reserve Bank of India) set up under Acts of Parliament; and
- vi. Officers and employees of the Supreme Court.

b) To examine, review, evolve and recommend changes that are desirable and feasible regarding principles that should govern the emoluments structure, concessions and facilities/benefits, in cash or kind, as well as retirement benefits of personnel belonging to the Defence Forces, having regard to historical and traditional parities, with due emphasis on aspects unique to these personnel.

c) To work out the framework for an emoluments structure linked with the need to attract the most suitable talent to Government service, promote efficiency, accountability and responsibility in the work culture, and foster excellence in the public governance system to respond to complex challenges of modern administration and rapid political, social, economic and technological changes, with due regard to expectations of stakeholders, and to recommend appropriate training and capacity building through a competency based framework.

d) To examine the existing schemes of payment of bonus, keeping in view, among other things, its bearing upon performance and productivity and make recommendations on the general principles, financial parameters and conditions for an appropriate incentive scheme to reward excellence in productivity, performance and integrity.

e) To review the variety of existing allowances presently available to employees in addition to pay and suggest their rationalization and simplification, with a view to ensuring that the pay structure is so designed as to take these into account.

f) To examine the principles which should govern the structure of pension and other retirement benefits, including revision of pension in the case of employees who have retired prior to the date of effect of these recommendations, keeping in view that retirement benefits of all Central Government employees appointed on and after 01.01.2004 are covered by the New Pension Scheme (NPS).

g) To make recommendations on the above, keeping in view:

- i. the economic conditions in the country and need for fiscal prudence;

- ii. the need to ensure that adequate resources are available for developmental expenditures and welfare measures;
 - iii. the likely impact of the recommendations on the finances of the State Governments, which usually adopt the recommendations with some modifications;
 - iv. the prevailing emolument structure and retirement benefits available to employees of Central Public Sector Undertakings; and
 - v. the best global practices and their adaptability and relevance in Indian conditions.
- h) To recommend the date of effect of its recommendations on all the above.

The Commission will make its recommendations within 18 months of the date of its constitution. It may consider, if necessary, sending interim reports on any of the matters as and when the recommendations are finalised.

The decision will result in the benefit of improved pay and allowances as well as rationalization of the pay structure in case of Central Government employees and other employees included in the scope of the 7th Central Pay Commission.

Background

Central Pay Commissions are periodically constituted to go into various issues of emoluments' structure, retirement benefits and other service conditions of Central Government employees and to make recommendations on the changes required.

Brief Introduction of IMD

ESTABLISHMENT:-

The India Meteorological Department was established in 1875 & is one of the nation's oldest formed Government Department. It is National Meteorological Service of the country and the principal government agency in all matters relating to meteorology, seismology & allied subjects. A disastrous tropical cyclone struck Calcutta in 1864 and this was followed by failures of the monsoon rains in 1866 and 1871. In the year 1875, the Government of India established the India Meteorological Department, bringing all meteorological work in the country under a central authority. Mr. H. F. Blanford was appointed Meteorological Reporter to the Government of India. The first Director General of Observatories was Sir John Eliot who was appointed in May 1889 at Calcutta headquarters. The headquarters of IMD were later shifted to Simla, then to Poona (now Pune) and finally to New Delhi. At present IMD is under the Ministry of Earth Sciences (MoES).

ORGANISATIONAL STRUCTURE of IMD:-

The Director General of Meteorology (DGM) is the Head of the India Meteorological Department, with headquarters at New Delhi. There are 4 Additional Directors General (ADGM) at New Delhi and 1 at Pune. There are 20 Deputy Directors General (DDGM) 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 specialized subjects. They are: -

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

IMD's Networks:-

Meteorological Telecommunication network consisting of National Meteorological Telecommunication Centre, Regional Telecommunication Hub, SADIS Ground Reception, Automated Data exchange circuits along with Global Meteorological Communication System & Global Maritime Distress & safety System.

Surface Observatory Network:-

Type of Observatory	Nos.
Surface Observatories	559
Aviation Current Weather Observatories	71
High Wind Speed Recording Stations	4
INSAT-based Data Collection Platforms	100
Hydrometeorological Observatories	701
Non-Departmental Raingauge Stations:	
- Reporting	3540
- Non-Reporting	5039
Non-Departmental Glaciological Observatories (Non-reporting):	
- Snowgauges	21
- Ordinary Raingauges	10
- Seasonal Snow Poles	6
Agrometeorological Observatories	219
Evaporation Stations	222
Soil Moisture Recording Stations	49
Dew-fall Recording Stations	80
Evapotranspiration Stations	39
Ozone Stations	6
Radiation Stations	45
Air Pollution Observatories:	
- Background Pollution Observatories	10
- Urban Climatological Units	2
- Urban Climatological Observatories	13
Ships of the Indian Voluntary Observing Fleet	203
Seismological Observatories	58

Upper Air Observational Network:- IMD's Upper Air Observational Network comprises of 39 radio-sonde and 62 pilot balloon observatories spread all over the country.

IMD's Radar network consists of following Radars:-

- X- Band Radars – 29 Nos.
- Storm Detection Radars – 12 nos.
- Dual Purpose (Weather cum wind finding) Radar – 17 nos.

- Doppler Weather Radars – 14 nos.

Ozone Monitoring Network: - Consist of National Ozone Centre which is also Secondary Regional Ozone Centre for Regional Association II (Asia) of the WMO along with six monitoring centers all over India.

Radiation Observatories: - There are at present 45 radiation observatories recording various radiation parameters. Besides the measurements on the surface, fortnightly airborne soundings are made with radiometersondes to measure directly the vertical distribution of the infrared radiation flux and radiation cooling from surface upto a height of 20 Km or more in the free atmosphere, at 8 stations.

Voluntary Observing Ships (VOFs):- Under the aegis of WMO, IMD has enlisted a cooperating fleet of Voluntary Observing Ships for collection of meteorological observations from ocean areas. The VOF consists of merchant ships of Indian registry, some foreign merchant vessels and a few ships of the Indian Navy, totaling 203.

INOSHAC: - Indian Ocean and Southern Hemisphere Centre prepares extended area Synoptic charts for the region covering 50degS to 45 deg N & 20 deg E to 155 degE.

Air Pollution Monitoring: - With a view to documenting the long term changes in composition of trace species of the atmosphere as a result of changing land use pattern, WMO had commissioned a global programme called Background Air Pollution Monitoring Network (BAPMoN) which is now a part of the Global Atmospheric Watch (GAW) Programme. India had set up 10 such BAPMon stations.

NWP System: - With the commissioning of High Performance Computing System (HPCS) in December 2009, National Centre for Environmental Prediction (NCEP) based Global Forecast System (GFS T574/L64) has been made operation at the H/Q of IMD, incorporating Global Statistical Interpolation (GSI) scheme as the global data assimilation for the forecast up to 7 days.

SERVICES PROVIDED BY IMD TO NATION:-

- Weather Services to Agriculture
- Forecasting services to the national and international civil aviation sector.
- WMO recognized training services to staff, public & foreign trainees.
- Telecom Training to departmental & foreign trainees.
- New satellite-based digital broadcast services
- Positional Astronomy Services.
- Services for Shipping and Fisheries.
- Climatological Services.
- Environmental Meteorology.
- Hydrometeorology & Flood Forecasting.

NCAER in its “ Impact Assessment & Economic Benefits of Weather & Marine Services report-2010 estimated the economic & social benefits of the services provided by MoES as well as benefits by beneficiaries. (Annexure J1)

SANCTIONED STAFF STRENGTH DETAILS :-

Details of Gr-B (Gazetted) Scientific staff in IMD as on 01/01/2013

Sr. No.	Gr-B (Gazetted)	Sanctioned strength	Men in position	Vacancies
1.	Asst. Met.-Gr-I	426	177	249
2.	Asst. Met.-Gr-II	743	594	149
3.	Asst. Met.-Gr-II (Ind)	11	02	09
4.	Asst. Met.-Gr-II (Non-Ind)	6	0	6
	Total	1186	773	413

Details of Gr-B (Non - Gazetted) Scientific staff in IMD as on 01/05/2014

Sr. No.	Gr-B (Non- Gazetted)	Sanctioned strength	Men in position	Vacancies
1.	Scientific Assistant	2465	1647	818
	Total	2465	1647	818

Details of Gr-C (Non - Gazetted) Scientific staff in IMD as on 01/01/2013

Sr. No.	Gr-B (Non- Gazetted)	Sanctioned strength	Men in position	Vacancies
1.	Met Attendant	1075	863	212
2.	Lab Asst. -I	70	0	70
3.	Lab Asst. -II	70	0	70
4.	Lab Asst. -III	72	32	40
5.	Mech. Gr-II (I/NI)	164	19	145
6.	Mech. Gr-I (I/NI)	284	209	75
7.	Mech. Asst. (I/NI)	37	35	2
8.	Staff Car Driver	16	23	+7
9.	Carpenter Gr-I	37	25	12
10.	Carpenter Gr-II	12	0	12
11.	Radio Mechanic	66	42	24
12.	Electrician/D' man	4/56	00/00	4/56

Details of Training imparted by IMD to staff:-

Sr. No.	Name of training	Period of training	Eligibility	Benefits of training	Remark
Trainings given to Gr-A officers:-					
1.	Advanced Meteorological training.	12 months	Met-II, entry level	No training thereafter but promotional benefits.	Essential at entry level only.
Trainings given to Gr-B staff:-					
2.	Forecaster training in General Meteorology.	06 months	AM-II/AM-I, After 20/25 years of service	No monetary /promotion benefits.	Essential to get MACP /Promotion etc.
3.	Intermediate Met. Training in General Meteorology.	04 months	S. A., After 10/15 years of service	No monetary /promotion benefits.	Essential to get MACP /Promotion etc.
4.	Basic Met. Training in General Meteorology.	04 months	S. A., After 5/7 years of service	No monetary /promotion benefits.	Essential to get MACP /Promotion etc.
<ul style="list-style-type: none"> <u>Gr-A officer is given only 12 months training at entry level & thereafter no official training given to Gr-A officer during his entire career whereas Gr-B/C staff undergoes 14 months official training to become gazetted officer & to get career prospects.</u> 					
5.	Advanced Meteorological training in instruments.	06 months	AM-II/AM-I, After 20/25 years of service.	No monetary /promotion benefits.	Essential to get MACP / Promotion etc.
6.	Intermediate Met. Training in instruments.	04 months	S. A., After 10/15 years of service	No monetary /promotion benefits.	Essential to get MACP / Promotion etc.
7.	Advanced Training in Meteorological Information system.	06 months	AM/S. A., After 20/25 years of service	No monetary /promotion benefits.	
8.	Intermediate Training in Meteorological Information system.	04 months	AM/S. A., After 10/15 years of service	No monetary /promotion benefits.	
9.	Elementary Training in Meteorological Information system	04 months	AM/S. A., After 10/15 years of service	No monetary /promotion benefits.	
10	Modular Training in Meteorology.	02 months	MA/LA with SSC pass.	No monetary /promotion benefits.	

Note:-

- **IMD's training centers are approved by World Meteorological Organization.**
- **In IMD training system is Elementary, Intermediate and Advance Met Training which is now changed into Integrated and Forecasters Training. This nomenclature is for officers benefits. It is clear that advance training is prerequisite for A.M. I to Met.-I channel. This is because earlier also Advance Met training course was taken as M.Sc. in meteorology and this status was given by WMO though it was not anywhere written but practically it was considered as a M.Sc. in meteorology.**
- In additions to this staffs are also given short duration specialized training on DWR, AMSS, NWP, PC applications, Telecommunications & techniques etc. by IMD HQ.
- These training are also given to foreign met. Officers at CTI, Pune.

Review of Prof. R. Narasimha Committee for redefining mandate of IMD
NCMRWF and IITM and Restructuring of IMD.

Government of India created a new Ministry of Earth Sciences (MoES) in July 2006 with a view to reorganize the national effort in atmospheric and ocean sciences and related services. As part of this reorganization, control of the three major national institutions in meteorology, viz. India Meteorological Department (IMD), Indian Institute of Tropical Meteorology (IITM) and National Centre for Medium Range Weather Forecasting (NCMRWF), has been transferred from the Ministry of Science and Technology and put under the new Ministry along with the institutions that functioned under the Department of Ocean Development.

On 4 August 2006 Secretary, MoES appointed a Committee for 'Re-defining the mandate of IMD, NCMRWF and IITM and restructuring of IMD, in order to clearly define and delineate the responsibilities of the above three institutions, and also to ensure that appropriate linkages are established among them so that the Ministry can have an effective and cohesive organization that can deliver the best possible meteorological services to the nation, avoiding all unnecessary duplication among the three institutions.

The objective of the committee, in general, was to make IMD a world class national weather service by focusing its efforts on weather forecasting services for the Government, public and weather-sensitive activities like agriculture, aviation, shipping, engineering industry, environment, hydrometeorology etc., on all temporal and spatial scales of interest, namely, nowcasting, short range, medium range, extended range and long range, for the whole country, and the constituent homogenous zones, districts, cities etc.

The committee was of the view that future development of weather forecasting should make the fullest possible use of modern Numerical Weather Prediction (NWP) techniques and of automation in collection of observations and processing and dissemination of associated products. This would require that IMD undertake a whole new set of activities, such as induction of information and communication technologies on a large scale, development of adequate human resources and capacity building, maintenance of sophisticated instruments etc. Accordingly, a scheme for restructuring IMD under the new structure of MoES has been recommended. **Recommendations of the committee are given in Annexure ' L'.**

Some recommendations regarding IMD are summarized below:

- The practice of flexible complimenting, essential for the management of scientific institutions, must be adopted in IMD, following the norms already accepted in such agencies as ISRO and CSIR. 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.

- To help IMD to concentrate on skills not available elsewhere, tasks may be outsourced to agencies or institutions possessing the requisite capability to carry out the tasks effectively.
- There should be separate streams for supporting Group B, C and D staff for career progression up to appropriate pay scales, based on their performance and on any higher skills and qualifications relevant to their tasks that they may have acquired.
- Training Centers of IMD may be strengthened and expanded to take up new areas in instrumentation and technology for generating adequate staff strength to meet the challenging requirements of modernization.
- 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.
- In future there should be scope for periodic reviews of the performance of all staff as part of their assessment for possible promotion.
- An important component of restructuring is to establish proper linkages among the three institutions.

In spite of clear recommendations by committee, IMD is using veto power to implement FCS as well as career progression schemes to Group B, C and D staff as on date. However recommendations are implemented immediately to Group A & admin cadres under Das Committee Report.

We therefore request to consider recommendations of above report while finalizing IMD demands in 7th CPC recommendations accordingly.

Review of Shri S K Das Committee - Manpower restructuring report

The Secretary, Ministry of Earth Sciences vide order dated 4th August, 2006, has formed a committee under the Chairmanship of Shri S K Das, Advisor, DOS for the Manpower Restructuring of the newly created Ministry (MoES) and its constituent units. (See Annexure 'M & N')

The extract of committee report in r/o IMD is attached herewith. One quote from report states that "At present there are 3821 scientists, from the level of DG (IMD) to Lab Assistants/Observers in position as 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.**"

The committee has clearly recommended for continuation of **AM-I to MET-I channel for modernization of IMD.** This recommendation is totally neglected by IMD & instead the channel is blocked by modifying RR of SA/AM cadre. Committee also recommended for additional manpower in non-gazetted cadre along with future requirements. Committee also clearly highlighted importance of Aviation Meteorology, Agro Meteorology & Administration thus specifying role & scope of IMD as national as well as nodal agency in meteorology.

IMD intentionally accepted administrative restructuring part of Das committee (which includes 8.5% of total staff strength) while other part of restructuring (which includes 70% of total staff strength) is rejected stating many reasons & is still lingering. Das committee report benefits are extended to only admin cadre & Gr-A cadre staff. Committee already recommended introduction of FCS to SA/AM cadre in IMD. Partly adoption of Das committee report is unjustified & hence we propose that S. K. Das committee report must be adopted fully in IMD for career prospects of non-gazetted staff also.

Review of S. K. Das Administrative Committee Report on IMD's Administration:

S. K. Das Committee report proposed that administrative staff of IMD does certain key functions of establishment, general administration, vigilance, purchase & stores finance & accounts. However same time clearly stated that “at present several of the admin. Functions are being looked after by technical staff which is not a sound practice” We also agree with these comments given in report as they are true. But on fact has to bring to the notice of IMD & policy makers that administrative works are done by technical staff in addition to their scientific work as follows.

- All remote met Offices, AMS, AMO's etc are managed by scientific staff & there is no admin staff is posted to do admin works stated above.
- All Met Centres/MWO's have only one or two sanctioned posts of admin staff (sometimes these are vacant). Thus at such stations all admin works are managed by scientific staff.
- All RMC's/IMD HQ have admin staff but even then key administrative works are managed by scientific staff only (for example RMC Mumbai has almost eight no of scientific staff engaged in Admin office to make for admin shortages & manage admin works.)
- Admin works are managed by scientific staff forcibly & not willingly even today also. These staffs are not given due benefits or career prospects for the works which they are managing in office interest.
- Thus a scientific cadre which is capable of doing both technical & administrative works is being totally neglected in IMD while giving career prospects thus underestimating their efficiency.
- In spite of committee's recommendation on administrative restructuring in IMD to ensure smooth administrative functioning. The scientific staff is still being forcibly utilized manage admin works & the same are not refused by scientific staff.

In this context, we therefore demand that due weightage must be given to scientific cadre for executing administrative works in addition to their technical works while giving career prospects. Also permanent seats may be allotted to scientific staff to perform key functions of general administration, vigilance, purchase & stores to prove their efficiency.

**Review of S. K. Das Administrative Committee Report on IMD's
decentralization of Administrative & financial functions:**

S. K. Das Committee report proposed that there is excessive centralization of powers at the headquarters & RMC level. Hence committee recommended decentralization of administrative & financial functions to the met centers & RMC level. In this context following delicate burning issues & facts due to centralization of powers in IMD must be understood.

- There are acute staff shortages in all regions & without taking opinion of MC & RMC new recruited staff (S. A.'s) are being posted at field stations recently by IMD HQ. This has resulted in completely mismatch of minimum staff at field stations required for managing works.
- The transfer/tour orders of feeder cadre (S. A./AM) must be under jurisdiction of respective RMC's however same are being issued from IMD HQ without consent of RMC.
- The condition of quarters, guest houses, offices etc at outstations have become worst & many estimates are lying at HQ. However funds are allocated without giving any priority to works by IMD HQ & also without consulting respective MC & RMC.
- No emergency/ essential work executed by MC/RMC without approval from IMD HQ.
- No linear policy is adopted by IMD HQ in any policy matter or technical / administrative matter thus delaying all types of office works. Delay in installation DWR's/pending CPWD works etc. are best example of how policies are executed in IMD.
- OTA/Medical/Tour/LTC as well as office electrical/telephone/AMC etc. bills are never settled as per time schedule set by DoPT. This fact may be verified from office records.

Many underlying facts may be brought under this agenda & are truths happening in IMD today. We feel that these facts must be considered while proposing benefits to Group-A cadres who are solely responsible to these issues. These are also indicators of failure of supreme authorities in implementation of policies & decisions. These issues are ultimately hampering the lifestyles & livelihood of Group-B/C employees. Hence we propose that decentralization of administrative & financial functions to the Met. Centers & RMC level in IMD must be done & commission must recommend this issue considering its national value.

Analytical study of Scientific Cadre versus Gr-A/Admin cadre

Analytical study of Scientific Cadre versus Admin cadre is given herewith. The following conclusions are drawn from this study.

- Gr-A officer joining as Scientist B in PB-3 with GP of Rs. 5400/- gets five promotions upto PB-4 GP of Rs. 8900/- & some reach in HAG scale in span of 21 years.
- It is to point out that a person joining as LDC with Matriculate (10th pass) qualification in admin cadre is promoted to Admin Officer (Gazetted post) in a span of 25 years of service. Whereas a person joining as Senior observer (feeder cadre earlier) with Bachelor of Science (Graduate) qualification in scientific cadre is promoted as Scientific assistant in a span of 28 years. Thus a qualified person can't become a gazetted officer even after 25 years of his regular service. This clearly indicates disparity in career prospects in IMD.
- A staff joining as UDC with pay scale Rs. 5200-20200 GP-2400 reaches to AO with pay scales of Rs. 9300-34800-GP **4600 thus there is jump of Rs.2200/- in his GP only.** Also his pay band is changed from PB-1 to PB-2. But a staff joining as S. A. with pay scales of Rs. 9300-34800, GP-4200 reaches to AM-II/AM-I with pay scales of Rs. 9300-34800 GP-5400, **thus there is jump of Rs. 1200/- in his GP.** Also his pay band remains the same. This indicates that a staff with lower qualification is given more pay hike & with higher qualification is given lower pay hike in 6th CPC. Thus there is complete financial disparity in pay scales of scientific staff.
- Also admin cadre staff is getting pay hike of Rs. 2200/- in his GP in a span of 25 years of service after obtaining three promotions where as scientific staff is getting pay hike of Rs. 1200/- in GP in a span of 28 years after obtaining only two promotions in his entire service.
- Third promotion is a rare possibility for a staff in scientific cadre in IMD. The financial restructuring of scientific staff in IMD is therefore inevitable.

We request to consider above study to remove disparity in Scientific & admin cadre staff, thus giving comparable benefits to the scientific staff of IMD.

Restructuring - Present scenario in IMD

The present status of staff strength & available resources in IMD must be considered before implementation of restructuring. In this regard we would like to highlight some key points for information & consideration as follows:

- There was no recruitment in IMD between 1998 & 2012. However only 465 S. A.'s are recruited in 2013. Thus there is gap of almost 15 years. Thus IMD's existing entry cadre staff has completed 15 years of their service without any welfare, monetary benefits. These staffs have not received any promotion for last 15 years. Also there are staffs who have not received since promotion in their entire 25 years service. This point is significant & important aspect of restructuring. Restructuring in any organization can't be completed without clear normalization criteria, even DoPT may not accept until and unless such criteria are incorporated in restructuring proposal itself.
- 'Normalization Benefit' is a one-time exercise for the benefit of existing employees in any restructuring and hence it must be applicable to IMD's restructuring proposal also. We agree for implementation of benefits of restructuring from 2006. But this will give only flat rise in salary of staff & thus gross arrears & not fruitful fixation of pay scale. The staff that is deprived of fixation benefits shall be benefited only by 'Normalization' in terms of fixation in functional GP.
- Supreme Court's verdict on MACP for Rs. 6600/- GP after 30 years of service on hierarchy is likely to be awarded in IMD which has no relevance as on date w.r.t 7th CPC & restructuring. However this verdict must be taken into account in restructuring thus awarding staff functional benefits considering their 20-22 years of service.
- We agree with normalization criterion proposed by RMC Kolkata & are best aspect of restructuring in IMD to facilitate monetary benefits to all staffs.

If staff has already completed 7 years, then he may be fixed at the functional post of G.P. Rs. 4600/-

If staff has already completed 14 (7+7) years, then he may be fixed at the functional post of G.P. Rs.4800/-

If staff has already completed 21 (7+7+7) years, then he may be fixed at the functional post of G.P. Rs.6600/-

If staff has already completed 28 (7+7+7+7) years, then he may be fixed at the functional post of G.P. Rs.7600/- and so on.

In DPC mode, the above criteria are only for the normalization fixation & not the career progression formula.

- We strongly object for 'distribution of posts', which is SA-A (4200) = 1946, SA-B (4600) = 878, SA-C (4800) = 512, SA-D (6600) = 151, S. A.-E (7600) = 45, and S.A. -F (8700) = 17, Total posts = 3549 in restructuring proposal submitted by IMD/MoES. As

most of S. A.'s have completed more than 15 years of service they shall not get desired benefits in restructuring due to distribution of posts. So they must be placed in GP of Rs. 4800/- & Rs. 6600/- for which posts in SA-C & SA-D must be increased accordingly. Alternatively S. A.-A with GP of Rs. 4200/- may be abolished & these posts may be redistributed accordingly. We propose that more posts are required in GP of 4800/- & 6600/- so that staff with 20-25 years of service shall be given justice. If required GP of Rs. 8700/- may be abolished & redistributed in other GP accordingly. We propose to explore all possibilities before finalizing restructuring proposal.

- We feel that there is need for detailed study for the proper distribution if a fruitful normalization formula is adopted. Then distribution of posts in each G.P. may be found out and thereafter we can calculate exactly how many posts are necessary in each cadre so that most of staff may get the functional post and functional G.P. The same must be included in the restructuring proposal and also in the RRs, so that it may be smoothly notified at DoPT.
- It is pertinent that in such restructuring most of the staff shall fall with GP 4600-4800 during their entire service & shall be awarded GP of Rs. 6600/- through 3rd MACP. We therefore object for such type of restructuring.
- Restructuring must include clarifications on exact benefits to staff who have completed 15 years, 20 years, 25 years and 30 years of service. If not necessary modifications & proposal has to be imposed for benefits of staff.
- IMD is conducting much departmental/specialized training for staff & for which no benefits are given to staff. Hence successful completion of training by staff shall be given due weightage in restructuring.
- Further IMD's staff strength includes talented staff in B/C cadres who are capable of shouldering responsibilities & can play a key role in IMD's modernization. Hence talented & highly qualified staff must be given extra benefits to boost their efficiency & performance.
- Living conditions, office work & workload, office infrastructure etc. shall be taken into account particularly of field stations in restructuring.

Restructuring Proposals submitted by IMD of Group B Scientific Staff & Group C Technical staff.

Restructuring proposals were submitted by IMD after Das Committee report to MoES for recommendation in October-2010. Copies of proposals given in **Annexure- 'O, P, Q & R'**.

Both proposals files were moving for justification, clarification & explanation from IMD to MoES & from MoES to DoPT, MoF etc. It is to mention that process which started for restructuring of non-gazetted employees in year 2006 is continued till date. There is no positive reply from any ministry till date. However it is agony to state that by the time 6th CPC has recommended introduction of FCS to Gazetted cadre in 2008, the proposal was initiated within no time & within year Gr-A officers are promoted by giving huge monetary benefits without acknowledging any work justification.

Sir, why this disparity? One fact must be noted here that each & every non-gazetted employee of IMD is working hard at remote stations in operational duties putting his health at risk & all IMD Gr-A officers are sitting at Metro cities in air-conditioning offices. They are scientists but without any research papers published in recognized magazine & without any requisite qualification for becoming scientist.

Sir, if one officer is given monetary benefit without doing any hard work & efficiency, whereas justification is denied to lower cadre staffs who are working (managing duties) round the clock at outstations?

Answers to all these questions are hidden in proposals submitted by IMD. We expect that committee must consider these reports & facts in proposals & accordingly we must get monetary benefits in the form of recommendations. We have also submitted our proposals (**Annexure 'S'**) based on these proposals with minor modifications considering staff views & welfare. We also request you to go through our proposals based on practical workload & requirement **especially staff who have not received single promotion since last 20 years.**

**COMPARITIVE STATEMENT OF FINANCIAL IMPLICATION DUE TO
RESTRUCTURING PROPOSAL OF Gr-B CADRE**

Financial Implication of existing Gr-B cadre in IMD	Net Effect Rs. In crore	Financial Implication for proposal submitted by IMD	Net Effect Rs. In crore
<p>2433 Posts of scientific assistant in PB-2+GP Rs. 4200/-</p> <p>Average cost per post $9300+34800=\text{Rs. } 44100/2$ $= 22050+4200 = 26250$</p> <p>Total Cost for 2433 posts $26250 \times 2433 \times 12 =$ Rs. 76.63 Cr.</p>	76.63	<p>2000 Posts of scientific assistant Gr-A in PB-2+GP Rs. 4200/-</p> <p>Average cost per post $9300+34800=$ Rs. 44100/2 $= 22050+4200 = 26250$</p> <p>Total Cost for 2000 posts $26250 \times 2000 \times 12 = \text{Rs. } 63.0 \text{ Cr.}$</p>	63.00
<p>732 Posts of AM-II in PB-2+GP Rs. 4600/-</p> <p>Average cost per post $9300+34800=\text{Rs. } 44100/2$ $= 22050+4600 = 26650$</p> <p>Total Cost for 732 posts $26650 \times 732 \times 12 =$ Rs. 23.40 Cr.</p>	23.40	<p>1000 Posts of scientific assistant Gr-B in PB-2+GP Rs. 4600/-</p> <p>Average cost per post $9300+34800=$ Rs. 44100/2 $= 22050+4600 = 26650$</p> <p>Total Cost for 1000 posts $26650 \times 1000 \times 12 =$ Rs. 31.98 Cr.</p>	31.98
<p>426 Posts of AM-I in PB-2+GP Rs. 4800/-</p> <p>Average cost per post $9300+34800=$ Rs. 44100/2 $= 22050+4800 = 26850$</p> <p>Total Cost for 426 posts $26850 \times 426 \times 12 =$ Rs. 13.72 Cr.</p>	13.72	<p>512 Posts of scientific assistant Gr-C in PB-2+GP Rs. 4800/-</p> <p>Average cost per post $9300+34800=$ Rs. 44100/2 $= 22050+4800 = 26850$</p> <p>Total Cost for 512 posts $26850 \times 512 \times 12 =$ Rs. 16.49 Cr.</p>	16.49

		<p>151 Posts of Scientific Officer Gr-II in PB-3+GP Rs. 6600/-</p> <p>Average cost per post $15600+39100=$ Rs. 54700/2 $= 27350+6600 = 33950$</p> <p>Total Cost for 35 $33950 \times 151 \times 12 =$ Rs. 1.43 Cr.</p>	6.15
		<p>45 Posts of Scientific Officer Gr-III in PB-3+GP Rs. 7600/-</p> <p>Average cost per post $15600+39100=$ Rs. 54700/2 $= 27350+7600 = 34950$</p> <p>Total Cost for 20 $34950 \times 45 \times 12 =$ Rs. 0.84 Cr.</p>	1.88
		<p>17 Posts of Scientific Officer Gr-IV in PB-3+GP Rs. 8700/-</p> <p>Average cost per post $15600+39100=$ Rs. 54700/2 $= 27350+8700 = 60900$</p> <p>Total Cost for 10 $60900 \times 17 \times 12 =$ Rs. 0.73 Cr.</p>	1.24
TOTAL (for 3591 posts)	113.75	TOTAL (for 3725 posts)	120.74

**Review of Report of Review Committee headed by Shri D. R. Sikka for XI
plan schemes under IMD:-**

A review committee was set up by MoES under chairmanship of Shri D. R. Sikka to review ongoing schemes of XI plan under IMD. The details of implementations schemes & recommendations of committee are attached in **Annexure 'W & X'**.

The committee report is self-explanatory to judge progress of IMD's modernization projects. Copy of recommendations is attached herewith for your reference. We would like to put forth few points on this matter.

- Large number of projects could not be started or are incomplete indicates failure projects implementation officers.
- Non adoption of correct procedures in procurement process.
- Non-coordination between IMD & MoES.
- No implementation strategy for financial as well as physical targets.
- Failure in regular maintenance of major technical equipments.
- IMD needs modernization on various fronts in order to achieve accelerated progress for providing top quality meteorological services to society.
- Adequate & talented human resources requirement.
- Under performance in achieving financial targets.

One question may be highlighted here that when Govt. has given IMD's officers very good perks & status of Scientists (which we hope based on their talents), then why Sikka committee report is totally negative? Sikka committee also recommended for talented human resource in IMD, then why not IMD is utilizing its talented human resource in non-gazetted cadre of IMD (many B. Sc., M. Sc., M. Tech. & even Ph. D. staff is there in non-gazetted cadre) along with more than 20 years (in Meteorology) experienced staff by giving career prospects & monetary benefits.

It is observed that such reports which are progress cards of IMD are not discussed or never brought in highlight in IMD. The failure in projects due to improper implementation is sole responsibility of project officers i.e. Gr-A officers in IMD & hence they must be responsible for under progress of IMD. Even fund allocated in XI plan are not being utilized by IMD & most of the projects are carried forward to XII plan.

Hence we requests you to consider our demands in light of above review report & give us chance to prove ourselves in providing IMD's services to society.

OUR FIGHT FOR Career Advancement – GUWAHATI COURT CASE

It is to state here that inspite of setting up of number of committees for welfare / manpower restructuring of IMD staff by Govt., there is no final decision by IMD's administration resulting in depriving Gr.- B/C cadres for getting their hard earned benefits. Unions were totally baffled by administration in each & every respect forcing staff to continue their fight in court of law. Ultimately an O. A. was filed in CAT Guwahati in 2011 to pave way for our monetary benefits. **(Copy of O. A. & orders are attached herewith for reference – Annexure 'Y, Z, A1')**

We prayed for

“To consider extension of benefit of Flexible complementary Scheme (FCS) to the applicants working in the cadres of Scientific and Technical cadre “.

'AND'

“FCS is accepted by the Government in the light of the recommendations of the S. K. Das Committee. It was implemented in respect of Group. 'A' officers as well as in respect of officers in the Administrative cadres. However, despite specific recommendations of 6th CPC referred in Para 3.5.6 (ii) for implementation of FCS in respect of all 'B' and 'C' scientific cadres, no action: has been taken in the matter. As such, necessary direction may be issued for implementation of this scheme for all Groups 'B', and 'C' Scientific and Technical cadres with effect from 01.01.2006 with all consequential benefits”

Honorary CAT has given verdict in our favour in 2012 accepting our prayers & directed IMD to take necessary action for implementation of Das Committee Report & FCS to Gr.-B/C cadres. However it is again agony to state that IMD's administration along with MoES playing delayed techniques to work on court order & against implementation of FCS to Gr.-B/C cadres. Many hurdles like clarifications; queries etc. are raised by IMD & MoES to starve IMD's Gr-B/C staff for their livelihood & economical benefits.

We therefore once again pray you to consider our Guwahati CAT case verdict as well as Das Committee report for implementation of FCS to Gr.-B/C cadres of IMD. Also our pay scales may be upgraded accordingly.

Justification for starting GP of Rs. 4600/- for Sc. Asst.

The feeder cadre for this group is Scientific Assistant with B.Sc 60% and above. Their duties comprise the Scientific/Technical, operational, essential and Administrative work connected with Meteorological Observatories, Weather Forecasting, Climatology, Geophysics, Radio Meteorology etc.

Duties & responsibilities of Scientific Assistant:-

- Plotting of all-weather charts.
- Decode aviation messages, prepare flight forecast folders, duplicate copies of forecast & disseminate reports, warnings etc.
- Keep watch over local weather phenomena, Issue of routine, non-routine & special weather reports, Recording & reporting of Synoptic observations, RS/RW & PBO Observations. Routine observations of Ozone, Radiation & atmospheric electricity, seismological Observatory, Agro meteorological Observations, Port meteorological observations & its allied works.
- Constant monitoring, reception of foreign Met. Broadcasts & prepare report on quality of reception.
- To provide Met. Telecom facilities & maintenance of telecom instruments. Data reception & transmission, uploading & downloading of data through websites/internet.
- Obtain forecasts from associated Main Met. Office, decode & supply them to air crew & explain actual weather of local & neighboring aerodromes.
- Maintenance & upkeep of Met. Instruments (AMSS, MFI, HPCS, IVRS, DMDD, ISDN) & AWS/ARG systems.
- Look after the technical & administrative work of unit (where Scientific Assistant is in charge of unit).
- Calibration of radiosondes and other meteorological instruments & preparation of technical statements.
- Scrutiny & checking of data computation & entering of data in proper format for Meteorological studies.
- Correspondence for technical & non-technical works.
- Undertake routine inspection tours to Observatories & State Rainauge stations to associate in initiating action on inspection reports.
- Preparation & issuance of state & zonal meteorological bulletins.

- Monitoring of Radar/DWR observations & transmission of DWR/CDR/SDR products.
- Operational implementation of NWP products. Assisting in R & D activities of NWP.
- Any other work as assigned from time to time.

SA's are recruited on ALL India basis through SSC, eligibility criteria is B. Sc. (Physics) with 1st Class/Diploma in Elec. & Telecom Engg. with 1st class. However SSC through its advt. of recruitment asked for eligibility criteria of B.E./B. Tech in lieu of Diploma in Elec. & Telecom Engg. As Diploma in Elec. & Telecom Engg. is exhausted as on date.

So recently 311 SA's are recruited out of 426 with B. E. as qualification & out of this only one person is with Diploma in Elec. & Telecom Engg. qualification as IMD's pay scales are not lucrative. Out of these 35 resigned within two months as there are no prospects/future in IMD.

Prior to 6th CPC SO & SA cadres were drawing Rs. 5000/- & Rs. 5500/- pay scale respectively. Since 6th CPC recommended merging of Rs. 5000/- & Rs. 5500/- and awarded Rs. 4200/- grade pay in PB2. **Therefore the present SA's are discharging higher responsibility but drawing lesser salary, hence this supervisory cadre of Group B grade pay may be enhanced to Rs. 4600/-.** In view of new RR implemented AM-I cannot be promoted as Met.Gr-I, therefore there is no promotional hierarchy after AM-I. To overcome this difficulty it is necessitated that new posts to be created by the cadre restructure process.

A restructure report was submitted by MOES in consultation with IMD to DoEx on 11.02.2013 (Annexure V). In this proposal IMD as well as MOES has given justification for creation of promotional avenues to the Group B and C cadres.

It's complete stagnation in all Group B and C cadres. As on date except for the Group A scientist rest all cadres get only one or two promotion in his entire service. Hence no proper promotion avenues in this department even though we are performing technical duties similar to other streams such as

Engineering cadre & Scientists who get promotions through Flexible complimentary scheme every 5 years.

- **Ground realities in duties of Scientific Assistants:** - Most of duties assigned as on date are changed today. Scientific assistants are forced to do works with higher responsibilities. Most of SA's posted at field stations (airports) particularly at aerodromes issue forecasts which is responsibility of gazetted officer. MoES refused to implement FCS on the ground of doing admin work by SA however charter of duties itself clearly indicates some technical/administrative works assigned to S. A. at field stations. Most of the SA's are now forced to perform works of AM level without any benefits in IMD.

Justification of proposed pay-structures

Most of the employees of the IMD are deprived of the regular promotions hardly they may get one or two promotions in entire service of 33 years, even in some cases they are transferred at All India level disturbing their family life. The stagnation level is high in IMD compared to other departments. In many cadres such as Scientific Assistant, Assistant Meteorologist Gr-II, Assistant Meteorologist Gr-I, Meteorological Assistants, Lab Assistant Gr-I, Lab Assistant Gr-II, Lab Assistant Gr-III, Mechanic all grades, peon, chowkidar etc. they get first promotion at the end of 18 years of service and second promotion at the end of 28 years of service.

GROUP B SCIENTIFIC, OPERATIONAL AND ESSENTIAL CADRE

S.No	Existing VI CPC (no. Of Posts)	Proposing VII CPC	Equivalent pay and Residency period
1	Scientific Assistant (Non-Gaz) (Sanctioned 3054) PB2 9300-34800 GP 4200	Scientific Assistant (Non-Gaz) 2000 PB2 9300-34800 GP 4600	PB2 30000-100000 GP 13500, 7 years
2	AM-II (GAZ) (732), PB2 9300-34800 GP 4600	AM-II (GAZ) 1000 PB2 9300-34800 GP 4800	PB2 30000-150000 GP 15000, 7 years
3	AM-I GAZ (426) PB2 9300-34800 GP 4800	AM-I GAZ 512 PB3 15600-39100 GP 6600	PB3 50000 - 150000 GP 20000, 7 years
4	Restructure report was submitted by MOES in consultation with IMD to DoEx on 11.02.2013 (Annexure V).	MO I GAZ 151 PB3 15600-39100 GP 7600	PB3 50000 - 150000 GP 23000, 7 years
5		MO II GAZ 45 PB3 15600-39100 GP 8700	PB4 100000 - 200000 GP 26000, 7 years

Sanctioned strength is 4212 man in position 2674.

MTS (Technical) SCIENTIFIC SUPPORT, OPERATIONAL, ESSENTIAL CADRE

S.No	Existing VI CPC (no. Of Posts)	Proposing VII CPC	Equivalent pay and Residency period
1	MA (1075) PB1 5200-20200 GP 1900	Meteorological Attendant (MA) (1075) PB1 5200-20200 GP 2400	PB1 15600-60600 GP 7500, 7 years
2	LA III (72) PB1 5200-20200 GP 2000	LA III (72) PB1 5200- 20200 GP 2800	PB1 15600-60600 GP 8500, 7 years
3	LA II (70) PB1 5200-20200 GP 1900	LA II (70) PB2 9300- 34800 GP 4200	PB2 30000-100000 GP 10000, 7 years
4	LA I (70)	LA I (70) PB2 9300- 34800 GP 4600	PB2 30000-100000 GP 13500, 7 years
5	*vacant post may be redistributed to the higher for promotional avenue.	Senior Assistant (**) PB2 9300-34800 GP 4800	PB2 30000-100000 GP 15000, 7 years

Sanctioned strength of the above posts is 1287. Man in position as on date is 1221.

MTS (technical) staff, this cadre is recruited for a specific purpose to render meteorological services hence they **should not be called Multy Tasking Staff**. They are scientific support staff and the designation should be in accordance to the work allotted to them. They primarily assist the operational, essential requirements of this department. They join the feeder cadre as Meteorological Attendants with a qualification of 10th pass. They have to undergo departmental trainings, time to time and are required to pass the examinations successfully. They are required to assist the Scientific Assistant/Lab. Asstt. and other officials in all observational networks. They have to under risk work such as preparation of hydrogen gas and filing of balloons for upper air observations. They also assist in issue of testing equipment & special tools to staff. General upkeep of work benches, cleaning of equipment, coil winding, oil greasing of machines and drills. To assist in arrangements for charging H.P. & L.P. portable hydrogen generators for testing their spare parts and accessories etc . Any other work assigned to him relating to observational Met. work, General Admin. work in Lab. and other technical units. To take observations of all Met. elements in field observatories. To analyze the chemical and acids used in Lab. and maintain the Lab. Equipment and to assist seniors who look after the work in the Laboratory. To up keep of Met.Instruments in the field observatories. Any other work as assigned time to time. For this cadre along with the minimum qualification of 10th Standard and desirable qualification of Computer knowledge is essential. They are also engaged in many types of works , such as typing, Receipt and despatch , security, peon duties, file management etc. These MTS are deployed with computer data entry works and dak entry and despatch works etc.

Hence high risk involved in their work which should be compensated with the appropriate risk allowance.

- **Ground realities in duties of Met Attendants:** - Charter of duties of attendants' shows this post is technical post, however they have been now included in MTS along with general category of MTS staff. They are being used to perform works of higher seats & at most of the stations this staffs are taking vital met observations also by virtue of their experience.

MECHANIC/TECHNICAL GRADE (TECHNICAL, OPERATIONAL CADRE)

S.No	Existing VI CPC (no. Of Posts)	Proposing VII CPC	Equivalent pay and Residency period
1	Mech Gr II (31) PB1 5200-20200 GP 1900	Technician A @ PB1 5200 – 20200 GP 2400	PB1 15600-60600 GP 7500, 7 years
2	Mech Gr I/Radio Mechanic (38) PB1 5200-20200 GP 2400	Technician B @ PB2 9300 – 34800 GP 4200	PB2 30000-100000 GP 10000, 7 years
3	Mech. Assistant PB1 5200-20200 GP 2800	Technician C @ PB2 9300 – 34800 GP 4600	PB2 30000-100000 GP 13500, 7 years
4	Assistant Mech/Foreman PB2 9300-34800 GP 4600	JTO @ PB2 9300 – 34800 GP 5400	PB2 50000-150000 GP 16500, 7 years
5	* These 247 vacant post should be redistributed for promotional avenue.	STO * PB3 15600-39100 GP 6600	PB3 50000 - 150000 GP 20000, 7 years
6		TO * PB3 15600-39100 GP 7600	PB3 50000-150000 GP 23000, 7 years

Sanctioned posts are 502 and man in position is 255. Hence the vacant posts are 247.

They join the feeder cadre with a qualification of ITI/diploma and undergo departmental trainings for maintenances and repair of instruments including aviation instruments, latest radars, automatic weather stations, radiation instruments. Preparation of Base map, contour map, river catchments, plotting of data on base map, transfer of plotted map on litho plates, model drawings of weather elements. Any other work as assigned time to time. General supervision of the work of mechanical staff, distribution of work in workshop. To keep the production at the optimum level suggest ways and means of improvement, and requirement of tools and materials. To Undertake special items of work in workshop, repair and maintenance of instruments. To Prepare sketches and plans whenever required. Maintenance, overhauling and repair of related instruments.

Fabrication of instruments and accessories. Assist in installation of equipment. Attend to all machine jobs. Construction and wiring of various electric/electronic equipment, maintenance and repair of electrical gadgets. Reception/transmissions of meteorological data. Electrician Maintenance and repairs of electrical equipment, and any other related work. Maintenance and repair of Met.instruments. Help Mechanic Grade-I in maintenance, repair and fabrication work.

RM/Mech.GR.I pay drawn on par with SO in 4th CPC, but in 5th CPC their pay fixed below SO. This anomaly has not been rectified so far, hence their pay may be up graded.

- **Ground realities in duties of Mechanics Grade I/II & Radio Mechanics:** - Mechanics as name indicates are meant for maintenance & upkeep of instruments in IMD. But it is observed that most of the instruments AMC are given & mechanics cadre is sitting idle without any work in IMD. We feel that they must be trained & given maintenance works of new high-tech instruments in IMD to justify their charter of duties.

MTS (Non-Technical)

S. No	Existing VI CPC (no. Of Posts)	Proposing VII CPC	Equivalent pay and Residency period
1	MTS (99) PB-1 5200-20200 GP 1800	MTS PB1 5200-20200 GP 2000	PB1 15600-60600 GP 6500, 7 years
2	* as on date 947 posts are vacant which should be redistributed to the higher for promotional avenue.	*Office Assistant III(O.A III) PB1 5200-20200 GP 2400	PB1 15600-60600 GP 7500, 7 years
3		*Office Assistant II(O.A II) PB1 5200-20200 GP 2800	PB1 15600-60600 GP 8500, 7 years
4		*Office Assistant I(O.A I) PB2 9300-34800 GP 4200	PB2 30000-100000 GP 10000, 7 years
5		*Senior/ Special Assistant (S.A) PB2 5200-20200 GP 4600	PB2 30000-100000 GP 13500, 7 years

*Total MTS (Non-Technical) sanctioned 1046. At present 99 are staff are working as MTS (Non-Technical).

MTS joins the feeder cadre with a qualification of 10th Standard. They are allotted with the work of up keep of the office premises as housekeeping and security units have been outsourced. They are also assigned with the duties of opening the office establishment, supervise the work of Gardeners/Malislasing out and maintenance of garden, upkeep of garden implements to allocate work to Gardeners/Malis. Maintain watch in office premises during day or night and do such other duties as may be assigned. Maintain office garden in trim condition perform such duties as may be assigned by Head Mali. Clean and dust floors, doors, windows and other fixtures. Carry files and folders from one unit to other, deliver the mail to respective units, help is securing old files as and when required. Clean and dust office furniture. Any other work as assigned time to time.

6th CPC recommended a minimum pay of Rs.7000/-(5200+1800) to the erstwhile group D staff that also upgrading their status to group C. Therefore it is well understood that the present system of governance warranted erstwhile group D staff to discharge more responsibilities on par with group C, hence their pay may be enhanced. MTS (Non-technical) staff is not having promotional avenues the abandoned 56 D'man posts (D'man are promoted and merged with Scientific assistants may be converted into OA-III, II & I.

GROUP B AND C ADMIN CADRE

S.No	Existing VI CPC (no. Of Posts)	Proposing VII CPC	Equivalent pay and Residency period
1	LDC (162) PB1 5200-20200 GP 1900	LDC (162) PB1 5200-20200 GP 2400	PB1 15600-60600 GP 7500, 7 years
2	UDC-224 PB1 5200-20200 GP 2400	UDC-224 PB2 9300-34800 GP 4200	PB2 30000-100000 GP 10000, 7 years
3	AA (114) PB2 9300-34800 GP 4200	AA (114) PB2 9300-34800 GP 4800	PB2 30000-100000 GP 15000, 7 years
4	AO-III PB2 9300-34800 GP 4600	AO-III PB2 9300-34800 GP 5400	PB3 50000-150000 GP 16500, 7 years
5	AO-II PB2 9300-34800 GP 4800	AO-II PB3 15600-39100 GP 6600	PB3 50000 - 150000 GP 20000, 7 years
6	AO-I PB3 15600-39100 GP 5400	AO-I PB3 15600-39100 GP 7600	PB3 30000 - 150000 GP 23000, 7 years

Supervision of work of administrative nature as assigned. Senior Private Secretary is attached to Director General of Meteorology. His duties are as defined in the Manual of Office Procedure Receipt of secret/ ordinary dak. Collection of information and files. Taking dictation in shorthand and its transcription in the best possible manner. Compilation of data in given form. Typing of essential or confidential/ secret documents including other typing work as considered necessary in administrative interest. Opening of files, if required. Maintenance of current files. Screening of routine reminders and acknowledgements. Screening of telephone calls and visitors in a tactful manner. Assist his/her officer in connecting outside as well as local calls. Fixing/ cancelling of appointments, interviews etc. of office employees as well as outsiders, after discussing his/her officer and keeping an accurate list of engagements, meetings etc. as well as reminding the officer sufficiently in advance for keeping them up. Maintaining in proper order the papers required to be retained by the officer. Destroying by burning the stenographic record of the confidential & secret letters after they have been typed & issued. Proper maintenance, upkeep of equipments like computers, photocopies, typewriters, telephone instruments, fax machines etc. To assist the officer in the manner desired by him/her. They also look after stores, purchase wherein risk is involved while performing the duty. As per the Staff Selection Commission notification Lower Division Clerks are entrusted with routine nature of work, for example registration of Dak, maintenance of section diary, file register, file movement register, indexing and recording of files, typing, comparing, dispatch, preparation of arrears and other statements etc.

Accounts Section-I (where, various payments are processed and released, Income Tax, Budget, NPS, monthly Expenditure Statement, reconciliation are done),
(ii) Store & purchase Section,

- (i) Establishment Section (where service records, leave and other personal matters are processed),
- (iv) Bill Section, where various kind Bills have been scrutinized for passing etc.
- (v) RTI, Court Cases, handling of Audit Para etc.

(B) In addition there are other sections viz.

- (i)Accounts/Cash Section-II(to Assist the Accounts Section I in discharging their day to day duties, disbursement of cash and maintenance of related registers, cheque books, postage stamps etc),
- (ii)Dispatch & Diary,
- (iii)loans & Advance,
- (iv)typing, maintenance of library, file register, file movement register, indexing and recording of files, comparing, preparation of arrears and other statements etc.

Since the number of UDCs sanctioned is much lesser than the actual requirement, LDCs are posted in the major section as given under 'A' above. Thus in contrary to the nature of duties of LDC as given in the DoPT manual as well as the Staff Selection notification the quality and quantity of work done by the LDC & UDCs are much higher in these offices. The officers are only taking decision on the file put up by the LDCs/UDC on all the matters. Along with minimum qualification they are also required to have computer knowledge with the growing demand of computer related work in the admin units. Therefore their pay scale is required to be upgraded.

There is risk involved in their work which should be compensated with the risk allowance.

They are posted in General duties and responsibilities as mentioned in the manual on office procedure. Any other work as assigned time to time on work need basis.

STENO CADRE

S. No	Existing VI CPC (no. Of Posts)	Proposing VII CPC	Equivalent pay and Residency period
1	Steno Gr II (31) PB1 5200-20200GP 2400	Steno Gr II PB2 9300-34800 GP 4200	PB2 30000-100000 GP 13500, 7 years
2	Steno Gr I (20) PB2 9300-34800 GP 4200	Steno Gr I PB2 9300-34800 GP 4800	PB2 30000-100000 GP 15000, 7 years
3	Private secretary (5) PB2 9300-34800 GP 4600	Private secretary (5) PB2 9300-34800 GP 5400	PB2 50000-150000 GP 16500, 7 years
4	Sr. Private secretary (1) PB2 9300-34800 GP 4800	Sr. Private secretary (1) PB3 15600-39100 GP 6600	PB3 50000 - 150000 GP 20000, 7 years
5	*vacant post may be redistributed to the higher for promotional avenue.	*Personal officer PB3 15600-39100 GP7600	PB3 50000 - 150000 GP 23000, 7 years

Vide para 3.1.10, Page No.162 of 6th CPC Report (regarding Amalgamation of Central Secretariat and Stenographers' Cadres), the 6th CPC has noticed that no justification exists for maintaining a distinct Stenographer's' cadre in any Government offices. Keeping this objective in view where the Secretariat and Stenographers' cadres would stand merged in future, there is a need for ensuring full parity between these two cadres right from this stage.

In the case of Stenographers cadre, the posts of Stenographers Grade II and Grade I in the existing scales of Rs.4500-7000/-, Rs.5000-8000/-, and Rs.5500-9000/- will, therefore stand merged and be placed in the higher pay scale of Rs.6500-10,500/-.

Pay structure - Central Secretariat as recommended by 6th CPC:

Central Secretariat Stenographer service - pay structure of various levels:

- | | | | |
|--|------|---------------|-------|
| 1. Stenographer Grade 'D' | PB-I | 5,200-20,200 | 2,400 |
| 2. Stenographer Grade 'C' | PB-2 | 9,300-34,800 | 4,200 |
| 3. Private Secretary Gr. 'B' | PB-2 | 9,300-34,800 | 4,200 |
| 4. Private Secretary Gr. 'B' Gazetted after 4 years continuous service | | | |
| | PB-3 | 15,600-39,100 | 5,400 |
| 5. Principal Pvt Secretary | PB-3 | 15,600-39,100 | 6,600 |
| 6. Sr. Principal Pvt Sec | PB-3 | 15,600-39,100 | 7,600 |

Reference pages Page no 162 & 163 of the 6th CPC report.

The above is the pay structure of Central Secretariat Stenographers' Service revised as per 6th Central CPC.

Now the latest development is that as per Ministry of Expenditure Order No. 1/1/2008-IC dated 16.11.2009 endorsed by Department of Personnel and Training letter No. 7/7/2008-C.S.I (A) dated 21.12.2009, the Grade Pay of all Grade 'C' Stenographers/Personal Assistants have been changed from Rs.4200/- to Rs.4600/- with effect from 01.01.2006.

In this regard, it is to bring to your kind notice that in respect of Railways, Assistants/Stenographers Gr.'C' are granted grade pay of Rs.6600/- on completion of 30 years of continuous service or on completion of 10 years of stagnation in a single Grade Pay whichever is earlier. WHEREAS, in the case of field/subordinate offices, Assistants/Stenographers will get a Grade Pay of Rs.4800/- at the end of 30 years of service. In case of Direct Recruits in field/subordinate offices, who are recruited at the entry level will get a Grade Pay of Rs.4200/- and at the end of 30 years of service will get a Grade Pay of Rs.5400/- only as per MACP.

(Ref No. www.irtsa.net/pdfdocs/Third_MACO_to_Stenos.pdf)

DRIVER CADRE

S.No	Existing VI CPC (no. Of Posts)	Proposing VII CPC	Equivalent pay and Residency period
1	SCD Gr III (62) PB1 5200-20200 GP 1900	SCD Gr III PB1 5200-20200 GP 2400	PB1 15600-60600 GP 7500, 7 years
2	SCD Gr II PB1 5200-20200 GP 2400	SCD Gr II PB2 9300-34800 GP 4200	PB2 30000-100000 GP 10000, 7 years
3	SCD Gr I (70) PB1 5200-20200 GP 2800	SCD Gr I PB2 9300-34800 GP 4600	PB2 30000-100000 GP 13500, 7 years
4	SCD Gr I (70) PB2 9300-34800 GP 4200	SCD Gr PB2 9300-34800 GP 4800	PB2 30000-100000 GP 15000, 7 years
5	*vacant post may be redistributed to the higher for promotional avenue.	Senior SDC (***) PB2 9300-34800 GP 5400	PB2 50000-150000 GP 16500, 7 years

Car Driver Possessing Higher Secondary/ Matriculation/Secondary School Certificate and a valid Commercial driving licence for driving light motor vehicles/heavy motor vehicles with skill and experience in driving motor vehicles.

They drive their vehicles in all places such as hills, deserts, remote places, villages for carrying out tough field work just like defense employees. They are also processing similar qualification and commercial heavy duty driving licence. They deserve better pay scales compared to the risk involved for that post.

These Drivers who perform driving in field establishment should be trained in mechanical repair of their vehicles, so that they can attend to minor repair in field conditions. These Drivers should be designated as Driver cum Mechanic. The pay scales of these Staff Car Drivers should start from Rs. 2400/ GP.

Proposal as per existing pay band system

Group B (Scientific/operational, essential Cadre)

Existing (VI CPC)		Proposed (VII CPC)	
Cadre & No. of Posts	Pay Scale	Cadre	Pay Scale
Scientific Asst. (Non-Gaz) (2433)	PB2 9300-34800 GP ` 4200	Scientific Asst (Non-Gaz)	PB2 9300-34800 GP ` 4600 Direct Recruitment 7 years
Asst. Meteorologist Gr.II (Gaz)(732)	PB2 9300-34800 GP ` 4600	Asst. Meteorologist Gr.II (Gaz)	PB3 9300-34800 GP ` 4800 Promotion (7 yrs)
Asst. Meteorologist Gr.I (Gaz) (426)	PB2 9300-34800 GP ` 4800	Asst. Meteorologist Gr.I (Gaz)	PB3 15600-39100 GP ` 6600 Promotion (7 yrs)
		Scientific Officer I (Gaz)	PB3 15600-39100 GP ` 7600 Promotion (7 yrs)
		Scientific Officer II (Gaz)	PB4 37400-67000 GP ` 8700 Promotion (7 yrs)

MTS (Technical) SCIENTIFIC SUPPORT, OPERATIONAL, ESSENTIAL CADRE

Existing		Proposed	
Cadre & No. of Posts	Pay Scale	Cadre	Pay Scale
Meteorological Attendant (1075)	PB1 5200-20200 GP ` 1900	Meteorological Attendant	PB1 5200-20200 GP ` 2400 Direct Recruitment
Laboratory Assistant III (72)	PB1 5200-20200 GP ` 2000	Laboratory Assistant III	PB1 5200-20200 GP ` 2800 Promotion (7 yrs)
Laboratory Assistant II (70)	PB1 5200-20200 GP ` 2400	Laboratory Assistant II	PB1 9300-34800 GP ` 4200 Promotion (7 yrs)
Laboratory Assistant I (70)	PB1 5200-20200 GP ` 2800	Laboratory Assistant I	PB2 9300-34800 GP ` 4600 Promotion (7 yrs)
		Laboratory Assistant Special Grade	PB2 9300-34800 GP ` 4800

Group C (Mechanical Cadre) (Non-Industrial)

Existing (VI CPC)		Proposed (VII CPC)	
Cadre & No. of Posts	Pay Scale	Cadre	Pay Scale
Mechanic Gr. II (31)	PB1 5200-20200 GP ` 1900	Technician	PB1 5200-20200 GP ` 2400 Direct Recruitment 7 years
Mechanic Gr. I/ Radio Mechanic (69/65)	PB1 5200-20200 GP ` 2400	Sr. Technician	PB1 5200-20200 GP ` 2800 Promotion (7 yrs)
Mechanical Asst. (10)	PB1 5200-20200 GP ` 2800	Technician Sg.	PB2 9300-34800 GP ` 4200 Promotion (7 yrs)
Asst. Meteorologist Gr. II (Foreman)	PB2 9300-34800 GP ` 4600	Technical Officer-I	PB2 9300-34800 GP ` 4800 Promotion (7 yrs)
Asst. Meteorologist Gr. I	PB2 9300-34800 GP ` 4800	Technical Officer-II	PB315600-39100 GP ` 5400 Promotion (7 yrs)
Asst. Meteorologist Gr. I	PB2 9300-34800 GP ` 4800	Technical Officer-III	PB315600-39100 GP ` 5400

MTS (Non-Technical)

Existing		Proposed	
Cadre & No. of Posts	Pay Scale	Cadre	Pay Scale
MTS (600)	PB1 5200-20200 GP ` 1800	MTS	PB1 5200-20200 GP ` 2000 Direct Recruitment
		Office Assistant III	PB1 5200-20200 GP ` 2400 Promotion (7 yrs)
		Office Assistant II	PB1 5200-20200 GP ` 2800 Promotion (7 yrs)
		Office Assistant I	PB1 9300-34800 GP ` 4200 Promotion (7 yrs)
		Office Assistant Special Grade	PB2 9300-34800 GP ` 4600

STENO CADRE

Existing (VI CPC)		Proposed	
Cadre & No. of Posts	Pay Scale	Cadre	Pay Scale
Stenographer Gr.II (10 + 21)	PB1 5200-20200 GP ` 2400	Stenographer Gr.II	PB2 9300-34800 GP ` 4200 Direct Recruitment
Stenographer Gr.I (20)	PB2 9300-34800 GP ` 4200	Stenographer Gr.I	PB2 9300-34800 GP ` 4800 Promotion (7 yrs)
Private Secretary (5)	PB2 9300-34800 GP ` 4600	Private Secretary	PB2 9300-34800 GP ` 5400 Promotion (7 yrs)
Sr. Private Secretary (1)	PB2 9300-34800 GP ` 4800	Sr. Private Secretary	PB2 15600-39100 GP ` 6600 Promotion (7 yrs)
		Administrative Officer I	PB315600-39100 GP ` 7600

DRIVER CADRE

Existing (VI CPC)		Proposed	
Cadre & No. of Posts	Pay Scale	Cadre	Pay Scale
Staff Car Driver Gr III (62)	PB1 5200-20200 GP ` 1900	Staff Car Driver Gr III	PB1 5200-20200 GP ` 2400 Direct Recruitment
Staff Car Driver Gr II	PB1 5200-20200 GP ` 2400	Staff Car Driver Gr II	PB1 9300-34800 GP ` 4200 Promotion (7 yrs)
Staff Car Driver Gr I	PB1 5200-20200 GP ` 2800	Staff Car Driver Gr I	PB2 9300-34800 GP ` 4600 Promotion (7 yrs)
Staff Car Driver Gr II	PB2 9300-34800 GP ` 4200	Staff Car Driver (Special Grade)	PB2 9300-34800 GP ` 4800 Promotion (7 yrs)
		Staff Car Driver (Selection Grade)	PB2 9300-34800 GP ` 5400 Promotion (7 yrs)

Group B & C (Admin Cadre)

Existing (VI CPC)		Proposed (VII CPC)	
Cadre & No. of Posts	Pay Scale	Cadre	Pay Scale
LDC (167)	PB1 5200-20200 GP ` 1900	LDC	PB1 5200-20200 GP ` 2400 Direct Recruitment 7 years
UDC (224)	PB1 5200-20200 GP ` 2400	UDC	PB2 9300-34800 GP ` 4200 Promotion (7 yrs)
Administrative Assistant (114)	PB2 9300-34800 GP ` 4200	Administrative Assistant	PB2 9300-34800 GP ` 4800 Promotion (7 yrs)
Administrative Officer III	PB2 9300-34800 GP ` 4600	Administrative Officer III	PB2 9300-34800 GP ` 5400 Promotion (7 yrs)
Administrative Officer II	PB2 9300-34800 GP ` 4800	Administrative Officer II	PB315600-39100 GP ` 6600 Promotion (7 yrs)
Administrative Officer I	PB315600-39100 GP ` 5400	Administrative Officer I	PB315600-39100 GP ` 7600 Promotion (7 yrs)

Proposal as per pay scale system

Group B (Scientific/operational, essential Cadre)

Existing (VI CPC)		Proposed (VII CPC)	
Cadre & No. of Posts	Pay Scale	Cadre	Pay Scale
Scientific Asst. (Non-Gaz) (2433)	PB2 9300-34800 GP ` 4200	Scientific Asst (Non-Gaz)	54000-3000-114000 Direct Recruitment 7 years
Asst. MeteorologistGr.II (Gaz)(732)	PB2 9300-34800 GP ` 4600	Asst. MeteorologistGr.II (Gaz)	61000-3300-127000 Promotion (7 yrs)
Asst. MeteorologistGr.I (Gaz) (426)	PB2 9300-34800 GP ` 4800	Asst. MeteorologistGr.I (Gaz)	68000-3600-140000 Promotion (7 yrs)
		Meteorological Officer I (Gaz)	74000-3900-152000 Promotion (7 yrs)
		Meteorological Officer II (Gaz)	98000-4500-188000 Promotion (7 yrs)

Group C (Mechanical/technical Cadre) (Non-Industrial)

Existing (VI CPC)		Proposed (VII CPC)	
Cadre & No. of Posts	Pay Scale	Cadre	Pay Scale
Mechanic Gr. II (31)	PB1 5200-20200 GP ` 1900	Technician	26000-1500-56000 Direct Recruitment
Mechanic Gr. I/ Radio Mechanic (69/65)	PB1 5200-20200 GP ` 2400	Sr.Technician	37000-2100-79000 Promotion (7 yrs)
Mechanical Asst. (10)	PB1 5200-20200 GP ` 2800	Technician Sg.	41000-2400-89000 Promotion (7 yrs)
Asst. MeteorologistGr.II (Foreman)	PB2 9300-34800 GP ` 4600	Technical Officer I	47000-2700-101000 Promotion (7 yrs)
Asst. MeteorologistGr.I	PB2 9300-34800 GP ` 4800	Technical Officer II	54000-3000-114000 Promotion (7 yrs)
New post		Technical Officer III	63000-3300-129000

**MTS (Technical) SCIENTIFIC SUPPORT, OPERATIONAL, ESSENTIAL
CADRE**

Existing		Proposed	
Cadre & No. of Posts	Pay Scale	Cadre	Pay Scale
Meteorological Attendant (1075)	PB1 5200-20200 GP ` 1900	Meteorological Attendant	24000-1400-52000 Direct Recruitment
Laboratory Assistant III (72)	PB1 5200-20200 GP ` 2000	Laboratory Assistant III	25200-1600-57200 Promotion (7 yrs)
Laboratory Assistant II (70)	PB1 5200-20200 GP ` 2400	Laboratory Assistant II	30000-1800-66000 Promotion (7yrs)
Laboratory Assistant I (70)	PB1 5200-20200 GP ` 2800	Laboratory Assistant I	32000-2000-72000 Promotion (7 yrs)
		Laboratory Assistant Special Grade	34000-2200-78000

MTS (Non-Technical)

Existing		Proposed	
Cadre & No. of Posts	Pay Scale	Cadre	Pay Scale `
MTS (600)	PB1 5200-20200 GP ` 1800	MTS	22700-1200-46700 Direct Recruitment
		Office Assistant III	24400-1400-52000 Promotion (7 yrs)
		Office Assistant II	25200-1600-57200 Promotion (7 yrs)
		Office Assistant I	30000-1800-66000 Promotion (7 yrs)
		Office Assistant Special Grade	32000-2000-72000

STENO CADRE

Existing (VI CPC)		Proposed	
Cadre & No. of Posts	Pay Scale	Cadre	Pay Scale
Stenographer Gr.II (10 + 21)	PB1 5200-20200 GP ` 2400	Stenographer Gr.II	37000-2100-79000 Direct Recruitment
Stenographer Gr.I (20)	PB2 9300-34800 GP ` 4200	Stenographer Gr.I	45000-2400-93000 Promotion (7 yrs)
Private Secretary (5)	PB2 9300-34800 GP ` 4600	Private Secretary	50000-3000-110000 Promotion (7 yrs)
Sr. Private Secretary (1)	PB2 9300-34800 GP ` 4800	Sr. Private Secretary	59000-3300-125000 Promotion (7 yrs)
		Administrative Officer I	68000-3600-140000

DRIVER CADRE

Existing (VI CPC)		Proposed	
Cadre & No. of Posts	Pay Scale	Cadre	Pay Scale
Staff Car Driver Gr III (62)	PB1 5200-20200 GP ` 1900	Staff Car Driver Gr III	26000-1500-56000 Direct Recruitment
Staff Car Driver Gr II	PB1 5200-20200 GP ` 2400	Staff Car Driver Gr II	37000-2100-79000 Promotion (7 yrs)
Staff Car Driver Gr I	PB1 5200-20200 GP ` 2800	Staff Car Driver Gr I	41000-2400-89000 Promotion (7 yrs)
Staff Car Driver Gr II	PB2 9300-34800 GP ` 4200	Staff Car Driver (Special Grade)	45000-2700-99000 Promotion (7 yrs)
		Staff Car Driver (Selection Grade)	54000-3000-114000 Promotion (7 yrs)

Group B & C (Admin Cadre)

Existing (VI CPC)		Proposed (VII CPC)	
Cadre & No. of Posts	Pay Scale	Cadre	Pay Scale
LDC (167)	PB1 5200-20200 GP ` 1900	LDC	26000-1500-56000 Direct Recruitment
UDC (224)	PB1 5200-20200 GP ` 2400	UDC	37000-2100-79000 Promotion (7 yrs)
Administrative Assistant (114)	PB2 9300-34800 GP ` 4200	Administrative Assistant	45000-2700-99000 Promotion (7 yrs)
Administrative Officer III	PB2 9300-34800 GP ` 4600	Administrative Officer III	47000-3000-107000 Promotion (7 yrs)
Administrative Officer II	PB2 9300-34800 GP ` 4800	Administrative Officer II	54000-3300-120000 Promotion (7 yrs)
Administrative Officer I	PB315600-39100 GP `5400	Administrative Officer I	63000-3600-135000 Promotion (7 yrs)

Our Points – Justification & Demands

- **IMD's Departmental status:** - IMD's departmental status i.e. whether Scientific / non-scientific Dept. is still unknown as per information received under RTI. If IMD is not scientific Dept. then this status is also applicable to Gr-A cadre also. Then under which clause IMD's Gr-A cadre is re-designated as Scientists. It may also be noted here that whether this cadre fulfill all criterion for scientists at par with other Dept. in MoES. Further the work done by Gr-A cadre is also done by other cadres in IMD. Justifications of Scientists clearly show that there is no specific work allotted to these scientists & also practically there are not doing any extra scientific work as on date. 6th CPC has not given any justification of scientists of IMD. Under these circumstances Scientists status enjoyed by IMD's Gr-A cadre is unjustified. If it is justified, then IMD is a purely Scientific Dept. & hence all benefits given to Gr-A cadre must be given to all other cadres. So all Gr-B/C cadres must be given benefits of working in IMD considering it as Scientific Dept.
- **IMD's work nature:** - IMD's scientific work is observational & operational work. All staffs are performing round the clock roster duties, hence General duty work criteria are not applicable to IMD' staff performing in operational duties. **It must be noted here that no other scientific Dept. is working round the clock to provide vital meteorological services to the nation. IMD shall not be compared with other round the clock duty departments like railways, AAI etc. Hence separate departmental status must be given to IMD fulfilling its manpower & financial deficit.**
- **IMD's duty nature:** - Even though IMD's scientific work is observational & operational work & qualified science graduates/postgraduates along with MTS staffs are performing roster duties. **Round the clock benefits like OTA, NW, Stress allowance, infrastructure etc are still not given to these staff at par with other Dept. thrashing their health & life under risk.** IMD's administration is totally neglecting staff welfare issues. It is difficult to manage outstations without sufficient staff; even then staff is managing outstations for the sake of IMD's motto. **If IMD can't give staff their hard earned benefits for performing roster duties, then such duties (allotted as per the need of the Met services required to others like Aviation at aerodromes) must be banned & staff may be asked to perform General duties only.**
- **Non-linearity in pay-scales:** - Comparative statement of 4th/5th/6th CPC are given in Annexure 'A/B/C/D'. From the statement it is clearly seen that there is disparity in GP system. As there is gradual increase of Rs. 400/- in GP from GP-2000 to GP-4600/- but suddenly there is a decrease of Rs. 200/- in GP-4800/- which is gazette cadre. This GP of 4800/- has totally downgraded financial benefit in IMD as most of the staff are getting their first promotion as AM-II as GP of 4800/-. So staffs who is promoted as Gazetted officer is getting only Rs. 200/- increase in GP. However in the same cadre Gr-A officer joining at GP of Rs. 5400/- continuously getting Rs. 800/- or more hike in GP at every promotion thereafter. **Hence we appeal that GP of Rs. 4800/- must be abolished & new GP of Rs.**

5000/- in place of Rs. 4800/- & Rs. 5600/- or Rs. 5800/- in place of Rs. 5400/- may be introduced to benefit more staff in this cadre.

- **Demerits of 6th CPC in IMD:** - After 6th CPC, two cadres namely Senior Observer (5000-150-8000) & Scientific Asst. (5500-175-9000) had been merged & only one cadre of Scientific Asst. is continued. This merging was not beneficial to staff as only pay scales & staff strength are merged but there is no financial benefit given to staff of Senior Observer cadre due to merging. This has affected seniority of staff merged & pay also. Also there are complications in such merging of cadre's w. r. t. workload, seniority, pay band etc. Also there is no linearity in Grade Pay introduced in 6th CPC. **Hence it is must that GP system shall be abolished & pay scales shall be kept on basic pay as per earlier practice and irrespective of cadres, class benefits shall be given to all staff on basic pay only. (See Annexure 'A/B/ C/D')**
- **Output of automation & recruitment:** - IMD is undergoing modernization since 2005-06 but expected results of modernization are not seen. One major reason for failure of modernization is recruitment. There is no recruitment in IMD's feeder cadre since 1998 & there is huge gap of 10 years since last recruitment. In fact automation & recruitment must run parallel to achieve very good success rate. In this case examples of other scientific dept. may be cited. Hence it is required that recruitment shall be done every year & it shall be vacancy based. **Also as IMD's network is spread all over India in remote places, local recruitment is required to strengthen IMD's manpower deficit.**
- **Benefit to Mechanic cadre:** - One of the deprived cadre in IMD & is victim of 21st century technology. This cadre had earlier served IMD's instrumental & technical requirements based on earlier requirements. Over the years due to advancement in world technology, workload on this cadre is reduced & also IMD's has not taken any effort to train this cadre. As a result this cadre is deprived of their service & pay benefits as on date. Also there is no scope to this cadre in future. Even then considering this cadres contribution to IMD, it is proposed that they may be diverted/Also there is no scope to this cadre in future. Even then considering this cadre's contribution to IMD, it is proposed that they may be diverted in scientific asst. cadre after giving official training. They may be given all instruments maintenance works & AMC may not be given to outside parties. **(See Annexure 'P/Q')**
- **Promotional Benefits :-** Due to administrative lacunas & delay in taking decision on policy matters in IMD, non-gazetted staff is totally deprived of promotional benefits & also regular career benefits. Whereas Gazette cadre is getting promotion every 5 years but non-gazetted cadre is stagnated in one cadre for 10 years thus getting only 2 promotions in entire service period. Thus there are no financial benefits to staff after promotion except MACP. Hence either FCS or MBPS mode of promotion with financial; benefits must be introduced in IMD. **(See Annexure 'O/P/Q/R/S/T')**

- **Office Infrastructure:** - Most of the Observatories & Met. Offices infrastructure is worst & not upto the WMO mark. Generally office infrastructure facilities includes basic amenities like rest room, drinking water, latrine etc. Many stations don't have facility of drinking water, latrine, toilet etc. The condition of staff working at outstations is same as military staff. Hence allowances shall be given to staff working at such stations.
- **Local recruitment:** - This is major policy issue in IMD & may not be overlooked by Govt. also. IMD's network is spread over all over India in remote places. So staffs are posted to these remote places. Naturally staff posted at remote places shall try for posting to their native places after some years. This is also applicable to regional & national level also. Thus huge Govt. revenues are expended to transfer these staff to their parent stations. Hence local recruitment is only one solution to resolve this issue as local staff will definitely settle at respective station thus minimizing Govt. expenses. Expenditure involved in one transfer is approx. Rs. 50000/-.
- **Comparison of Scientific Staff with Admin cadre staff:** - Comparative study of scientific staff with admin cadre staff is given in **Sr. No. 9/10**. Staff joining on LDC/UDC non-gazetted posts in Admin cadre is promoted to Admin officer-III (gazetted post) after getting 3 promotions in his career after 20/25 years period. Whereas staff joining as Scientific Observer only after merging with SA post in Scientific cadre is promoted to only Assistant Met-I/II after getting 2 promotions in his entire 25/30 years period & then facing shutting doors thereafter by department for further promotion to Class-I gazette officer. Unfortunately these two cadres exist in IMD only. This comparison is self explanatory how scientific cadre is exploited in IMD.
- **Indistinct training policy in IMD:** - Training policy in IMD is also unclear as it is not properly designed (**Sr. No. 3**). Training is imparted to staff & during training staff is humiliated & harassed like school/collage level training. Training is only theoretical & no practical aspects are covered at any level. In other words IMD training centre are meant for exploitation of staff. It may be noted here that gazetted staff recruited is given training at entry level & there is no training thereafter. Whereas same training is given to non-gazetted staff after entry into dept. in parts during his entire career enforced for middle aged & in some instances even at the retirement age which is also linked to his career prospects. We therefore demand for practical oriented training at entry level itself & unwanted expenses on trainings shall be minimized. Also training institutes may be privatized in collaboration with universities so that job oriented, practical & operational training may be imparted to staff.
- **DWR/AMSS/NWP like specialized training issue:** - IMD has planned network of 55 DWR's all over India. Also some new high tech systems are installed. Some staffs are given specialized training on these new high tech systems & they are then transferred to respective stations. We demand that there shall not be labeling on staff for doing specialized works & all staff shall be capable of doing all types of works at all stations. However such trainings

programmes shall be designed & staff shall be trained accordingly. Also trainings may be given considering system requirement at respective regions.

- **Scientific works seats:** - It is to state that non-gazetted cadre in IMD is not only doing only scientific work but also work on seats related to scientific-administrative-technical matters (**Sr. No. 7/8**). These generalized matter works include leave, medical, LTC, contingent etc. in addition to scientific works. We therefore propose that scientific related matter seats i.e. transfer, aviation works, technical purchase etc shall be given to technical staff.
- **Special allowances to the staff working at International Airports:** - IMD has MWO's at four International Airports & these offices are providing round the clock aviation forecasts to flights. More than 1000 flights per day are handled by these offices & staffs working at these offices perform roster duties. Staff seating at Tower seat & AMSS are working continuously (6/12 hrs duty) without break. They are deprived of even snacks & refreshments as well as vehicle facility. Performing duties during monsoon/winter is stressful on these seats. There is no provision of any compensation to these staff at par with AAI staff. AAI staffs are given extra allowances for performing continuous duties in tower. **We therefore demand that staff working at International Airports shall be given special allowances like stress allowance, health allowance at par with AAI. Also these staff may be provided warm clothing for protection from continuous A/C.**
- **Restructuring of MTS:** - MTS cadre is totally neglected in 6th CPC & their financial /career prospects are totally shunted. IMD is struggling to prepare seniority list of MTS as on date, so further decisions on MTS career are prolonged. We propose that restructuring of MTS cadre shall be done & it shall be standardized. MTS designation is not beneficial but nomenclature depending on work allotment shall be defined. For this posts may be created in Administrative/Technical wings to give financial/career prospects to MTS staff. Specialized trainings if required may be also given so that these staff shall be utilized in IMD. These staffs may be promoted upto UDC in Admin wing & upto LA/SA in technical wing for giving them career prospects. IMD has already submitted restructuring proposal for MTS (**Annexure 'R'**), the same may be implemented after due consultations with unions & associations.
- **Unjustified re-designation of Gr-D staff as MTS under Gr- C:-** 6th CPC has upgraded Gr-D staff into Gr-C staff by re-designating them as MTS (**Annexure B1, C1, D1**). This change is accepted by all staff but after their re-designation it is observed that their nature of work stated is unjustified. They are neither feeder cadre for S.A. as earlier nor they are in the promotion stream of LDC, UDC, Also name given as MTS is not approved by DOPT so far. Hence either they should be given some sort of extra financial benefit in their cadre or they should be brought in the line of LDC, UDC. MTS cadre must be therefore confirmed in the department on the basis of either BARC or other Scientific Department by giving them good career avenues.

- **Closure of Met-I promotion channel to non-gazetted staff:** - The promotion channel of scientific cadre i.e from SA to Met-I blocked by IMD recently (**Annexure ‘O/S’**). This has brutal long term impact on career prospectus of non-gazetted (Group B) staff. This act is done deliberately to disassociate non-gazetted (Group B) staff from gazetted staff (Group-A) to get FCS benefit of 6th CPC. This has also resulted in stagnation in non-gazetted cadre & staff is deprived from regular promotions. IMD’s history/records tells that a staff joining as Senior Observer earlier has reached to the level of Met-I after regular promotions, thus gaining 4 promotions in his entire career. Now due to closure of Met-I channel & merger of Senior Observer & Scientific Assistant, it is difficult for non-gazetted staff to get one promotion in his entire 30 years career. **Under these circumstances, we propose that Met-I promotion channel to non-gazetted staff shall be opened to give career prospectus to non-gazetted staff. Also ad-hoc promotions may be given to minimize stagnation in cadre.**
- **Administrative cadre issues:** - Administrative cadre is important cadre in any organizational setup. Restructuring of admin cadre is done in IMD in 2006 under Das Committee Report, thus resulting in shortage of staff in admin cadre as new gazetted posts are created. This has forced scientific staff to work on admin seats to clear administrative cases in all regions. We therefore propose that all vacancies in admin cadre shall be filled immediately & OTA may be given to existing staff to clear pending administrative cases.
- **Revision of OTA/NW of IMD employees:** - This is a long pending issue & is raised on every platform by Unions but there is no response by IMD’s administration. Also IMD’s administration is reluctant to raise this issue officially. IMD’s poor staff is still doing OTA at the rate of Rs. 18/- per hour. It is dismay to discuss this issue & we feel shame to highlight this issue in current scenario. In spite of clear cut instructions about OTA in 6th CPC (**Annexure ‘F/G/H/I/J/K’**) for operational duty staff, IMD is deliberately delaying this issue & thus compelling staff to lose their hard earned monetary benefits. Also there is ceiling of GP for performing OTA after 6th CPC (staff with GP of Rs. 4200/- can’t perform OTA) which is depriving feeder cadres to perform OTA. We have also written letters to IMD for clarification in this matter but there is still no reply from IMD’s administration. On another side of this matter is ceiling on OTA which is also not cleared by Govt. of India as per IMD. **We therefore urge to resolve this issue on priority & revise OTA/NW of IMD staff at par with other Departments of MoES. Further ceiling limit on OTA may be lifted so that Scientific Assistants can perform OTA.**
- **Solution on Extra Duty & Comp off. :** - This matter is again related to recruitment & OTA. Due to acute staff shortage, round the clock duties, ceiling on OTA & non-revision of OTA & force of administration to manage duties, most of the IMD’s staff working at outstations had to perform extra duties leading to accumulation of Comp. off. IMD can’t stop staff from performing roster duties & hence accumulation of comp. shall increase every year. There is only one solution to this issue is to either recruit staff to cover shortages or allow staff to perform OTA to minimize extra duties. **We therefore request to consider this issue in staff**

welfare benefits & revise OTA accordingly so that staff shall be encouraged to perform duties. (See Annexure 'F/G/H/I/J/K').

- **Medical Insurance to IMD staff:-** Medical insurance is a necessity for IMD staff as staff is posted at field stations (nearly 70 % & is mostly non-gazetted) where there are no suitable infrastructural & medical facilities are available. Under these circumstances, Free Medical insurance/cashless medical treatment facility must be given to all IMD staff so that field station staffs are benefited directly during their emergency health problems.
- **Upgradation of CGHS facilities:** - The following are few observations regarding present CGHS facilities.
 - a. The Number of CGHS recognized (empanelled) hospitals and Diagnostic centers are very few in most of Metro cities. Hence number of CGHS Hospitals should be increased & they must be at different locations.
 - b. The cash less medical bill payment system as in case of retired employees should be built such that the CGHS should directly settle the bill with hospitals without interference of patient.
 - c. The rates fixed for CGHS hospitals required revision as patient needs to pay the difference of package amount and hospital rates at present.
 - d. The provisions of medical facilities for field staff & their families are not available due to lack of medical establishments. If a person is sick or in emergency, there is no CGHS wellness clinic or recognized AMA is available, The person has to take medical treatment at nearest hospital or private clinic which is not reimbursed. Hence for field station staff if they take medical treatment, their medical claims shall be reimbursed fully.
 - e. Many medicines approved by CGHS are also not available in the clinic which may take two to three days for procurement as such the patient should purchase on his own. Therefore procurement of medicines needs to be streamlined.
- **Government quarter issues :** The following are some of government quarters never ending issues :
 - a. **Maintenance Fund Problems:** - Maintenance of government quarters is carried out by CPWD. CPWD earlier used to prepare preliminary estimates for annual maintenance (day to day work) and Major repairs work separately. These estimates were sent to HQ and HQ is final authority to sanction funds for these works. However after the 6th CPC procedure had been changed and Ministries started directly sending fund to Urban Ministry which in turn sent the fund to CPWD without any knowledge to parent office. Thus there is undue delay & confusion in this procedure as CPWD is not directly

- involved in this process. Hence earlier procedure of sanctioning work must be adopted or works shall be streamlined under new procedure by involving all concerned departments.
- b. **Petty works by CPWD:** - CPWD avoid doing lots of petty work under pretext that it does not come under regular maintenance & office is unaware of such works. Hence ministry while sanctioning funds for maintenance should also mention the type of works that is to be carried out. Also CPWD should provide list of work that come under the regular maintenance. Also essential works like painting, leakage problem, drainage problem etc. which are not major works, CPWD should timely send estimates for such work for which sanction can be obtained from HQ.
 - c. **Eligibility of CPWD contractors:-** CPWD allots contract to those contractors who does not fulfill the Govt. criteria and do not have proper knowledge. Hence work carried out by them is very pathetic and conditions of quarters are deteriorating. Further A.E./J.E. never visit the site or supervise the work of contractor and have no check on them. Hence user agencies must have their right regarding quality and completion of required work by CPWD. The bill of contractor should not be settled till NOC regarding completion of said work is obtained at least in case of major works.
 - d. **Quality of Construction material used:** CPWD contractors use poor quality material and CPWD officials never bothers to check on material. This results in inferior work and construction strength is becoming worse year by year even after regular annual maintenance. Hence quality and brand mentioned in estimates should be approved by office and then only the contractor should be allowed to start work.
 - e. **Provision of guarantee period:-** CPWD contractor shall be asked to give minimum guarantee period for a particular work so that if due to poor quality work problem occurs, then contractor will be liable to redo the work at his own cost.
 - f. **Delays in framing estimates:** In case of major works like water proofing / structural repair / replastering /renovation etc. CPWD normally delays in giving estimates. Also estimates prepared are not thoroughly checked and work amount exceeds the estimate cost. Due to this work is hampered. Hence CPWD should in detail involve our officials while preparing the estimates and also should fix the responsibility on a person for preparing actual & correct estimates.
 - g. **Outstation grievances:** In most out stations there are no quarters constructed, this causes lots of hardship for person working and their families. Hence at least minimum quarters must be constructed at field stations.
 - h. At outstation CPWD offices are generally situated at District/Taluka place away from station, so attending emergency civil work from CPWD becomes very difficult. It is difficult for office staff as well as CPWD to take quick action in such circumstances. As results works are pending in quarters for long period of time at field stations. Hence online complaint system & online complaint resolving system shall be developed by CPWD for quick action. Also all works & contracts detail, status of work, residents feed back, complaint regarding contractor etc. be done on line.
- **Need of caretaker:** -Most of the RMC's doesn't have post of caretaker. It is therefore difficult to resolve issues of quarters & guest houses under RMC's. RMC's have Met Centers, MWO's& DWR stations along with field stations with more than 500 staff. Hence post of caretaker shall be recommended at RMC's to look after maintenance & preservation of quarters & guest houses under RMC's.

- **Recommendation of contingent staff in lieu of staff shortage:** - There is acute staff shortage (particularly S. A.'s & Group C (MTS)) at field stations & most of the field stations are managed with minimum staff. It is difficult to manage field stations (RS/RW, PBO, AMO, AMS etc) without help of MTS staff & situation becomes worst during monsoon season/bad weather. Under these circumstances it is difficult perform round the clock duties at field stations without MTS staff. Thus operational duties are hampered putting staff under physical/mental stress & this may affect routine observations in due course of time. Hence provision of deploying contingent staff (depending on requirement) may be made at field stations during staff shortage.

- **Provision of lump sum amount in settlement of TA/DA bills on tours:** - It is a crucial issue & especially deliberately created by administration. The tour bills of IMD staff who are visiting remote field stations are not settled as per rule by giving some unwanted explanations. Mostly it is difficult for these staff to get food, lodging etc. bills in remote areas & is well known fact. Presently staff with GP less than Rs. 4200/- is entitled for Rs. 675/- per day on tour & staff with GP more than Rs. 4200/- is entitled for Rs. 1125/- per day on tour is insufficient considering higher lodging boarding expenses incurred. The intermediary expenses during tour are not given to these staff due to non-availability of bills. Under these circumstances it is proposed that expenses made as per actual bills shall be reimbursed & field stations where bill are not available shall be exempted from producing it.

- **Acquiring of Higher education** in accordance with the departmental requirement may be doubled for those who acquire additional qualification.

- **CGEIS:** Enhance the CGEIS coverage limit. The contribution of CGEIS may be raised to Rs.500/-,Rs.1000/-,Rs.2000/- pm respectively for Group C, B and A employees. So that a sufficient amount may be given to the family of central govt. Employee. At present when an employee expires while on duty/service then his family is entitled for an extra compensation of Rs.20000/- onwards. This amount should be increased to a minimum of Rs.5 Lac.

- **News paper allowance** per month a sum of Rs.300/- may be given instead of submitting claims to all the employees.

- **Special Medical leave** may be granted to the employees who are suffering from life threatening deceases like cancer, heart ailments & kidney failure.

- **Encashment of EL** due to LTC should not be taxed. As this amount is used by the employee to meet the expenses for lodging and boarding during the travel.

- **Two LTC (All India)** may be given in every four year block instead of one All India LTC and one Hometown LTC. The limit of Encashment of 60 days EL on LTC on six occasions may be raised and Encashment of 10 days EL may be allowed on every LTC to improve the tourism and flow of money. Encashment of EL due to LTC should not be taxed. As this

amount is used by the employee to meet the expenses for lodging and boarding during the travel.

- **Posting on promotion** at same place in non-gazetted cadres.
- **Leave salary** may be raised to 360 days from 300 days. Earned leaves should not be lapsed it can be accumulated till retirement like EOL. Leave salary may be raised to one year (365 days) from 300 days and may be allowed only at the time of retirement.
- **Casual Leave: CL** may be increased to 12 days for General duty and 18 days for operational units. RH may be increased to 20 days (2 days RH+ 18 days Gazetted holiday) and gazetted holidays may be withdrawn
- **Bonus:** One month salary may be awarded as bonus to all Group B and C staff (industrial and non-industrial) and monthly wages ceiling for calculating bonus may be removed and the bonus act may be altered accordingly.
- **CCL** may be extended to male employees. CCL may be extended to single parent (Divorcee/ Widower) male employees. The age limit of 18 years of child in case of CCL may be raised in case of handicapped/spastic child. It should be till retirement of govt servant.
- **Risk allowance/Stitching charges/washing allowance** may be revised as Rs.1500, Rs.900/- and Rs. 200/- respectively for Group C staff.
- **In-Charge allowance:** Whenever a Group B Non-Gazetted employee is asked to perform the Officer-in-charge's duty he should be paid an extra allowance.
- **Telephone bill reimbursement:**-Income Tax employees are provided with telephone bill reimbursement of Rs.400/- to Rs.1500/- based on their grade pay. The same may be extended to IMD employees.
- Pension is a social welfare scheme and it is very much needed to extend even unorganized labours. Therefore denying pension for the served and serving employees is injustice and referring this matter to pay commission is unwarranted. New pension scheme should be totally abolished and the normal pension scheme for all the employees joined with effect from 2004 should be made applicable. *New pension scheme should be totally abolished and the old pension scheme should be made applicable for all the employees (including those who have joined from 01.01.2004).*

Our Charter of Demands

- IMD shall be considered as Scientific Department & accordingly CPC shall give benefits to IMD staff as given so far exclusively only to Class-I officers. Hence pay scales shall be recommended at par with other scientific organizations like ISRO, BARC, IITM, NIOT etc.
- Nature of work (observational & operational work – scientific work) in IMD in comparison with other dept. (like Indian Railways, AAI etc.) must be given due weight age in recommendations.
- Nature of duties i.e. operational duties must be considered while recommending financial benefits.
- Non-linearity in pay-scales & Grade pay of IMD staff must be removed.
- Entry level feeder cadre i.e. S. A.'s GP must be fixed at Rs. 4800/- while fixing pay-scales (as per the existing scale).
- Financial benefit to S. A. & corresponding cadres due to merging of Senior Observer & S. A. cadre in IMD.
- Recruitment shall be done in each entry cadre timely. Recruitment shall be done locally to minimized government expenditures on transfers.
- Mechanic cadre in IMD must be given training & shall be utilized for maintenance of advanced systems & accordingly their pay scales shall be fixed.
- Promotional benefits must be extended to all cadres in IMD for their career advancement. Delays in promotions must be minimized.
- FCS or MBPS mode of promotion with additional financial benefits must be adopted to minimize delay in career prospects.
- As IMD staff is posted at remote field stations to perform essential duties without proper infrastructure, they may be given some allowances as compensation.

- Considering observational network & locations of offices as well as government expenditure revenues, **local recruitment shall be given priority** to field stations.
- Comparative study of Scientific Cadre & admin cadre within IMD must be taken into account while deciding pay scales.
- IMD's training policy must be cascaded with some additional benefits to staff. Some financial benefits & recognition must be assigned to staff undergoing different trainings.
- Staff working on high tech system & undergoing specialized trainings must be given additional allowances for their credits & performance.
- Special allowances must be given to staff working at airports.
- Restructuring proposals submitted by **IMD/MoES& NGSU& order passed by honorable CAT Guwahati & Jabalpur** in respect of Group B/C employees must be considered to recommend pay-scales.
- Promotion channel to Gr.-A cadre blocked by IMD must be opened or career prospects analogues to Gr.-A cadre shall be recommended.
- All vacancies in admin cadre must be filled for smooth & efficient functioning of office works.
- OTA & NW of IMD employees must be revised to optimum level as on date of pay commission.
- Concept of extra duty & compensatory off shall be reviewed in wake of operational & functional duties of IMD staff.
- One post of caretaker must be created at each RMC level to look after guest houses & quarter problems.
- Provision of cashless medical insurance/treatment to staff & their dependants who are performing stressful & hectic roster duties in IMD.

- Up-gradation of CGHS facilities in remote area & Metro cities as well as streamlining of CGHS facilities to field station staff & their families also. Number of empanelled hospitals & diagnostic centers must be increased every year.
- Provision of sufficient funds to carry out repair works of quarters by CPWD & channelizing works done by CPWD to the satisfaction of office.
- Approval for deploying contingent staff in lieu of acute staff shortages of MTS at outstations.
- Staff going on inspection tours to remote stations must be exempted from producing bills.
- Reports (namely Das Committee report, Cadre restructuring report, review report of Sikka Committee) of outcomes & performances of IMD after modernization must be considered while framing recommendations.