

India Meteorological Department

REPORT  
OF THE COMMITTEE  
FOR  
RESTRUCTURING OF TECHNICAL  
GROUP 'C' CADRE IN IMD

NOVEMBER 2015

## INDEX

<b>Sl. No.</b>	<b>Chapter</b>	<b>Page Number</b>
1	Preamble	2 - 4
2	Need for Restructuring	5
3	Constitution of the Committee	6 - 8
4	Deliberations of the Committee	9 - 11
5	Cadre-wise Findings & Recommendations of the Committee	12 - 28
6	Recommendation on Capacity building and Trainings	29
7	Recommendation on Modernization of Workshop	30 - 33
8	Addendum	34
9	Executive Summary	35 - 44
10	Appendix 'A' (Existing Structure of Group 'C' Technical staff)	--
11	Appendix- B-1, B-2, B-3, B-4 and B-5 (Cadre-wise functional justification of the recommended distribution of posts)	--
12	Appendix 'C' (List of Addition/deletion of Posts in different grades)	--
13	Appendix 'D' (Financial Implication)	--
14	Annexures	--



## CHAPTER-1: PREAMBLE

1.1 India Meteorological Department (hereinafter called IMD) established in 1875 is an apex body under the Ministry of Earth Sciences, as the nodal agency of Government of India for weather and climate services. Over the time, it has strived to improve the quality of services and expanded its nationwide infrastructure for meteorological, aviation-meteorological, hydro-meteorological, agro-meteorological and other related observations, communications, forecasting services and knowledge base to meet the growing demand both at national and global level.

### 1.2. **Organizational Set Up**

Government of India, in its Cabinet meeting held on 9<sup>th</sup> May 2006, approved re-organization of the Ministry of Ocean Development as Ministry of Earth Sciences, bringing IMD within its purview, with aims to create a framework for understanding the complex interactions among key elements of the Earth System, namely ocean, atmosphere and solid earth, by encompassing the existing national programmes in meteorology, climate, environment, seismology and oceanology.

- IMD is headed by the Director General of Meteorology (DGM) with headquarters at New Delhi. Six operational units namely National Satellite Meteorology Centre (NSMC), Information System Service Division (ISSD), Weather Forecasting Services, Environment Monitoring & Research Centre (EMRC), Hydrometeorology, Agro-Meteorological Service Cell (ASC), each headed by Deputy Director General (DDG), works round the clock at HQ for the smooth functioning of the department. The administrative divisions like Organization, Administration, Store and CPU separately headed by Deputy Director General (Admin & Stores) are also located at New Delhi.

- The Research and Development unit of IMD located at Pune is headed by Additional Director General of Meteorology (Research) with other units viz. Weather Forecasting, Climatology, Training & Agro-meteorology as its constituents.

- The Surface Instruments Division (SI) is independently headed by Deputy Director General of Meteorology (Surface Instruments) is also located at Pune. This division caters for the sustenance and modernization of Surface meteorological observatories (more than 1000 conventional and about 2000 automatic weather stations, 75 Aeronautical meteorological observatories and 45 Radiation network stations). The instruments for the conventional observatories are fabricated in the Workshop unit. A separate test and calibration facility for surface meteorological sensors is also maintained. The SI division is ISO certified for fabrication, testing, calibration and supply of Meteorological Instruments.

- On similar lines the Department caters to the needs of upper air observational requirement through a network of Radars and upper air observatories (RS/RW) headed by the Deputy Director General Meteorology (Upper Air Instruments) at New Delhi.

- For the convenience of administrative and technical control, it manages its operational requirement through six Regional Meteorological Centers (RMCs) located at New Delhi, Nagpur, Mumbai, Kolkata, Guwahati and Chennai and through 20 functional Meteorological Centers (MCs – 1 provisional) and 4 proposed Meteorological Centres located at various state capitals. The operational activities of RMCs are mainly carried out through the Meteorological Centers (MCs).



- Besides, the network of field Observatories such as Forecasting Offices, Airport Meteorological Offices, Area Cyclone Warning Centres, Cyclone Warning Centres (CWCs) and Flood Meteorological Offices (FMOs) also complement and aids towards the task of forecasting at Regional Meteorological Centres and Meteorological Centres.

- There are other specialized Observatories like Positional Astronomical Centre (PAC) - Kolkata, Cell at Civil Aviation Training Centre (CATC) – Bamrauli (Allahabad) and Central Seismological Observatory - Shillong which also function under IMD.

- In addition, **three Industrial establishments** namely Workshop under DDGM(SI) at Pune to cater the needs of surface meteorological instruments, Workshop under DDGM(UI) at New Delhi for manufacture & maintenance of upper air meteorological instruments and Hydrogen Factory at Agra also under DDGM(UI) for production of Hydrogen Gas for upper air observation all over the country also function as integral part of the department.

### 1.3 CADRE STRUCTURE:

As on 1<sup>st</sup> of June, 2015, IMD carries out the tasks assigned to it with the help of 7089 officers and staff, out of which 465 are Group 'A', 1257 Group 'B' Gazetted, 2675 Group 'B' Non-Gazetted, 1245 Group 'C' and 1447 MTS (erstwhile Group 'D') Officers.

In order to maintain its nationwide observational set-up, the manpower profile of the department encompasses almost the entire spectrum of GOI cadre structure, a brief of which is enumerated below:

#### (A) Scientific/Technical Cadres-

(i) Group 'A' Scientific Cadre comprising of Scientist B, Scientist C, Scientist D, Scientist E, Scientist F and Scientist G.

(ii) Group 'B' Scientific support Cadre comprising of Scientific Assistant, Assistant Meteorologist Gr-I & II, Scientific Officer Gr-III, II & I.

(iii) Group 'C' Mechanical (Industrial & Non-Industrial) Cadres comprising of Mechanic Gr-II, Mechanic Gr-I/Radio Mechanic, Mechanical-Assistant, Asstt. Meteorologist Gr-II(Foreman) then to Assistant Meteorologist Gr-I which follows the same path as that of Group 'B' Scientific Stream.

(iv) Group 'C' Technical Support Cadre comprising of Meteorological Observer Gr-III, Gr-II and Gr-I.

(v) Driver Cadre comprising of Staff Car Driver(OG)/MC Driver, SCD Gr-II & I and SCD(SG)

(vi) Multi-Tasking Staff (MTS) Cadre.

(B) Administrative Cadres: (for providing administrative support to various functions of IMD) comprising of LDC, UDC, Assistant, Admin Officer Gr-III, Gr-II & Gr-I along with separate Stenographer & official Language Cadres as per established GOI norms.

Chart indicating staff strength of IMD as on 1-6-2015 is enclosed as Annexure '1-A'

### 1.4 Structure of Group 'C' Technical Cadre:

As mentioned above, Group 'C' Technical cadres are mainly divided into Five (5) groups – Mechanical (Industrial), Mechanical (Non-Industrial), Meteorological Observer(III, II & I) and separate Driver & MTS Cadres, sanctioned strength of which as on 01-06-2015 is as under:

**Group 'C' Technical Cadres:**

Sl. No.	Grade	Sanctioned Strength As on 01-06-2015
1	MTS	1447
2	Meteorological Observer(III,II&I)	212
3	Driver	56
4	Mechanical (Non-Industrial)	186
5	Mechanical (Industrial)	434
<b>Total</b>		<b>2335</b>

Thus, the Group 'C' technical grades constitute approximately 33% of the total sanctioned workforce of the Department.

**1.5** The sanctioned strength of Group 'C' Technical cadres shown in the above table does not include –

(i) **645 posts of MTS cadre which have been surrendered and made available for matching-savings** vide MoES order dated 25<sup>th</sup> February, 2013; (Annexure-1.B)

(ii) **56 posts of Mechanical Draughtsman cadre which have been surrendered and made available for matching-savings** vide MoES order dated 20-09-2011 & DGM Order dated 09-05-2012. (Annexure-1.C)

However, it includes –

(i) **All posts of Carpenter grades in both Industrial & Non-Industrial cadres which were declared as 'Isolated' and made available for surrender/matching-savings** vide MoES order dated 9<sup>th</sup> January, 2012; (Annexure-1.D)

(ii) **Erstwhile Group 'D' posts (46nos.) of Canteen cadre which were declared as 'Isolated' and made available for surrender/matching-saving** vide MoES order dated 9<sup>th</sup> January, 2012. (Annexure-1.E)

All of these five Group 'C' Technical cadres have all India seniority list in their respective grades.

**1.6** The detailed structure of all the five Group 'C' Technical cadres as on 01-06-2015 indicating strength of different grades, men in position, mode of recruitment, entry qualification and career progression path are furnished in **Appendix 'A'**.

The notified Recruitment Rules of all these cadres in force at present are furnished in **Annexure-1.F**.



## **CHAPTER-2: Need for Restructuring**

2.1 As part of XI five year plan, the government had implemented a comprehensive modernization programme for IMD covering up gradation of (i) observation systems (ii) advanced data assimilation tools (iii) advanced communication and IT infrastructure (iv) high performance computing systems, (v) Forecaster's work station and Public Weather system and (vi) intensive/sophisticated training of IMD personnel to facilitate the operation, maintenance & proper use of the state-of-the-art facilities, equipment & systems. The legacy would continue as future modernization in the coming years too.

2.2. It is but obvious that such a rapid expansion & upgradation of observing system network, computational platforms and service delivery mechanism puts out new operational challenges making it more important to ensure the operational sustenance of the whole system in respect of the real time exchange of data, generation of location-and-time specific precise - local, regional, national and global weather customized forecast products to meet all the existing and emerging requirements from various sectors of economy.

**2.3 However, aim of this modernization exercise is not only to acquire & install state-of-art equipment & know-how but , at the same time, to adequately train & equip its Scientific & Technical manpower to make them capable of handling the challenge.**

2.4 With changing requirements, structure & working of the Group 'C' technical cadres of IMD have undergone significant transformations through creation of various grades from time to time. This, in the absence of a meaningful restructuring exercise, leads to accumulation of manpower in categories & grades disproportionate to their utility resulting into stagnation at almost each level.

2.5 Since all cadres are suffering from stagnation at different grades, most of the directly recruited officials in respective grades get only one or two functional promotion during their average service span of 35 years. Very few direct recruitees make to the higher grades. This problem of stagnation has engaged the attention of the Ministry/Department for quite some time.

2.6 In addition, with the rapidly changing technological scenario, ongoing modernization programme of the department, it has become essential to reorganize the cadre on the basis of functional-cum-structural considerations with due regard to the augmented duties and responsibilities of each level and the ultimate need to promote efficiency in the organization & optimum utilization of manpower.

2.7 Hence, a need has been felt to review the functional requirements of IMD's human resources so as to work out ways and means of enhancing the functional efficiency at every level of operational & maintenance activities and to redefine job responsibilities at every level with appropriate enabling support systems through an effective & conducive work environment. The subject has received lots of attention and discussed in various departmental meetings and other forums, particularly during the last few years.

### **CHAPTER-3: CONSTITUTION OF THE COMMITTEE**

**3.1** On creation of Ministry of Earth Sciences (MoES) in 2006, efforts were made to align the organisations within MoES in a way akin to other reputed scientific organisations and several committees were constituted in this regard to suggest ways and means of restructuring and modernizing IMD.

Consequently IMD's manpower in different cadres has undergone major restructuring, particularly during last few years as listed below-

- **Administrative cadres of IMD have been rationalized in May-2011**, whereby entering at LDC (PB-1, GP 1900), five(5) promotions are provided upto Administrative Officer-Gr.I (PB-3, GP 6600) in line with other organizations under GoI.

- **Rationalization of Group 'A' Scientist cadres of IMD has been done** through review of Recruitment Rules (RRs) in September-2011, whereby entering at Scientist 'B'(PB-3, GP 5400), five(5) promotions are provided upto Scientist 'G' (PB-4, GP 10000) through Modified Flexible Complementary Scheme (MFCS) in line with other scientific organizations under GoI.

- **Rationalization of Group 'B' supporting Scientific cadres of IMD has subsequently been accomplished in November-2014**, whereby entering at Scientific Assistant (PB-2, GP 4200), a provision of upto five(5) promotions upto Scientific Officer Gr-III (PB-4, GP 8700) has been made.

- **A detailed scheme for restructuring of Stenographer cadres of IMD** has already been prepared and presently under active consideration of the competent authority.

**3.2** While the cadre restructure for above cadres were implemented with appreciable advancement in career prospect, the officials under Group 'C' Technical cadres (viz. Workshop staff, MTS & Driver cadres) felt natural sense of being left out. Hence the need to review these cadres is fully justified both to meet the functional requirement of the department and the career advancement / aspiration of these cadres.

**3.3** VIP references - On 8<sup>th</sup> May, 2013, a DO letter was issued by the then Hon'ble Minister of S&T&ES to the then Hon'ble Finance Minister highlighting the mismatch between the promotional avenues and the number of posts at various levels of the Group 'C' technical cadres and resulting stagnation in the concerned grades in the Department. The said letter is enclosed as Annexure '3-A'

**3.4** In fact, alongside the proposal for restructuring of the Group 'B' scientific staff mentioned in para 3.1 above, the MoES had also moved a proposal for restructuring of Group 'C' technical staff of IMD to the Ministry of Finance for consideration. However, a decision was subsequently taken to separate the proposal for Group 'C' technical staff and move it separately.

**3.5** In order to assess and suggest suitable changes in this regard, a committee was constituted by the competent authority vide office order No. A-32030/1/12/E-III dated 19<sup>th</sup> August 2014 under the Chairpersonship of Shri R. R. Mali, DDGM(SI), Pune, to examine and review the requirements of Technical Group 'C' manpower for different purposes, their skill enhancement and career progression.

The Terms of Reference of the Committee is as given below:-

i) To review functional requirement of man power in different technical group 'C' staff



(both industrial and non-industrial) including the staff in IMD workshops at Pune and New Delhi and Hydrogen Factory (HF), Agra considering the emerging needs of the department in view of merger of S.O. & S.A. and inadequate number of observing staff in Group 'C' cadre.

- ii) To suggest re-distribution and redeployment of MTS and other technical Group 'C' cadres in IMD (including staff of the workshops at Pune & New Delhi and Hydrogen Factory (HF), at Agra).
- iii) To review & suggest career advancement / promotional avenues for these cadres in the new working environment
- iv) To review the functioning and up-gradation of technology in IMD workshops at DDGM(SI), Pune, DDGM (UI), New Delhi and Hydrogen Factory (HF) at Agra in view of changing requirements aimed towards optimization of manpower and enhancing the productivity
- v) To review the existing skill level of technical Group 'C' staff of IMD and to suggest measures for skill up-gradation linking to career advancement.

**3.6** The constitution of the Committee is as under:

- |   |   |                 |
|---|---|-----------------|
| 1) Shri. R.R.Mali, DDGM (SI), Pune                      | - | Chairman        |
| 2) Shri. S. C. Bhan Scientist 'E', HRD, New Delhi       | - | Co-Chairman     |
| 3) Shri. Vivek Sinha, Scientist 'E', CAMD, New Delhi    | - | Member          |
| 4) Shri. A.D.Tathe, Scientist 'D', DDGM(SI), Pune       | - | Member Convener |
| 5) Shri. M.I.Ansari, Scientist 'C', DDGM(UI), New Delhi | - | Member          |

The Chairperson of the committee co-opted following officers also as Members of the committee:

- |  |   |                 |
|--|---|-----------------|
| 1) Smt. Neetha K Gopal, Scientist 'D', DGM New Delhi | - | Co-opted Member |
| 2) Shri Santanu Choudhury, AM-II, DGM New Delhi      | - | Co-opted Member |
| 3) Shri Ajit Prasad P, AO-III, DDGM(SI), Pune        | - | Co-opted Member |

A copy of the IMD's order constituting the Committee is at **Annexure '3-B'**.

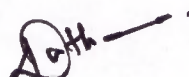
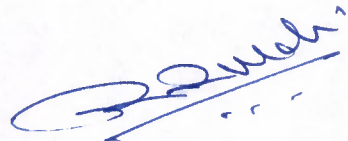
**3.7** In order to ascertain the present anomalies and their possible solutions, the Committee called for the relevant inputs through official correspondence from all the RMCs, MCs and other subordinate offices of the IMD on the existing manpower and various issues / problem areas / difficulties as well as their suggestions / recommendations on the reorientation of the Technical Group C cadres. The broad terms of reference as mentioned above were sent to them as the guiding principle for framing their inputs. Many of these units responded well and some of these even gave presentations to the Committee.



**3.8** The committee also received a detailed presentation by the General Secretary of IMD Technical, Non-Technical MTS Group C Staff Association, New Delhi and Pune. The committee during its deliberations held at Pune also met the representative of the above association on 26- 3-2015 to discuss the matter elaborately. During the oral presentation, all the Union/Association highlighted the acute stagnation being faced by these cadres.

The information received from the cadre controlling authorities and Union/Associations are compiled and enclosed as **Annexure '3-C'**.

The facts collected and inputs received were deliberated upon by the committee members in finer details as elaborated in succeeding paragraphs.



## CHAPTER-4: Deliberation of the Committee

4.1 The Committee held several meetings to examine various problems being faced by the Group 'C' technical officials referred to in foreparas. **The Committee noted that there is need to have uniformity in nomenclature and identity as well as a defined career progression for these cadres in order to inculcate in them a sense of pride about their work and also to enhance their career prospects.**

4.2 During the discussion, there was a general consensus amongst the Committee Members that the problem of stagnation in the concerned grades, particularly in the grades of Mechanic Gr-I(NI), Radio Mechanic, Mechanic Gr-I(I), SCD Gr-I & MTS, is acute and as a result the officials are largely demoralized. Such a situation of stagnation not only adversely affects the morale of the concerned officers, but also the efficiency of the department. Absence of scope for healthy vertical growth on periodical intervals reduces the stake of officers in giving persistent outstanding performance and, thus can diminish the commitment to the departmental objectives, and dilute the adoption of best practices in respective domains. Further, this will have a demoralizing effect on the concerned officials.

Hence, finding an immediate and lasting solution to this problem to ensure better promotional prospects is extremely important for the sake of an efficient administration.

4.3 The committee has also noticed some instances of intra-cadre disparities in promotions in Mech./Carpenter officials in both Ind. & Non-Ind. Cadres, as joining in the same grade at same time, officials in the grade of Carpenter Grade-II are promoted to the next higher grade earlier than that of Mech. Gr-II as separate seniority lists were maintained for these cadres. These anomalies arise mainly due to fragmentation of the grade in Mech. & Carp. streams. Uniformity in promotional avenues can be brought about only by merging the Mech. & Carp. grade posts horizontally. The disparity in promotion prospects of similarly situated officials naturally leads to dissatisfaction and demoralization amongst the affected employees.

4.4 Though the Group 'C' technical officials constitute approx. 33% of the total workforce of the entire department, most of the directly recruited officials get only one or two promotion in their average service span of 35 years. Only an extremely minute fraction gets to the higher level at the fag end of their service career.

4.5 Primarily, the stagnation can be attributed to the highly skewed ratio between the sanctioned strengths of some of the feeder grades and their next higher grades. This got further aggravated due to the fact that no cadre review exercise took place for a considerable period of time. For example,

- (a) **At present, there are 10 sanctioned posts at Mech. Asstt.(NI) level, whereas the combined sanctioned strength of two feeder grades, viz., Mech. Gr-I(NI) and Radio Mechanic is 134. Thus, functional ratio between the two levels of hierarchy works out to 1 : 13.40, even though as per the extant DOP&T Guidelines contained in the Office Memorandum No. AB 14017/12/87- Estt. (RR) dated 18<sup>th</sup> March, 1988, the sanctioned strength of higher grade posts should normally be 1/3<sup>rd</sup> to 1/5<sup>th</sup> of the feeder grade sanctioned strength. Relevant portion of the said OM is enclosed as Annexure '4-A'**



- (b) As per the information made available to the Committee, since formation of the grade of MTS in the year 2008 as per 6<sup>th</sup> CPC recommendation, only 71 promotions to higher grades have been made from the cadre. It implies 10 promotions per annum on an average, which is only approx. 0.7% of the total sanctioned strength of MTS cadre.

**4.6** The above conditions are not limited to the cadre of Mechanic (NI) or MTS cadres' only but similar situation, if not more grave, prevails in all other Group-C technical cadres also. Stagnation in middle grades results in stagnation in the respective lower grades as these are the feeder grades for such promotions. And most importantly, it results vacancies in higher grades go abegging due to unavailability of personnel with requisite qualifying service. **All posts in the grade of AM-II(F-NI) are vacant as on date due to this reason.**

**4.7** In view of these observations, the Committee is of the opinion that some lasting solution to the problem of acute stagnation in the concerned cadres has to be found immediately. The first step in this direction could be to create more number of posts at respective higher grades. **Not only from the point of view of addressing the problem of stagnation, for addressing the functional requirements of the Department also, the department requires a number of new posts at certain mid & upper level of these cadres to improve its functioning.** This will also help to create a proper pyramid structure which is evenly balanced.

**4.8** From the analysis referred in preceding paras, it may be seen that even creation of new posts may not wipe out stagnation totally & immediately but shall definitely go a long way in gradually removing the menace of stagnation for times to come and this along with some skill enhancement and capacity building measures will contribute towards the functional requirements of the Department as well as for suitably addressing the problem of acute stagnation in Group-C technical cadres.

**4.9** The Committee observed that with the adoption of advanced technology in the manufacturing process working environment of IMDs workshop has experienced considerable changes over a period of time. The mechanical type of works is reduced to a minimum and electrical/electronic/instrumentation has taken over the scene. This has lead to increased requirement of manpower in high skilled category and consequent reduction in unskilled category. Taking a holistic view of the matter, the committee felt the need for reduction of un-skilled/semiskilled workforce and fresh induction only in highly skilled grade in a reduced scale.

**4.9 Assured Career Progression Scheme:** Consequent upon acceptance of the recommendations of the Sixth Central Pay Commission, the Government vide Resolution dated 29th August, 2008, has decided to grant three assured financial up-gradations to the stagnated officers and staff during their entire service span. Grant of assured financial up-gradations (ACPs) cannot be equated with actual functional promotion. DOP&T OM No. 35034/1/97 Estt. (D) dated 9th August, 1999, clearly states that **'Introduction of ACP Scheme should, however, in no case affect the normal (regular) promotional avenues available on the basis of vacancies. Attempts are needed to improve the promotion prospect in organization / cadres on functional grounds by way of organizational study,**

cadre review etc. as per prescribed norms should not be given up on the ground that the ACP scheme has been introduced.' (Annexure '4-B')

For example, as on 1.6.2015 all 34 staff in the grade of Radio Mechanic (NI) have completed more than 17 years (upto 27 years) of regular service in the grade (the junior most R/M joined in the year 1998 and the senior most in 1988) without getting promotion to the next higher grade, even though the minimum qualifying regular service for promotion to the next higher grade in departmental hierarchy is only 5 years as per RR. (Annexure '4-C')

Similarly, in the grade of Mechanic Gr-I(Ind.) out of 156 men in position as on 1.6.2015, 141 staff have completed more than 5 years (upto 20 years) of regular service in the grade without getting promotion to the next higher grade, whereas the qualifying service for promotion to the next higher grade in departmental hierarchy is 5 years in this case also. (Annexure '4-D')

**4.10 Cadre Separation:** Secondly, at present the Asstt. Met Gr-II(Foreman) staffs from both Ind. & Non-Ind. Cadres are promoted to Asst. Meteorologist Gr I in Group-B scientific cadre through DPC & used to follow the channel thereafter. It is pertinent to note that Group-B scientific stream has been constituted keeping into consideration the special qualifications/rigor and requirement of the department and the job responsibility of these streams are totally different from each other.

**Hence, the Committee feels that there is a need for having a separate channel of promotion for the technical staff.** Such separation of cadres would not only provide dedicated sanctioned strength in both the fields of Operation & Maintenance, it would also make available to the Department an experienced workforce which would greatly enhance the departmental capabilities in core areas of its function.

**4.11 Seniority:** The Committee is of the view that wherever horizontal merger of two or more analogous posts has been advocated, the inter-se seniority should be fixed on the basis of available DoPT instructions in this regard. (Annexure '4-E')

**4.12** Lastly, the committee observed that the department, also needs to critically examine the factors influencing the aspirations of its manpower. Notwithstanding the most desirable and effective systems of Career Progression, certain institutionalized motivational measures further needs to be implemented by the organisation such as Skill enhancement programmes, Refresher courses etc.

**4.13** The recommendation of the Committee has therefore been designed to address these fundamental findings and issues as elaborated in the succeeding paragraphs.

LB

*[Handwritten signature]*

*[Handwritten signature]*



## CHAPTER-5: Cadre-wise Findings & Recommendations

### 5.1 Multi-Tasking Staff (MTS) Cadre:

#### (A) Findings:-

- (i) In pursuance of the recommendations of 6<sup>th</sup> CPC as accepted by the Govt, DoP&T vide their OM No. AB-14017/6/2009-Estt (RR) dated 30.04.2010 notified the model RR and duties & responsibilities of the new MTS cadre by merging the erstwhile Group 'D' posts together and placing them in Group 'C' with pay band of PB-1 with a GP of 1800 and entry qualification of Matric or ITI. **(Annexure '5-A')**
- (ii) Subsequently, the MoES framed & notified the RR to the cadre of MTS in IMD vide No. G.S.R. 141 dated 2<sup>nd</sup> May 2011 fixing the Sanctioned Strength as 1447 by abolishing 645 Group-D posts and making them available for restructuring/matching-saving in due course. **(Ref. Annexure-1.F)**
- (iii) Further, the MoES vide its order dated 9<sup>th</sup> January, 2012 declared the entire Canteen cadre of IMD, containing 77 sanctioned posts including 46 posts belonging to erstwhile Group 'D' cadre, as 'Isolated' and made them available for surrender/matching-saving for restructuring of IMD. Out of these 46 erstwhile Group 'D' posts of Canteen cadre (11 posts of Tea/Coffee Maker + 22 posts of Bearer + 13 posts of Wash Boy), there are only seventeen (17) men in position as on 01.06.2015. **(Ref. Annexure-1.E)**
- (iv) The IMD, vide Order dated 19-02-2014, further bifurcated the MTS cadre into two groups – MTS (Industrial) and MTS (Non-Industrial) with authorized sanctioned strength of 82 & 1365 (=1447) respectively, RR for which has not been notified as yet. **(Annexure '5-B')**
- (v) However, **the Committee is of the opinion that division of the MTS into Industrial & Non-Industrial cadres appears unworkable** because the industrial cadre, as the name suggests, needs specially skilled manpower for specified jobs and has no role of multi-tasking embedded in it (a carpenter can't be utilised in place of an electrician or vice versa).

LB

*[Handwritten signature]*

*[Handwritten signature]*

(vi) The committee also observes that the career avenues of the MTS cadre in IMD at present is defined through five(5) different channels as detailed below –

**Existing Career Avenue of MTS cadre**

MTS Cadre Existing strength = 1447 Men In Position (as on 01-06-2015) = 1140				
<b>Met. Observer Grade-III (PB-1 GP 2000)</b> S/Strength-72	<b>LDC (PB-1 GP 1900)</b> S/Strength-105	<b>Staff Car Driver (OG) (PB-1 GP 1900)</b> S/Strength-16	<b>Mech./Carp. Gr-II (Ind) (PB-1 GP 1900)</b> S/Strength-144	<b>Mech./Carp. Gr-II (N/Ind) (PB-1 GP 1900)</b> S/Strength-32
[100% by Promotion from MTS on seniority- cum0fitness (SCF) basis]	(10% by Promotion through LDCE & 5% from MTS by SCF basis) Remaining 85% by DR	(100% by Promotion from MTS, failing which by DR)	(20% by Promotion from MTS on SCF basis) Remaining 80% by DR	(20% by Promotion from MTS on SCF basis) Remaining 80% by DR

- (1) **Channel-I** - Promoted to the post of (i) MO Gr.III (PB-1, GP-2000) to (ii) MO Gr.II (PB-1, GP-2400) to (iii) MO Gr.I (PB-1, GP-2800);
- (2) **Channel-II** - Promoted to the post of (i) Mech Gr-II(IND)(PB-1 GP 1900) to (ii) Mech Gr-I(Ind)(PB-1 GP 2400) to (iii) Mech. Asstt(PB-1 GP 2800) to (iv) AM-II (Foreman) Gr.II (PB-2 GP 4600) to (v) AM-Gr.I(PB-2 GP 4800)
- (3) **Channel-III** - Promoted to the post of (i) Mech Gr-II (NI)(PB-1 GP 1900) to (ii) Mech Gr-I(NI)(PB-1 GP 2400) to (iii) MechAsstt (NI)(PB-1 GP 2800) to (iv) AM-II (Foreman)(NI) (PB-2 GP 4600) to (v) AM-Gr.I(PB-2 GP 4800)
- (4) **Channel-IV** - Promoted to the posts of (i) SCD(OG) (PB-1, GP-1900) to (ii) SCD GR-I (PB-1, GP-2400) to (iii) SCD GR-II (PB-2, GP-2800) to (iv) SCD(SG) (PB-2, GP-4200).
- (5) **Channel-IV** - Promoted to the post of (i) LDC (PB-1, GP-1900) to (ii) UDC (PB-1, GP-2400) to (iii) Asstt. (PB-2, GP-4200) to (iv) AO Gr.III (PB-2, GP-4600), AO Gr.II (PB-2, GP-4800) & AO Gr.I (PB-3, GP-6600).

*AB*

*[Signature]*

*[Signature]*



- (vii) It may be seen from the table that inspite of availability of five (5) promotional channels, the total posts meant for promotion of MTS is 139 only. It implies that the ratio between the feeder & the promotional post is 11:1 only which led to acute stagnation in the cadre of MTS. Since reclassification in the year 2008, only 71 MTS have been promoted to higher grades implying that only 5% of the employees of the cadre have been promoted during last 7years.
- (viii) Secondly, the career progression paths of the MTS cadre detailed above has led to a no. of major contradictions as detailed below-
- (a) Prior to implementation of 6<sup>th</sup> CPC recommendation of merging all Group-D cadres into MTS cadre, there were 21 distinct Group-D cadres in IMD divided into 4 distinct Pay scales with well-defined promotional hierarchy e.g. Peon to LDC, Met. Attendant to Lab. Attendant (now Met. Observer) etc. But merging them all into MTS cadre has given rise to the anomalies where personnel from same select list are supposed to be promoted on seniority-cum-fitness basis to 5 different cadres with uneven Grade Pays and career avenues which makes it practically unworkable.
- (b) Promotion from MTS to MO cadre is in GP 2000 whereas that in either LDC/SCD(OG)/Mechanic Gr-II(Ind. & NI) cadre is in GP 1900
- (c) The persons promoted to MO Cadre can go upto GP 2800 by availing a total of three (3) promotions whereas persons promoted to SCD Cadre can go upto GP 4200 by availing a total of four (4) promotions, persons promoted to LDC Cadre can go upto GP 6600 by availing a total of six (6) promotions and persons promoted to Mechanic (Ind or NI) Cadre can go upto GP 4800 by availing a total of five (5) promotions.
- (ix) The committee observes that being a non-secretariat organization, IMD is involved mainly in Operational activities with its vast network of Observatories and the number of Ministerial staff (LDC, UDC etc.) is limited as per the administrative requirement and hence much less as compared to the number of Non-ministerial Operational staff. The sanctioned strength of LDC in IMD is 105 and 5% and 10% of the vacancies of LDC occurring in any particular recruitment year are filled up by promotion from MTS through seniority & LDCE respectively. This IMD-specific situation, where promotion from MTS to LDC is not designed to meet the career advancement requirement of the much larger MTS cadre, necessitates introduction of an alternate promotional channel for MTS cadre. However, since promotion from MTS to LDC is a GOI policy, instead of discontinuing promotion from MTS to LDC altogether, the same may be affected through departmental exam only.
- (x) The committee also observers that DoPT vide its OM No.AB-14017/10/2014-Estt.(RR) (3104937) dated 4th July, 2014 has discontinued promotion from MTS to SCD cadre stipulating that the vacancies of SCD cadre may be filled up through Deputation/Absorption from MTS having valid Driving License and requisite qualifying service failing which by DR. The Committee is of the opinion that the same may be adopted in IMD also.

**(B) RECOMMENDATION:**

Based on the above findings, the Committee recommends that -

(i) A unified MTS cadre with entry qualification of Matric or ITI as per GOI norms.

(ii) The Sanctioned Strength of MTS Cadre may be fixed at 1445 by surrendering 02 posts (in addition to the 645 posts surrendered earlier). The functional requirement of the department & office-wise distribution of these 1445 posts is appended as Appendix-B.1

(iii) To ensure uniform and faster promotional channel, it is further recommended -

- (a) To promote MTS cadre on the basis of 'seniority-cum-fitness' only to the cadre of Meteorological Observer Gr-III (PB-1, GP 2000).
- (b) As per GOI norm, 'Discontinue' promotion from MTS to SCD cadre.
- (c) 'Discontinue' promotion from MTS to LDC cadre on seniority-cum-fitness basis; instead the entire 15% promotional quota of MTS to LDC is recommended to be filled up through Limited Departmental Competitive Exam (LDCE) only.
- (d) Discontinue promotion from MTS cadre to Mechanic (Ind.) & Mechanic (NI) cadres on seniority-cum-fitness basis.
- (e) Further, 40% posts in Met. Observer Gr-III and 10% posts in Mechanic Gr-II(Ind.) & Mechanic Gr-II(NI) respectively may be filled up by promotion from MTS through Limited Departmental Competitive Exam (LDCE) and/or Skill Test.

*LB*

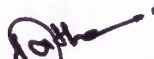
*Handwritten signature*



## 5.2 Meteorological Observer (MO) cadre:-

### (A) Findings:-

- (i) At present, the MO cadres are limited to three grades in PB-1 with GPs 2000, 2400 and 2800 with a sanctioned strength of 72, 70 and 70 respectively. The recruitment to the cadre is made through promotion (100%) from MTS on seniority-cum-fitness basis. For detailed structure of the cadre as on 01-06-2015 indicating strength of different grades, men in position, mode of recruitment and promotional avenue, **Appendix 'A'** may be referred to.
- (ii) The job responsibilities of the cadre mainly includes recording of observations of all Meteorological elements in field observatories, analyse the chemical and acids used in Lab. and maintain the Lab. Equipment and to assist seniors who look after the work in the Laboratory.
- (iii) Upgradation of the post of Senior Observer (Group-C) and their subsequent merger with the Group-B post of Scientific Assistant (PB-2 GP 4200) as per 6th CPC recommendation have resulted in a shortage of Group C staff for observational and other support purposes.
- (iv) Further, the rapidly changing technological scenario, ongoing modernization programme of the department and enhanced quality of new induction has resulted in a considerable shift in the manpower requirements and a need has arisen to relocate the Sc. Asst.(Group-B) cadre from basic observational duties to more skill-oriented units like DWR, NWP, Satellite Meteorology etc. for meaningful utilization of manpower.
- (v) The recent restructuring of the Group-B scientific staff through surrender of 493 posts of Sc. Asstt. as approved by the Govt has resulted into further depletion of manpower in observational duties as the Group-B Scientific staffs with minimum qualification of graduation in science or technology are relocated to provide the necessary scientific support required for operation and maintenance of state-of-the-art systems & facilities.
- (vi) **As mentioned in para-3.3, the restructuring proposal of the Group 'C' technical staff was originally envisaged along with the proposal for Group 'B' scientific staff** as the compatibility of the two is essential for effective functioning of the department especially in the field/observatory level.
- (vii) The committee is of the opinion that the only way to achieve this objective is to utilize the services of MOs in basic observational duties by 'reorganizing' the cadre suitably and imparting adequate training to the incumbents. However, total strength in the cadre of observers designated as MO-I, MO-II and MO-III which provides support in the manual observation work and other assistance is 212 only, which is not enough to man the entire network of basic surface observatories.
- (viii) Further, it is also observed that the span of the cadre is too short; limited into three grades with qualifying service requirement to cover the whole spectrum is just 16years (As per DoPT norms, qualifying service for promotion from GP 1800 to GP 2000 is 6 yrs, GP 2000 to 2400 is 5 yrs & GP 2400 to 2800 is 5yrs). This leads to an abnormally high number of refusal of promotion as most



of the staff recruited at GP1800 got automatic non-functional upgradation benefit upto GP 2400.

(ix) In view of the fact that against an average service career of 35 years, the entire cadre span is limited to 16 years only, the committee felt the need of elongating the cadre upwardly through introduction of a new grade at the level of PB-2 GP 4200 which will ensure that a person joining service in Group-C can reach at least the lowest rung of Group-B (which brings a no. of significant changes in entitlements), along with at least 4 promotions in the entire service career and a parity with the SCD cadre which also culminates at the said level.

(x) The committee further felt that these measures, along with a proper training regime, will be able to create a dedicated manpower pool with requisite experience to independently handle the responsibilities of smaller surface & other Observatories having 3-4 staff including MTS.

**(B) RECOMMENDATION:**

Based on the above findings, the Committee recommends that -

- (i) **Recruitment to MO-cadre may be made by Promotion from MTS cadre - 60% on the basis of seniority-cum-fitness & the rest 40% through LDCE.**
- (ii) **Introduction of a new grade of Meteorological Assistant in PB-2 GP 4200 (Gr-B, N/G).**
- (iii) **Introduction of a well-defined promotional avenue with increase in strength at required levels as per functional requirement as detailed in the Table below-**

**Proposed Career Avenue of MTS-MO**

Sl. No	Name of the post	PB & GP	Recommended Strength	Mode of Recruitment
1	<b>Met. Observer Grade-III</b>	<b>PB-1 GP 2000</b>	<b>388</b>	Promotion from MTS with requisite qualifying service - (i) 60% on the basis of seniority-cum-fitness (ii) 40% through LDCE possessing Matric/ITI or successful completion of Group D retraining.
2	<b>Met. Observer Grade-II</b>	<b>PB-1 GP 2400</b>	<b>153</b>	100% by Promotion from MO-III on successful completion of Modular Training
3	<b>Met. Observer Grade-I</b>	<b>PB-1 GP 2800</b>	<b>70</b>	100% by Promotion from MO-II
4	<b>Meteorological Assistant</b>	<b>PB-2 GP 4200</b>	<b>38</b>	100% by Promotion from MO- I on successful completion of Modular Training Part-II
<b>TOTAL = 649</b>				



(iv) The functional requirement of the department along with office-wise distribution of these 649 posts is appended as Appendix-B.2

### 5.3 Mechanic (Industrial) cadre:-

#### (A) Findings:-

- (i) At present, Mechanic (Industrial) cadre has two different streams – Mechanic & Carpenter – each having three grades with entry at GP 1900, then GP2400 & GP 2800; there exists another lateral entry point at Electrician in PB-1 GP 2400. All these streams converge into the post of AM-II(F/I) at PB-2 GP 4600 and then promoted to 3% posts of Asstt. Meteorologist Gr-I at PB-2 GP 4800 in Group-B Scientific cadre.
- (ii) The mode of recruitment in entry grade of GP1900 is 80% by DR with 10<sup>th</sup> pass +2yrs. ITI Certificate +3yrs. experience and 20% by promotion on passing Trade Test and in the grade of Electrician (GP2400) is 100% by DR with 10<sup>th</sup> pass + 2yrs. certificate course as Electrician from ITI. For detailed structure of the cadre as on 01-06-2015 indicating strength of different grades, men in position, mode of recruitment and promotional avenue, **Appendix 'A'** may be referred to.
- (iii) However, all posts of Carpenter grades in both Industrial & Non-Industrial cadres were **declared as 'Isolated' and made available for surrender/matching-savings** vide MoES order dated 9<sup>th</sup> January, 2012. [Ref: Annexure-1.D]
- (iv) Mechanic (Industrial) staffs are engaged in the three workshops of IMD at New Delhi, Pune & Agra (Hydrogen Factory) in fabrication, manufacturing, overhauling, repair and maintenance of various Meteorological Instruments & accessories, installation of equipment.
- (v) As the creations of posts have been done from time to time depending upon the requirements at that stage, a total mismatch has arisen in terms of promotional avenue for the present staff and the horizontal relativity have been drastically disturbed.
- (vi) For example, as against 133 posts in entry grade of GP 1900 (Mech. Gr-II), 219 posts are available in the next promotional grade at GP 2400 (Mech. Gr-I plus Electrician) with a ratio of 1:1.6 and only 25 posts are available in the next promotional grade at GP 2800 (Mech. Asstt) with a ratio of approx. 9:1 only. Similarly, against 33 post in GP 2400 (Carp. Gr-I), only 2 posts are available in the promotional grade at GP 2800 (Mech. Asstt-Carp.) with a ratio of approx. 17:1 only.
- (vii) Secondly, there exists another anomaly whereby technical staff from Group-C level (GP 2800) are promoted to Group-B(Gazetted) level (GP 4600) bypassing the entry level Group-B grade of PB-2 GP 4200.
- (viii) Thirdly, the entire Industrial cadre is channelized into non-industrial Group-B Scientific stream at the level of GP 4800 and so, there is an urgent need to separate these two streams to create more focussed workforce.

- (ix) The changing technological scenario and requirement of the department has necessitated a relook into the functioning and technological up gradation of the IMD workshops at New Delhi, Pune and HF Agra as the requirements for in-house fabrication of various equipment /components have undergone a change both in terms of numbers and the technology required. The need of the hour is a slim but highly skilled workforce.

The role of IMD's Workshops envisaged in the changed scenario containing a detailed proposal for modernisation of Workshop's at Pune/Delhi and Agra is appended at Chapter-7.

- (x) **Since the new educational qualification for recruitment of MTS as Matric or ITI is going to meet the requirement of semi-skilled workforce, the department requires induction of remaining manpower in High-skilled category with requisite experience for independent handling of the requirements and responsibilities of Workshops.**
- (xi) The committee has been informed that on implementation of 5th CPC recommendations, the cases of 'anomalies' in the Mechanical cadres of IMD were referred to the Ad-hoc Anomaly Committee constituted by DST, the then Administrative Ministry of IMD, which recommended upgradation of Pay Scales of various Mechanical Cadres (Industrial.) of IMD in the manner as depicted in the Table below:

SN	Name of the Post	5 <sup>th</sup> CPC Pay Scale	Pay scale recommended by the Adhoc Anomaly committee
1	Mechanic Gr-II (Ind.)	3050 – 4590	4000 – 6000
2	Mechanic Gr-I (Ind.)	4000 – 6000	5000 – 8000
3	Mechanical Asstt.(Ind)	4500 – 7000	5500 – 9000

The proposal for grant of the upgraded scale as per recommendation of the Anomaly Committee was subsequently referred to 6<sup>th</sup> CPC. However, the recommendations were not implemented as yet.

Summary recommendation of the Ad-hoc Anomaly Committee along with copy of the minute of the meeting held on 11.07.05 containing detailed justification & recommendation regarding upgradation of the concerned pay scales, circulated vide DST OM dated 19-07-2005, are placed as **Annexure-5.C**.

- (xii) The committee has also been informed that the department is processing a case of **remodelling the workshop staff in line of MoF Notification No. F.No. 1/1/2008-IC dated 28-07-2009** recommending introduction of a new grade of Master Craftsman (PB-2 GP4200) in the hierarchy of Workshop staff with enblock placement of all persons in the grade of 2800 into the same and equally split in a ratio of 50:50 the persons working in PB-1 GP 2400 with placement of the upper half in PB-1 GP 2800. (**Annexure '5-D'**)

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*



**(B) RECOMMENDATION:**

Based on the above findings, the Committee recommends that -

- (i) To merge the equivalent Mechanical & Carpenter grades horizontally into one entity.
- (ii) To Abolish the present feeder grades of Mechanic Gr.II/Carpenter Gr.II(Ind.) in PB-1 GP 1900 and place all staff in position (13 as on 01-06-2015) in the next higher grade (GP 2400) by allowing one-time relaxation, if required.
- (iii) To make induction in Highly skilled grade of Mechanic Gr-I(Ind.) in PB-1 GP2400, 90% through DR having Matric + 2years National trade certificate (ITI) in relevant trade + 2years experience in the relevant field and the rest 10% through LDCE(Skill Test) from departmental candidates having requisite qualifying service and possessing educational qualification as DR, failing which by DR
- (iv) To abolish the cadre of Electrician(Ind.) in PB-1 GP 2400 (no men in position as on date)
- (v) Introduction of a new grade in PB-2 GP 4200 (Gr-B, N/G) as per MoF Notification No. F.No. 1/1/2008-IC dated 28-07-2009 & place all existing posts in GP 2800 enmass to GP 4200 and all existing posts in GP 2400 may be divided in an equal ratio of 50:50 and the upper half may be upgraded & placed in GP 2800.
- (vi) Introduction of a well-defined & distinct career progression path with required strength at each level as per functional requirement as detailed in the Table below-

**Proposed Career Avenue of Mechanic (Industrial) Cadre**

Sl. No	Name of the Post	PB & GP	Recommended Strength	Mode of Recruitment
1	<b>Technician Grade-II (Ind.)</b> (Highly Skilled Gr-II)	<b>PB-1 GP 2400</b>	<b>127</b>	(i) 90% by DR with Matric + 2yrs. ITI + 2yrs. experience (ii) 10% by LDCE from any Group-C staff having requisite qualifying service & Educational Qualification as that of DR, failing which by DR
2	<b>Technician Grade-I (Ind.)</b> (Highly Skilled Gr-I)	<b>PB-1 GP 2800</b>	<b>88</b>	100% by Promotion from Technician(Ind.)(HSG-II)
3	<b>Master Craftsman (Ind.)</b>	<b>PB-2 GP 4200</b>	<b>45</b>	100% by Promotion from Technician(Ind.)(HSG-I) + Refresher Training
4	<b>Foreman Grade-II (Ind.)</b>	<b>PB-2 GP 4600</b>	<b>20</b>	100% by Promotion from Master Craftsman(Ind.)
5	<b>Foreman Grade-I (Ind.)</b>	<b>PB-2 GP 4800</b>	<b>10</b>	100% by Promotion from Foreman Gr-II(Ind.)
<b>Total =</b>			<b>290</b>	

(vii) The functional requirement of the department along with office-wise distribution of these 290 posts is appended as Appendix-B.3.

#### 5.4 Mechanic (Non-Industrial) cadre:-

##### (A) Findings:-

- (i) At present, Mechanic (Non-Ind.) cadre has two different streams – Mechanic & Carpenter – each having three grades with entry at GP 1900, then GP2400 & GP 2800; there exists another lateral entry point at Radio Mechanic in PB-1 GP 2400. All these streams converge into the post of AM-II(F/NI) at PB-2 GP 4600 and then promoted to 2% posts of Asstt. Meteorologist Gr-I at PB-2 GP 4800 in Group-B Scientific cadre.
- (ii) The mode of recruitment in entry grade is 80% by DR with 10<sup>th</sup> pass + 2yrs. ITI Certificate and 20% by promotion and that in the grade of Radio Mechanic is 100% by DR with 10<sup>th</sup> pass + 2yrs. Certificate course in Radio & TV mechanism from ITI. For detailed structure of the cadre as on 01-06-2015 indicating strength of different grades, men in position, mode of recruitment and promotional avenue, **Appendix 'A'** may be referred to.
- (iii) However, (a) all posts of **Carpenter grades** in both Industrial & Non-Industrial cadres were **declared as 'Isolated' and made available for surrender/matching-savings** vide MoES order dated 9<sup>th</sup> January, 2012 and (b) **56 posts of Mechanical Draughtsman, which existed in IMD in PB-2 GP 2400, have also been surrendered vide MoES Order dated 20-09-2011 and available for matching-savings** purpose.
- (iv) The services of Mechanic (NI) staff are utilised in various offices of IMD for repair and maintenance of various Meteorological Instruments & accessories, installation of equipment, construction and wiring of various electric/electronic equipment, maintenance and repair of electrical gadgets, assisting in reception/transmissions of meteorological data and any other related work.
- (v) As the creation of posts has been done from time to time depending upon the requirements at that stage, a total mismatch has arisen in terms of promotional avenue for the present staff and the horizontal relativity have been drastically disturbed.
- (vi) For example, as against 138 posts post in GP 2400 (Mech./Carp.Gr-I plus R/Mech.) only 10 posts are available in the next promotional grade at GP 2800 (Mech. Asstt) with a ratio of approx. 14:1 only.
- (vii) Secondly, there is another anomaly whereby technical staff from Group-C level (GP 2800) are promoted to Group-B(Gazetted) level (GP 4600) bypassing the entry level Group-B grade of PB-2 GP 4200.

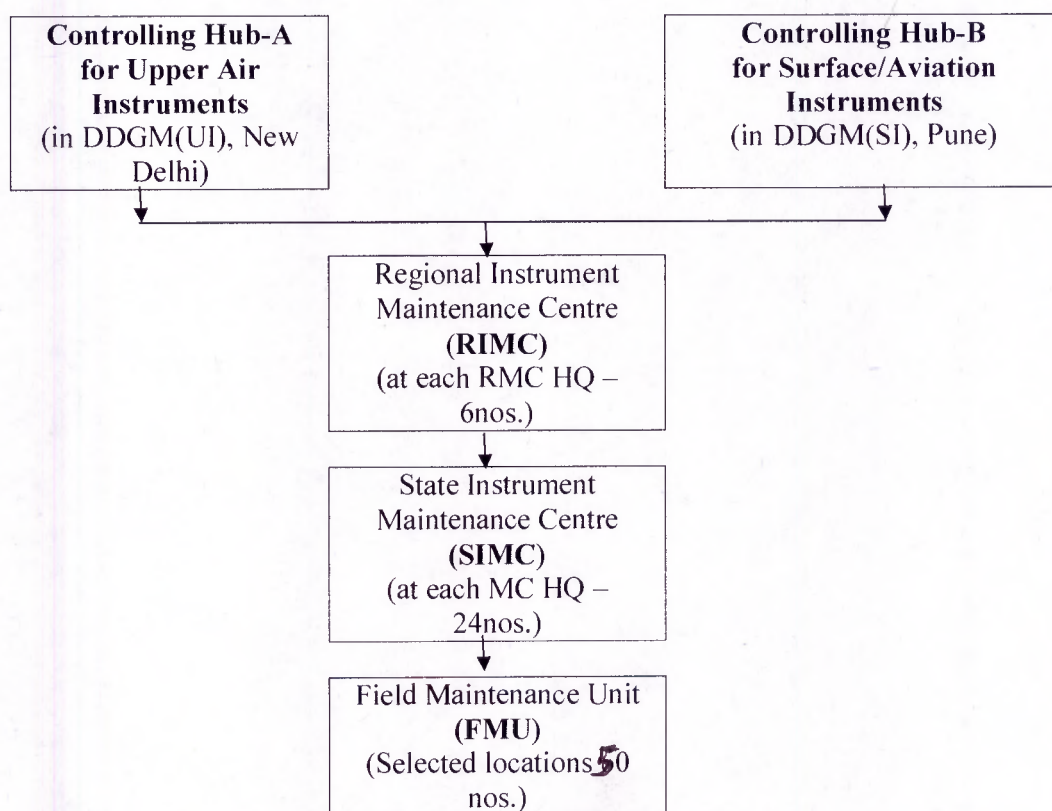


- (vii) Thirdly, the entire cadre is channelized into Group-B Scientific stream at the level of GP 4800 and there is an urgent need to separate these two distinct streams to create more focussed workforce.
- (viii) The changing technological scenario and requirement of the department has necessitated a relook into the functioning of the cadre as the requirements of the department have undergone a change due to advent of sophisticated technologies with facilities of Annual Maintenance contract (AMC) etc. & the need of the hour is a slim but highly skilled workforce.
- (ix) **Contrary to the popular belief that the new technology is going to slowly replace the man behind the machine, the requirements of man-machine interaction to deliver precise results are self-explanatory in a setup like IMD.** As organisation will go in for a greater degree of automation and high end technology & equipment, the need for maintenance may ultimately be undertaken by the professional Annual Maintenance Contracts (AMCs), especially for smaller number of sophisticated equipment like DWRs, Wind Profilers, etc. **In the same breath, it is also equally true that the Automation or AMCs, per-se could not be construed as having lost the need of dedicated manpower, particularly in case of extremely large network of Observatories with varied equipment, Automatic Weather Stations (AWS), Automatic Rain Gauges (ARGs), etc.** It is a matter of concern that the serviceability state of smaller instruments like AWS/ARGs is suffering on account of factors like poor upkeep, absence of periodic checks, unavailability of spares, etc.
- (x) There is an urgent need to reorganise the maintenance functions in order to see that the functional requirements of the organization to sustain Observing System Technologies/ Equipment for real time monitoring of weather systems are sufficiently met to deliver the best of services. The department needs to strengthen the technical and maintenance capabilities of the organisation to ensure minimum breakdowns of all types of instruments and equipment, especially modern meteorological equipment. IMD needs to have a Dedicated Maintenance Team (DMT) comprising of appropriately skilled technical staff. It would ensure servicing and monitoring of the equipment for optimum quality data from each type of equipment on 24X7 observational needs. Importantly, the word Automated should not give signals to be seen as being unmanned, in the context of the equipment and instruments. The existing and future cadres need to be adequately sensitised to this aspect
- (xi) With this objective in mind, IMD has chalked out a detailed plan of maintenance of observatories & equipment with inception of dedicated maintenance network in order to decentralize the maintenance of meteorological instruments in all observational networks of IMD through three tier instruments maintenance system i.e. Regional Instruments maintenance Centre (RIMC) at RMC headquarters and State Instruments Maintenance Centre (SIMC) at each Meteorological Centre (MC) headquarter and optimum number of Field Maintenance Units (FMU) under each MC. FMUs should

be setup at major Meteorological offices (MO), Airport Meteorological offices (AMO), PBO/RSRW offices, Radar stations etc.

The long term objective of the scheme is to bring maintenance of all surface meteorological instruments within the ambit of RIMCs, SIMCs and FMUs. All Surface Obs./AWS/ARG of the region shall be divided into groups and assigned to different FMUs. FMU should be made as the main nodal centre for Preventive Maintenance (PM). PM of station and general upkeep of site should be undertaken by FMU personnel. In addition, corrective maintenance should also be taken up by FMUs so as to ensure minimum downtime of station. In view of this, infrastructure should be established at identified FMUs locations along with posting of sufficient trained manpower to take up maintenance work. This arrangement in the long run is expected to strengthen IMD's instruments maintenance capacity.

(xii) Chain of command envisaged in the scheme is given below –



(xiii) The broad responsibility of the maintenance team will include but not limited to –

- To maintain the Observatories & Observatory equipment.
- To maintain the various computer & IT systems/facilities used by the department.
- To maintain the Communication network.
- To maintain the Airport met instruments.
- To maintain the AWS/ARG network.
- Installation & Inspection of Observatories & AWS/ARG network
- To carry out routine & preventive maintenance of all facilities;
- To drastically reduce the response time for breakdown call;
- Calibration & testing of instruments

*LB*

*[Handwritten signature]*



- To acquaint with any new technology acquired by the department & taking over the maintenance of such systems
- (xiv) The Mechanic (NI) cadre is apparently not rationally distributed across RMCs, MCs and other independent smaller subordinate offices. The committee realised that such steps need to be initiated for formulation & sustenance of a dedicated maintenance team.
- (xv) The altered role of IMD with newest technologies has also placed the need for a change in the profile of the manpower required by the organisation. As the skill component in the work being done is considerably enhanced & likely to enhance further in coming times, the resultant requirement for highly skilled technical staff will increase in future. This needs to be tapped through organising periodic/regular skill development and capacity development programs, incentivising acquire of higher skill and restricting fresh induction of manpower only in high-skill categories.
- (xvi) **Since the change in educational qualification for recruitment of MTS as Matric or ITI is going to meet the requirement of semi-skilled workforce, the department requires induction of remaining manpower in High-skilled category with requisite experience for independent handling of the requirements of the department.**
- (xvii) The committee has also been informed that the department is processing a case of remodelling the workshop staff in line of MoF **Notification No. F. No. 1/1/2008-IC dated 28-07-2009** recommending **introduction of a new grade of Master Craftsman (PB-2 GP4200) in the hierarchy.** (Ref. Annexure '5-D')
- (xviii) **To install similarity, which augurs among others administrative convenience, it is strongly felt that the Non-Industrial cadre also is required to be remodelled like Industrial cadres by abolishing grade at GP 1900, introducing grade at GP 4200 for same reasons as argued in the case of Industrial-cadre.**

**(B) RECOMMENDATION:**

Based on the above findings, the Committee recommends that -

- (i) **To merge horizontally the respective Mechanical & Carpenter grades into one entity.**
- (ii) **To Abolish the present feeder grades of Mechanic/Carpenter Gr.II(N/Ind.) in PB-1 GP 1900 (no staff is in position in these two grades as on date.)**
- (iii) **To make induction in Highly skilled grade of Mechanic Gr-I(Non-Ind.) in PB-1 GP2400, 90% through DR having Matric + 2years National trade certificate (ITI) in relevant trade + 2years experience in the relevant field and the rest 10% through LDCE(Skill Test) from departmental candidates having requisite qualifying service and**

*LB*

*Adh.*

*Santhosh*

possessing educational qualification as DR, failing which by DR

- (iv) **To merge the grades of Mechanic Gr-I(NI) & Radio Mechanic, both in PB-1 GP 2400, horizontally.**
- (v) **Introduction of a new grade in PB-2 GP 4200 (Gr-B, N/G)** similar to that recommended for Industrial-cadre as per MoF Notification No. F.No. 1/1/2008-IC dated 28-07-2009 & place all existing posts in GP 2800 enmass to GP 4200 and all existing posts in GP 2400 may be divided in an equal ratio of 50:50 and the upper half may be upgraded & placed in GP 2800.
- (vi) **Introduction of a well-defined & distinct career progression path with required strength at each level as per functional requirement as detailed in the Table below-**

**Proposed Career Avenue of Mechanic (Non-Industrial) Cadre**

Sl. No	Name of the post	PB & GP	Recommended Strength	Mode of Recruitment
1	<b>Meteorological Technician Grade-II(NI)</b> (Highly Skilled Gr-II)	<b>PB-1 GP 2400</b>	<b>138</b>	(i) 90% by DR with Matric + 2yrs. ITI + 2yrs. experience (ii) 10% by LDCE from any Group-C staff having requisite qualifying service and educational qualification as DR, failing which by DR
2	<b>Meteorological Technician Grade-I(NI)</b> (Highly Skilled Gr-I)	<b>PB-1 GP 2800</b>	<b>80</b>	100% by Promotion from Met. Technician GR.III (NI)
3	<b>Technical Asstt. (NI)</b> (Master Craftsman)	<b>PB-2 GP 4200</b>	<b>40</b>	100% by Promotion from Met. Technician GR.II (NI) + Refresher Training.
4	<b>Foreman Grade-II(NI)</b>	<b>PB-2 GP 4600</b>	<b>18</b>	100% by Promotion from Met. Technician GR.I (NI)
5	<b>Foreman Grade-I(NI)</b>	<b>PB-2 GP 4800</b>	<b>10</b>	100% by Promotion from Foreman Gr.II (NI)
<b>Total = 286</b>				

(vii) **The functional requirement of the department along with office-wise distribution of these 286 posts is appended as Appendix-B.4.**

**5.5 Staff Car Driver Cadre:-**

**(A) Findings:-**

(i) At present, Staff Car Driver (SCD) cadre is structured as per extant GOI regulations in this regard with four distinct grades where entering in PB-1 GP 1900, one can move upto PB-2 GP 4200. Sanctioned strength of the cadre as on date is 56 only including one post of Motor

*LB*

*[Signature]*

*[Signature]*



Cycle Driver in PB-1 GP 1900. For detailed structure of the cadre as on 01-06-2015 indicating strength of different grades, men in position, mode of recruitment and promotional avenue, **Appendix 'A'** may be referred to.

(ii) The present mode of recruitment in entry grade is through promotion (100%) from MTS by holding driving test failing which by DR. However, it has been brought to the notice of the Committee that DoPT vide OM dated 4.7.14 has notified certain changes in the present mode of recruitment. (**Annexure '5-E'**)

(iii) **The anomaly arising out of skewed ratio between the sanctioned strengths of feeder grade and their next higher grade and the resultant stagnation is observed in this cadre also.** For example, as against 19 posts in GP 2800 (SCD Gr-I), only 3 posts are available in the next promotional grade at GP 4200 (SCD-SG) with a ratio of 6.33 : 1 only.

(iv) The most important factor observed by the Committee is that though the functioning, requirement & spread of the department has changed significantly over the period, the availability & distribution of the Driver cadre remains unchanged creating a shortage of Drivers in almost all offices from HQ upto RMCs, MCs and other independent smaller subordinate offices. At present, there are offices having vehicles but no sanctioned post in Driver cadre.

(v) Ensuring availability of adequate manpower through creation of posts or repositioning the available ones to the newer activities as per emerging needs of the organisation has not been looked upon into in recent years. This has led into a situation where the 24x7 operational units e.g. Airport Meteorological Offices(AMO), Regional & Zonal Instrument Maintenance Centres, Cyclone warning Centre etc. are suffering from chronic shortage or unavailability of manpower in Driver cadre.

(vi) All AMOs having 24x7 operation schedule is required to be provided with a vehicle to keep routine & emergency check of the installed Airport Met. Instruments, providing Runway Visual Range (RVR) etc.

(vii) Similarly, providing a vehicle in each RIMC/ZIMC is also essential for ensuring critical observation/service support duties viz. carrying out the routine & preventive check of all the facilities under their jurisdiction with minimum possible response time and transporting the required instruments, consumables/spares, service tools/accessories, etc. upto the remotest such facilities. **It has been observed that maintenance works, routine or otherwise, are often delayed due to accessibility constraints in remote locations specially AWS/ ARG locations.**

(viii) **In any Airport Meteorological Offices having 24x7 operation schedule, availability of a vehicle is not sufficient in itself because it requires at least 5 Drivers to keep the vehicle running in 24hours Roster 7days a week. And these duties cannot be managed through outsourcing or engaging temporary staff on daily basis because of the sensitive nature of these installations warranting stringent security clearances for each & every staff working there.**

(ix) Besides, most of these facilities like AMOs, CWCs, etc. are generally located far away from the nearest city/town and provision of vehicle & manpower in driver cadre at such facilities becomes more essential.

**(B) RECOMMENDATION:** Based on the above findings, the Committee recommends that

- (i) Merger of the lone sanctioned post of MCD with that of SCD (OG) horizontally.
- (ii) To carry out recruitment in SCD cadre through Deputation/Absorption from MTS having valid Driving License and requisite qualifying service failing which by DR as per DoPT OM No.AB-14017/10/2014-Estt.(RR)(3104937) dated 4<sup>th</sup> July, 2014 (Ref. Annexure '5-E')
- (iii) Augment the strength of the cadre at each level through mapping of man-power requirement to work function matrix at each office with assigned functional responsibilities, as detailed in the Table below-

**Proposed Career Avenue of Staff Car Driver (SCD) Cadre**

Sl. No	Name of the post	PB & GP	Sanctioned Strength	Mode of Recruitment
1	SCD (Ordinary Grade)	PB-1 GP 1900	91	100% by Deputation/Absorption from MTS having valid Driving License and requisite qualifying service, failing which by DR
2	SCD Grade-II	PB-1 GP 2400	54	100% by Promotion from SCD(OG)
3	SCD Grade-I	PB-1 GP 2800	24	100% by Promotion from SCD Gr-II
4	SCD (Special Grade)	PB-2 GP 4200	10	100% by Promotion from SCD Gr-I
<b>TOTAL = 179</b>				

**(iv) The functional requirement of the department along with office-wise distribution of these 179 posts is appended as Appendix-B.5.**

**5.6 NORMALIZATION:** Due to the acute stagnation prevalent in these cadres as detailed in foreparas, there exist a large number of employees who has put in a service in their respective grades which is many times more than the qualifying service requirement for promotion to the next higher grade as per extant GOI Rules as also notified in the respective RRs. In view of this and to provide due weightage to the years of service completed, experience earned & training undergone by individual employees, the department may consider a process of one time normalization.

**5.7 Revised distribution of posts as per these scheme is to be based upon the sanctioned cadre strength as on 01-06-2015 and Surrenders are to be effected on this sanctioned strength.** If prior to approval of the scheme the number of posts existing in any grade in any particular cadre exceeds the number admissible on the revised scheme, the excess may be allowed to continue to be phased out progressively with the vacation of the posts by the existing incumbents.



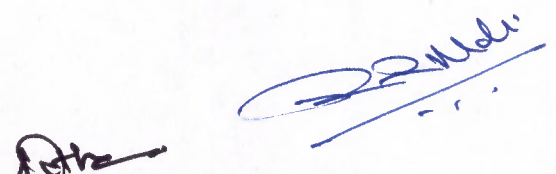
Since the cadres as detailed above are being restructured on functional, operational and administrative considerations, **the posts being placed in higher scales of pay as a result of restructuring should include the duties and responsibilities of greater importance.**

**5.8 Financial Implication:** Entire scheme of restructuring is a self-financing and expenditure saving proposition. Financial implications of the scheme are worked out taking into account the basic pay (including the GP) corresponding to the midpoint of the pay bands in respect of each post as listed in the fitment table circulated vide MoF notification dated 11-09-2008, along with the DA, HRA & TPA as on 01-06-15.

In working out the financial implications, the matching savings is affected from the category itself. Wherever it is not possible to do so from the category itself, the matching savings is arranged from within the existing sanctioned strength of the department.

**On approval/implementation of the restructuring scheme, the Net Surrender of posts from the strength of IMD is worked out to be 187 as detailed in Appendix 'C'.**

**The Net Savings in expenditure is worked out to be approximately 1.48 Crores per annum as detailed in Appendix 'D'.**



## CHAPTER-6: Capacity building and Training

**6.1 Requirement:** To keep pace with the ever changing technological scenario and implementation of the different measures recommended by this committee, tremendous importance has to be attached in augmenting the existing capacity building measures essentially to bridge the competency gaps of the concerned cadres through a range of training interventions to enhance their performance and make them enable to face the emerging challenges.

**6.2 Recommendation:** To meet the quantum of training requirement arising out of the recommendation of this committee, the following Capacity building measures/Training intervention are recommended-

- (1) **Modular Training:** To impart suitably designed Modular training to MTS/MO cadres to enhance their skill level and familiarize them with the functional requirement of the department in both observational & technical aspects. The objective is to build their professional competence in relevant specialized areas to prepare them for assuming higher responsibilities and faster career growth by availing the different LDCE-scheme recommended in the revised structure. This Training may be imparted on the basis of a curriculum to be designed primarily by DDGM(Training) in consultation with DDGM(SI) & DDGM(UI) and other stakeholders which may include Modules on (i) basic observational activities & Observatory maintenance (ii) Surface Instrumentation, (iii) Upper Air Instrumentation.
- (2) **Mid-Career Training:** Such career-linked mandatory training is required to be provided to employees of all the technical cadres at designated stages of their career before they are promoted to positions of higher responsibilities (specifically at the time of promotion to the GP of 4200) basically to build the next-level competencies as per the requirement of the department.
- (3) **Short Term Thematic Training, Orientation Training & Refresher Courses:** This type of customized need based training with a large component of OJT is to be made available to employees on a periodic basis with an objective to enhance professional competencies in specific sectors e.g. in the field of Radar, Upper Air Instruments, AWS, ARG, Airport instruments, Radiation instruments and Surface observatories instruments etc. through custom-made Curriculum based on the requirement of the department at the specific period of time.



## CHAPTER-7: MODERNISATION OF WORKSHOP

### 7.1 Existing Set-up:

#### (A) Workshop attached to the O/O the DDGM(SI), Pune:

**i) Sand molding unit:** One semi-automatic sand molding machine have been installed which is capable of performing operations like jolt, squeeze and vibrate by pneumatic system. With these operations manual work is totally avoided and only two workers can manage entire process. The machine is capable of handling green sand which is having many benefits viz. heating in oven is not required, perfect filling and packing of sand inside the box, quality of casting is excellent. The use of machine will enhance efficiency significantly with the improvement in quality. At present preparation of base plate with pattern and boxes required for this machine is in progress.

**ii) Furnace unit:** At present pit furnace is in use for melting process. The automation, reconstruction of tilting furnace is completed. However trials are going on various metals to get expected results. Rotating disc is being prepared for receiving molten metal into four sand molding boxes. Shifting over to light diesel oil (LDO) from furnace oil has significantly reduced the pollution on trial. For safety of LDO 'safety tank' is being constructed away from this furnace. Expected results are improved safety and quality with very high efficiency. Overall with the modernization of these 'two units' quality of casting will improve such as dimensional accuracy, reduction in blow holes, good surface finish along with enhanced efficiency.

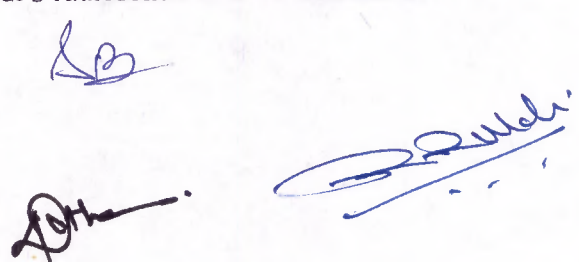
**iii) Sheet metal/Fabrication unit:** This unit is mainly involved in fabrication of OPE tanks, wire mesh cover, measuring bucket, fix point gauge boxes required for sand casting unit, and fabrication of autographic instruments. Complete fabrication of single OPE tank involves various manual operations like cutting, bending, brazing, and welding. The work is managed by very old and obsolete machines like bending and sheering machines, coal furnace for heat treatment. With existing man power it is not possible to achieve the target.

**iv) Electroplating unit:** Existing Nickel electroplating plant needs filtration unit for chemical purification having concentrated acids and measuring gauge for measurement of Nickel plating thickness. This plant is also very old and is working by use of hazardous chemicals like concentrated acids and sodium cyanide. Now electro less plants are available in the market which ensures full safety, efficiency and quality.

#### (B) Workshop attached to the O/O the DDGM (UI), NEW DELHI:

IMD workshop at New Delhi is engaged in indigenous production of radiosondes which are used at 39 RS/RW stations in upper air network of IMD. These radiosondes are essential for collection of upper air profile data, which is the backbone for the different level of weather forecasting. Presently, workshop is manufacturing MK-IV modified type of radiosondes with digital pressure sensor. Each and every part of this radiosonde is manufactured in IMD workshop. It requires different type of mechanics like Fitter, Die-maker, Machinist, Welder, Turner etc for manufacturing of different parts of the radiosonde. These mechanics are also responsible for maintenance / overhaul of machines / equipments used in manufacturing of radiosondes.

Off late IMD has developed GPS based Radiosounding system along with GPS radiosondes in collaboration with M/s SAMEER DoIT, Mumbai under an MoU. The Sounding systems are to be provided by M/s SAMEER, and the GPS radiosonde is to be manufactured in



IMD Workshop. The transfer of technology (ToT) has already been completed for manufacturing of GPS radiosondes in IMD workshop. The procurement of different components to be used in manufacturing is in progress, and the production of radiosondes is likely to start shortly. The production for some parts of GPS radiosondes (Transmitter) had already been started. The present production of non-GPS radiosonde is being phased out, as the new (GPS) radiosondes manufacturing starts. Efforts are being made to manufacture GPS based Pilot Balloon (PB) instruments in the workshop. There are 62 stations of PB observations in the upper air network of IMD and require modernization of existing system by up-grading with GPS based systems. Additionally, stevensen screen, caps and valves of the hydrogen gas cylinders, Gas generator trolleys are also fabricated in the Workshop. So, the manpower is being utilised and will be required in the modernization phase of IMD.

The shifting from non-GPS radiosonde manufacturing to GPS based radiosondes will change entire working environment of IMD workshop completely. The mechanical type of works will reduced to minimum and electrical / electronic / instrumentation work will take over the scene. This will lead to increased requirement in electrical / electronic / instrumentation trades of mechanics and with greater skill, and requirement in mechanical type of trades like Fitter, Dye maker, Machinist, Welder, Turner etc. will be eliminated completely. Hence, committee recommends the abolishing of Mechanic grade-II post, and direct recruitment in the Mechanic grade-I.

Some of the mechanics have been trained at M/s SAMEER, Mumbai as part of Mou/ToT and are capable of manufacturing the new type(GPS) of radiosonde. Similar skill enhancement will be under taken for remaining mechanics by arranging training at IMD/SAMEER, so that existing mechanics have a greater skill and may be used in manufacturing of new radiosondes.

IMD is also provide extensive support in celebration of National festivals like Republic day, Independence parade and many other functions through Workshop by releasing of tri-color balloons marking the symbol of National Pride / National Integration. The MTS and other technical staff, specially skilled to handle the hydrogen gas are used in this celebration.

**(C) Workshop at Hydrogen Factory(HF), Agra attached to the O/O the DDGM(UI), Delhi:**

HF Agra is exclusively responsible for production of Hydrogen gas and supplying it to 39 RS/RW stations & 62 PB stations in the upper air network of IMD. The hydrogen gas is required to fill the balloons being used for radiosounding ascents at various Radiosounding / Radiowind (RS/RW) stations as well as Pilot Balloon (PB) stations. IMD also supplies the hydrogen gas to other departments like, Indian Air Force (IAF), Indian Navy etc. for similar use.

HF Agra is procuring chemicals (Ferrosilicon & Caustic Soda) and crushing them into powder form, packing into small packets as per capacity of gas generators (2.3 Kg ferrosilicon & 2.5 Kg caustic soda), and supplying to 39 RS/RW stations, for generation of Hydrogen gas at the site.

Other relevant details like Flow Chart showing various units involved in manufacturing & packaging processes, details of products manufactured and the production activities during last decade as supplied by the concerned authorities are furnished as **Annexure-7-A**.

**7.2 JUSTIFICATION FOR REVIEW OF FUNCTIONAL REQUIREMENT OF  
IMD WORKSHOP:**

- a. At present total 532 surface observatories, 39 Radiosonde & 62 Pilot Balloon Observatories are functioning all over country;





- b. Total 203 surface observatories are well equipped with autographic instruments manufactured in workshop;
- c. Instruments used for surface observatories are rigid and reliable and do not require electrical power;
- d. These manual observatories are being used as standard for testing Comparison and calibration of co-located AWS/ARG.
- e. There are more than 123 observatories with autographic instruments are functioning for more than 100 years .The time series of data recorded by these conventional observatories, is valuable and being used , for studies like climate change.
- f. Workshop is the key agency to maintain all the instruments as it can manufacture, supply and maintain these instruments in-house;
- g. The indigenously development , manufacturing and maintenance of these basic meteorological instruments are more economical and dependable;

### 7.3 Modernization of Workshop

Procuring new technologically advanced & environment friendly machineries (automatic/Semi-automatic) in line with the emerging technological scenario & growing demand of the department is very much essential. This will not only enhance the safety standards but also speed-up the modernisation process. The list of such machineries are - Semi-automatic shearing (cutting) machine, Multipurpose induction brazing machine, Bending machine, Press cut machine, Computerized Numerically Control (CNC) lathe machine, automation of foundry unit, plating & painting machines electrolyzer and compressor for production of hydrogen gas etc. need to be covered under modernization.

### 7.4 Benefits of modernization

- a. It will improve the production capabilities for the meteorological sensors which are usually not manufactured in the open market due to its limited requirement;
- b. Adoption of new technology for manufacturing processes to improve the efficiency of working.
- c. Redesigning and development of three cup anemometer and wind vane to produce the equipment world class;
- d. Transfer of technology for indigenous production on CNC machine;
- e. Digitization of self-recording instruments of surface observatories;
- f. Conversion of tools and dies from old BA to metric system.
- g. Mass production of Tilting bucket rain gauge (TBRG) for the all types of network station;
- h. All the production activities shall be strictly in compliance with ISO 9001-2008 quality management system.

### 7.5 Recommendation -

Based on the above findings, the Committee recommends that –

- (i) The process of procuring new technologically advanced & environment friendly machineries (automatic/Semi-automatic) in line with the growing demand & expansion plan of the department may be expedited.

*AB*

*BR Mohi*

*10/11*

- (ii) Wherever new machineries (automatic/Semi-automatic) are procured, the same may immediately be put into full-fledged use for achieving the desired results.
- (iii) In view of the completion of transfer of technology (ToT) from M/s SAMEER, DoIT, Mumbai for manufacturing of GPS radiosondes, the procurement of different components to be used in manufacturing may be expedited so that the production of radiosondes can be started immediately, at least, in a limited capacity.
- (iv) Installation of dedicated & specialized Packing & Forwarding units may be considered.
- (v) Since the electrolyzer and compressor for production of hydrogen gas and compressor at HF Agra are very old and prone to frequent breakdown, which effect the production and supply of gas, the replacement of entire electrolyzer system including compressor with the latest technology may be expedited.
- (vi) Procurement of raw-materials for generation of Hydrogen Gas (Ferrosilicon & Caustic Soda) may be decentralized or delivered on site. Alternately, Hydrogen gas may be procured Locally/regionally wherever available.
- (vii) Office may consider developing the domain expertise of officials working in workshops in Pune and Delhi in such a way that they compliment the overall requirement of the department.

AB

B. S. Meh.

AB

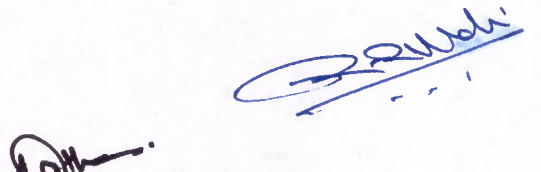


## ADDENDUM

The committee has observed that with the phased implementation of the comprehensive modernization programme in the technological sphere through continuous upgradation of the observing systems & networks and related increase in administrative activities like store & inventory management, purchase & procurement etc., a necessity is being felt for up scaling the administrative requirements of IMD's offices, viz. Regional Meteorological Centres (RMCs), Meteorological Centres (MCs) and other such smaller offices/field units for providing adequate administrative support to various core functions of the department.

Accordingly, the committee also recommends that the department may consider for creation of additional posts in the Administrative cadre both at HQ, RMCs/MCs level. This manpower can be utilized for activities like store & inventory management, cash handling, accounting and other day-to-day administrative works. It is mentioned that there is a substantial savings of Rs. 1.48 crores arising out of the restructuring proposal of Group-C technical cadres [Para 5.8]. Hence, the creation of additional posts in the Administrative cadre will not lead to any increase in the financial burden to the department.

**The Committee thus recommends addition of certain posts in the Administrative cadre preferably in the grade of Administrative Officer Grade-III and above.**



## EXECUTIVE SUMMARY

(i) Established in 1875, India Meteorological Department, under the Ministry of Earth Sciences, is the nodal agency of Government of India for weather and climate services. Over the time, it has strived to improve the quality of services and expanded its nationwide infrastructure for meteorological, aviation-meteorological, hydro-meteorological, agro-meteorological and other related observations, communications, forecasting services and knowledge base to meet the growing demand both at national and global level. (Para 1.1)

(ii) Group 'C' Technical cadres of the department are mainly divided into Five (5) groups – Mechanical (Industrial), Mechanical (Non-Industrial), Meteorological Observer and separate Driver & MTS Cadres. In total, the Group 'C' technical cadres constitute approximately 33% of the total sanctioned workforce of the Department. (Para 1.4)

(iii) The sanctioned strength of Group 'C' Technical cadres stated above does not include – (a) 645 posts of MTS cadre which have been surrendered and made available for matching-savings vide MoES order dated 25-02-2013 and (b) 56 posts of Mechanical Draughtsman cadre which have been surrendered and made available for matching-savings vide MoES order dated 31st May, 2011 & 25th February, 2013. (Para 1.5)

(iv) The cadres of Group 'C' Technical staff of the Department have been facing acute stagnation, and, usually get only one or two functional promotion as during their average service span of 35 years. (Para 2.5)

(v) The Group 'A' Scientist cadres, Group 'B' supporting Scientific cadres, Administrative cadres of the department have all been restructured in recent years with appreciable advancement in career prospect. Consequently, the officials under Group 'C' Technical cadres felt natural sense of being left out. Hence the need to review these cadres appears to be fully justified both to meet the functional requirement of the department and the career advancement/ aspiration of these cadres. (Para 3.2)

(vi) Even the then Hon'ble Minister of S&T&ES wrote a DO letter on 8th May, 2013 to the then Hon'ble Finance Minister highlighting the mismatch between the promotional avenues and the number of posts at various levels of the Group 'C' technical cadres and resulting stagnation in the concerned grades in the Department. (Para 3.3)

(vii) In fact, along with the proposal for restructuring of the Group 'B' scientific staff, the administrative Ministry MoES had also moved a proposal for restructuring of Group 'C' technical staff of IMD to the Ministry of Finance for consideration. However, a decision was subsequently taken to separate the proposal for Group 'C' technical staff and move it separately. (Para 3.4)

(viii) In order to assess and suggest suitable changes in this regard, a committee was constituted on 19th August 2014 under the Chairpersonship of Shri R. R. Mali, DDGM(SI), Pune, to examine and review the requirements of Technical Group 'C' manpower for different purposes, their skill enhancement and career progression. (Para 3.5)



(ix) The Committee noted that there are acute stagnation and disparities in promotion prospects within and across all the five Group-C Technical cadres which resulted into wide-spread demoralization and disaffection and adversely affected the cadres. (Para 4.2 - 4.3)

(x) The Committee noted that one of the main reasons of stagnation is the highly skewed ratio between sanctioned strengths of some of the feeder grades and their next higher grades and this anomaly is not limited to a particular cadre only but similar situation, if not more grave, prevails in all the Group-C technical cadres. (Para 4.5 – 4.6)

(xi) The Committee noted that a probable solution to the problem of acute stagnation in the concerned cadres could be to create more number of posts at respective higher grades. Not only from the point of view of addressing the problem of stagnation, for addressing the functional requirements of the Department also, the department requires a number of new posts at certain mid & upper level of these cadres to improve its functioning. This will also help to create a proper pyramid structure which is evenly balanced. (Para 4.7)

(xii) The Government vide Resolution dated 29th August, 2008, accepting the recommendations of the 6th Central Pay Commission, has decided to grant three assured financial up-gradations to the stagnated officers and staff during their entire service span, but the same cannot be equated with actual functional promotion. (Para 4.9)

(xiii) The Committee feels that instead of merging the technical cadres to scientific stream there is an urgent need for having a separate channel of promotion for the technical staff. Such separation of cadres would not only provide dedicated sanctioned strength in both the fields of Operation & Maintenance, it would also make available to the Department an experienced workforce which would greatly enhance the departmental capabilities in core areas of its function. (Para 4.10)

(xiv) Regarding **MTS cadre**, the committee noted a no. of anomalies whereby persons from same feeder grade are promoted to five (5) different channels and grades which appears totally unworkable. In spite of availability of 5 promotional channels, the total posts meant for promotion of MTS is 139 only implying that the ratio between the feeder & the promotional post is 11:1 only resulting into acute stagnation in the cadre. Since inception in the year 2008, only 71 MTS have been promoted to higher grades implying that only 5% of the employees of the cadre have been promoted during last 7years. [Para-5.1(A)]

(xv) **RECOMMENDATIONS FOR MTS CADRE:**

**Para-5.1.(i) A unified MTS cadre with entry qualification of Matric or ITI as per GOI norms.**

**5.1.(ii) The Sanctioned Strength of MTS Cadre may be fixed at 1445 by surrendering 02 posts (in addition to the 645 posts surrendered earlier). The functional requirement of the department & office-wise distribution of these 1445 posts is appended as Appendix-B.1**

**5.1.(iii) (a) That the career progression path of the MTS cadre may clearly be defined**

through the hierarchy of Meteorological Observer cadre. In other words, it is recommended to promote MTS cadre on the basis of 'seniority-cum-fitness' only to the cadre of Meteorological Observer Gr-III (PB-1, GP 2000) which will usher in uniformity in promotion.

- (b). 'Discontinue' promotion from MTS to SCD cadre as per GOI norm.
- (c) Discontinue' promotion from MTS to LDC cadre on seniority-cum-fitness basis; instead the entire 15% promotional quota of MTS to LDC is recommended to be filled up through Limited Departmental Competitive Exam (LDCE) only.
- (d) Discontinue promotion from MTS cadre to Mechanic (Ind.) & Mechanic (NI) cadres on seniority-cum-fitness basis.
- (e) Further 40% posts in Met. Observer Gr-III and 10% posts in Mechanic Gr-II(Ind.) & Mechanic Gr-II(NI) respectively may be filled up by promotion from MTS through Limited Departmental Competitive Exam (LDCE) and/or Skill Test.

(xvi) Regarding Meteorological Observer (MO) cadre, the committee noted the services of the cadre need to be utilized in basic observational duties by 'reorganizing' the cadre suitably and imparting adequate training to the incumbents. To achieve this objective, the committee felt the need of increasing both strength & span of the cadre through introduction of a new grade at the level of PB-2 GP 4200 which will ensure that a person joining service in Group-C can reach at least the lowest rung of Group-B, along with at least 4 promotions in the entire service career. [Para-5.2(A)]

(xvii) RECOMMENDATIONS FOR MET OBSERVER CADRE:

Para-5.2.(i) Recruitment to MO-cadre may be made by Promotion from MTS cadre - 60% on the basis of seniority-cum-fitness & the rest 40% through LDCE.

5.2.(ii) Introduction of a new grade of Meteorological Assistant in PB-2 GP 4200 (Gr-B, N/G).

5.2.(iii) Introduction of a well-defined promotional avenue with increase in strength at required levels as per functional requirement as detailed in the Table below-



### Proposed Career Avenue of MTS-MO

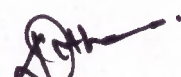
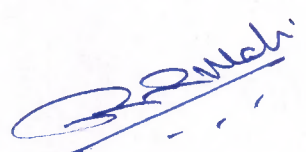
Sl. No	Name of the post	PB & GP	Recommended Strength	Mode of Recruitment
1	<b>Met. Observer Grade-III</b>	<b>PB-1 GP 2000</b>	<b>388</b>	Promotion from MTS with requisite qualifying service - (i) 60% on the basis of seniority-cum-fitness (ii) 40% through LDCE possessing Matric/ITI or successful completion of Group D retraining.
2	<b>Met. Observer Grade-II</b>	<b>PB-1 GP 2400</b>	<b>153</b>	100% by Promotion from MO-III on successful completion of Modular Training
3	<b>Met. Observer Grade-I</b>	<b>PB-1 GP 2800</b>	<b>70</b>	100% by Promotion from MO-II
4	<b>Meteorological Assistant</b>	<b>PB-2 GP 4200</b>	<b>38</b>	100% by Promotion from MO- I on successful completion of Modular Training Part-II
<b>TOTAL = 649</b>				

**The functional requirement of the department along with office-wise distribution of these 649 posts is appended as Appendix-B.2**

(xviii) Regarding **Mechanic (Industrial) cadre**, the committee noted that-

- All posts of Carpenter grades in Industrial cadre were declared as 'Isolated' and made available for surrender/matching-savings;
- Creation of posts from time to time resulted into a mismatch in terms of promotional avenue for the present staff leading to acute stagnation at all level;
- Technical staff from Group-C level (GP 2800) of the cadre are promoted to Group-B(Gazetted) level (GP 4600) bypassing the entry level Group-B grade of PB-2 GP 4200 and then channelized into non-industrial Group-B Scientific stream at the level of GP 4800 ;
- Since the new educational qualification for recruitment of MTS as Matric or ITI is addressing the requirement of semi-skilled workforce, the department requires induction of more manpower in High-skilled category for formulation of a a slim but highly skilled workforce to face the emerging technological challenges;
- Upgradation of Pay Scales awarded by the Ad-hoc Anomaly Committee constituted by DST on implementation of 5th CPC recommendations to adjudicate the cases of 'anomalies' in the Mechanical cadres of IMD remains unsettled till now;
- The department at present is processing a case of upgrading the workshop staff as recommended by MoF vide Notification No. F.No. 1/1/2008-IC dated 28-07-2009. [Para-5.3(A)]



**(xix) RECOMMENDATIONS FOR MECHANICAL (IND) CADRES:**

**Para-5.3.(i) To merge the equivalent Mechanical & Carpenter grades horizontally into one entity.**

**5.3.(ii) To Abolish the present feeder grades of Mechanic Gr.II/Carpenter Gr.II(Ind.) in PB-1 GP 1900 and place all staff in position (13 as on 01-06-2015) in the next higher grade (GP 2400) by allowing one-time relaxation, if required.**

**5.3.(iii) To make induction in Highly skilled grade of Mechanic Gr-I(Ind.) in PB-1 GP2400, 90% through DR having Matric + 2years National trade certificate (ITI) in relevant trade + 2years experience in the relevant field and the rest 10% through LDCE(Skill Test) from departmental candidates having requisite qualifying service and possessing educational qualification as DR, failing which by DR**

**5.3.(iv) To Abolish the cadre of Electrician(Ind.) in PB-1 GP 2400 (no men in position as on date)**

**5.3.(v) Introduction of a new grade in PB-2 GP 4200 (Gr-B, N/G) as per MoF Notification No. F.No. 1/1/2008-IC dated 28-07-2009 & place all existing posts in GP 2800 enmass to GP 4200 and all existing posts in GP 2400 may be divided in an equal ratio of 50:50 and the upper half may be upgraded & placed in GP 2800.**

**5.3.(vi) Introduction of a well-defined & distinct career progression path with required strength at each level as per functional requirement as detailed in the Table below-**

**Proposed Career Avenue of Mechanic (Industrial) Cadre**

Sl. No	Name of the Post	PB & GP	Recommended Strength	Mode of Recruitment
1	<b>Technician Grade-II (Ind.)</b> (Highly Skilled Gr-II)	<b>PB-1 GP 2400</b>	<b>127</b>	(i) 90% by DR with Matric + 2yrs. ITI + 2yrs. experience (ii) 10% by LDCE from any Group-C staff having 5yrs qualifying service & Educational Qualification as that of DR, failing which by DR
2	<b>Technician Grade-I (Ind.)</b> (Highly Skilled Gr-I)	<b>PB-1 GP 2800</b>	<b>88</b>	100% by Promotion from Technician(Ind.)(HSG-II)
3	<b>Master Craftsman (Ind.)</b>	<b>PB-2 GP 4200</b>	<b>45</b>	100% by Promotion from Technician(Ind.)(HSG-I) + Refresher Training
4	<b>Foreman Grade-II (Ind.)</b>	<b>PB-2 GP 4600</b>	<b>20</b>	100% by Promotion from Master Craftsman(Ind.)
5	<b>Foreman Grade-I (Ind.)</b>	<b>PB-2 GP 4800</b>	<b>10</b>	100% by Promotion from Foreman Gr-II(Ind.)
<b>Total =</b>			<b>290</b>	



- (i) **The functional requirement of the department along with office-wise distribution of these 290 posts is appended as Appendix-B.3.**
- (xx) Regarding **Mechanic (Non-Industrial) cadre**, the committee noted that-
- All posts of Carpenter grades in Non-Industrial cadre were declared as 'Isolated' and all posts of Mechanical Draughtsman (in PB-2 GP 2400) have been surrendered and made available for surrender/matching-savings;
  - Creation of posts from time to time resulted into a mismatch in terms of promotional avenue for the present staff leading to acute stagnation at all level;
  - Technical staff from Group-C level (GP 2800) of the cadre are promoted to Group-B(Gazetted) level (GP 4600) bypassing the entry level Group-B grade of PB-2 GP 4200 and then channelized into non-industrial Group-B Scientific stream at the level of GP 4800;
  - Automation or AMCs, per-se could not be construed as having lost the need of dedicated manpower, particularly in case of extremely large network of Observatories with varied equipment, Automatic Weather Stations (AWS), Automatic Rain Gauges (ARGs), etc.
  - It is a matter of concern that the serviceability state of smaller instruments like AWS/ARGs is suffering on account of factors like remote location, poor upkeep, absence of periodic checks, unavailability of spares, etc.
  - The department needs to strengthen the technical and maintenance capabilities of the organisation to ensure minimum breakdowns of all types of instruments and equipment, especially modern meteorological equipment by developing a Dedicated Maintenance Team (DMT) comprising of appropriately skilled technical staff and initiated a process of implementing a detailed plan of maintenance of observatories & equipment by decentralisation of the maintenance activities through three tier instruments maintenance system i.e. Regional Instruments maintenance Centre (RIMC) at RMC headquarters, State Instruments Maintenance Centre (SIMC) at each Meteorological Centre (MC) headquarter and optimum number of Field Maintenance Units (FMU) at designated locations under each MC.
  - Since the new educational qualification for recruitment of MTS as Matric or ITI is addressing the requirement of semi-skilled workforce, the department requires induction of more manpower in High-skilled category for formulation of a slim but highly skilled workforce to face the emerging technological challenges;
  - The department at present is processing a case of upgrading the workshop staff as recommended by MoF vide Notification No. F.No. 1/1/2008-IC dated 28-07-2009 and to maintain similarity/parity, it is strongly felt that the Non-Industrial cadre also is required to be remodelled like Industrial cadres. [Para-5.4(A)]

**(xxi) RECOMMENDATIONS FOR MECHANICAL (NON-IND) CADRES:**

**Para-5.4.(i) To merge horizontally the respective Mechanical & Carpenter grades into one entity.**

**5.4.(ii) To Abolish the present feeder grades of Mechanic/Carpenter Gr.II(N/Ind.) in PB-1 GP 1900 (no staff is in position in these two grades as on date.)**

**5.4.(iii) To make induction in Highly skilled grade of Mechanic Gr-I(Non-Ind.) in PB-1 GP2400, 90% through DR having Matric + 2years National trade certificate (ITI) in relevant**

trade + 2years experience in the relevant field and the rest 10% through LDCE(Skill Test) from departmental candidates having requisite qualifying service and possessing educational qualification as DR, failing which by DR

**5.4.(iv) To merge the grades of Mechanic Gr-I & Radio Mechanic, both in PB-1 GP 2400, horizontally.**

**5.4.(v) Introduction of a new grade in PB-2 GP 4200 (Gr-B, N/G)** similar to that recommended for Industrial-cadre as per MoF Notification No. F.No. 1/1/2008-IC dated 28-07-2009 & place all existing posts in GP 2800 enmass to GP 4200 and all existing posts in GP 2400 may be divided in an equal ratio of 50:50 and the upper half may be upgraded & placed in GP 2800.

**5.4.(vi) Introduction of a well-defined & distinct career progression path with required strength at each level as per functional requirement as detailed in the Table below-**

**Proposed Career Avenue of Mechanic (Non-Industrial) Cadre**

Sl. No	Name of the post	PB & GP	Recommended Strength	Mode of Recruitment
1	<b>Meteorological Technician Grade-II(NI)</b>	<b>PB-1 GP 2400</b>	<b>138</b>	(i) 90% by DR with Matric + 2yrs. ITI + 2yrs. experience (ii) 10% by LDCE from any Group-C staff having requisite qualifying service and educational qualification as DR, failing which by DR
2	<b>Meteorological Technician Grade-I(NI)</b>	<b>PB-1 GP 2800</b>	<b>80</b>	100% by Promotion from Met. Technician GR.III (NI)
3	<b>Technical Asstt. (NI)</b>	<b>PB-2 GP 4200</b>	<b>40</b>	100% by Promotion from Met. Technician GR.II (NI) + Refresher Training.
4	<b>Foreman Grade-II(NI)</b>	<b>PB-2 GP 4600</b>	<b>18</b>	100% by Promotion from Met. Technician GR.I (NI)
5	<b>Foreman Grade-I(NI)</b>	<b>PB-2 GP 4800</b>	<b>10</b>	100% by Promotion from Foreman Gr.II (NI)
<b>Total =</b>			<b>286</b>	

**5.4.(vii) The functional requirements of the department along with office-wise distribution of these 286 posts is appended as Appendix-B.4**

(xxii) Regarding **Staff Car Driver cadre**, the committee observes that-

- The present mode of recruitment in entry grade through promotion (100%) from MTS failing which by DR has to be changed as per DoPT notification dated 4.7.2014;
- The anomaly arising out of skewed ratio between the sanctioned strengths of feeder grade and their next higher grade and the resultant stagnation is observed in this cadre also;

*SB*

*John*

*Dr. M. S. ...*



- Though the functioning, requirement & spread of the department has changed significantly over the period, the availability & distribution of the Driver cadre remains unchanged creating shortage in almost all offices;
- All AMOs having 24x7 operation schedule, RIMC/SIMC, Cyclone Warning Centres etc. is required to be provided with a vehicle for ensuring critical observation/service support duties viz. carrying out routine & emergency check of the installed Instruments, providing Runway Visual Range (RVR), preventive & breakdown maintenance etc. with minimum possible response time and transporting the required instruments, consumables/spares, service tools/accessories, etc. upto the remotest such facilities.
- These duties cannot be managed through outsourcing or engaging temporary staff on daily basis because of the sensitive nature of these installations warranting stringent security clearances for each & every staff working there. [Para-5.5(A)]

**(xxiii) RECOMMENDATIONS FOR STAFF CAR DRIVER CADRE:**

**Para-5.5.(i) Merger of the lone sanctioned post of MCD with that of SCD (OG) horizontally.**

**5.5.(ii) To carry out recruitment in SCD cadre through Deputation/Absorption from MTS having valid Driving License and requisite qualifying service failing which by DR as per DoPT OM No.AB-14017/10/2014-Estt.(RR)(3104937) dated 4<sup>th</sup> July, 2014 (Ref. Annexure '5-C')**

**5.5.(iii) Augment the strength of the cadre at each level through mapping of man-power requirement to work function matrix at each office with assigned functional responsibilities, as detailed in the Table below-**

**Proposed Career Avenue of Staff Car Driver (SCD) Cadre**

Sl. No	Name of the post	PB & GP	Sanctioned Strength	Mode of Recruitment
1	SCD (Ordinary Grade)	PB-1 GP 1900	91	100% by Deputation/Absorption from MTS having valid Driving License and requisite qualifying service, failing which by DR
2	SCD Grade-II	PB-1 GP 2400	54	100% by Promotion from SCD(OG)
3	SCD Grade-I	PB-1 GP 2800	24	100% by Promotion from SCD Gr-II
4	SCD (Special Grade)	PB-2 GP 4200	10	100% by Promotion from SCD Gr-I
<b>TOTAL = 179</b>				

**5.5(iv) The functional requirements of the department along with office-wise distribution of these x posts is appended as Appendix-B.5**

(xxiv) The Committee noted that a large number of employees exist in all these cadres who have put in a service in their respective grades which is many times more than the qualifying service requirement for promotion to the next higher grade as per extant GOI Rules/RR. To provide due weightage to the years of service completed, experience earned & training undergone by individual employees, a process of one time normalization is thus recommended for implementation in consultation with all the stake holders. [Para-5.6]

(xxv) **Implementation of the recommendations of the committee would be a self-financing, expenditure saving proposition as the Net Surrender of posts from the strength of IMD would be 187 only and the Net Savings in expenditure is worked out to be approximately 1.48 Crores per annum.** [Para-5.8]

(xxvi) It is noted that implementation of the different measures recommended by this committee require tremendous importance in augmenting the existing capacity building measures essentially to bridge the competency gaps of the concerned cadres through a range of training interventions to enhance their performance and make them enable to face the emerging challenges. [Para-6.1]

(xxvii) The committee thus recommended (i) Foundation level training should be imparted to all new recruits at the time of joining at RIMC/SIMC level on the basis of a curriculum to be prepared by DDGM(SI) & DDGM(UI) in consultation with DDGM(Training) and other stakeholders. (ii) To impart suitably designed training curriculum to MTS/MO cadres to enhance their skill level and familiarize them with the functional requirement of the department in both observational & technical aspects (iii) Career-linked mandatory training to employees of all the technical cadres at designated stages of their career before they are promoted to positions of higher responsibilities basically to build the next-level competencies as per the requirement of the department & (iv) Customized Short Term Thematic Training, Orientation Training & Refresher Courses to employees on a periodic basis with an objective to build professional competencies in specific sectors through custom-made Curriculum based on the requirement of the department at the specific period of time. [Para-6.2]

(xxviii) In addition, the committee in Chapter-7 dealt with the relevance of all three Workshops of IMD at Pune, Delhi & Agra with reference to the changed technological environment & requirement of the department and recommended a detailed road-map for their rejuvenation, functioning & technology upgradation aimed towards optimization of manpower and enhancing the productivity. [Chapter-7]

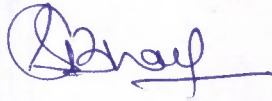
AB

ADH

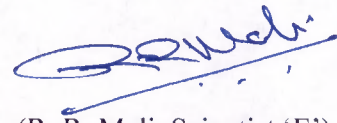
Praveen



(xxix) The Committee further recommends creation of certain posts in the administrative cadre to meet the growing requirement of the department.  
[Addendum]



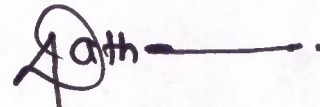
(S. C. Bhan, Scientist 'F')  
Co-Chairman



(R. R. Mali, Scientist 'E')  
Chairman



(Vivek Sinha, Scientist 'E')  
Member



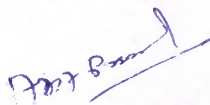
(A. D. Tathe, Scientist 'D')  
Member-Convenor



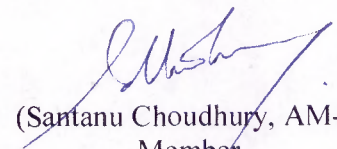
(Neetha K Gopal, Scientist 'D')  
Member



(M. I. Ansari, Scientist 'D')  
Member



(Ajit Prasad P, AO-III)  
Member



(Santanu Choudhury, AM-II)  
Member

4<sup>th</sup> November 2015, New Delhi

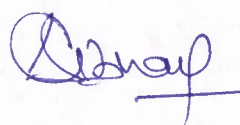
**APPENDIX: A**

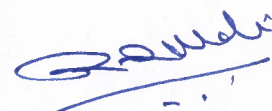
**(i) Existing Structure of Multi-Tasking Staff (MTS) Cadre -**

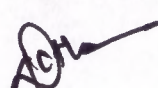
<b>Name of the Post - MTS</b> <b>PB-1, GP 1800</b> Sanctioned strength as on 01-06-2015 = 1447 Men In Position as on 01-06-2015 = 1140 Mode of Recruitment – 100% by DR with 10 <sup>th</sup> pass or ITI qualification
---

**(ii) Existing Structure of Meteorological Observer Cadre (as on 01-06-2015 )–**

Sl. No	Name of the post	Pay Band & Grade Pay	Sanctioned Strength	Men in Position	Mode of Recruitment	Remarks, If any
1	Met. Observer Grade-III	PB-1 GP 2000	72	34	100% by Promotion from MTS on s-c-f basis with 6yrs regular service	
2	Met. Observer Grade-II	PB-1 GP 2400	70	13	100% by Promotion from MO-III on s-c-f basis with 5yrs regular service + MODULAR Training	
3	Met. Observer Grade-I	PB-1 GP 2800	70	29	100% by Promotion from MO-II on s-c-f basis with 5yrs regular service	
TOTAL			212	76		









(iii) Existing Structure of Mechanic (Industrial) cadres (as on 01-06-2015) –

Sl. No	Name of the Post	Pay Band & GP	Sanction strength	Men In Position	Mode of Recruitment	Remark If any	
1	(i) Mech. Gr.II(I)	<b>PB-1, GP-1900</b>	133	13	(i) 80% by DR with 10 <sup>th</sup> pass & 2yrs. ITI Certificate & 3yrs. experience; (ii) 20% by promotion on passing Trade Test.		
	(ii) Carp. Gr.II(I)		11	0	(i) 80% by DR with 10 <sup>th</sup> pass & Trade Certificate in Carpentry from ITI & 3yrs. experience; (ii) 20% by promotion on passing Trade Test.		
2	(i) Mech. Gr.I(I)	<b>PB-1, GP-2400</b>	215	156	100% by promotion failing which by DR with 10 <sup>th</sup> pass + 2yrs. ITI Certificate		
	(ii) Carp. Gr.I(I)		33	23	100% by promotion failing which by DR with 10 <sup>th</sup> pass & Certificate in Carpentry from ITI & 3yrs. Experience		
	(iii)Electrician		4	0	100% by DR with 10 <sup>th</sup> pass + 2yrs. Certificate course as Electrician from ITI.		
3	(i) Mech. Asstt(I)	<b>PB-1, GP-2800</b>	25	23	100% by promotion failing which by DR with ITI Certificate in Engg. Trade & 3yrs. Experience, or Diploma in Engg. Trade.		
	(ii) Mech. Asstt. (Carp./I)		2	0	100% by promotion failing which by DR with Certificate in Carpentry from ITI & 3yrs. Experience		
4	Asstt. Met. Gr.II (Foreman, Ind.)	<b>PB-2, GP-4600</b>	11	2	100% by promotion with Intermediate Training in Instrumentation.		
5	Asstt. Met. Gr.I	<b>PB-2, GP-4800</b>	3% posts of the Asstt. Met Gr-I are filled up through Promotion from AM-II (Foreman, Ind.) cadre with 3yrs. regular service.				
<b>Total</b>			434	217			

*LB*

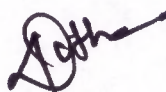
*[Signature]*

*[Signature]*

## (iv) Existing Structure of Mechanic (Non-Industrial) cadres (as on 01-06-2015) –

Sl. No	Name of the Post	Pay Band & Grade Pay	Sanction strength	Men In Position	Mode of Recruitment	Remark If any	
1	(i) Mech. Gr.II(N/I)	<b>PB-1, GP-1900</b>	31	0	(i) 80% by DR with 10 <sup>th</sup> pass & 2yrs. ITI Certificate; (ii) 20% by promotion		
	(ii) Carp. Gr.II(N/I)		1	0	(i) 80% by DR with 10 <sup>th</sup> pass & Trade Certificate in Carpentry from ITI; (ii) 20% by promotion		
2	(i) Mech. Gr.I(N/I)	<b>PB-1, GP-2400</b>	69	24	100% by promotion failing which by DR with 10 <sup>th</sup> pass + 2yrs. ITI Certificate		
	(ii) Carp. Gr.I(N/I)		4	2	100% by promotion failing which by DR with 10 <sup>th</sup> pass & Certificate in Carpentry from ITI & 3yrs. Experience		
	(iii)Radio Mechanic		65	34	100% by DR with 10 <sup>th</sup> pass + 2yrs. ITI Certificate in Radio & TV Mech.		
3	Mech. Asstt(N/I)	<b>PB-1, GP-2800</b>	10	8	100% by promotion failing which by DR with ITI Certificate in Engg. Trade 3yrs. Experience, or Diploma in Engg. Trade.		
4	Asstt. Met. Gr.II (Foreman, N/I)	<b>PB-2, GP-4600</b>	6	0	100% by promotion with Intermediate Training in Instrumentation.		
5	Asstt. Met. Gr.I	<b>PB-2, GP-4800</b>	2% posts of the Asstt. Met Gr-I are filled up through Promotion from AM-II (Foreman, N/I) cadre with 3yrs. regular service.				
<b>Total</b>			186	68			







(v) Existing Structure of Driver cadre (as on 01-06-2015) –

Sl. No	Name of the post	Pay Band & Grade Pay	Sanctioned Strength	Men in Position	Mode of Recruitment	Remarks, If any
1	(i) M.C. Driver	PB-1 GP 1900	1	1	100% by Promotion by holding Driving test, failing which by DR with 8 <sup>th</sup> pass, having Driving Licence & 5yrs. Experience in driving HMV	
	(ii) SC Driver (OG)		16	8		
2	SC Driver Grade-II	PB-1 GP 2400	17	13	100% by Promotion failing which by Deputation.	
3	SC Driver Grade-I	PB-1 GP 2800	19	15	100% by Promotion failing which by Deputation.	
4	SC Driver (Spl. Gr.)	PB-2 GP 4200	3	3	100% by Promotion failing which by Deputation.	
TOTAL			56	40		

*LB*

Page 4 of 4

\*\*\*\*\*

*[Signature]*

*[Signature]*

**APPENDIX: B-1**

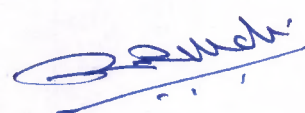
**Recommended office-wise distribution of 1445 posts of MTS as per Functional Requirement:**

Type of office		No. of MTS
A	Meteorological Observatories (MO)	
1	Surface observatory with 12 hrs. Observation (2 each x 38 stn.)	76
2	Surface observatory with 24 hrs. Observation (4 each x 47 stn.)	188
3	Composite observatory (Combination of any two or more units of Surface/PBO/ RSRW/FMO etc. with 24hrs. Obsn.) (5 each x 37 stn)	185
B	Aeronautical Meteorological Stations (AMS)/Aerodrome Meteorological Offices(AMO)/Meteorological Watch Offices (MWO)	
1	AMS up to 14 hours watch (2 each x 30 stn)	60
2	AMS more than 14 hours watch (3 each x 13 stn)	39
3	AMS with 24 hour watch (5 each x 11 stn)	55
4	AMO with 24 hour watch (7 each x 13 stn)	91
5	MWO including AMSS (13 each x 4 stn)+ 3 for Palam AMSS due to its separate location	55
C	RADAR Stations (DWR) (5 each x 23 stn)	115
D	Misc. Other Observatories -	
	(i) CWC Vizag (excluding RADAR)	8
	(ii) WFC Pithoragarh, SHAAR (@1 each)	2
	(iii) FMU (1 each x 50 stations + 1 additional at CHHINDWARA)	51
E	Meteorological Centres (MC) (Excluding aviation and Radar)	
1	MCs- TYPE-A	
	(i) MCs at BNG/HYD/TVM/ (8 each x 3 stn)	24
	(ii) BBS/ PTN/LKN/AHM/JPR/AGT/BHP/SRN (6 each x 8 stn)	48
2	MCs- TYPE B	
	i) MCs at RPR/RNC/SML/DDN/CHG/ GOA/GTK/ ITA/SHL (5 each x 9 stn)	45
	iii) Proposed MCs at PBL/IMP/AZL/ KHM (5 each x 4 stn)	20
F	1 RMCs- Delhi, Chennai, Kolkata, Mumbai , Nagpur & Guwahati (15 each x 6 stn)	90
	3 RIMC/ZIMC (2 each x 6 stn)	12
G	HQ & Sub-Offices-	
1	DGM New Delhi	100
2	ADGM(R ) Pune (All Div.)	60
3	DDGM(SI), Pune	50
4	DDGM(UI), New Delhi (including H.F.Agra)	40+20 = 60
5	PAC, Kolkata	4
6	CSO, Shillong (14/7)	7
<b>TOTAL</b>		<b>1445</b>

NOTE: - Functional justification of the recommended distribution is explained in the Table itself; MC/RMC/HQ & Sub- offices are provided with MTS as per work load and functional necessities.









APPENDIX: B-2

**Recommended office-wise distribution of 649 posts of Meteorological Observer (MO)  
Cadre as per Functional Requirement:**

SN	Type of Office	Proposed no. of posts of				Total
		Met. Asstt. GP 4200	MO-I GP 2800	MO-II GP 2400	MO-III GP 2000	
1	DGM New Delhi	-	2	3	4	9
2	ADGM(R), Pune	-	1	2	2	5
3	DDGM(SI), Pune	-	1	2	2	5
4	DDGM(UI), New Delhi	-	1	2	2	5
5	MWO:- for Co-located Obs. (4 each x 4 Stn.)	-	8	8	-	16
6	PAC, Kolkata	-	-	-	-	0
7	CSO, Shillong	-	-	-	-	0
8	RMCs - (5 each x 6 Stn.)	-	06	24	-	30
9	MCs - (5 each x 24 Stn.)	-	24	24	72	120
10	Composite obs. (2 each x 37 Stn.)	-	-	-	74	74
11	MOs (24hrs. Surface Obs.) (3 each x 47 Stn.)	-	-	47	94	141
12	MOs (12hrs. Surface Obs) (3 each x 38 Stn.)	38	-	38	38	114
13	Agro-Met. Obs. (1 each x 50 Stn.)	-	-	-	50	50
14	Misc. other MOs*	-	27	3	-	30
15	FMU (1each x 50 stn.)	-	-	-	50	50
<b>TOTAL</b>		<b>38</b>	<b>70</b>	<b>153</b>	<b>388</b>	<b>649</b>

\***List of MOs referred in Row-14:** CWC Vizag - (3 MO-III + 3 MO-II) = 6nos;  
Ozone Varanasi, FMOs Jalpaiguri & Asansol, FMU Chindwara, MOs Minicoy & Amindivi -  
(4 each x 6 Stn.) = 24 nos.

**NOTE-**To create a manpower pool with requisite experience to independently handle the responsibilities of smaller surface or other Observatories having 3-4 staff including MTS.

- (i) All stand-alone Agromet. Observatories are proposed to be provided with 1MO each;
- (ii) All Observatories recording 12 hrs. Surface observation broadly from 00Z to 12Z are proposed to be provided with 3MOs each;
- (iii) All Observatories recording 24hrs. Surface observation are proposed to be provided with 2MOs each;
- (iv) All Composite Observatories are proposed to be provided with 2MOs each;
- (v) MC/RMC/HQ & Sub- offices are provided with MOs as per functional necessities;
- (vi) MOs are not provided to DDGM (UI), DDGM (SI) or to any Aviation Met. Office or Radar stations;

*LB*

*[Signature]*

*[Signature]*

**Appendix-B.3**

**Recommended office-wise distribution of 290 posts of Mechanic (Industrial) Cadre as per Functional Requirement:**

SN	Name of post/ PB & GP	Recommended Sanctioned Strength (Existing S/Strength / Men in Position)				
		DGM, New Delhi	DDGM(SI), Pune	DDGM(UI), New Delhi	HF AGRA	Total
1	Mechanic Grade-II(Ind.) PB-1 GP 1900	00 (4/0)	00 (63/3)	00 (69/7)	00 (8/3)	00 (144/13)
2	<b>Technician Grade-II(Ind.)</b> (Highly Skilled Grade-II) PB-1 GP 2400	00 (13/3)	64 (108/89)	49 (121/83)	14 (10/4)	127 (252/179)
3	<b>Technician Grade-I(Ind.)</b> (Highly Skilled Grade-I) PB-1 GP 2800	00 (1/1)	45 (11/9)	35 (13/11)	08 (2/2)	88 (27/23)
4	<b>Master Craftsman (Ind.)</b> PB-2 GP 4200	00 (0/0)	23 (0/0)	18 (0/0)	4 (0/0)	45 (0/0)
5	<b>Foreman Grade-II(Ind.)</b> PB-2 GP 4600	00	10	08	2	20 (11/2)
6	<b>Foreman Grade-I(Ind.)</b> PB-2 GP 4800	00	05	04	1	10 (0/0)
	<b>TOTAL</b>	<b>0</b>	<b>147</b>	<b>114</b>	<b>29</b>	<b>290</b> (434/217)

**NOTE-** To create a manpower pool with requisite technical expertise & experience to handle the requirements and responsibilities of Workshops in Delhi, Pune and Agra. In addition this can also work as a secondary promotional avenue for skilled MTS through inception of LDCE in entry grade.





**Appendix-B.4**

**Recommended office-wise distribution of 286 posts of Mechanic (Non-Industrial)  
Cadre as per Functional Requirement:**

S N	Existing Designation/ PB & GP/ <b>Proposed Designation</b>	<b>Manpower Requirement</b>	(Existing strength /MIP)/ <b>Proposed Strength</b>
1	Mech.& Carp. Gr.II (NI) PB-1 GP 1900/ (-)	NIL	(32/0)  <b>0</b>
2	Mech./Carp. Gr.I(NI) PB-1 GP 2400/	2 each x 50 FMU=100 + 1 each x 24 SIMC=24	(73+65=138/ 26+34=60)
3.	Radio Mechanic PB-1 GP 2400/ (Met Technician-II)	+ 1 each x 6 RIMC=6 + 2 each x 2 HUB=4 + 2 each x HQ & ADGM(Pune)=4 = 138	<b>138</b>
4	Mech. Assistant (NI) PB-1 GP 2800/ (Met Technician-I)	1 each x 50 FMU=50 + 1 each x 24 SIMC=24 + 2 each x 2 HUB=4 + 1 each x HQ & ADGM (R)=2 = 80	(10/8)  <b>80</b>
5	N/A (Technical Assistant) PB-2 GP 4200	Nil at FMU + 1 each x 24 SIMC=24 + 1 each x 6 RIMC=6 + 3 each x 2 HUB=6 + 2 each x HQ & ADGM(Pune)=4 = 40	(0/0)  <b>40</b>
6	AM-II (F) (NI) PB-2 GP 4600/ Foreman Gr-II (NI)	Nil at FMU + Nil at SIMC + 2 each x 6 RIMC=12 + 2 each x 2 HUB=4 + 1 each x HQ & ADGM(Pune)=2 = 18	(6/0)  <b>18</b>
7	AM-I (F) (NI) PB-2 GP 4800/ Foreman Gr-I (NI)	Nil at FMU + Nil at SIMC + 1 each x 6 RIMC=6 + 1 each x 2 HUB=2 + 1 each x HQ & ADGM(Pune)=2 = 10	(0/0)  <b>10</b>
	<b>TOTAL</b>		(186/68) <b>286</b>

**NOTE-** To create a manpower pool with requisite technical expertise & experience to handle the requirements and responsibilities of routine & preventive maintenance of all facilities of IMD. In addition this can also work as a secondary promotional avenue for skilled MTS through inception of LDCE in entry grade.







**Appendix-B.5**

**Recommended office-wise distribution of 179 posts of Staff Car Driver (SCD) Cadre as per Functional Requirement**

SN	Type of Office	Proposed no. of posts of SCD				Total
		(SG)	Gr-I	Gr-II	(OG)	
1	DGM New Delhi	1	1	2	2	6
2	ADGM(R), Pune	1	1	1	2	5
3	DDGM(SI), Pune	1	-	1	1	3
4	DDGM(UI), New Delhi (including H.F. Agra)	1	-	1	2	4
5	RMCs-Cat. A (4nos.x 2each)	4	-	4	-	8
6	MWOs (4 nos. x 5each)	-	4	8	8	20
7	RMCs-Cat-B (2nos.x 1each)	2	-	-	-	2
8	AMOs - (13nos @ 4each)\$	-	-	26	26	52
9	MCs-Cat-A (11nos.x 1each)	-	11	-	-	11
10	MCs - Cat-B (13nos. x 1each)	-	-	-	13	13
11	PAC, Kolkata	-	-	-	1	1
12	CWC Vizag	-	1	-	1	2
13	Stand-alone AMSs with 24x7 Operation - (11nos. x 2 each)*	-	-	11	11	22
14	RIMC - (6 nos. @ 1 each)	-	6	-	-	6
15	SIMC - (24 nos. @ 1 each)	-	-	-	24	24
<b>TOTAL</b>		<b>10</b>	<b>24</b>	<b>54</b>	<b>91</b>	<b>179</b>

\$ **AMO:** Nagpur, Guwahati, Ahmedabad, Bangalore, Hyderabad, Thiruvananthapuram, Bhopal, Bhubaneswar, Patna, Lucknow, Jaipur, Agartala & Mohanbari = **13 nos.**

\* **AMS (stand-alone) with 24hrs. Operation:** CIAL Kochi, Trichy, Mangalore (Bajpe), Kozhikode, Coimbatore, Madurai, Imphal, Ranchi, Gaya, Amritsar, Babatpur (Varanasi) = **11 nos.**

**NOTE:-** Functional justification of the recommended distribution are explained in the Table itself; However, MC/RMC/HQ & Sub- offices are provided with requisite manpower as per work load and functional necessities.









Appendix 'C'

Addition & Deletion of posts in different GP

Pay Band & Grade Pay	ABOLITION		CREATION	
	Post	Total	Post	Total
PB-1, GP 1800	645 + 02 posts of MTS	<b>647</b>		
PB-1, GP 1900	(133+11) posts of Mech. /Carpenter Gr.II(Ind.) (31+1) posts of Mech. /Carpenter Gr.II(NI)	<b>144</b> <b>32</b>	(17-91) posts of SCD(OG)	<b>74</b>
PB-1, GP 2000			(72-388) posts of MO-III	<b>316</b>
PB-1, GP 2400	56 posts of D'Man (252-127) posts of Mech /Carp Gr.I(Ind.)/Electr.	<b>56</b> <b>125</b>	(70-153) posts of MO-II (17-54) posts of SCD-II	<b>83</b> <b>37</b>
PB-1, GP 2800			(19-24) posts of SCD-II (27-88) posts of Mech./Carp. Asstt.(Ind.) (10-80) posts of Mech. Asstt.(NI)	<b>5</b> <b>61</b> <b>70</b>
PB-2, GP 4200			(0-38) posts of Met. Asstt. (3-10) posts of SCD(SG) (0-45) posts of Foreman Gr-III(Ind.) (0-40) posts of Met. Tech. Gr-I(NI)	<b>38</b> <b>7</b> <b>45</b> <b>40</b>
PB-2, GP 4600			(11-20) posts of Foreman Gr.II(Ind.) (6-18) posts of Foreman Gr.II(NI)	<b>9</b> <b>12</b>
PB-2, GP 4800			(0-10) posts of Foreman Gr.I(Ind.) (0-10) posts of Foreman Gr.I(NI)	<b>10</b> <b>10</b>
<b>TOTAL</b>		<b>1004</b>		<b>817</b>

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

**Appendix 'D'**

**Table-II: Financial Implication of the above proposal**

PB1 - GP 1800	Average Pay is $(5200 + 20200)/2 + 1800$ (p/m)	Add 113% + 30% for DA and HRA (p/m)	Add 600 + 113% of 600 as TPA (p/m)	Total Pay (p/m)
	14500	20735	1278	36513
PB1 - GP 1900	Average Pay is $(5200 + 20200)/2 + 1900$ (p/m)	Add 113% + 30% for DA and HRA (p/m)	Add 600 + 113% of 600 as TPA (p/m)	Total Pay (p/m)
	14600	20878	1278	36756
PB1 - GP 2000	Average Pay is $(5200 + 20200)/2 + 2000$ (p/m)	Add 113% + 30% for DA and HRA (p/m)	Add 600 + 113% of 600 as TPA (p/m)	Total Pay (p/m)
	14700	21021	1278	36999
PB1 - GP 2400	Average Pay is $(5200 + 20200)/2 + 2400$ (p/m)	Add 113% + 30% for DA and HRA (p/m)	Add 600 + 113% of 600 as TPA (p/m)	Total Pay (p/m)
	15100	21593	1278	37971
PB1 - GP 2800	Average Pay is $(5200 + 20200)/2 + 2800$ (p/m)	Add 113% + 30% for DA and HRA (p/m)	Add 600 + 113% of 600 as TPA (p/m)	Total Pay (p/m)
	15500	22165	1278	38371
PB2 - GP 4200	Average Pay is $(9300 + 34800)/2 + 4200$ (p/m)	Add 113% + 30% for DA and HRA (p/m)	Add 1600 + 113% of 1600 as TPA (p/m)	Total Pay (p/m)
	26250	37537	3408	67195
PB2 - GP 4600	Average Pay is $(9300 + 34800)/2 + 4600$ (p/m)	Add 113% + 30% for DA and HRA (p/m)	Add 1600 + 113% of 1600 as TPA (p/m)	Total Pay (p/m)
	26650	38109	3408	68167
PB2 - GP 4800	Average Pay is $(9300 + 34800)/2 + 4800$ (p/m)	Add 113% + 30% for DA and HRA (p/m)	Add 1600 + 113% of 1600 as TPA (p/m)	Total Pay (p/m)
	26850	38395	3408	68653
Annual <b>Reduction</b> in Expenditure through <b>Surrender of 647</b> posts in PB1 - GP 1800				283486932
Annual Reduction in Expenditure through <b>Surrender of 176</b> posts in PB1 - GP 1900				77628672
Annual Reduction in Expenditure through <b>Surrender of 181</b> posts in PB1 - GP 2400				82473012
<b>Total Reduction in Expenditure</b>				<b>443588616</b>
Annual <b>Increase</b> in Expenditure through <b>Creation of 74</b> posts in PB1 - GP 1900				32639328
Annual Increase in Expenditure through <b>Creation of 316</b> posts in PB1 - GP 2000				140300208
Annual Increase in Expenditure through <b>Creation of 120</b> posts in PB1 - GP 2400				54678240
Annual Increase in Expenditure through <b>Creation of 136</b> posts in PB1 - GP 2800				62621472
Annual Increase in Expenditure through <b>Creation of 130</b> posts in PB2 - GP 4200				104824200
Annual Increase in Expenditure through <b>Creation of 21</b> posts in PB2 - GP 4600				17178084
Annual Increase in Expenditure through <b>Creation of 20</b> posts in PB2 - GP 4800				16476720
<b>Total Increase in Expenditure</b>				<b>428718252</b>
<b>Net Savings</b>				<b>1,48,70,364</b>

*[Handwritten Signature]*

*[Handwritten Signature]*

*[Handwritten Signature]*