



India Meteorological Department
NON-GAZETTED STAFF UNION
Affiliated to Confederation of Central Government Employees & Workers **ESTD. 19 SEP 1947**

Non Gazetted Staff Union Office, Canteen Building, Lodhi Road, Mausam Bhavan Compound, New Delhi - 110 003. Tel :- 011 43824483

Ref No :- IMD NGSU/2016/6

Date :- 8/12/2016

Shri Pramod G. Sawant
(Chairman)

To,

Shri Satpal
(President)

Dr. K J Ramesh,
DGM, IMD,
Mausam Bhavan,
Lodhi Road, New Delhi 110003.
(Kind attn: Smt. Samanti Sarkar, Scientist-D)

Shri Kapil Chamoli
(General Secretary)

Sub: **Over Time Allowance (OTA) for Group-B and Group-C operational staff of India Meteorological Department.**

Shri Raju Bhargav
(Vice-President)

Sir,

As per IMD's departmental mandate the Group B (Gazetted & Non-Gazetted) and Group C officers & staff undertake all kinds of observational work which are regular and continuous in nature and include night duties and hence eligible and are drawing Over Time Allowance as per DOPT guidelines.

Shri Adya Shankar Tripathi
(Asst General Secretary (G))

Shri Prashant Saraswat
(Asst General Secretary (D))

It may be stated that the last order according to which OTA to employees were being paid were published in the year 1991, vide DOPT OM No. 15012/3/86-Estt. (Allowance) dated 19th March, 1991 at that time the maximum pay ceiling of an employee for entitlement of OTA was fixed at Rs. 2200/- per month irrespective of category or pay scale. It may be pointed that at that time 4th CPC pay scales were in vogue. Later on when 5th CPC Pay Scales were introduced w.e.f. 01-01-1996, and 6th CPC was effective from 01-01-2006 and a question on revised rates and revised ceiling limit of pay for OTA naturally arose. But no order in this regard has been issued by DoPT.

Shri Ravinder
(Treasurer)

Shri Arvind Singh
(CEC Member)

DOPT vide their letter number No.I-11020/1/2014-Estt(AL) has stated that the reason for not enhancing rates of OTA/NDA is "The 5th and the 6th Central pay Commission did not recommend enhancement of rates of OTA/NDA".

Shri Rohatas
(CEC Member)

Shri Vijay Pal
(CEC Member)

As per Para 8.17.97 of 7th CPC report chapter 8 page 351 and Lok Sabha Unstarred Question No. 492 dated 18-11-2016, the CPC recommends that OTA should be abolished (**except for operational staff** and industrial employees who are governed by statutory provisions), at the same time it is also recommended that in case the government decides to continue with OTA for those categories of staff for which it is not a statutory requirement, then the rates of OTA for such staff should be increased by 50 percent from their current levels but the 7th CPC is silent about the Ceiling limit for entitlement of Overtime Allowance.

Smt Kameshwari C.A.
(Lady Representative)

20/12/2016
02.12.2016

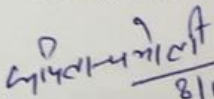
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In view of position explained above, it is clear that 7th CPC has recommends that the rates of OTA should be increased by 50 percent from their current levels which is not justified and hence this union has suggested a formula for revised OTA rate.

This union requests you to kindly intervene and submit a proposal to the anomaly committee for IMD staff and officers who are involved in operational duties and request them to **revise the hourly rate of OTA and ceiling limit as per 7th CPC pay levels.**

With regards,


8/12/201

(Kapil Chamoli)
General Secretary



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Smt Kameshwari C.A.
(Lady Representative)

Ref No :-

Date :-

Sub: Proposal of **Over Time Allowance (OTA)** for operational staff of IMD.

Mandate of India Meteorological Department

The India Meteorological Department was established in 1875. It is the National Meteorological Service of the country and the principal government agency in all matters relating to meteorology, seismology and allied subjects.

1. To take meteorological observations and to provide current and forecast meteorological information for optimum operation of weather-sensitive activities like agriculture, irrigation, shipping, aviation, offshore oil explorations, etc.
2. To warn against severe weather phenomena like tropical cyclones, Norwesters, dust-storms, heavy rains and snow, cold and heat waves, etc., which cause destruction of life and property.
3. To provide meteorological statistics required for agriculture, water resource management, industries, oil exploration and other nation-building activities.
4. To detect and locate earthquakes and to evaluate seismicity in different parts of the country for development projects.
5. India Meteorological Department is one of the few departments in India which works round the clock. It provides services to public & all sectors including common man to industry, defense etc.

IMD by definition is a service provider & operational department. IMD's operational work is managed by performing roster duties round the clock ever since inception. The operational staff posted in these units is performing man to man reliever duties. Continuous operational duties cannot be managed by sanctioned staff as staffs are going on leave (CL, EL, HPL), tours, trainings etc. along with regular public holidays so the vacancies created by staffs are managed by giving OTA or compensatory offs.

Due to non-recruitment, retirement on superannuation and other Government Policies there is an enormous vacancy in all the feeder posts of IMD and thus there is acute shortage of staff in IMD. Most of the units are working with only 40-50% staff strength and it is therefore OTA is an important component in IMD as it is not possible to run office without OTA.

It is important to mention here that as per the RTI reply (Annexure-1) received from the DOP&T, it is evident that DOP&T which is the primary agency for formulating rules and guidelines is not aware that IMD personnel are working round the clock for fulfilling the operational requirements of the nation under its umbrella. It is informed by DoPT that **"The list of central government departments that are functioning round the clock 24/7 and 365 days for operational duties are not part of record of this office"**. The nature of work in this department is **regular and continuous**. The 5th, 6th and 7th CPC have specifically mentioned that those departments where operational and industrial work is undertaken are exempted from the abolition of OTA Clause.

As per IMD's departmental mandate the Group B (Gazetted & Non-Gazetted) and Group C officers & staff undertake all kinds of observational work which are regular and continuous in nature and include night duties and hence eligible and are drawing Over Time Allowance as per DOPT guidelines.

It may be stated that the last order according to which OTA to employees were being paid were published in the year 1991, vide DoPT OM No.15012/3/86-Estt.(Allowances) dated 19-3-1991(Annexure-2) at that time the maximum pay ceiling of an employee for entitlement of OTA was fixed at Rs. 2200/- per month irrespective of category or pay scale. It may be pointed that at that time 4th CPC pay scales were in vogue. Later on when 5th CPC Pay Scales were introduced w.e.f. 01-01-1996, and 6th CPC was effective from 01-01-2006 and a question on revised rates and revised ceiling limit of pay for OTA naturally arose. But no order in this regard has been issued by DoPT.

DOPT vide their letter number No.I-11020/1/2014-Estt(AL) (Annexure-3) has stated that the reason for not enhancing rates of OTA/NDA is "The 5th and the 6th Central pay Commission did not recommend enhancement of rate of OTA/NDA".

As per Para 8.17.97 of 7th CPC report chapter 8 page 351 (Annexure-4) and Lok Sabha Unstarred Question No. 492 dated 18-11-2016 (Annexure-5) the CPC recommends that OTA should be abolished (except for operational staff and industrial employees who are governed by statutory provisions), at the same time it is also recommended that in case the government decides to continue with OTA for those categories of staff for which it is not statutory requirement, then the rates of OTA for such staff should be increased by 50 percent from their current levels.

सुधीरकुमार
8/12/2016

The 7th CPC has recommends that the rates of OTA should be increased by 50 percent from their current levels **which is not justified** as the last order according to which OTA to employees were being paid were published in the year 1991 at that time the 4th CPC pay scales were in vogue and these rates have not been changed since the year 1991 even after implementation of 5th CPC and 6th CPC.

It is therefore, this union has suggested a formula to calculate the hourly rate of OTA which is as follows:

OTA Calculation:

If we analyse the pay scale of 4th CPC (w.e.f 01.12.1990) used for getting Rs.18.10 and Rs.24.15 as OTA rate per hour for normal and holiday (enhanced) rates respectively in terms of percentage it comes out to be as follows:

(A). Over Time allowance:

$$\begin{aligned}
 &= \frac{\text{OTA rate Rs.18.10 for basic 2201}}{\text{Rs. 2201/-} \div 30 \text{ days}} \\
 &= \text{Rs. 73.366 or 73.37 Per day basic salary} \\
 &= \text{Rs. 18.10 is equals to 24.67\% of Rs. 73.37 (one day basic salary)}
 \end{aligned}$$

(B). Holiday allowance:

$$\begin{aligned}
 &= \frac{\text{Rs. 24.15 is 32.92\% for basic 2201}}{\text{Rs. 2201/-} \div 30 \text{ days}} \\
 &= \text{Rs. 73.366 or 73.37 Per day basic salary} \\
 &= \text{Rs. 24.15 is equals to 32.90\% of Rs. 73.37 (one day basic salary)}
 \end{aligned}$$

24.67% and 32.92% may be applied to per day basic salary of the present scales to calculate the rate of OTA and Closed Holiday allowance respectively.

Example-1: The pay scales comparative statement of Grade Pay 1800 (MTS) is as stated below:

| Scale in 4 th Pay Commission | Scale in 5 th Pay Commission | Scale in 6 th Pay Commission |
|---|---|---|
| (2) | (3) | (4) |
| 750 - 940 | 2610 - 4000 | 5200-20200+1800 |

The minimum Basic pay in the grade pay of 1800 as on 01.01.2006 is Rs.7000(5200+1800 GP)the overtime allowance applying the formula of 24.67% with normal rate is as follows:

$$\begin{aligned}
 &= \text{Basic pay} \div 30 \text{ days} \\
 &= \text{Rs.7000} \div 30 \\
 &= \text{Rs. 233.333 or 233.33 Per day} \\
 &= \text{24.67 \% of 233.33 is equals to Rs.57.56 Per hour}
 \end{aligned}$$

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Closed Holiday Allowance on the same basic applying 32.92% with enhanced rate is as follows:-

$$\begin{aligned}
 &= \text{Basic Pay} + 30 \text{ Days} \\
 &= \text{Rs. } 7000 + 30 \\
 &= 233.333 \text{ or } 233.33 \text{ per day} \\
 &= 32.92 \% \text{ of } 233.33 \text{ is equals to } \text{Rs. } 76.81 \text{ per hour}
 \end{aligned}$$

Example-2: The pay scale comparative statement of Grade Pay 2800 is as stated below:

| Scale in 4 th Pay Commission | Scale in 5 th Pay Commission | Scale in 6 th Pay Commission |
|--|--|--|
| (2) | (3) | (4) |
| 1350 - 2300 | 4500-7000 | 5200-20200+2800 |

The minimum Basic pay in the grade pay 2800 as on 01.01.2006 is Rs.8000 (5200+2800 GP) the overtime allowance applying the formula of 24.67% with normal rate is as follows:

$$\begin{aligned}
 &= \text{Basic pay} + 30 \text{ days} \\
 &= \text{Rs. } 8000 + 30 \\
 &= \text{Rs. } 266.666 \text{ or } 266.67 \text{ Per day} \\
 &= 24.67 \% \text{ of } 266.67 \text{ is equals to } \text{Rs. } 65.78 \text{ Per hour}
 \end{aligned}$$

Closed Holiday Allowance on the same basic applying 32.92% with enhanced rate is as follows:-

$$\begin{aligned}
 &= \text{Basic Pay} + 30 \text{ Days} \\
 &= \text{Rs. } 8000 + 30 \\
 &= 266.666 \text{ or } 266.67 \text{ per day} \\
 &= 32.92 \% \text{ of } 266.67 \text{ is equals to } \text{Rs. } 87.78 \text{ per hour}
 \end{aligned}$$

Example-3: The pay scales comparative statement of Grade Pay 4200 (SA in IMD) is as stated below:

| Scale in 4 th Pay Commission | Scale in 5 th Pay Commission | Scale in 6 th Pay Commission |
|--|--|--|
| (2) | (3) | (4) |
| 1320-2040 | 5000-8000 | 9300-34800+4200 |

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The minimum Basic pay in the grade pay of 2800 as on 01.01.2006 is Rs.13500 (9300+4200GP) the overtime allowance applying the formula of 24.67% with normal rate is as follows:

- = Basic pay + 30 days
- = Rs. 13500.00 ÷ 30
- = Rs. 450.00 Per day
- = 24.67 % of 450.00 is equals to Rs. 111.015 or 111.00 Per hour

Closed Holiday Allowance on the same basic applying 32.92% with enhanced rate is as follows:-

- = Basic Pay + 30 Days
- = Rs. 13500.00 ÷ 30
- = 450.00 per day
- = 32.92 % of 450.00 is equals to Rs.148.14 or Rs.148.00 per hour

In view of above it is requested that the hourly rate of OTA as suggested and ceiling limit may be revised as per 7th CPC pay levels.

अभिधुनिका
8/12/2016