

**India Meteorological Department
(Ministry of Earth Sciences)**

Subject: Proposal for restructuring of Group 'C' Technical cadres of IMD

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 a number of 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
- Rationalization of Group 'A' Scientist cadres of IMD has been done in September-2011.
- Rationalization of Group 'B' supporting Scientific cadres of IMD has subsequently been accomplished in November-2014.
- A detailed scheme for restructuring of Stenographer cadres of IMD has also been prepared and submitted to the Admin Ministry for consideration.

1.1 Alongside the proposal for restructuring of the Group 'B' scientific staff, a proposal for restructuring of Group 'C' technical cadres of IMD was also initiated by the MoES and forwarded 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.

As a consequence, on approval of the restructuring of Group 'B' supporting scientific cadres of IMD in November-2014, a committee was constituted by the competent authority vide office order No. A-32030/1/12/E-III dated 19th August 2014 to examine and review the functional requirements, skill enhancement and career progression of Technical Group 'C' manpower of IMD.

The Committee submitted its Report on 04-11-2015 and the recommendations of the committee are duly accepted by the competent authority after some modifications.

1.2 The present proposal for restructuring of the Group 'C' Technical cadres of IMD is formulated on the basis of the said recommendations with emphasis to the functional requirement of the department as well as other relevant parameters viz. the guidelines circulated vide MoF(DoE) OM No. 5(3)/E.III/97 dt. 07-01-1999 & relevant issues raised by staff unions/associations of IMD over various forums.

Subsequently, the proposal has also been discussed in a meeting chaired by the Secretary, MoES in presence of the DGM and other senior officials of MoES & IMD on 13th January, 2016 at MoES Office. The suggestions given in the said meeting has also been incorporated in the proposal to the extant feasible.

2. Present Structure of Group 'C' Technical Cadre:

2.1 The Group 'C' Technical cadres of IMD constitute approximately 33% of the total sanctioned workforce of the Department and are mainly divided into Five (5) groups – Mechanical (Industrial), Mechanical (Non-Industrial), Meteorological Observer(Grades-III, II & I), Staff Car Driver and a separate MTS Cadres, sanctioned strength of which as on 01-06-2015 is as under:

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Sl. No.	Grade	Sanctioned Strength	Men in Position
		As on 01-06-2015	
1	MTS	1447	1140
2	Meteorological Observer(III,II&I)	212	40
3	Driver	56	76
4	Mechanic (Non-Industrial)	186	68
5	Mechanic (Industrial)	434	217
Total		2335	1541

2.2 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 25th February, 2013;
- (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.

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 9th January, 2012.
- (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 9th January, 2012.

2.3 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 **Annexure 'A'**.

The notified Recruitment Rules along with the respective duties & responsibilities of all these cadres in force at present are furnished in **Annexure 'B'**.

3. General Requirement of Restructuring:

3.1 The existing structure of the Group 'C' technical cadre is based on the activities and functionalities of the department prevalent in 1970-80's. Since then, the department as the national Meteorological service provider of the country has extended & upgraded many of its activities without getting any reorganization of manpower in the concerned cadres. As a result, the hierarchy of the cadre has become disharmonious & restructuring or matching reorganization has become essential.

Also, as per DoP&T guidelines, every cadre of the Govt. is required to be reviewed after every 5years taking into account the functional requirement of the cadre and legitimate career aspirations of the officers & staff of the cadres. However, no review of the concerned cadres could be under taken for a long time.

3.2 As mentioned in para-1, 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.

Further, since the cadre restructuring of the Group-A/Group-B Scientific cadres, Admin cadres of the department were implemented with appreciable advancement in career prospect, hence the need to review the officials under Group 'C' Technical cadres appears justified both to meet the functional requirement of the department and the career advancement/aspiration of these cadres.

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3.3 Upgradation of the Group-C post of Senior Observer 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. Further, the enhanced quality of new induction (of SAs), coupled with the surrender of 493 posts of SAs as per restructuring exercise, a considerable shift has been occurred in the manpower requirements of the department necessitating relocation of SAs from basic observational duties to more skill-oriented units to provide the necessary scientific support for operation and maintenance of state-of-the-art systems & facilities for meaningful utilization of manpower.

One way to achieve this objective is to utilize the services of Group-C technical manpower in basic observational/inspection/maintenance duties by 'augmenting & reorganizing' the cadres suitably and imparting adequate training to the incumbents.

3.4 Another major problem is the prevalence of stagnation (averaging 15 to 20 years in the same cadres) all through these cadres and primarily, reason for the same is the skewed ratio between the sanctioned strengths of some of the feeder grades and their next higher grades. Further, the requirements, structure & working of the Group 'C' technical cadres of IMD have undergone significant transformations over the period through creation of various grades leading to accumulation of manpower in categories & grades disproportionate to their utility resulting into stagnation at almost each level. As a result, most of the directly recruited officials in respective grades get only one or two functional promotion during their average service span of 35 years.

3.5 Further, it is also observed that the span of some of these cadres is too short & need to be elongated suitably to ensure that a person joining service in Group-C can reach at least the lowest rung of Group-B & to avoid abnormally high number of refusal of promotion as most of the staff got automatic non-functional upgradation benefit equivalent to regular promotion.

3.6 To mitigate these problems associated with stagnation, it is required 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.

3.7 With the adoption of advanced technology in the manufacturing process working environment of IMD, especially in its 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 led to increased requirement of manpower in high skilled category and consequent reduction in unskilled category. Taking a holistic view of the matter, it is proposed to reduce intake of un-skilled/semiskilled workforce and make fresh induction only in highly skilled grade.

3.8 Further, there is a need to right-size the organization with the objective of making it more executive oriented, so that its overall functioning is improved.

3.9 In addition, with the on-going modernization programme of the department in rapidly changing technological scenario, it has become essential to reorganize the cadres 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.

3.10 The provision of LDCE has been incorporated in Grades wherever feasible to boost the morale of the otherwise qualified staff and to incentivize skill development/acquirement of higher qualification as per GOI policy as elaborated by the 6th CPC u/s 6.1.17 of its report.

The present proposal has therefore been designed to address these fundamental findings and issues.

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4. Restructuring Proposal - Cadre-wise Recommendations:

4.1 Proposal regarding MTS cadre: Based on the recommendation of the Committee as modified by the competent authority, the following measures are proposed for restructuring of MTS cadre-

(i) MTS cadre is proposed to be divided into two streams- (i) MTS (Industrial) (comprising of erstwhile Gr-D posts of Mate & Mazdoor) with a sanctioned strength of 68 posts & (ii) MTS(Non-Industrial) (comprising of all erstwhile Gr-D posts including that belonging to Canteen cadres except Mate & Mazdoor) with a sanctioned strength of 1379 posts as detailed below in tabular form-

Structure of MTS cadre

Name of the post		PB & GP		Sanctioned Strength		Creation (+)/ Abolition (-)	Mode of Recruitment	
Existing	Proposed	Existing	Proposed	Existing	Proposed		Existing	Proposed
Multi-Tasking Staff	Multi-Tasking Staff (NI)	PB-1 GP 1800	No Change	1365	1379	(+) 14 *(excluding 645 posts abolished earlier)	100% by Direct Recruitment (DR) with Matriculation or equivalent pass or ITI pass	NO CHANGE
	Multi-Tasking Staff (Ind)		No Change	82	68	(-) 14	100% by DR (Direct Recruitment) with Matric or equivalent pass or ITI pass	100% by DR with ITI pass in relevant trade to be specified at the time of recruitment.
TOTAL				1447	1447	0		

- (ii) SC-Driver cadre is proposed to be filled through Deputation/Absorption from MTS(NI)/ MTS(I) cadres (by discontinuing the present mode of recruitment through promotion from MTS) as per GOI norms issued vide DoPT OM No.AB-14017/10/2014-Estt.(RR) (3104937) dated 4th July, 2014;
- (iii) The whole 15% promotional quota to LDC is proposed to be filled up through Limited Departmental Competitive Exam (LDCE) only from MTS(NI) cadre (by -Discontinuing promotion on the basis of seniority-cum-fitness);
- (iv) Discontinue promotion from MTS(NI)/MTS(I) cadre to Mechanic (NI) & Mechanic (Ind.) cadres respectively on seniority-cum-fitness basis;
- (v) **To promote MTS(NI) cadre on the basis of 'seniority-cum-fitness' and 'LDCE' to 80% and 20% posts respectively of the cadre of Meteorological Observer Gr-III (PB-1, GP 2000).**
- (vi) **To promote MTS(I) cadre on the basis of 'seniority-cum-fitness' to 100% posts of the cadre of Technician Gr-III(Ind.) (PB-1, GP 1900);**
- (vii) To fill up 10% posts each in Met. Technician Gr-II(NI) & Technician Gr-II(Ind.) both in PB-1 GP 2400 respectively by promotion through Limited Departmental Competitive Exam (LDCE) and/or Skill Test from any other Group-C staff below the grade of GP 2400 having required qualifying service & Educational Qualification as that of DR; and
- (viii) **The functional requirement of the department along with office-wise distribution of the recommended 1447 (1379 in MTS-NI and 68 in MTS-Ind.) posts is furnished in Appendix-A.**

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4.2 Functional Justification of the Proposal regarding MTS cadre:

- a) While merging all erstwhile Group-D staffs as MTS as per 6th CPC norms vide OM dated 30.04.2010, the DoPT has stated that the department may adopt single designation for posts whose duties are similar in nature and cases where technical qualifications are required necessary, ITI in the relevant subject may be prescribed as the minimum qualification.
- b) Since, duties, service condition & a no. of entitlements of erstwhile Group 'D' staff recruited in Industrial side (viz. Mate & Mazdoor) are regulated under Factories Act, 1961 and different from the equivalent categories in Non-Industrial side, it does not appear to be feasible to merge them in a single entity. As such, vide order dated 19-02-2014, the MTS cadre has been bifurcated into two groups – Ind. & Non-Ind., RR for which is under process.
- c) Merger of all erstwhile Group 'D' staff 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 multiple (five) cadres with uneven Grade Pays and career avenues which makes it practically unworkable and need to be corrected as per point-42 of DoPT OM dated 18th July, 2001.
- d) 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 5% of the employees of the cadre have been promoted in last 7 years.
- e) Being a predominantly operational organisation, promotion from MTS to LDC (15% vacancies) is not adequate to meet the career advancement requirement of the much larger MTS cadre, which warrants introduction of an alternate promotional channel for MTS cadre. However, being a GOI policy, instead of discontinuing promotion from MTS to LDC altogether, the same may be affected through departmental exam only.
- f) As per DoPT norms notified vide OM No.AB-14017/10/2014-Estt.(RR) (3104937) dated 4th July, 2014 promotion from MTS to SCD cadre is proposed to be discontinued and SCD cadre may be filled up through Deputation/Absorption from MTS.

4.3 Proposal regarding Meteorological Observer (MO) cadre:

following are the proposals regarding MO cadre-

- (i) **Recruitment to MO-cadre may be made by Promotion from MTS(NI) cadre - 80% on the basis of seniority-cum-fitness & the rest 20% 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-

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Proposed Career Avenue of MO

S N	Name of the post		PB & GP		Sanctioned Strength		Creation (+)/ Abolition (-)	Mode of Recruitment	
	Existing	Proposed	Existing	Proposed	Existing	Proposed		Existing	Proposed
1	Met. Observer Grade-III	No Change	PB-1 GP 2000	No Change	72	388	(+) 316	100% by Promotion from MTS on seniority basis	Promotion from MTS(NI) - (i) 80% on the basis of seniority & (ii) 20% through LDCE possessing Matric/ITI or successful completion of Group D retraining.
2	Met. Observer Grade-II	No Change	PB-1 GP 2400	No Change	70	153	(+) 83	100% by Promotion from MO-III on seniority basis + MODULAR Training	No Change
3	Met. Observer Grade-I	No Change	PB-1 GP 2800	No Change	70	70	0	100% by Promotion from MO-II on seniority basis	No Change
4	-	Meteorological Asstt.	-	PB-2 GP 4200	-	38	(+) 38	-	100% by Promotion from MO-I on successful completion of Modular Training Part-II
Total					212	649	(+) 437		

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

4.4 **Functional Justification of the Proposal regarding MO cadre:**

- a) At present, the MO cadres are limited to just three grades in PB-1 from GPs 2000 to 2800 with a total sanctioned strength of 212 only with recruitment through promotion (100%) from MTS on seniority-cum-fitness basis.
- b) Upgradation of the post of Senior Observer (Group-C) and their merger with the Group-B post of Scientific Assistant (PB-2 GP 4200) as per 6th CPC norms, Depletion in no. due to surrender of 493 posts in recent restructuring and relocation of the SAs from basic observational duties to more skill-oriented units have resulted in a shortage of Group C staff for observational and other support purposes.
- c) To fill up this void, it is proposed to utilize the services of MOs in basic observational duties by reorganizing the cadre suitably through augmentation in strength, relocation and imparting adequate training.

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- d) The span of the cadre is too short; limited into three grades with qualifying service requirement to cover the whole spectrum is just 16years. This is proposed to be elongated upto the level of PB-2 GP 4200 which will ensure at least 4 promotions in the entire service career (bettering the benefits of MACP scheme and eliminating the chances of refusal of promotions) and parity with the SCD cadre.
- e) It is expected that the proposed 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).

4.5 Proposal regarding Mechanic (Industrial) cadre:

It is proposed to rename the cadre as Technician along with recommendation to implement the following -

- i) To merge the equivalent Mechanical & Carpenter grades horizontally into one entity.
- ii) To merge the cadre of Electrician (Ind.) in PB-1 GP 2400 (no men in position as on date) with that of Mech. Gr-I(I) horizontally.
- iii) **To discontinue induction in Technician Gr-III(I) (in PB-1 GP 1900) and fill it up 100% through promotion from MTS(I) on seniority-cum-fitness basis.**
- iv) **To make induction in Highly skilled grade of Technician Gr-II(Ind.) in PB-1 GP 2400, 80% through DR, 10% through Promotion on seniority-cum-fitness basis from Technician Gr-III(I) and rest 10% through LDCE from departmental candidates, failing which by DR.**
- v) **To introduce a new grade of Master Craftsman(Ind.) in PB-2 GP 4200 (Gr-B, N/G) & place all existing staff in GP 2800 enmass to GP 4200 and all existing staff in GP 2400 may be divided in an equal ratio of 50:50 and the upper half may be upgraded & placed in GP 2800 as per MoF Notification bearing F. No. 1/1/2008-IC dated 28-07-2009.**
- vi) **Introduction of a well-defined promotional avenue with increase in strength at required levels as per functional requirement as detailed in the Table below-**

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Proposed Career Avenue of Technician (Industrial) cadre

S N	Name of the post		PB & GP		Sanctd Strength		Creation (+)/ Abolition (-)	Mode of Recruitment	
	Existing	Proposed	Existin g	Propo sed	Existin g	Propo sed		Existing	Proposed
1	(i) Mech. Gr.II (I) (ii) Carp. Gr.II (I)	Technician Grade-III (Ind.) (Skilled)	PB-1, GP- 1900	No Chang e	133 11	22	(-) 122	(i) 80% by DR with 10 th pass & 2yrs. ITI Certificate + 3yrs. experience (ii) 20% by promotion from Mates(I) on passing Trade Test.	100% by promotion on seniority basis from MTS (Ind.)
2	(i) Mech. Gr.I (I) (ii) Carp. Gr.I (I) (iii) Electricia n	Technician Grade-II (Ind.) (Highly Skilled Gr- II)	PB-1, GP- 2400	No Chang e	215 33 4	85	(-) 167	100% by promotion failing which by DR with 10 th pass + 2yrs. ITI Certificate 100% by DR with 10 th pass + 2yrs. Certificate course as Electrician from ITI.	(a) 80% by DR with Matric + 2yrs. ITI + 2yrs. experience (b) 10% by promotion on seniority basis from Technician Gr-III(Ind) on passing Trade test; (c) 10% by LDCE from any Group- C staff having 5yrs qualifying service & Ed. Qualfn. as that of DR, failing which byDR
3	(i) Mech. Asstt(I) (ii) Mech Asstt. (Carp./I)	Technician Grade-I (Ind.) (Highly Skilled Gr-I)	PB-1, GP- 2800	No Chang e	25 2	53	(+) 26	100% by promotion failing which by DR with ITI Certificate in Engg. Trade & 3yrs. Experience, or Diploma in Engg. Trade.	100% by Promotion from Technician- II(Ind.)
4	-	Master Craftsman (Ind.)	-	PB-2 GP 4200	-	33	(+) 33	-	100% by Promotion from Tech- I(Ind.) + Refresher Training
5	Asstt. Met. Gr.II (Foreman , Ind.)	Foreman Grade-II (Ind.)	PB-2, GP- 4600	No Chang e	11	16	(+) 5	100% by promotion with Intermedt Training in Instrumentatn.	100% by Promotion from Master Craftsman(I nd.)
6	Asstt. Met. Gr.I	Foreman Grade-I (Ind.)	PB-2, GP- 4800	No Chang e	3% post of AM-I	8	(+) 8	3% posts of the Asstt. Met Gr-I by Promotion from AM-II (Foreman, Ind)	100% by Promotion from Foreman Gr-II(Ind.)
					434	217	(-) 217		

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- vii) The functional requirement of the department along with office-wise distribution of the recommended 290 posts is furnished as **Appendix-C**.

4.6 Functional Justification of the Proposal regarding Technician (I) cadre:

- a) 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. The authorised strength of the cadre is 434 and the mode of recruitment in entry grade of GP1900 is 80% by DR and 20% by promotion and that in the grade of Electrician (GP2400) is 100% by DR.
- b) 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 9th January, 2012.
- c) 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.
- d) Since the functional requirements & working of the cadre have undergone significant transformations with the advent of new technology over the period and creations of posts have been done from time to time depending upon the requirements at that stage, a no. of anomalies has cropped up viz.
 - a total mismatch has arisen in terms of promotional avenue for the existing staff and the horizontal relativity have drastically been disturbed leading to stagnation at all level.
 - 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.
 - 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.
 - Fourthly, 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 & consequential placement of existing staff accordingly is still under process
 - Finally, changing technological scenario and requirement of the department along with the new recruitment norm of MTS with ITI (which is going to meet the requirement of skilled/semi-skilled workforce) has necessitated induction of manpower more in High-skilled category with requisite experience for independent handling of the requirements and responsibilities of Workshops.

The proposals with respect to the cadre are designed to address these anomalies in a suitable manner.

4.7 Proposal regarding Mechanic (Non-Industrial) cadre:

It is proposed to rename the cadre as Meteorological Technician along with recommendation to implement the following -

- i) To merge horizontally the respective Mechanical & Carpenter grades into one entity.
- ii) To Abolish the present feeder grades of Mechanic Gr.II(N/Ind.)/Carpenter Gr.II(N/Ind.) in PB-1 GP 1900 (no staff in position in these two grades as on date.)
- iii) To merge the grades of Mechanic Gr-I(NI) & Radio Mechanic, both in PB-1 GP 2400, horizontally.
- iv) To make induction in highly skilled grade of Met. Technician Gr-II(Non-Ind.) in PB-1 GP 2400, 90% through DR having Matric + 2years National trade certificate (ITI) in relevant trade + 2years experience in the relevant field and

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the rest 10% through LDCE &/or Skill Test from departmental candidates having requisite qualifying service and possessing educational qualification as DR, failing which by DR

vi) 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 F. No. 1/1/2008-IC dated 28-07-2009 & place all existing staff in GP 2800 enmass to GP 4200 and all existing staff in GP 2400 may be divided in an equal ratio of 50:50 and the upper half may be upgraded & placed in GP 2800.

vii) 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 Met. Technician (Non-Industrial) Cadre

S N	Name of the post		PB & GP		Sanctioned Strength		Creation (+)/ Abolition (-)	Mode of Recruitment	
	Existing	Proposed	Exist ing	Propose d	Exist -ing	Prop -osed		Existing	Proposed
1	(i) Mech. Gr.II (N/I) (ii) Carp. Gr.II (N/I)	(to be abolished)	PB-1 GP- 1900	-	31 1	0	(-) 32	(i) 80% by DR with 10 th pass & 2yrs. ITI Certificate; (ii) 20% by promotion from Mates(NI) on passing Trade Test.	To be abolished
2	(i) Mech. Gr.I (N/I) (ii) Carp. Gr.I (N/I) (iii) Radio Mechanic	Met. Technician Grade-II (NI) (Highly Skilled Gr-II)	PB-1 GP- 2400	No Change	69 4 65	138	0	100% by promotion failing which by DR with 10 th pass + 2yrs. ITI Certificate 100% by DR with 10 th pass + 2yrs. ITI Certificate in Radio & TV Mech.	(i) 90% by DR with Matric + 2yrs. ITI + 2yrs. experience (ii) 10% by LDCE from any Group-C staff having requisite service and educational qualification as DR, failing which by DR
3	Mech- -anical Assistant (N/I)	Met. Technician Grade-I (NI) (Highly Skilled Gr-I)	PB-1 GP- 2800	No Change	10	80	(+) 70	100% by promotion failing which by DR with ITI Certificate in Engg. Trade & 3yrs. Exprnc. or Diploma in Engg. Trade.	100% by Promotion from Met. Technician GR.II(NI)
4	-	Technical Asstt. (NI) (Master Craftsman)	-	PB-2 GP 4200	-	40	(+) 40	-	100% by Promotion from Met. Technician GR.I (NI) + Refresher Training.
5	Asstt. Met. Gr.II (Foreman , N/I)	Foreman Grade-II (NI)	PB-2 GP- 4600	No Change	6	18	(+) 12	100% by promotion from Mech. Asstt. (NI) with Intermediate Training in Instrumentation.	100% by Promotion from Technical Asstt. (NI)
6	Asstt. Met. Gr.I	Foreman Grade-I (NI)	PB-2 GP- 4800	No Change	2% post of AM-I	10	(+) 10	2% posts of the Asstt. Met Gr-I by Promotion from AM-II (Foreman, NI)	100% by Promotion from Foreman Gr.II (NI)
					186	286	(+) 100		

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- viii) The functional requirement of the department along with office-wise distribution of these 286 posts is appended as **Appendix-D**.

4.8 Functional Justification of the Proposal regarding Met. Technician (NI) cadre:

- a) 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. The authorised strength of the cadre is 186 and mode of recruitment in entry grade of GP 1900 is 80% by DR and 20% by promotion and that in the grade of Radio Mechanic is 100% by DR.
- b) However, (i) 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 9th January, 2012 and (ii) 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.
- c) 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, maintenance and repair of electrical gadgets, assisting in reception/transmissions of meteorological data and other related works.
- d) Since the functional requirements & working of the cadre have undergone significant transformations with the advent of new technology with facilities of Annual Maintenance contract (AMC) etc. over the period and creations of posts have been done from time to time depending upon the requirements at that stage, a no. of anomalies has cropped up viz.
 - a total mismatch has arisen in terms of huge stagnation in promotional avenue of the existing staff and the horizontal relativity have been drastically disturbed.
 - 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.
 - 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.
- e) To reorganise the maintenance functions in order to sustain Observing System Technologies/Equipment for real time monitoring of weather systems, the department propose to create a Dedicated Maintenance Team (DMT) comprising of appropriately skilled technical staff through inception of a decentralized mechanism for 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 an optimum number of Field Maintenance Units (FMU) under each MCs at major Met offices (MO), Airport Met offices (AMO), PBO/RSRW offices, Radar stations etc.
The long term objective of the scheme is to bring preventive & routine maintenance/installation/inspection of meteorological instruments within the ambit of RIMCs, SIMCs and FMUs so as to ensure minimum downtime of station & minimum breakdowns of all types of instruments and monitoring of the equipment for optimum quality data from each type of equipment on 24X7 observational needs.

Contd.

- f) However, the Mechanic (NI) cadre is apparently not rationally distributed across RMCs, MCs and other independent smaller subordinate offices for sustenance of such a dedicated maintenance team.
- g) The altered role of IMD with newest technologies has also placed the need for a change in the profile of the manpower requirement. As the skill component in the work being done is considerably enhanced & likely to enhance further in coming times and the new recruitment norm of MTS with ITI is going to meet the requirement of skilled/semi-skilled workforce, 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 (by abolishing grade at GP 1900) with requisite experience for independent handling of the maintenance needs of the department.
- h) Finally, to install parity with their equivalent cadre from Industrial side, which augurs among others administrative convenience, it is proposed that the Non-Industrial cadre is also required to be structured like Industrial cadres by implementing MoF Notification No. F.No. 1/1/2008-IC dated 28-07-2009 recommending introduction of a new grade of PB-2 GP4200 in the hierarchy & consequential placement of existing staff accordingly.

The proposals with respect to the cadre are designed to address these anomalies in a suitable manner.

4.9 Proposal regarding Staff Car Driver (SCD) cadre: following are the proposals regarding Staff Car Driver (SCD) cadre-

- (i) To merge the lone sanctioned post of Motor Cycle Driver (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 4th July, 2014
- (iii) To 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

S N	Name of the post		PB & GP		Sanctioned Strength		Creation (+)/ Abolition (-)	Mode of Recruitment	
	Exist-ing	Propo-sed	Exist-ing	Propo-sed	Exist-ing	Propo-sed		Existing	Proposed
1	(i) M.C. Driver (ii) SC Driver (OG)	SC Driver (OG)	PB-1 GP 1900	No Change	1 16	40	(+) 23	100% by Promotion by holding Driving test, failing which by DR with 8 th pass, having Driving Licence & 5yrs. Experience in driving HMV	100% by Deputation/Absorption from MTS having valid Driving License and requisite qualifying service, failing which by DR
2	SC Driver Grade-II	No Change	PB-1 GP 2400	No Change	17	30	(+) 13	100% by Promotion failing which by Deputation.	100% by Promotion from SCD(OG)
3	SC Driver Gr-I	No Change	PB-1 GP 2800	No Change	19	20	(+) 1	100% by Promotion failing which by Deputation.	100% by Promotion from SCD Gr-II
4	SC Driver (Spl. Gr.)	No Change	PB-2 GP 4200	No Change	3	10	(+) 7	100% by Promotion failing which by Deputation.	100% by Promotion from SCD Gr-I
Total					56	100	(+) 44		

Contd.

- (iv) **Further requirement in the cadre as per functional necessity of the department as elaborated in Appendix-E is proposed to be met through 'Outsourcing'.**
- (v) The functional requirement of the department along with office-wise distribution of these 179 posts is appended as **Appendix-E**.

4.10 Functional Justification of the Proposal regarding SCD cadre:

- a) 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, with a strength of 56 only as on 01-06-2015 including one post of Motor Cycle Driver in PB-1 GP 1900. The mode of recruitment in entry grade is through promotion (100%) from MTS by holding driving test failing which by DR. However, DoPT vide OM dated 4.7.14 has notified certain changes in the present mode of recruitment.
- b) The anomaly arising out of skewed ratio between the sanctioned strengths of feeder grades and their next higher grades and the resultant stagnation is observed in this cadre also.
- c) 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. 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.
- d) It is proposed to ensure availability of adequate manpower in the SCD cadre through creation of posts & repositioning the available ones to the newer activities as per emerging needs of the organization viz.
- All AMOs having 24x7 operation schedule is required to be provided with a Driver/vehicle to keep routine & emergency check of the installed Airport Met Instruments, providing Runway Visual Range (RVR) etc.
 - each RIMC/ZIMC is required to be provided with a Driver/vehicle 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, specially AWS/ ARG locations.
- e) Further, 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.
- f) 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.

The proposals with respect to the cadre are designed to address these anomalies in a suitable manner.

4.11 Scheme for Normalisation: Due to the acute stagnation prevalent in these cadre 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, it is proposed to consider a suitable process of one time normalization during the time of implementation of the recommendations, if & when approved.

Contd.

4.12 Financial Implication: Entire scheme of restructuring proposed herein above 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.

On approval/implementation of the scheme, the Net Surrender of posts from the strength of IMD is worked out to be 337 as detailed in Appendix 'F'.

The Net Savings in expenditure is worked out to be approximately 8.94 (Rs. 8, 94, 11,568) Crores per annum only as detailed in Appendix 'G'.

4.13 Utilization of Saved Amount - creation of posts in Admin. cadres: In view of 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 capabilities 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.

Since approval of the restructuring proposal of Group-C technical cadres will usher into a substantial savings of Rs. 8.94 crores per annum, it is proposed to utilize the same to the extent feasible in creation of commensurate no. of additional posts in the Administrative cadre with the following objectives as this will not lead to any increase in the financial burden to the department -

(a) To decentralise the administrative works for making the administrative units at each of the RMC/MC & bigger stand-alone offices viz. CDR's/DWR's/FMOs sufficiently competent to look after the basic necessities of establishment & general administration including purchase, stores, finance and accounts.

(b) As envisaged by numerous committees, delegation of Cheque Drawing Powers at the level of RMCs/MCs/Other smaller offices by positioning one DDO along with supporting staff for exercising the financial powers at RMCs/MCs as competent authority, except where approval of the DGM would be necessary.

- The objective is to avoid delays on account of financial and administrative approvals at the HQs, particularly in case of time critical activities e.g. Operation/Maintenance related expenditure on Electricity/ Water, Approvals for Grant of Leave, Minor Civil/Electrical Works, Printing & Binding, Purchases of Stationary Materials, Outsourcing of Security, House Keeping, Guest Houses etc.
- To make the MCs sufficiently competent to release TA/DA advance in order to meet expenses such as maintenance/inspection tours and to manage expenses for other essential operational issues.

To fulfil this objective, it is necessary to place Administrative Officers and admin staff at MCs so as to enable allocation/re-designation of such officers to discharge cheque drawing DDO functions.

(c) As the size and gambit of operations of all the RMCs and MCs is not of same proportion, and likely to increase in time with the user demands for rendering customised service level products, the aforesaid objective can be achieved through creation of limited no. of posts in different grades of admin cadres and by rationally re-working the internal redistribution of proposed posts of Administrative officers & staff across RMCs, MCs and other independent smaller subordinate offices.

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In view of the above, a detailed scheme in this regard has been prepared by taking into account the shortfall in creation of additional posts proposed at the time of rationalization of Administrative cadres of IMD in May-2011 as listed below-

- i. The Administrative cadres of IMD has been restructured vide MoES order dated 31st May, 2011 through creation of 78 additional posts in different grades upto AO-I against a demand of 172 posts;
- ii. However, excluding the demand of 4 posts of Director Admin in PB3 GP7600, the proposal was for creation of 168 posts;
- iii. As such, the shortfall in demand and sanction was of (168-78=) 90 posts;
- iv. As such, it is proposed to create another 90 posts in different grades of admin cadres (from the grade of UDC to the grade of AO-I) as submitted below in tabular form-

Design. & G/Pay	Existing S/strength	Present Proposal		Remarks
		Add. No. of posts required	Revised S/Strength	
Admin. Officer Gr-I PB3 GP 6600	4	2	6	100% by promotion
Admin. Officer Gr -II PB2 GP 4800/5400	20	6	26	100% by promotion
Admin. Officer Gr -III PB2 GP 4600	53	17	70	100% by promotion
Assistant PB2 GP 4200	152	21	173	25% (44 posts) by DR, 75% (131 posts) by Promotion (65% by seniority, 10% by LDCE)
UDC PB1 GP 2400	218	44	262	80% (211 posts) by DR, 20% (53 posts) by Promotion (10% by seniority, 10% by LDCE)
LDC PB1 GP 1900	105	0	105	85% by DR, 15% by Promotion through LDCE
TOTAL	552	90	642	

Functional requirement of these 90 posts are submitted below-

- Two (2) posts of AO-I may be created for ADGM(R), Pune as the merger of three other divisions (Agrimet, Weather Forecasting & Training) with ADGM(R) establishment warranted putting into place a robust admin. Mechanism.
- Out of 6 new posts proposed in the grade of AO-II, two (2) posts may be allotted to ADGM(R)Pune and one (1) each to DDGM(SI) Pune, DDGM(UI) New Delhi, RMCs Nagpur & Guwahati as all other RMC HQ are provided with 2 posts of AO-II as per existing distribution
- Out of 17 new posts proposed in the grade of AO-III, one (1) each may be allotted to ADGM(R)Pune, DDGM(SI) Pune, RMCs Nagpur & Guwahati, 4 nos. of MWOs at Delhi, Kolkata, Mumbai & Chennai, 1 Provisional MC at Shillong, 4 nos. of proposed MCs at Portblair, Imphal, Aizwal & Kohima, CWC Vizag, MO Safdurjung and FMOs Asansol & Jalpiguri.
- The proposed 65 posts of non-gazetted staff (21 Assistant + 44UDC) may be distributed amongst existing & proposed MCs, MWOs and other independent offices as per functional requirement and in tune with the objective of the department to decentralise the administrative works for making the administrative units at each of the RMC/MC & bigger stand-alone offices viz. CDR's/DWR's/FMOs sufficiently competent to look after the basic necessities of establishment & general administration including purchase, stores, finance and accounts.

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Financial Implication of creation of these 90 posts will be an annual outlay of approximately **Rs. 5.94** (Rs. 5,94,15,648) Crores as shown in Appendix 'G-I'.

However, since the annual Savings in expenditure through the Scheme for restructuring of Group 'C' Technical cadres of IMD is worked out to be approximately **Rs. 8.94** (Rs. 8, 94, 11,568) Crores only as detailed in Appendix 'G', the **net saving** of the department will be approximately **Rs. 3.0** (Rs. 2,99,95,920) Crores per annum.

In view of the above facts, it is recommended to consider approval of the above proposals on priority basis.

अ. क. शर्मा
4/4/16
(A.K. Sharma)

Dy. Director General (Admin & Stores)

DGM Signature
4.4.16

IS (A), MoES

APPENDIX-A**Proposed office-wise distribution of 68 posts of MTS (Ind.) as per Functional Requirement:**

Type of office		No. of MTS
1	DDGM(SI), Pune	34
2	DDGM(UI), New Delhi (including H.F.Agra)	34
TOTAL		68

Proposed office-wise distribution of 1379 posts of MTS (NI) 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 eachx2stn + 1 additional at Pithoragarh)	3
	(iii) FMU (1 each x 50 stations + 1 additional at CHHINDWARA)	51
E	Meteorological Centres (MC) (Excluding aviation and Radar)	
1	MCs- TYPE-A: at BNG/HYD/TVM/ BBS/ PTN/LKN/AHM/ JPR/AGT/BHP/SRN (7 each x 11stn)	77
2	MCs- TYPE B	
	i) MCs at RPR/RNC/SML/DDN/CHG/ GOA/GTK/ ITA/SHL (5 each x 9 stn)	45
	ii) 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	108
2	ADGM(R) Pune (All Div.)	60
3	DDGM(UI), New Delhi	15
4	DDGM(SI), Pune	15
5	PAC, Kolkata	4
6	CSO, Shillong	7
TOTAL		1379

Proposed 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:ó for Co-located Obs. (4 each x 4 Stn.)	-	8	8	-	16
6	PAC, Kolkata	-	-	-	-	0
7	CSO, Shillong	-	-	-	-	0
8	RMCs ó (5 each x 6 Stn.)	-	06	24	-	30
9	MCs ó (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
TOTAL		38	70	153	388	649

***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.

Proposed office-wise distribution of 217 posts of Mechanic (I) Cadre, to be renamed as Technician (I), as per functional requirement

SN	Name of post/ PB & GP	Recommended Sanctioned Strength (Existing Sanctioned Strength)				Total
		DGM, New Delhi	DDGM(SI), Pune	DDGM(UI), New Delhi	HF AGRA	
1	Technician Grade-III(Ind.) Mechanic Grade-II(Ind.) PB-1 GP 1900	00 (4)	8 (63)	7 (69)	7 (8)	22 (144)
2	Technician Grade-II(Ind.) (Highly Skilled Grade-II) PB-1 GP 2400	00 (13)	43 (108)	32 (121)	10 (10)	85 (252)
3	Technician Grade-I(Ind.) (Highly Skilled Grade-I) PB-1 GP 2800	00 (1)	30 (11)	16 (13)	07 (2)	53 (27)
4	Master Craftsman (Ind.) PB-2 GP 4200	00 (0)	19 (0)	12 (0)	2 (0)	33 (0)
5	Foreman Grade-II(Ind.) PB-2 GP 4600	00	10	05	1	16 (11)
6	Foreman Grade-I(Ind.) PB-2 GP 4800	00	04	03	1	8 (0)
	TOTAL	0	114	75	28	217 (434)

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

S N	Existing Designation/ PB & GP/ Proposed Designation	Proposed Manpower Requirement	Existing strength / Proposed Strength
1	Mech.& Carp. Gr.II (NI) PB-1 GP 1900/ (-)	NIL	(32) 0
2	Mech./Carp. Gr.I(NI) PB-1 GP 2400/ 3. Radio Mechanic PB-1 GP 2400/ (Met Technician-II)	2 each x 50 FMU=100 + 1 each x 24 SIMC=24 + 1 each x 6 RIMC=6 + 2 each x 2 HUB=4 + 2 each x HQ & ADGM(Pune)=4 = 138	(73+65=138) 138
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) 80
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) 40
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) 18
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 =	(0) 10
	TOTAL		(186) 286

Recommended office-wise distribution of 100 posts of Staff Car Driver (SCD) Cadre as per Functional Requirement

SN	Type of Office	Actual Requirement/Proposal in respect of SCD				Actual Requirement	Proposed	Remarks
		SG	Gr-I	Gr-II	OG			
1	DGM New Delhi	1/1	1/1	2/1	2/1	6	4	Requirement of remaining posts will be met through Outsourcing
2	ADGM(R), Pune	1/1	1/1	1/1	2/1	5	4	
3	DDGM(SI), Pune	1/1	-/1	1/0	1/0	3	2	
4	DDGM(UI), New Delhi (including H.F. Agra)	1/1	-/1	1/0	2/0	4	2	
5	RMCs Cat. A (4nos.x 2each)	4/4	-	4/0	-	8	4	
6	MWOs (4 nos. x 5each)	-	4/4	8/4	8/0	20	8	@2 each stn. Remaining to be met by outsourcing
7	RMCs Cat-B (2nos.x 1each)	2/2	-	-	-	2	2	-
8	MCs Cat-A (11nos.x 1each)	-	11/11	-	-	11	11	-
9	MCs Cat-B (13nos. x 1each)	-	-	-/13	13/0	13	13	-
10	PAC, Kolkata	-	-/1	-	1/0	1	1	-
11	CWC Vizag	-	1/0	-	1/1	2	1	To be met by Outsourcing
12	AMOs (13nos @ 4each) \$	-	-	26/0	26/26	52	26	@2 each stn. Remaining to be met by outsourcing
13	Stand-alone AMSs with 24x7 Operation- (11nos. x 2 each) *	-	-	11/11	11/11	22	22	-
14	RIMC - (6 nos. @ 1 each)	-	6/0	-	-	6	0	To be met by Outsourcing
15	SIMC - (24 nos. @ 1 each)	-	-	-	24/0	24	0	
TOTAL		10/10	24/20	54/30	91/40	179	-	100

\$(Row-12) **AMO:** Nagpur, Guwahati, Ahmedabad, Bangalore, Hyderabad, Thiruvananthapuram, Bhopal, Bhubaneswar, Patna, Lucknow, Jaipur, Agartala & Mohanbari = **13 nos.**

*(Row-13) **AMS (stand-alone) with 24hrs. Operation:** CIAL Kochi, Trichy, Mangalore (Bajpe), Kozhikode, Coimbatore, Madurai, Imphal, Ranchi, Gaya, Amritsar, Babatpur (Varanasi) = **11 nos.**

Addition & Deletion of posts in different Grade

Pay Band & Grade Pay	DELETION		ADDITION	
	Post	Total	Post	Total
PB-1, GP 1800	645 posts of MTS	645		
PB-1, GP 1900	(133+11-22) posts of Mech. /Carpenter Gr.II(Ind.)	122	(17-40) posts of SCD(OG)	23
	(31+1) posts of Mech. /Carpenter Gr.II(NI)	32		
	Total	154		
PB-1, GP 2000	-	-	(72-388) posts of MO-III	316
PB-1, GP 2400	56 posts of DMan	56	(70-153) posts of MO-II (17-30) posts of SCD-II	83
	(252-85) posts of Mech /Carp. Gr.I (Ind.)/Electr.	167		13
	Total	223		Total
PB-1, GP 2800			(19-20) posts of SCD-I	1
			(27-53) posts of Mech./Carp. Asstt.(Ind.)	26
			(10-80) posts of Mech. Asstt.(NI)	70
			Total	97
PB-2, GP 4200			(0-38) posts of Met. Asstt.	38
			(3-10) posts of SCD(SG)	7
			(0-33) posts of Master Craftsmen(Ind.)	33
			(0-40) posts of Technical Assistant (NI)	40
			Total	118
PB-2, GP 4600			(11-16) posts of Foreman Gr.II(Ind.)	5
			(6-18) posts of Foreman Gr.II(NI)	12
			Total	17
PB-2, GP 4800			(0-8) posts of Foreman Gr.I(Ind.)	8
			(0-10) posts of Foreman Gr.I(NI)	10
			Total	18
TOTAL		1022		685

Net reduction of posts = 1022-685 = 337

APPENDIX-G**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 Reduction in Expenditure through Surrender of 645 posts in PB1 - GP 1800				282610620
Annual Reduction in Expenditure through Surrender of 154 posts in PB1 - GP 1900				67925088
Annual Reduction in Expenditure through Surrender of 223 posts in PB1 - GP 2400				101610396
Total Reduction in Expenditure				45,21,46,104
Annual Increase in Expenditure through Creation of 23 posts in PB1 - GP 1900				10144656
Annual Increase in Expenditure through Creation of 316 posts in PB1 - GP 2000				140300208
Annual Increase in Expenditure through Creation of 96 posts in PB1 - GP 2400				43742592
Annual Increase in Expenditure through Creation of 97 posts in PB1 - GP 2800				44663844
Annual Increase in Expenditure through Creation of 118 posts in PB2 - GP 4200				95148120
Annual Increase in Expenditure through Creation of 17 posts in PB2 - GP 4600				13906068
Annual Increase in Expenditure through Creation of 18 posts in PB2 - GP 4800				14829048
Total Increase in Expenditure				36,27,34,536
Net Savings				8,94,11,568

FINANCIAL IMPLICATION OF CREATION OF ADMIN POSTS				
PB2 - GP 2400	Average Pay is $(5200 + 20200)/2 + 2400$ (p/m)	Add 119% + 30% for DA and HRA (p/m)	Add 600 + 119% of 600 as TPA (p/m)	Total Pay (p/m)
	15100	22499	1314	38913
PB2 - GP 4200	Average Pay is $(9300 + 34800)/2 + 4200$ (p/m)	Add 119% + 30% for DA and HRA (p/m)	Add 1600 + 119% of 1600 as TPA (p/m)	Total Pay (p/m)
	26250	39113	3504	68867
PB2 - GP 4600	Average Pay is $(9300 + 34800)/2 + 4600$ (p/m)	Add 119% + 30% for DA and HRA (p/m)	Add 1600 + 119% of 1600 as TPA (p/m)	Total Pay (p/m)
	26650	39709	3504	69863
PB2 - GP 4800	Average Pay is $(9300 + 34800)/2 + 4800$ (p/m)	Add 119% + 30% for DA and HRA (p/m)	Add 1600 + 119% of 1600 as TPA (p/m)	Total Pay (p/m)
	26850	40007	3504	70361
PB3 - GP 6600	Average Pay is $(15600 + 39100)/2 + 6600$ (p/m)	Add 119% + 30% for DA and HRA (p/m)	Add 3200 + 119% of 3200 as TPA (p/m)	Total Pay (p/m)
	33950	50586	7008	91544
Annual Increase in Expenditure through Creation of 44 posts in PB2 - GP 2400				20546064
Annual Increase in Expenditure through Creation of 21 posts in PB2 - GP 4200				17354484
Annual Increase in Expenditure through Creation of 17 posts in PB2 - GP 4600				14252052
Annual Increase in Expenditure through Creation of 6 posts in PB2 - GP 4800				5065992
Annual Increase in Expenditure through Creation of 2 posts in PB3 - GP 6600				2197056
Total Increase in Annual Expenditure				5,94,15,648