



India Meteorological Department
NON-GAZETTED STAFF UNION
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 : NGSU/IMD/48

Date : 15/03/2016

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To,
Dr. M. Rajeevan,
Secretary, MOES,
Privthvi Bhavan, IMD Campus,
Lodhi Road, New Delhi 110003

Sub: Delay and double standards of IMD in implementation of Govt. policies –reg.

Ref: Our Letter dated 11.03.2016

Respected Sir,

In continuation to our letter dated 11th March 2016, I would like to take this opportunity to express that this union had been following all democratic method (except strike) to resolve our pending issues and have been consistently representing to all concerned authorities.

I would like to mention here that IMD administration had never prepared any proposals to the concerned agencies regarding compensation for the extra duties performed by the officers and staff of operational units. This union had approached MOES and submitted a proposal for extra duty compensation in line with the other Government agencies with justification. We are extremely thankful to MOES for its initiation on the proposal and awaiting approvals.

In view of the above on behalf of staff and officers of IMD I would like to bring some pending issues and the double standards displayed by the IMD administration to your kind notice.

- 1. Delay in implementation of promotional benefits:** Ministry of Finance had approved the restructuring of the Group B staff and officers in Dec 2014. It's surprising and astonishing to note that even after **One and Half years** IMD administration is unable to implement Government approvals. This is an absolute careless attitude towards the implementation of Government orders and there is no accountability. **One and Half year** is a considerable time where in a department can be completely transformed.
- 2. Recruitment in the feeder cadre:** IMD Administration was very much aware that there is an acute stagnation in the department. Staff is completely frustrated and was eagerly waiting for promotions. With the release of the promotional list the feeder cadre [Scientific Assistant (SA)] post have fallen vacant which was very much expected, still IMD administration has not made concrete efforts in expediting the recruitment process. **One and half year time** is huge time where in the department could have normally completed the recruitment and trained the staff as well. This cadre is backbone of the department and is involved primarily in the observational work. Due to shortage in SA cadre the available staff is highly burdened with work load and continuous duties. IMD Administration has once again projected the lack in forward thought and leadership. Recruitment process has not been pursued with the concerned agencies with the kind of commitment, dedication and consistency.
- 3. Double standards in departmental trainings:** IMD administration had been continuously claiming that highly sophisticated instruments are purchased and installed at CDR's, Airports, RS/RW stations, NWP servers, websites etc. They have been citing the WMO norms to make the trainings mandatory for promotions in case of Group B. Whereas the RTI questions and the replies provided bring out absolutely amazing contradicting facts as follows (**Annex I&II**):



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भारत-डेप्युटी-ऑफिसर-
भारत-डेप्युटी-ऑफिसर-
Ministry of Earth Sciences
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- Instrument installation team will provide training to few members and the trained officials will train the rest.
- MTS (Trained/untrained) is permitted to perform RS/RW duty (Radio Sonde and Radio Winds, which is most sophisticated and technologically advanced system). **If trained staff can train other members then mandatory training along with passing it, does not serve any purpose. It is evident that training is used as tool only to create hurdles in the promotional path and has no practical relevance while discharging duties. It also means that even in airports the trained staff can train others then all the hue and cry about WMO norms are mere an eye wash.**
- There are no specific guidelines for the nature of duties assigned and the cadre-wise or unit-wise charter of duties. Anyone can do anything this can also be interpreted as so many Group A scientists are not required for issuing forecast. In their place any MTS/Group B officials can be appointed for managing IMD's mandate.
- One more example, there is an IT cell in IMD HQ. Which means that the IT requirements should be informed to the IT cell at HQ and the same should be uniformly implemented at all Met Centers & RMC's. But the in-charge's will appoint few members in each centre to develop IT solutions as per their requirements. **This means that they wish to project themselves as scientist, forecasters, software programmers and many more portfolios exclusively for their personal APAR.** It is a total wastage of manpower that is allocated for performing operational duties. They are using the official resources for their personal motto and selfish gains.

I would like to stress upon that for last few years national forecast is issued from New Delhi and the same is cascaded down up to district level without any change. If this is the method adopted by IMD then why do we need so many establishments, Scientists and workforce? **It also appears as if the entire IMD machinery is working exclusively to support the promotional and financial prospects of the officer community and not for the aims and objective of the department,** this can be very well proved with recent speedy action to clear Gr A qualification of MSc mathematics and statistics for FCS of Gr A.

For one hand it is impressed that automation is the norm of the day and so Automatic weather stations are installed. On the contrary conventional observatories are also installed within the same premises. Automatic weather station (AWS) and Automatic Rain gauge (ARG) are installed within the same compound, which is wastage of government resources. The officers involved in purchasing justify AWS and others involved in research would substantiate for conventional observatories. But only the staff is burdened at all times.

4. Lack of policies/guidelines for operational duties: IMD is a primarily an operational unit. It is very unfortunate to understand that there are no policies framed till date for the continuous, regular duties performed by the staff and officers of IMD. (**Annex III &IV**)

5. Lack of uniform work and manpower distribution: There is a complete lack of uniform distribution in managing the operational units with regard to the units, nature of duty, manpower requirements, odd duty hours and work against nature. IMD website gives the description of staff and officers cadre-wise for each Office but not for the subunits under its jurisdiction.

As there is no subunit-wise manpower distribution under the pretext of shortage the available staff are burden with addition of work in duties that are performed against nature (night). For example few orders issued by DIC at regional centre that Tabulation of autographic charts which is pen and paper work (picking of values from graphs) are allocated to night duty staff. The RTI replies are still more evident that any work can be done at any time and station-in-charge is competent do so. **If duty timings can be altered by the choice of an in-charge and pen & paper work can be introduced for few staff members during night hours then research too can take place during night hours.** The most interesting part is rules, responsibilities, stagnation, work load, duty against nature, transfers on same post, covering staff shortage, sharing of extra burden all is meant for the lower grades however timely

promotions (MFCS), financial benefits, no transfers, dawn to dusk duty hours, comfort zone, weekly offs, rights to avail closed holidays, no night duties (work against nature) is the legal rights of the Group A cadre. **(For example Annex I, II, V & VI;** the annex V and VI and enclosed **only to convey** the attitude of officers towards the staff)

6. Restructuring of Mechanic and MTS cadres: IMD had initiated the restructuring of the MTS and Mechanic cadres in Aug 2014. This union has been continuously requesting for an immediate action. Nothing concrete had happened and it's almost two years. These cadres are the most neglected ones. The irony is that they too are transferred on the same post without any financial gain. **(Annex VII)** whereas the Group A officers reaping all benefits are protected against transfers, night duties and accountability too. However the Group B and C staffs are questioned for hourly output.

The fact is to achieve departmental objective the Group B and C staffs are justifying their work by recording weather parameters continuously and discharging their duties and covering the staff shortage, whereas the Group "A" officers have a single line agenda "**LESS STAFF MORE WORK**". The actual scientific activity is sidelined / deviated and under the pretext of extraction of work and the entire concentration is exploitation.

Practically all the field observatories are functioning with shortage for last two decades but work has never been hampered or **stopped which is the credit of the staff** and not the officers. They should prove their merit by their work and not at our cost.

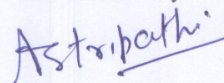
They are neither good scientists nor administrators as they do not want to understand the practical difficulties faced by staff and the loss of health while performing night duties.

In view of the above I humbly request to you, SIR kindly intervene personally for expediting the promotion process, framing of recruitment rules, recruitment in all the Group B and C feeder cadres along with the above mentioned pending issues. I also take this opportunity to suggest that a member from the union may be included while correcting and framing guidelines for unit-wise manpower allocation, duty timings etc. I wish to mention here that the restructuring of Group B officers and staff could see the light of approval after a continuous persuasion by this union in a democratic manner. It is very unfortunate that till date the approval (which we got after political intervention) is not implemented. Even the welfare activity such as constitution of JCM and other aspects are also not completed.

Anticipating a positive response at the earliest.

Thanking you,

Yours faithfully



(A. S. Tripathi)

Assistant General Secretary, NGSU

Encl: RTI questions and the subsequent replies .

Copy to :

1. PMO office
2. H'ble Minister Dr. Harsh Vardhan, Ministry of Earth Science
3. H'ble Shri Arvind Sawant , M.P.
4. Shri D.N. Singh, PS of Minister of Earth Science