



India Meteorological Department  
**NON-GAZETTED STAFF UNION**  
ESTD. 19 SEP 1947

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Pramod G. Sawant  
(Chairman)

Ref No :-

IMD NGSU/2017/75

Date :-

21/12/2017

Sat Pal Singh  
(President)

To

Prof. Ashutosh Sharma, Secretary,  
Department of Science & Technology,  
Technology Bhawan, New Mehrauli Road,  
New Delhi- 110016.

Kapil Chamoli  
(General Secretary)

**Subject:** - Merit Based Promotion Scheme (MBPS) for Group 'B'  
and 'C' Scientific Support Staff - regarding

Raju Bhargav  
(Vice-President)

Sir,

India Meteorological Department (IMD) 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

Sarjeet Singh  
(Asst. General Secretary)  
(General)

The work of Scientific Support Staff includes recording and reporting of synoptic observation, PBO and RS/RW observations, ozone radiation and atmospheric observations, seismologic observations, agro-meteorological observations, specific observations like at ports and airports and allied work, tabulation of autographic chart, preparation of weekly and monthly reports, data reception and transmission, assisting forecasters in issuance of advice and forecasts and works, calibration of meteorological instruments and preparation of technical statements, while that of Scientists are more in nature of development of forecasting/data collection tools and models for forecasting based on various parameters.

Sumer Budhiraja  
(Asst. General Secretary)  
(Organisation)

*It is pertinent to point out that 6th CPC has pointedly observed in Para 3.5.6 of its report that various time bound schemes may be necessary for scientific organizations to keep their morale high and to stop the flight of talent from Government organizations involved in research and scientific activities.*

Ravinder Kumar  
(Treasurer)

Vijay Pal Singh  
(CEC Member)

Rohtas Singh  
(CEC Member)

It is worth mentioning here that there has not been any streamlined system of promotion for Scientific Support Staff in IMD. Further, the cadre of Scientific Support Staff has also not been structured and managed properly. It is evident that there has been no promotion, but only financial upgradation under MACP schemes for the incumbents of entry level in this category.

Rupesh Kumar Pandita  
(CEC Member)

Vandana  
(Lady Representative)

ofc

21/12/2017

There is huge stagnation in the different grades ranging from 20- 22 years in various grades. This kind of stagnation in the Scientific Support Staff community which is a major chunk of the total sanctioned strength of the IMD is creating frustration at the grass root level. Negative vibes are spreading potentially through innumerable court cases and RTI applications thereby eroding the productivity of the whole organization. If we have to deliver in the front of commendable Weather Forecasting, a harmonious balance is required between the scientific community and all other support functionaries.

IMD is a highly technical organization. The efficiency of the organization is very much dependent on the morale and the resultant efficiency of its scientific and technical staff. The Scientific Staff in Group 'A' are covered by the MFCS with tenure based promotions. Whereas the promotion in Groups 'B' and 'C' is DPC mode promotion, i.e., the vacancy based promotion which is not workable in current scenario. A distinction needs to be made in respect of the Scientific and Technical Support Staff who form the backbone of the scientific and technical services of the widespread IMD network.

*There is specific recommendation of 7th CPC regarding grant of career progression based on in situ promotion to the Scientific Support Staff. The 7<sup>th</sup> CPC has also suggested that the issue be examined by government and a conclusive view taken.*

If the scheme of career progression has been devised in 'in situ' mode, which is based on the same philosophy as that of FCS for Scientists, in other words, it would be **Merit Based Promotion Scheme (MBPS)** where 'one performs and grows in the hierarchy'. Further, as there is no restriction of number of posts for upgradation of the incumbents, as the upgradation is personal to him or her. Meritorious persons do not suffer for want of availability of vacancies at higher levels. Further noted that for several years now scientific support staff has been demanding a time bound promotion scheme for Group 'B' and 'C' staff. Government has also set up committees that have recommended a MBPS for Groups 'B' and 'C' staff, on which a view is yet to be taken.

MBPS for Groups 'B' and 'C' Scientific Support Staff is not an existing scheme but one that has been under discussion at various points in time intended to provide merit-based time bound promotion to Scientific Staff in Groups 'B' and 'C' a large skilled manpower base exists in various scientific and technical departments across the government, which is classified as Group 'B' and 'C' scientific support staff. It is very much evident that these personnel support all activities undertaken by scientists in research, design, development, production including maintenance and assistance in providing technological solutions and are considered a valuable resource to realize the vision,

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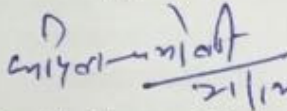


Mission and goals of the organization. The demand for introducing the MBPS for Group 'B' and 'C' scientific support staff was first addressed by government in 1998 when Ministry of Science and Technology constituted the Rajan Committee. The Committee recommended MBPS on the lines of FCS in only those departments which had FCS in place. A similar scheme i.e. **Merit Promotion Scheme (MPS)** operates in DRDO and Departments of Atomic Energy & Space wherein time bound promotions are in place for scientists as well as Groups 'B' and 'C' scientific staff. It has been noted that barring these departments the career progression of the scientific support staff is vacancy based even in scientific departments where MFCS for scientists is in place.

In the view of position explained above, it is to mention that the DST is the nodal department for organizing, coordinating and promoting S&T activities in the country. The Department has major responsibilities of Formulation of policies relating to Science and Technology and for matters relating to the Scientific Advisory Committee of the Cabinet (SACC). DST has also framed the draft for FCS in past and **it is therefore requested that a unified cadre structure for Group 'B' and 'C' scientific support staff under the heading MBPS may be framed on the lines of MPS for all the scientific departments where MFCS for scientists is in place.**

Thanking you,

With regards,

  
21/12/2017

(Kapil Chamoli)  
General Secretary

Copy To:

1. Dr. Harsh Vardhan, Minister for Science & Technology & Earth Sciences, New Delhi-110001.
2. Dr. M.N. Rajeevan, Secretary, Ministry of Earth Sciences.
3. Dr. K.J. Ramesh, DGM, India Meteorological Department.