



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/53

Date :- 22.04.2016

Pramod G. Sawant
(Chairman)

To,
Dr. L S Rathore,
DGM, IMD,
Mausam Bhavan,
Lodhi Road, New Delhi 110003

Kunwar Singh
(President)

Respected Sir,

Sub: Non-compliance, delay and indifference to the frustrated Group B and C staff of IMD-reg.
(JUSTICE DELAYED IS JUSTICE DENIED)

Sanjiv Kumar Tyagi
(General Secretary)

- Ref: 1. IMD/NGSU/12 dated 30.05.2013
2. IMD/NGSU/75 dated 21.10.2014
3. IMD/NGSU/83 dated 03.12.2014
4. IMD/NGSU/84 dated 04.12.2014
5. IMD/NGSU/ MTS restructuring inputs dated 22.07.2015
6. IMD/NGSU/12 dated 03.08.2015
7. Letter to MOES IMD/NGSU/11 dated 03.08.2015
8. Letter to MOES IMD/NGSU/11 dated 14.08.2015
9. Personal meeting with Joint Secretary on 02.09.2015
10. OTA proposal to Secretary MOES vide letter to MOES IMD/NGSU/21
Dated 11.09.2015
11. Letter to Hon. Minister MOES IMD/NGSU/28 dated 20.10.2015
12. Letter to Secretary IMD/NGSU/32 dated 08.12.2015
13. Letter to DGM, IMD IMD/NGSU/31 dated 08.12.2015
14. Personal meeting with Secretary MOES on 16.12.2015
15. Letter to MOES IMD/NGSU/38 dated 11.01.2016
16. Letter to MOES IMD/NGSU/48 dated 15.03.2016

Raju Bhargav
(Vice-President)

Gautam Roychoudhury
(Asst. General Secretary)

A. S. Tripathi
(Asst. General Secretary)

Rupesh Pandita
(Treasurer)

Rohatas
(CC Member)

T. K. Mandal
(CC Member)

Vijay Pal
(CC Member)

Kindly go through the correspondence made with IMD and later with MOES. We had been following a democratic method to resolve our pending issues and have been consistently representing to all concerned authorities without bypassing the protocol. Even though we have been representing, our letters are neither replied nor have the issues been resolved, nor called for officially for dialogue. The very basic right of representation on a platform has been thrashed out by the department. **As per the Govt. norms the union recognition process has not been completed for last few years but the department is permitting to conduct the General Body meetings and collecting the subscription amount. Our legitimate right of representing through JCM is also denied by department.**

In view of the above, I would like to once again highlight the pending issues and the undue delay in implementation of the approved orders and the double standards displayed by the IMD administration to your kind notice. It's a case of " JUSTICE DELAYED IS JUSTICE DENIED "

- 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. 217 of Gr-A promotional post filling needs approval from UPSC and the case should have been represented by the Gr -A officers of IMD Admin (whereas the case was represented through Gr-B officers of IMD) as it involves relaxation of norms due to administrative reasons in delay offering promotion and stagnation. Due to improper justification and presentation by IMD, UPSC has not considered the appeal for combined services. Therefore the required approvals were not granted for filling all promotional Group-A posts. If relaxation is not permitted then only 5-10 members will be eligible for the Gr-A promotion post. Hence justice will not be cascaded to all the members in the seniority list. The very purpose for which the lower posts (465) were surrendered for creation of promotional avenue is lost and the entire restructuring process gets nullified.
- 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 that is the Scientific Assistant (SA) post have fallen vacant which was very much expected, still IMD administration has not pursued the recruitment process and made concrete efforts in expediting it. **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 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 future planning and leadership. **Recruitment process has not been pursued with the concerned agencies with the requisite commitment, dedication and consistency.**

Even after being promotion the Group-B Gazetted staff is asked to carry on with the same work as earlier. This implies that there is no correlation between the posts offered, charter of duties described against each cadre and the discharge of duties/performance.

3. Double standards in departmental trainings: IMD administration had been continuously claiming that highly sophisticated instruments are purchased and installed at Airports, RS/RW stations, NWP servers, websites etc. They have been citing the WMO norms to make the forcible trainings 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**):

➤ 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 which is most sophisticated and technologically advanced system. If trained staff can train other members then forcible 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** (as staff/officers haphazardly posted to section irrespective of their training undergone). It also implies that the same principle can be applied at airports and the trained staff can train others. The hue and cry over WMO norms is a mere an eye wash and a tool to create more hurdles in the promotional path.

➤ 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 (from Action register of weather section and video conferencing it is clearly understood that Gr-B staff/officer shouldering responsibility of 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 appointed 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 recourses 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.

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. **IMD website gives the description of staff and officers cadre-wise for each Office but not for the subunits under its jurisdiction.**

For example one hand it is impressed that automation is the norm of the day and 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.

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).

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 V)** The Group-A officers who are reaping all benefits are protected and promoted at the same station without any disturbance.

To meet the 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 they are involved in 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.

In view of the above, I humbly request you to personally intervene 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.

Anticipating a positive response at the earliest.

Thanking you,

Yours faithfully,

A. S. Tripathi

(A. S. Tripathi)

Encl: RTI questions and the subsequent replies.

Copy to : **For information as well as necessary action for non compliance of Governement orders and unaccountability of Gr A in IMD.**

1. Hon. Dr. Harshvardhan, Minister MoES
2. PMO, New Delhi
3. Shri D. N. Singh, PA Hon. Minister MoES
4. Secretary, MoES
5. Dr. K. J. Ramesh, Scientist G, MoES

*See
22/4/16*

See o/c
22/4/16
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