

**INDIA METEOROLOGICAL DEPARTMENT**  
**NON-GAZETTED STAFF UNION**

(Recognized by Govt. of India)

**H.Q. Office:** Canteen Building, Meteorological Complex, Lodi Road, New Delhi-110003.

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Ref. No. IMD/NGSU/30

Date 31.01.2012

To,

The Secretary,  
Ministry of Earth Sciences,  
Prithvi Bhavan,  
Lodi Road, New Delhi-110003

(Through proper channel)

Sub:- Non-revision of Over Time/NW Allowance to Non-Gazetted IMD staff.

R/Sir,

IMD is one of the oldest departments under GOI providing valuable information to public as well as all concerned agencies. Mandate of IMD is itself self explanatory how IMD has excel in the field of meteorology & its allied sciences. Today IMD is one of the pioneer departments in the field of meteorology.

In this context we would like to put forth the following grievances of non-gazetted staff welfare for kind consideration.

- Most of the units in IMD are functional, operational units & staff employed is performing roster duties round the clock. Being observational work, it is imperative that seats can't be kept vacant & operational work can't be stopped.
- There is no recruitment of Non-gazetted staff since 1998 till date resulting in inequality in ratio of sanctioned staff strength & operational requirement of staff. Adding to this also number of staff retiring each year in every cadre. This disparity in staff strength has now resulted in acute staff shortage in IMD & staff is being now forced to manage, perform operational duties in IMD.
- Leaves availed in IMD are EL/ML/Commutated leave/CCL/CL/HPL/RH/Comp Off as per rules laid down by GOI from time to time. So staff performing roster duties avail any kind of leaves results in again burden of extra duty on other staff in lieu of OTA. Further there is no provision of leave reserve staff in IMD as it was there earlier in IMD. So IMD is now unable to control operational work thus forcing staff to perform extra duties.

~~Secretary~~  
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Under these circumstances, the condition of existing economical benefits in IMD is summarized as follows.

- OTA was there in IMD since its establishment as most of the units in IMD are operational units & working round the clock. The staff working in roster duties is allowed to perform OTA as per operational requirement till 5th CPC. OTA is the only solution for encountering operational work requirements. Even with full staff strength OTA is sole solution for operational work.
- Due to ceiling on basic pay for OTA (Rs. 2200/- as per IVth CPC), all non gazetted staff (particularly S.A. cadre) in IMD is unable to perform OTA. Also adding to this is confusion of ceiling on basic pay for OTA after 6th CPC report. There is no clear clarification in IMD on this matter till date. Thus S.A cadre which is backbone in IMD now can't perform OTA, even in acute shortage scenario in IMD. Again due to acute shortage the staff is forced to perform extra duties in lieu of OTA dictating roster duties rules thus leading to accumulation of compensatory off. Most of the non-gazetted staff in IMD has now almost 1000 hrs of compensatory off to their credit.
- OTA rates in IMD are at present are Rs. 18.10 for normal hours of duty & Rs. 24.50 for enhanced hours of duty. OTA rates were revised till IV th CPC but after 5th/6th CPC OTA rates are not revised in IMD till date. Economics of OTA performed by staff & economics of per day salary given by GOI especially after 6th CPC clearly indicates a huge discrepancy in monetary benefit given in form of OTA in IMD. (For example after performing Morning duty of 6 hrs. staff gets only Rs. 108/- as OTA where as his working day wage is almost Rs. 1000/- ). It is shame to state that economics of OTA in IMD has such impact on staff of IMD that no staff is willing to perform OTA (due to poor rates) other than their normal duties.
- Ceiling on OTA & performing roster duties (rather managing operational work) has resulted in accumulation of compensatory off hours. However after performing comp off, staff is unable to avail comp off as per his/her requirement. This is totally contradictory to the recommendations of 6<sup>th</sup> CPC report & also GOI rules quoted below.
- Operational work in IMD also includes night duties & staff working in roster duties performs night shift duties. Like OTA, NW rate is Rs. 24.15 at present & is not revised till date even after 6th CPC. At International Airports staff has to perform continuous night duties without any break thus subjecting staff under physical, mental stress, under these conditions provision for Stress allowance must be made for suitable compensation like Aviation staff.

We would like to quote the following on above matter;

6th CPC has clearly stated that 'The Commission, accordingly, **recommends abolition of compensation in the form of Over Time Allowance** or any other similar allowance to any of the Central Government employees **except those belonging to the categories of operational staff** and industrial employees governed by statute. The categories of operational staff and industrial employees who are governed by statutory provisions will need to be paid this allowance in accordance with the extant rules and instructions because payment of this allowance in their case is a statutory requirement.



Ministry of Finance, Dept of Expenditure O.M. No. 15011/2/E.II(B)/76 dated 08/05/1978 states that 'OTA should under no circumstances be paid for work on Sundays and holidays to non-industrial Government employees and only compensatory leave should be allowed for such work. In case, however, the employees are required to work on Sundays and holidays beyond the normal working hours, there is no objection to payment of OTA in accordance with the provisions contained in para 3 (b) (ii) of this Ministry's OM No. 15011/2/E.II(B)/76 dated 11/08/1976 for work done beyond normal working hours. Also reference may be followed under Ministry of Personnel, Public Grievances and Pensions, DoPT, Pt. F. No. 21017/3/97-Estt. (Allowances) dated 21/11/1997.

**It means that only OTA are to be paid for operational staff & grant of compensatory off to operational staff is clear violation of GOI rules.**

IMD has till date has not taken any action on above recommendation of 6th CPC thus entangling its feeder cadres in administrative & economic crisis. It is therefore requested to take necessary action adhering to the recommendation of 5th/6th CPC & existing GOI rules in the staff welfare & IMD's interest to resolve following issues.

- OTA rates must be revised from Rs. 18.10 per hour for normal duty hours & Rs. 24.50 per hour for enhanced duty hours to Rs. 100/- per hour for normal duty hours & Rs. 150/- per hour for enhanced duty hours in IMD considering operational work in IMD as per 6th CPC.
- Ceiling on basic pay on OTA (earlier Rs. 2200/-) must be revised to proportionate limit to existing Grade pay of Rs. 5400/- as per 6th CPC recommendations.
- Ceiling on basic pay on OTA (earlier Rs. 2200/-) must be revised to further higher proportionate limit to existing Grade pay of Rs. 6600/- as per operational work requirement in IMD under 6th CPC recommendations.
- Compensation must be given to staff for extra duties/compensatory off performed earlier as per new revised OTA slabs (Rs. 100/- per hour for normal duty hours & Rs. 150/- per hour for enhanced duty hours) after 6th CPC.
- 6<sup>th</sup> CPC recommended that Compensatory off to general duty staff working beyond normal duty hours and not for operational staff. Hence only OTA must be given to staff.
- NW or NDA rates must be revised to Rs 500/- per night duty proportionately.
- Provision of Stress Duty Allowance must be made for staff performing continuous night duty at National/International airports.

We expect a concrete, justified & urgent reply/action from office side on this matter thus boosting staff to work in healthy & prospective atmosphere of IMD.



(V. P. Kaushik)  
General Secretary

Copy to: The Director General of Meteorology, Mausam Bhavan, IMD, Lodhi Road,  
New Delhi for information & necessary action.