

Proposal for revision of Over Time Allowance/Night Weightage Allowance in IMD

Definition of overtime

"Overtime Work" means work done in excess of one hour over the prescribed hours of work on any working day and includes work done on any Sunday or any other holiday.

Work Load description in IMD: The Group "B" (Gaz. and Non-Gaz.) and the Group "C" are primarily involved in round the clock duties due to the operational requirement of the units such as Airports, Upper Air Stations (RS/RW), Sat. Met. Divisions, Surface and Pilot balloon observatories, Doppler weather radar stations and related communication network units.

It is a misconception that IMD is a non-revenue generating establishment or rather only service provider department. The details of revenue generated are as follows:-

1. As per a report published by NCAER an independent agency studying on **IMPACTS ASSESSMENT AND ECONOMIC BENEFITS OF WEATHER AND MARINE SERVICES Dec-2010** has stated that in the total GDP growth of India a total of Rs. 50,000 Crores was the economic benefits due to weather and climate forecast.
2. The revenue generated by data supply and insurance claims is approx. 70 Crore during year 2012-2013.
3. IMD received Rs. 39.38/- crores from Airport Authority of India towards reimbursement of cost of Aviation Met. Services rendered by IMD. (Ref. Annual Report 2014)
4. The work done during the disastrous weather events, heavy rainfall warnings and cyclone warnings save thousands of life and live stock which can't be measured in terms of revenue.

Moreover one rupee saved is equal to two rupees earned. The data that is used for issuing more accurate forecast is generated in real time by the Group "B" and Group "C" officers and staff working in operational units.

Organizational status of IMD:- IMD is one of the oldest dept. under Govt. of India & presently under MoES & earlier classified as "Indian Meteorological Services". **IMD deserves scientific/operational status as on date.** IMD mandate clearly depicts IMD as human service providing dept. Hence ultimately IMD is providing meteorological services to all sectors and user agencies round the clock. Hence IMD is operational dept. providing operational services round the clock. The major beneficiaries of IMD services are agriculture, aviation, marine, coastal & industrial sectors along with national severe/disastrous weather warning systems. IMD is also involved in nowcasting, short and long range forecast. These forecasts are used by mega events such as IPL etc and common man while construction, roads making and many more small scale industries.

Need for special departmental status to IMD:- Indian Meteorological Department is one of the few departments in India which works round the clock. It provides services to public & all sectors including common man to industry, defense etc. Hence Indian Meteorological Department must be given financial and administrative powers at par with services given by Railways, Atomic, Space, Defense services & other compatible scientific and research organizations. All Central Pay Commissions have considered & acknowledged Indian Meteorological Department in their report but none of the Central Pay Commissions had thought about its round a clock nature of work and its operational requirements of the nation carried out by the Group “B” and Group “C” staff.

This Department is deprived of its rights. Hence IMD must be recommended special departmental status considering specialized needs & services to nation.

In view of the above kindly see the Government OM on OTA:-

Govt vide DoPT OM. No. 15012/3/86-Estt. (Allowance)New Delhi, the 19th March, 1991 revised the OTA rates as follows:

Operative Staff:-

(i) Operative staff drawing pay (as defined in FR 9(21) (a) upto Rs2200/- per month under CCS(RP) Rules, 1986 and falling in the categories identified by the concerned Departments as Operative Staff, shall be paid OTA at the following rates:-

Emoluments Range	OTA per hour	
	Working day	Holidays
Upto Rs. 1200	Rs. 7.95	Rs. 10.60
Rs.1200 – 1450	Rs. 9.95	Rs. 12.75
Rs 1451 – 1700	Rs. 11.35	Rs. 15.15
Rs. 1701 – 1950	Rs. 13.15	Rs. 17.55
Rs. 1951 – 2200	Rs. 14.95	Rs. 19.95
Rs.2201and above	Rs. 15.85	Rs. 21.15

(ii) The above rates shall be applicable in respect of Operative Staff whose prescribed hours of weekly duty are 48 hours. In respect of operative staff whose prescribed hours of weekly duty are different, the proportionate rates with reference to the aforesaid rates for 48 hours may be prescribed by the concerned Ministries/ Departments in consultation with their Financial Advisers.

DoPT OM Pt. F. No. 21017/3/97-Estt. (Allowances)New Delhi, Dated 21st November, 1997 clarified that

The undersigned is directed to say that the Fifth Central Pay Commission have observed (Para 118.13 of their Report) that there is no justification for the continued payment of Overtime Allowance in the Central Govt. Offices, and have recommended its discontinuance. It has also been recommended by the Commission that in lieu of cash compensation in the form of OTA staff deployed on weekly off days may be entitled only to compensatory leave. **However the Staff Car Drivers, Operational Staff and Industrial Employees have been recommended to be governed by the existing rules and instructions on the subject.**

2. The Government has, however, decided to continue the status quo in regard to payment OTA, subject to a review of the matter to make the eligibility for OTA more restrictive and commensurate with the interests of Government work. Accordingly, payment of Overtime Allowance may continue to be made as per the existing orders on the basis of notional pay admissible to the concerned Govt. employees in the pre-revised scales of pay/ pay slabs as laid down in the existing orders.

Need for OTA in IMD: - IMD is being service provider & operational dept. Most of the units of IMD are operational round the clock. Staffs are performing roster duties as like AAI staff. Continuous operational duties can't be managed by sanctioned staff as staffs are going on leave, tours, trainings etc. So the vacancies created by staffs are managed by giving OTA or extra duties. At present there is no recruitment of lower cadre staff (Gr-B/C) in IMD & thus there is acute shortage of staff in IMD. Most of the units are working with only 40-50% staff strength than sanctioned staff strength. Only OTA can be solution to cover such vacancies which can minimize operational duties issues.

IMD's operational work is run by performing roster duties round the clock ever since establishment of IMD. Even then with full staff strength in past, OTA was incurred due various official leaves (EL, CL, ML etc.) availed by staff along with regular public holidays in-spite of leave reserve vacancies in each cadre. Due to non-recruitment of the feeder cadre staff, retirement on superannuation, curtailment, ceiling on OTA depending on basic pay and **Govt. policies wrong interpretation since year 1999** are the major reasons for forcing staff to perform extra duties without any remuneration compensation. As operational duties are there in IMD in conjunction with official leaves availed by staff, hence there is an urgent requirement of incurring OTA & at the same time recruitment must be done in feeder cadre simultaneously.

6th CPC recommendations on OTA :- Prior to Fifth Central Pay Commission, all non-gazetted Employees in receipt of monthly basic pay of upto Rs.2200 were entitled to Over Time Allowance for performing duties beyond the designated working hours. The Fifth Pay Commission had recommended abolition of Over Time Allowance for all categories except the Staff Car Driver, operational staff and industrial employees. The Pay Commission had also recommended that the staff deployed on weekly off days should be given a compensatory leave rather than any cash compensation in the form of OTA or otherwise. The recommendations of the Fifth CPC were, however, not accepted and status-quo was maintained with notional pay

admissible in pre-revised (Fourth Central Pay Commission) pay scales being taken into account for this purpose.

The emphasis of this Report is to herald a proper work culture and result orientation in all the Government offices with increased productivity and efficiency being rewarded in the form of Performance Related Incentive Scheme (PRIS) that will be payable as an extra component over and above the salary. In such a scenario, continued payment of Over Time Allowance will be totally without any justification. 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.

Analysis of OTA in IMD w.r.t. CPC's & its impact:-

Also ceiling on OTA (ceiling on OTA was upto basic pay of Rs.2200/- w.r. to Gazetted officers pay scale of Rs. 1640/- - Rs.2600/- in 4th CPC, revised to basic pay of Rs. 7250/- in 5th CPC & now it is restricted to grade pay of Rs. 4600/- in 6th CPC) doesn't permit Scientific Assistant to perform OTA, consequently Scientific Assistant is forced to perform extra duty for which he is given compensatory off. **It may be noted that ceiling on OTA is still not declared officially in IMD till date.** The burden of performing continuous extra duties is such that there is **accumulation of 500-2000 hours in the form of compensatory off** in the name of staff. The staff is therefore under dilemma i.e. he can't perform OTA due to lowest rate & ceiling on OTA as well as there is no alternative other than to perform extra duty.

Present status of OTA in IMD:-

The total staff sanctioned in the feeder cadre of SA (Scientific Assistant) the back bone of the department and involved in the maximum extra duty hours has about 500 vacancies. These SA's are generally posted in the field stations.

The 500 vacancies are not allocated with any file work, which can be distributed among the available staff but are performing man to man reliever duties.

- **An average salary calculation per annum per staff is about Rs.4,00,000/- hence a total salary component is about $500 \times 4,00,000 = 20,00,00,000$.**
- **The revenue generated if added is almost double the allowance paid.**

Over time allowance (OTA) is an important component in IMD whose Met Offices are functioning round the clock for 24 hours & it is not feasible to run office without OTA. OTA is paid at the rate of Rs. 18.10 per hour on normal duty & at the rate of Rs. 24.15 per hour on closed holiday at present over the years in IMD & these rates are unchanged today. Staff is being hassled on the ground that there is no alternative for 24 hours working in IMD's operational duties. Many outstations **lack basic facility of toilets. Staff has to perform extra duty continuously due to staff shortage & without any economical benefit. Staff is not going home for days & can't avail any type of leave under these conditions. As such Government rules states that a staff has to perform 7 hours duty for a day & performing continuous duty for more than 24 hours due to staff shortage without OTA is clear violation of rules.**

Need for OTA revision in IMD:- There is urgent need of OTA revision in IMD in view of following reasons.

- No staff recruitment in lower cadres. Resulting in acute staff shortage in all feeder cadres.
- No systematic evaluation & plan to manage workload in IMD especially after modernization.
- Urgency to manage operational workload & cover up acute shortages.
- Need to neutralize extra duties performed by staff at present.
- Added financial benefits to staff under govt. rules.

Rates of OTA in IMD as on date:-

OTA is paid at the rate of Rs. 18.10 per hour on normal duty & at the rate of Rs. 24.15 per hour on closed holiday at present over the years in IMD & these rates are unchanged today. In some offices now days closed holiday OTA rates are also not given to staff due to objection by PAO to keep parity with OTA rates of 4th CPC.

Proposed OTA rates in IMD:-

Industrial employees are entitled to additional payment for work done beyond the normal working hours. There are two sets of rules applicable for overtime payment viz. (i) Departmental Rules and (ii) The Factories Act.

For work beyond normal working hours and upto 9 hrs. a day or beyond 44.75 hrs upto 48 hrs in a week, overtime is paid under departmental rules which is known as DOT. For work done beyond 9 hrs. a day or 48 hrs a week, payment is admissible at twice the rate of pay plus all allowances under the Factories Act (often loosely termed as OT Bonus).

OVER TIME PAYMENTS UNDER DEPARTMENTAL RULES (DOT)

In the case of Day Workers, the overtime is paid at the rate of **Basic Pay + Dearness Allowances + City Compensatory Allowance + Personal Pay + Special Pay + Pension to the extent as applicable, divided by 200** for each hour of overtime worked. The hourly rate is the same for the work done both in Day & Night Shift.

In the case of Piece Workers, again there are two sets of rules for DOT. It is calculated @ Basic Pay (alone)/200 per hour in the day shift. For working in the night shift, an additional element known as Night Shift Bonus is also added. This is calculated for half an hour for each hour of overtime worked under departmental rules @ **(Basic Pay + Dearness Allowances + City Compensatory Allowance)/200**.

Accordingly eligibility of OTA rates in IMD is as follows:-

Cadre	Revised Basic Pay by 6 th CPC	DA	CCA	Total Rate of OTA (B+DA+CCA)/200 Per hour as per DOT rules *	Proposal for OTA per Hour as per DOT rules for working day	Proposal for OTA per Hour as per DOT rules for holidays
Scientific Asst. GP-4200	9300+4200=14430/-	0	00	72.15	72.15	96.2
Lab Asst-Gr-I / SCD GP-2800	8370+2800=11170/-	0	00	55.85	55.85	74.4
Lab Asst-Gr-II / SCD GP-2400	7440+2400=9480/-	0	00	47.4	47.4	63.2
Lab Asst-Gr-III GP-2000	6060+2000=8060/-	0	00	40.3	40.3	53.73
MTS/Met. Attendant / SCD GP-1900	5880+1900=7780/-	0	00	38.9	38.9	51.86
MTS GP-1800	5200+1800=7000/-	0	00	35.0	35.0	46.6

‘ * ‘ Personal pay & Special pay is excluded in this calculation.

Financial implication of OTA in IMD:-

Cadre	Max. eligibility for OTA per month (Average cost per post +DA+CCA)x50%	Total Staff strength as on date	Total Staff vacancy as on date	Total Maximum OTA expenditure (per year)	Remark
Scientific Asst. GP-4200	14430 x 50% = 7215/-	1560	412	7215x12x412 = 3.56 cr.	Vacancy after considering new revised strength of 1972
Lab Asst - Gr-I/SCD GP-2800	11170x50% = 5585/-	24+9	50	5585x12x50 = 0.33 cr.	
Lab Asst-Gr-II /SCD GP-2400	9480 x 50% = 4740/-	8+13	67	4740 x12x67 = 0.38 Cr	
Lab Asst-Gr-III GP-2000	8060 x 50% = 4030/-	31	41	4030 x12x41 = 0.20 Cr	
MTS/Met. Attendant	7780 x 50% = 3890/-	1075+10	18	3890x12x18 = 0.08cr.	

/SCD GP-1900					
MTS GP-1800	7000x 50% = 3500/-	73	26	3500 x12 x 26 = 0.11 cr	
			Total	4.66 cr.	

Comparison of OTA paid to AAI w. r. t. IMD:-

	AAI	IMD
Non-Executive cadres OTA rates	Rs.90/- per hour	Rs. 18.10 per hour depending on Basic pay.
Night weightage Compensation	Rs. 75/- to Rs. 180 per hour	Rs. 18.60 to 22.25 per hour depending on Basic pay

This comparison states that how IMD staff working in operational duties at par with AAI is economically exploited without giving requisite benefits.

Comparison of monthly salary versus OTA drawn in IMD:-

Grade Pay	Approx Gross Salary per month for Aug-15	Approx Salary Per working day (7 Hrs)	Proposal for OTA per Hour as per DOT rules for working day	OTA Amount Per Working Day (7 Hrs)
GP-4200	53000/-	1709/-	72.15	505.0
GP-2800	40000/-	1290/-	55.85	391.0
GP-2400	34000/-	1096/-	47.4	332.0
GP-2000	31000/-	1000/-	40.3	282.1
GP-1900	27000/-	871/-	38.9	272.3
GP-1800	25000/-	806/-	35.0	245.0

Comparative statement clearly shows that payment OTA in lieu of shortage staff is more economical than per day salary till recruitment is done by IMD.

Revenue earned by IMD by providing data to external agencies:- IMD also earns revenue by selling of met. data as well as services to external agencies. Also five years MoU for providing met. Services especially to airports is signed by IMD with AAI, private airport operators etc. This source of revenue may be considered in allocating financial benefits to staff & providing better services to agencies. The earned revenue data is presented below.

Year	Revenue Receipts in Crore	Capital Receipts in Crore	Total in Crore
FY 2010-2011	42.62	0.95	43.57
FY 2011-2012	38.67	0.67	39.34
FY 2012-2013	69.59	0.44	70.03

Proposal for Night Weightage Allowance:-

IMD staff is performing continuous night duties. Hence they are eligible for Night Weightage Allowance which is starting from Rs. 18.60 as per existing IV CPC recommendations. The revised proposal for the same under purview of DoPT OM No.12012/4/86-Estt.(Allowances) New Delhi, the 4th Oct. 1989 is as follows.

Cadre	Revised Basic Pay by 6 th CPC	DA	CCA	Proposed Night Weightage Allowance = (B+DA+CCA) / 192 Per hour as per Govt. rules
Scientific Asst. GP-4200	9300+4200=14430/-	0	00	75.15
Lab Asst-Gr-I / SCD GP-2800	8370+2800=11170/-	0	00	58.17
Lab Asst-Gr-II/ SCD GP-2400	7440+2400=9480/-	0	00	49.3
Lab Asst-Gr-III GP-2000	6060+2000=8060/-	0	00	41.97
MTS/Met. Attendant / SCD GP-1900	5880+1900=7780/-	0	00	40.5
MTS GP-1800	5200+1800=7000/-	0	00	36.45

Proposal for other allowances in lieu of OTA in IMD:-

- 1) Special Night shift allowance to all staff/officers that are performing night duties at airports & observatories as per DOT rules.
- 2) Bad climate allowance to all staff (Rs. 250/- per day) working during extreme weather period at ACWC's & other offices.
- 3) Stress allowance to all staff (Rs. 250/- per day) working at ACWC, national & international airports.
- 4) Performance allowance at the rate of 15% of Basic pay per month to all staff working in operational duties.
- 5) Special Duty allowance at the rate of 10% of the Basic pay per month to all staff working in operational duties & performing higher (one step above) duties.
- 6) Special Compensatory allowance to staff working at Remote field stations /Border area.

Hence it is requested that either an OTA component with respect to the cadre, scale may be considered or unit wise percentage allowance may be granted.