

By Speed Post

File No. MoES/29/234/2015-RTI

Government of India

Ministry of Earth Sciences

Prithvi Bhawan, IMD Campus

Lodhi Road, New Delhi.

Dated - 02/03/2016.

To

Sh. Raja Acharya,
Flat No K-7Cluster-8,
Sector-3 Purbachal,
Salt Lake City,
Kolkata - 700097

Subject:-Information sought by Sh. Raja Acharya, Flat No K-7Cluster-8, Sector-3 Purbachal, Salt Lake City, Kolkata - 700097 under RTI Act. 2005

Kindly refer to your RTI application dated 28/01/2016 on the above mentioned subject.

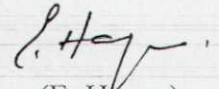
2. The replies provided by the concerned officer vide MoES ID Note No. MoES/29/20/2014-Estt. dated 29/02/2016 is enclosed herewith. along with desired enclosures.

3. An appeal, if any, against this reply may be made to the Appellate Authority of the Ministry, at the following address within 30 days of the receipt of the letter.

Shri Vivek Misra, Director /FAA.
Ministry of Earth Sciences, Prithvi Bhawan,
IMD Campus, Lodhi Road, New Delhi-110003.

Encl. (One Sheet)

Yours faithfully,



(E. Haque)

Central Public Information Officer & Scientist 'C'

Tel. No. 24669521.

Copy for information to:-

1. Director, (ICC) & FAA MoES, New Delhi.
2. Dr. N. Khare, Sct. 'F' & Transparency Officer, MoES, New Delhi.
3. US (Estt) for information.
4. In Charge IT Section (Sh. Krishnan is requested to upload this reply on website www.moes.gov)

Ministry of Earth Sciences

Estt. Section

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Subject:- Information sought by Shri Raja Acharya, Calcutta under RTI Act, 2005.

In continuation of this section's ID Note of even No. dated 9/2/2016 on the subject cited above, it is stated that ten requisitioned documents to be provided to Shri Raja Acharya, Calcutta (page No. 1-10) under RTI are enclosed. CPIO is requested to provide the same to the applicant.


29/2/16
(Kailash Chand)

Under Secretary to the Govt. of India.

Encl: 10 (Ten) pages.

Shri E. Haque, CPIO & Scientist-C, MoES

MoES ID Note No. MoES/ 29/ 20/2014-Estt. dated ~~10/3/2016.~~ 29/2/16

No. MoES/21/5/2014-Estt.
Government of India
Ministry of Earth Sciences

By Hand
at
(1)

'Prithvi Bhavan', Lodhi Road,
New Delhi, Dated 21/12/2015

OFFICE MEMORANDUM

Subject : - Revision of Antarctic Allowance with reference to the recommendations of the 7th Central Pay Commission -reg.

The undersigned is directed to refer to Deptt. of Expenditure(M/o Finance)'s D.O. No. 1-4/2015-E.III(A) dated 21/11/2015 regarding views/suggestions on recommendations of the 7th Central Pay Commission and to forward herewith representation to the 7th Central Pay Commission for revisiting the 'Antarctic Allowance' for upward revision.

Encl. as above.

(Signature)

(A.K. Bhattacharyya)
Under Secretary to the Govt. of India
Tel:- 24669528

To
Deptt. of Expenditure
(M/o Finance),
Joint Secretary(Pers),
39-A, North Block,
New Delhi

(Signature)
30/12/15

o/c

राष्ट्रीय अंटार्कटिक एवं
समुद्री अनुसंधान केन्द्र

पृथ्वी विज्ञान मंत्रालय
(भारत सरकार)
हेड लैण्ड सडा, वास्को-डा-गामा
गोवा- ४०३ ८०४, भारत



NATIONAL CENTRE FOR
ANTARCTIC & OCEAN RESEARCH

Ministry of Earth Sciences
(Government of India)
Headland Sada, Vasco-da-Gama,
Goa - 403 804, INDIA.

मिर्जा जावेद बेग/ Mirza Javed Beg

फोन/Phone: (0832)-2525511

पी.डी (अंटार्कटिक विभाग)/PD (Antarctic Cell)

फैक्स/Fax : (0832)-2520877



ईमेल/Email: mjbeg@ncaor.gov.in

सं: एनकोर/डीआईआर/जनरल(1)/04

दिनांक/ Date: 09.12.2015

No.: NCAOR/DIR/GEN(1)04

प्रति/To

The Joint Secretary
Ministry of Earth Sciences
Prithvi Bhawan, IMD Campus,
Opposite India Habitat Centre,
Lodhi Road, New Delhi - 110 003

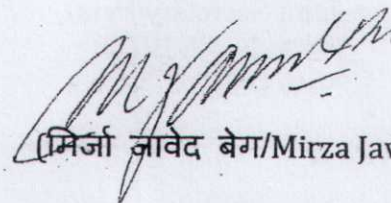
Subject: Revision of Antarctic Allowance with reference to the recommendations of the
7th Central Pay Commission -reg

Sir,

Subsequent to the mail dated: 07th December 2015 on the above cited subject,
please find attached representation to the 7th Central Pay Commission for revisiting the
'Antarctic Allowance' for upward revision.

For favorable consideration please.

Yours Sincerely,


(मिर्जा जावेद बेग/Mirza Javed Beg)

Encl:

- 1) Representation with regards to revision of Antarctic Allowance with reference to
Recommendations of the 7th Central Pay Commission.

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Sub: Representation with regards to revision of Antarctic Allowance with reference to Recommendations of the 7th Central Pay Commission

1. BACKGROUND

Special Hard Duty Allowance for Antarctic was enhanced with effect from 1 April 2013 after lot of representations from the scientists after almost a decade of stagnation. These rates are based on the period of lesser and greater risks and not linked to status / hierarchy/ salary. In Antarctic Expedition the ranks are frozen and there is no distinction of class. There are only two ranks members and Leader to facilitate better management of resources.

- 1.1. Lesser rates (existing Rs 1125 per day) is applicable for austral summers a period from 1st December to 28th / 29th February of the succeeding calendar year (03 months of continuous day light but of course sub zero temperatures and frequent blizzards) regardless of rank / hierarchy.
- 1.2. Higher rates (existing Rs 1688/- per day) is applicable for winter period 1st March to 30th November, of each calendar year (09 months of darkness with no sun light, extreme weather conditions) regardless of rank / hierarchy.
- 1.3. Team Leader(s) are managers who are given an additional responsibility of managing the station / ship resources over and above their scientific task and are not necessarily the senior most members of the expedition and are selected based on their managerial qualities/ skills and past experience in Antarctica. In order to give them an edge over the rest and to provide an extra incentive for additional responsibility a notional 10% extra of the Antarctic allowance is provided.

2. RECOMMENDATIONS OF THE CENTRAL PAY COMMISSION

Report of the 7th Central Pay Commission (7-CPC) has retained and rationalised the "Antarctica Allowance" and has recommended to be paid as per Cell RH-Max of the newly proposed Risk and Hardship Matrix (8.10.64) wherein, the Antarctic Allowance has been equated with allowance of Siachen. RH-Max cell subsumes two allowances: Siachen Allowance and Antarctica Allowance. The rate in this cell has been worked out by multiplying the existing Siachen allowance by a factor of 1.5. This formula enhances the Siachen allowance but reduces the Antarctic Allowance and also ignores the seasons of low and high risk and overlooking the administrative structure of the Antarctic Expedition teams.

7th CPC has not recognized any variation in rates for Antarctic Allowance based of two distinct conditions with different stress levels and has linked it to the pay levels which work out to nearly less than half of the existing rates.

Rate recommended:

- o Level >=9: ₹25,000 pm works out as Rs 833 per day
- o Level <=8: ₹17,300 pm works out as Rs 583 per day

Rational for equating two allowances- Antarctic Allowance and Siachen Allowance under paragraph 8.10.67 is "As mentioned earlier, this is taken as the ceiling for RHA, i.e., no government employee faces more Risk/Hardship in his work than our Defence officers and jawans posted in Siachen Glacier. Hence, no RHA can have a value higher than this allowance"

3. CONCERNS/ ARGUMENTS/ JUSTIFICATIONS

Comparing hardship of Antarctica and Siachin and equating Antarctic Allowance with that of Siachen Allowance for Defence is not the most appropriate or sound rational because of the following reasons:

- 3.1. The purpose of maintaining our presence in Antarctica and in Siachin is entirely different and the target groups are different as well.
- 3.2. Antarctic expeditions like arctic expeditions are scientific expeditions with mainly scientists and support staff of engineers and technicians who volunteer to work for a consideration whereas, posting at Siachin is in the line of duty for army personal who are raised and trained for such responsibilities.
- 3.3. Siachin is within Indian Territory and Antarctica for all practical purposes a foreign land where ideally foreign allowance (per diem) should have been applicable but by virtue of Antarctic Treaty it becomes a "No Man's Land" with no recognized territorial claims of any country and hence not equitable to any foreign country for the purpose of prescribing foreign per diem.
- 3.4. Apart from two Antarctic Station Maitri and Bharati, Indian also maintains a station "Himadari" in Norwegian Arctic and scientists get US\$ 100 as per diem which is reduced after 30 days as per MEA rules.
- 3.5. Working at Himadari (Indian Arctic Station) on Norwegian soil because of year round connectivity through commercial airlines is much less risky than that of Antarctica. Scientists generally are not required to stay at Himadari for more than a month at a stretch whereas, in Antarctica the over winter team under normal circumstances stays for 12 to 16 months at a stretch.
- 3.6. Hardship faced by the Indian Armed Forces in Siachin may be far greater than that of members of Antarctic Expedition but the risk of working in Antarctica is far greater than that of Siachen mainly because of incomparable infrastructure. Indian Army is far better equipped with hospitals, helicopters, vehicles and manpower to deal with exigencies in Siachen compared to Antarctica. Antarctica remains shut out from rest of the world under total darkness for almost nine months from March until November. A handful of scientists and technicians about 25 in number at each of the stations Maitri and Bharati spaced about 3000 km apart brave the isolation with no external support but for communication over telephone and email. Antarctic stations during austral winters if at all can be compared has to be with the space station only. Any accident, death or calamity at Antarctic Station(s) or back at home is only to be endured as no one can be rescued or attend to family problems during austral winter period on nine months.
- 3.7. Out of 47 countries having permanent stations in Antarctica India scientists are by far the least paid as far as the Antarctic allowances are concerned.
- 3.8. Apart from passion for science and visit to Antarctica, money perhaps is the next biggest motivator for scientists and support staff. Antarctic becoming less lucrative under the recommendations of the 7th CPC compared to Arctic will erode the interest in Antarctica. Entire infrastructure in Antarctica is our own and at Arctic it's all outsourced to Norwegian Company. Cost of maintaining Indian Antarctic infrastructure is at least 20 times greater than the Indian Arctic station where we only pay for the services utilized.
- 3.9. With the proposed (7thCPC) structure of Antarctic Allowance, scientist / technicians working in Antarctica for a far more hazardous and riskier place will get much less compared to Arctic and eventually the Indian Antarctic programme will be starved of scientific talent because of the better allowances for working in Arctic or any foreign assignment.

Mr. M. S. ...
a/n

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4. PROPOSAL FOR REVISION OF ANTARCTIC ALLOWANCE

In view of the reasons put forth it is requested the case of Antarctic Allowance may be revisited by the honourable 7th Central Pay commission and following may be consider:

- 4.1. Delinking "Antarctic Allowance" with that of "Siachen Allowance" as two are not at all equitable and Antarctic Allowance cannot be measured only on the basis of hardship and risk, though much more riskier than Siachen in many ways.
- 4.2. Antarctica is "No man's land" beyond Indian Territory and much more remote, hazardous than Arctic by any standards hence members of Antarctic expeditions need to be paid at least equivalent to that of Arctic if not more.
- 4.3. Quality of scientific work should not be compromised for saving a minuscule expenditure by way of "Antarctic Allowance" on a very small population in the range of 50 during winters to a maximum of 120 during summers. Total annual expenditure on Antarctic allowance at the current rate is nearly INR 4.0 Crores annually which is 1/30 of the total annual expenditure on the Antarctic Infrastructure excluding salaries.
- 4.4. Antarctic Allowance which has a high impact on quality of man power and minuscule impact on spending compared to our investment in Antarctic infrastructure needs to be enhanced from time to time to keep Antarctic Expeditions at par with other foreign assignments and therefore, it would be prudent to make some upward revision and the proposal is as follows:

	Existing rate(s) per day	Proposed rate(s)
Austral summer (period of 24 hours daylight with maximum field activities)	Rs 1125 per day	Rs. 1500 per day*
Austral winter (period of 24 hours darkness / isolation and cut off from rest of the world)	Rs. 1688 per day	Rs. 2000 per day*
Leader(s)	10% extra	20% extra

*The rates to increase further by 25 percent each time DA rises by 50 percent.

Ch. Jaganmohan
9/10/18

No. MoES/21/5/2014 – Estt.
Government of India
Ministry of Earth Sciences

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'Prithvi Bhavan', Lodhi Road,
New Delhi, Dated 15/01/2015

OFFICE MEMORANDUM

Subject: - 7th CPC Recommendation Anomalies – Issues of Science & Technology Ministries/Departments of the Government [For consideration of the Empowered Group of Secretaries for Implementing 7th CPC Recommendations].

The undersigned is directed to refer to Deptt. of Expenditure (M/o Finance)'s D.O. No. 1-4/2015-E.III(A) dated 21/11/2015 regarding views/suggestions and recommendations of the 7th Central Pay Commission and to forward herewith the view regarding parity across the scientific departments received from Dr. K. J. Ramesh Scientist 'G', MoES and **Nodal Officer of this Ministry** for consideration.

Encl. as above.

(Handwritten Signature)

(R.K.B. Pate)

Dy. Secretary to the Govt. of India
Tel:- 2466951

To
Deptt. of Expenditure
(M/o Finance)
Joint Secretary (Pers.),
39-A, North Block,
New Delhi.

(Handwritten Signature)
95/1/16
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7th CPC Recommendation Anomalies - Issues of Science & Technology Ministries/Departments of the Government
[For consideration of the Empowered Group of Secretaries for Implementing 7th CPC Recommendations]

Science & Technology (S & T) Ministries/Departments are unique in being responsible for expanding India's S & T foot print with regard to research, technology development, demonstration and deployment. By virtue of such an integrated effort pursued since Independence, institutional support base with relevant manpower has been augmented with the establishment of several academic and R & D institutions all through the successive 5-year plan periods solely by the newer program initiatives built by the S & T Ministries of Govt. of India.

More over in September, 2015, UN had called for promoting sustainable and inclusive development involving science, technology and innovation (STI) for development beyond 2015. Apart from becoming the basis for achieving Sustainable Development Goals (SDGs) along with GDP growth, STI is pivotal in ensuring access to new and appropriate technologies so as to promote steady improvements in living conditions, which can be lifesaving for the most vulnerable populations to the adverse impacts of climate change, and drive productivity gains with rising incomes.

In fact, from the Department of Science & Technology (DST) since 1971, several of its Divisions have been transformed in to full-scale S & T Departments and verticals of several Autonomous S & T Institutions in the country in parallel with DRDO, CSIR viz.

- Department of Environment now serving as Ministry of Environment, Forests and Climate Change [**Serving India's interest globally in Climate Change negotiations; played significant role in clinching Paris Climate Agreement; role of MoEF & CC for Implementing Climate Action for India through INDCs along with other S & T Ministries/Departments is critical for sustainability**]
- Department of Ocean Development now serving as Ministry of Earth Sciences [**Serving the nation by building crucial Services for Societal Benefits - Weather, Climate, Ocean State and Multi-Hazard Monitoring/Warning Services for minimizing loss of life**]

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- Department of Non-Conventional Energy now serving as Ministry of New and Renewable Energy [**Leading Global Solar Alliance launched by PM in Paris - Serving India's ambitious target of 175GW of renewable energy generation target to meet India's global commitment of GHG emission intensity reduction in coming decades**]
- Department of Scientific & Industrial Research [**Deployment of Technologies for all times to come**]
- Department of Bio-Technology [**Serving to build a strong and robust Bio-Economy by making India as global bio-manufacturing hub**]

Notwithstanding with the above, it is to submit that STI is to be lead by enabling support continuously built by the above S & T Ministries/Departments of the Government for the nation building.

Hence, the ^{Time} has come to treat all S & T entities of the Government including so called strategic S & T Departments - Department of Space (ISRO), Department of Atomic Energy (DAE) and Defense Research & Development Organization (DRDO) at par with each other as far as serving the nation and contributing to the national development is concerned.

Therefore, We seek to have full and complete parity across the scientific departments and so called strategic science departments of ISRO, DAE, DRDO, CSIR in respect of making Modified Flexible Complementing Scheme (MFCS) and Merit based Promotion Scheme (MPS) now implemented in Space, Atomic Energy and DRDO) fully identical in all respects. The illustrated existing anomalies include:

- (1) Career Progression up to Distinguished Scientist level (up to an equivalent scale of Secretary to the Government) from Scientist-B involving identical assessment and performance evaluation systems
- (2) Fully synchronized Baseline Incentives such as Professional Allowance (Min of 2-additional increments and upto Rs. 4000/- per month treating as pay towards payment of DA, HRA, Pension and Pensionary benefits etc. as per 6th CPC recommendations)

(3) Annual Professional Update Allowance (Government, however, in October, 2007, increased the rate of annual Professional Update Allowance to Rs.10000 for scientists in pay scale below Rs.14300;Rs.20000 for scientists in pay scale beginning with Rs.14300 or higher and Rs.30000 for those in scales beginning with Rs.18400 or higher. Any further increase in the rates of this allowance is, therefore, not necessary at this stage. The Commission, however, recommends that this allowance be increased by 25% whenever DA on revised pay band plus grade pay increases by 50% as per 6th CPC recommendations)

(4) Additional increments up to 5 to be awarded at the time of promotions under MFCS as per the assessment ranking.

(5) Paid Sabbatical of 12-months duration for every 5-successful years of dedicated service to the Government (National/International across to the Private/Public sector) and many other issues that emerged during the discussions.

(6) Performance Related Incentive Scheme (PRIS) as implemented in some of the departments so far needs to be extended uniformly across all the S & T Ministries/Departments and their institutions within.

Further, it is to be noted that while MFCS is meant only for Group 'A' posts, MPS extends to Group 'B' and Group 'C' posts as well. Under the MPS there are several sub-schemes of career progression, with each sub-scheme specific to a category of scientific staff. Sub-schemes vary from each other in terms of residency period, start and end points of career progression and minimum qualifications.

Further, 7th CPC has suggested the following on the issue as per the following:

7.5.22 It has been reported that barring the three departments which have MPS, the career progression of the scientific support staff is vacancy based even in scientific departments where MFCS for scientists is in place. The association of scientific support staff of the Ministry of Earth Sciences, among other associations, has demanded MBPS for Groups 'B' and 'C,' on the lines of the dispensation available in Departments of Atomic Energy and Space and DRDO. In so doing it has been submitted that a unified cadre structure for Group 'B' and 'C' scientific support

staff having similar entry qualification would also get put in place.

7.5.23

The Commission has noted that 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. It further recommended that there would be two distinct streams of promotional avenues for Groups 'B' and 'C' personnel. The final outcome of this is not known.

7.5.24

In the light of the above, this Commission suggests that the issue be examined by government and a conclusive view taken.