

**MINUTES OF THE MEETING OF THE HEADS OF DEPARTMENT, GEOLOGICAL SURVEY OF INDIA
WITH THE OFFICIALS OF THE MINISTRY HELD ON 30.7.2009 AT 11.30 AM IN ROOM NO. 134,
MADHUBANI, YOJANA BHAWAN, NEW DELHI**

A meeting with the Heads of Department (HOD), Geological Survey of India (GSI) was convened on 30.07.09 with the officials of the Ministry to discuss, inter alia, the recommendations and the implementation process of the Report of the High Powered Committee on the functioning of GSI. Sh N K Dutta, Director General welcomed the Sri S Vijay Kumar, Additional Secretary, Ministry of Mines and appreciated his initiative to convene such a meeting for the first time. The Additional Secretary welcomed the participants (list annexed).

It was decided that such meetings may be held more frequently, preferably every quarter for better understanding of issues concerning GSI and its views.

(Action DG)

Printed Vision & Charter

The Additional Secretary released the printed Vision poster and Charter poster for display in GSI's offices, and in the chamber of officers of GSI. It was urged that all GSI personnel should imbibe the Vision and that the GSI shall carry out activities as per the new Charter.

(Action DG and HODs)

General perception of GSI and need of HPC

The Additional Secretary remarked that there is general perception in the MOM and the Government that there are certain difficulties being faced by GSI and that it has lost its focus somewhere and some improvements are urgently required. All were in agreement that the key issues concerning Government are (i) how GSI would improve itself (ii) how GSI would serve the larger interest of the society (iii) how it would subserve the larger governmental policy (iv) how GSI could transform itself into a vibrant geological institute developing into a world class survey organization to contribute more and more in the socio-economic development of the country.

Shri S. Kishnani stated that the current deterioration in GSI was a cause of concern sufficient to cause the Cabinet to *suo-motu* to constitute the HPC. This was because the recommendations of earlier Committees have not been implemented in proper spirit within GSI. There had been pick and choose of the recommendations for implementation. It was one of the recommendations of the HPC that had the earlier Committees' recommendations been implemented properly there was no requirement of the HPC. Approval for implementing the recommendations of HPC has already been obtained. Now these needs to be implemented urgently so that the GSI is

revitalized and benefits may accrue to the serving officers before their retirements. The Additional Secretary and the Director General urged all HODs being the key players to do their best to implement the HPC recommendations and to make GSI a world class organization. For items requiring approval of the Ministry. DG shall send self contained proposals urgently.

(Action DG, GSI)

About HPC and recommendations on Mission Mode

Sri S Kishnani and Dr K Ayyasami, Directors MoM made a power point presentation on HPC. The working of HPC, the salient features of its recommendations especially on working in the Mission mode, with all its intricacies, strategy to switch over and the transitory measures to be taken were all discussed in detail. It was informed that the Missions will basically be officer centric offices, with total strength in all the Missions put together will be up to 80 Group A- B officers and less than half Group 'C' & 'D' supporting staff. It was agreed that from F.S. 2009-10, GSI would be able to switch over to Mission mode

(Action DDG [PPM], GSI)

Manageable span of control and accountability

In the Present system everything in CHQ is being done either by DG or on his behalf. He is implementing, supervising as well as monitoring. His span of control is too large and unmanageable with practically no command structure. There is concentration of power and almost impossible to enforce accountability. In contrast in the proposed system while the Missions will be responsible for planning its activities, making provision of budget for the Regions and monitoring them. The Regions will be responsible for implementation. The Missions will be monitoring for both the Output and Outcome of the activities. It was decided that GSI would issue detailed instructions on the day-to-day functions of the Missions at CHQ.

(Action DDG [PPM] GSI)

Regions as Mini GSI

The Regions will be like mini GSI with financial and administrative autonomy and adequate support system. While there will be increased delegation of powers to the Regions, they will be accountable to the DG through Mission Heads. DG will be overall accountable for plans, programmes etc. DG will be overseeing and guiding the overall activities. Strong and autonomous Regions will enable necessary grooming the Regional ADG for the future DG, GSI.

It was urged that aforesaid understanding must be made known to all GSI personnel especially Group C & D officers to allay any misunderstanding

(Action DG, DDG (PPM), DDG (P) and HODs)

CGPB

The management of GSI should be viewed in lines with the Vision and Charter of GSI. The CGPB will act more like trustee to the Charter and it shall always keep the Vision in mind and the Charter for guidance. The CGPB process is being expanded to 1½ days in September with Committee presentations and contribution by Regions in Mission mode, and GSI must ensure a smooth function.

(Action Director CGPB Sectt.)

Focused approach and Emphasis on Outcome

The new system is output and 'Outcome' focused in contrast to 'Input' which is presently monitored in GSI. As the outputs of drilling in mtrs, no of the samples tested or preparation of any field report of mineral resource survey may be meaningful for GSI but for the outside users it is the outcome i.e. maps generated and put on the portal is of interest. GSI's outcome is input of the various Ministries and practically for all users. The data are generated, documented and accumulated in pursuit of some activity of the national importance; the outcome shall conform and serve the intended purpose and the data generation should accordingly be planned and implemented. The GSI should reorient its activities accordingly. Though the input will also to be monitored, but it will be the put and outcome which will be the focus for the Missions heads and DG and of course, of the Ministry, Planning Commission and Parliament Committees.

(Action DG, DDG (PPM) and HODs)

Immediate task ahead

The most daunting task ahead for GSI is to orient the activities of the next field season in Mission Mode. All HODs and Sr DDGS/DDGs have to play crucial roles by holding additional charges and responsibilities till the enhanced posts are sanctioned by the Cabinet and officers are promoted and placed. Regions should also make arrangements for deployment of personnel that they may be getting on transfer of services of staff from Wings.

(Action DG, DDG (PPM) and HODs)

Staff angle paramount in HPC recommendations and during implementation

It was informed that while the major changes in the basic working of GSI and HR aspects had been proposed, the staff's interest was kept paramount in making the

recommendations. Not only the principles of natural attrition and redeployment of staff had been the basis of the recommendation, but also it is being ensured that during the implementation process the seniority and promotion of the existing Group C and D staff shall not be adversely affected and as far as possible their working place shall continue to remain same. It may be ensured that the switchover shall be smoothly effected with least disturbance. The issue of the deployment of drivers at some locations came up for discussions. As DG is competent to take all decisions in such matter up to Group B level and he continues to be so the same may resolve it. It was urged that aforesaid understanding must be spread amongst GSI personnel especially Group C & D staff to allay misgiving of the report.

(Action DG, DDG (P) and HODs)

More delegation to GSI

It was always endeavour of HPC and of the Ministry to delegate more powers to DG. GSI shall accordingly be ready to take more powers. Power always accompany with responsibilities. Attached Office and delegation of financial and administrative powers may be seen in this context. The GSI may make itself ready to deal with DOPT and UPSC directly for promotion etc. matters.

(Action DG, DDG (P))

Implementation Status

For Implementation of HPC the MoM has issued a number of resolutions/letters including

- (i) for attached office
- (ii) delegation of financial powers
- (iii) free data policy
- (iv) free training for State DGMs
- (v) merger of streams and
- (vi) formation of Training Policy Coordination Committee.

Most of the aforesaid actions are the starting points of GSI to take further actions. It was also informed that the

- i) RRS of Geology streams on the Organized Service pattern have been sent to DoPT.

- ii) RRs on Engineering, Geo-physics and Chemical streams on similar pattern have also been put up.
- iii) There will be no lateral entry. The existing proposals are being withdrawn
- iv) DR: DPC ratio have been proposed at 75:25 for all streams including for Chemical Stream
- v) The educational qualification requirements for Group B to Group A promotion have not been insisted.
- vi) Cabinet note is under preparation and will be moved very shortly.
- vii) All the ground work required before any tangible benefit to accrue to the officers by way of promotion and parity with IAS has been done or is in process. GSI to send proposal urgently.

GSI shall send the remaining proposal for early implementation of HPC report. Action taken as aforesaid may be given wide publicity.

(Action DG, DDG (PPM), DDG (P) and HODs)

Knowledge Sharing

It was decided that the GSI shall endeavour to organize events in such a way that the knowledge exchange is not only possible but also promoted. It should create platforms where knowledge is shared and events are organized for facilitating exchange of views within and outside GSI for benefit of the Geo-Science community as a whole. GSI's portal will be a main focus and GSI's ability to share knowledge would be judged by the efficiency of its Portal.

(Action DG, DDG (PPM) DDG(IT) and HODs)

Helping States in Geo Science Sector

GSI is doing a lot of work but conducting in its activity in an isolated manner. However, it need to work as a part of larger canvas and as a part of national working group. GSI should appreciate the shortcomings of State DGMs and lend a helping hand as elder brother to improve their performance in the larger interest of the geoscience sector and nation as a whole. State DGMs should be given all assistance to empower them and should be promoted to take the existing geological work from GSI on partnership basis or so, so as to enable GSI to diversify and focus on the emerging issues of national

importance. GSI's ability to energise the SGPB and accommodate training requirements of State DGMs would be constantly moralized by the Ministry.

(Action DG, DDG (PPM), DDG(GSI TI) and HODs)

Dismal GSI Portal

The GSI Portal is a big disappointment. Even the deliverables appear to be unknown to GSI. GSI was given a format on reporting about the uploading of data in the portal and to provide the information on outsourcing of data entry of the text data of GSI reports but the same are not forthcoming. It is desirable that each mission should hold an HOD meeting to formalize the plan of action for that Mission for GSI Portal. To ensure operationalisation of portal services, GSI should stop all outgoing mails of GSI officers having mail address of other websites and send mails only of the e-mail id given by GSI. However all incoming mails may be allowed. It was also advised that all Group A Officers should be given GSI Portal mail address (by name) and should be allowed to continue to keep it and use it even after retirement as it will also foster their relationship with GSI. The logic should be that the GSI Portal is the public face of GSI. More you use it better it becomes.

(Action DG, DDG(IT), DDG (PPM) and HODs)

It was suggested that Publication Cell may be attached to Geoinformatics of the Regions which was accepted. DG GSI shall take further action accordingly.

(Action DG)

Training

As for the Training Institute, GSITI should have its own conference hall and necessary training facilities at all locations. GSI TI should manage its facility and funding and management should be with GSI TI, Hyderabad. It should also be a regular feature to reserve three seats for the States in each training course conducted by GSITI. It shall continue to be kept even though they remain vacant. This will gradually improve geo-scientific activities in States.

(Action DDG GSI TI)

HOD meetings:

AS (M) stated that HOD meetings must be held regularly every month by DG, GSI, and copy of minutes endorsed to him. He stated that the copy of minutes of the June, 2009

meeting showed that the meeting agenda was not sufficiently well structured. Issues relating to procurement, Portal, training, staffing, finance, etc. need to come as regular items and details of action to be taken and responsibility must be properly specified and progress reviewed in next meeting. He regretted that the June, 2009 meeting proceedings did not appear to include any review of decision of the previous meeting.

(Action DG, GSI, DDG(P))

AS (M) also suggested that HODs of Regions should hold similar monthly meetings and endorse a copy of the proceedings not only to DG but also to AS (M) for information.

(Action DG, GSI/HODS)

AS (M) further stated that once in a quarter, he would also like to participate in the HOD meeting, and it was decided that quarterly meetings may be held in Pushpa Bhawan, New Delhi.

(Action DG, GSI)

Observations of the HODs on the Implementation of HPC recommendations:

Before ending discussions DG and all participants expressed following views:

- (i) DG, GSI informed that during the HOD meeting held on 29th July, 2009, the modalities of implementation of FS programmes in Mission mode from the field season 2009-10 were discussed in detail. All out efforts will be made and next FSC will be done from Mission Mode and targets will be achieved.
- ii) Sri R K Singh, Sr. DDG (Op), and HOD NR desired that the financial division at Regions should be strengthened for taking additional financial responsibilities. He stressed that the Ministry shall continue to exert pressure on GSI for the Portal Project and also for other issues for speedy implementation of the recommendations of HPC.
- iii) Sri Jaswant Singh, Sr. DDG (STSS) stated that the recommendations of the HPC should be urgently implemented. It was heartening to note that more delegation of financial powers have been made to DG, GSI and further down the line delegation is also being considered..

- iv) Sri R K Khurana, DDG, TI complemented the implementation Committee of HPC and the Ministry for the time bound programme chalked out for its actions. He wished that the structure and posts in various cadres that have been envisaged in the report should be given shape urgently. The depletion of number of geologists at the middle level is likely to affect the efficient functioning of the department. There shall be an alternate plan of outsourcing. He desired to know about the status about the pay parity issue with Indian Administrative service officers. It was informed as soon as the proposal is received from GSI the same will be processed, the necessary ground work of proposing amendment of RRs has already been done.
- v) Sri Sudipta Lahiri, DDG, NER informed that the Mission mode is not a new idea as it was conceived earlier for GSI but spinned off. The HPC has given a better shape to it. By enlarging the canvass of CGPB and formation of four more Sub-Committees, GSI may look forward for better dissemination of information among stakeholders in geoscience sector. He expressed his anxiety that presently with only a few DDGs available, how GSI will be able to perform.
- vi) Sri M M Swamy, DDG, GSI observed that GSI would soon have a new look and vibrant image with the implementation of HPC recommendations. HPC has done a wonderful job done and will certainly boost the moral and ethics of the GSI and enhance the position of our officers. It would also provide a fresh look and approach with the implementation of programmes in Mission mode. The improvement of Information Technology is a good suggestion given by Additional Secretary.
- VII) M. V. Rao, DDG, Geophysics observed that by understanding the spirit of the various proposals in HPC, the younger generation will be motivated to work more and achieve more. The availability of manpower is an issue and immediate cause of concern.
- VIII) Sri Sujit Dasgupta, Director observed that implementation of the recommendations will be a challenge. He wondered as to how the problems will be solved if queries are raised by the Ministry even on trivial issues. The issues thus remain unresolved for years together..
- IX) Sri A Sundaramurthy, DDG stated that he is glad that the HPC report has come out at the right time and probably the younger generation will be benefitted much more. The entire geological community will also be benefitted. With apt avenues for promotions in the cadres, it is expected that more geologists will not only be available but also will continue to remain with GSI thereby reversing the present trend of the migration of geologists to IT sector.

- X) Sri A K Sinha, DDG, AMSE remarked that some concerns still remained unresolved, but most have been addressed. The availability of the manpower should be immediately attended.
- XI) Sri Prabhas Pande, DDG, IT complimented the HPC Committee and especially Sri G S Jaggi, Geologist (Sr.) for his immense contribution in the collection of data for HPC. He also requested to convene similar meetings in future for maintaining tempo of uploading the information and for implementation of the recommendations of HPC.
- XII) Sri K K K Nair, DDG, CR expressed his happiness on the HPC report and its role in national scenario. He opined that GSI will gain if all the recommendations were implemented.
- XIII) Sri V K Kanchan, DDG, WR observed that there is shortage of officers at the STS/JTS level. The Postgraduate students/pass outs may be engaged to meet manpower requirement. He requested that the location of Mission 2 – Natural Resources Development should be in Jaipur as Western Region has the higher numbers of mineral deposits and exploration potential.
- XIV) Dr A Sarkar, DDG termed the present events will cause resurrection of GSI and it may take some more time to get acquainted with the HPC report which has provided adequate powers to officers at all levels with accountability.
- XV) Sri R Vijay, DDG, SR complemented the excellent work done by HPC. He mentioned about the difficulties being faced by the Regional offices in not getting the Abstract Contingent Advance. DG was requested to look into the matter and send proposal to the Ministry
- XVI) Sri A K Roy, DDG mentioned about the manpower shortage and that out of 182 posts of Chemists (Jr) only 75 are available. He desired that the qualification of Bachelor degree in Chemistry at the level of Senior Technical Assistant is a welcome suggestion.
- XVII) Sri U K Roy, DDG, Marine Wing congratulated the Committee for an excellent report. He wanted that the wings identity for marine may be necessary as a lot of purchases like the ocean going vessel, etc are done by this wing and also that the Ministry of Earth Sciences is giving a lot of work to GSI on sponsorship basis. It was informed that alternate arrangement would be better to meet these responsibilities.
- XVIII) Smt Banumathi Ramakrishnan, DDG remarked on the transparency in the working of the Committee and that we must face problems if any arising for goodness of all.

All were of the view that these recommendations should be implemented urgently so that the benefits shall accrue to them urgently. Many were of the view that had such a report come earlier the GSI would have been in better shape than today it is.

(Action DG, DDG (PPM) and HODs)

[List of participants annexed]

List of Participants

1. Shri S. Vijay Kumar, Additional Secretary, Mom -
2. Dr K Ayyasami, Director, (Tech.), MoM -
3. Shri Suresh Kishnani, Director,, Mom -
4. Shri N.K. Dutta, Director General, Geological Survey of India, Kolkata
5. Shri N.M.Mugadur, Dy. Director General [P], GSI
6. Shri R.K. Singh, Sr. Dy. Director General, GSI, NR, Lucknow -
7. Shri M.M. Swamy, Dy. Director General, GSI, ER, Kolkata -
8. Dr. R.G. Vijay, Dy. Director General, GSI, SR, Hyderabad -
9. Shri V.K. Kanjan, Dy. Director General, GSI, WR, Jaipur -
10. Shri K.K.K. Nair, Dy. Director General, GSI, CR, Nagpur -
11. Shri S. Lahiri, Dy. Director General, GSI, North-Eastern Region -
12. Shri R.K. Khorana, Dy. Director General, GSI, Training Institute, Hyderabad-
13. Shri A. Sundramoorthy, Dy. Director General, GSI, Coal Wing, Kolkata -
14. Shri U.K. Ray, Dy. Director General, GSI, Marine Wing, Kolkata -
15. Dr. A.K. Sinha, Dy. Director General, GSI, AMSE Wing Bangalore -
16. Shri Jaswant Singh, Sr. Dy. Director General, GSI, Kolkata -
17. Dr. B. Chattopadhyay, Dy. Director General, GSI, PPM, Kolkata -
18. Ms. Bhanumati, Dy. Director General, GSI, M&P -
19. Dr. P. Pande, Dy. Director General, GSI, IT, Kolkata -
20. Shri Amitabha Sarkar, Dy. Director General, GSI, CGL, Kolkata -
21. Shri M.V. Rao, Dy. Director General, GSI, CGD, Kolkata -
22. Shri N.K. Roy, Dy. Director General, GSI, CCL, Kolkata -
23. Shri B. Bandhopadhyay, Director (Finance), GSI, Kolkata -
24. Shri Sujit Dasgupta, Director, P&M, GSI, Kolkata -
25. Shri G. Dasgupta, Director, CGPB Secretariat, GSI, New Delhi -
26. Shri Nitish Das, Director, P&M
27. Shri S.C. Gulati, Dy. Director General, GSI
28. Shri Roychowdury, Director [A] ,GSI Kolkata
29. Shri G.S. Jaggi, Geologist (Sr.), Geological Survey of India, New Delhi -