Dear Mr. Dutta,

Your monthly D.O. letter dated 10th July 2010 in response to my D.O. letter of 18th June 2010 has shown some positive developments and I am glad that Mid-Term Review Meetings for the programmes being pursued during F.S. 2009-10 and preliminary preparations for the next FSP 2010-11 have also been initiated.

2. Before I refer to the details of the issues raised in your letter, I would like to highlight certain important issues which should be at the top of your Agenda during the next few months:

   • **Issue No.1** – Finalisation of FSP 2010-12, holding of CGPB and operationalisation from 1st October 2010 in full Mission Mode [including all items of coal, marine and airborne surveys] followed by proper monitoring through Field Inspection, Stage Review and Term Review.

   • **Issue No.2** – Tight Budget & Expenditure management on the Plan side, through monthly monitoring of Regions and States based on monthly targets already set to ensure that 50% of Plan budget is spent by 30th September. This should include close monitoring of M&E items and marine asset procurement and revamping of RCA to ensure quick recoupment and more effective field activity days.

   • **Issue No.3** – Better management of HR, through planned expansion of GSITI, RTIs and FTCs; implementation of Postings policy in a rational manner so as to promote HR development and development of Policy on specialization, publication of research papers and participation in international seminars, etc.

In your D.O. letter of August, I expect that you will tell us in detail of the steps taken and proposed to be taken, because in areas of planning and programming, management and monitoring, and policy formulation and execution, GSI is terribly weak and that is the main reason for the current state of affairs.

3. Coming to the issues mentioned in your letter, I would like to point out the following, which show that there is much to be done in GSI to
improve the system :-

(i) **Status of Pending Reports**
From your response it is not clear as to what is the content of your circular of 28.5.2010. Please publish it on the Portal. The Ministry has clearly directed GSI to treat the delay in finalizing the Report as a complete act of misconduct and lack of devotion to duty. As such based on the memorandum and the response if any to it, I expect proceedings under CCS(CCA) Rules to have been initiated against all those persons whose reports of 2006-07 or earlier remains unsubmitted up to 31.3.10 in view of assurance in the HoD meeting of 30.12.09 to liquidate this pendency by that date. I may be informed of the progress on issue of charge-sheets under CCS(CAA) Rules in respect of all these persons [which is well documented in our records] in your next D.O. letter.

(ii) **GSI Portal**
Despite some overall improvements in the Portal, the following deficiencies need to be addressed –
- HRMIS data is still incomplete and flawed in many cases and a mechanism is yet to be worked out to redress the situation.
- Claims Module is not yet functional.
- Phase III Portal Project has not yet been submitted to us with NIC’s Comments.

(iii) **Status of Machinery & Equipment Procurement**
The progress in acquiring the sensors for the Heliborne sensors appears to be getting more and more delayed. While there has been some progress in the case of replacement of Ocean Going Research Vessel [OGRV] Samudra Manthan and in the case of the Geotechnical Vessel [GTV], I get the impression that the financial planning, particularly with reference to budget provision and timing of opening Letter of Credit [L/C] have not been properly thought through keeping in view realistic time-lines for achievement of milestones. I would like you to give a clear and detailed picture on this within a week so that issue of additional funds and of L/C can be sorted out quickly.

I am rather disappointed with your response to the case of Coastal Launch and replacement of TOASS. I would like you to send PERT Charts showing the preparation of EFC Memos in current year, and initiation of preliminary procurement action [e.g. EOI] during 2011-12, so that actual procurement can be completed in the first year of the XII Plan i.e. 2012-13.
(iv) Monitoring of Plan Expenditure
The Ministry had initiated action to remedy the total lack of systematic monitoring of Plan expenditure and had convened a meeting under chairmanship of Special Secretary [Mines] with the Director [TC]'s and Director [Finance] of all the Regions on 15th and 16th July 2010. Director [F] and Director [Planning], CHQ were also present. The meetings clearly bring out the following :-

a) Coordination between TC and Finance is very poor and RAC meetings are not effectively utilized for the purpose.

b) The Regional DDG's supervision and monitoring is very poor and ineffective as is clear from the rambling and inconclusive record of the RAC put on the Portal.

c) There is no monitoring, guidance or advice from CHQ. In the absence of ADG[Finance] CHQ, you do not seem to have adequately empowered and tasked the Director [F], CHQ to coordinate and monitor the financial activities in the Regions. We have now standardized the reporting of target and expenditure for Plan and also status of recoupment of RCA, which accounts for almost 80% of Plan expenditure. I would like you to ensure that CHQ and Regions jointly take control of the pace of expenditure and do not leave it to the vagaries of the Pay & Accounts Office. In particular, the benchmark of one month for completing recoupment of RCA must be monitored and accountability fixed for delays.

(v) NGCM
Your statement that action has been taken to recruit JTA/ STA inspires no confidence, since I am not aware of any concrete action in this respect. Please send me a separate letter indicating the precise action taken, including region-wise numbers, within a week.

(vi) Promotions
As you are aware the delays in GSI in preparing papers for DPCs for DDG[Geology] is a matter that must be dealt with utmost seriousness. The Ministry, with a lot of effort, has been able to get relaxation for the Directors in the feeder category. It now appears that the entire matter was then delayed by the Director-in-charge of the Division who seems to have been a person against whom a charge-sheet was issued and was pending and who was in the zone of consideration. I am appalled that you did not realize that this was likely to vitiate the entire process. This deliberate delay by the Director concerned has shaken the faith of the S&T workforce in CHQ and has immense long-term implications for the trust and confidence in CHQ and you can remedy this serious error in judgement only by taking the severest possible disciplinary action against the Director concerned.
(vii) **Group C vacancies**
Please do keep us updated every month with the progress.

(viii) **Transfer and Posting**
I am pained to observe that some of the recent postings and transfers pursuant to the Transfer Policy seem to have been done without understanding the spirit and objective of the Policy. In particular, I would like to point out the following aspects for remedial action [and preventive action for the future].-

a) All cases of 'deferments' or cancellation made by you should be published on the Portal along with justification.

b) All cases of 'medical grounds' should be published along with reasons for acceptance/rejection.

c) Criteria for actual transfers should be published and all cases of deviation justified individually.

An early reply to the specific issues requiring a response within a week will be appreciated. Needless to add, your monthly d.o. letter should continue to give the information in the formats as hitherto.

Yours sincerely,

(Santha Sheela Nair)

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Copy to all HODs of Regions: - They should discuss the issues in the next RAC or RHQ meeting and a copy of the Region specific response sent to DG, GSI should be sent by fax to the undersigned by 5th August 2010.