



सत्यमेव जयते

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SHASTRI BHAWAN, NEW DELHI-110115

D.O. No.11[8]2010-M.I
November 23, 2010

Dear *Shri Sawant Singh,*

Your monthly DO letter dated 11th November, 2010 in response to my DO letter dated 27th October, 2010 is before me. It is observed that the priority issues listed and highlighted repeatedly by me are still not being given adequate attention as will be seen in my observations in the ensuing paragraphs. It is imperative that your whole hearted attention should be directed towards regular monitoring and improvement in work-culture, discipline and accountability at various levels of activities in GSI.

The newly recruited geoscientists are forming part of the effective work force in GSI. However they need proper guidance and mentoring. During the field work, they should be thoroughly briefed on the objectives & methodology by the supervisory officers. You will agree that GSI's primary activities include field based survey and data generation. Therefore, urgent attention needs to be directed towards proper implementation of duly approved Field Season Programme activities in GSI.

Priority areas that require your special and undivided attention for expeditious implementation are flagged again in the following paragraphs.

1. Implementation of FS 2010-12

- 1.1 The implementation of FS programme is in a rather chaotic state and evidently displays a lack of concerted efforts in GSI. In spite of clear and repeated instructions from Ministry of Mines, the implementation process of FSP for 2010-12 has not gained the required momentum and the progress is not at all satisfactory. AS(Mines) has been continuously monitoring allocation and disbursement of RCA so that field season is taken up as per schedule. However, GSI has not been adhering to timelines & effective & timely disbursement of RCA funds.
- 1.2 As per the assurances, the disbursement of RCA and departure of field parties should have been completed by 15th October, 2010. The disbursement of RCA is still pending with all the Regions and as a corollary most of the field parties have not commenced their field work. Barely 50% field parties have received their RCAs and only about 20% have left for field work. Southern Region has not provided information on field departures and for the North Eastern Region, the figures are dismal, viz. only five parties have commenced their field survey activities out of a total of 42 field items. Ministry will keenly monitor the adherence of the assurances given by you during the recently held QPR meeting on 12th November that all RCA's will be disbursed and all field parties will move to take-up their field assignments by 19th November, 2010. It is reiterated that

failure in compliance will invite disciplinary proceedings against the concerned officers and HODs.

2. RCA Monitoring and Plan Expenditure

Allocation of Plan funds and monitoring of RCA disbursement continues to be neglected particularly for Mission-IV. It is noticed that this poor management/ distribution of Mission funds particularly on Multidisciplinary Geoscientific Studies being carried out in different Regions are causing unacceptable delays in departure of field parties. Considering such deplorable state of financial management, timely implementation of FS 2010-12 programmes appears jeopardised and concerned HOD/ Mission Head must be held responsible. It needs no reiteration that Mission IV is a single entity with headquarters at Kolkata to oversee Plan budgetary allocations to different Regions. You are requested to personally look into it and sort out issues without further delays.

3. ECS implementation in GSI:

Implementation of ECS in State Units of Northern, Southern and North Eastern Regions is not yet completed. You have not reported on what expeditious steps are taken to complete this process in all offices of GSI particularly in GSI, New Delhi latest by November, 2010. In your next letter please give the status of ECS in each of GSI's offices.

4. LOC

GSI was to sort out the issue of procedure for opening LOC, particularly where funds were getting blocked with no expectation of expenditure. No progress appears to have been achieved in getting this sorted out.

5. Pending Reports

5.1 It is noted that GSI has shown some will by initiating disciplinary actions against the Officers whose reports remained pending till March, 2010 [upto FS 2006-07]. It is expected that the disciplinary action will be taken to its logical conclusion by following the laid down rules.

5.2 It is also surprising that a timeline is not yet in place regarding clearing the six reports pending up to FS 2006-07. It is still more disturbing that analytical results of a programmed investigation pertaining to FS 2004-05 and 2005-06 were sent to the author on 30.9.2010! Kindly ensure that the reports are cleared by 30th Dec'10.

5.3 Keeping in mind that you have not been able to meet your assurance of clearing pending Reports pertaining to FS 2007-08 by September 2010, it is expected that extra efforts will be made to ensure that the modified target date of 31st December, 2010 decided by you is honoured and results achieved.

6. Quality Management

- 6.1 Tangible results on quality improvement are yet to be reflected and focused. It is advisable to list out the changes region-wise with details of qualitative improvement that have taken place. Enough inputs have not yet been brought to light to perceive the gradual process of quality improvement. The draft SOPs have not attained the expected standards. You will appreciate that there is a need for peer review for early removal of existing inadequacies.
- 6.2 Technical Audit and Quality check of reports especially those where the number of field days is low has yet to roll out. A time line needs to be framed and followed for randomly selecting 10% of the recently submitted reports and peer reviewing for quality evaluation by external experts. Process of shortlisting reports of FS 2007-08 and 2008-09 for peer review needs to be completed by Nov'10 and peer review completed by March'11.

7. NGCM Sample Analysis

- 7.1 The trends of pendency liquidation do not appear to be very promising for meeting the deadline of February, 2011. An analysis of the pendency chart (Ann. III A) provided in your letter in comparison to the data as on 30th September provided by you earlier clearly shows that the liquidation of pendency till interim stage by February 2011 is impossible given the present rate of liquidation. Progress in many packages is poor and sample analysis in Package H will be complete only by September 2011.
- 7.2 The table on capacity utilisation of instruments (Ann. III B) needs detailed clarification. There are severe mismatches in machine capacity and actual output. In many Regions in quite a few packages nil or very little analysis has been carried out during the last three months.
- 7.3 Much more concerted effort is called for to redress this long pending issue. It was decided and accepted by Dy.DG[Chemistry] that, beginning October, 2010, 9000 samples per quarter, are to be analysed. Please ensure no laxity on such commitments.
- 7.4 In spite of the awareness that shortage of manpower is primarily responsible for the low performance of pendency liquidation, it is amazing to note the progress of outsourcing of manpower for the same in all the Regions, except for SR, has been poor. It is reiterated once again that you must firmly assign monthly targets, fix responsibility and report compliance on liquidation of samples pendency.
- 7.5 Clear timeline should be framed for outsourcing the analysis of Package-I of NGCM samples through global tendering.
- 7.6 The procurement action of 100 nos. Platinum Crucibles for CR and remoulding of CHQ's old unserviceable platinum wares does not appear to have progressed at all. This is happening despite personal commitments made by Dr. R. G. Vijay, Dy. D.G. during previous QPR meeting held on 6th Sept'10 at New Delhi.
- 7.7 Performance of Chemists and the capacity utilisation of the Lab. Equipments need to be supervised more effectively. Please ensure that regular supervision is in place to monitor the outputs.

8. GSI Portal

- 8.1 Despite persistent intervention from Additional Secretary [Mines], the Portal Phase-III development process is still behind schedule and needs to be effectively monitored. It is again stressed that it has to be monitored for strict adherence to the scheduled time lines.
- 8.2 Case studies, photographs, Leave module and Tour Notes need improvement / operationalisation. Time line for implementation of Leave Module may be set. As the Tour Module is operative to enforce updation of Tour Notes by officers, a suitable MIS module may be designed to monitor, remind and warn officers to upload the Tour Notes in time.
- 8.3 The issue of increase in bandwidth is not getting resolved and is posing severe problems on a day to day basis. Please let me know of the action you are taking to resolve the issue.
- 8.4 FSP MIS was to be converted into a workflow application from proposed to approval to implementation, review, completion and Report. I understand that elements of this are already available but have not been operationalised. I would like the entire end-to-end application brought online, fully populated with data, by 31.12.10.

9. Status of Machinery & Equipment Procurement

- 9.1 It needs to be highlighted that the future procurement plan of equipments and machineries heavily lean on the recommendations of the modernization committee. Therefore, proper operationalisation of Asset Procurement & Management Support System to speed up Regional and Central procurement needs to be monitored through PPRC.
- 9.2 Adequate attention should be given so that procurement processes and formalities pertaining to requirement and submission of indents starts well in advance so as to achieve timely utilizations of funds under M&E head.
- 9.3 It is noted that procurement actions for Ocean Going Research Vessel and Geotechnical Vessel are progressing, but they need regular monitoring. Fresh PERT Charts need to be drawn and followed up for time bound achievements.
- 9.4 The feasibility report of acquisition of a new coastal launch for shallow water survey and for a new fixed wing aircraft which pertains to 12th Five Year Plan should have been completed by September, 2010. Please do ensure that it is completed expeditiously and the preparation of DPR has to be made within two months of finalization of feasibility report.

10. UNFC Compliance Reports

- 10.1 Tabulation of the quarterly progress vis-a-vis targets of the work of UNFC compliance of reports (Ann. IV) needs to be elaborated for monitoring as per the assurance provided by GSI. This was decided in the Regional TCs meeting on 13-15th September, 2010 and meeting with Mission Heads held on 1st November, 2010 at MoM, but till date except

for CR and WR monthly targets and timelines for other Regions are not assigned and the achievement vs. target data has not been submitted. The achievements of assigned targets of CR and WR are observed to be very low. Please ensure these tasks are given due weightage and their progress monitored at regular intervals.

11. Detailed Information Dossiers [DIDs]

- 11.1 Timelines may be assigned and adhered to for the updation of the existing DIDs and envisaged new mineral commodities such as PGE, REE including Lithium.
- 11.2 Considering public interest and their importance, DIDs for Basemetals and Diamond need to be completed on priority by end of December, 2010.

12. Training Institute

- 12.1 I am sure you are aware that the present poor state of GSI in spite of its acknowledged technical capabilities is primarily due to its managerial failings. GSI-TI need to change to cater to the requirement of the changes and modernisation taking shape in GSI and in the outside world. The issues of Management Courses for senior level officers, list of guest faculties, developing Regional Modules and diversification of courses, etc., need to be addressed urgently.
- 12.2 As has been pointed out earlier the GSITI budget should immediately be separated out from Southern Region budget so that adequate leverage is provided to activities of Mission-V, its RTIs and FTCs and their accountability monitored regularly.
- 12.3 Please also ensure that a separate website is created for GSITI based on its special requirements, by 31.12.10.

13. CGPB and SGPB meetings

- 13.1 The 48th CGPB is scheduled to be held on 2nd and 3rd February, 2011. Over the last two years, CGPB has evolved into a relatively more effective consultative mechanism as well as a programme finalisation forum. I would like GSI to continue to work towards effective geoscientific partnerships with States (through the CGPB for which we have already advised including training as a component) and Central organisations, including AMD, CGWB, ISRO, ISMU, CMPDIL, NGRI, etc. The theme for the exhibition is Geoinformatics and I am sure that all Regions will showcase their individual achievements and future programmes under this Mission.
- 13.2 CGPB Committees are continuing their work, but we have not really been able to adequately discuss the progress and future plans emerging from the process, and I hope that this CGPB will be able to adequately address the issue – perhaps by organising parallel Technical Sessions.

14. Geophysical Mapping Programmes

- 14.1 You have not made any mention on progress of project 'Geophysical Data Repository' in view of the mandate of the National Mineral Policy, provision of the MMDR Act and MC Rules and also for various multi-disciplinary uses. It is requested again that a monthly

statement indicating the progress in integrating GSI's as well as third party data on the Portal may kindly be provided.

- 14.2 You are aware that the aerogeophysical mapping has an important role in investigation of coal, hydrocarbons, metallic minerals, etc. The aeromagnetic survey, especially, has multiple applications in narrowing down to potential belt. Exercises are needed to upgrade the status of aeromagnetic survey within the National Geophysical mapping programme. A coordinated effort is to be built up to gain momentum in the regional aeromagnetic survey of the country in a collaborative mode with other organizations in order to prepare a comprehensive plan for National Natural Resource Management (NNRMS) for the Planning Commission – through the Standing Committee on Geology. It may be viewed as an initiation of a process of documentation of the 12th Five Year Plan. The note received from GSI in this context requires elaboration on a National Programme on Geophysical Mapping that needs to be firmed up with detailed inputs on a) areas to be covered / targeted duly prioritized in different phases, and b) requirement for manpower and equipment/ machinery etc.

15. RAC and OAC meetings

- 15.1 Even after number of directives and repeated reminders the RAC and OAC meetings are not being held regularly. The list of recently held RAC/OAC meetings of different Regions clearly shows that at least three Regions are not serious about holding these. NER is not holding RAC and OAC meetings regularly and CR and NR have not organized the due OAC meetings. Kindly ensure that a time table is set for such meetings for each Region and the minutes of these are uploaded in GSI, Portal. Please also list all Regions and States with the last meeting dates along with the meeting numbers.
- 15.2 To ensure uniformity of reporting by different Regions, it has been explained that the RAC will be serialized from the commencement of the XI Plan period (2007-08) with a Roman number [XI] signifying the Plan followed by RAC Meeting numbers.

16. Promotion and Recruitment

- 16.1 Details and explanations may be provided on the long pending DR requisition of AO – GR I and the DPC proposals of Dy. D G (Geology) and Dy.D.G (Geophys).
- 16.2 Reasons need to be assessed as to why out of 209 selected candidates through UPSC Geol. Exam. 2008, only 162 have joined. This analysis may be used for perspective planning and manpower deployment in GSI.

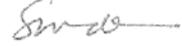
17. Recruitment Rules of Group 'B' and 'C'

Perusal of Annexure XI to your letter shows that even though the RRs were to be finalised in February/March 2010, the RRs are still under examination/vetting in CHQ. Such needless delay in a relatively simple matter underlines the very poor personnel management in GSI. It is understood that CHQ has requisitioned the services of a GSI officer of Geology stream to help finalise the Rules. Progress in this matter consequent to his induction may be detailed in your next d.o. letter.

I would request you to please take appropriate action on the issues outlined above. As always I am endorsing a copy of this letter to all HODs. I would be grateful if you could kindly ensure that GSI gears itself at all levels to better respond to the need to reform and restructuring.

with best wishes

Yours sincerely



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