

GOVERNMENT OF INDIA
MINISTRY OF CONSUMER AFFAIRS, FOOD & PUBLIC DISTRIBUTION
DEPARTMENT OF FOOD AND PUBLIC DISTRIBUTION

RAJYA SABHA
UNSTARRED QUESTION NO. 3272
TO BE ANSWERED ON 23RD MARCH, 2018

ASSESSMENT OF MANPOWER IN THE MINISTRY

3272. DR. VINAY P. SAHASRABUDDHE:

Will the Minister of CONSUMER AFFAIRS, FOOD AND PUBLIC DISTRIBUTION be pleased to state:

- (a) whether the Ministry as a whole, together with all its Departments and also public sector organisations under it, has conducted any manpower need assessment for its own functioning and administration, if so, when and the details thereof and if not, the reasons therefor; and
- (b) whether, before recruiting new personnel for various positions under the Ministry and allied organisations, the option of re-skilling and re-deploying existing human resources, that may be under-utilised, is explored as a matter of practice?

A N S W E R
MINISTER OF CONSUMER AFFAIRS, FOOD & PUBLIC DISTRIBUTION
(SHRI RAMVILAS PASWAN)

(a) & (b): The details of assessment of manpower in the Ministry of Consumer Affairs, Food & Public Distribution, consisting of two Departments i.e. Department of Consumer Affairs & Department of Food & Public Distribution and their PSU under it are as follows:-

Department of Food & Public Distribution

1.	Department of Food and Public Distribution	The Department is Cadre Controlling Authority of Departmental Canteen, Library, Staff Car Drivers, Despatch Rider, Gestetner Operator and MTS employees. The assessment/review of manpower for the above Cadres is a regular process of this Department and reviewed whenever addition/deletion/merging/ modification etc. are required.
----	--	--

		<p>Rest of the employees/manpower are controlled by DOPT {in respect of Central Secretariat Service (CSS), Central Secretariat Clerical Service (CSCS), Central Secretariat Stenographic Service(CSSS)}, Department of Official Language {Central Secretariat Official Language Service}, Department of Statistics and Programme Implementation {Subordinate Statistical Service} and Department of Expenditure {Indian Cost Accounts Service}.</p>
2.	Central Warehousing Corporation (CWC)	<p>“Manpower Assessment” is an ongoing phenomenon in CWC. The Corporation is continuously monitoring the need of manpower from time to time based on the inputs received from the Regional Offices. Based on detailed analysis, the “Sanctioned Strength” is decided for each unit including Corporate Office, Regional Offices and Construction Cells. In case of change in manpower strength due to retirements, resignations, deaths etc , the “In-position Strength” is compared with the “Sanctioned Strength” and the shortfall is made good through Recruitment Process.</p> <p>The total manpower in the Corporation is 3635 as on 31.01.2018 and there is optimum utilisation of existing manpower, hence the option of re-skilling and re-deploying existing Human Resource is not exercised by the Corporation</p>
3.	Directorate of Sugar and Vegetable Oils (DSVO)	<p>Directorate of Sugar & Vegetable Oils is an attached office of the Department of Food & Public Distribution. Directorate of Sugar & Vegetable Oils has been constituted as a new entity vide O.M dated 06.08.2014 by merging the two erstwhile Directorates of Sugar & Directorate of Vanaspati, Vegetable Oils & Fats. In a comprehensive exercise, preceding the merger, the assessment of man power requirement of the new</p>

		<p>Directorate was carried out and it was decided to keep the staff strength at 75 in place of combined strength of 157 posts of the two erstwhile Directorates.</p> <p>It is also stated that in the new RRs of ex-cadre posts of Directorate, provision is being made for imparting training from recognised Institutes/Universities.</p>
4.	National Sugar Institute (NSI), Kanpur	<p>As a matter of practice, before recruiting any new personnel through 'Direct Recruitment'; Surplus Cell of DoPT and Directorate General Resettlement, Ministry of Defence are requested to recommend eligible surplus staff and Ex-Servicemen respectively, suitable for the post.</p> <p>Need of re-skilling has already assessed for every post and accordingly, necessary and requisite training programme, if required, have been incorporated in the recruitment rules of all post of NSI, Kanpur. All newly recruited personnel undergo mandatory training programmes requisite for the post and acquire/enhance their skills- which are essentially required for the post.</p>
5.	Central Railside Warehouse Company Limited (CRWC)	<p>CRWC was incorporated on 10.07.2007 and HR policy for CRWC limited was sent to the Ministry vide this office letter dated 22.11.2012 alongwith organization structure for CRWC for sanctioning of 87 posts and also requested to permit for making direct recruitment in the CRWC. In response, Ministry vide their letter dated 20.05.2013 approved the HR policy and permitted CRWC direct recruitment for 86 posts except E7 post. Ministry has also suggested that the recruitment against these posts may be done in phases.</p> <p>At present 57 employees are working in different discipline against the sanction strength of 86 Posts.</p>
6.	Warehousing Development and	Warehousing Development and Regulatory Authority

	Regulatory Authority (WDRA)	<p>(WDRA), a Regulatory Authority under this Department, as a part of the “Transformation plan of WDRA” has assessed the manpower requirement through M/s Ernst & Young LLP (E&Y) in 2016. On the basis of E&Y report and assessment of WDRA, there is a requirement for creation of additional 43 posts during 2018-2020.</p> <p>The additional requirement of posts is over and above the existing staff strength which at present is only 16 and there is no staff which is under-utilized.</p>
7.	Food Corporation of India (FCI)	<p>In pursuance of Board of Directors decision taken in 309th (urgent) meeting held on 28th december 2007, a proposal for re-structuring of FCI Staff strength prepared in accordance with the staffing norms obtained by carrying out a time and motion study of the working of depots and adopting the guidelines given in the study by M/s Mckinsey & Co. with regard to administrative offices, was submitted to Ministry of Consumer Affairs, Food & Public Distribution vide D.O. letter No. 41(1)/2007-OMISS dated 7th July 2008.</p> <p>In reference to FCI letter dated 7th July 2008, Ministry vide letter dated 27.01.2010 revised the Sanction strength for FCI.</p> <p>As on 31.12.2017, there are 19306 posts vacant. There are 22732 Men in position against the approved sanction of 42038 personnel. Since FCI is already working with staff shortage, there arises no point of Under-Utilized staff.</p>

Department of Consumer Affairs:

1.	Department of Consumer Affairs	<p>Department of Consumer Affairs has two allied organization namely Bureau of Indian Standards (BIS) - an Autonomous body and National Test House (NTH) - a Subordinate Office.</p> <p>In NTH, Manpower need assessment for its own functioning and administration has not been conducted as the sanctioned strength of NTH has already been approved by the Govt. of India and mandatory cuts, if any, has already been implemented as per direction of the Government.</p> <p>In National Test House, (NTH), there is no under- utilized human resources in NTH as no. of Actual Strength is 382 against the Sanctioned strength of 705. Hence, option of re-skilling and re-deployment of existing human resources does not arise.</p> <p>Bureau of Indian Standards, (BIS) from time to time carried out assessment of its manpower requirement to align it with the emerging needs of the organization. In addition to the regular officials, the BIS Regulations provide the flexibility to supplement the manpower needs of the organization through deputation and short term contractual appointments for specific requirement of the organization.</p> <p>In Bureau of Indian Standards, (BIS), the re-skilling and re-deployment of existing Human Resources is not carried out by BIS before recruiting new personnel for various position. However, BIS provides training to all its employees from time to time to upgrade the skills of the employees.</p>
----	--------------------------------	--
