



भारतीय वन्यजीव संस्थान
Wildlife Institute of India

No. WII/RTI/CPIO/2023-24 (Qtr-III)/91

Date: 22.11.2023

To,

Mr. Gyanesh Chhibber
WII, Dehradun.

Sub.: Information under RTI Act, 2005-reg.

Ref.: Your RTI no. NIL dated 23.10.2023.

Sir,

Please refer to your application cited above under RTI Act, 2005. In this context, the required information under RTI has been received from concerned department and is enclosed herewith as Annexure-1.

In case, you are not satisfied with the aforesaid reply, you may appeal to the Appellate Authority as per details given below within 30 days from the date of receipt of this letter.

Registrar,
First Appellate Authority & Registrar
Address: Wildlife Institute of India,
Chandrabani, Dehradun
Phone No.: 01352646202

Yours faithfully,

[Baljeet Kaur]
CPIO

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Annexure - 1

Note below may kindly be seen.

Services of Sh. Gyanesh Chhibber was regularized w.e.f. 31.10.2018 in compliance of orders of the Hon'ble Supreme Court of India, dated 03.11.2022 & Hon'ble High Court of Uttarakhand, dated 31.10.2018 for regularisation of the petitioners on the basis of letter No. WII/ADM/2015-16/37 dated 17.10.2017. Pg-21 (211-213)

A committee was constituted vide Office order 05.12.2022 to suggest follow up action for implementing the court orders. The committee was of the view that offer will be subjected to fulfilling of the educational/professional qualifications required for the post/job responsibility, based on the then RR applicable at that point of time. Pg-252 (253-254)

Later committee met on 26.12.2022 and examined the CVs and based on their Educational/Professional qualifications in light of letter dated 17.10.2017. The committee opined that in few cases essential qualifications was either not met or met partially, however, offer of regularisation may be given to comply court verdict as per letter dated 17.10.2017. Pg (255-256)

Sh. Gyanesh Chhibber was offered the post of 'Junior stenographer' vide WII's Letter No. WII/ADM/2022/58 of 28th December 2022 which was accepted by him conditionally. Later on he made three representations dated 28.12.2022, 06.01.2023 and 19.01.2023 to the Director, WII, with a request to amend his regular appointment to Technical Assistant-II in the Pay-Matrix 6 in place of 'Junior Stenographer' as offered to him and further requested to re-examine the OM dated 22nd May 2023.

Upon perusal of the matter, as per records made available, following facts are observed and submitted herewith:

1. As per recruitment Advertisement No.1/97 for the post of "Computer Personnel", eligibility criteria were: (i) Graduate in science with Diploma in Computer application with three years' experience. Desirable: Proven skill design and preparation of technical reports. The Job description was: Organisation of field data and analysis, development of software for data management, technical designing and layout of reports and assistance in routine office management, handling of electronic mail facility.
2. Sh. Virendra Sharma having three-year experience as "Secretarial Assistant to Research Coordinator (RC)" already in WII was selected for post of "Computer Personnel" after interview.
3. The position of "Secretarial Assistant to RC" (vacated by Sh. Virendra Sharma) was filled by Sh. Gyanesh, in May 1997 (probably from list of

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- candidates, who applied & interviewed for the post of "Computer Personnel") on contract basis in WII for fixed emoluments of Rs.3000/- (Page 9-10).
4. The professional qualifications of Sh. Gyanesh is Diploma in Computer application (1992) Professional course on RDBMS (1998).
 5. In Dec.2002, Sh. Gyanesh also made a presentation for suitable raise in basic pay scale stating that he was performing duties related to updating data, maintaining record, professional skill to design, composing and editing of documents and making slide presentations by using latest softwares. (page-30)
 6. However, he continued to apply for the post of Secretarial Assistant during upcoming years (being on contract) and accepted the T&C offered to him. (page 95-17)
 7. In Dec.2015, WII advertised the 11 positions of Asst. Grade-III. Now 13 contractual employee moved to High Court (HC), Uttarakhand for seeking relief to adjust them in these advertised posts.
 8. Honourable High Court vide order dated 31.10.2018 instructed to, regularise the services of the petitioners taking into consideration the length of the service on the basis of letter dated 17.10.2017. Pg(211-213)
 9. The Annexure-1 of WII letter No. WII/ADM/2015-16/37 dated 17.10.2017, provides list of contractual employees, post, Length of service in WII. As per this letter the information regarding some petitioners is as under: (Pg-207)

S.N.	Name	Post mentioned in letter	Date of entry in WII
2	Virendra Sharma	Computer personnel	15.09.1993
6	Gyanesh Chhibber	Secretarial Assistant	05.12.1997
7	Kuldeep Singh	Secretarial Assistant	09.01.1999
8	Vinay Kumar Sharma	Secretarial Assistant	10.01.1996
11	Mutthu Veerapan	Computer Assistant	13.01.2000
12	Neeraj Gupta	Secretarial Assistant	15.10.2001

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Later on the Committee constituted (dated 05.12.2022) for suggesting the follow up action required for the implementation of the court orders and to deal with the matter arising out of the said order. The committee (minutes dated 09.12.2022) was of the view that offer will be subject to fulfilling the Educational /Professional qualifications required for the post based on the 21.12.2022. (page-34-36) Pg-252 Pg-253-254

11. Committee constituted dated 05.12.2022 vide minutes of 2nd meeting (dated 26.12.2022) opined that in few cases essential qualifications was either not met or met partially. However, the offer of regularisation be given to comply court verdict as per the letter dated 17.10.2017. Further for settlement of related issues on case to case basis committee will met again. Committee also suggested to include one external member (having experience in the field of Administration) from the next meeting. (page 51-52)
12. The posts offered to the petitioners vis-a-vis mentioned in letter dated 17.10.2017 is mentioned below (Pg 207)

S.N.	Name	Post mentioned in letter dated 17.10.2017	Date of entry in WII	EQ met or not	Post offered
2	Virendra Sharma	Computer personnel	15.09.1993	EQ met	Technical Assistant
6	Gyanesh Chhibber	Secretarial Assistant	05.12.1997*	EQ partially met	Jr. Steno-
7	Kuldeep Singh	Secretarial Assistant	09.01.1999	EQ partially met	Jr. Steno
8	Vinay Kumar Sharma	Secretarial Assistant	10.01.1996	EQ met	Jr. Steno
11	Mutthu Veerapan	Computer Assistant	13.01.2000	EQ not met	Asst Grade-III
12	Neeraj Gupta	Secretarial Assistant	15.10.2001	EQ partially met	Jr. Steno

*It appears to be a clerical mistake as he initially joined on 12.05.97

13. It is mentionable here that the contractual posts already hold by the petitioners mentioned in WII letter dated 17.10.2017 were not exactly matching with the posts mentioned in the Recruitment Rules (RR) in some cases. Hence analogues/comparable posts were offered for regularisation as above. (Pg 255(a) - 255(b))

In WII letter dated 17.10.2017, Sh. Virendra Sharma was mentioned as "Computer Personnel" and date of entry into service in WII as 15.09.1993. Accordingly, his pay was fixed notionally for the post of "Technical Assistant" considering his initial joining on 15.09.1993. (Pg 255(a))

15. As there was no post named exactly as 'Secretariat Assistant' in Recruitment Rules of WII, hence services of the Sh. Gyanesh were

regularised as 'Junior Stenographer' w.e.f. 31.10.2018 considering it analogues/comparable to the 'Secretariat Assistant' as mentioned in WII letter dated 17.10.2017. *18-255(a)*

16. The designation, equivalent pay level (as per different pay commissions), EQ/DQ related to Stenographer mentioned in different RRs is as under:

RR-1986	Stenographer Gr.II Equivalent pay Level 5- (GP-2800) (4500-7000) (1400-2300) (425-700) EQ -12th+Stenography+Typing	Stenographer Gr.I Equivalent pay Level 6- (GP-4200) (5500-9000) (550-900) EQ -Promotional
RR-2007	Stenographer Gr.III Equivalent pay Level 4- (GP-2400) (4000-6000) EQ -10th+Stenography+Typing	Stenographer Gr.II Equivalent pay Level 6- (5000-8000) EQ -Promotional
RR-2019	Junior Stenographer Equivalent pay Level-4 (GP-2400) (4000-6000) EQ -12th+Stenography+Typing	Stenographer Gr.II Equivalent pay Level-6 (GP-4200) EQ - Promotional
		Senior Stenographer/ Stenographer Gr.I Equivalent pay Level-7 (GP-4600) EQ - Promotional

17. Similarly, the designation, equivalent pay level (as per different pay commissions), EQ/DQ related to Technical Assistant mentioned in different RRs is as under:

RR-1986	Technical Assistant Equivalent pay Level-5 (GP-2800) (Rs. 4500-7000) (Rs. 1400-2300) EQ - B.Sc. or Diploma in Engg. /draftmanship/Fine Art/library science DQ – (i) Certificate or Diploma in computer Programming (ii) Certificate or Diploma or 3 yr. experience in handling and using audio visual aid or museum work (iii) Certificate of Forest Ranger Training
RR-2007	Technical Assistant Equivalent pay Level-5 (GP-2800) (4500-7000) (Rs. 1400-2300) EQ-1st class B.Sc./B. Lib or equivalent or 1st class Diploma in Engg./Tech. or equivalent
RR-2019	Technical Assistant Equivalent pay Level-6 (Rs. 9300-34800, GP-4200) (5500-9000) EQ-1st class B.Sc./B. Lib or equivalent or 1st class Diploma in Engg./Tech. or equivalent

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Finance Section
Despatch No. 5/9
Date 11/10/23

18. Sh. Gyanesh Chhibber & Sh. Neeraj Gupta fulfils the qualification criteria for the post of Technical Assistant as per the RRs of 1986 at the time of their actual induction into service at the Institute. However, they don't have Stenography certificate, hence Institute while offering the letter of regularisation instructed them to attain the qualifications for the stenography within a year, as they were regularised as 'Junior Stenographer' w.e.f. 31.10.2018 considering it analogous/comparable to the 'Secretariat Assistant' as mentioned in WII letter dated 17.10.2017. -Page 250/
19. Sh. Gyanesh has represented that fact that the, the experience of Sh. Virendra Sharma from 1993 to 1997 as secretarial Asst. was considered for the selection in the post of Computer personnel in 1997. Later he was later regularised and his pay was fixed notionally for the post of "Technical Assistant" considering his initial joining on 15.09.1993.
20. As on 31.10.2018, Institute had no vacant position in Technical Cadre (IT & RS/GIS). Sh. Rajesh Thapa, Principal Technical Officer retired on 31.12.2021. To comply orders of Honourable Apex court (dated 03.11.2022) the then one vacant position was given to Sh. Virendra Sharma as a Technical Assistant -IT & RS/GIS (as mentioned "Computer Personnel" in WII letter dated 17.10.2017)
21. After retirement of Sh. V. Sukumar presently the Institute has one vacant position(s) of Technical Cadre (IT & RS/GIS) and one more Technical staff (namely Dr. Manoj Kumar Aggarwal) in the Technical Cadre (IT & RS/GIS) has opted for VRS in November, 2023.
22. Sh. Gyanesh has represented that he had edited many documents (emphasis supplied as A-1) showcasing his computer technical skills and the same had been duly acknowledge ed by the Institute and also assisted in conduct of Annual Research Seminars of WII and TRACs & Governing Body Meetings.

Administration section may please verify all the facts mentioned above before submission.

Submitted for kind perusal and decision in the matter please

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CPIO, Wild Life Institute of India, Dehradun

Rajendra
11/10/23

Registrar all
Pl. verify facts mentioned in the above note of 1.10.2023

As per note on previous pages, the facts have been verified from page 14-17/n., as also references as indicated are available in file.
Submitted please.

उप कुलसचिव कार्यालय / Dy. Registrar Office
प्रमाण संख्या / Despatch No. 1411
दिनांक / Date 17-10-2023

17.10.2023

Registrar

Pl refer N/11. A communication may be sent to Sh. Gyanesh Chhibber informing him that the designation will remain unchanged and specify reasons for the same.

18/10/23

D.R.

18.10.2023

Sh. Nitin

INFORMATION PROVIDED
UNDER RTI

As per the above note, a draft Office Memorandum of Shri Gyanesh Chhibber Junior Stenographer has been prepared and placed for approval of signature please.

ATTESTED
CPIO, Wild Life Institute of India, Dehradun

19/10/2023

Deputy Registrar

May kindly see before issue

Registrar

19.10.2023