



भारतीय वन्यजीव संस्थान
Wildlife Institute of India

SPEED POST

दिनांक 22.11.2016

No. A/2-1/2007-WII(Vol.X:2016-17/ Part-III)

सेवा में,

श्री फतेह सिंह चौहान
म. न. 315, लेन नं.0 14
विजय पार्क एक्सटेंशन
देहरादून - 248001

विषय: सूचना का अधिकार अधिनियम, 2005 के अन्तर्गत सूचना प्रदान किये जाने विषयक।

संदर्भ:

1. आपके द्वारा सूचना का अधिकार अधिनियम, 2005 के अन्तर्गत आवेदन पत्र दिनांक 21.09.2016 जो कि इस कार्यालय को दिनांक 22.09.2016 को प्राप्त हुआ।
2. इस कार्यालय के पत्र संख्या A/2-1/2007-WII(Vol.X:2016-17/ Part-III) दिनांक 18.10.2016
3. आपका पत्र दिनांक 17.11.2016 जो कि इस कार्यालय को दिनांक 22.11.2016 को प्राप्त हुआ।

महोदय,

सूचना का अधिकार अधिनियम, 2005 के प्रावधानों के तहत उपरोक्त पत्रों का संदर्भ ग्रहण करने की कृपा करें जिसमें आपके द्वारा चाही गई सूचनाओं को उपलब्ध कराये जाने हेतु 25 पृष्ठों की सूचना की छायाप्रति शुल्क रु. 50/- (25x2 / पृष्ठ) डिमांड ड्राफ्ट / भारतीय पोस्टल आर्डर के माध्यम से निदेशक, भारतीय वन्यजीव संस्थान, देहरादून के नाम प्रेषित किये जाने का लेख किया गया था। आपके द्वारा रु. 20/- के तीन पोस्टल आर्डर (कुल रु. 60/-) प्रेषित किये गये हैं।

आपके द्वारा चाही गई जानकारी संलग्न प्रेषित है। कृपया रु. 10/- का एक पोस्टल आर्डर प्रेषित करने का कष्ट करें ताकि आपको रु. 20/- का पोस्टल आर्डर वापस किया जा सके। अगर आपके द्वारा रु. 10/- का पोस्टल आर्डर एक माह के भीतर प्रेषित नहीं किया जाता है तो उपरोक्त रु. 20/- का पोस्टल आर्डर भारतीय वन्यजीव संस्थान, देहरादून के सूचना के अधिकार अधिनियम, 2005 के खाते में जमा करा दिया जायेगा।

अगर आप उक्त जानकारी से संतुष्ट नहीं हैं, तो सूचना का अधिकार अधिनियम, 2005 के तहत अधोलिखित अपीलीय प्राधिकारी को एक माह के भीतर अपील कर सकते हैं:- डॉ० वि०बि० माथुर, निदेशक एवं अपीलीय प्राधिकारी, भारतीय वन्यजीव संस्थान, चन्द्रबनी, देहरादून - 248001, दूरभाष न० 0135-2640910

धन्यवाद,

भवदीय

(असीम श्रीवास्तव)

केन्द्रीय, लोक सूचना अधिकारी

संलग्नक: 25 पृष्ठों की छायाप्रति।

ले। (चौधरी) 22/11/16

o/c

पत्रपेटी सं० 18, चन्द्रबनी, देहरादून - 248 001, भारत
Post Box No. 18, Chandrabani, Dehra Dun - 248001. INDIA

ई.पी.ए.बी.एक्स : + 91-135-2640111 से 2640115 फैक्स : 0135-2640117, तार : WILDLIFE
EPABX : + 91-135-2640111 to 2640115; Fax : 0135-2640117; GRAM : WILDLIFE
ई-मेल / E-mail : wii@wii.gov.in

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No. A/2-31/2005-WII (Vol. IV)

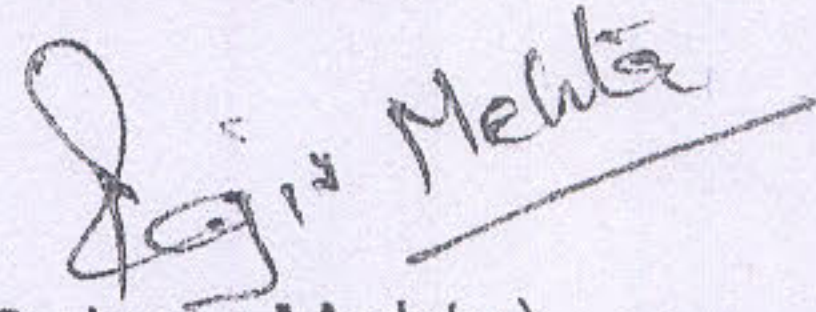
Dated: 12 October, 2016

Sub: RTI application dated 21.09.2016 of Shri Fahate Singh Chauhan – reg.

The information pertaining to the above RTI application is furnished below:

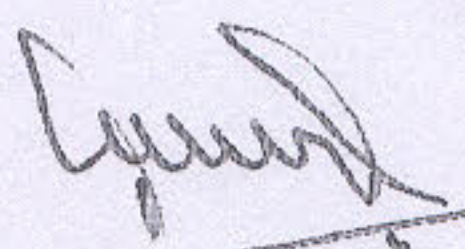
- Para No. 1 to 12: Information sought is related to the Recruitment made by the Institute during the year 2002. A copy of the WII approved Recruitment Rules enforce at that particular time is enclosed (**Annexure-1**). The information pertains to more than 14 years old and the concerned file presently not traceable. Efforts are being made to trace the file and the information sought will be provided shortly.
- Para No.13: A copy of Recruitment and Assessment Promotion Rules of Group A Scientists is enclosed.
- Para No. 14: As the RTI applicant is not working in this Institute, hence the question of his promotion and pay fixation does not arise.
- Para No. 15: No such type of Information is available in the Institute.
- Para No. 16: Information sought is interrogative. Hence, it is not to be answered.
- Para No. 17: The information sought is in complaint in nature. Hence, can't be answered under RTI.
- Para No. 18: The information pertains to more than 14 years old and the concerned file presently not traceable. Efforts are being made to trace the file and the information sought will be provided shortly.
- Para No. 19: The information pertains to more than 14 years old and the concerned file presently not traceable. Efforts are being made to trace the file and the information sought will be provided shortly.

Submitted please.


(Rajeev Mehta)
Section Officer

AO

Refgr.
CPIO


12.10.16
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14/10/16
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Approved Recruitment
Rules by Governing Body
in 1986.

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WILDLIFE INSTITUTE OF INDIA
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RECRUITMENT RULES

For

SCIENTIFIC, TECHNICAL AND ADMINISTRATIVE SERVICES
WILDLIFE INSTITUTE OF INDIA

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WILDLIFE INSTITUTE OF INDIA
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**RECRUITMENT RULES FOR SCIENTIFIC, TECHNICAL AND
ADMINISTRATIVE SERVICES**

**SECTION - I - Classification of Services into Groups
and Grades.**

All the posts at the Wildlife Institute of India, hereinafter referred to as the Institute, will be categorised into the following three services:-

- (i) Scientific (Training & Research) - Group IV
- (ii) Technical - Group III, II & I.
- (iii) Administrative - Group O & M.

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1.1 Research is a major component in the aims, objectives and activities of the Institute. In order to foster the scientific environment, these rules provide for a scheme of assessment promotions and scope of direct recruitment at all levels in the Group IV grades.

2. Grades, pay scales, mode of selection and appointing authorities.

Group & Grade	Name of post	Pay scale (in Rs.)	Mode of selection (DR - Direct (DP - Deputation (SP - Promotion by selection (AP - Promotion by assessment	Appoin- ting authority
1	2	3	4	5
Scientific - Training & Research.				
Group IV - Academic (Detailed rules given in Section IV)				
IV (1)	Scientist-A (Lecturer)	700-40-1100-50- 1300	DR/DP	Governing Body
IV (2)	Scientist-B (Asstt.Prof.)	1100-50-1600	DR/DP/AP	-do-
IV (3)	Scientist-C (Associate Prof.)	1500-60-1800- 100-2000	DR/DP/AP	-do-
IV (4)	Scientist-D (Professor)	2000-125/2-2500	DR/DP/AP	-do-

Contd.

An incumbent will carry the post with him as he moves up within Group IV. Vacancy caused by an incumbent at any level for any reason in Group IV will always fall in IV(i), although direct recruitments can be made at any level depending upon requirement and availability of candidates.

1.	2	3	4	5
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Group III- Technicians and Technical Officers
(Detailed rules given in Section III)

III (1) Technicians - A. i.e. Librarian, Technicians (Museum, Audio Visual aids, herbarium, lab- oratory, Drafts- man, Computer programming, Workshop, field technicians i.e. Engineering, Animal keeping	425-15-500-EB-15- 560-20-700	DR/DP	Director, WII
III (2) Technicians - B. in above vo- cations.	550-25-750-EB- 30-900	AP/DP SP from Gr.II(4)	-do-
III (3) Technicians -C in above voca- tions.	650-30-740-35- 810-EB-35-880- 40-1000-EB.40- 1200	AP/DP	-do-
III (4) Technicians -D in above vocations	700-40-1100-50- 1300	AP/DP	-do-

Group II- Tradesmen in museum (1), herbarium (1) laboratory (2)
workshop (1), library (1), Engineering (1),
Animal keeping (1)/Mapping Asstt./Artists (1)
(Detailed rules given in Section II)

II (1) Tradesman	260-6-326-EB-8-350	DR	-do-
II (2) -do-	380-12-500-EB-15-560	AP/DP	-do-
II (3) -do-	380-12-440-15-560-EB-20- 640	AP/DP	-do-
II (4) -do-	425-15-500-EB-15-560-20- 700	AP/DP	-do-

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1	2	3	4	5
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Group I - Attendants in museum, herbarium, laboratory, library, engineering (electrical, Animal keeping)

(Detailed rules given in Section I)

I (1)	Attendant	210-4-226-EB-4- 250-EB-5-290	DR	Director, WII
I (2)	-do-	225-5-260-6-290- EB-6-308	AP	-do-
I (3)	-do-	260-6-326-EB-8- 350	AP	-do-
I (4)	-do-	380-12-440-15-560	AP	-do-

Administrative - Ministerial

(Detailed rules given in Section V)

O (1)	L.D.C.	260-6-290-EB-6- 326-8-366-EB- 390-10-400	DR	-do-
O (2)	U.D.C. (May work as Cashier, Asstt. Store Keeper, Asstt. Hostel Supdt.)	330-10-380-EB- 12-500-EB-15- 560	DR/SP from O(1)/ DP	-do-
O (3)(i)	Store Keeper-1, Hostel Supdt.-1 Hindi Transla- tor-1	425-15-500-EB- 15-560-20-700	SP from O(2)/ DP	-do-
	(ii) Stenographer Grade II.-5	-do-	DR/DP	-do-
O (4)	Accountant	500-20-700-EB- 25-900	SP from O(3)(i)/ DP	-do-
O (5)	Sr. Personal Asstt. (Steno- grapher Gr.I.)	550-25-750-EB- 30-900	SP from O(3)(ii)/ DP	-do-
O (6)	Adm. Officer/ Fin. Officer	650-30-740-35- 810-EB-35-880- 40-1000-EB-40- 1200.	SP from O (4)/(5)/ DP	-do-

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Contd.

1	2	3	4	5
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Administrative - Maintenance

(Detailed rules given in Section V)

M (1)	Driver	260-6-326-EB- 350	DR	Director W.I.I.
M (2)	Driver (Heavy Duty) Senior Grade. (4)	320-400	SP from M (1)	-do-
M (3)	Peon, Sweeper (3) Farrash (1), Chowkidar (3), Cook/bearer (6) Tracker	196-3-220-EB- 3-232.	DR	-do-

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APPENDIX-I - GROUPING AND SALARY GRADES OF TECHNICAL AND SCIENTIFIC SERVICES AND

SCHEME OF ASSESSMENT PROMOTIONS

Group	I - Technical	II - Technical	III - Technical	IV - Scientific / Training / Research																																																																																																																							
Age limits	18-28 Years for I(1)	18-28 Years for II(1)&(2)	20-28 Years for III(1)&(2)	Upto 35 years for IV(1); Upto 40 years for IV(2) Upto 45 years for IV(3); Upto 50 years for IV(4)																																																																																																																							
Essential Qualifications	<u>Essential</u> SSC or equivalent	<u>Essential</u> SSSC or equivalent with Science. Candidates not having science in S.S.S.C can be considered if having special qualifications for library or museum posts.	<u>Essential</u> B.Sc. or 3-year Diploma in Engineering / Draftmanship / Fine Arts / Library Science.	<u>Essential - Educational</u> M.Sc. I Class in Life Sciences OR A.I.F.C. OR M.V.Sc. I Class OR M.A. I Class in Sociology / Economics / Mass Communication OR Ph.D. in Wildlife Ecology, Biology or Management.																																																																																																																							
Desirable Qualifications	<u>Desirable</u> Experience of working in museum, laboratory, library, Workshop (instrument).	<u>Desirable</u> SSC and ITI Trade Certificate in relevant trade. or SSC or equivalent with 3 Years experience in a technical job in a library, museum, laboratory, instrument workshop, instrument factory.	<u>Desirable</u> (i) Certificate or diploma in computer programming. (ii) Certificate or diploma or 2 year experience in handling and using audio-visual aids or in museum work. (iii) Certificate of Forest Rangers Training Note:- Direct appointment to III(2) or upto 5 advance increments higher than in III(1) permissible for candidates having desirable qualifications (i) (ii) (iii) otherwise then this, no lateral entry, except on deputation or stopgap basis.	<u>Desirable</u> Teaching / research / management (i) 5 years for Grade IV(2) (ii) 10 years for Grade IV(3) (iii) 15 years for Grade IV(4). As detailed in Appendix-II.																																																																																																																							
No. of Assessment chances	4 Assessment chances.	4 Assessment chances	4 Assessment chances.	Unlimited.																																																																																																																							
	<table><tr><th rowspan="2">Grade</th><th rowspan="2">Scale of Pay</th><th colspan="4">Years of service required for assessment:-</th></tr><tr><th>7</th><th>8</th><th>9</th><th>Top+1</th></tr><tr><td>I(1)</td><td>210-230</td><td>1</td><td>2</td><td>3</td><td>4</td></tr><tr><td>I(2)</td><td>225-308</td><td>1</td><td>2</td><td>3</td><td>4</td></tr><tr><td>I(3)</td><td>260-350</td><td>1</td><td>2</td><td>3</td><td>4</td></tr><tr><td>I(4)</td><td>380-560</td><td>1</td><td>2</td><td>3</td><td>4</td></tr></table>	Grade	Scale of Pay	Years of service required for assessment:-				7	8	9	Top+1	I(1)	210-230	1	2	3	4	I(2)	225-308	1	2	3	4	I(3)	260-350	1	2	3	4	I(4)	380-560	1	2	3	4	<table><tr><th rowspan="2">Grade</th><th rowspan="2">Scale of Pay</th><th colspan="4">Years of service required for assessment:-</th></tr><tr><th>7</th><th>8</th><th>9</th><th>Top+1</th></tr><tr><td>II(1)</td><td>260-350</td><td>1</td><td>2</td><td>3</td><td>4</td></tr><tr><td>II(2)</td><td>380-560</td><td>1</td><td>2</td><td>3</td><td>4</td></tr><tr><td>II(3)</td><td>380-640</td><td>1</td><td>2</td><td>3</td><td>4</td></tr><tr><td>II(4)</td><td>425-700</td><td>1</td><td>2</td><td>3</td><td>4</td></tr></table>	Grade	Scale of Pay	Years of service required for assessment:-				7	8	9	Top+1	II(1)	260-350	1	2	3	4	II(2)	380-560	1	2	3	4	II(3)	380-640	1	2	3	4	II(4)	425-700	1	2	3	4	<table><tr><th rowspan="2">Grade</th><th rowspan="2">Scale of Pay</th><th colspan="4">Years of service required for assessment:-</th></tr><tr><th>7</th><th>8</th><th>9</th><th>Top+1</th></tr><tr><td>III(1)</td><td>425-700</td><td>1</td><td>2</td><td>3</td><td>4</td></tr><tr><td>III(2)</td><td>550-900</td><td>1</td><td>2</td><td>3</td><td>4</td></tr><tr><td>III(3)</td><td>650-1200</td><td>1</td><td>2</td><td>3</td><td>4</td></tr><tr><td>III(4)</td><td>700-1300</td><td>1</td><td>2</td><td>3</td><td>4</td></tr></table>	Grade	Scale of Pay	Years of service required for assessment:-				7	8	9	Top+1	III(1)	425-700	1	2	3	4	III(2)	550-900	1	2	3	4	III(3)	650-1200	1	2	3	4	III(4)	700-1300	1	2	3	4	<table><tr><th rowspan="2">Grade</th><th rowspan="2">Scale of Pay</th><th rowspan="2">Years of Service required for assessment.</th></tr><tr><td></td><td></td></tr><tr><td>IV(1)</td><td>700-1300</td><td>5 Years</td></tr><tr><td>IV(2)</td><td>1100-1600</td><td>7 Years</td></tr><tr><td>IV(3)</td><td>1500-2000</td><td>7 Years</td></tr><tr><td>IV(4)</td><td>2000-2500</td><td>7 Years</td></tr></table>	Grade	Scale of Pay	Years of Service required for assessment.			IV(1)	700-1300	5 Years	IV(2)	1100-1600	7 Years	IV(3)	1500-2000	7 Years	IV(4)	2000-2500	7 Years
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Not applicable by upto 5 years for (i) Candidates of Scheduled Casts & Scheduled Tribes; (ii) Government servants for all grades in Group IV.

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WILDLIFE INSTITUTE OF INDIA

Section I, II & III - Recruitment Rules for Technical Service

1.0 The rules laid down herein are for the Technical Service, which will be divided into three Groups as below:

Group I: Technical Attendants in laboratory, museums, workshop, library, animal keeping, engineering and horticulture maintenance.

Group II: ~~Tradesman~~ for aforesaid functions.

Group III: Senior Technicians for aforesaid functions.

1.1 The rules prescribe the specifications of recruitment and the scheme of assessment promotions in different Groups and from one Group to the other. The three Groups will have the following four grades each:-

Group I

Grade I (1)- Rs.210-4-226-EB-4-250-EB-5-290

Grade I (2)- Rs.225-5-260-6-290-EB-6-308

Grade I (3)- Rs.260-6-326-EB-8-350

Grade I (4)- Rs.300-12-440-15-560

Group II

Grade II (1)-Rs.260-6-326-EB-8-350

Grade II (2)-Rs.380-12-500-EB-15-560

Grade II (3)-Rs.380-12-440-15-560-EB-20-640

Grade II (4)-Rs.425-15-500-EB-15-560-20-700

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Group III

Grade III (1)- Rs.425-15-500-EB-15-560-20-700

Grade III (2)- Rs.550-25-750-EB-30-900

Grade III (3)- Rs.650-30-740-35-810-EB-35-880-40-

1000-EB-40-1200

Grade III (4)- Rs.700-40-900-EB-40-1100-50-1300

1.2 Details of (i) grades; (ii) pay range; (iii) designations; (iv) minimum number of years needed for assessment promotion from one grade to the next higher grade; and (v) minimum qualifications and experience required for direct recruitment to different grades (where permissible), are given respectively for Groups I, II and III in Tables I, II & III. Additional desirable qualifications are also specified in the respective Tables as necessary.

1.3 Direct recruitment is allowed at entry grades i.e. Grades I (1), II (1) and III (1) only in the three Groups, except in Group III where a qualified and experienced candidate can be recruited directly also to Grade III (2) but not beyond. Advance increments upto a maximum of 5 in the entry grade may be given in all the three Groups depending upon the qualifications and experience as adjudged by the Selection / Assessment Committees.

1.4 There will be a common Selection / Assessment Committee for Group I & II and another such Committee for Group III.

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The Director will be empowered to appoint these committees.

- 1.5 Under this assessment promotion scheme, at any given point of time, the number of posts in each group will be fixed for all the four grades (combined) in that Group. There will be no rigid division of posts among the different grades within a Group. An incumbent, as and if he/she moves up, will carry the post with him/her and when he/she vacates, for whatever reason, the post that falls vacant will be at the entry level grade in the respective Group.
- 1.6 Deputation appointments may be offered in the initial stages only in Grades II (4), II (2), III (3) and III (4). Once candidates from within the WII-Services start becoming available for senior grades, deputation appointments, with a maximum tenure of 3 years will be permissible only as an exception to fill up gaps. Deputation rules of the Central Services will apply to appointments on deputation in fixing salaries and other terms of deputation. A deputation appointee may opt for absorption against the post he is working, subject to age specifications as prescribed. Such absorption will be subject to clearance by Assessment Committee for the concerned grade and approval of the appointing authority.
- 1.7. In case of direct appointment to any grade in any Group, there will be a period of probation of one year.

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Recruitment Rules and Scheme of Assessment Promotions
For Group I - Technical

TABLE - I

Group & Grade	Name of Post or Designation	Pay Scale (in Rs.)	Minimum Qualifications	Desirable Qualifications	No. of years of service in Grade needed for assessment promotion next grade
I (1)	Attendant 'A'	210-4-226- EB-4-250- EB-5-290	S.S.C. or equivalent	Experience of working in museum, laboratory, library, instrument, workshop	1st-7 years in the grade. 2nd-8 years 3rd-9 years 4th-Top of grade plus one year
I (2)	Attendant 'B'	225-5-260-6- 290-EB-6-308			- do -
I (3)	Attendant 'C'	260-6-326-EB- 8-350			- do -
I (4)	Attendant 'D'	380-12-440- EB-15-560			- do -

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Recruitment Rules and Scheme of Assessment PromotionsFor Group II - TechnicalTABLE - II

Group & Grade	Name of Post or Designation	Pay Scale (in Rs.)	Minimum Qualifications	Desirable Qualifications	No. of years of service in the grade for assessment promotion to next higher grade
II (1)	Tradesman 'A'	260-6-326-EB-8-350	SSSC or equivalent with Science. Candidates not having science in SSC can be considered if specially qualified for library or museum posts. OR. SSC and ITI Trade Certificate in relevant trade. OR SSC or equivalent with 3 years experience in a technical job in library, instrument, workshop/factory.	-	1st-7 years in the grade 2nd-8 years in the grade 3rd-9 years in the grade 4th- Top of grade plus one year
II (2)	Tradesman 'B'	380-12-500-EB-15-560			- do -
II (3)	Tradesman 'C'	380-12-440-15-560-EB-20-640			- do -
II (4)	Tradesman 'D'	425-15-500-EB-15-560-20-700			- do -

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Recruitment Rules and Scheme of Assessment Promotions
for Group III - Technical

TABLE - III

Group & Grade	Name of Post or Designation	Pay Scale	Minimum qualifications	Desirable qualification	No. of Yrs. of service in Grade needed for assessment promotion to next higher grade
III(1)	Librarian, Technician in Museum/AV aids/Herbarium/Laboratory/Computer Programme/Workshop, Draftsman, Engineering/Animal Keeping.	425-15-500- EB-15-560- 20-700	B.Sc. or 3-Yr. Diploma in Engineering/Draftsman/Fine Arts/Library Science.	Certificate or Diploma in any of the following: (i) Computer programming (ii) Operating medium AV aids (iii) Forest Rangers training OR 3-year experience (i) Operating modern AV-aids. (ii) Animal Keeping in a recognised Zoo.	1st 7 years in the Grade 2nd 8 years in the Grade 3rd 9 years in the Grade 4th Top of Grade plus one year
III(2)	-do- B-Grade	550-25-750- EB-30-900			-do-
III(3)	-do- C-Grade	650-30-740-35- 810-EB-35-980- -40-1000-EB-40- 1200			-do-
III(4)	-do- D-Grade	700-40-900-EB- 40-1100-50-1300			-do-

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NOTE: Direct appointment to III(2) or higher start by upto 5 advance increments in III(1) permissible for candidates with higher academic qualifications, longer experience and fulfilling desired qualifications.

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Section IV - Recruitment Rules for the Scientific (Training & Research) Service.

1.0 This Section lays down the recruitment rules for the Scientific (Training & Research) Service of the Wildlife Institute of India. These Rules will apply to all faculty positions, excluding the Director.

1.1 The rules prescribe the specifications of recruitment and the scheme of assessment promotions. The scientific service, hereinafter called Group IV, will have the following four grades:-

Grade IV (1) Rs. 700-40-1100-50-1300 (Scientist-A or Lecturer);

Grade IV (2) Rs. 1100-50-1600 (Scientist-B or Asstt Professor);

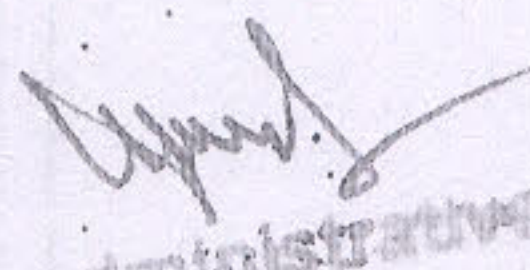
Grade IV (3) Rs. 1500-60-1800-100-2000 (Scientist-C or Associate Professor)

Grade IV (4) Rs. 2000-125/2-2500 (Scientist-D or Professor).

Hereinafter, in the rules, the roman numerals will re-present the Group and the arabic numerals, in parenthesis, the Grade. Thus Grade - IV (2) would represent the second Grade in Group IV i.e. Rs. 1100-50-1600.

1.2 Details of (i) grades; (ii) pay range; (iii) designations; (iv) minimum number of years needed for assessment promotion from one grade to the next higher grade and (v) minimum qualifications and experience required for direct recruitment to different grades are given in Table IV, attached. Additional desirable qualifications, aimed at ensuring quality and subject diversity, will be as specified in Attachment IV-A.

1.3 Recruitments to all grades in Group IV will be considered direct recruitment. Existing personnel of the Institute can also apply for such direct


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recruitments if fulfilling essential qualifications. The Governing Body will lay down the rules and additional criteria to enable committees to make assessments and decide upon the suitability of the candidates for screening and interview for promotions/appointments.

1.4 There will be a common Selection cum Assessment

Committee for all Group IV Grades. This Committee will consider candidates for appointment by direct recruitment as well as deputation. At least half the members of this Committee will be external i.e. non-official experts and scientists from non-government institutions of higher learning. Additional specialists may be nominated for considering appointments to meet faculty requirements in a particular subject area. No proceedings of this Committee will be valid unless half the members present are external.

1.5 Under this assessment promotion scheme, at any given point of time, the number of posts in Group IV will be fixed for all the four grades combined. There will be no rigid division of posts among the different grades within the Group. An incumbent, if and as he/she moves up, carries the post with him/her and when he/she vacates, for whatever reason, the post that falls vacant is at the entry level grade i.e. Grade IV (1).

1.6 In every case of direct appointment to any grade, there will be a period of probation of one year.

Deputation appointments may be offered in all grades to candidates possessing the minimum qualifications applicable to these grades, and serving the Central or State Governments or Scientific institutions under them or universities or other recognised non-government research institutions. Appointments on deputation to any grade will generally not exceed a period of 3 years and will be extendable upto 5 years after

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prior approval of the Governing Body. In addition, deputation rules of the Central Services or All India Services, as the case may be, will apply to appointments on deputation in fixing salaries and other terms of deputation. A deputation appointee may opt for absorption against the post he is working, subject to age specifications as prescribed. Such absorption will be subject to clearance by the Assessment Committee for the concerned grade and approval by the Appointing Authority.

1.8

The Assessment Committee, looking at the qualifications, experience and current salary drawn by the candidate, may grant upto five advance increments in the scale to a suitable candidate subject to approval of the Appointing Authority. For more than five advance increments, prior approval of the Governing Body will be necessary.

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Recruitment Rules and Scheme of Assessment Promotions
for Group - IV - Scientific (Training & Research)

TABLE - IV

Group & Grade	Name of post or Designation	Pay Scale (in Rs.)	Minimum qualifications	Desirable qualifications	No. of years of service in Grade need for assessment promotion to next Grade
V (1)	Scientist- A (Lecturer)	700-40-1100-50-1300	M.Sc. Ist Class in Life Science or A.I.F.C. or M.V.Sc. Ist Class or M.A. Ist Class (Sociology/ Economics or Mass Communication) or Ph.D. in Wildlife Ecology, Biology or Management.	As given in attachment hereto.	5 years in the grade.
V (2)	Scientist - B (Asstt. Professor)	1100-50-1600	As for IV(1) above plus 5 years experience in wildlife teaching/research/management.	-do-	7 years in the Grade
V (3)	Scientist - C (Associate Professor)	1500-60-1800-100-2000	As for IV(1) above plus 10 years experience in wildlife teaching/research/management.	-do-	7 years in the Grade.
V (4)	Scientist - D (Professor)	2000-125/2-2500	As for IV (1) above plus 15 years experience in wildlife teaching/research/management.	-do-	

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Recruitment Rules - Attachment to Section IV
Specifications of Desirable Qualifications for
Faculty Positions.

General.

1.1 The W.I.I. has the following three faculties with subject areas as mentioned under them in the Table IV-A below :-

TABLE-IV-A

Wildlife Biology	Wildlife Management	Extension, Socio-economics, Law & Administration
(i) Vertebrate ecology (herbivores & carnivores; mammals, birds & reptiles)	i) Management of animal populations.	(i) Conservation education.
(ii) Plant ecology	ii) Habitat management (woodland, grassland and wetland)	(ii) Park interpretation, visitor centres.
iii) Behavioural ecology	iii) Restoration of endangered species and their habitats.	(iii) Wildlife tourism in parks.
iv) Habitat ecology	(iv) Captive breeding and Zoo Management	(iv) Interface conflict with rural communities Concept of core-buffer multi-use zoning.
v) Aquatic ecology	(v) Animal health	(v) Eco development in multi-use areas
vi) Systems ecology	(vi) Modern concepts of conservation (World Conservation Strategy, national approach).	(vi) Control of wildlife damage.
vii) Statistical modelling, data processing.	(vii) Park planning and management.	(vii) Wildlife utilization.
viii) Remote sensing and habitat evaluation		(viii) Wildlife administration and legislation.
ix) Documentation and data base		(ix) Publications.

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1.2 It is necessary that the selections for faculty incumbents are aimed at meeting the requirements of this subject diversity.

1.3 In accordance with the relative workload of teaching and research in the three faculties, the total number of posts (excluding the Director) will be appropriately allocated among them.

2. Desirable Qualifications: Desirable academic qualifications are given in paragraph 2.1 whereas specialisations desirable for individual faculties are given in the paragraphs 2.2 to 2.4. The specialisations suggested for a particular faculty reflect a pool of skills needed to meet the training and research requirements in that faculty. The selection process will aim at ensuring that the incumbents in a faculty, as far as possible, provide the needed skills. While the individuals selected for senior levels would be possessed of several specialisations from these pools, those at the entry level may or may not possess them. However, in such an event, the entry level candidates must have appropriate academic background so as to quickly acquire such skills.

2.1 Desirable academic qualifications:

- i) Diploma in Wildlife Management awarded by the Wildlife Institute of India or equivalent.
- ii) Current involvement in wildlife research as evidenced by participation in research projects and/or publication of research papers.

2.2

Faculty of Wildlife Biology-Desirable specialisation
Specialised work experience

- i) Doctorate degree in a relevant subject from a recognised University or equivalent.

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- ii) Plant ecology/vertebrate ecology as directly related to wild animals.
- iii) Mapping and evaluation of wildlife habitats or forests

- iv) Ecology of aquatic vertebrates.

- v) Systems approach in study of ecology of eco-systems/species.
- vi) Use of statistics and computers in Wildlife biology.
- vii) Remote Sensing and computer processing of data relating to biological communities.

2.2

Faculty of Wildlife Management- Desirable Specialisations

- i) Doctorate degree in a relevant subject from a recognised university, or equivalent.
- ii) Park/Sanctuary planning and management or formulation and administration of wildlife development schemes at headquarters organisation in Centre or States.
- iii) Habitat management with respect to endangered species.
- iv) Status surveys and management of wild animal populations.
- v) Captive breeding and Zoo Management.
- vi) Wildlife health (Veterinary aspects).

2.3

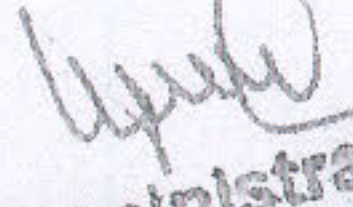
Faculty of Extension, Socio-economics, Law and Administration- Desirable specialisations or specialised work experience:

- i) Doctorate degree in relevant subject from a recognised university, or equivalent.

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- ii) Wildlife management and interpretation of Parks/Zoos, and publication of research papers on these subjects.
- iii) ~~Socio-Economic aspects of wildlife~~ Management.
- iv) Forest/Wildlife Economics.
- v) Wildlife Legislation/Administration/Trade control.
- vi) Conservation education /park inter - pretation.
- vii) Eco-development of rural communities (preferably as related to multi-use areas around wildlife reserves.
- viii) Use of audio-visual aids, publications and other media for mass communication.
- ix) Control of wildlife damage.
- x) Use of statistics and computing in wildlife management and research.


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Section V - Recruitment Rules for the Administrative and Maintenance Services

1.1 This section lays down the rules for the Administrative and Maintenance Services of the Wildlife Institute of India.

1.2 These rules will apply to the Group-O and Group-M grades and posts, as given in para 1.3 and 1.4 which follow.

1.3 The Administrative Service, hereinafter referred to as Group-O, will have the following grades.

Group - O - Administrative

Grade O - (1)	- (260-6-290-EB-6-326-8-366-EB-390-10-400).	- Lower Division Clerk
Grade O - (2)	- (330-10-380-EB-12-500-EB15-560)	- Upper Division Clerk (May work as Cashier, Asstt. Store Keeper, Asstt. Hostel Supdt. Warden)
Grade O - (3)	- (425-15-500-EB-15-560-20-700)	- Stenographer Gr. II, Store Keeper, Hostel Supdt., Hindi Translator.
Grade O - (4)	- (500-20-700-EB-25-900)	- Accountant
Grade O - (5)	- (550-25-750-EB-30-900)	- Sr. Personal Asstt. (Stenographer Gr. I).
Grade O - (6)	- (650-30-740-35-810-EB-35-880-40-1000-EB-40-1200)	- Adm. Officer/ Finance Officer

1.4 The Maintenance Service, hereinafter referred to as Group - M, will have the following grades.

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Group - M - Maintenance

Grade M - (1)	-	(260-6-326-EB-350).	- Driver
Grade M - (2)	-	(320-400)	- Driver (Heavy Duty) Senior Grade.
Grade M - (3)	-	(196-3-220-EB-3-232)	- Peon, Sweeper, Farrash, Chowkidar, Cook/Bearer Tracker

1.5 Table V-0 below, lays down the recruitment rules for all grades in Group - 0.

Table - V-0

Group & Grade	Minimum qualification	Age	Mode of recruitment
1	2	3	4
0 - (1)	S.S.S.C. Typing 30 w.p.m.	18 - 28 years	Direct recruitment 100%. Departmental candidates eligible upto 35 years, but no relaxation in minimum qualifications.
0 - (2)	University degree for direct recruits Typing 30 w.p.m.	Not applicable.	(i) 50% by promotion from Grade 0-1, with 5 years service in that grade, through DPC based on record and interview. (Deputation on stop gap basis permissible)
		19 - 28 years	(ii) 50% by direct recruitment through competitive examination and interview by DPC. Departmental candidates possessing minimum qualifications also eligible (with age relaxed upto 40 years) for direct recruitment.

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1	2	3	4
O - (3)	(i) For Store Keeper, Hostel. Hindi Translator University degree.	Not Applicable	(i) 100% by promotion from Grade O-2, who have put in at least 5 years service in that grade, through competitive examination and record evaluation by DPC. (Deputation on stop gap basis).
	(ii) For Stenographer, S.S. .C. with training Certificate from ITI or other recognised institution. Shorthand speed 80 w.p.m. typing 40 w.p.m.	19-28 years	(ii) 100% by direct recruitment. Departmental candidates possessing requisite qualifications also eligible (with relaxed age upto 40 years) for direct recruitment. (Deputation on stop gap basis).
O - (4)	(i) Accountant	Not Applicable	(i) 100% by promotion from Grade O - 3. (i) of those who have put in 8 years in that grade, through competitive examination and record evaluation by DPC. (Deputation on stop gap basis or absorption of deputationists over 45 years).
	(ii) Sr. Personal Assistant	-do-	(ii) 100% by promotion from Stenographer in Grade O-3. (ii) who have put in 8 years in that grade through Competitive Examination. (Deputation on stop gap basis or absorption of deputationists over 45 years).
O - (5)	Administrative/Finance Officer	-do-	(i) 100% by promotion from both categories; Accountants and Senior Personal Assistants, who have put in 5 years service in Grade O-(4) through competitive examination and record evaluation by DPC. (Deputation on stop gap basis or absorption of deputationists over 45 years).

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1.6 Table V-M, below lays down the recruitment rules for the four grades in Group -M

Table - V-M

1	2	3	4
M- (1)	(i) VIII Standard	18-30 years	Direct after appropriate test.

(ii) Driving licence
LMV/HMV

(iii) Proficiency in routine maintenance of motor vehicles.

M- (2) - As Above Not applicable 100% by promotion from Grade M - (1)

M- (3) - (i) For Peon & Chowkidar
VIII Standard. 18-30 years Direct

(ii) For Sweeper
Farrash Bearer
Nil

(iii) For Cook
Experience in Cooking.

(iv) Tracker

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