

No.3-2/2019-Plg & FRD (RR)
Government of India
Archaeological Survey of India

Dharohar Bhavan, 24-Tilak Marg
New Delhi datedMay, 2019

70 MAY 2019

Office Memorandum

The undersigned is to refer to the representations submitted by the stakeholders in response to the draft Recruitment rules of the post(s) of Senior Photographer in Level-6 and Photo Officer in Level-7 circulated through the ASI website. The comments and decisions of the competent authority on these representations are conveyed for information as under through the ASI website:-

1. The existing Designation and sanctioned strength of the posts in the Photography division need to be linked to the orders issued in 1997 upgrading the pay scales and re-designation of the then available posts in the hierarchy and the subsequent orders of merger and re-designation of posts issued vide. Order No.3-5/2018-Plg & HRD (RR) dated 30.4.2019. Accordingly, the erstwhile posts of Photographer Gr.III and Photographer Gr.II were re-designated as Photographer Gr.II and Photographer Gr.I and the sanctioned strength of the earlier posts are also attributed to the posts with the new designation. The Recruitment rules of these Group C posts (Photographer Grade II and Photographer Grade I) have since been notified. The post of Photographer Grade III is no longer in existence.
2. The erstwhile posts of Photographer Gr.I and Senior Photographer were also upgraded and re-designated as Senior Photographer and Chief Photographer respectively. The post of Photo Officer already existed in ASI. Since, the posts of Chief Photographer and the post of Photo Officer are in identical pay scale, the two separate posts have now been clubbed with a common designation of Photo Officer. The number of different categories of posts in the Photography hierarchy is now 4 as the post of Chief Photographer is no longer in existence.
3. The percentage of vacancies of posts to be filled by various methods is decided depending on the availability of posts in the promotion post and its feeder post. According to the instructions of the Department of Personnel and training, there has to be at least 3 to 5 times posts in the feeder grade to decide the percentage that can be earmarked for promotion. In the case of RR of Photo Officer, the quantum of 100% for the method of Promotion for filling up of the post has been decided keeping in view the above instructions of the DOPT. In the case of 38 posts of Senior Photographer, there are only 23 posts of Photographer Grade I available in the feeder



grade. Even the 30% earmarked for promotion as proposed by ASI for filling up the post of Senior Photographer is subject to approval of the competent authority viz. DOPT/UPSC.

4. The term 'existing R/rules' can be adopted only when there has not been any change in the designation or pay scale of the post. In the instant case, the post of Senior Photographer was earlier designated as Photographer Grade I and in a lower pay scale. Whereas, the erstwhile post of Senior Stenographer was upgraded and re-designated as Chief Photographer. The pay scale of the redesignated post of Chief Photographer and the existing post of Photo Officer being identical, both these posts have now been merged with a common designation of Photo Officer. The request for increasing the promotion quota of Senior Photographer cannot be agreed to in view of the lesser number of posts in the feeder grade.
5. The BFA (Photography) and BA (Visual Arts and Photography) the two Degree courses in Photography are considered appropriate keeping in view the nature of work expected in Archaeological Survey of India commensurate with the pay scales attached to these posts. The use of 'or equivalent' is not allowed to be used in the context of provision in Educational Qualification for Direct Recruits. Other degrees, like Mass communication and journalism which has Photography as an additional subject may not suffice. However, it is proposed to include Diploma in Photography with adequate experience as an alternate essential qualification for Direct Recruits. The provision in Col.7 of the draft Recruitment rules of the post of Senior Photographer is proposed to be revised as under:-

Essential:

- (i) Bachelor in Fine Arts (Photography) or BA (Visual Arts and Photography); or
 - (ii) Diploma in Photography with 4 years experience in Photography related to Archaeology, Museum, Art and Culture.
6. The provision of 2 to 4 weeks training for promotees is as per the requirement of the Department of Personnel & Training and is mandatory for all promotion posts.



(P.G.Kaladharan)

Director (Administration)