

**ODISHA CULTURE SERVICE ASSOCIATION**

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Ref /OCSA Date

To

The Chief Secretary,  
Government of Odisha.

Sub: Restructuring of Odisha Culture Service Cadre and amendment of OCS Rules-2006.

Sir,

We the members of the Odisha Culture Service Association, Bhubaneswar beg to draw your kind attention to the pities of the OCS Cadre while comparing the recent development and upgradation of our counterparts of OAS, OFS,OSS, Odisha Eng. Service etc.

We in a recently concluded meeting (copy enclosed) of the OCSA decided to invite kind attention of Hon'ble Chief Secretary, Odisha & Hon'ble Addl. Chief Secretary, Odisha to look to the miseries of the OCS cadre and bring some fresh air to remove the stagnation of the service by bringing restructuring in OCS Cadre as per proposal enclosed herewith.

We fervently request that our cadre should be reviewed and necessary up gradation including extension of posts to broaden its base be considered sympathetically for which act of your kindness we will be highly grateful to you, sir.

Yours faithfully,

(B.D.Panda)  
President  
Odisha Culture Service Association

Memo No. /OCSA., dt.

Copy to Private Secretary to Hon'ble Chief Minister/Hon'ble Minister, Culture/Principal Secretary Tourism and Culture(Culture)/Director, Culture for kind information of Hon'ble Chief Minister/Hon'ble Minister, Culture/Principal Secretary to Govt. and Director, Culture respectively.

(B.D.Panda)  
President  
Odisha Culture Service Association

Memo No. /OCSA.,dt.

Copy to Sri Vijaya Arora,IAS, Special Secretary A.R., G.A.Department for kind information.

(B.D.Panda)  
President  
Odisha Culture Service Association

PTO

Memo No. /OCSA.,dt.

Copy to Sri B.P.Ray, Deputy Director, Culture & In charge Net Cell for information and necessary action.

(B.D.Panda)  
President  
Odisha Culture Service Association

Memo No. /OCSA.,dt.

Copy with a C.D. containing all information is forwarded to the Chief Executive, M/s-Luminous Infoways, N-6/373, Jayadev Vihar, Nayapalli, Bhubaneswar for information and necessary action. They are requested to upload this information in the web page of OCSA.

(B.D.Panda)  
President  
Odisha Culture Service Association

## Proposal for Restructuring

While looking into comparative career and job prospects of the Odisha Culture Service Cadre(OCS) and with regard to OAS, OFS, OPS, OSS, Odisha Engineering Service, a meeting was held under the chairmanship of Dr.B.D.Panda, Deputy Director, Culture, Department of Culture and president of OCSA on 04.1.12 and 19.2.12 and the matters relating to immediate up gradation of Odisha Culture Service were discussed. This is really heart burning to the members of Odisha Culture Service that who have entered the service as class-II and class-III are continuing as such in Culture Department where as the status of cadres of OAS/OFS have been upgraded and counter parts are enjoying promotion in a galloping speeds.

Therefore a group of members of Odisha Culture Service Association had also met under the chairmanship of Dr.C.B.Patel, Deputy Director (Tech.) on 18.3.2009 and had decided to request Govt. and submit representation through the then Hon'ble Chief Secretary and Chief Development Commissioner, (Sri A.K.Tripathy,IAS) Additional Chief Secretary and Developmental Commissioner of Odisha to kindly consider the plight of the members of the Odisha Culture Service cadre(OCS)/for their career prospects. The members of OCSA again after deliberations on 19.2.12 had decided as follows;

### Restructuring

1. OCS is a recent creation not reviewed with cadre strength any time. Hence requires restructuring to attract

- talented persons
- with excellent Scholarship
- Youth, vigor, vitality
- dedicated staff-Hence Gr. B entry suggested at OCS-II

2. OCS is a versatile cadre composed of various components of Culture like Museum, Archives, Music, Dance, Drama Art and Culture-Education, Library, Film Award, Cultural Complex, Auditorium, Archaeology, Dist.Culture/Field functionaries/pension administration, Block Kala Sangha/Zilla Kala Sangh/Academies etc.

3. Hence hierarchy is to be elastic and accommodative up to top level and up to policy formulative level. The present cadre structure given below does not accommodate this scope

### OCS-A

15,600/--39100 - G.P-6600/-	1 Joint Director- OCS(I)(SB) 1 Principal, USM-OCS-(I)(SB) 4 DDC -OCS(I) (JB)
9300/--34,800/- G.P-5400/-	3 Supdt.OSM/Archive/Archaeology, OCS-I(JB) 3 Principal (Art Colleges)OCS-I(JB)

### OCS-B

9300/--34,800/- G.P-4,600/-	4 Asst.Director -OCS-II 9-Curators,OSM - OCS-II 3-Curators, Odisha State Archeology-OCS-II 3-Curators, Odisha State Archives-OCS-II 1-AAE,Odisha State Archaeology-OCS-II 23-Lecturers,USM-OCS-II
9300/--34,800/- G.P-4,200/-	8-B.K.College of Art & Crafts-OCS-II 7- Govt. College of Art & Crafts-OCS-II

**Entry at Grade-B Level**

4. To catch young, innovative, enterprising, dedicated, enthusiasts' people, cadre should be at entry at Group 'B' level. There should be another Group 'B' to comprise feeder cadre from Odisha Subordinate Culture Service OCS-II(Jr.B) from 50% direct entry and 50% on promotional basis and this may be restructured as OCS Sub-ordinate Service.

**Restructuring required immediately**

5. Hence, the OCS cadre should comprise-
- OCS (Supertime)
  - OCS-I(SB)
  - OCS-I (JB)
  - OCS-II(SB)
  - OCS-II(JB) or
  - OCS-Subordinate Service

6. **To Stop OAS/OES in the Cadre**

We strongly protest the infiltration OAS/OES in our cadre as the promotion scope is very very narrow and slim.

7. **Extension of our Cadre to autonomous bodies of our Culture Department**

The cadre of the OCS should be extended to autonomous bodies of the Department of Culture and posts of Secretary to Academies and special Officer-cum-OSD to different offices may be created with Class-A, OCS-I(SB) Services and OCS-I(JB) respectively.

**OCS-I(SB)**

- (i) State Council of Culture
- (ii) Odisha Maritime and South East Asian Studies
- (iii) Odissi Research Centre,
- (iv) Odisha Urdu Akademi
- (v) Odisha Lalit Kala Akademi
- (vi) Odisha Sangeet Natak Akademi
- (vii) Odisha Sahitya Akademi

**7 OSD and Special Officers-OCS-I(JB)**

- (i) Office of Chief Secretary
- (ii) Office of Minister(C)
- (iii) Office of Chief Minister
- (iv) Office of His Excellency, the Governor of Odisha
- (v) V.C. of Utkal University of Culture
- (vi) Office of Principal Secretary, Culture
- (vii) Office of Addl. Chief Secretary/DC/ADC

8. Schedules and summary of service cadre of OCS could be visualized from the Annexures 'A' and Annexures-B.

We therefore request that Govt. would sympathetically consider the grievances and give an amicable solution to the pities of the members of the OCSA.

**Re-designation & Status of composite Department of Culture**

9. Moreover since Department of Culture is a composite Department vide G.O-26715 dt.9.11.2006 by integrating the Directorate of Culture with the Department, it is necessary to declare the Secretariate status of the officers like FD/GP/I & PR/Tourism as follows;

- (i) Asst. Director-cum-Under Secretary
- (ii) Deputy Director-cum-Deputy Secretary
- (iii) Joint Director-cum-Joint Secretary
- (iv) Director (Spl. Project)-cum-Addl. Secretary- (Person holding the post like Mrs. Kum Kum Mohanty already retired)
- (v) Director, State Library-cum-Addl. Secretary-(Person like Dr. A Joshi already Retired & also expired)
- (vi) Director, Culture-cum-Special Secretary - (IAS Cadre)

Govt. in Home Department have allowed Ministerial staff or O.S.S. staff to go upto Additional Secretary. The Finance Department have restructured OFS upto Special Secretary level. The OAS cadre has been restructured upto Special Secretary. We, therefore request equal status to OCS cadre as above. This does not involve any financial burden on State exchequer. More ever The duplication work of Secretariate and Directorate could be avoided/minimized leading to speedier disposal and quicker decision making with saving of time, money and manpower including material and machine.

**Parity in posts/grade/scale**

- 10. The teaching posts of Music/Art & Crafts Colleges given below may be at par with
  - (a) Principal may be re-designated as Professor-cum-Principal (same pay scale at grade of Deputy Director, Culture) in all colleges.
  - (b) Lecturer may be re-designated as Associate Professor in the grade of Asst. Director, Culture.
  - (c) Asst. Lecturer/Instructor may be re-designated as Asst. Professors in the grade of Dist. Culture Officer.

**1. The technical posts of OSM/Archives/Archaeology may also be re-designated as follows;**

Asst. Curator/ Archivist	}	
Modeller/Chemical Asst./Conservation Asst.	}	All may be re-designated as
Technical Asst.	}	Asst. Curators
Jr. Landscape Architect	}	

12. **Amendment of OCS Cadre Rules, 2006-** Govt. may bring out necessary amendment in the OCS Cadre Rules, 2006 to incorporate necessary changes, for making the Rules upto date.

13. DPC-DPC may be held as per Rules 6 & 9 of OCS cadre Rules, 2006 immediately.

14. Financial implications- There would not be much financial burden on Govt. to implement, this restructuring proposal.

15. Under the above consideration, we submit the grievances of staff working in the Department of Culture for early redressal at your level.

**(B.D.Panda)**  
**President**  
**Odisha Culture Service Association**

**Annexure-A (Schedules of OCS Cadre)**

**Schedule-I (Total Posts-2)**

**OCS(SAG) - Rs.37,400-67,000, GP-9000-P.B.-4**

Existing(1) Director (Special Projects)- for Museums, Archives, Archaeology, Music, A & C  
Existing(1) Director, Library- for Library Services, general administration, pension, grants.

**Schedule-2 (Total Posts-8)**

**OCS(S)-Supertime - Rs.15,600-39,100- GP-7,600-PB-4**

Joint Secretary-1 post -Newly Proposed  
- (1+6)7 Posts-Joint Director, Culture-  
existing (1)-Gen.Admn.  
- 6 proposed  
- (a)Schemes(Archives/Archaeology/  
Museum)  
- (b) Library Service  
- (c ) Art & Craft  
- (d) Music  
- (e) Planning & Co-ordinate/Budget  
- (f) Academies

**Schedule-3 (Total posts-25)**

**OCS-I-(SB)- Rs.15,600-39,100-GP-Rs.6,600-PB-3**

Total Posts-(9) DDC-4(existing), (a)-General,  
(b) Esst.  
(c) Library Services  
(d) Grant/Pension/Field.  
-5(newly proposed) (i)Scheme-Archives/Archaeology/Museum)  
(ii) Art & Craft  
(iii)Music  
(1) Deputy Secretary(1)-proposed (iv)Budget & Accounts  
(v) Academies  
-(3) Principals (to be re-designated as  
Professor-cum-Principal of USM/  
B.K.College of Art & Crafts, BBSR/  
Govt. College of Art & Crafts, Khallikote .

3 Posts of Superintendent of Odisha State Archaeology	-	1 existing
-do- Odisha State Archives	-	1 existing
-do- Odisha State Museum	-	1 existing
6 Posts of Secretary Odisha State Council of Culture-1	-	
-do- Odisha Sangeet Natak Akademi -1	-	(newly proposed)
-do- Odisha Sahitya Akademi 1	-	-do-
-do- Odisha Lalitkala Akademi- 1	-	-do-
-do- Odisha Urdu Akademi 1	-	-do-
-do- OIMSEAS 1	-	-do-
1 -do- Chief Executive, ORC- 1	-	-do-
1 - Registrar, UUC- 1	-	-do-
1 - Controller of Examination,UUC -1	-	-do-

**Schedule-4 - Total posts- 63**  
**OCS-I(JB) - Rs.15,600-39,100, GP-5400-PB-3**

ADC(C)- 9 posts- Existing-4 - (Est./Field/Library/General)  
Proposed-5 - Budget & Planning- (1)  
- Scheme (Museum/Archives/Archaeology)  
- Academies  
- Art & Crafts Colleges  
- Music

OSD-cum-Spl.Officer(newly proposed)- 7 posts (i) Governor's House- (1) post  
(ii) CM's Office- (1) post  
(iii)Minister, Culture's office-(1) post  
(iv) Chief Secretary's office-(1) post  
(v)Addl. Chief Secretary/Dev.Commissioner-(1) post  
(vi) Principal Secy., Culture-(1) post  
(vii) Utkal University of Culture-(1) post  
For the office of the V.C.

Curators of Odisha State Museum/Archives/Archaeology-17 posts

Archaeological Asst.Engineer-(1)

Lecturers ( to be re-designated as Associate Professors USM of /Art & Craft Colleges -(27)

Librarian-II, HKM State Library-(2)

**Schedule-5- Total posts- (155 posts)-**

**OCS-II- Rs.9300-34,800-GP-Rs.4600- PB-2**

Dist. Culture Officer-existing-7 +23-proposed (30)  
Asst.Curators/Moddeler (OSM)/OS Archives/OS Archaeology( 34)  
Instructors (to be re-designated as **Asst. Professor**)( 31)  
Asst.Lecturers of USM (to be re-designed as **Asst. Professor**)( 33)  
Librarian class-III of HKMSL(6)  
Librarian, OSM(1)  
Asst.Librarian,HKM State Library(26)  
Asst. Librarian of Odisha State Archives(1)  
Junior Engineers of Odisha State Archaeology (2)  
Librarian of USM (1)  
Junior Principal for V.D.School of Art & Crafts, Jeypore-**proposed** (1)

**Schedule-6 Total Posts-(43) Rs.9300-34,800-GP-4200-PB-2**

Sub-ordinator Odisha Culture Service (to be Specially declared as gazetted)

30-Library Asst. of Dist. Library (26 existing+4 proposed)-  
out of promotion existing of Library Attendant)  
6-ICM of Art & Craft Colleges/School  
2-Photographer (OSM/Odisha State Archaeology)  
2-Reprographer  
2-Documentation Asst.  
1-Taxidermist(OSM)

Summary of re-structuring of OCS Cadre

Schedule-I	- OCS(SAG)	-	2	- Payscale-	Rs.37,400-67000	-	-G.P.-9000-PB-4
Schedule-II	- OCS(S)	-	8	-Rs.15,600	-Rs.39,100	-	-G.P.-7600-PB-4
Schedule-III	-OCS-I(SB)	-	25	-Rs.15,600	-Rs.39,100	-	-G.P-6,600-PB-3
Schedule-IV	-OCS-I(JB)	-	63	-Rs.15,600	-Rs.39,100	-	-G.P-5,400-PB-3
Schedule-V	-OCS-II(SB)	-	155	-Rs.9300	-Rs.34,800	-	-GP-4,600- PB-2
Schedule-VI	-OCS-II(JB)	-	43	-Rs.9300	-Rs.34,800	-	-GP-4,200- PB-2

Sub-ordinate Culture Service

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Total 296 posts