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Government of India
Ministry of Culture

New Delhi, the 2016

NOTIFICATION

1. GSR ----- In exercise of the powers conferred by the proviso of Article 309 of the Constitution of India, and in supersession of the National Research Laboratory for Conservation of Cultural Property, Lucknow Group 'A' Gazetted Posts (Scientific) Recruitment Rules, 1987, except as respects things done or omitted to be done before such supersession, the President hereby makes the following rules regulating the method of recruitment to the posts of Scientist 'D', 'C' and 'B' in the National Research Laboratory for Conservation of Cultural Property, namely :-
2. **Short Title and Commencement :-**
 - (1) These rules may be called the National Research Laboratory for Conservation of Cultural Property Group 'A' Posts (Scientific) Recruitment Rules, 2015.
 - (2) They shall come into force on the date of their publication in the Official Gazette.
3. **Number of posts, classification, pay band, grade pay or pay scale:-** The number of the said posts, their classification, pay band, grade pay or pay scale attached thereto shall, save as provided in sub-rule (1) of rule 6 and sub-rule (6) of rule 7, be as specified in columns 2 to 4 of the Schedule annexed to these rules.
4. **Designation, inter-se-seniority, minimum qualifying period, etc.:**
 - (1) A Group 'A' Officer appointed on regular basis in pursuance of the provisions of rules being superseded and working in the National Research Laboratory for Conservation of Cultural Property and holding the post with designation indicated in column (2) of the Table-1 below shall be designated with the post mentioned in corresponding entry under column (3) of the said Table and shall hold the post as such from the commencement of these rules, namely:-

Table-1

Serial Number	Existing Designation	Corresponding New Designation
(1)	(2)	(3)
(i)	Project Officer	Scientist 'D'
(ii)	Senior Scientific Officer	Scientist 'C'
(iii)	Junior Scientific Officer	Scientist 'B'

- (2) The inter-se-seniority to a post under these rules shall be determined in accordance with the extant guidelines on the issue.
- (3) The posts mentioned in columns (3) of the Table referred to in sub rule (1) shall be subject to the Modified Flexible Complementing Scheme made by the Department of Personnel and Training vide their instructions/orders issued from time to time (hereinafter referred to as the Modified Flexible Complementing Scheme) and the said posts shall carry the pay band, grade pay or pay scale, specified in the corresponding entry under column (3) of the Table-2 given below and minimum qualifying period specified in the corresponding entry under column (4) of the said Table linked to performance in a grade for promotion to the next grade, namely:-

Table-2

Serial Number	Designation	Level in Pay Matrix	Minimum residency period linked to performance.
(1)	(2)	(3)	(4)
(i)	Scientist 'D'	Level 12 in Pay Matrix	4 years
(ii)	Scientist 'C'	Level 11 in Pay Matrix	4 years
(iii)	Scientist 'B'	Level 10 in Pay Matrix	3 years

5. **Criteria for considering promotions and procedure for selection or review under Modified Flexible Complementing Schemes:-** The following review or selection procedure shall be followed for up-gradation of scientists from the grade of Scientist 'B' to Scientist 'D' under the Modified Flexible Complementing Scheme, namely:-

(a) Procedure for Selection:

- (i) There shall be two levels of assessment of which the first one shall be at internal level for screening purpose and the next level for assessment purpose.
- (ii) Consideration for up-gradation by the Assessment Board shall met at least once every year and those who have completed or will complete that specified period of residency in a post during a period, shall be considered on that date for up-gradation (promotion under FCS) to the next higher grade. No promotion shall be granted with retrospective effect.
- (iii) The following Types of leave availed by an eligible scientist shall be counted towards minimum residency period required to be put in by the scientists in the lower grade for consideration for promotion under Flexible Complimentary Scheme.
 - (1) The period spent on deputation or foreign-service to another scientific post, which helps a Scientist to acquire scientific experience in a diverse set up.
 - (2) Period of study leave/ any other leave taken for the academic accomplishments to improve scientific knowledge.
 - (3) Maternity leave sanctioned as per Leave Rules shall be treated as duty while counting the minimum residency period for promotion under FCS.
 - (4) Leave of a maximum period of one year sanctioned in continuation of maternity leave as per Leave Rules may also be treated on par with maternity Leave and this period may consequently be taken into account while counting the minimum residency period.
 - (5) Earned Leave and/or Child Care Leave for a total period not exceeding 180 days sanctioned as per Leave Rules shall also be taken into account while computing minimum residency period.
 - (6) The period spent on deputation/foreign service to a non-scientific post and the period of leave including leave on medical grounds, EOL etc. availed on personal grounds shall not count towards the minimum residency period.
- (iv) The period spent on acquiring essential qualification prescribed for direct recruits shall not count towards experience. However, period spent on acquiring doctorate degree from a

recognized University or Institute in cases where doctorate degree is not as essential qualification, subject to maximum to two years, and period spent on post doctorate research in a university or research institute as evidenced by certification by such University or Institute and publication of research work in journals of repute, subject to maximum to two years, shall be counted as experience.

(b) Procedure of Screening:

- (i) Internal Screening Committee shall be constituted by the Ministry of Culture for evaluation of Annual Performance Appraisal Reports or Annual Confidential Reports vis-à-vis the criteria for up-gradation under Modified Flexible Complementing Scheme.
- (ii) An external member from the Department of Atomic Energy, Space or Defence Research and Development organization, may be co-opted in the selection process.
- (iii) All Scientists eligible according to the provisions of Modified Flexible Complementing Scheme and who meet the benchmark of 'Good' for scientist 'C' and 'very Good' for Scientist 'D' shall be screened in.
- (iv) The internal Screening Committee shall report on the scientific content of work done by the officers in the following reporting format and same shall be made available to the external committee, namely; **Internal Screening Committee Report:**
 - 1. Grading of the Science & Technology content of work reported:
 - 2. Specific Innovation elements recognized:
 - 3. Relative Assessment of the work reported vis-a-vis Peers in the area
Top 10% 10-33% 33-50% 50-75% Bottom 25%
 - 4. Assessment of the work done during the residency period
 - 5. Specific highlights of the Science & Technology content of the work done
 - 6. Overall grading of the Science & Technology work for the residency period
Top 10% 10-33% 33-50% 50-75% Bottom 25%

Signatures of the Members of the Peer Group

(c) Level 2 Screening/Assessment (External):

- (i) The assessment board shall be constituted by the Ministry of Culture consisting of majority members from outside the department possessing expertise in the field.
- (ii) The assessment board shall document specifically through one page summary, the specific content of work done justifying the merit for consideration under Modified Flexible Complementing Scheme.
- (iii) The Assessment Board functioning as special Peer Review Committee shall specifically certify that the Scientists recommended met with all the criteria for promotion under Modified Flexible Complementing Scheme.
- (iv) Field experience in research and development in the area of conservation of cultural property and experience in implementation of such scientific projects is compulsory for promotion of scientists appointed to the posts in the National Research Laboratory for

Conservation of Cultural Property to higher grades under the Modified Flexible Complementing Scheme.

- (v) Scientists or Technical experts doing management or administrative work in the National Research Laboratory for Conservation of Cultural Property shall not be considered for up-gradation under Modified Flexible Complementing Scheme and they shall only be given benefit of up-gradation under Modified Assured Career Progression Scheme.
- (d) The exceptionally meritorious candidates with all outstanding grading shall be granted relaxation in residency period, the relaxation being not more than one year on any single occasion, limited to a maximum of two occasions in their entire career/instruction issued by the government from time to time.

6. Filling of vacancies arising out to promotion or vacation:

- (1) Filling up of vacancy of Scientist C and Scientist D will be done under FCS scheme by promotion from Scientist B to Scientist C and then Scientist C to Scientist D. Subsequently the vacancies will be created at entry level i.e. Scientist B and 67% of which will be filled by direct recruitment and 33% by promotion from Senior Scientist Assistant. (If there is no eligible candidate in Scientist B and Scientist C then the post of Scientist C and Scientist D will remain unfilled.
- (2) The composition of Screening Committee and the Assessment Boards and Approving Authorities of their recommendations shall be as specified in column 12 in the respective Schedule.

7. Method of recruitment, age limit and qualifications, etc.: -

- (1) The method of recruitment to the said post, age limit, qualifications and other matters relating thereto shall, save as provided in sub-rule (1) of rule 6 and sub-rule (6) of rule 7, be as specified in columns 5 to 13 of the aforesaid Schedule.
- (2) The Screening Committee specified in Rule 6 (2) shall meet at least once in year (in view of Rule [5 (a) (ii)] in a year subject to availability of eligible Scientists and shall screen the performance of all the departmental Scientists, who have completed the requisite qualifying period in the respective grade specified in sub-rule (3) of rule 4 to assess their suitability.
- (3) Reconsideration of cases not recommended in Screening Process: - Where the Approving Authority (specified under column 12 of the respective schedule) on consideration of the recommendations of the Screening Committee, decides that the Scientists does not qualify for consideration for promotion by the Assessment Board, his case shall be placed before the Screening Committee after one year and in that case, the screening procedure shall be repeated.
- (4)
 - i. The Assessment Board shall assess all Scientists who have been screened-in by the Screening Committee and whose name have been approved by the Approving Authority. The Assessment Board shall evaluate the accomplishments of each Scientists in terms of their work and recommend his suitability for promotion to the higher grade keeping in mind, apart from the accomplishments of the Scientists during the period under consideration, keenness exhibited in the pursuit of his profession and ability to take up higher responsibilities including research and development capabilities, managerial or leadership qualities.

- ii. The Assessment Board, while considering each case, may recommend, based on its assessment, any one of the following:-
 - (a) Promotion of the officer to the next higher grade; or
 - (b) Status quo-that is to say no change in the grade
 - iii. In respect of those officers who have been recommended status quo, their cases shall again be considered by the Screening Committee after a period of one year subject to his satisfactory performance.
 - iv. The recommendations of the Assessment shall be considered and approved by the Approving Authority as specified in column 12 of the respective schedule.
- (5) The recommendations of the Assessment Board shall be effective from the date of its approval by the Approving Authority.
- (6) The Modified Flexible Complementing Scheme for promotion shall be followed in respect of Departmental Scientists, to the grades of Scientists 'B' to Scientist 'C' and Scientist 'C' to Scientist 'D' and these shall be complete interchangeability without any restriction except that the total number of incumbents shall not exceed the total number of sanctioned posts which are subject to change depending on workload.
- (7) Promotion under the Modified Flexible Complementing Scheme shall be personal to the Scientist concerned not resulting in specific vacancy in the lower grade on that account and the post being currently held by the concerned Scientist shall be up-graded for the duration of his stay in the promotion post and the post shall revert to the original level once the Scientist vacates the higher post.
- (8) The effective date of promotion of Scientists found eligible for promotion under the Modified Flexible Complementing Scheme shall be the date of approval of the promotion proposals by the Approving Authority but retrospective promotion shall not be admissible in any case.
- (9) The Scientists who are away on leave shall be allowed pay in the higher pay scale only from the date they join back and assume the duties of the higher post.
- (10) The Scientists who are away on deputation shall be given in-situ promotion with effect from the date they repatriate and join in the National Research Laboratory for Conservation of Cultural Property and assume the duties of the higher post but pro-forma promotion shall not apply.
- (11) The Scientists who fail to appear physically for the assessment for reasons of leave or deputation or Foreign Services shall not be eligible for in-situ promotion.
- (12) The Scientist who has been allowed to take technical resignation with retention of lien shall be promoted only with effect from the date they join back in the National Research Laboratory for Conservation of Cultural Property.
- (13) The Screening Committee shall consider the candidature of only those Scientists who fulfill all the eligibility conditions as laid down in these rules and discretion shall not be available with any authority for relaxing the said eligibility Complementing Scheme and a Scientists who does not fulfill the requisite eligibility conditions shall not be entitled to be considered for promotion under Modified Flexible Complementing Scheme on the ground that his junior who fulfills the requirement is being considered.

(14) The eligible Scientists shall be given three chances for assessment for FCS for the next grade. In case a scientist does not qualify under FCS for three successive years or chances for up-gradation to next higher grade, he shall be covered under Modified Assured Career Progression Scheme according to the provisions in the scheme.

8. Disqualification: - No person, -

(a) Who has entered into or contracted a marriage with a person having a spouse living,

Or

(b) Who, having a spouse living, has entered into or contracted a marriage with any person, shall be eligible for appointment to the said post:

Provided that the Central Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this Rule.

9. Liability to serve in the Defence Services:- Any person appointed to any of the said posts shall, if so required, be liable to serve in any of the Defence Services or posts connected with the Defence of India, for a period not more than four years including the period spent on training, if any:

Provided that such person shall not be required-

(a) To serve as aforesaid after the expiry of ten years from the date of appointment;

(b) Ordinarily, to serve after attaining the age of forty years.

10. Liability of Scientists to serve in India and outside:-

(1) Scientists appointed shall be liable to serve anywhere in India and outside India.

(2) Scientists appointed shall be liable to undergo such training and be detailed on courses of instruction in India or outside India as the Central Government may decide from time to time.

(3) Scientists detailed for training shall refund in full the cost of training, if for any reason, during the training or within a period of three years after the completion of such training, he chooses to discontinue, his service.

11. Power to relax:- Where the Central Government is of the opinion that it necessary or expedient so to do, it may, by order, for reasons to be recorded in writing and in consultation with the Union Public Service Commission, relax any of the provision of these rules with respect to any class or category of persons.

12. Saving:- "Nothing in those rules shall affect reservations, relaxation of age-limit and other concessions required to be provided for the Scheduled Castes, the Scheduled Tribes, Ex-servicemen and other special categories of persons, in accordance with the orders issued by the Central Government from time to time in this regard".

SCHEDULE

SL. No.	Name of Post.	Number of Post.	Classification.	Level in Pay Matrix	Whether Selection post or non-selection post.
	(1)	(2)	(3)	(4)	(5)
1.	Scientist 'D'	2* (2016) *Subject to variation dependent on workload	General Central Service, Group 'A' Gazetted, Non-Ministerial	Level 12 in Pay Matrix	Selection

Age limit for direct recruits.	Educational and other qualifications required for direct recruits.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees.	Period of probation if any	Method of recruitment, whether by recruitment or promotion or by deputation / absorption and percentage of vacancies to be filled by various methods.
(6)	(7)	(8)	(9)	(10)
NA	NA	NA	NA	By promotion under Modified Flexible Complementing Scheme.

In case of recruitment by promotion/deputation/absorption, grades from which promotion/deputation/absorption to be made.	If a Departmental Promotion Committee, what is its composition.	Circumstances in which Union Public Service Commission is to be consulted in making recruitment.
(11)	(12)	(13)
<p>By in-situ up-gradation: From the Scientist 'C' with five years' regular service in the grade according to Modified Flexible Complementing Scheme.</p> <p>Note-1: Qualifications are relaxable at the discretion of the Union Public Service Commission in the case of candidates otherwise well qualified.</p> <p>Note-2: Qualification(s) regarding experience is relaxable at the discretion of the Union Public Service Commission in the case of candidates belonging to Scheduled Castes or Scheduled Tribes if at any stage of selection, the Union Public</p>	<p>Internal Screening Committee:</p> <ol style="list-style-type: none"> 1. Joint Secretary, Ministry of Culture -Chairmen 2. Director General, National Research Laboratory for Conservation of Cultural Property -Member 3. A representative from 	<p>Consultation with the Union Public Service Commission (UPSC) is necessary while filling up the post on deputation/direct recruitment basis.</p>

<p>Service Commission is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancy reserved for them..</p> <p>Note-3: The Departmental officers in the feeder category who are in the direct line of in-situ up-gradation under Modified Flexible Complementing Scheme shall not be eligible for consideration for appointment by promotion.</p>	<p>Department of Space or Department of Atomic Energy or Defence Research and Development Organization to be nominated by the Secretary, Ministry of Culture -Member</p> <p>Board of Assessment:</p> <ol style="list-style-type: none"> 1. Chairmen/Member, UPSC -chairman 2. Secretary, Ministry of Culture or his nominee not below the level of Director/Head of the Institute or Scientist 'E' -Member 3. Three Scientist/ experts in the field of conservation of cultural property (To be nominated by the UPSC) -Members 	
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	(1)	(2)	(3)	(4)	(5)
2.	Scientist 'C'	4* (2016) *Subject to variation dependent on workload.	General Central Service, Group 'A' Gazetted, Non-Ministerial	Level 11 in Pay Matrix	Selection

(6)	(7)	(8)	(9)	(10)
NA	NA	NA	NA	By promotion under Modified Flexible Complementing Scheme.

(11)	(12)	(13)
<p>By in-situ up-gradation: From the Scientist 'B' with five years' regular service in the grade according to Modified Flexible Complementing Scheme:</p> <p>Note-1: The particular discipline in which qualification and areas in which experience are required shall be specified in accordance with the vacancy requirement at the time of recruitment.</p> <p>Note-2: Qualifications are relaxable at the discretion of the Union Public Service Commission in the case of candidates otherwise well qualified.</p> <p>Note-2: Qualification(s) regarding experience is relaxable at the discretion of the Union Public Service Commission in the case of candidates belonging to Scheduled Castes or Scheduled Tribes if at any stage of selection, the Union Public Service Commission is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancy reserved for them.</p> <p>Note-4: The Departmental officers in the feeder category who are in the direct line of in-situ up-gradation under Modified Flexible Complementing Scheme shall not be eligible for consideration for appointment by promotion.</p>	<p>Internal Screening Committee for consideration:</p> <ol style="list-style-type: none"> 1. Joint Secretary, Ministry of Culture - Chairman 2. Director General, National Research Laboratory for Conservation of Cultural Property -Member 3. A representative from Department of Space or Department of Atomic Energy or Defense Research and Development Organization to be nominated by the Secretary, Ministry of Culture -Members <p>Board of Assessment:</p> <ol style="list-style-type: none"> 1. Chairman/Member, Union Public Service Commission -Chairman 2. Secretary, Ministry of Culture or his nominee not below the level of Director/Head of the Institute or Scientist 'E' -Member 3. Three Scientist/experts in the field of conservation of cultural property (TO be nominated by Union Public Service Commission) -Member 	<p>Consultation with the UPSC is necessary while filling up the post on deputation/ direct recruitment basis.</p>

	(1)	(2)	(3)	(4)	(5)	(6)
3.	Scientist 'B'	13* (2016) *Subject to variation dependent on workload.	General Central Service, Group 'A' Gazetted, Non-Ministerial	Level 10 in Pay Matrix	Selection	Not exceeding 35 years. (Relaxable for Government Servants up to 5 years in accordance with the instruction or orders issued by the Central Government) Note: The crucial date for determining the age limit shall be as advertised by the Union Public Commission.

(7)	(8)	(9)	(10)
<p>ESSENTIAL:</p> <p>i. Master's degree in Science from a recognized University in Chemistry or Physics or Geology or Zoology or Botany or Biotechnology or Material Science or Environmental Science Or Bachelor's degree from a recognized University in Engineering or Technology with specialization in Metallurgy or Material Science and Engineering or Environmental Science and Engineering.</p> <p>ii. Three years' experience in the relevant fields.</p> <p>DESIRABLE:</p> <p>i. Ph.D. in the relevant discipline.</p> <p>ii. Practical Experience in a laboratory for conservation of cultural property.</p> <p>iii. Experience of non-destructive testing or analysis.</p> <p>iv. Certificate of proficiency in French/German from recognized university/Institution.</p> <p>Note-1: The particular discipline in which qualification and areas in which experience are required shall be specified in accordance with the vacancy requirement at the time of recruitment.</p> <p>Note-2: Qualifications are relaxable at the discretion of the Union Public Service Commission in the case of candidates otherwise well qualified.</p> <p>Note-3: Qualification(s) regarding experience is relaxable at the discretion of the Union Public Service Commission in the case of candidates belonging to Scheduled Castes or Scheduled Tribes if at any stage of selection, the Union Public Service Commission is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancy reserved for them.</p>	Age: No; Educational Qualification: Yes	One Year for Direct Recruit	<p>i. 33-1/3% by promotion failing which by deputation</p> <p>ii. 66-2/3% by direct recruitment.</p>

(11)	(12)	(13)
<p>Promotion: Senior Scientific Assistant of National Research Laboratory for Conservation of Cultural Property in Level 6 in Pay Matrix with 8 years regular service in the grade.</p> <p>Essential Qualification: Possessing the educational qualifications prescribed for direct recruitment under column 7.</p> <p>Deputation (including short term contract): Officers under the Central or State Governments or Union territories administrations or Public sector undertakings or universities or recognised research institutions or Semi Government or Autonomous bodies or Statutory organizations:</p> <p>(a)</p> <ul style="list-style-type: none"> (i) holding analogous posts on regular basis in the parent cadre or department; or (ii) with two years' service in the grade rendered after appointment thereto on regular basis in posts in the Level 8 in Pay Matrix or equivalent in the parent cadre or department; or (iii) with three years' service in the grade rendered after appointment thereto on regular basis in posts in the Level 7 in Pay Matrix or equivalent in the parent cadre or department; or (iv) with eight years' service in the grade rendered after appointment thereto on regular basis in posts in the Level 6 in Pay Matrix or equivalent in the parent cadre or department; and <p>(b) Possessing the educational qualifications and experience prescribed for direct recruitment under column 7.</p> <p>Note-1: The Departmental officers in the feeder category who are in the direct line of promotion will not be eligible for consideration for appointment on deputation. Similarly, deputationists shall not be eligible for consideration for appointment by promotion.</p> <p>Note-2: Period of deputation including the period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other organization or department of the Central Government shall ordinarily not exceed three years.</p> <p>Note-3: The Maximum age limit for appointment by deputation shall be 'Not exceeding 56 years' as on the closing date of receipt of application.</p> <p>Note-4: For the purpose of appointment on deputation basis, the service rendered on a regular basis by an officer prior to 1st January, 2006 (the date from which the revised pay structure based on the Sixth Central Pay Commission recommendation has been extended) shall be deemed to be service rendered in the corresponding grade pay or pay scale extended based on the recommendations of the Pay Commission except where there has been merger of more than one pre-revised scale of pay into one grade with a common Grade Pay/Pay scale and where this benefit will extend only for the post or posts for which that Grade Pay or Pay scale is the normal replacement grade without any up-gradation.</p>	<p>Group 'A' Departmental Promotion Committee:</p> <ol style="list-style-type: none"> 1. Chairman/Member, Union Public Service Commission. -Chairman 2. Secretary/Joint Secretary, Ministry of Culture. -Member 3. Director General, , National Research Laboratory for Conservation of Cultural Property -Member 	<p>Appointment on each occasion shall be made in consultation with the Union Public Service Commission.</p>

[F.No. 8-13/2013-M.II]

(Shefali Shah)
Joint Secretary to the Government of India.

ANNEXURE-III

Form to be filled by the Ministry/Department while forwarding proposals to the Ministry of Department of Personnel and Training and the Union Public Service Commission for amendment of approved Recruitment rules.

1.	Name of the Post	:	Project Officer
2.	Name of the Ministry/Department	:	Ministry of Culture, National Research Laboratory for Conservation of Cultural Property.
3.	Reference No. in which Commission's advice on recruitment rules was conveyed	:	UPSC's Ref.: No. F/3/5(23)/86-RR. Dated 10-04-1987
4.	Date of Notification of the original rules and subsequent amendments(copy of the original rules and subsequent amendment should be enclosed, duly flagged and referenced)	:	Notified vide Notification F. No. 11-68/85-CH. I dated 6 th June 1987, which were published in Gazette of India dated 6 th June 1987 vide GSR 432 and the Notification F. No. 11-68/85-CH. I dated 31 st August, 1987, which were Published in Gazette of India dated 12 th September, 1987 vide GSR 692.

Col No.	Provisions in the approved/existing rules	Revised provision proposed	Reason for the revision proposed
1.	2.	3.	4.
1	Project Officer	Scientist 'D'	On declaring NRLC as a scientific organization by DST vide OM A.42014/2/86-Admn.1(A) dated 28.05.1986, The Flexible Complimenting Scheme applied for Group A posts, RRs vide GSR No.432 dated 6 th May, 1987 and since then it is being continued. However, on the recommendation of Vth Pay Commission by order no. 2/41/97-PIC dated 9 th November, 1998, DoPT strengthen and revised FCS scheme applicable for all the scientific organization of Govt. of India. The scheme was further strengthen and modified on the recommendation of VIth pay Commission by order No. AaB-14017/37/2008-Estt(RR) dated 10 th September, 2015 and following these Govt. orders, this proposal of revising RRs of Group A post is being submitted. In order to bring in conformity with norms as laid down in the paragraph 3 of the DOPT's O.M. No. 2/41/97-PIC dated 9 th November, 1998 (umbrella notification issued vide GSR No. 660(E) dated 09-11-1998), the designation of the post(s) needs the proposed change.

2	2*(1987) *Subject to variation dependent on workload	*Two(2016) *Subject to variation dependent on workload	As per the guidelines of the DOP&T
3	General Central Service, Group 'A' Gazetted Non-Ministerial	General Central Service, Group 'A' Gazetted, Non-Ministerial	To bring in conformity with the classification of scientific posts.
4	Rs. 1500-60-1800-100-2000 (pre-revised)	Level 12 in Pay Matrix	Consequent on revision of pay scale in terms of CCS (RP), Rules, 2008, the pay scale is being substituted by new pay structure as per the DOPT's O.M. No. AB-14017/61/2008-Estt. (RR) dated 24 th March, 2009.
5	Selection	No change	-----
6	Not exceeding 50 years (Relaxable for Government Servants up to 5 years in accordance with the instruction or orders issued by the Central Government) Note: The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the main territories of the Andaman and Nicobar Islands and Lakshadweep).	NA	NA

Col No.	Provisions in the approved/existing rules	Revised Provision proposed	Reason for the revision proposed
1.	2.	3.	4.
7	<p>ESSENTIAL:</p> <p>(i) Master's degree in Science in required discipline or Bachelor's degree in Engineering or Technology with specialization in Metallurgy or Material Science from a recognized University or equivalent.</p> <p>(ii) 10 years' practical or research experience in the relevant field.</p> <p>Note- 1: Qualifications are relaxable at the discretion of the Union Public Service Commission in the case of candidates otherwise well qualified.</p> <p>Note- 2: The qualification(s) regarding experience is relaxable at the discretion of the Union Public Service Commission in the case of candidates belonging to Scheduled Caster or Scheduled Tribes if at any stage of selection, the Union Public Service Commission is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancy reserved for them.</p> <p>DESIRABLE:</p> <p>I. Study or working experience in more than one foreign country renowned for development in the conservation of antiques.</p> <p>II. Knowledge of a foreign language like French, Italian, German etc.</p> <p>III. Knowledge of editing and publishing of technical journals.</p> <p>Note:- The exact qualifications and area of experience required shall be specified at the time of recruitment.</p>	NA	NA
8	Age: No EQs: Yes	No change	-----

Col No.	Provisions in the approved/existing rules	Revised provision proposed	Reason for the revision proposed
1.	2.	3.	4.
9	1 year for direct recruits.	No change	-----
10	By Promotion/transfer on deputation including short-term contract)/ direct recruitment. The particular method of recruitment at any period of time to be decided by the Government in consultation with the Commission.	By in-situ up-gradation under Modified Flexible Complementing Scheme.	To bring in conformity with the guidelines of Modified Flexible Complementing Scheme.
11	Promotion: Senior Scientific Officer with 5 years regular service in the grade. Transfer on deputation (including short-term contract) Officers working in the Central/State Govts./Universities/ Recognized Research Institutions/Public Sector Undertakings/ Semi-Govt or Autonomous or Statutory organizations: (a)(i) holding analogous posts on regular basis; or (ii) with 5 year' regular service in posts in the scale of Rs. 1100-1600 or equivalent; and (b) Possessing the qualifications & experience laid down for direct recruits under Column 7. (The Departmental officers in the feeder category who are in the direct line of promotion will not be eligible for consideration for appointment on deputation,. Similarly, deputationists shall not be eligible for consideration for appointment by promotion. Period of deputation including period of deputation in	By in-situ up-gradation: From the Scientist 'C' with five years' regular service in the grade according to Modified Flexible Complementing Scheme. Note-1: Qualifications are relaxable at the discretion of the Union Public Service Commission in the case of candidates otherwise well qualified. Note-2: Qualification(s) regarding experience is relaxable at the discretion of the Union Public Service Commission in the case of candidates belonging to Scheduled Castes or Scheduled Tribes if at any stage of selection, the Union Public Service Commission is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancy reserved for them.. Note-3: The Departmental officers in the feeder category who are in the direct line of in-situ up-gradation under Modified Flexible Complementing Scheme shall not be eligible for consideration for appointment by promotion.	To bring in conformity with the guidelines of Modified Flexible Complementing Scheme and to bring in conformity with the guidelines (Paragraph 3.12 of the DOP&T on Framing/Amending of Recruitment Rules.) Environmental Studies is an essential component for research in the conservation of cultural property. Therefore it is felt necessary to include this qualification.

	another ex-cadre post held immediately proceeding this appointment in the same or some other organization/department of Central Government shall not exceed 4 years)		
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Col No.	Provisions in the approved/existing rules	Revised provision proposed	Reason for the revision proposed
1.	2.	3.	4.
12	<p>Board of Assessment: (For considering promotion)</p> <ol style="list-style-type: none"> 1. Chairman/Member UPSC –Chairman 2. Secretary, Department of Culture – Member 3. Joint Educational Adviser/Joint Secretary - Member 4. Director, National Research Laboratory for Conservation of Cultural Property, Lucknow - Member 5. Two or more experts to be nominated by the UPSC-Member <p>Note: 1 Absence of any Member other than Chairman will not vitiate the preceding of the board. Note: 2 The proceedings of the Board will be subject to approval by the Commission. Note: 3 The date from which the recommendations of the Board will be effective shall be decided in consultation with the Commission.</p> <p>Group 'A' DPC (for considering confirmation)</p> <ol style="list-style-type: none"> 1. Secretary, Department of Culture-Chairman 2. Joint Educational Adviser/Joint Secretary, Department of Culture- Member 3. Director, National Research Laboratory for conservation of Cultural Property. Lucknow-Member <p>Note: The proceedings of the Department Promotion Committee relating to confirmation shall be sent to the Commission for approval, If, however, these are not approved by the Commission a fresh meeting of the Departmental Promotion Committee to be presided over by the</p>	<p>Screening Committee:</p> <ol style="list-style-type: none"> 1. Joint Secretary, Ministry of Culture – Chairman 2. Director General, National Research Laboratory for Conservation of Culture Property- Member 3. A representative from Department of Space or Department of Atomic Energy or Defence Research and Development Organization to be nominated by the Secretary, Ministry of Culture <p>Board of Assessment:</p> <ol style="list-style-type: none"> 1. Chairman/Member, UPSC - Chairman 2. Secretary, Ministry of Culture or his nominee not below the level of Director/Head of the Institute or Scientist 'E'- Member 3. Three Scientist/experts in the field of conservation of cultural property (To be 	<p>To bring Board of Assessment/Screening Committee in conformity with guidelines of the DOP&T regarding Modified Flexible Complementing Scheme and the term 'Departmental Promotion Committee (for Considering confirmation)' is to be substituted with the term "Departmental Confirmation Committee" in view of DOPT's OM No. AB. 14017/21/2011-Estt. (RR) dated 10th May, 2013.</p>

	Chairman or a member of the UPSC shall be held.	nominated by the UPSC)- Member	
13	Selection on each occasion shall be made in consultation with the Commission	No Change	----

5. Name address and Telephone numbers of the Ministries representatives with whom these proposals may be discussed, if necessary for clarification/early decision. : Mr. A.N.Mishra
Under Secretary to the Government of India
Ministry of Culture (Museums-II)
209 'D' Wing, Shastri Bhawan, New Delhi – 110001
Tel.: 011 23388169

(B.V.Kharbade)
Director General
National Research Laboratory for Conservation of Cultural Property
E/3 Aliganj, Lucknow – 226024
Tel.: 0522-02335359/60
Mobile: 09451221011

Place: Lucknow
Date: 16th November, 2016

ANNEXURE-III

Form to be filled by the Ministry/Department while forwarding proposals to the Ministry of Department of Personnel and Training and the Union Public Service Commission for amendment of approved Recruitment rules.

1.	Name of the Post	:	Senior Scientific Officer
2.	Name of the Ministry/Department	:	Ministry of Culture, National Research Laboratory for Conservation of Cultural Property.
3.	Reference No. in which Commission's advice on recruitment rules was conveyed	:	UPSC's Ref.: No. F/3/5(23)/86-RR. Dated 10-04-1987
4.	Date of Notification of the original rules and subsequent amendments(copy of the original rules and subsequent amendment should be enclosed, duly flagged and referenced)	:	Notified vide Notification F. No. 11-68/85-CH. I dated 6 th June 1987, which were published in Gazette of India dated 6 th June 1987 vide GSR 432 and the Notification F. No. 11-68/85-CH. I dated 31 st August, 1987, which were Published in Gazette of India dated 12 th September, 1987 vide GSR 692.

Col No.	Provisions in the approved/existing rules	Revised provision proposed	Reason for the revision proposed
1.	2.	3.	4.
1	Senior Scientific Officer	Scientist 'C'	On declaring NRLC as a scientific organization by DST vide OM A.42014/2/86-Admn.1(A) dated 28.05.1986, The Flexible Complimenting Scheme applied for Group A posts, RRs vide GSR No.432 dated 6 th May, 1987 and since then it is being continued. However, on the recommendation of Vth Pay Commission by order no 2/41/97-PIC dated 9 th November, 1998, DoPT strengthen and revised FCS scheme applicable for all the scientific organization of Govt. of India. The scheme was further strengthen and modified on the recommendation of VIth Pay Commission by order no. AB-14017/37/2008-Estt(RR) dated 10 th September, 2015 and following these Govt. orders, this proposal of revising RRs of Group A post is being submitted. In order to bring in conformity with norms as laid down in the paragraph 3 of the DOPT's O.M. No. 2/41/97-PIC dated 9 th November, 1998 (umbrella notification issued vide GSR No. 660 (E) dated 09-11-1998), the designation of the post(s) needs the proposed change.
2	4* (1987) *Subject to variation dependent on workload	*Four (2016) *Subject to variation dependent on workload	As per the guidelines of the DOP&T

Col. No.	Provisions in the approved/existing rules	Revised provision proposed	Reason for the revision proposed
1.	2.	3.	4.
3	General Central Service, Group 'A' Gazetted Non-Ministerial	General Central Service, Group 'A' Gazetted, Non-Ministerial	To bring in conformity with the classification of scientific posts.
4	Rs. 1100-50-1600 (Pre-revised)	Level 11 in Pay Matrix	Consequent on revision of pay scale in terms to CCS (RP), Rules, 2008, the pay scale is being substituted by equated revised pay scale in the new pay structure as per the DOPT's O.M. No. AB-14017/61/2008-Estt. (RR) dated 24 th March, 2009.
5	Selection	No change	-----
6	Not exceeding 40 years (Relaxable for Government Servants up to 5 years in accordance with the instruction or orders issued by the Central Government) Note: The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the main territories of the Andaman and Nicobar Islands and Lakshdweep).	NA	NA
7.	<u>ESSENTIAL:</u> i. Master's degree in Science in the required discipline or Bachelor's degree in Engineering or Technology with specialization in Metallurgy or Material Science from a recognized University or equivalent. ii. 5 years' research experience in the relevant field. Note-1: Qualifications are relaxable at the discretion of the Union Public Service Commission in the case of candidates otherwise well qualified. Note-1: The exact qualifications and area of experience required shall be indicated at the time of recruitment. Note-2: The qualification(s) regarding experience is relaxable at the discretion of the Union Public Service Commission in the case of candidates belonging to Scheduled Castes or Scheduled Tribes if at any stage of selection, the Union Public Service Commission is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancy reserved for them.	NA	NA

	<p><u>DESIRABLE:</u></p> <p>I. Research experience with evidence of published work.</p> <p>II. Knowledge of a foreign language like French, Italian, German etc.</p>		
8	Age: No EQs: Yes	NA	NA
9	1 year for direct recruits	No change	-----
10	By Promotion/transfer on deputation (including short term contract)/direct recruitment. The particular method of recruitment at any period of time to be decided by the Government in consultation with the Commission.	By in-situ up-gradation under Modified Flexible Complementing Scheme.	To bring in conformity with the guidelines of Modified Flexible Complementing Scheme.

Col No.	Provisions in the approved/existing rules	Revised provision proposed	Reason for the revision proposed
1.	2.	3.	4.
11	<p>Promotion: Junior Scientific Officer with 5 years regular service in the grade. Transfer on deputation (including short-term contract):</p> <p>Officers under the Central/State Government/Universities/Recognized Research Institutions/Public Sector Undertakings/Semi-Govt./Statutory or Autonomous Organizations.</p> <p>a. (i) Holding analogous post on regular basis; Or (ii) 5 years regular service in post carrying the scale of Rs. 700-1300 or equivalent and b. Possessing the educational qualifications and experience laid down for direct recruits under column 7.</p> <p>(The Department officers in the feeder category who are in the direct line of promotion will not be eligible for consideration for appointment on deputation. Similarly deputationists shall not be eligible for consideration for appointment by promotion. Period of deputations including period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other organization/department of the Central Govt. shall ordinarily not exceed 4 years.)</p>	<p>By in-situ up-gradation: From the Scientist 'B' with five years' regular service in the grade according to Modified Flexible Complementing Scheme:</p> <p>Note-1: The particular discipline in which qualification and areas in which experience are required shall be specified in accordance with the vacancy requirement at the time of recruitment. Note-2: Qualifications are relaxable at the discretion of the Union Public Service Commission in the case of candidates otherwise well qualified. Note-2: Qualification(s) regarding experience is relaxable at the discretion of the Union Public Service Commission in the case of candidates belonging to Scheduled Castes or Scheduled Tribes if at any stage of selection, the Union Public Service Commission is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancy reserved for them. Note-4: The Departmental officers in the feeder category who are in the direct line of in-situ up-gradation under Modified Flexible Complementing Scheme shall not be eligible for consideration for appointment by promotion.</p>	<p>To bring in conformity with the guidelines of Modified Flexible Complementing Scheme and to bring in conformity with the guidelines (Paragraph 3.12) of the DOP&T on Framing/Amending of Recruitment Rules.</p> <p>Environmental Studies is an essential component for research in the conservation of cultural property. Therefore it is felt necessary to include this qualification.</p>

12	<p>Board of Assessment: (For considering promotion)</p> <ol style="list-style-type: none"> 1. Chairman/Member, UPSC –Chairman 2. Secretary, Department of Culture – Member 3. Joint Educational Adviser/Joint Secretary – Member 4. Director, National Research Laboratory for Conservation of Cultural Property, Lucknow - Member 5. Two or more experts to be nominated by the UPSC -Member <p>Note: 1 Absence of any Member other than Chairman will not vitiate the preceding of the board.</p> <p>Note: 2 The proceedings of the Board will be subject to approval by the Commission.</p> <p>Note: 3 The date from which the recommendations of the Board will be effective shall be decided in consultation with the Commission.</p> <p>Group 'A' DPC (for considering confirmation)</p> <ol style="list-style-type: none"> 1. Secretary, Department of Culture - Chairman 2. Joint Educational Adviser/Joint Secretary, Department of Culture - Member 3. Director, National Research Laboratory for conservation of Cultural Property. Lucknow -Member <p>Note: The proceedings of the Department Promotion Committee relating to confirmation shall be sent to the Commission for approval, If, however, these are not</p>	<p>Screening Committee:</p> <ol style="list-style-type: none"> 1. Joint Secretary, Ministry of Culture – Chairman 2. Director General, National Research Laboratory for Conservation of Culture Property - Member 3. A representative from Department of Space or Department of Atomic Energy or Defence Research and Development Organization to be nominated by the Secretary, Ministry of Culture <p>Board of Assessment:</p> <ol style="list-style-type: none"> 1. Chairman/Member, UPSC – Chairman 2. Secretary, Ministry of Culture or his nominee not below the level of Director/Head of the Institute or Scientist 'E' -Member 3. Three Scientist/experts in the field of conservation of cultural property (To be nominated by the UPSC) -Member 	<p>To bring Board of Assessment/Screening Committee in conformity with guidelines of the DOP&T regarding Modified Flexible Complementing Scheme and the term 'Departmental Promotion Committee (for Considering confirmation)' is to be substituted with the term "Departmental Confirmation Committee" in view of DOPT's OM No. AB. 14017/21/2011-Estt. (RR) dated 10th May,2013.</p>
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	approved by the Commission a fresh meeting of the Departmental Promotion Committee to be presided over by the Chairman or a member of the UPSC shall be held.		
13	Selection on each occasion shall be made in consultation with the Commission	No change	-----

5. Name address and Telephone numbers of the Ministries representatives with whom these proposals may be discussed, if necessary for clarification/early decision. : Mr. A.N.Mishra
Under Secretary to the Government of India
Ministry of Culture (Museums-II)
209 'D' Wing, Shastri Bhawan, New Delhi – 110001
Tel.: 011 23388169

(B.V.Kharbade)
Director General
National Research Laboratory for Conservation of Cultural Property
E/3 Aliganj, Lucknow – 226024
Tel.: 0522-02335359/60
Mobile: 09451221011

Place: Lucknow
Date: 16th November, 2016

ANNEXURE-III

Form to be filled by the Ministry/Department while forwarding proposals to the Ministry of Department of Personnel and Training and the Union Public Service Commission for amendment of approved Recruitment rules.

1.	Name of the Post	:	Junior Scientific Officer
2.	Name of the Ministry/Department	:	Ministry of Culture National Research Laboratory for Conservation of Cultural Property.
3.	Reference No. in which Commission's advice on recruitment rules was conveyed	:	UPSC's Ref.: No. F/3/5(23)/86-RR. Dated 10-04-1987
4.	Date of Notification of the original rules and subsequent amendments(copy of the original rules and subsequent amendment should be enclosed, duly flagged and referenced)	:	Notified vide Notification F. No. 11-68/85-CH. I dated 6 th June 1987, which were published in Gazette of India dated 6 th June 1987 vide GSR 432 and the Notification F. No. 11-68/85-CH. I dated 31 st August, 1987, which were Published in Gazette of India dated 12 th September, 1987 vide GSR 692.

Col No.	Provisions in the approved/existing rules	Revised provision proposed	Reason for the revision proposed
1.	2.	3.	4.
1	Junior Scientific Officer	Scientist 'B'	On declaring NRLC as a scientific organization by DST vide OM A.42014/2/86-Admn.1(A) dated 28.05.1986, The Flexible Complimenting Scheme applied for Group A posts, RRs vide GSR No.432 dated 6 th May, 1987 and since then it is being continued. However, on the recommendation of Vth Pay Commission by order no 2/41/97-PIC dated 9 th November, 1998, DoPT strengthen and revised FCS scheme applicable for all the scientific organization of Govt. of India. The scheme was further strengthen and modified on the recommendation of VIth Pay Commission by order no. AB-14017/37/2008-Estt(RR) dated 10 th September, 2015 and following these Govt. orders, this proposal of revising RRs of Group A post is being submitted. In order to bring in conformity with norms as laid down in the paragraph 3 of the DOPT's O.M. No. 2/41/97-PIC dated 9 th November, 1998 (umbrella notification issued vide GSR No. 660 (E) dated 09-11-1998), the designation of the post(s) needs the proposed change.
2	13* (1987) *Subject to variation dependent on workload	*Thirteen (2016) *Subject to variation dependent on workload	As per the guidelines of the DOP&T

Col. No.	Provisions in the approved/existing rules	Revised provision proposed	Reason for the revision proposed
1.	2.	3.	4.
3	General Central Service, Group 'A' Gazetted Non-Ministerial	General Central Service, Group 'A' Gazetted, Non-Ministerial	To bring in conformity with the classification of scientific posts.
4	Rs. 700-40-900-EB-40-1100-1300 (Pre-revised)	Level 10 in Pay Matrix	Consequent on revision of pay scale in terms to CCS (RP), Rules, 2008, the pay scale is being substituted by equated revised pay scale in the new pay structure as per the DOPT's O.M. No. AB-14017/61/2008-Estt. (RR) dated 24 th March, 2009.
5	Selection	No change	-----
6	Not exceeding 35 years (Relaxable for Government Servants up to 5 years in accordance with the instruction or orders issued by the Central Government) Note: The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the main territories of the Andaman and Nicobar Islands and Lakshdweep).	Not exceeding 35 years. (Relaxable for Government Servants up to 5 years in accordance with the instruction or orders issued by the Central Government) Note: The crucial date for determining the age limit shall be as advertised by the Union Public Service Commission.	To bring in conformity with the guidelines of the Govt. (DOPT Notification No. GSR 758(E) dated 21 st December, 1998 [File No. 15012/6/98-Estt.(D)])

7	<p><u>ESSENTIAL:</u></p> <p>i. Master's degree in Science in the required discipline or Bachelor's degree in Engineering or Technology with specialization in Metallurgy or Material Science from a recognized University or equivalent.</p> <p>ii. 3 years' research experience in the relevant field.</p> <p>Note-1: Qualifications are relaxable at the discretion of the Union Public Service Commission in the case of candidates otherwise well qualified.</p> <p>Note-2: The qualification(s) regarding experience is relaxable at the discretion of the Union Public Service Commission in the case of candidates belonging to Scheduled Castes or Scheduled Tribes if at any stage of selection, the Union Public Service Commission is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancy reserved for them.</p> <p><u>DESIRABLE:</u></p> <p>iv. Practical experience in a Conservation Laboratory.</p> <p>v. Experience of non-destructive testing or analysis.</p> <p>vi. Knowledge of a Foreign language like French, Italian, German etc.</p> <p>Note-: The exact qualifications and experience required shall be specified at the time of recruitment.</p>	<p><u>Essential:</u></p> <p>i. Master's degree in Science from a recognized University in Chemistry or Physics or Geology or Zoology or Botany or Biotechnology or Material Science or Environmental Science. Or Bachelor's degree from a recognized University in Engineering or Technology with specialization in Metallurgy or Material Science and Engineering or Environmental Science and Engineering.</p> <p>ii. Three years' research experience in the relevant field.</p> <p><u>DESIRABLE:</u></p> <p>i. Ph.D. in the relevant discipline.</p> <p>ii. Practical Experience in a laboratory for conservation of cultural property.</p> <p>iii. Experience of non-destructive testing or analysis.</p> <p>iv. Certificate of proficiency in French/German from recognized university/Institution.</p> <p>Note-1: The particular discipline in which qualifications and areas in which experience are required shall be specified in accordance with the vacancy requirement at the time of recruitment.</p> <p>Note-2: Qualifications are relaxable at the discretion of the Union Public Service Commission in the case of candidates otherwise well qualified.</p> <p>Note-3: The qualifications(s) regarding experience is relaxable at the discretion of the Union Public Service Commission in the case of candidates belonging to Scheduled Castes or Scheduled Tribes if at any stage of selection, the Union Public Service Commission is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancy reserved for them.</p>	<p>In order to promote the professional efficiency in scientific research in the field of conservation of cultural property and to cope up rapid dynamic changes in the working of Government Sector, the proposed qualifications are being felt necessary.</p> <p>Environmental Studies is an essential component for research in the conservation of cultural property. Therefore it is felt necessary to include this qualification.</p>
8	Age: No EQs: Yes	NA	NA

9	1 year for direct recruits	One year for direct recruits.	To bring in conformity with the guidelines (Paragraph 3.10.2) of the DOP&T on Framing/Amending of Recruitment Rules.)
10	<p>i. 33-1/3% by Promotion failing which by transfer on deputation.</p> <p>ii. 66-2/3% by direct recruitment.</p>	<p>i. 33-1/3% by promotion failing which by deputation.</p> <p>ii. 66-2/3% by direct recruitment</p>	The term 'transfer on deputation' is to be substituted with the 'deputation' as per Paragraph Para 3.11.6 of the Guidelines of the DOP&Ts on Framing/Amending Recruitment Rules.
11	<p>Promotion: Senior Scientific Assistant with 5 years regular service in the grade.</p> <p>Transfer on deputation: Officers under the Central/State Government/Universities/Recognized Research Institutions/Public Sector Undertakings/Semi-Govt./Statutory or Autonomous Organizations.</p> <p>c. (i) Holding analogous post on regular basis; Or (ii) With three years regular service in post carrying the scale of Rs. 2000-3500 (Rs. 650-1200-pre-revised or equivalent): Or (iii) With five years' regular service in posts carrying the scale of Rs.1640-2900(Rs. 550-900 – pre-revised) or equivalent And</p> <p>d. Possessing the educational qualifications and experience laid down for direct recruits under column 7.</p> <p>(The Department officers in the feeder category who are in the direct line of promotion will not be eligible for</p>	<p>Promotion: Senior Scientific Assistant of National Research Laboratory for Conservation of Cultural Property in Level 6 in Pay Matrix with 8 years regular service in the grade.</p> <p>Essential Qualification: Possessing the educational qualifications prescribed for direct recruitment under column 7.</p> <p>Deputation (including short term contract): Officers under the Central or State Governments or Union territories administrations or Public sector undertakings or universities or recognised research institutions or Semi Government or Autonomous bodies or Statutory organizations:</p> <p>(a)</p> <p>(v) holding analogous posts on regular basis in the parent cadre or department; or</p> <p>(vi) with two years' service in the grade rendered after appointment thereto on regular basis in posts in the Level 8 in Pay Matrix or equivalent in the parent cadre or department; or</p> <p>(vii) with three years' service in the grade rendered after appointment thereto on regular</p>	To bring in conformity with the guidelines (Paragraph 3.12) of the DOP&T on Framing/Amending of Recruitment Rules.

	<p>consideration for appointment on deputation. Similarly deputationists shall not be eligible for consideration for appointment by promotion. Period of deputations including period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other organization/department of the Central Govt. shall ordinarily not exceed 3 years.)</p>	<p>basis in posts in the Level 7 in Pay Matrix or equivalent in the parent cadre or department; or (viii) with eight years' service in the grade rendered after appointment thereto on regular basis in posts in the Level 6 in Pay Matrix or equivalent in the parent cadre or department; and (b) Possessing the educational qualifications and experience prescribed for direct recruitment under column 7.</p> <p>Note-1: The Departmental officers in the feeder category who are in the direct line of promotion will not be eligible for consideration for appointment on deputation. Similarly, deputationists shall not be eligible for consideration for appointment by promotion.</p> <p>Note-2: Period of deputation including the period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other organization or department of the Central Government shall ordinarily not exceed three years.</p> <p>Note-3: The Maximum age limit for appointment by deputation shall be 'Not exceeding 56 years' as on the closing date of receipt of application.</p> <p>Note-4: For the purpose of appointment on deputation basis, the service rendered on a regular basis by an officer prior to 1st January, 2006 (the date from which the revised pay structure based on the Sixth Central Pay Commission recommendation has been extended) shall be deemed to be service rendered in the corresponding grade pay or pay scale extended based on the recommendations of the Pay Commission except where there has been merger of more than one pre-revised scale of pay into one grade with a common Grade Pay/Pay scale and where this benefit will extend only for the post or posts for which that Grade Pay or Pay scale is the normal replacement grade without any up-gradation.</p>	
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12.	<p>Group 'A' DPC (For considering promotion)</p> <ol style="list-style-type: none"> 1. Chairman/Member, UPSC - Chairman 2. Secretary, Department of Culture - Member 3. Jt. Educational Adviser/ Joint Secretary, Department of Culture - Member 4. Director, NRLC - Member <p>Group 'A' DPC (For considering confirmation):</p> <ol style="list-style-type: none"> 1. Secretary, Department of Culture - Chairman 2. Joint Educational Adviser/Joint Secretary, Department of Culture - Member 3. Director, NRLC - Member <p>Note: The proceedings of the Departmental Promotion Committee relating to confirmation shall be sent to the commission for approval. If, however, these are not approved by the commission a fresh meeting of the Departmental Promotion Committee to be presided over by the Chairman or a member of the UPSC shall be held.</p>	<p>Group 'A' Departmental Promotion Committee:</p> <ol style="list-style-type: none"> 1. Chairman/Member, Union Public Service Commission - Chairman 2. Secretary/Joint Secretary, Ministry of Culture.- Member 3. Director General, National Research Laboratory for Conservation of Cultural Property - Member <p>Group 'A' Departmental Confirmation Committee:</p> <ol style="list-style-type: none"> 1. Secretary/Joint Secretary, Ministry of Culture - Chairman 2. Director General, National Research Laboratory for Conservation of Cultural Property - Member 3. Director/Deputy Secretary, Ministry of Culture – Member 	
13.	<p>Selection on each occasion shall be made in constitution with the Commission.</p>	<p>Selection on each occasion shall be made in consultation with the Union Public Service Commission</p>	<p>No Change</p>

5. Name address and Telephone numbers of the Ministries representatives with whom these proposals may be discussed, if necessary for clarification/early decision. : Mr. A.N. Mishra
Under Secretary to the Government of India
Ministry of Culture (Museums-II)
209 'D' Wing, Shastri Bhawan, New Delhi – 110001
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Date: 16th November, 2016