

**NATIONAL RESEARCH LABORATORY FOR CONSERVATION OF
CULTURAL PROPERTY, SCIENTIFIC GROUP 'A' (GAZETTED)
POSTS (IN-SITU PROMOTION UNDER FLEXIBLE
COMPLIMENTING SCHEME) RULES, 1999**

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SCHEDULE 1 :- SCHEDULE

**NATIONAL RESEARCH LABORATORY FOR CONSERVATION OF
CULTURAL PROPERTY, SCIENTIFIC GROUP 'A' (GAZETTED)
POSTS (IN-SITU PROMOTION UNDER FLEXIBLE
COMPLIMENTING SCHEME) RULES, 1999**

New Delhi, the 1st September, 1999 G.S.R. 299.-In exercise of the powers conferred by the proviso to Article 309 of the Constitution, the President hereby makes the following Rules, in supersession of existing provision, regulating the in-situ promotion under the Flexible Complimenting Scheme applicable to Scientific Group 'A' posts in the National Research Laboratory for Conservation of Cultural Property, namely:-

1. Short Title and Commencement :-

(i) These Rules may be called the National Research Laboratory for Conservation of Cultural Property, Scientific Group 'A' (Gazetted) posts (In-situ Promotion under Flexible Complimenting Scheme) Rules, 1999.

(ii) They shall come into force on the date of their publication in the Official Gazette.

2. Application :-

These Rules shall apply to all the Scientific Group 'A' (Gazetted) posts in the National Research Laboratory for Conservation of Cultural Property governed by the Recruitment Rules specified in the Schedule annexed to these Rules.

3. In-situ Promotion under the Flexible Complementing Scheme :-

Notwithstanding anything contained in the Recruitment Rules specified in the Schedule annexed to these Rules the following provisions shall apply in the matter of recruitment for Scientific Group 'A' (Gazetted) posts in the National Research Laboratory for Conservation of Cultural property under the Flexible Complimenting Scheme, namely:

(a) The Scientific Group 'A' (Gazetted) posts in the National Research Laboratory for Conservation of Cultural Property in the scales of pay of Rs. 8000-275-13500, Rs. 10000-325-15200, Rs. 12000-375-16500 and Rs. 14300-400-18300 shall be known as Scientist 'B', Scientist 'C', Scientist 'D' and Scientist 'E', respectively.

(b) The scales of pay and the designations of the Scientific Group 'A' (Gazetted) posts in the National Research Laboratory for Conservation of Cultural Property, covered by the Flexible Complimenting Scheme, and the minimum residency period linked to performance for in-situ promotion to the next higher grade, shall be as given in the Table-1 below: TABLE-1

Scale of Pay	Designation	Minimum Residency Period
		Linked to Performance
Rs. 8000-275-13500	Scientist -B'	3
Rs. 10000-325-15200	Scientist 'C'	4
Rs. 12000-375-16500	Scientist 'D'	4
Rs. 14300-400-18300	Scientist. 'E'	.

(c) The Residency Period linked to performance of the officer for considering in-situ promotion to the next higher grade shall be calculated by assessing the grading in the Annual Confidential Reports on a 10 point scale given 10 marks for 'outstanding', 8 marks for 'very good', 6 marks for 'good', 4 marks for 'average' and 0 for 'poor' as given in the Table-2 below: TABLE-2

		Number of	Years in the	Grade		
	3	4	5	6	7	8
		Minimum	percent	for Eligibility		
		a.KC				
Scientist 'B' to Scientist 'C'	90%	80%	10%	65%	60%	-
Scientist 'C' to Scientist 'D'		90%	80%	75%	70%	60%
Scientist 'D' to Scientist 'E'		90%	80%	75%	70%	60%

(d) All officers being considered for in-situ promotion shall be assessed by an Assessment Board, and the performance of the officers shall also be graded on a 10 point scale and the eligibility for promotion shall be based on the norms as laid down in the Table-2 at 'c' above. The composition of the Assessment Boards shall be as given in the Table-3 below: TABLE-3

Composition of the Assessment Board			
Scientist 'D' to Scientist 'E'	1.	Secretary/Joint Secretary, Department of Culture	- Chairman
	2.	Two scientists and one expert in Conservation of Cultural Property	- Members
		(To be nominated by the Secretary, Department of Culture) '	
Scientist 'C' to Scientist 'D'	1.	Secretary/Joint Secretary, Department of Culture	- Chairman
	2.	Director, NRLC	-Member
	3.	One scientists and one expert in Conservation of Cultural Property	- Members
		(To be nominated by the Secretary, Department of Culture)	
Scientist 'B' to Scientist 'C'	1.	Director, NRLC	- Chairman
	2.	Director/Dy. Secretary	-- Member
	3.	One scientists and one expert in Conservation of Cultural Property	- Members
		(To be nominated by the Director, NRLC)	

(e) No person other than a person possessing the essential educational qualifications of atleast a Master's Degree in Science or Bachelor's Degree in Engineering or Technology, shall be eligible for in-situ promotion under the Flexible Complementing Scheme.

(f) The system of flexible complementing and in-situ promotion mentioned above shall be subject to the following conditions:-

(i) That the number of officers in the grade of Scientist 'D' shall not exceed thirty percent of the total number of posts in the three

grades of Scientist 'D', Scientist 'C' and Scientist 'B', and

(ii) That the total number of officers shall not exceed the total sanctioned strength in these grades put together at any point of time.

SCHEDULE 1

SCHEDULE

Name of Ministry/Department	Short Title of the Recruitment Rules
Ministry of Human Resource Development	The National Research Laboratory for Conservation of
Department of Culture	Cultural Property, Lucknow, Group 'A' Gazetted posts
National Research Laboratory for Conservation of	(Scientific) Recruitment Rules, 1987 (published in
Cultural Property, Lucknow.	Gazette of India vide GSR 432 dated 6-6-87) in so far
	as they relate to the post of Project Officer and Senior
	Scientific Officer, and the National Research Labo-
	ratory for Conservation of Cultural Property (Director)
	General Central Service (Group 'A'Gazetted) Re-
	cruitment Rules 1984, (published in Gazette of India
	vide GSR 246 dated 14-2-1984).