



भारत सरकार

Government of India

राष्ट्रीय अनुसूचित जनजाति आयोग

National Commission for Scheduled Tribes

(A Constitutional Body set up under Art. 338A of the Constitution of India)

Case File No.: NCST-17012(MTUR)/2/2021-RU4

Dated: 01.09.2021

To,

The Secretary,
Ministry of Culture,
Shastri Bhawan,
New Delhi – 110 001.
E-mail: secy-culture@nic.in

Subject: Representation dated 11.06.2021 received from Ms. Visetuonuo Kiso, Assistant Curator, National Museum, New Delhi regarding grievances against new proposed Recruitment Rules (RR) sent by the National Museum, New Delhi

Sir,

I am directed to enclose herewith a copy of the Proceedings of the Sitting held on 10.08.2021 under the Chairmanship of Shri Ananta Nayak, Hon'ble Member, National Commission for Scheduled Tribes on the above mentioned matter for necessary action and submission of compliance report to this Commission within 30 days positively for placing the same before the Hon'ble Member, NCST.

(Encl: As above)

Yours faithfully,

(Dr. Lalit Jatta)
Director

Copy forwarding proceedings of the Sitting for submission of compliance report to NCST to:

The Additional Director General,
National Museum,
Ministry of Culture,
Janpath, New Delhi- 110001

Copy for information to:

Ms. Visetuonuo Kiso,,
Assistant Curator (Exhibition)/
Dural Charge (Arms & Armour Department,
National Museum,
Janpath Road, New Delhi – 110001
E.mail: visekiso31@gmail.com

✓ Copy for uploading at NIC website - w
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NATIONAL COMMISSION FOR SCHEDULED TRIBES

Case File No. NCST-17012(MTUR)/2/2021-RU4

PROCEEDINGS OF SITTING HELD ON 10.08.2021 CHAIRED BY SHRI ANANTA NAYAK, HON'BLE MEMBER, NATIONAL COMMISSION FOR SCHEDULED TRIBES (NCST) IN THE CASE OF REPRESENTATION DATED 11.06.2021 RECEIVED FROM MS. VISETUONUO KISO, ASSISTANT CURATOR, NATIONAL MUSEUM, NEW DELHI REGARDING GRIEVANCES AGAINST NEW PROPOSED RECRUITMENT RULES (RR) SENT BY THE NATIONAL MUSEUM, NEW DELHI

Date of Sitting: 10.08.2021

List of officers present in sitting is Annexed.

Ms. Visetuonuo Kiso, Assistant Curator, National Museum, New Delhi vide her representation dated 14.06.2021 has submitted grievances against new proposed Recruitment Rules (RR) sent by the National Museum, New Delhi to DoPT and avoidance of an unintentional discrimination against her.

2. The petitioner has submitted that presently she is working as Assistant Curator in National Museum since 01.11.2016 and completed 05 years successful service. She is also looking after the Exhibition Department and also holding additional charge of prestigious collection of Arms and Armour Department of National Museum. Since inception of National Museum, the posts from Assistant Curators to the post of Curators were created and accordingly, the recruitment rules were framed keeping in mind the specialization of the subjects. As per recruitment rules, the post of Assistant Curator (Arms) has promotion channel to the post of Deputy Curator (Arms) after completion of 05 years regular service. Same recruitment patterns is also applicable for other category of posts in National Museum.
3. Now, the National Museum has sent proposal for revising the existing Recruitment Rules (RR) to the DoPT without consulting Curatorial Staff. The National Museum has proposed in the revised RRs that all Assistant Curators are eligible for promotion to the post of Deputy Curators after a regular service of 08 years. However, considering the current position of Staff strength, there are only 06 out of 10 posts of Deputy Curator available for promotion. Thus, the promotion avenue of ST employee as per roster will become blank. Further, the limited post of Deputy Curators and composite method proposed in the draft RRs, the selected candidates will be randomly allotted to the available departments and given the opportunity of promotion, based on their seniority, while the promotion channel of her within the Department will be jeopardized. Thus, the proposed RR is against the officials which will deprive promotion of the petitioner who belong to ST community, who, as per the existing RR is eligible to be considered for promotion. As per the proposed RR, the National Museum has increased the number of years of the service from 5 years to 8 years which deprived her promotion avenue. She has requested the Commission to intervene in the matter and protect the interest of STs.
4. As per procedure, the Commission sought report from the Secretary, Ministry of Culture vide NCST notice dated 17.06.2021. Thereafter, the Ministry has submitted a report vide letter dated 25.06.2021 which is taken on record.
5. The Commission decided to hold a sitting in the case on 10.08.2021 and issued Summons for appearance of Secretary, Ministry of Culture. In response to the Summons, the Secretary, Ministry of Culture vide D.O. letter dated 09.08.2021 sought exemption and requested to allow Additional Director General, National Museum to attend the sitting. Accordingly, Shri Subrata Nath, Additional Director General, National Museum appeared. The petitioner was also present.

6. In the sitting, the petitioner stated her grievances and objection to the proposed revision of Recruitment Rules for the post of Assistant Curator, Deputy Curator and Curator since it will deprive her from getting timely promotion to the post of Deputy Curator. She also stated that the proposed Recruitment Rules will delay her promotional prospect to the post of Deputy Curator as the National Museum has proposed to increase eligibility years of service from 05 to 08 years.

7. The Additional Director General, National Museum briefed about the case stating that the DoPT has issued guidelines dated 31.12.2010 stating that the recruitment rules should be reviewed once in 05 year with a view to effecting such change as necessary to bring them in conformity with a changed position. Since, the revision of Recruitment Rules were not made after the year 2008 onwards and therefore, it was necessary to revise the Recruitment Rules for all cadre posts of National Museum. The National Museum has posts of Assistant Curator, Deputy Curator, MEO and Curator in different discipline. These posts are scattered and due to which non availability of eligible incumbents in respective cadre / discipline, the posts are sometimes abolished. The Administration have to exercise for revival of abolished posts. Accordingly, the National Museum has decided to revise Recruitment Rules of all cadre posts by merging of scattered posts of different disciplines of Assistant Curator, Deputy Curator and Curator into combined cadre of Assistant Curator, Deputy Curator and Curator. The increase of eligibility years of service has been proposed as per the DoPT guidelines. There will be no loss to the petitioner as she will get promotion to the post Curator after approval of proposed Recruitment Rules. The Department is also working for revival of abolished posts. If the existing Recruitment Rules are to be implemented, then there will be no surety that the post of Curator (Education) will be available in the cadre as presently there is no eligible candidate available to be considered for promotion and the post will be abolished as per the Department of Expenditure guidelines. The finalization and notification of the proposed draft amendment RRs in Gazette of India has to be done with the approval of DoPT, UPSC and Department of Legal Affairs. The process of submission of the proposed draft amendment of RRs is under way on DoPT's RRFAMS portal with the approval of Hon'ble Minister of Culture.

8. The case was discussed in detail. After hearing both the parties, the Commission decided to examine the case further to see whether the proposed revision of the RR will lead to deprivation/discrimination to the petitioner who belong to a Scheduled Tribe community. Accordingly, the Commission recommended that the National Museum management will provide following documents for examination of the case:

Existing Recruitment Rules for all cadre posts of Assistant Curator, MEO, Deputy Curator and Curator (discipline wise).

- Draft revised Recruitment Rules for the posts of Assistant Curator, Deputy Curator and Curator.
- Total sanctioned cadre strength, incumbents in position in all cadre posts.
- Reservation Rosters for each cadre of posts.
- Shortfall / backlog of ST vacancy, if any and reasons thereof.

9. An action taken report along with all requisite documents in to the case may be sent to the Commission within 30 days.



(ANANTA NAYAK)
MEMBER

National Commission for Scheduled Tribes

अनंत नायक/ANANTA NAYAK

सदस्य/Member

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NATIONAL COMMISSION FOR SCHEDULED TRIBES

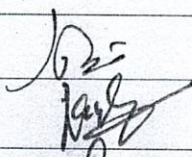
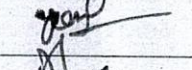
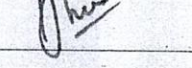

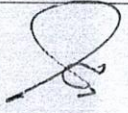
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नई दिल्ली/New Delhi

Attendance Sheet
National Commission for Scheduled Tribes

File No. NCST-17012(MTUR)/2/2021-RU4

Sitting held on 10.08.2021 at 11.00 A.M. in the case of representation dated 11.06.2021 received from Ms. Visetunuo Kiso, Assistant Curator, National Museum, New Delhi regarding grievances against new proposed Recruitment Rules (RR) sent by the National Museum, New Delhi.

Sl. No.	Name and Designation	Address & Phone No.	Signature
I	<u>National Commission for Scheduled Tribes</u>		
1.	Shri Harsh Chouhan Hon'ble Chairperson	In Chair	—
2.	Shri Ananta Nayak Hon'ble Member	In Chair	
3.	Smt. Alka Tiwari, Secretary	—	—
4.	Shri K. Touthang, Joint Secretary		
5.	Dr. Lalit Latta Director		
5.	Shri Y.K. Bansal, Research Officer		
6.	Shri D.D. Tripathi, Legal Consultant		
7.			
II	<u>Officers from Ministry of Culture</u>		
1.	Subrata Nath ADG, National Museum	9540079673 subrata.nath @nic.in	
2.			
3.			
4.			
5.			
6.			
III	<u>Petitioners</u>		
1.	Ushama 10/8/21	971112612	
2.			