

59. NATIONAL ART GALLERY

- 59.1 Operating under the *aegis* of the Ministry of Arts and Cultural Heritage, the National Art Gallery (NAG), aims to inspire interest and promote the understanding and appreciation of the aesthetics and values of visual arts in Mauritius. Its objectives are, *inter alia*, to: develop and conserve a national collection of works of art and associated materials; exhibit works of art from the national collection; promote Mauritian art and artist; promote exchange of ideas and participation in international exhibitions and related matters on an international level; and acquire and impart knowledge about international standards and ethics in the conservation of works of art.
- 59.2 The NAG is administered and managed by a Board. A Director is at the apex of the organisation and is responsible for the execution of the policy and decisions of the Board as well as the control and management of the day-to-day business of the Gallery. He is assisted in the performance of his duties by officers of professional, technical and General Services grades.
- 59.3 For this Report, representations from the staff side pertain to the restyling of the grade of Documentation and Liaison Officer in view of lack of career prospects at the organisation and higher qualifications possessed by the incumbent; eligibility to duty exemption facilities on the purchase of a car; and provision of training opportunities. During consultation, we were equally informed, that the non-filling of vacant posts impedes service delivery to some extent.
- 59.4 Whilst we did not receive any submission from Management, the parent Ministry viewed that the existing structure may be maintained pending the implementation of the provision of the Budget Speech 2016/2017 to merge the NAG and the Mauritius Museums Council under a common management.
- 59.5 As regards staff side submissions, the Bureau apprised members concerned of a few of the benefits that they are eligible for; a restyling of a grade is normally not carried out with a view to providing promotion opportunities; qualifications are set according to the requirements of the job; and the Bureau makes general provision regarding conditions of service and same are meant to be applicable in the public sector holistically.
- 59.6 The Bureau considers that the existing structure is appropriate to enable the organisation to deliver on its mandate, pending any future development and the current provision regarding the grant of time-off should be maintained. **We, however, view that vacant posts at different levels should be filled for a smoother functioning of the Gallery.**

Time-Off

Recommendation 1

- 59.7 **We recommend that officers of the National Art Gallery who are required, on a regular basis, to put in additional hours of work, be granted equivalent time-off. In case officers cannot be granted time-off within a period of four consecutive**

months, due to exigencies of service, they should be compensated at the normal hourly rate for the extra hours put in.

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SALARY SCHEDULE

NAG 1	:	Rs 13745 x 230 – 13975 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225
		Handy Worker
NAG 2	:	Rs 14475 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400
		Telephone Operator
NAG 3	:	Rs 15485 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400
		Driver/Office Attendant
NAG 4	:	Rs 16785 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 34825
		Clerk/Word Processing Operator
NAG 5	:	Rs 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450
		Management Support Officer
NAG 6	:	Rs 19850 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450
		Accounts Clerk Art Custodian
NAG 7	:	Rs 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700
		Art Curator Documentation and Liaison Officer
NAG 8	:	Rs 94500
		Director



