

67. NATIONAL ART GALLERY

- 67.1 The National Art Gallery (NAG), was set up under the provisions of the NAG Act 1999. It operates under the *aegis* of the Ministry of Arts and Culture and is mandated to build a National Art Collection and preserve same through artwork acquisition. The Gallery also plays a significant role in the implementation of a visual art culture in Mauritius.
- 67.2 It organises several art exhibitions and activities with mediation programmes. Its objectives are, *inter alia*, to: develop and conserve a National Collection comprising works of art and related materials; exhibit works of art from the National Collection; and promote Mauritian art and artists.
- 67.3 A Board is responsible to administer and manage the affairs of the NAG. A Director is at the apex of the organisation and is responsible for the execution of policy and decisions of the Board as well as for the day-to-day administration of the Gallery. Since the post of Director is presently vacant, an Officer-in-Charge has been appointed to oversee the functions of the NAG. The latter is assisted by officers in professional, technical and supporting grades.
- 67.4 For this review exercise, the staff side has made no proposal. Management's submissions were mostly geared towards a significant strengthening of its structure through the creation of an array of grades in the different units. According to them, the restructuring is meant to enhance the NAG's capacity to manage and exhibit artworks as well as to reinforce its commitment to artistic excellence and public engagement. Additionally, request was made to restyle the grade of Art Custodian as Gallery Technician/Senior Gallery Technician.
- 67.5 A scrutiny of the proposals revealed that many of the duties of the proposed new grades overlap considerably with those of existing positions. Consequently, we did not accede to such requests. Regarding the organisation of events, we consider that the NAG may have recourse to the services of officers from the parent Ministry, while the Clerk/Word Processing Operator may be assigned the duties which normally devolve upon a Confidential Secretary, against payment of an allowance. Concerning the restyling of the grade of Art Custodian, we consider the present appellation appropriate, the *moreso*, it is in consonance with its duties.
- 67.6 As for the creation of a grade of Research Assistant to conduct research, among others, we hold that this function should continue to be devolved upon the Art Curator, given the size and current scope of activities of the Gallery. Considering the relatively small size/budget of the NAG, the creation of the grade of Administrative Secretary and Accounts Officer would not be warranted, the *moreso* a level of Accounts Clerk already exists and the grade of Management Support Officer is still vacant.
- 67.7 At this juncture, we hold that the existing structure of the NAG is adequate for an efficient and effective delivery of services. We are, however, recommending for an enlargement of the duties of the grade of Art Curator, to include those related

to conservation and also providing for the creation of a grade of Assistant Procurement and Supply Officer, to look into procurement issues. As regards the grant of time-off to officers who are regularly required to put in additional hours of work, we are providing for its continued applicability.

Assistant Procurement and Supply Officer (New Grade)

- 67.8 Management requested for the creation of a grade of Procurement and Supply Officer in the absence of a dedicated grade to look into procurement issues. Based on the duties to be devolved upon the new position, it is more appropriate to establish a source grade in a first instance, particularly in line with what obtains in other parastatal organisations. We are recommending accordingly.

Recommendation 1

- 67.9 We recommend the creation of a grade of Assistant Procurement and Supply Officer. Appointment thereto and the duties should be in line with the recommendations made in the Chapter on Observations and General Provisions of this Volume.**

Review of Scheme of Service of the grade of Art Curator

- 67.10 Management requested for a grade of Conservator whereby incumbent would be responsible for the overall conservation of artwork/exhibits. After examination, we consider that there may not be full-time job for such a position at this stage. Consequently, with a view to making optimum use of existing resources, we consider that the Art Curator may be called upon to also perform duties related to conservation. Hence, there would be need to enlarge the duties of the grade to include same.

Recommendation 2

- 67.11 We recommend that Management should promptly amend the scheme of service of the grade of Art Curator by enlarging its duties to include, among others, to perform those related to conservation.**
- 67.12 We further recommend that the Art Curator in post as at 31 December 2025, should be granted one additional increment at salary point reached in the salary scale, subject to the top salary, as from the date he effectively starts performing the additional duties.**

Grant of Time-Off

Recommendation 3

- 67.13 We recommend that arrangements should continue to be made for officers of the National Art Gallery who are required on a regular basis, to put in additional hours of work to cope with the demands of the job, for the grant of equivalent time-off for the extra hours put in. However, where it has not been possible for Management to grant time-off to the officers within a period of four consecutive months, they should be compensated at the**

normal hourly rate, subject to their having put in a minimum of either five (5) hours weekly or 15 hours monthly.

67. NATIONAL ART GALLERY SALARY SCHEDULE

NAG 1	:	Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 Handy Worker
NAG 2	:	Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 Telephone Operator
NAG 3	:	Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 Driver/Office Auxiliary <i>formerly Driver/Office Attendant</i>
NAG 4	:	Rs 25745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930 Clerk/Word Processing Operator
NAG 5	:	Rs 28225 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 Management Support Officer
NAG 6	:	Rs 29215 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 Accounts Clerk Art Custodian Assistant Procurement and Supply Officer (New Grade)
NAG 7	:	Rs 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 Art Curator Documentation and Liaison Officer
NAG 8	:	Rs 118000 Director

