

**ALL INDIA NAVODAYA VIDYALAYA STAFF ASSOCIATION (AINVSA)**  
(Regd No: 492/94)

JNV \_\_\_\_\_ Dist. \_\_\_\_\_ State \_\_\_\_\_

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Lr.No.AINVSA/2013-14/1

Date: 08-07-2013

To  
The Hon'ble Commissioner,  
NavodayaVidyalaya Samiti  
B-15, Institutional Area, Sector-62,  
Noida, GauthamBudhNagar,U.P,  
PIN: 201307.

Respected sir,

**Sub: Submission of demands for consideration and initiating necessary action – Reg**

The teaching and non-teaching staff working in the 585 NavodayaVidyalayas across the country have been facing several problems for over two decades. Distance and time have hampered us to meet you personally to appeal, discuss and press for an early remedial action. The Association requests you to take a serious note of the following demands for positive consideration and an early amicable solution as turning a deaf ear to such genuine issues will adversely affect the morale of the staff which, in turn, will affect the functioning of the schools.

Despite our regular demands over the last few years it is sad to note that the NVS has done very little to mitigate the problems of the staff. Hence, the AINVSA would like to bring to its attention the following demands once again for positive consideration and immediate necessary action.

1. **Govt. of India CCS Pension to all employees joined prior to 1.1.2004:** we have brought to the notice of the Government of India the injustice done to the staff by denying them of the benefits the CCS pension. The AINVSA has represented the matter to all important dignitaries in the present UPA government and it is time once again to vociferously voice our anguish at the injustice.
2. **10% Special Allowance to Non-Teaching staff:** The AINVSA decries the cold and discriminatory attitude of the government of India towards the non-teaching staff in NavodayaVidyalayas who have played no less pivotal role in enhancing the reputation of the NVS as a premier organization in the field of education with their selfless and dedicated services. The work load borne by them is more than their counterparts in KVS and, hence, they deserve the 10% special allowance as much as the teaching staff.
3. **MACPS to teaching staff:** Consequent upon the recommendations and implementation of VICPC, the non-teaching staff have become eligible for getting three financial up gradationsunder the MACPS at intervals of 10, 20 and 30 years of continuous regular service. The AINVSA demands the implementation of the same to the teaching staff also as the monetary benefits of senior scales sanctioned oncompletion of 12 years of service is very negligible.

- 4. Recognition of AINVSA:** The recognition of the Association has been one of the long pending problems of the staff for over two decades. AINVSA has already submitted the 11,000 membership forms of the teaching and non-teaching staff from 25 states. MsVrindaSarup, Additional Secretary (SE), MHRD - in the meeting with AINVSA representatives under her chairpersonship – directed the NVS to evolve a joint mechanism to consider and address the demands of staff with representatives of staff associations. Recognition of AINVSA will pave way for amicable solution of staff grievances by doing away with pseudo representation of staff side.
- 5. Payment of Salary for Strike period:** The teaching and non teaching staff working in the Jawahar Navodaya Vidyalayas across the country went on a nationwide Indefinite Strike from 06-02-13 to 15-02-13 demanding resolution of long pending demands. The strike was called off, following the intervention of Shri Shashi Tharoor, Minister of State for HRD, Govt. of India on the evening of 15-02-13 and his assurance to us to resolve the problems in a time bound manner. The salary for the strike period has been withheld. AINVSA appeals to the Hon'ble Commissioner to condone the 10 day strike period of the staff and allow the staff payment of the salary withheld for that period. Condoning of strike period may not be an issue if NVS appreciates the fact that the staff were compelled to sacrifice 'billions of rest hours' since the inception of NVS.
- 6. Increasing of Grade Pay of Computer Operators to Rs.4200:** Following the Recommendations made by the V CPC the NVS fixed the pay scale of computer operators working in ROs and Headquarters at Rs.4000-100-6000 while it is Rs.5500-175-9000 in CPWD, Maulana Azad National Urdu Open University, Indira Gandhi National Open University and other Central Government departments. The qualification of all the computer operators in the Central Government departments is the same but the work load of computer operators in NVS is more as they have to handle data compilation, processing, monitoring of all the sections apart from the computer related correspondence, website maintenance, etc. Hence, this disparity should kindly be done away with by granting them the corresponding revised pay scale which is Rs.9300-34800 with grade pay Rs.4200.
- 7. Appointment of Warden and Matron on permanent basis:** The AINVSA demands appointment of warden and matron to assist the House master/House mother and cooperate with the administration in the successful running of the Residential system. The NVS should waste no time in the appointment of regular wardens/matrons as promised by the Commissioner at the beginning of 2009-10 academic year.
- 8. Defining working hours for all categories of employees:** It does not need any evidence to prove that the staff of NavodayaVidyalayas work for longer hours than the ones defined by NVS itself. As a result of this, the staff is deprived of precious personal time and innumerable compensatory leaves and put to untold stress. A mechanism should be devised to extract qualitative work from the staff by giving them due space for personal life.

- 9. Timely promotion to all staff& Conducting the departmental promotion test yearly:**  
More than half the teaching staff has been deprived of their timely promotional opportunities because of the laid-back approach of the NVS. As a result, the staff has become less enthusiastic about promotions and accepting challenges. The NVS has failed to tap the potential of the staff at the right time which has surely blunted its weaponry. It is sad but not surprising to note how ill-prepared NVS is to implement its own policy decision. While it is expected that the departmental promotion tests are conducted yearly for the aspiring TGTS, the NVS has conducted only two in the last four years, thus dampening their hopes of a belated promotion. The AINVSA demands for the revamping of the promotional system to expedite the promotion of the deserving in-service teaching and non-teaching staff to strengthen the system and improve the working ambience.
- 10. Restoration of Earned Leave to teaching staff / Vacation staff in addition to Half Pay leave:** The AINVSA demands the restoration of Earned Leaves on full pay as the teachers are the only employees denied of earned leave by the Central Government. The Earned Leave facility was granted to the teachers working in Central Government during Smt Indira Gandhi's time as a special case in lieu of 20 days half pay leave
- 11. Weekly off to all categories of staff:** As the staff of NavodayaVidyalayas work round the clock on all days of the week in view of residential nature of their job, they may be granted a regular weekly off on any convenient day subject to exigencies, so as to enable them to attend their domestic problems.
- 12. Stepping up of pay of Seniors with that of their juniors:** The pay scales of Senior TGTs should be stepped up with juniors in line with the KVSTGTs as they suffer monetary loss in the absence of recruitment in 2006 in all the regions of the NVS except Shillong..
- 13. Enhancement of HM/AHM allowance:** The teachers are not happy with the enhancement of HM/AHM allowance to Rs.800/400 per month as the responsibilities thrust on them are very demanding. The hike is far less than what is demanded by the AINVSA. Hence, the AINVSA demands that the HM/AHM allowance should be raised to Rs.5000/4000.
- 14. Providing free education to the children of deceased staff:** The AINVSA requests for providing of free education to the children of staff who meet with untimely death while in service. Permission may be granted to such children to have free education from a vidyalaya of their choice if they are of admissible age. If the child is already admitted, he/she may be allowed to pursue education till the completion of +2 courses.
- 15. Increasing the number of House Mothers:** At present there are only two House Mothers for girls' houses and each of them is expected to look after over 100 girl wards. The AINVSA demands for the rationale distribution of work by appointing two more Housemothers in schools where the lady teachers are available for a better care of girl students.

- 16. Providing Health Insurance to the Staff:** It is sad to note that the NVS has not paid much attention to its staff's health after retirement. The NVS should give serious consideration to this issue and implement a proper health insurance scheme to all its employees to enable them meet their genuine medical expenses to the fullest after the superannuation.
- 17. Sanctioning one day compensatory leave for work on the Gazetted holiday(s):** Of late the NVS has started a new trend of dishonoring the public/gazetted holidays. The training programmes, games and sports meets, exhibitions, etc start on gazetted holidays, thus depriving the staff of their right to avail genuine holidays. Quite often the staff is also deprived of the gazette holidays as they are engaged in duties like escorting children for sports events, migration, etc. While planning a training programme or a sports meet the NVS should ensure that the staff is not deprived of its right to enjoy public holidays as they help them to spare their time for family which is one of the ways of lessening their stress. The NVS must sanction one compensatory leave for one public holiday he has foregone because of engagement with his/her official work.
- 18. Implementation of CCE in its true spirit:** The NVS's Academic Perspective Plan is a damn evidence of its misinterpretation of the NCF- 2005 and the CCE programme. While CBSE is going ahead year after bringing about drastic changes in the teaching-learning and evaluation system, the implementation of the scheme in the NavodayaVidyalayas shows that the NVS isn't ready to free its teachers from the two-decade long shackles of 'pass percentages and subject averages'. The NVS should abandon its outdated practices forthwith and focus its attention on what the NCF-2005 envisages. The continuation of the present practice is sure to rotten the whole system with the Principals and staff left with no alternative but dilute the evaluation system to please their higher officers with high percentiles and percentages.
- 19. Grant of 4200 Grade Pay to Cat Asst:** Cat Asst were deprived hugely considering the Career avenues they would have enjoyed had thMAey been outside the NVS. NVS should grant the grade pay of 4200 to Cat Asst considering the fact that their counter parts in other Government Organizations are allowed that benefit. Cat Assts in NVS have 24x7 working hours whereas their counter parts in other organizations, both private and govt, have 8 hour shifts.  
The AINVSA requests the NVS once again to positively consider the above demands and redress the grievances of staff as it would go a long way in boosting their morale and strengthening the organization
- 20. Enhancement of JNVST application scrutiny charges:** The AINVSA demands for the enhancement of JNVST scrutiny charges from Rs.1 to Rs.10 in view of the heavy work load they discharge till the hall-tickets are dispatched and nominal rolls are re-checked before the exam.
- 21. Creation of PGT posts in Modern Indian Languages:** It is sad to note that the demand of Modern Indian Language teachers handling +2 in the JNVS across the country for creation of a PGT postin their respective languages has not been heeded by the NVS so far. This is tantamount to exploitation of the Modern Indian Language teachers and depriving the students of their right to choose their mother-tongue as one of the languages for special study at +2 level. Unfortunately the wonderful results the regional language teachers have been producing year after year have had no effect on the NVS . It is high time the NVSput an end to the ill- treatment by sanctioning a PGT post in Modern Indian Languages and making appointments

purely on promotional basis. This will be the only way of compensating over two decade-long injustice.

22. **Sanction of Bonus to PGTs in Senior-Scale:** NVS has denied payment of Non-Productivity Linked Bonus (ad-hoc bonus) to PGTs in Senior Scale. As per existing GOI norms, all non-gazetted employees in Group B are eligible for payment of Non-Productivity Linked Bonus (ad-hoc bonus). PGTs in Senior Scale are neither gazetted employees nor Group A employees and denial of bonus to them is against the norms prescribed by the Ministry of Finance. Bonus was not denied to PGTs in Senior Scale, working in KVS. NVS should grant Non-Productivity Linked Bonus (ad-hoc bonus) to PGTs in Senior Scale without any further delay.
23. **Grant of 4600 Grade Pay to OS:** The post of Office Superintendent was sanctioned in the scale of pay of Rs.550-900 in Group "B" supervisory cadre in NVS. At the same time in same sanction order and Recruitment Rule the post of Assistant/Editorial Assistant/ Statistical Assistant/ Legal Assistant were sanctioned in the scale of pay of Rs.425-800 in Group "C" cadre. The KVS considering the functional disturbances of superintendents and assistant/Audit Assistant has merged the post of Superintendent and Section Officer and granted the Grade Pay Rs.4600/. AINVSA demands up gradation of the post of Office Superintendent as ordered by the Hon'ble Central Administrative Tribunal, Principal Bench, New Delhi.
24. **Reduction of Service for the post of the Principal:** KVS requires 8 years of service in the grade pay of 4800 whereas NVS prescribed 12 years of service as qualifying service for the post of Principal. NVS should consider amending the qualifying service period in line with KVS.
25. **Reporting to the Vidyalaya after the Holidays:** 24x7 nature of duty in NVS deprives the staff from attending to their personal obligations and staff always looks forward to Holiday Period as an opportunity to balance their professional and personal life. Demanding the staff to report to the Vidyalaya two days prior to the reopening day is not justified. A day earlier is enough for looking after the requirements for reception of the students.
26. **Conversion of Surplus Drivers to the Post of LDCs:** Due to ageing of vehicles in JNVs, the no of surplus posts have been increasing in the Vidyalaya Driver Cadre. NVS should convert such posts to LDCs so that Human Resources are productively redeployed.
27. **Sanctioning more Group D staff:** As the vidyalayas have been steadily growing in size it is now becoming increasingly difficult for the schools to pay attention to maintenance, health and hygiene, and safety and security with the existing two night watchmen and two chowkidar-cum sweepers. The NVS should make all steps to sanction 2 more night watchmen and 2 more chowkidar-cum-sweepers in addition to the present sanctioning
28. **Sanctioning Senior Pay Scales to promoted TGTs:** A good number of promoted PGTs have completed more than 12 years and have been waiting for sanctioning of Senior Scales. Their case offers another evidence of the Samiti's typical indifference towards staff's welfare. The teachers who wait more than a decade long for senior scale benefits, which are quite marginal, have to surmount another barrier in the form of the Samiti's casualness towards such important service benefits.
29. **Promotion of Qualified TGTs:** The story of the qualified TGTs, who took the last two limited departmental tests and successfully cleared them but could not accept the posting due to various

reasons, is an endless story of agony. Many of these teachers are in their forties. The Samiti has totally put aside the issue of their promotion in spite of our several requests. But it has filled in many vacancies on direct recruitment basis, neglecting the services of the in-service experienced teachers. The in-service teachers have not only been denied of another chance but will be juniors to the inexperienced fresh direct recruits in spite of their valuable experience of handling the senior classes successfully.

**30. Rational Transfer Policy:** The Samiti has not invited the Association for a discussion on any of its policies including the Transfer Policy. The shortcomings of the policy are evident from the fact that the Samiti has failed to carry out any transfers since its appearance. The undeclared ban on transfers has been the cause of anguish amongst the staff who have been working in far off places. The Samiti must review the transfer policy to make it flexible and less cumbersome

**Thanking you sir,**

**Yours sincerely**

**Copy to:**

- 1) Hon'ble Secretary, Dept.of School Education & Literacy, Govt.Of India, ShastriBhavan, New Delhi-110001.
- 2) Hon'ble Addl. Secretary,Ms.VrindaSarup,Dept.of School Education & Literacy, Govt.Of India, ShastriBhavan, New Delhi-110001.