

ALL INDIA NAVODAYA VIDYALAYA STAFF ASSOCIATION (AINVSA)

(Regd No: K. 492/94)

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F .No: AINVSACEC-/2015/APRIL

Date: 17.04.2015

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**To
The Commissioner
Navodaya Vidyalaya Samiti
B-15, Institutional Area, Sector-62
Noida, Dist: G.B.Nagar, U.P.**

Respected Sir

Sub:-Reply to Commissioner Letter dated 16.04.2015.Regarding.

Ref: Letter from Commissioner, NVS (Hqrs), Noida.No.6-2/2005-NVS (GA)/264 dated 16.04.2015.

AINVSA unequivocally condemns NVS attempts to curtail the staff from staging a **Dharna** on 22-04-2015 to express their displeasure at its delay tactics in according recognition to service associations, which is evident from the Commissioner's letter dated 16-04-2015 to the Deputy Commissioners and Principals instructing them to stop staff from participating in the agitation on **22.04.2015** at the headquarters by not sanctioning any leave and threatening them of disciplinary action in case they participate in it. It would also like to state that such threatening will only win the discontentment of the staff against the management.

AINVSA strictly adheres to democratic norms and it always wholeheartedly welcomes any democratic measures adopted by NVS management for promotion of transparency in administrative matters and safeguarding the genuine democratic interests and welfare of the teaching and non-teaching staff working in the vidyalayas. It is eager to extend its assistance to the management when sought for in this direction. It resorts to agitation only when all other democratic means have failed to evoke a positive action in resolving the genuine issues of the staff. It is needless to say that organising a **Dharna** peacefully is a democratic way of protest.

AINVSA wholeheartedly welcomed the decision of NVS announced on 19-02-2014 declaring the adoption of CCS (RSA) Rules 1993 and expressed its readiness to cooperate with the management in the exercise of granting recognition to service associations. It addressed dozens of letters to the Commissioner and the Deputy Commissioners of Regional Offices, sent delegations to them, talked telephonically and sought clarifications in certain matters of recognition and requested them to conclude the whole exercise in a time bound manner. At the same time it has tried to bring to the attention of the management certain serious lapses in the exercises and the absence of serious will to conclude the exercises.

Some of the serious concerns expressed by AINVSA ever since the recognition process has been initiated are:

1. No job chart given to Deputy Commissioners and Principals and no time schedule to complete the exercise: No clear-cut instructions have been given to the Deputy Commissioners regarding the time schedule of associations' recognition exercise. As a result some DCs reacted to the Headquarters' circulars at their will and pleasure. The recognition exercise has not been communicated to the schools in time as desired by NVS management and no action has been taken against anybody for disrespecting the headquarters guidelines and instructions. The whole exercise got delayed at school level also as some principals also showed little interest in the exercise. Some even caused unwarrantable impediments. Hardly few principals conducted meetings with their staff to throw light on CCS (RSA) Rules 1993. All these things are clear indicators of lackadaisical approach of officers from the headquarters level to the vidyalaya level.

2. No involvement of associations: Right from the beginning NVS has not involved the associations and deviated from the much acclaimed practices of other well-established central government organizations. After seeking applications from the associations for consideration of recognition, it kept them at a distance and went ahead with the exercise unilaterally. It neither addressed letters to **AINVSA** nor responded to its letters unless information is sought under RTI act. Involving the representatives of the Associations might have given more credibility to the exercise and ensured transparency.

3. No clarity on check-off system: NVS has not earmarked a month for the starting of deduction of subscription fee from the members of the associations as deductions from payroll alone are proof of genuine membership in any association. This also reflects the casual approach in the conduct of the exercise. In spite of this, many DDOs have deducted subscriptions from the payrolls of the staff as per CCS (RSA) Rules 1993 and sent the details to the regional offices. But no further action has been taken regarding remittance of subscription fee to the associations' accounts. Many of **AINVSA's** pleas to remit the subscription to its account fell on deaf ears. The association activities have been severely affected as it has not received any subscription dues from the staff for over a year. It appears that NVS has been deliberately silent on this issue and delaying according recognition to **AINVSA** only to **stifle** it from growing stronger and stronger.

4. Letters of Ministers and MPs ignored: A good number of Ministers and MPs have also addressed letters to the MHRD and the management to expedite the recognition process and involve staff representation to sort out the problems. In spite of this it is agonizing to see the management dragging its feet on the issue and saying that 'according recognition is under active consideration'.

The teaching and non-teaching staff will not be convinced of the management's honesty and sincerity in this matter as long as it doesn't follow a time-bound plan. The letter of the Commissioner threatening the staff of disciplinary action if they participate in the **Dharna** is only an attempt to interfere with their right to peaceful agitation. The members of the association are, besides being employees of the NVS, also law-abiding citizens of the country. At no time the members of the association have ever indulged in unlawful acts or violence while staging **Dharna** or agitating their grievances in the past. Hence, the instructions of the Commissioner in his letter dated 16-04-2015 are undemocratic and an affront to the fundamental right to the freedom of speech.

AINVSA also regrets the delay tactics of the management and suspects its commitment in according recognition to the service associations as promised by the Commissioner during his deliberations with the delegations of **AINVSA**. The latest threatening letter from the Commissioner and the haste with which it has been served to the staff in all vidyalayas across the country forbidding them from participating in the **Dharna** shows the continuation of Samiti's old autocratic approach. Had the Commissioner and the Deputy Commissioners shown the same urgency in winding up the recognition exercise and resolving staff issues, the staff might have held NVS in high esteem and remained thorough loyal to it.

AINVSA believes that it is waste of time to demand NVS now for time bound action when over a year has elapsed since inviting the associations to apply for recognition. It is only time to grant recognition to AINVSA as it is the only association that has more than required membership to claim recognition. It only appeals to the Commissioner once again to translate his promise into action by granting recognition to AINVSA in a fortnight and win the goodwill and trust of his staff.

Thanking you sir

Yours sincerely

JAGDISH RAI
(President)

L.B.REDDY
(General Secretary)

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