

ALL INDIA NAVODAYA VIDYALAYA STAFF ASSOCIATION (AINVSA)

(Regd No: K. 492/94)

President: K.Manjula 9494285645

General Secretary: Tafseer Anwer 9935555002

ASSOCIATE PRESIDENTS

S.S.DORA
N.P.MEHAR
K.M.REDDY
G.S.BASAVARAJU
U.K.VARMA

VICE PRESIDENTS

P.K.MISHRA
SHAIK MAROOF
HARIHAR RAI
K P. KORI
MRIDUL CHAKRABORTY
DR. S.K.SINHA

DEP. GEN. SECRETARIES

K.T.PRASAD
R.P.SHARMA
SHAMBHU PRASAD
U.G. SONPARKE
SHAFI KAMAL

SECRETARIES

PRHARAJ
SANJEEV KUMAR
S.K.ANANT
SOMNATH CHKRABORTY
K.G.PRATIBHA
K.V.THOMAS
BHUVANESH KUMAR

REGNL. ORG. SECRETARIES

SAROJININADA GOWDA
RAVINDRA KUMAR
R.K.MAGARIA
RS.TOMAR
JYOTHI PANWAR
S.K.JHA
J.C.KONWAR
SR.BANSAL

TREASURER

ZUBAIR ALI

PRESS SECRETARIES

BRIJMOHAN MEENA
A.K.JHA

AINVSACEC/2017-18/June-21

Date: 21st June 2016

To
The Hon'ble Commissioner
Navodaya Vidyalaya Samiti
B-15, Institutional Area, Sector – 62,
Noida, Dist: G.B.Nagar (U.P.)

Sub: Modification in the Recruitment Rules of the Deputy Commissioner and withdrawing the recent notification for the recruitment of DCs on deputation basis – Reg.

Respected Sir

Through this letter the Association would like to bring to your attention the pathetic irrationality in the recruitment rules of the NVS which benefit employees other than its own. The recent example is the NVS notification for the appointment of Deputy Commissioners on Deputation, ignoring its own experienced and deserving staff.

The Association has already expressed its reservations earlier against employing outsiders on deputation in its earlier letters and it is unhappy to note that the management has put aside its appeals without considering their merit. The Associations objections are as follows: Firstly, its appeal to the NVS not to fill any post on deputation when there are qualified people within the organisation and are waiting promotion. Secondly, it is insensible of NVS to engage outsiders from other organisations on deputation while denying its own teachers and other cadres of employees a similar benefit. Thirdly, when such a recruitment is done, the employees appointed on deputation should naturally be exceptionally meritorious and experienced than the inservice staff and should be able to guide the organisation and command the respect of the subordinates by virtue of their merit. The subordinate officers naturally feel ignored and humiliated when they are forced to receive instructions and orders from an officer who is less qualified than them.

The Hon'ble Commissioner has promised to affect changes in the recruitment rules and make them more staff-friendly than KVS recruitment rules. We are unhappy to mention that severe damage is being done to the NVS' own employees as recruitment and promotions are still being done without changing the old rules as in the present case of appointing the DCs on deputation basis, making discriminatory rules that damage the interests of its own employees.

1. As per the recent advertisement, the eligibility condition for the post of deputy commissioner on deputation is : "Officers under the Central Govt./State Govt./Semi Govt./ Autonomous or Statutory Organizations a) (i) Holding analogous posts on regular basis or (ii) with 5 years regular service in the scale of Rs. 10000-15200 (revised pay band PB-3, Rs. 15600-39100 plus Grade pay of Rs.7600/-) b) Possessing experience of handling administrative / academic matters in a responsible capacity.
2. The NVS 1999 recruitment rules for the post of Deputy Director (Deputy Commissioner now) say that the eligibility condition is "**from among Assistant Director (other than administration and finance) with five years of regular service in the grade in the Samiti**" vide Notification F.No.I-5/98-NVS (Admn) dated 29 Dec.1999. The New Recruitment Rules 2007 were adopted vide notification F.No.I-2/2005-NVS (Estt.II) July 16, 2007 in which **no revised rules were framed for the post of Deputy Commissioner**. From this it is clear that the NVS has not changed the recruitment rules for the post of the Deputy Commissioner. The recruitment rules have unfortunately ignored the fact that the pay scale of the Principals and the Assistant Commissioners

is the same. Hence, it is not rational to deny the Principals with 5 or more years of service an opportunity to apply for the post of the Deputy Commissioner. When **an officer holding an analogous post** on regular basis or with 5 years regular service **from other organizations** is eligible for the Deputy Commissioner, it is not known why NVS makes only assistant commissioners (**other than administration and finance**) with 5 year or more years and not the Principals eligible for the post.

3. The recruitment rules of KVS for the post of Deputy Commissioner should be an eye-opener to the NVS. They are as follows:
- At least a second class Master's Degree.
 - B.Ed or equivalent degree
 - 05 years' regular service as Asstt. Commissioner.

OR

08Years experience as Asstt. Commissioner and Principal together with minimum 01 year's experience as Asstt. Commissioner (Both Principal as well as Asstt. Commissioner are in the same band of Rs. 15,600-39,100 + GP Rs. 7600)

It is high time that NVS modified its rule to end the discrimination of its own staff and force them work under less competent and less experienced officers.

4. The Association feels that the modification of NVS rule for the post of a Deputy Commissioner should be as follows: **"Service of Assist Commissioner and Principal together must be five years in the same grade in the Samiti" as both of the posts are in the same pay band and same grade.**

The Association appeals to the Management to cancel its recent notification issued for the recruitment of the Deputy Commissioners on Deputation basis as NVS has already got enough assistant commissioners and principals who have proven merit and possess the qualifications that are laid out for the deputationists from the other organizations. A fresh notification may be issued after making necessary modifications to the recruitment rules. Your favourable action will win the hearts of the thousands of your employees.

Thanking you.

Yours sincerely



K.MANJULA
(PRESIDENT)

TAFSEER ANWER
(GENERAL SECRETARY)

Copy submitted to:-

1. The Hon`ble Minister for Human Resource Development, Government of India.
- 2 The Hon`ble Minister of State for Human Resource Development, Government of India.
3. The Secretary, Dept of School Education and Literacy, Government of India, Shastri Bhawan, New Delhi.
4. 3. The Joint Secretary, Dept. of school education and literacy, Government of India, Shastri Bhawan, New Delhi