

# ALL INDIA NAVODAYA VIDYALAYA STAFF ASSOCIATION (AINVSA)

(Regd No:K. 492/94)

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General Secretary: L.B.Reddy 9494279001

F.No: AINVSACEC-/2017-18/April-8

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To  
The Hon`ble Commissioner  
Navodaya Vidyalaya Samiti  
B-15. Institutional Area  
Sector-62, Noida, UP

## **Sub: Speedy resolution of the long pending genuine problems of the staff-Regarding**

Respected Sir

The Association has represented several issues of the staff from time to time, believing in the richest democratic principles which envisage desirable changes in the functioning of the organizations through a dialogue across the table and public representations. It still believes that the resolution of many of the demands of the teaching and non-teaching staff across the country is in the hands of the management and further delay does not augur well for the organization. Despite the positive assurances but inaction in the past on part of the management, the Association wants to bring to the attention of the management some of the problems pertinent to the welfare of the staff.

**1. Delay in the appointments on Compassionate Grounds:** The Association regrets the delay in the compassionate ground appointments. In many cases a delay of more than 5 years is reported. Such delays cause a lot of mental agony to the family members who are dependent on the salary earned by the deceased employee. The NVS should not delay the compassionate appointments wherever there is a feasibility of avoiding delay.

**2. Shortage of funds at the end of the financial years:** Unlike in the past the JNVs are facing acute shortage of funds in March for the last 3 years. The T.A., L.T.C., Medical Bills of the staff are kept pending, causing inconvenience to them. Delay in the payment of electric bills, and provision and vegetable bills is very likely to upset the smooth functioning of the JNVs. The shortage of funds results in the dilution of the quality of food served to the children and the reputation of the JNVs is damaged. Hence, the Commissioner is requested to see that the impediments in the way of releasing funds at the end of the financial years may be cleared by alerting the concerned financial departments.

**3. Promotion of cooks as catering assistants:** In addition to its earlier representations the Association would like to add one more proposal. It may also positively consider the promotion of mess support staff like cooks and helpers to the post of catering staff if they acquire the required professional qualification in the catering technology.

**4. Sanctioning Selection Scale benefits to the creative teachers without PG degree:** The Association has brought to the notice of the Hon`ble Commissioner of the KVS decision to grant Selection Scale to the creative teachers without insisting on their acquisition of a post-graduate degree in their relevant fields. In spite of the positive assurance from the Hon`ble Commissioner, it is hurting to see the issue of recovery letters from the regional offices from the teachers that have been given financial benefits disregarding their professional degrees. NVS is requested to adopt the same rules that its sister organization, KVS, has devised to ensure that the creative teachers are not denied of the meagre financial benefits by suitably amending the rules.

**5. Condoning the strike period:** Despite a positive assurance to treat the strike period of the staff as duty period by allowing them use their available leaves, no action has been initiated till date. The delay is agonising and hurting the staff. So the Association requests once again to release orders validating the strike period as a one-time gesture.

**6. Sanctioning of Entry Pay Scales:** The Association has represented the injustice done to the senior teachers at the time of pay fixation following the recommendations of the 6<sup>th</sup> Pay Commission. It is astounding to see the juniors drawing more pay than their seniors. This is against the principles of natural justice. The NVS has been requested to implement the orders of the CAT, Chandigarh to all the affected senior employees along with the petitioners as it is not wise to force all of them to knock on the door of the CAT.

**7. Transfer matters:** The Association requests the initiation of transfer drive for the financial year 2017-18. It requests the management to re-launch the counselling transfer drive as it won the approval of most employees. In the case of JNV office staff, the need based transfers may be affected duly considering the requests of the staff. The Association also requests the management to delay the posting of the new recruits till the regular annual transfer drive is completed.

**8. Promotion of TGTs as PGTs:** The limited departmental examinations initiated for the promotion of the TGTs are conducted very irregular, thus leaving huge service gaps between the beneficiaries. The tests have conducted only 3 times in the last 9 years at irregular intervals. Such irregular promotions highly demoralise and frustrate the inservice staff and force some to forego promotional opportunities as the financial benefits are not attractive enough. Hence, in order to avail the best services of the young staff, the management should regularly conduct LDEs and promote the staff without delay.

**9. Admission of legally adopted children:** The Association has also received complaints regarding the denial of admission to the legally adopted children of the staff. As the legally adopted children enjoy all the benefits that biological children enjoy as per the law of the land, it is surprising to see the denial of study benefits to the legally adopted children by the NVS. This discrimination should be removed.

**10. Grant of study leave:** The management is requested to sanction study leave to the staff pursuing higher qualification in their respective subjects. The efforts of the staff for academic improvement should be encouraged by granting study leave as per the requirement of the course.

**11. Enhancement of allowance of Associate NCC officers and of cadets:** The Defence Ministry, Govt. of India has revised the rates of certain allowances/grants of NCC cadets/ANOs through various letters more than a year ago and they same was brought to the attention of the management by the Association in its last talks with the Hon'ble Commissioner. It again requests the Hon'ble commissioner to increase the allowance to Associate NCC officers from Rs.700 to Rs.1800 as per the directions of the Defence Ministry.

The Association requests the Hon'ble Commissioner to resolve the issues that have been brought to his attention through this letter without further loss.

Thanking you sir

Yours sincerely

Jagdish Rai  
President

L.B.Reddy  
General Secretary