

ALL INDIA NAVODAYA VIDYALAYA STAFF ASSOCIATION

CENTRAL EXECUTIVE COMMITTEE GIRIJA BHAVAN,

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Ref. No- AINVSA/2016/ 78

Dated : 26/09/2016

The Hon'ble Commissioner,
NVS Headquarter ,Noida
UttarPradesh.

Sub: '**Charter of Demands**' by employees of JNVs in NVS, represented by AINVSA.

Sir,

The following are the charter of demands that AINVSA would like to have the privilege and honour to put up before your good office:

- 1) The 7th pay Commission scale need to be implemented promptly, in NVS as well ,when a circular to this effect is passed to all autonomous bodies, by GOI. The employees earnestly hope that all allowances would remain in effect, thereto, in the 7th pay Commission recommended new scale.
- 2) 10% Special Allowances ought to be given to **Non-teaching staff**, as well. Your benign self may oblige us by looking into the matter that 10% 'Special Allowance' be bestowed to all NVS employees irrespective of any cadre/type and be renamed as 'Residential Allowance' in the yet to be released new pay scale as per the recommendation of 7 Pay Commission.
- 3) As per the order of Finance Ministry all central government employees in group B who are not covered by any Productivity linked bonus scheme are eligible to get **Bonus**. The employees having **grade pay 5400** ought not be deprived of the bonus, as its given to their counterparts in KVs.
- 4)The technicalities of making the **Wardens and Matrons** as regular post in JNVs , need to be on a war-foot- level.
- 5) There ought to be separate **Lab Assistants** in each Science laboratory, to look after the Phy/Chem/Bio practicals; a post of **Marker** to assist the PETs, and a **Library Assistant** for the library ,in all JNVs.

- 6) More 'Peons' post be created, seeing the need of the hour and safety and security problems arising in each JNVs due to much use of students to do their works instead.
- 7) There should be ten houses in each JNVs irrespective of boys or girls house. There ought to be 1/3 direct recruitments of ladies in order to substantiate 33% ratio of ladies staff in each JNVs. The House Mistress sometimes have to take care more than **120 girl wards** in only **one Senior Girls House**.
- 8) There need to be transfer of "**Non teaching staff**", "**Vice Principals**" and "**the 3 rd Regional lang teachers (RLT)**", in this Annual Transfer Drive 2016 itself, in line and in continuation with the materialisation of transfer of teaching staff, after the completion of Transfer Process of 10- year- Bond employees' transfer. The RLT teachers though completed 5 years tenure even in 2014 itself, have also not returned back to their parent-region, so far. RLT transfers on Rotation Policy be materialized regularly, without fail.
- 9) The **M.O.D duties** is outdated , and an unnecessary duty to teaching staff wherein VPs and Principas are present, to monitor the same nowadays.
- 10) The employees are facing serious medical diseases, and are not having much departmental succor , at this hour NVS need to take up necessary procedure to issue **CGHS cashless medical cards** to their current and retired employees and their respective families, at the earliest. Its being issued in KVS as of late now ; hence should not be any problem for its issuance in NVS.
- 11) The '**Modified Pension Scheme**' as promised by your benign self to all NVS employees should be put into effect only after consultation, discussion and meeting with AINVSA CEC members. Notwithstatnding those who have joined prior to year 2004, but those who have joined NVS between 2004 and 2009 also deserve and expect 'Modified Pension Scheme' from your honour.
- 12) The employees letters represented to the Principals should be accepted by the JNV offices without hesitations or prior approval of the Principal. Unnecessary duties and revengeful attitudes are seen by a few Principals to the staff who point out some staff welfare things to the Principal. Principals sets its own rules from JNVs to JNVs: In some schools breakfast before assembly and in some schools after assembly. In short, there should be **uniformity in all JNVs** and those JNVs which do not comply that be viewed seriously. There ought to be a proper impartial and just **redressal mechanism** systems for grievances at JNV level.

- 13) The **working hours** should be fixed for all categories of staff. The work and duties of all posts be specified very clearly and circulated in each JNVs.
- 14) There should not be any age limit for **departmental examinations** in NVS, or if any should be an enhanced one as in KVS. TGTs and PGTs both be allowed for the Post of Principals exam on completion of the minimum tenure as in KVS (RR). The **Recruitment Rules(RR)** of NVS need to be revised in accordance with those of DOPT. The JNV, RO and HQ Cadres need to be merged based on minimum qualification, and anomalies therein need to be cleared.
- 15) There ought to be some kind of '**welfare policy**' for widows in NVS. '**Compensatory job**' without any hurdle, need to be given, in accordance with qualifications , to any one survivors of the deceased NVS employee.
- 16) "**Weekly off**" is a privilege to be bestowed to all staff of JNV, irrespective of teaching or non-teaching, who all are working on Sundays or Holidays.
- 17) The **budget allocation** for each JNVs should be transparent and known to all, under different heads. There should be proper guidelines for utilization of funds to the teacher-incharges under different heads, by releasing specific NVS circulars periodically.
- 18) The **enhanced Honorarium** to the ANOs /CTOs as declared by NCC Directorate are not yet put into effect by NVS Hqrs. A central level meeting of all ANOs/CTOs at NVS Hqr as held in 2010 , should be held every year to sort out the discrepancy and lapses of utilization of funds at JNV level. NCC funds should be released quarterly in the beginning itself, instead of the whole lot in lump sum at the end of the year.
- 19) Each JNVs need to be connected to RO and ROs to HQ by internet, WAN, or like core banking , ie., by a **central type online monitoring and updation system**. Apart from Login of JNVs, ROs and HQ login, the employees themselves be given the privileges of login, by a OTP password protection system, as well, to update/upload their own data.
- 20) The '**Senior scale**' for teaching staff on completion of 12, or 24 years should not be withheld on the excuse of i) higher qualification or ii) non-completion of 21 days induction course, as many have received who did not qualify such criterion. Moreover, neither NVS provides any avenue for higher study leave; nor induction course training needed after a passage of more than ten/twenty years of service-it's a wastage of govt money.

- 21) There should be **two Nurses post** in each JNVs, just like we have for PETs. A male nurse wherever there is only a female and vice versa ,to look after boys and girls medical problems separately. There should be weekly off to Staff Nurses in NVS., and they too deserve the 10% special allowances.
- 22) The '**Catering Assistants**' in NVS deserve higher grade pay and weekly off in true letter and spirit. 10% Special Allowances as well as they work during odd hours in NVS. There should be working shifts., as decided in Executive Meetings of NVS earlier.
- 23) The **Transfer Policy 2012** need to be **revised**. Amended transfer policy of 2012 be implemented henceforth, consisting of **5 years as normal tenure** instead of existing 10 years. No govt deptt has such a long period of 10 years as normal tenure, but only 3 or 5 years. Minimum tenure required for getting transfers should be 3 years only, and 10 years for deemed ones. .

AINVSA appreciates the manner the transfers materialized this year. Nevertheless, some transfers done were not transparent as not displayed on NVS Hq website. All transfers executed should be displayed on the website and the reasons adduced be known to all employees. There are still a few deemed ones remaining in many Vidyalayas and admin transfers not executed to move them, the good and sufficient reasons not understood. An exclusive **Online transfer website** should be launched as in KVS for transfers; and the request transfers done every year , regularly.

Thanking you

Yours faithfully

AINVSA CEC Members:



(T.P.MANI)
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