

**ALL INDIA NAVODAYA VIDYALAYA STAFF ASSOCIATION (AINVSA)
CENTRAL EXECUTIVE COMMITTEE, JNV MAMNOOR, DIST WARANGAL-A.P**

(Regd No: 492/94)

President : JAGDISH RAI 9415656993
General Secretary : L.B.Reddy 9494279001

F.No. AINVSA-2011-12/8-1

Date: 14-08-2011.

To
The Hon`ble Commissioner
Navodaya Vidyalaya Samiti
New Delhi-110048.

**Sub: Staging of Dharna by NVS teaching and non-teaching staff in front of NVS Headquarters
on 12-09-11 – Reg.**

Respected sir,

The All India Navodaya Vidyalaya Staff Association has been striving hard for amicable solution for the problems faced by the staff working at JNVs for many years and it has brought to the attention of the Hon'ble Commissioner many demands like the sanctioning of 10% special allowance to non-teaching staff, strict implementation of working hours, recognition of the Association, etc. at various times in person and through representations.

Despite our best efforts to find an acceptable solution to many of our demands and problems, the Samiti has done very little to listen to the voice of the staff and resolve their genuine problems. The delay in doing justice is indirectly aggravating our problems. Thus, the staff have been constrained to express their concerns and anguish through a dharna. It is sad to note while commending the role of teachers in achieving excellent results in CBSE exams, the Samiti is looking for ways to exploit teaching and non-teaching staff and impair the working environment.

The AINVSA, in its 5th National Conference organised at Mavlankar Auditorium, New Delhi on 24-04-2011 unanimously decided to organise a dharna to further press for demands and impress on the management the urgency to create a democratic environment in the Samiti where the voice of the staff is listened and respected.

Hence, this is to intimate your honourable self of the staging of a massive dharna in front of the headquarters on 12-09-11 from 10.00 a.m. to 2.00 p.m.

- 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 Association 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 Association decries the cold and discriminatory attitude of the government of India towards the non-teaching staff in Navodaya Vidyalayas who have played no less pivotal role in enhancing the reputation of the Samiti as a premier organization in the field of secondary education by 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. Recognition of All India Navodaya Vidyalaya Staff Association:** The Samiti should initiate the process to recognize AINVSA immediately and give due representation to the concerns of the staff in all matters of administration pertaining to them. It can only win the confidence and support of the staff only when it recognizes their collective voice which the AINVSA represents.

4. **Defining working hours for all categories of employees:** It does not need any evidence to prove that the staff of Navodaya Vidyalayas works for longer hours than the ones defined by Samiti 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.
5. **Appointment of Warden and Matron on permanent basis:**
The Association 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.
6. **Implementation of rational transfer policy:** The Association expresses its dissatisfaction at the transfer policy followed by the Samiti which gives no scope for regular transfer of its employees and allows most to stay in one place for any number of years. A scientific rational transfer policy with the suggestions of stake holders may be devised and implemented.
7. **12 day casual leave to all staff working at vidyalaya level:** Since the staff work on all days including holidays, it is unjust to implement 8 - day casual leave policy which is applicable to a non-residential system like KVS. The NVS authorities should do away with this unjust 8- Day CL system and re implement the old 12 – day casual leave system though it hardly compensates the number of public holidays the staff have been foregoing .
8. **Restoration of Earned Leave to teaching staff / Vacation staff in addition to Half Pay leave:** The Association 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
9. **MACPS to teaching staff:** Consequent upon the recommendations and implementation of VI CPC, the non-teaching staff have become eligible for getting three financial up gradations under the MACPS at intervals of 10, 20 and 30 years of continuous regular service. The Association demands the implementation of the same to the teaching staff also as the monetary benefits of senior scales sanctioned on the completion of 12 years are very negligible.
10. **Timely promotion to all staff:** More than half the teaching staff has been deprived of their timely promotional opportunities because of the laid-back approach of the Samiti. As a result, the staff has become less enthusiastic about promotions and accepting challenges. The Samiti has failed to tap the potential of the staff at the right time which has surely blunted its weaponry.
11. **Weekly off to all categories of staff:** As the staff of Navodaya Vidyalayas 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. **Honouring court judgements:** We demand that the Samiti should implement the directives given by the CAT and other courts as regards service matters. It should honour the working hours and stop exploitation of staff. It should make suitable arrangements to run the residential system more effectively by appointing more staff. We also demand that the Samiti should draft a more scientific transfer policy along the lines of KVS and do justice to staff who have been working away from their native places for decades. The Samiti should also stick to its promotion policy and promote TGTs regularly which only can do justice to aspiring staff.

- 13. 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 Kendriya Vidyalaya sangathan TGTs as they suffer monetary loss in the absence of recruitment in 2006 in all the regions of the NVS except Shillong.
- 14. Scrapping of MOD system:** The MOD system has been devised to impose more workload on the teachers. The NVS, through its recent circular, has levied 17 hours of non-stop workload on teachers which has no such precedent anywhere in India. It is against all labour laws and violation of human rights. Besides, it totally disregards Sundays, public holidays, and clearly exposes how teachers are exploited in the NVS. Hence, the Association demands scrapping of MOD system immediately.
- 15. Enhancement of HM/AHM allowance:** The teachers 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 Association. Hence, the Association demands that the HM/AHM allowance should be raised to Rs.5000/4000.

The Association demands the Management once again to positively consider the above 15 demands and redress the grievances of staff as it would go a long way in boosting their morale and strengthening the organization.

Thanking you

Yours Sincerely

JAGDISH RAI
PRESIDENT

L.B.REDDY
GENERAL SECRETARY

Copy submitted to:

1. Hon`ble Minister for Human Resource Development, Govt.of India, Shasrtri Bhawan, New Delhi-110001.
2. Hon`ble Secretary, Dept. of School Education and Literacy, Govt. of India, Shastri Bhavan, New Delhi-110001.