

NAVODAYA VIDYALAYA SAMITI
A-28, KAILASH COLONY
NEW DELHI - 110048

No. F. 12-17/02-NVS(Estt.)
December 29, 2006

To

The Secretary,
Sixth Central Pay Commission
2nd Floor, OCADR Building
Plot No. 6, Vasant Kunj Institutional Area
Phase – II
NEW DELHI – 110 070

Sub: Introduction of
i) GOI Pension Scheme
ii) Higher Pay Scales to the employees of Navodaya Vidyalaya
Samiti.

Sir,

With this letter, I would like to draw the attention of the Commission to the service conditions of employees of Jawahar Navodaya Vidyalayas, who are sincerely working for the cause of the education of children, predominantly belonging to the rural areas through the unique residential system under the Navodaya Vidyalaya Scheme of the Government of India, playing a vital role in the nation-building process. This laudable scheme of co-educational residential system is the brain-child of the Hon'ble former Prime Minister, late Sri Rajiv Gandhi, whose strong desire was to make quality education available to the talented rural students, who would otherwise do not have access to good quality education in remote far flung rural areas.

Though Jawahar Navodaya Vidyalayas were set up 2 decades back by the Government of India in the wake of the National Policy on Education -1986, the service conditions of the employees numbering around 20,000 leaves a lot to be desired. The employees are not granted with retirement benefits like pension and gratuity, which makes their plight highly pathetic as their social and financial security on retirement after a whole life time of service is jeopardized. Several sister organizations like Kendriya Vidyalaya Sangathan, National Institute of Open Schooling (NIOS), Central Tibetan Schools Organization etc. are enjoying the retirement benefits, whereas the employees of a prestigious institutions like Jawahar Navodaya Vidyalayas deprived of the same. Further, Ministry of Finance, Department of Expenditure vide D.O.No.25(1) /EV/2000 dated 25.7.03 clearly conveys that the intention of the Government is that extension of pension to the Autonomous Bodies is not totally banned but can be considered on the basis of merit in exceptional case.

JNVs are undoubtedly exceptional institutions if the parameters of work culture and raison d'etre of the system in relation to National Policy are to be considered. The staff of JNVs works for not less than 16 hours a day, 7 days a

week, without enjoying Sundays and holidays. They are isolated from the mainstream social milieu. The system of JNV is unique in the country as they were established to materialize exceptional objectives like national integration through students migration, to act as pace setters in remote rural areas of the district in order to bridge the rural urban disparity in educational facility, and cater to the educational needs of talented rural children. Due to these special reasons there is also a strong case to grant higher pay scale for employees in NVS.

Detailed justification for these demands is as under :

I. Implementation For GOI Pension Scheme for NVS Employees

1. In the Note for Cabinet while the Scheme of Navodaya was formulated the following statements have been made with regard to pay scales of teachers in Navodaya Vidyalayas :

"The teaching and non-teaching staff that each school will require, has been worked out and is at Annexure-II. The calculation in Annexure-IV are based on the salary structure in the Kendriya Vidyalaya Sangathan. A final decision on the pay scales to be made applicable to these schools would be taken after the reports of Expert Committees are received and the scales may be somewhat higher in view of the special nature of these schools."

2. In the same note it was also proposed to provide a separate section in the Ministry of Education to look after the work relating to Navodaya Vidyalayas. It was proposed to have this section under the Officer of the rank of Director assisted by 01 Under Secretary, 01 Section Officer, 04 Assistants, 03 LDCs, 02 Stenographers and 02 Group 'D' employees.

3. Thus the requirement of teaching and non-teaching staff for a Navodaya Vidyalaya along with financial implications were included in this note for cabinet. These calculations were based on the salary structure in the Kendriya Vidyalaya Sangathan where the employees were getting pension at that time and are getting pension now also. Further this note also provided for creation of one section under an officer of the rank of Director in the Ministry of Education to look after the work relating to Navodaya Vidyalayas.

The financial implications for creation of posts in the Ministry of Education and NVS as included in the note for cabinet are identical. It is thus evident that –

- a. While calculating the financial implications for creation of posts for Navodaya Vidyalayas, pension component was taken into account ; and
- b. The posts created in the Ministry of HRD for looking after work relating to NVS are having pensionary benefits whereas posts created in the Samiti under the same cabinet note are not being given this benefit.

This is, prima facie, discriminatory.

4. The National Policy on Education, 1986 under which the scheme of NVS was formulated provides as under :

"9.2 The pay and service conditions of teachers have to be commensurate with their social and professional responsibilities and with the need to attract talent to the profession. Efforts will be made to reach the desirable objective of uniform emoluments, service conditions and grievance-removal mechanisms for teachers throughout the country....."

5. The Programme of Action, 1992 on National Policy on Education, 1986 inter alia provides as under :

"22.3.3 The Primacy of the role of teachers in the educational process, their active participation at all levels of management, special measures for the teachers from the disadvantaged sections like women, SCs/STs, etc. provision of facilities similar to other government employees and fair and transparent working conditions and justice to them will be the guiding principles of any such POA."

POA, 1992 also provides that measures should be devised to attract better talented teachers to Navodaya Vidyalayas.

Denial of pensionary benefits to the employees of the Samiti which are available to all other similarly situated employees, has come in the way of attracting good teachers to Navodaya Vidyalayas. It is also contrary to the policy statements made in National Policy on Education and Programme of Action.

6. It is relevant to point out that two Navodaya Vidyalayas were opened at Amrawati and Jhajhar during 1985 – 86. Posts for these Vidyalayas were sanctioned by the Government on 28.10.1985. First installment of Grant-in-Aid of Rs.22.50 lacs for meeting expenditure for these schools was also released by the Government on 28.10.1985. Thus the posts for Navodaya Vidyalayas were existing prior to 01.01.1996. As such NVS is covered under the provisions of Department of Pension and Pensioner's Welfare OM No. 4/1/87-PIC-1 dated 01.05.1987 which provides that all employees who were in service on 1.1.1986 will be deemed to have come over to the Pension Scheme unless they specifically opt out of the Scheme.

7. The Department Related Parliamentary Standing Committee on HRD in its 154th Report on the functioning of Navodaya Vidyalayas presented the report in the Rajya Sabha on 3rd March, 2005 and in Lok Sabha on 2nd March, 2005 has strongly recommended to extend pensionary benefits to the employees. The relevant portion of report in para 18.3 is appended below for your ready reference.

"The Committee takes note of the reservation of the Ministry of Finance in providing Pensionary benefits to employees of NVS. The Committee fails to comprehend the reasons for having different approach of mind for employees working in two organizations doing similar work under a similar set up conditions. The Committee would like to point out when employees of Kendriya Vidyalaya Sangathan can enjoy the pensionary benefits on their retirement, what deters the Government in providing

similar facility for employees of Navodaya Vidyalaya Samiti, many of them away from their families serving in residential schools located in rural areas. The Committee, therefore, strongly feels that the position may be reviewed again and decision acceptable to employees of JNVs may be reached at the earliest."

8. Further, the Department Related Parliamentary Standing Committee on HRD in its 184th Report on the functioning of Navodaya Vidyalayas presented in the Rajya Sabha on 30th November, 2006 and in Lok Sabha on 30th November, 2006 has reiterated its strong recommendations to extend pensionary benefits to the employees of NVS. The relevant portion of report reads as under:

*"The Committee reiterates its recommendation made in its 154th Report for provision of pensionary benefits to the NVS employees on the same level as being given to the KVS employees. **The Committee strongly feels that NVS employees need to be governed by similar service conditions including pensionary benefits as applicable to KVS employees.** The Committee fails to understand the rationale for adoption of a discriminatory approach by the Government towards an autonomous body having, broadly speaking, the same mandate as the other. The Committee is not convinced by the contention of the Department that an organization having Contributory Provident Fund Scheme should continue to be governed by that scheme as the new Pension Scheme was only applicable to the organizations which earlier had GPF-cum-Pension Scheme prior to 1.1.2004. The Committee would like to draw the attention of the Department towards similar recommendation made by the Expert Committee constituted under the Chairmanship of Shri Y.N.Chaturvedi in June, 2001 to review the Management structure and operating mechanism of NVS. **The Committee would like to emphasize that the Department should approach the Ministry of Finance once again in this regard.***

9. The Government of India has extended the pay structure and other service conditions to the employees of Navodaya Vidyalaya Samiti at par with other central Government employees. Navodaya Vidyalaya Samiti has also adopted mutatis-mutandis Government of India rules and regulations on service matters for its employees. NVS has also been brought under the ambit of Central Administrative Tribunal.

10. The Navodaya Vidyalaya Samiti is fully funded by the Government of India. Since the Samiti has been provided 100% fund in form of grant-in-aid by the Ministry of HRD, the employees are eligible for pensionary benefits which are normally applicable to similar categories of employees in autonomous organisations of Government of India viz KVS, NIOS (National Institute of Open Schooling), Central Tibetan school organisation etc. Rule 149/ (4) (IV) of General Financial Rules of Government of India states:

"All autonomous bodies or guarantee institutions which receive more than 50% of the recurring expenditure in the form of grant-in-aid should formulate terms and condition of service of their employees so that by and large they are broadly comparable to those applicable to similar categories of employees in central government."

11. With the issue of notification GIMF Notification No.5/7/2003-ECB & PR dated 22/12/2003 a decision has to be taken in case of new entrants on or after 1.1.2004 because presently they are not entitled to either CPF (since stopped vide Notification dated 30.12.2003) nor New Pension Scheme (which can only be introduced in place of the old GPF-cum-Pension Scheme). A decision to allow New Pension Scheme to the new entrants can put the old employees in disadvantageous position as they have been demanding the Pension Scheme on GOI pattern.

12. Ministry of Finance, Department of Expenditure vide D.O.No.25(1)/EV/2000 dated 25.7.03 clearly conveys that the intention of the Government is that extension of pension to the Autonomous Bodies is not totally banned but can be considered on the basis of merit in exceptional case. JNVs are exceptional institutions if the parameters of work nature and raison d'être of the system in relation to National Policy are to be considered.

13. There are many Central Government organizations which have introduced pension scheme after the existence of Navodaya Vidyalaya Samiti.

II. Higher Pay Scales to the employees of Navodaya Vidyalaya Samiti.

1. Jawahar Navodaya Vidyalayas are co-educational, fully residential schools up to Senior Secondary level and are located mainly in rural areas. They being fully residential institutions, the teachers are required to stay in the Vidyalaya campus. In addition to normal teaching duties, the teachers are required to perform additional responsibilities attached with residential system of schooling like House Mastership, remedial and supervisory studies, organization of co-curricular activities, escorting of students on migration and looking after students' welfare in general.

2. The work load of teachers in a JNV is much higher as compared to non-residential schools. A JNV teacher performs a number of activities which do not exist in day schools. Most prominent of them is that of a House Master and mess duties. A general complaint from teachers is that these duties take up a lot of time which affects the teaching as also their family life. A day for a Navodaya teachers starts with morning prayer in the early hours and ends up with final roll call in the late hours of the day. Mess duties, House Master duties, supervised studies, remedial teaching, etc. take lot of time besides the main duty i.e. class room teaching. Studies conducted by various organizations to review the working of NVS have all appreciated this concern of the teachers and recommended the appointment of additional staff to perform the duties relating to hostel and mess.

3. The Department related Parliamentary Committee on Human Resource Development in its 154th Report has observed as under:-

"13.2 The Committee was given to understand that teachers are also entrusted with the responsibility of supervising the hostels. The Vidyalayas being residential schools, a great deal of regular support in terms of care, counseling, guidance and emotional attachment is to be developed among students. **The parental care is to be provided by the teachers.** In view of this, the hostel

supervision is at time entrusted to the teachers. **Teachers are over-burdened with teaching as well as hostel responsibilities."**

4. The Y.N. Chaturvedi Committee set up by the Ministry of HRD for Review of Management Structure and Operating Mechanism of NVS has also observed as under:

"At school level also there are number of management issues which need to be attended to. The first such issue is in regard to management of the Mess.

Presently a teacher is given responsibility for managing the mess in addition to teaching. The Purchase Committee in the school is headed by the Principal. While the Review Committee is conscious that there is inherent difficulty in obtaining the services of appropriate agencies for managing the Mess because of location of Navodaya Vidyalayas, the Review Committee feels that many areas in the country are developing fast and, therefore, it is suggested that Samiti should make it obligatory for every school to first explore whether an agency supported by qualified staff in nutrition and catering is available in the district and can be given contract for running the Mess.

Management of hostels is another prominent areas requiring improvement. Presently one of the teachers is given the additional responsibility for managing one of the 6-7 houses in which all students are divided. **Teacher alone is to look after all the needs single handedly."**

5. Samiti had initially tried to run the Vidyalaya mess through private contractors but the experiment was not very encouraging. It was reported that the private contractors were motivated more by the consideration of personal profit rather than ensuring quality of food in the mess. Non-availability of suitable private contractors in several remote areas was also a cause of concern. This system was, therefore, reviewed and the vidyalaya mess was started departmentally. **It is thus imperative that to run the vidyalaya mess efficiently and to provide quality food to the students the mess will have to be managed by the vidyalaya under its own administrative control through teachers.**

6. It is also worth mentioning that Principal of a Navodaya Vidyalaya, who is supposed to provide academic guidance and leadership in the vidyalaya is **also responsible for all administrative and financial management including purchases for the mess, maintenance of buildings and vidyalaya campus, maintenance of discipline in the hostels and other related activities in the vidyalaya.**

7. Teaching staff and Mess Workers of Navodaya Vidyalayas are working more than 18 hours per day. Other Non Teaching Staff are also working more than 16 hours per day. Staff of other educational institutions like Kendriya Vidyalaya, Tibetan Schools, UT administrative schools etc. enjoy holidays on 2nd Saturdays, Sundays and other national holidays whereas staff of JNVs have to work on Sunday and holidays. A detailed chart showing the duty time is as under:

Category of Posts	Daily	Weekly	Working Days
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Principal	17.00 Hr.	119.00 Hr.	07 days Weekly
Vice. Principal	16.00 Hr.	112.00 Hr.	07 days Weekly
PGT /TGT/ PET/ Creative Tr.	18.00 Hr.	126.00 Hr	07 days Weekly
Non-Teaching Staff- Mess Employees	18.00 Hr.	126.00 Hr.	07 days Weekly
Non-Teaching Staff - OS/ UDC/LDC/SK/Lab.Att.	11.00 Hr.	77.00 Hr.	07 days Weekly
Non-Teaching Staff All Other Categories	16.00 Hr.	112.00 Hr.	07 days Weekly

8. Against this, the Duty hours of the day School Staff like KVS etc. is only 6.30 hours per day. Even though NVS Staff is working for more than 18 hours per day, the salary is equal or less than the salary of the Day Schools staff, who work about 6.30 hours per day. The extra work and devotion of the Navodaya Vidyalaya staff need to be properly rewarded with suitable and commensurate enhancement of pay scales as under:

Sl. No.	Designation	IV-Pay Revision	V-Pay Revision	SUGGESTED
1	Principal /AC	3000-100- 3500-125-4500	10000- 350- 15200	50000- 1750-54000
2	Vice Principal	2000- 60- 2300- 75-3200	7500- 250- 12000	45000- 1500-48000
3	PGT /SO	1640- 60- 2600- 75-2900	6500 -200- 6900	40000- 1250-45000
4	TGTS	1400- 40- 1800- 50-2300	5500- 175- 9000	35000- 1000-39000
5	Office Superintendent	1640 - 60- 2600- 75-2900	5500- 175 - 9000	35000- 1000-39000
6	Staff Nurse/ Assistant	1400- 40- 1800- 50-2300	5000- 150- 8000	30000- 750-33000
7	Catering Assistant/ UDC	1200- 30- 1560- 40-1800	4000- 100- 6000	27500- 600-30500
8	LDC/STORE KEEPER	950- 20- 1150- 25-1400	3050- 75- 3950- 80-4590	20000- 500-22500
9	Driver/Electrician/Cook	950- 20- 1150- 25-1400	3050- 75- 3950- 80-4590	20000- 500-22500
10	Lab.Attendant	775- 871- 14- 1050	2610- 60- 3150- 65-3540	20000- 500-22500
11	Chowkidar /Sweeper	750- 12- 870- 14- 940	2500- 55- 2660- 60-3200	15000- 400-18300
12	Mess Helper	750- 12- 870- 14- 940	2500- 55- 2660- 60-3200	15000- 400-18300

9. In addition following special allowances may also be considered for JNVs Staff:

ALLOWANCES

- | | | | |
|----|------------------------------|---|----------------------|
| 1. | Residential Allowance | - | 30% of the Basic pay |
| 2. | Rural area Allowance | - | 30% of the Basic pay |
| 3. | Children Education Allowance | - | 30% of the Basic pay |
| 4. | Teaching Allowance | - | 10% of the Basic pay |

SUBMISSION

Under the above circumstances, it is our earnest appeal to consider the following urgent and genuine grievances of the employees of Navodaya Vidyalaya Samiti for favour of redressal.

1. Introduction of GPF-cum-defined pension scheme to the employees of Navodaya Vidyalaya Samiti who joined prior to 01.01.2004.

Introduction of either new or old pension scheme to those employees who have joined after 01.01.2004.

2. Grant of Higher Pay Scales and allowances to the employees of Navodaya Vidyalaya Samiti.

It is also requested to provide an opportunity to put forth our appeal in person before the Commission.

Yours faithfully,

(O. Nabakishore Singh)
Commissioner

[Top](#)