

**APPENDIX -I**  
**SECRET**

No.F.5-7/98-UT.2  
Government of India  
Ministry of Human Resource Development  
Department of Secondary & Higher Education

**STATEMENT OF IMPLEMENTATION SCHEDULE**

Subject:- Introduction of CSS(Pension) Scheme for employees of Navodaya  
Vidyalaya Samiti (NVS)

Gist of decision required	Projected benefit/ results	Time frame and manner of implementation of decision
Introduction of CCS (Pension) Rules 1972 for the employees of Navodaya Vidyalaya Samiti (NVS).	All employees including teachers will get the benefit of pension at par with similar employees in sister organization.	The proposed Pension Scheme will be given effect by adopting the CCS (Pension) Rules, 1972 as soon as approval accorded by Cabinet Committee on Economic Affairs.

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SECRET

SECRET

No.F.5-7/98-UT.2  
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10. COMMENTS OF DEPARTMENT OF EXPENDITURE(MINISTRY OF FINANCE)
11. COMMENTS OF DEPARTMENT OF PENSION & PENSIONERS' WELFARE

POINTS ON WHICH CONSIDERATION OF THE CABINET IS SOLICITED

12. Approval of the Cabinet is solicited to the proposal for introduction of Pension Scheme for the NVS employees on the pattern of Central Civil Services (Pension) Rules, 1972, as contained in para 9 above.
13. The statement for Implementation Schedule is attached as **Appendix – I** at page 9.
14. This note has been seen and approved by the Minister for Human Resource Development.

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It is thus seen that the necessity of extending the provisions of CCS(Pension) Rules to the employees of the NVS has been appreciated and recommended by a number of high level committees.

**FINANCIAL IMPLICATION FOR IMPLEMENTATION OF PENSION SCHEME**

8. As on 1-3-2006, 544 Navodaya Vidyalayas have already been sanctioned with the ultimate target of one Navodaya Vidyalaya in each district of the country. Tamil Nadu has so far not joined the scheme. As on 31-12-2003, the sanctioned post of Navodaya Vidyalaya Samiti was 15,541. Actuarial valuation of the proposed Pension Liability costing as on 31-3-2005 for the staff of 13700 posts in position as on 31.12.2003 has been carried out. The accrued and future liability of contingent pensioner of existing staff pension with D.A.Relief works out to Rs. 517.50 crore. If the Employer's share of contribution upto 31-3-2005 of Rs. 103.82 crores transferred to the Pension Fund by 31-3-2006 and an annual contribution @ 18% sent of salary is made on monthly basis w.e.f 1-4-2006, it will be financially viable to adopt the pension scheme in Navodaya Vidyalaya Samiti. A report on pension Liability as on 31-3-2005 of pension eligible employees is enclosed at **Annexure –VII Pages of ).**

9. In view of the above the Ministry of Human Resource Development propose to introduce Pension Scheme for the employees of Navodaya Vidyalaya Samiti on the pattern of Central Civil Services (Pensions) Rules, 1972, as is applicable to the employees of similar organizations of this Ministry i.e., Kendriya Vidyalaya Sangathan (KVS) and the Central Tibetan School Administration (CTSA). Employees joining service on or after 1.1.2004 are not eligible for GPF-cum-Pension and they are eligible for the New Pension Scheme only.

SECRET

Page 7 of



SECRET

No.F.5-7/98-UT.2  
Government of India  
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Department of Secondary & Higher Education

Y.N. Chaturvedi, former Secretary to the Govt. of India, has also strongly recommended the extension of pensionary benefits to the employees of Samiti at par with the Kendriya Vidyalaya Sangathan (KVS). The Committee has observed the non-availability of this benefit to be one of the reasons for the teachers leaving the services of NVS (Annexure –VI, pages of ).

**REPORT OF DEPARTMENT RELATED PARLIAMENTARY STANDING COMMITTEE ON HRD**

7. The Department related Parliamentary Standing Committee on HRD has in its 154<sup>th</sup> Report on functioning of Navodaya Vidyalayas (NVs) observed vide para 18.3 as under:

“The committee takes note of the reservations of the Ministry of Finance in providing Pensionary benefit 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 and 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 a decision acceptable to employees of JNVs may be reached at the earliest.”

SECRET

Page 6 of

SECRET

No.F.5-7/98-UT.2  
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The Ministry of Personnel, Public Grievances, and Pensions vide Office Memorandum No. D.P.&P.W., O.M. No. 4/1/87-P.I.C.-I, dated 1-5-1987 (Annexure-III, pages      of      ), conveyed the acceptance of above recommendations of the IV Pay Commission, and allowed all the Central Government employees including Central Autonomous Bodies for change over from the Contributory Provident Fund (CPF) scheme to pension scheme w.e.f. 1.1.1986. However, the option was not allowed to the employees of NVS on the ground that Samiti had not come in existence on 01.01.1986. It is relevant to add here that though the Navodaya Vidyalaya Samiti was registered in February 1986, it had come into existence with the sanction of two JNVs (Jhajjar and Amravati) along with posts therein (Annexure-IV, page      of      ) and grant-in-aid therefor in 1985 itself (Annexure-V, pages      of      ).

5. It is also seen that the benefits of the pension scheme have been allowed to many bodies like Konkan Railway Corporation, which were set up after the establishment of the NVS.

RECOMMENDATIONS OF COMMITTEE SET UP TO REVIEW OF  
MANAGEMENT STRUCTURE & OPERATING MECHANISM OF NAVODAYA  
VIDYALAYA SAMITI

6. The Committee set up by the Ministry of HRD to review the management, structure and operating mechanism of the NVS under the Chairmanship of Shri

SECRET

Page 5 of



SECRET

No.F.5-7/98-UT.2  
Government of India  
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b) Extracts of General Financial Rules of Government of India

"Rule 149 (4) (iv) (Annexure-II, pages       of       ) :

*(iv) All Autonomous Bodies or grantee institutions which receive more than 50% of their recurring expenditure in the form of grant-in-aid should formulate terms and conditions 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".*

Since the Samiti is provided 100% funds in the form of grant-in-aid by the MHRD, the employees of the Samiti are eligible for the pensionary benefits as available to employees of similarly placed organizations i.e. KVS, CTSA, NCERT etc.

c) Extracts from the IV Pay Commission Report

"Para 9.8:

In so far as the CPF beneficiaries still in service on January 1, 1986 are concerned, we recommend that they should be deemed to have come over to the pension scheme on that date unless they specifically opt out to continue under the CPF scheme. The CPF beneficiaries who decide to continue to remain under that scheme should not be eligible on retirement for ex gratia payment recommended by us for the CPF retirees".

SECRET

Page 4 of

SECRET

No.F.5-7/98-UT.2  
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pension scheme. A number of teachers and Principals have resigned from Navodaya Vidyalaya during the last few years mainly on account of non-availability of pension scheme in the organization.

4. The following instructions/orders issued by the Govt. of India from time to time clearly reveal that the employees of the NVS are rightful claimants to the pensionary benefits under CCS (Pension) Rules.

- a) Programme of Action on National Policy on Education, 1986 on Recruitment and old-age benefits and medical-care for Teachers:

*"All teachers in Government and local bodies and in institutions created by Government or by Acts of Parliament/State Legislatures will be eligible for retirement and medical benefits identical with Government servants. Teachers in aided and private institutions will also be eligible for such benefits in accordance with such directions as may be issued by the Government from time to time".*

Programme of Action (POA) is a policy document, which was deliberated at length in both the Houses of Parliament and approved for implementation. Therefore, the Union Government is committed to extend the retirement benefits to the teachers as available to the Central Government employees.

SECRET

Page 3 of



SECRET

No.F.5-7/98-UT.2  
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Department of Secondary & Higher Education

### SERVICE CONDITIONS OF THE EMPLOYEES OF NVS

2. The Government of India has approved the extension of the pay structure of Central Government employees to the teaching and non-teaching staff of JNVs. The Samiti has also adopted Government of India Rules and Regulations on service matters for its employees *mutatis-mutandis* vide office order No.F.6-1/92-NVS(Admn.) dated 30-03-1992 (Annexure – I, page of ). The Government of India has also brought NVS under the purview of the Central Administrative Tribunal. However, no pension scheme has been extended to the employees of the Samiti even after more than 19 years of existence of the organization.

### JUSTIFICATION FOR THE INTRODUCTION OF PENSION SCHEME IN NVS

3 Navodaya Vidyalayas have emerged as leaders in the secondary school system in the country. These Vidyalayas have out performed other school systems within the short span of their existence. It is very important to recruit and retain competent and qualified teachers willing to serve in interior rural areas so that the Vidyalaya can achieve the noble objectives of providing quality education to the talented children from rural areas and serving as pace setting institutions in each district. Being residential schools, the work schedule of the staff of NVS is more demanding in comparison to that of day schools like KVS. Navodaya Vidyalaya teachers are serving at far-flung places where after the facilities even for primary education of their children are not available. It is becoming difficult to attract and retain young talent in the Vidyalaya for want of

SECRET

Page 2 of



SECRET  
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No.F.5-7/98-UT.2  
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New Delhi dated March 2006

DRAFT NOTE FOR CABINET

Subject:- Introduction of CSS(Pension) Scheme for employees of the Navodaya Vidyalaya Samiti (NVS).

INTRODUCTION

1. The scheme for the establishment of Jawahar Navodaya Vidyalayas (JNVs) was approved by the Union Cabinet in August 1985 to give shape to the vision of the then Prime Minister Shri Rajiv Gandhi to have a residential school system for talented children predominantly from rural areas. The Navodaya Vidyalaya Samiti (NVS) was established as an autonomous body under the administrative control of Department of Secondary & Higher Education, Ministry of Human Resource Development, to set up and administer Jawahar Navodaya Vidyalayas (JNVs) under the scheme. JNVs are fully residential, co-educational institutions providing free education including boarding and lodging, textbooks, uniform, etc. up to the senior secondary stage. Thus Jawahar Navodaya Vidyalayas are addressing the needs of talented rural children, who may otherwise be deprived of good quality education.

SECRET

Page 1 of