



केन्द्रीय विद्यालय संगठन  
KENDRIYA VIDYALAYA SANGATHAN  
18--संस्थागत क्षेत्र,  
18, INSTITUTIONAL AREA  
शहीद जीत सिंह मार्ग,  
SHAHEED JEET SINGH MARG  
नई दिल्ली-110 016  
NEW DELHI-110016  
फैक्स FAX: 26514179 फोन PHONE : 26858570  
Website : [www.kvsangathan.nic.in](http://www.kvsangathan.nic.in)

फ़ा. 11083-4/2018/KVS(HQ) (Admn.1)/३०१

दिनांक: 15/10.2019

**Sub: Minutes of the meeting of the JCM of KVS held on 29.07.2019  
in Daronacharya Kaksh , KVS(HQ) New Delhi**

A Copy of the minutes of the JCM meeting held on 29.07.2019 duly approved by the Chairman, JCM, KVS is enclosed.

Comments, if any, may be forwarded to the undersigned by 25/10/2019 positively.

Encl. As stated above

(Dr. Shachi Kant)

Joint Commissioner (Pers.) and Member Secretary

**वितरण:-**

1. Sr. PPS to the Special Secretary (SE), MHRD & Vice-Chairman, KVS.
2. PS to Joint Secretary & FA, MHRD, New Delhi.
3. PS to Chairman, Central Board of Secondary Education, New Delhi.
4. Director & CWO, Deptt. of Personnel & AR, Room No.385, Lok Nayak Bhawan, New Delhi.
5. PS to Commissioner, KVS.
6. PS to Addl. Commissioner (Admn.), KVS.
7. Sh. M.B. Agarwal, General Secretary, AIKVTA.
8. Sh. Priyavart Chhikara, General Secretary, KVPSS.
9. Sh. S.K. Biswas, General Secretary, KEVINTSA.
10. Sh. S. R. Tiwari (KV OF Khamaria), President, AIKVTA & Member, JCM.
11. Sh. M. Murlikrishna, Member JCM, AIKVTA.
12. Sh. Yograj Chandeliya, President, KEVINTSA & Member JCM.
13. Deputy Commissioner, (EDP) KVS with the request to upload on KVS website.

## MINUTES OF JCM Meeting held on 29.07.2019

S.No.	AGENDA OF KVPSS	DESCRIPTION	COMMENTS OF KVS	Decision taken on
1	Re-employment of teachers retiring in the month of September instead of November.	Teachers retiring on superannuation in the month of September onwards should be automatically re-employed on contract basis after seeking their willingness. Most of the times the post remains vacant for the entire academic session which adversely affects the performance of the students. Since these teachers are quite experienced and well acquainted with the performance of the students, they can initiate suitable steps to produce the best results.	It does not come under the purview of existing policy. However, retired teachers can work as contractual teacher if needed by the Vidyalayas.  <b>AC(E-II &amp; III)</b>	Discussed, No action is required.
2	Clarification related to CCL,TA/DA during Trg. Escort Duties performed during holidays.	If an employee of K.V.S. performs either duty or attends training during holidays, he is granted either compensatory casual leave or T.A. /D.A. but according to the letter No.11029/16/KVS/Ko/ACAD/JCM/112473-2497 dated 22/11/2016 issued by JOINT COMMISSIONER Dr.Vijay Laxmi, employees performing escort duty during holidays should be given both CCL and T.A. /D.A. Different types of benefit for the same nature of duty cannot be granted to the employees of the same Organisation. It seems rather paradoxical.	The matter has already been considered at KVS(HQ) and revised instructions have been issued vide KVS (HQ) letter No. F.11029/1/2018/KVS(Hqs)/Acad/1802-2102 dated 08.01.2019.  <b>JC(Acad.)</b>	Copy of KVS letter dated 08.01.2019 provided to the General Secretary, KVPSS on 29.07.2019. No further action is required.

3	Sub staff (outsourced) for Library in KVs.	According to the staffing pattern mentioned in the Library Manual and Policy of KVS, all the libraries of KVs should be provided with sub -staff hired from Outsourcing agencies so that all the library activities can be performed smoothly .KVS as already issued instructions in this regards but none of the Principals have followed this instruction. Sub-staffs have not been hired by the Principals from Outsourcing Agencies	This office has issued necessary instructions in this regard to the Deputy Commissioners of KVS Regional Offices vide letter dated 14.12.2016. The instructions have been re-iterated again to all the Deputy Commissioners for its effective implementation vide letter dated 08.03.2019. <b>JC(Acad.)</b>	Discussed No action required.
4	Teachers be refrained from doing office jobs.	For quality teaching, Non-teaching jobs like conducting/organizing various programs/ typing of Shaladarpan/UBI portal/SBSB data/AEP/Writing of Medical reports and writing reports on every program with photos/soft & hard copies, should be assigned to additional staff/special teachers like, data entry operators, Computer instructors/sports coaches /craft /dance teachers etc.	DEOs / Computer Instructors / Sports coaches etc. are already being engaged in schools and can be allotted the said work. Further the vacancies of non-teaching staff are being filled up expeditiously. <b>JC(Acad.)</b>	Depending on the fund position under VVN, a KV can deploy DEOs as per requirement.  JC(Acad.)

5	Request transfer to be made as per choice and not to nearby places.	Teachers who apply for request transfers but they are transferred on displacement to a station different from the choice station. This not only makes their seniority /transfer counts NIL but also minimizes their chances to get their choice station on transfer. It has double adverse effect on their chances to request transfer to choice station as transfer counts become ZERO when he is posted to new station even on displacement. Then he may not be able to get his choice posting in his whole job period. Therefore, I request you that some points must be given to teachers who get transferred on displacement just like other categories in transfer guidelines.	If an employee gets displaced to a place other than his choice place, he / she is entitled for transfer counts available to employee under LTR, MDG, DFP, Widow and single parent except TCs of his / her previous stations awarded for stay at a place.  <b>AC(E-II &amp; III)</b>	Discussed and No action is required.
6	Duration of posting in Hard Stations.	Duration of tenure at hard station should be of two years particularly for those KVS employees who have already completed tenure at hard station Therefore, I request you that an employee who has been posted second time at hard station on displacement or on public interest, tenure for those employees at hard station must be of two years. I humbly request your kind self that this year a huge numbers of KVS employees have been transferred on displacement ground which is not less than a Punishment transfer.	Agenda item may be examined in the light of prevailing rules of Govt. of India in this regard.  <b>AC(E-II &amp; III)</b>	Matter to be examined on file.  <b>AC(E-II &amp; III)</b>

7	TA/DA to teachers who are allowed to change Venue	Grant of T.A. /D.A. to those teachers who apply for change of venue for attending In-Service Courses. For example, if a teacher living in Delhi requests for change of venue from Bangalore to Bhopal, he/she is not paid any T.A./D.A. where as he/she has to bear the charges of travel from Delhi to Bhopal and accommodation charges as well. Teachers should at least be paid the minimum expenditure incurred by them.	The issue was discussed in ZIET Advisory Committee meeting and it was not agreed to.  <b>JC(Trg.)</b>	Discussed action required. No is
8	TGTs & PRTs be also allowed to appear in recruitment of Principal & V.P	For recruitment of Principal and Vice Principal posts. TGT and PRT should be given chance as these posts require administrative skills along with teaching experience not specifically PGTs experience.	At present the existing hierarchy does not allow for such cadre jumping. <b>JC(Admn.)</b>	Chairperson agreed that cadre jumping cannot be allowed. Hence No action is required.
9	Grievance Redressal Mechanism for differently abled teachers.	a) There should be special grievance cell for the differently abled teachers in Kendriya Vidyalaya Sangathan. The website of the Sangathan should be accessible with screen reader software for visually challenged teacher.	KVS has well established grievance redressal mechanism under Joint Commissioner(Pers.) . The grievances are received via e-mail by post and CPGRAMs Portal, All ROs have Grievance Officers and 2 <sup>nd</sup> Saturday of each month. The ROs, ZIETs observe Shikayat Nivaran Diwas and any body including differently abled teachers, staff etc. are at liberty to submit their grievances. <b>AC(Admn.)</b>	Chairperson directed the KVS to reiterate the instruction to all ROs/ZIETs for redressal of Grievances including differently abled employees. <b>JC(Pers.)/ AC(Admn.)</b>

		<b>b)</b> There should not be discrimination to the differently abled teachers on the basis of their disability but they should be given opportunity to show the hidden talent and knowledge by the principal	No discrimination reported to KVS Hqrs <b>JC(Acad.)</b>	Association to intimate any individual case to Hqrs. No action on the part of KVS(HQ) is required.
		<b>c)</b> Differently abled teachers should also be given all the benefits which they are getting like double transportation, special CL for the disability related medical issues.	The differently abled staff are allowed to draw all benefits approved by Govt. Of India and extended to KVS by MHRD. <b>JC(Acad.)</b>	Discussed, No action is required.
		<b>d)</b> Visually challenged teacher should also be given computer training to upgrade their computer skill by the Sangathan.	--	Discussed No action is required.
		<b>e)</b> The school and surrounding of the place should be accessible for differently abled people like staircase or toilets etc.	Ramps and special toilets are invariably provided in all the Kendriya Vidyalayas for accessibility of differently abled people. <b>Supdt.(Engi.)</b>	Discussed, No action is required.

10	Result Analysis	Sufficient time should be given for evaluation and Result Analysis.	<p>As per KVS(HQ) letter no. F. No. 11029-16/2017/KVS(HQ).Acad/1122-1153 Dated 29.11.2018, the Session Ending Examination has to be completed before 20.03.2019 and results to be declared on 27.03.2019. However, evaluation process takes place throughout the examination days beginning from first day of examination and therefore adequate time is given for evaluation.</p> <p>JC(Acad.)</p>	<p>The examination of Sanskrit is to be taken on the first day. Accordingly date sheet of examination to be planed.</p> <p>JC(Acad.)</p>
----	-----------------	---	---	--

S.N o.	AGENDA OF AIKVTA	DESCRIPTION	Comments of KVS	Decision taken on 29.07.2019
1.	Grant of Entry pay to the teachers of KVS	<p>1. Vide para (8) of the OM No 8-23/2017-E III A GOI, MOF, Department of Expenditure dated 28-09-2018 it has been directed to fix the pay of Central Government Employees who were appointed to such posts prior to 01-01-2006 and whose pay, as fixed in the revised structure under Rule 7 thereof as on 01-01-2006 turns out to be lower than the prescribed entry pay for direct recruits of that post, shall not be less than such entry pay w.e.f. 01-01-2006. Likewise, the pay of Central Government Employees who were appointed to such posts by way of LDCE/promotion/Direct recruitment on or after 01-01-2006 and whose pay, as fixed under rule 13 of CCS (RP) Rules 2008, happens to be lower than the said entry pay, shall also not be less than such entry pay from the date of their promotion taking place on or after 01-01-2006.</p> <p>2. The Contents of the above para as well as the orders of the Hon'ble Courts may kindly be made applicable to the teachers of KVS who were granted Senior Scale and Selection Grade, ibid to the promotees since there are many teachers who do not have promotion avenues and whose salary in the senior scale and selection scale have been fixed at a lower stage than the prescribed entry pay of senior scale/selection Grade of the post on or after 01.01.2006.</p>	<p>1. The OM No.8-23/2017-E-III A dated 28.09.2018, issued by Deptt. of Expenditure, Ministry of Finance, has already been circulated by KVS for compliance.</p> <p style="text-align: right;"><b>JC(Fin.)</b></p> <p>2. The contents of above OM are not applicable for the teachers who have been granted Senior Scale/Selection scale. <b>JC(Fin.)</b></p>	<p>OM No.8-23/2017-E-III A dated 28.09.2018 is already circulated. However the said OM will be circulated once again.</p> <p style="text-align: right;"><b>JC(Fin.)</b></p> <p>No further action is required.</p>



2.	Request for grant of MACP Scheme to the Teaching Category employees of KVS -compliance of the order of Honorable, CAT, Lucknow bench in OA No.172 of 2014.	The Hon'ble C.A.T. Lucknow Bench Lucknow vide order dated 15/11/2018 has desired to consider and decide the OA in a time bound manner keeping in mind the provisions contained in MACP Scheme, 2009 and the O.M. dated 10.04.2015 issued by Department of Space, Government of India. Kendriya Vidyalaya Sangathan (Hqrs) New Delhi vide letters dated-31/03/2016, 10/11/2016 and 08/11/2017 had submitted a detailed proposal to Deputy Secretary (UT-2), MHRD, for review of the decision taken by Government of India in Extension of MACP Scheme to teachers/ Teaching Staff of KVS.	The MHRD vide their order F. 4-90 / 2018 (UT) dated 18.04.2019 has conveyed that there is no case for grant of MACP benefits to the teaching staff of KVS as the fundamental condition for grant of MACP is not fulfilled in this case.  AC(Admn.)	Discussed, No Action is required.
3.	Ensuring timely payment of salary/ arrears of VII CPC to the teachers working under project sponsored KVs.	AIKVTA regrets that in spite of several assurances given by the KVS Authorities, the Salary / VII CPC arrears of the employees of good numbers of project sponsored KVs are not being paid in time. For example, KV Baikunthpur, Chirimiri, Jhagrakhand, No.3 Kusamunda, Sarini, SGPI Lucknow etc. The MOU for such project Vidyalayas have been entered into between KVS HQ and sponsoring projects. The KV teachers working under such project KVs are in fact KVS employees and not of the Project's. Therefore, it is the duty of the KVS to ensure timely payment of salary/ arrears of VII CPC to the teachers working under such project sponsored KVs.	As per the agreed, terms and condition, the funds for recurring and non-recurring expenditure are to be released by the concerned project authorities. Regarding delay in disbursement of salary in project KVs, no complaints have been received in this office. However, once again instructions have been issued to all the Deputy Commissioners to ensure the timely payment of Salary and 7 <sup>th</sup> CPC arrears in Project Kendriya Vidyalayas. Regional Offices Raipur, Bhopal and Lucknow have confirmed that the sponsoring authorities concerned have not yet provided necessary funds.  JC(Fin.)	Vide KVS letter dated 26.07.2019 with endorsement to concerned Deputy Commissioner, Project authorities have been requested to provide funds immediately.  JC(Fin.)

4.	Review of the present promotion rules to accommodate existing eligible teachers through DPC/LDCE/Direct Recruitment	<p>AIKVTA reiterates its long pending demand of opening up of the promotional avenues to teachers on the following suggested pattern.</p> <p>(I) PRT to TGT – 1/3<sup>rd</sup> of the total posts should be filled up each through DPC, LDCE &amp; Direct Recruitment.</p> <p>(II) TGT to PGT – 1/3<sup>rd</sup> of the total posts should be filled up each through DPC, LDCE &amp; Direct Recruitment.</p> <p>(III) PGT to VP – 50 % each through DPC &amp; LDCE only. Direct Recruitment to the post of VP should be done away with since in no other organisation the post of VP is recruited from out side of its own establishment.</p> <p>(IV) The provision for the Recruitment to the Post of Principal should also be re-structured in such proportion that 1/3<sup>rd</sup> of the total posts be allocated for DPC, LDCE &amp; Direct Recruitment.</p>	<p>The issues raised in the previous JCM held on 03-05-2018 and the Chairperson had directed Recruitment rules review committee to submit its report at the earliest. Revision of Recruitment rule has been completed and the same will be placed before the Administration &amp; Establishment Committee.</p> <p style="text-align: right;"><b>JC(Admn.)</b></p>	<p>The RRs are under finalisation and the Chairperson directed that the designated Committee will decide on the matter during the review.</p> <p style="text-align: right;"><b>JC(Admn.)</b></p>
5.	Demand of the timely grant of Sr. Scale and Selection Scales to the teachers.	<p>1. With reference to Govt. of India vide its letter of even no. dated 09.04.2003 AIKVTA strongly demands to removal of the ceiling restriction of 20% for grant of selection scale to the teachers be implemented without inferring any unnecessary term rider/condition for it.</p>	<p>Matter pertaining to removal of the ceiling restriction of 20% for grant of senior scale to the teacher of KVS was taken up with the Ministry of HRD. The ministry, vide there letter No.F.12-10/2001-UT.1 dated 09<sup>th</sup> April, 2003 has denied to remove the ceiling stating that ceiling cannot be removed by them.</p> <p style="text-align: right;"><b>JC(Admn.)</b></p>	<p>Discussed, No action is required. However, the Chairperson directed to complete the process of granting Selection Scale in a time bound manner.</p> <p style="text-align: right;"><b>JC(Admn.)</b></p>

		<p>2. The aforesaid letter dated 09.04.2003 which improvises the 3 Tier pay scales to KV teachers does not bear any term rider or condition for grant of 3 Tier financial upgradation. Therefore, every teacher is entitled to the advantage of all 3 Tiers of Pay Scales irrespective of their qualifications.</p>	<p>The scheme Senior/ Selection Scale has been implemented in Kendriya Vidyalaya Sangathan (HQ) in pursuance of the Govt. of India provision as circulated vide Ministry of HRD letter No. 5-180/86-UT-1 dated 12<sup>th</sup> August, 1987 and not based on MHRD letter dated 09.04.2003.</p> <p>The three tier pay scale to KV teachers has already been implemented in accordance with the provisions of Govt. of India.</p> <p style="text-align: right;"><b>JC(Pers.)</b></p>	<p>Discussed, No action is required.</p>
		<p>3. AIKVTA also puts forward the demand of one increment equal to 3 % would be made admissible to the teachers at the time of placing an employee into the Senior and Selection Scales in the light of rule 13 of RS (RP) Rules , 2008.</p>	<p>3% increment is granted in case of promotion. On grant of Senior Scale/Selection Scale, the teacher is not appointed/promoted in the next POST. Hence, the benefit of 3% increment cannot be granted.</p> <p style="text-align: right;"><b>JC(Fin.)</b></p>	<p>Discussed and No action is required.</p>
		<p>4. The misc. category of teachers who could not attend the in-service course due to the reason that their names were not sponsored by the controlling officers and now retired from the service of KVS are not being granted exemptions on the plea of KVS headquarter Admin (I) letter dated Apr. 2004, which speak about its effect from the date of issue of letter. In this connection it is needless to say that this letter was issued on</p>	<p>The issue is open for discussion.</p> <p style="text-align: right;"><b>JC(Pers.)</b></p>	<p>The matter of effecting the instructions issued vide KVS letter dated 06.02.2004 is to be examined on file.</p> <p style="text-align: right;"><b>JC(Pers.)</b></p>

		the bases of various representations received from different corners, which means that the employees on who's cited cases the said letter was issued, the benefit should be extended to those employees who could not attend the in-service course prior to issue of this letter and have been retired from the service of KVS. As they can't be asked to attend in-service course now		
6.	Reduction of the period of In-service Courses of KV teachers	21 days In-service course actually brings less profession progress and more woes to the participants. In this age of improved teaching technologies the same improvement in professional skills can be achieved in much shorter time. Therefore, AIKVTA requests to reduce this period of 21 days to 12-15 days In-service Course at one spell only. This will not only be helpful to achieve the desired improvement of teaching skills of teachers but will also save the huge amount of money for payment of unnecessary TA/DA during two spells.	The matter is under consideration, will be taken as agenda to Academic Advisory Committee, KVS.  <b>JC(Acad.)</b>	The Chairperson directed to take the matter as agenda to Academic Advisory Committee, KVS.  <b>JC(Acad.)</b>
7.	Sanction of HRA and Transport Allowance to the employees of KV KribhcoSurat (Ahmedabad Region) and KV Ojhar (Mumbai Region) at par with other central Govt. Employees working at the Stations.	AIKVTA has submitted several letters in this regards but no appropriate action has been initiated by KVS in this regard so far. Therefore, AIKVTA once again reiterates for an early action in this regard please.	(i) Required documents have been received from RO, Ahmedabad. The Proposal of sanction of HRA to KV Kribhco is under process.  <b>JC(Fin.)</b>  (ii) Order regarding KV AFS Ojhar issued on 29.03.2019.  <b>JC(Fin.)</b>	(i)Sanction of HRA to KV Ojhar has already been issued on 29.03.2019. Proposal of KV Kribhco is under examination. Chairman, directed KVS to expedite the process. (ii) The Chairman directed KVS to provide a copy of the Order dated 29.03.2019 to Associations. <b>JC(Fin.)</b>

8.	Opening up of Promotional avenues to TGT (P &HE), WE, AE, Librarian, TGT (SKT), Yoga, HM & PRT(Music) and re-nomenclature of Librarian to TGT - Library and information Science (LIS)	1) AIKVTA once again reiterates its long standing demand for opening up of Promotional avenues to TGT (P &HE), WE, AE, Librarian, TGT (SKT), Yoga, HM & PRT (Music) by opening up +2 streams in the respective subject in all KVs in phased manner.	Physical Education subject is not being taught in higher classes as an Elective subject. However, it is being taught as additional subject in class XI & XII. At present no promotion avenues are available for TGT (P&HE), TGT Work Experience (WE), TGT(Art Education), TGT(Sanskrit), Yoga and PRT (Music). However, they can apply to any TGT/ PGT post through Direct Recruitment subject to fulfilling the eligibility criteria of Recruitment Rules of KVS.  HM is a supervisory post from class I-V only. If the HM fulfills the eligibility criteria for any TGT / PGT post as per the Recruitment Rules of KVS through Direct Recruitment, he /she can apply.  <b>JC(Admn.)</b>	Chairman directed the KVS to examine the matter. <b>JC(Admn.)</b>
		2) AIKVTA has been making its continuous request for the change of nomenclature of Librarian to TGT - Library and information Science (LIS).	The issue is open for discussion.  <b>JC(Acad.)</b>	Discussed, No action is required.
		3) KVS has already circulated Library Policy in 2012 but it is deeply regretted that the same is not being implemented in majority of schools in lack of its proper monitoring specially in terms of Library attendant.	Intimations issued vide KVS(HQ) letter dated 14.12.2016 have been reiterated by letter dated 08.03.2019 to all Regional Offices.  <b>JC(Acad.)</b>	Discussed, No action is required.

9.	The overriding condition of minimum five months service in a calendar year for disbursement of Summer Vacation salary.	<p>I. AIKVTA strongly pleads that such unnecessary over riding condition for the disbursement of Vacation Salary to a substantive staff must be abolished when one is availing any kind of paid leave. i.e Earned leave, Half Pay Leave, Medical Leave, Child Care Leave etc.</p> <p>II. Simultaneously, if any employee joins his/her duties on direct recruitment and if summer vacation falls before completing five months of regular service, which is not at all under his/her hand or control , his/her salary for the vacation period should be disbursed when the employee completes six months of regular service as per precedence in KVS in past.</p>	<p>The matter needs to be deliberated in the Administration and Establishment Committee.</p> <p style="text-align: center;"><b>AC(Admn.)</b></p>	<p>It will be put up as an Agenda item in the Admin. &amp; Establishment Committee.</p>
10.	Re-Schedule of Summer Vacation in Bhubaneswar Region.	<p>The summer vacations in the Bhubaneswar Region was in consonance with the extreme climatic conditions in the past but for 3-4 years the same has been disturbed in an illogical and irrational manner. In the said Regions the month of June is much hotter than April but due to administrative haughtiness the Vidyalayas in the Bhubaneswar Region are closed in the month of April for Summer Vacations and reopened in scorching unbearable heat waves of June.</p> <p>AIKVTA has ben requesting to shift the</p>	<p>Amended schedule of summer vacations in respect of KVS Bhubaneswar Region issued vide KVS Hqrs letter dated 06.03.2019.</p> <p style="text-align: center;"><b>JC(Trg.)</b></p>	<p>Discussed and No action is required.</p>

		<p>Summer Vacation from April –May to May-June which has not been heeded to so far.</p> <p>In this regard, AIKVRTA again requests to kindly get the factual data from the Metrological Deptt. of the Bhubaneswar Region and decide to shift of Summer Vacation on actual heat wave conditions.</p>		
--	--	--	--	--

### The proposed point wise JCM Agenda points from KEVINTSA

S. No	Agenda Points	Justification	COMMENTS OF KVS	Decision taken on
1	<p><u>Points for Compulsory Arbitration:</u> All the long pending issues of KVS which are kept pending or cannot attain its finality during JCM are proposed to be taken up in <u>Compulsory arbitration</u> as per the provisions of RSA Rules 1993 accepted by KVS in 1995. KVS has constituted JCM vide letter No.11082-14/2014-KVSHQ(Admn.-1) 09.08.2011 but One Finance Member at the level of Jt. Secretary – MHRD and two members from BOG in addition to Commissioner, KVS and Addl. Commissioner (Admn.) KVS but never been done. So compulsory arbitration is the only solution to protect the sanctity of JCM.</p>	<p>1. Cadre review of KVS Non teaching staffs is pending and the date fixed for submission of report is pending.</p>	<p>ISTM has submitted the draft report and review meeting between ISTM /KVS officers has already been held on 10.05.2019 and 23.05.2019. The proposals/observations of KVS on the draft report have been fully examined by team of KVS officers and point wise comments of KVS are being prepared for forwarding to ISTM.</p> <p style="text-align: right;"><b>AC(Admn.)</b></p>	<p>Discussed, Report is forwarded to ISTM with KVS comments.</p>
		<p>2. Non-responding attitude has been developed by KVS under the direction of Apex officer which has led to ill treatment to KEVINTSA letters. The General Secretary and President KEVINTSA are representatives of Non-teaching staffs of KVS and holding equal status of Member of Parliament as both are <i>Dejure</i> Elected representatives of Citizen of India. The extract of Manual of Office procedure states that "66. Prompt response to letters received— (1) Each communication received from a Member of Parliament, member of the public, recognized association or a public body will be acknowledged within 15 days, followed by a reply</p>	<p>The Association representative, instead of explaining the problem or the issues, is explaining in his own status of equality with Hon'ble Member of Parliament, which is not the truth.</p> <p>Vide letter No. F.11083-5/2019/KVS(HQ)/Admn.I dated 02.03.2019, needful instructions have already been issued to all Deputy Commissioners of Regional Offices and Director ZIETs.</p> <p style="text-align: right;"><b>AC(Admn.)</b></p>	<p>Discussed, No action is required.</p>



	<p>within the next 15 days of acknowledgement sent." KVS defies the same thus liable for COMPULSORY ARBITRATION. The matter has been raised in every JCM since 2015 but since there is no solution could be arrived in the JCMs, it is proposed, to take up the issue to COMPULSORY ARBITRATION.</p>		
	<p>3. Re-employment of ex-servicemen retired from KVS. The matter has been unanimously agreed in last three JCMs and even Commissioner, KVS has appreciated the matter but no order has been issued with clear directions. (Pending since JCM dated 20.02.2017, 27.08.2017 and 03.05.2018).</p>	<p>Ex-employees of KVS are being engaged as consultants in KVS (HQ) and ROs as per the requirement. However, requirement at Vidyalaya level is being examined by the KVS <b>AC(E-II&amp;III)</b></p>	<p>No Action required.</p>
	<p>4. Fresh proper RR for KVS Non Teaching staffs is pending since long. So the issue is proposed to be taken up in arbitration</p>	<p>The review of recruitment rules is in final stages and will be placed before the Administration and Establishment Committee. <b>JC(Admn.)</b></p>	<p>The Chairman directed to expedite the process. <b>JC(Admn.)</b></p>
	<p>5. Grant of Non functional selectional grade (NFSG) to KVS employee is the discussed issue since 2015 but cannot reach its ultimate. So it is proposed to take up the matter before compulsory arbitration</p>	<p>The matter was referred to MHRD for consideration but the same was refused by MHRD. While disposing the request of KVS, MHRD vide letter No. F.3-13/2013-UT 2 dated 09.10.2018 had stated that NFSG is a specific order in respect of CS CS/CSSS cadre of Ministry department issued by CS Division of DoPT. The</p>	<p>Discussed, No action is required.</p>

			order is not applicable to employees working in attached and subordinate offices of Central Govt. <b>AC(Admn.)</b>	
		6. Health Insurance for KVS working as well as for serving employee has been worked out in 2015 and pending since then. Action is pending since 2015. So arbitration seems to be only solution	The United India Insurance Company Ltd representative attended a meeting under the chairmanship of Additional Commissioner (Admn) on 01.05.2019 and claimed higher charges in the meeting stating that they are unable to provide this facility on previous rates. They also clarified that no OPD facility will be provided. <b>AC(Admn.)</b>	No Action is required.
		7. Remittance of Association fee directly by KVS HQ instead of KVs itself. The decision has been arrived in JCM dated 20.02.2017 quite a number of time but no action from KVS has taken till date.	The Bank authorities were approached and one column for "Association Subscription" was inserted in the pay bill of July, 2018. The amount of Association Subscription was remitted by KVS (HQ) to all ROs in July, 2018 itself. However, for remittance of funds directly to the three Associations, three column needs to be inserted in the pay bill format. This issue had been taken up with the Bank authorities. They have expressed their inability for inclusion of additional columns and denied. <b>JC(Fin.)</b>	No Action is required.

		8. Payment of 2 <sup>nd</sup> Class TA/DA for attending Departmental Examinations. Discussed and decided in JCM but left unimplemented	It cannot be implemented as it is an option given to the employee for his own career progression.  <b>AC(E-II &amp; III)</b>	Discussed , No action is required.
2	KVs are facing acute shortage of fund resulting in delayed disbursement of Pensioner's Dues, Nonpayment of 50% of Arrears to all serving employees, Adhoc Bonus. Even Regions like Agra, Ernakulum has complained about nonpayment of dues like CEA, LTC etc	KVS is delaying the release of a. Pensioner's dues in time. Waiting period 3-6 months	a) All the retired employees are being paid pension in time as per 7 <sup>th</sup> CPC rates. The retirement benefits pertaining to the employees retiring during 2018-19 have been released up to February 2019.  <b>JC(Fin.)</b>	Can be resolved after getting sufficient funds from Ministry. <b>JC(Fin.)</b>
		b. 50% Arrears to its employee even after <u>two years</u> of announcement of VIIth CPC.	b) As per the availability of funds, 7 <sup>th</sup> CPC arrears 50% of 50% arrears already paid.  <b>JC(Fin.)</b>	Can be resolved after getting sufficient funds from Ministry. <b>JC(Fin.)</b>
		c. Adhoc bonus has been left pending for last three financial years. Since Non-teaching staffs are the dealing hands of financial matters they have to reply all quarries. These dues are adding to the woes of retiree, Part time teachers. The above delays is also bringing bad name for KVS as well.	c)The Department of Expenditure, Ministry of finance has not extended the orders of payment of bonus to the employees of Autonomous bodies. Hence, KVS is not in a position to release the payment for bonus. For TA/DA/CEA sufficient fund has been released by KVS (HQ) as per requirement. <b>JC(Fin.)</b>	Discussed No action is required.

3	<p>Transfer under Clause 7(e) under KVS Transfer Guidelines must be made operative only after issue of Charge Sheet to the employee. It denies safeguard provided under Article 14 and 21 of Indian Constitution to Citizen of India /KVS employee.</p>	<p>KVS has developed clause 7(e) where Commissioner, KVS has been conferred with the power to transfer any employee at any point of time without assigning any reasons. This is sheer violation of democracy. The preamble of the Constitution secures to its citizen, social, economic and political justice. Article 14 of the Constitution makes it clear that the State shall not deny to any person equality before law or the equal protection of the laws within the territory of India. The aim of Article 14 is to ensure equal justice. The guarantee of equal justice is meaningless if the poor or illiterate or weak persons cannot enforce their rights because of their poverty or illiteracy or weakness. <i>The Article 7 (e) states that "e) Provided, an employee can be transferred from a location if the employee's stay has become <u>prejudicial to the interest of the organization</u> at any point of time, employee transferred under this provision shall not be considered for coming back on the same station on request transfer before completion of 03 years stay at the new station".</i> The employee transferred under this mode has every right to know which action of the employee has become "prejudicial" and against whom the prejudicial act has been committed. This is a fundamental right of the employee which he can get to know from Charge Sheet. Article 7 (e) amounts to maiming the character of an employee due to his prejudicial act. So KVS is terming the employee a prisoner sending him to other</p>	<p>Service of the Govt. employees are regulated by rules and regulations. In order to ensure organizational interests, transfer is also a part of the administrative process to bring the desirable change in the system. It is the organization that has the right to put an employee at suitable palce at suitable time to protect the organizational interest</p> <p style="text-align: right;"><b>AC(E-II &amp; III)</b></p>	<p>No Action is required.</p>
---	---	---	--	-------------------------------

		<p>place with denying the rights of returning back to same station within three years. But KVS should not deny the following rights Right of prisoners -</p> <p>The protection under Article 21 is also available to those who have been convicted of any offense. Even though he is deprived of his other rights, but he is entitled to the rights guaranteed under Article 21.</p> <p>The Supreme Court accepted his contentions and held that the conviction of a person for a crime does not reduce him to non-person vulnerable to a major punishment imposed by jail authorities without observance of due procedural safeguards, thus violation of Article 21. This should be avoided in KVS and employee should only be transferred under Article 7 ( e ) only on completion of Charge Sheet and matter proved after inquiry.</p>		
4	Appointment of KVS Non-Teaching staffs	<p>1. It is sorry to comment that step Motherly treatment is being given to non-teaching cadre in KVS for every aspect especially for recruitment process. The fresh recruitment Process vide Advt No.10 dated 18.05.2015 was cancelled. Further Advt No. 13 started on 17.12.2017 cannot be completed even after one year. So there is no direct recruitment for the posts of LDC, UDC and Assistant done since 2014.</p> <p>2. The vacancies of Assistant in Direct Recruitment vide Advt. 13 is also under mist as after cancellation of Advt. No. 10 (Dated 23.05.2015) Total posts was 75 where as the fresh Advt No.13 that was decreased to 27. Inspite of having more</p>	<p>The recruitment process that commenced through Advertisement no.13 is completed now. Posting orders will be issued shortly.</p> <p style="text-align: right;"><b>JC(Admn.)</b></p> <p>The Vacancies of ASOs have been re-examined and as on 31.12.2018, there are <b>233 vacant post</b> of ASOs. It is further clarified that 79 post of ASOs are being kept unfilled in lieu of 76 post of</p>	<p>Posting orders issued. No further action required.</p> <p>Posting orders issued. No further action required.</p>

		<p>than 170 clear vacancies for the posts of Assistant(ASO) only 27 are being filled up through advertisement dated 18.12.2017(Advt. No.13). The reasons may please be discussed and decided.</p>	<p>Section Officer which is under consideration by MHRD. Remaining 49 posts have been earmarked for promotion up to 31.03.2018 &amp; 53 vacancies have been earmarked for promotion up to 31.12.2018. 52 vacancies have been earmarked for direct recruitment up to 31.12.2018. 49 posts under LDE and 31 posts under Direct recruitment will be filled shortly. <b>JC(Admn.)</b></p>	
		<p>3.Vacancies of Sub-Staffs has not been filled since 2002. So, it was proposed to create a fresh promotional post of Lab. Attdt in KVS with different Grade Pay.</p>	<p>If a fresh cadre of Lab. Attendant is to be created, a detailed examination of the issue is required.  <b>JC(Admn.)</b></p>	<p>To be examined on file expeditiously. <b>JC(Admn.)</b></p>
5	<p>Issue of appreciation letters, on completion of 25years' of services and retirement wishes.</p>	<p>An organization functions with the help of its employee. If the organization has morally boosted section, every goal can be touched with ease. In order to give a morale boosting to its employee the matter has been proposed while personal audience with Hon. Commissioner, KVS on 15.05.2015 where he appreciated the matter but cannot be materialized. So, it is once again proposed to award appreciation letter for every extra duty done by an employee like compilation of budget, Annual Accounts, Pay fixation etc at Regional Level. An appreciation letter, Memento is proposed to be awarded to every employee completing <u>25years of continuous service in KVS</u>. It is proposed to award Shawl, an appreciation</p>	<p>There are already schemes of National/ Incentive Awards / Innovative Awards etc. for recognition of meritorious services of employees. An employee cannot be felicitated merely on the basis that he has rendered 25 year services without doing any commendable work.  <b>AC(E-II &amp; III)</b></p>	<p>Discussed , No Action is required.</p>

		letter, Memento to be awarded to every retiring employee at Regional Level by the Deputy Commissioner, KVS ROs. A format is proposed to be developed from KVS HQ for every Region which should be in Hindi, English and Regional Language.		
6	Inclusion of Second Saturdays and Sundays in Vacation and breaks is highly objectionable. This practice must be stopped.	Vacational staffs of KVS are not entitled for Earned Leave because they are given 70 days vacation. Sub-staffs are the vocational staffs in Non-teaching staffs. Second Saturday and Sundays are the bonafide leave that a KVS non-teaching staff deserves after serving Seven hour in a day for entire month. But recent practice it has been noted that Second Saturday is being included in the vacation and breaks for which sub-staffs used to loss one second Saturday and two days of vacation. Usually the practice was to start holidays from <i>Sasthi</i> (of Durga Puja) and the school reopens after Laxmi Puja. But during 2018-19 both the factor has been violated by forcing second Saturday into the Autumn Break.	As far as possible, this concern has been taken care in the session 2019-20 while finalizing the vacation break schedule.  JC(Acad.)	No further Action required.
7	MACP to KVS employee with bench marking should be Overall / averaging five year's APAR grading. All the cases left pending may please be reviewed immediately with retrospective effect.	As per DOPT guidelines issued vide OM No. F.No.A-26017/127/2017/Ad.IIA dated 01.10.2017 for MACPs due on or after 25.07.2016, APARs reckonable for the grant of MACP should possess "Very Good" <u>overall grading</u> . In most of the Regions (DPCs/DSCs) last 05Years' APARs are taken into account for grant of MACP. Now, the question is if an employee possess Good or average in 02 years APAR and Very good or outstanding in next 03 (three) years, in that case "over all" grading comes to Very good. But in most of the	Norms prescribed by DOPT to be followed in toto.  JC(Admn.)	The Chairman directed that DoPT circulars to be followed in this regard. He also directed to circulate the DoPT guidelines to all the Regional Offices of KVS. JC(Admn.)

		DSCs/DPCs of the Region are denying those cases. As per the existing provisions APAR with 6.0 and more is reckoned as <u>Very Good</u> . In many regions like Kolkata & Ranchi the averaging more than 6.0 have been denied MACP with the remark –“below bench mark”.		
8	Preparation of Seniority list in KVS	1. For posts like Sub-Staffs in KVS, it is proposed to prepare a Regional Seniority list every year. The list which is active is having about 600 retired cases and about 50s death cases. Except changing the dates of preparing the seniority list nothing proper has been done.	The seniority list of Sub Staff has been updated up to 01.01.2016 which was uploaded on KVS website on 25.05.2018. Provisional Seniority list as on 01.01.2019 has also uploaded on KVS web site on 18.06.2019 <b>JC(Admn.)</b>	Unions are requested to point out modifications wherever required. <b>JC(Admn.)</b>
		2. Seniority list of LDC to ASO may please be <u>made online</u> so that they can be updated immediately on promotion/ Transfer /Resignation and death.	This idea is good and can be worked out not only for LDC to ASO but for all the cadres. <b>JC(Admn.)</b>	Agreeing to the agenda, the Chairman directed online preparation of seniority list of all the KVS employees. <b>JC(Admn.)</b>
9	Bunching of Pay for certain categories of employee has been denied in KVS. The Ministry of Finance (DOE) order for implementation of the same may please be implemented in KVS as well	KVS has adopted VIIth CPC at par with Gol orders. But certain confusion exists in extending bunching effect to certain categories of employee whose pay gets fixed lower to their juniors. The Ministry of Finance (DoE) orders dated 03.08.2017 and 10.08.2018 may please be implemented for KVS employee which has been denied in KVS.	KVS has circulated OM No. 1-6/2016-IC/E-III A of Gol Ministry of Finance Department of Expenditure dated 07.02.2019 relating to pay fixation including bunching to all units for implementation vide letter dated 27.03.2019. <b>JC(Fin.)</b>	Discussed and No action is required as it has already been implemented. However, Chairman directed to provide a copy of circular to the General Secretary KEVINSTA <b>JC(Fin.)</b>



10	Framing of concrete policy for observing holidays like NI Act etc in KVs across the country.	<p>In many regions in-spite of clear guidance the Deputy Commissioners denied to allow holiday for the reasons beyond understanding of KEVINTSA. So, it is requested to frame a clear policy on observing holidays / <u>Negotiable Instrument Acts</u> in the similar kind of situations like</p> <ol style="list-style-type: none"> <li>1. Demise of National Leaders and situation thereof.</li> <li>2. Abnormal weather condition like heat wave, flood etc the holidays to be observed.</li> <li>3. Local/General Election and holidays to be observed. It is suggested that: <ol style="list-style-type: none"> <li>A. Any holiday declared by District Administration should be observed by the KVS- KVs /ROs /ZIETs/HQ. No further direction or letter from KVS-HQ may be sought / waited for.</li> <li>B. Any holiday observed under Article 25 of Negotiable Instrument Act should be given due regard. No compensatory working day should be observed against the holidays observed for Negotiable Instrument Acts.</li> </ol> </li> </ol>	A circular in this regard vide letter of F.No. 110334/1/2012-KVS HQ/Acad dated 10.08.2018 has already been issued by KVS. JC(Acad.)	Discussed, No action is required.
11	Stoppage of Gratuity and family pension to every NPS optee.	Stoppage of payment of Family Pension & DCRG to the deceased employees of KVS who were covered under NPS scheme while in service. AC(Fin.)	KVS vide its letters dated 20.05.2019 and 18.07.2019 has requested Ministry of HRD to grant approval to KVS for adoption of OM dated 05.05.2009 and 26.08.2016 issued by Govt. of India, Dept. of Pension & Pensioners' Welfare.A-13&14 JC(Fin.)	KVS vide its letter dated 20.06.2019 and 18.07.2019 has requested MHRD to grant approval to KVS for adoption of OM dated 05.05.2009 and 26.08.2016 Issued by Gol. Deptt. of Pension and Pensionery welfare. Approval of the Ministry is awaited. JC(Fin.)
12	Inaction on modification of	Some cases has already put to the notice and drawn the kind attention towards prejudicial attitude	General Secretary, KEVINTSA has requested to the Commissioner, KVS to	Discussed. No

	<p>transfers of Non-teaching staffs especially for the sub-staff promoted to JSA and JSA promoted to SSA</p>	<p>towards non teaching cadre. The low paid Sub-staff promoted to the posts of JSA after 34 years to 37 years and that too they were displaced more than 100 to 300km away. KEVINTSA letters were not put to account but the orders of Commissioner, KVS the desk officers denied any positive action. Clear case of insubordination. AC (E-2&amp;3)</p>	<p>consider the modification request/transfer request of 06 non-teaching staff and one librarian. Out of these cases, Shri N.K. Goel, ASO, KV No.1 Adampur and Shri P.C Mohanty, SSA, KV No.1 Cuttack, odisha &amp; Shri Jaidev Burman, ASO, KV No.1 Itanagar had already been transferred to their choice stations. Remaining 03 cases of JSAs are under consideration.</p>	<p>further action required.</p>
--	--	--	--	---------------------------------

1700

1700

1700