



F. 11083-4/2017-KVS (Admn.-I)

केन्द्रीय विद्यालय संगठन
KENDRIYA VIDYALAYA SANGATHAN
18 संस्थागत क्षेत्र, शहीद जीत सिंह मार्ग,
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Dated: 21.12.2017

Subject: - Minutes of the meeting of JCM of KVS held on 22.08.2017 in Daronacharya Kaksh, KVS (HQ) New Delhi.

A copy of the minutes of the JCM meeting held on 22.08.2017 duly approved by the Special Secretary (SE&L), MHRD & Chairperson, JCM, KVS is enclosed.

Comments, if any, may please be forwarded to the undersigned by 31.12.2017 positively.

(Dr. E. Prabhakar)
Joint Commissioner (Pers.) &
Member Secretary, JCM, KVS

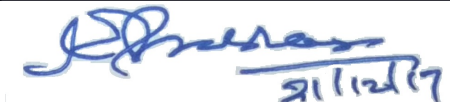
Distribution :

1. PS to Special Secretary (SE&L) MHRD & Chairperson, JCM, KVS, Shastari Bhawan, New Delhi.
2. All Members of JCM, KVS.
3. PS to Commissioner, KVS for information.
4. PS to Addl. Commissioner (Admn./ Acad), KVS (HQ) New Delhi.
5. The President/ General Secretary, AIKVTA/ KVPSS/ KEVINTSA.
6. The Deputy Secretary (UT) MHRD, New Delhi.
7. The Deputy Commissioner (EDP Cell) for uploading on KVS website.
8. All Divisional Heads of KVS Headquarters, New Delhi for necessary action.

ATR ON THE MINUTES OF THE PREVIOUS JCM MEETING HELD ON 20.02.2017

Special Agenda: Discussion on Para 5 (D) of KVS Transfer Guidelines

Sl. No.	Agenda Point	Comments of KVS / ATR	Decision taken in JCM meeting held on 22.08.2017
	<p>Kendriya Vidyalaya Non-Teaching Staff Association (KEVINTSA) has challenged para 5(d) of KVS transfer guidelines before the Hon'ble CAT, Ernakulam Bench vide OA No. 180/00214/2015.</p> <p>Hon'ble CAT, Ernakulam Bench, has passed the following order dated 06-12-2016 in OA No.180/00214/2015 filed by KEVINTSA:</p> <p>“Condition of service and work is a matter which comes under the scope of JCM. Hence applicants are directed to submit within 30 days an agenda item on the matter of transfer of non-teaching staff for discussion in JCM meeting. The respondents are directed to hold the JCM meeting within 60 days of receiving the agenda note and discuss and arrive at a mutually agreeable decision on the matter. This would be the best way in which both parties can state their case and arrive at a decision.”</p> <p>In compliance of Hon'ble CAT, Ernakulam Bench order dated 06-12-2016, General Secretary , KEVINTSA has submitted agenda on para 5(d) of KVS transfer guidelines on 23-12-2016, which reads as follows:</p> <p>“Transfer of Non-teaching staff up to Assistant in KVs and other offices of KVS after completion of a tenure of 05 year in a KV and /or 10 years continuously on a station in the same post. Not more than 1/3rd of such employees shall be transferred in a year and further that the longest serving employee against this norm shall be transferred first.”</p>	<p>Para 5(d) of Transfer Guidelines of KVS which was challenged in the Hon'ble CAT Ernakulam Bench and the direction of Hon'ble CAT in its decision on 06.12.2016 while disposing the OA No.180/00214/2015 may be seen in agenda.</p> <p>KVS has withdrawn the impugned provisions of Para 5(d) of KVS Transfer Guidelines existing up to 2016. Now, as per the Central Vigilance Commission circular no. 03/09/13 dated 11.9.2013 regarding the rotation of officials working in sensitive posts, the following provision has been incorporated in the KVS Transfer Guidelines 2017 as New Para 5(d).</p> <p>“Rotational transfer of employees working in sensitive posts in pursuance with the instructions issued by the Central Vigilance Commission circular no. 03/09/13 vide letter no. 004/VGL/090 dated 11.09.2013.”</p> <p>This New Para 5(d) has no connection with Old Para 5(d) of KVS Transfer Guidelines. These are directions from the CVC which are to be followed by all the Government Departments/ Organizations including KVS mandatorily.</p>	<p>The Chairperson directed to re-examine the issue with reference to the spirit of CVC letter and decision taken should be shared with the Association to reframe the policy.</p> <p>Action by: AC (E-II and E-III)</p>

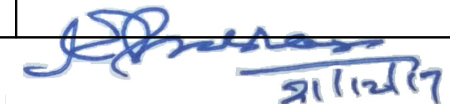

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A. **AGENDA POINTS OF AIKVTA**

	AGENDA POINTS	KVS Comments / ATR	Decision taken in JCM meeting held on 22.08.2017
1.	<p>Compassionate Appointment of Group 'C' Employees in Kendriya Vidyalayas:</p> <p>Since the cadre of Group 'D' has been merged in cadre of Group 'C' there is a good number of vacancies exist in KVS where there has been no appointment since a long time. Therefore AIKVTA urges that there should be an early start of process for appointment of Group 'c' employees on the compassionate grounds with the onetime special permission from the exiting application already pending in KVS.</p>	<p>Discussed and dropped No action required. To be noted by : AC (E-II& E-III)</p>	<p>The Chairperson directed that the minutes of the last meeting convened on 26.05.2016 to be uploaded on the KVS website. Action by: JC(Admn.)</p>
	<p>a) Posting of PRT to TGT, PRT to HM & TGT to PGT through LDE for the year 2012-13 and 2013-14.</p> <p>Posting from panel of limited departmental examination for the year 2012-13 and 2013-14 is partially pending, from the panel 2012-13 no posting has been given to HM posts & similar posting against existing vacancies of these years not filled up as per vacancies, so AIKVTA requests to fill up these posts as per vacancy position.</p>	<p>Reserve Panels of LDE against dropout cases of HM, TGT, PGT and against backlog vacancies of SC, ST and OBC have already been operated on various dates and last panel was operated on 31.05.2017.</p>	<p>The letter being issued for ceasing the panel. Discussed and dropped. Action by : JC (Admn.)/ AC (E-II& E-III)</p>
b)	<p>Restoration of Promotion from PRT to TGT, TGT to PGT, PGT to Vice Principal & Vice Principal to Principal through LDE and DPC:</p> <p>Restoration of Promotion from <u>PRT to TGT, TGT to PGT, PGT to Vice Principal & Vice Principal to Principal</u> through LDE and DPC. It may be 50% through LDE & 50% through Seniority Basis by DPC.</p>	<p>The Recruitment Rules of Teaching posts is under consideration of the Committee constituted to review the recruitment rules and the recruitment rules will be drafted as per the recommendation of the review committee. So far 10 meetings have been conducted and the last meeting held on 14.08.2017</p>	<p>Discussed and dropped. Action by : JC (Admn.)</p>


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<p>c)</p>	<p>Open the Promotion Avenue of TGT (AE), TGT (WE), TGT (P &HE), & Yoga Teachers:</p> <p>- KVS has sought number of students from each Vidyalaya seeking Additional subjects like Physical Education, Arts Education & Work Education. KVS strive to follow many state bodies which have above subjects at + 2 levels. Therefore, AIKVTA have a strong view to open the promotion avenue for the above mentioned posts at + 2 levels in KVS.</p>	<p>The matter was taken up in Finance Committee Meeting held on 12th August, 2016 and the committee deferred the issue. (Physical Education)</p>	<p>Agenda to be placed before next AAC.</p> <p>.</p> <p>Action by : JC (Admn.)/ JC (Acad.)</p>
<p>d)</p>	<p>Change of nomenclature of Librarian, creation of the post of Librarian at + 2 level & Utilization of Library services:</p> <p>AIKVTA requests that the nomenclature of Librarian should be clearly marked as TGT (Library Science) like other categories of teacher i.e. TGT (AE), TGT (WE), and TGT (P &HE). Since the Librarian belongs to teaching category, It is very sad and discouraging to categories Librarian in Misc. category. The KVS must rectify this categorization. It is also to point out that a provision for sub- Staff in KV Library has been made in Library policy. The library policy of KVS has been approved by BOG KVS in its meeting held on 01.07.2014. Sanction of posts of sub staff for Library still awaited. Therefore, AIKVTA requests to expedite the process of recruitment and posting of Sub-Staff at earliest. The matter has been lengthening since last N-JCM meetings.</p> <p>Library Sc. is a dynamic subject and it is very compulsory for every student to know about Reference Sources, Research techniques, Library Management, Information search, Knowledge organization, Fundamental of ICT, Online resources, Institutional repositories, Weblog, Library 2.0, Indexing, e-resources, OPAC, OSS, Information Storage and Retrieval techniques etc. These are the very important topics for the every student especially who are going to be</p>	<p>No Academic Advisory Committee (AAC) meeting was held after 20.02.2017. Agenda is being placed in next AAC</p>	<p>The agenda is being placed in the next AAC</p> <p>Action by : JC (Acad.)</p>


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	<p>admitted in higher studies.</p> <p>Minimum qualifications for the recruitment of Library Teachers should be M. Lib Sc. or Masters Degree in LIS because now a day's computer application in Library Technology Field is mandatory. As you know that e Granthalaya software, ICT, OPAC, OSS, Cloud Computing, E-Books etc is being used in all KVs.</p> <p>Library and Information Science is a job oriented course and LIS subject in 12th class is equivalent to the Diploma in Library and Information Science. After completion of the course candidates can get the job in any Library and information Center on Technical / Assistant, SPA, Library Clerk, MTS and other posts. Therefore, LIS should be included at +2 level in KVS. Therefore, AIKVTA requests that KVS should create posts of PGT (Lib. Sc.).</p>		
<p>e)</p>	<p>Promotion Avenue of Head Master/ Head Mistress (HM) & PRT (Music):</p> <p>Presently HM cadre is equivalent to TGT Cadre but they have no promotion avenue. Therefore, there should be a promotional avenue of HM for the post of PGT as per qualification (KVS RR Rules) in the subjects offered at + 2 levels.</p> <p>The post of PRT(Music) may be converted to the post of TGT(Music) in the light of others posts i.e. TGT(WE),TGT(AE), TGT (P &HE) etc.</p> <p style="text-align: center;">Or</p> <p>A new cadre for the TGT (Music) & PGT (Music) may be created in KVS for the mass benefit of students who wish to pursue stream at College or University level.</p>	<p>The Recruitment Rules of Teaching posts is under consideration of the Committee constituted to review the recruitment rules. After review of teaching posts, the recruitment rules of Misc. category posts including HM and PRT (Music) will be reviewed. So far 10 meetings have been conducted and the last meeting held on 14.08.2017</p>	<p>Discussed and dropped</p> <p>Action by : JC (Admn.)</p>
<p>3.</p>	<p>Removal of Article “ 81 B & D” of KVS Education Code:</p> <p>The AIKVTA demands to remove the Article “81 B & D” of KVS Education Code because in mostly cases the principals</p>	<p>The Codal provisions of Article 81(B) & Article 81(D) were incorporated in the Education Code for Kendriya Vidyalaya with the prime objective of</p>	<p>Discussed and dropped.</p>

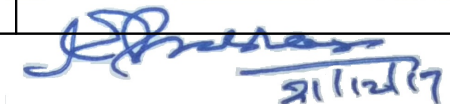
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deliberately taking vengeance against the teachers. Secondly KVS already follows the CCS (CCA) 1965, rules of GOI. Therefore, there is no necessity to follow more than one rule to penalize the KVS employee.

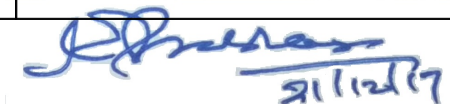
safety, security and academic progress of the student community. These Codal provisions have been introduced in KVS as special measures in view of nature and character of the Organization being a co-education school system and as an exception to the CCS (CCA) Rules, 1965 as the measures available under CCS (CCA) Rules are quite time-consuming and cumbersome as they lay more emphasis on the procedures than on quicker disposal of the cases. The above provisions in Education Code for Kendriya Vidyalayas have been incorporated with due approval of the Board of Governors

Article 81(B):- The Hon'ble Supreme Court, vide its judgement dated 16-8-2010 in SLP No.4627/2008 filed by KVS Vs Rathin Pal has also upheld the decision of KVS related to Article 81(B) of the Education Code for Kendriya Vidyalayas. Of late, the Hon'ble CAT, Principal Bench vide its order dated 4-11-2015 in OA No.2878/2014 has observed that sexual harassment of school children is more reprehensible a crime which should not be allowed to let go by the society unpunished.

Article 81(D):- The provisions of the above articles have been upheld by the Hon'ble High Court of Delhi in


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		Civil Writ Petition No.4485/2002 and the Hon'ble Supreme Court of India in Civil Appeal No.1344/2004 filed by Mrs. Prem Juneja, Ex-UDC, KVS.	
4.	<p>Service Association Membership & Subscriptions:</p> <p>4.1 Para (3) of OM No.F.11083-5/2012-KVS HQ (Admn-I)/Part-II dated 31.10.2013 & Appendix –XLII (A) KVS (RECOGNITION OF ASOCIATION) REGULATION 1995, Annexure –A states that “consent for deduction of annual subscription shall remain valid till altered or withdrawn. The revised option for deduction, if any can be exercised only in the month of April each year to be effective from July of that year.” It is so unfortunate that just after the membership consolidation in April, KVS starts Annual transfer for teachers where thousands of teachers are transferred from one KV to another KV and Association suffers a huge set back in its number of members in the month of July when the membership deduction take place. Therefore, AIKVTA strongly pleads that a column in LPC (Last Pay Certificate) should be inserted for all out-going teachers of their Association membership so that their membership should not delink with the Association they belong to along with membership deduction from their salary in the month of July.</p> <p>4.2 As per the said rules option once given will continue and the Vidyalaya can deduct the subscription in the Month of July every year automatically there is no need to fill-up or submit a fresh option every year.</p> <p>4.3 It is very strange that after clear-cut direction from KVS(HQ)/ KVS Education Code regarding the deduction of annual subscription, It has been observed that some KVs have made the salary of July without deducting the subscription of Association membership. Some of them</p>	Discussed and dropped No action required. To be noted by : JC(Pers.)	The chairperson directed to reiterate the instructions issued earlier in this regard. The Principal of the concerned Vidyalayas while remitting the subscription of the Associations should clearly mentioned the details of membership of each Association and endorse a copy of the same to the General Secretary of the concerned Association. Action by: JC(Pers.)


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have not sent the subscription amount up to the March end or they have sent the amount to the wrong places . Such type of practices should be stopped and AIKVTA requests to fix the responsibilities for such lapses.

4.4 It is also to be ensured that every Vidyalaya maintains a Register or File of Association related matters.


4.5 As per Bye Laws of AIKVTA, the amount of membership deduction from the salary of July every year should be divided into three equal parts i.e 1/3rd share each in three ways. 1/3rd part should be disbursed to the Unit Secretary of the concerned Vidyalaya and 1/3rd part should be sent to the Regional Gen. Secretary of the Region & remaining 1/3rd part should be sent to the Central Body of AIKVTA.

4.6 AIKVTA requests that KVS authorities should initiate to the Association and UBI authorities to open the Association's Bank Account in UBI at every level i.e the Unit, the Regional & AIKVTA HQ for the smooth and quick transfer of amount without any lapse or confusion.


4.7 It is very relevant to mention that Association should know the number of its members of each KV every year as per the membership deduction in the month of July. It has been experienced that many KVs do not provide their information even after repeated requests by the Gen. Secretary. The same has also been denied when sought Under RTI Act-2005 by unreasonable pretexts (the copies of such letters may be provided at the time of meeting). Therefore, AIKVTA suggests that the soft copies of the pay bill in the month of July by quoting the membership deduction and the name of Association should be sent to the all Gen. Secretaries of concerned Association by E-mail.


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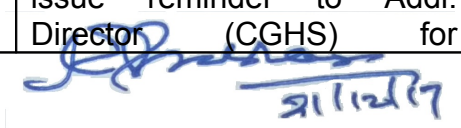
5.	<p>Time–Table for SA-1 & SA-2, should be uniform in all Kendriya Vidyalayas in the country:</p> <p>The Time- Table for SA-1 & SA-2, should be prepared at All India Level keeping in view of major festival & CBSE Date Sheet. A sample time –Table is enclosed for reference.</p>	<p>Discussed and dropped No action required. To be noted by : JC (Acad.)</p>	<p>The chairperson directed that at least 05 days time is to be given to the teachers to prepare result Action by: JC(Acad.)</p>
6.	<p>Increase of Remuneration for the outside examination:</p> <p>It is deplorable that KVS allows many Agencies for conducting examinations in KVs without seeking remuneration chart and it happens many times that the remuneration is less than Rs.500/- per day . In present scenario, it is not only very less but also unsatisfactory to the employees. AIKVTA suggests that minimum remuneration in one shift should be min. 1000/- and in two shifts it should not be less than Rs, 1800/- (excluding conveyance, refreshment and lunch Charges). Remuneration of other employees engaged should also be enhanced.</p>	<p>The agencies conducting examination on Sunday and Saturday in KVs will disburse Rs. 1000/- to invigilators per shift. Instructions issued vide F. 110360-1/2017-KVS (HQ)/ Acad-I/ (TS) / KV Booking/ Misc. Matter dated 16.06.2017..</p> <p>Action by : JC (Acad.)</p>	<p>Discussed and dropped.</p>
7.	<p>Salary & other facilities in Project Kendriya Vidyalayas:</p> <p>All employees working in Project Kendriya Vidyalayas are initially the KVS employees. Hence, they are governed by KVS Rules. But in some Project Kendriya Vidyalayas, it has been observed that they (Project authorities) try to pose themselves as they are the Appointing Authorities of the KV employees working in their project KVs. KVS Authorities should prevail over them in the matters of disbursement of salary and other facilities. The KVS Authorities should insure that their salary is paid in time along with all other employees of the Sangathan. The sad episodes of KV Jagi Road (Assam) & KV TFRI Jabalpur should not be repeated to agonise the employees.</p>	<p>Discussed and dropped. No action required.</p>	<p>The chairperson directed to examine the issue of delay in payment of salary to the staff of KV, TFRI Jabalpur.</p> <p>Action by: JC (Fin)</p>


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8.	<p>AIKVTA Demands to sanction 100% Selection scale to every teacher who completes 24 years:</p> <p>Those who have completed 24 years of service should get selection scale without any condition for higher qualification. If PRTs and TGTs are getting selection scales it is not a promotion or not getting any higher responsibilities. Hence, higher qualification should not be insisted upon for sanction of selection scale. AIKVTA requests that the selection scale should be granted to all the employee just after completion of 24 years.</p>	<p>Discussed and dropped. No action required</p> <p>To be noted by: JC (Pers.)</p>	.Discussed and dropped
9 A	<p>General and genuine matters</p> <p>Calendar of Activities on days of Religious Importance:</p> <p>While planning any activity where students and teachers are concerned the days of religious importance / festivals / celebrations should be taken care of and be avoided.</p>	<p>Discussed and dropped. No action required.</p> <p>To be noted by: JC (Acad.)</p>	Discussed and dropped
B	<p>Child care leave:</p> <p>Child care leave has been improvised by GOI in the interest of the child rearing and difficulties faced by women employees. Hence, no woman employee should generally be denied this leave nor be victimised. No, supportive documents i.e medical certificate of dependent child should be insisted upon since child rearing is a broader term.</p>	<p>Instructions have been reiterated to Deputy Commissioners of all Regional Offices on 21-08-2017.</p>	Discussed and dropped.
C	<p>Workshops, seminars and others activities be decided well in advance:</p> <p>It has been a soaring problem every time those seminars, workshops and many other activities are planned in hurry where teachers do not get sufficient time for their preparedness for themselves and journey essentialities. Therefore, such plans be prepared meticulously well in advance.</p>	<p>Discussed and dropped.</p> <p>To be noted by: JC (Trg.)</p>	Discussed and dropped.


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<p>10.</p>	<p>A. The demands of MACPS, Conversion of CPF to GPF, CGHS Facilities, Health Insurance & Matter of Vacation pay:</p> <p>The matter of MACPS, Conversion of CPF to GPF ,CGHS Facilities, Health Insurance & Matter of Vacation pay has been discussed in several National JCM meetings in past but fruitful decision is still awaited. AIKVTA again requests and early fruitful decision in this regards.</p>	<p>MACPS:- The MHRD vide its letter No. 3-18/2010-UT.2 dated 13.04.2017 has conveyed that the proposal of KVS submitted vide letter dated 31.03.2016 has been examined and found that the request of KVS for extending the MACPS to the teachers of KVS in lieu of the senior scale / selection scale, cannot be acceded to. However, KVS has gathered documents about implementation of Assured Career Progression Scheme in respect of teachers of GNCT of Delhi later in the year 2003 in lieu of the then existing senior / selection scale irrespective of the fact whether or not the teacher is eligible for ACP upgradation under Govt. of India ACP Scheme and also no recovery was effected. KVS would like to submit before the JCM that in case the representatives of all staff associations are unanimously in agreeing with the proposal of KVS, the matter may be taken up with MHRD on similar lines i.e. to first adopt ACP Scheme for teachers of KVS in lieu of senior/ Selection Scale Scheme and then to adopt MACPS. Matter is open for discussion before the JCM.</p> <p>CPF To GPF:-</p>	<p>Chairperson directed to re-examine the matter in the light of MACPS benefits given by NCT of Delhi by adopting 1st ACP then MACP.</p> <p>Action by: JC(Pers.)</p> <p>Discussed and dropped</p> <p>The chairperson directed to issue reminder to Addl. Director (CGHS) for</p>
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		<p>The eligible cases of CPF optees are considered for conversion from CPF to GPF as per the Ministry of HRD letter dated 08.12.2016. 09 such cases have been considered and approved so far..</p> <p>CGHS Facility:- KVS vide its letter No. F. 11086/01/2017-18-KVS (HQ)/Admn.II dated 22.03.2017 has taken up the matter with the Director CGHS, Nirman Bhawan, New Delhi to restore the CGHS facilities to teaching employees of KVS stationed at Kolkata.</p> <p>Further, a comprehensive proposal for extension of CGHS facilities to all serving as well as retired employees of KVS has been submitted to MHRD on 02.08.2017. MHRD has sought some additional inputs which are being collected.</p> <p>Heath Insurance:- An agenda on Mediclaim Policy will be placed in next Finance Committee Meeting</p> <p>Vacation Pay:- An agenda_ will be placed in the next meeting of Finance Committee, KVS</p>	<p>extension of CGHS facilities to KVs staff stationed at Kolkata.</p> <p>Action by : JC (Pers.)</p> <p>Agenda will be placed in the next meeting of the Finance Committee.</p> <p>Agenda will be placed in the next meeting of the Finance Committee.</p> <p>Action by : JC (Pers.)</p>
	<p>B. Restoration of AIKVTA representative in BOG: AIKVTA once again emphasis to consider the long awaited demand for restoration of AIKVTA representative in BOG for the protection of broader interest of teaching fraternity.</p>	<p>Discussed and dropped</p> <p>To be noted by : JC (Pers.)</p>	<p>Discussed and dropped.</p>



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B. AGENDA POINTS OF KEVINTSA

S.No	Agenda points	Comments of KVS/ ATR	Decision taken in JCM meeting held on 22.08.2017
01.	<p>Cadre Review of Non-teaching posts in KVS:</p> <p>No comprehensive Cadre restructuring of non-teaching posts has been done in KVS in last 53 years. <u>In KVS there is No work study conducted or no staff sanctions norms has been prepared or no duty distribution norms have been prepared in scientific manner as per the norms adopted by DOPT.</u> Even if some norms prevails, that too, prepared by the group of officers without consulting with any Service Association. KVS is an organization whose origin is Kendriya Vidyalaya(s). Most of the policies cannot reach its ultimate due to lack of proper participation from every sphere of employee in KVS. Urgent requirement of work study and cadre review is required as per DOPT order during 6th CPC and thereafter.</p> <p>Government of India has issued instruction to all the Secretaries of Ministries to forward the proposal for Cadre Review. KEVINTSA has already submitted its comprehensive proposal to Shri G.K.Srivastava, Addl Commissioner (Admn.) and the same has again been sent to Commissioner, KVS on 30.09.2016 and 08.10.2016 but no response till date has been received on action taken on the issue. So KEVINTSA propose to take up the issue to arbitration as per proviso appended in Clause 14 of Appendices XLII (B) of KVS Education code.</p>	<p>KVS has assigned the task of restructuring of cadres in KVS to ISTM, old JNU Campus, New Delhi. The ISTM has been requested to expedite the work vide KVS letters dated 07.03.2017 and 08.08.2017. Now vide ISTM latest communication dated 17.08.2017, it has been conveyed that due to administrative exigency, the work related to KVS has been delayed. However, they have taken the matter afresh to commence the activities.</p>	<p>Chairperson directed to take up the matter by KVS with ISTM and to request to expedite the job.</p> <p>Action by : JC (Pers.)</p>


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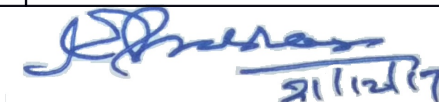
02	<p>The issues discussed during last two or more JCM and forcibly dropped may please be taken to <u>Compulsory arbitrations per proviso appended in Clause 14 of Appendices XLII(B) of KVS Education code. KEVINTSA demand these Six issues to be transferred to arbitration:</u></p> <ol style="list-style-type: none"> 1. Changing of <u>Recruitment rule of non-teaching posts at par with DOPT norms as decided during 103rd BOG dated 30.11.2015 appended in Article 6(2). But the RR for the posts of LDC, UDC, Assistant and Section Officer are not been prepared / changed at par with DOPT till date. The same issue has been taken up five consecutive JCMs but of no use. <u>So the matter may be taken up to arbitration as per RSA Rules of KVS appended in Article 14 Appendix XLII (B) of KVS Education Code.</u></u> 	<p>A committee consisting of officials from MHRD, KVS, NCERT and ISTM has been formed to review the existing recruitment rules of KVS. The Committee has reviewed so far Recruitment Rules of teaching staff. In the meeting held on 14.08.2017 the Committee took up Recruitment Rules of non-teaching staff. After draft Recruitment Rules are formatted by the committee the same shall be shared with the association.</p>	<p>Chairperson directed</p> <p>Action by : JC (Admn.)/ (RPS)</p>
	<p>Similarly issues other long pending issues viz.</p> <ol style="list-style-type: none"> 1. Cadre review of KVS Non-teaching posts which has not been done since inception. 	<p>Discussed and dropped No action required.</p> <p>To be noted by : JC (Pers.)</p>	<p>Discussed and dropped.</p>
	<ol style="list-style-type: none"> 2. Sanction of posts of Library Assistant in KVS for Libraries of KVs. The decision taken during 96th BOG vide Clause 7(6) held on 28.01.2014 should be implemented but not been done even after discussing the matter in JCM. 	<p>Discussed and dropped</p> <p>No action required</p> <p>To be noted by : JC (Trg.)</p>	<p>.Discussed and dropped</p>


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	<p>3. Award to the non-teaching staffs which has been discussed and decided during the JCM dated 27.08.2015 and during pre-JCM dated 15.09.2015 has not been implemented.</p>	<p>A committee has been constituted vide KVS letter dated 17.08.2017 under the Chairmanship of JC (Acad.)..</p>	<p>Discussed and dropped Action by : JC (Admn.)</p>
	<p>4. Non-circulation of duty hours of non-teaching staffs.</p>	<p>Circulated vide KVS circular No. F. 12-20/99-KVS (Admn.I) dated 18.08.2017.</p>	<p>Chairperson directed to reiterate the guidelines once again. Action by : JC (Pers.)</p>
	<p>5. Remittance of Membership dues as deducted at KVs/ROs/HQ level should be credited directly to KEVINTSA Account has been agreed during 27.08.2015-JCM and Pre-JCM dated 15.09.2015 but not implemented.</p>	<p>Discussed and dropped No action required. To be noted by : JC (Pers.)</p>	<p>Discussed and dropped</p>
	<p>6. Deputation in KVS has been used as a weapon by KVS authority particularly by the Deputy Commissioners of various Regions. The Regional Office bearers are being harassed by deputing the non-teaching staffs 200 to 300kms away. Instances has been shown from Bhubaneswar RO and Raipur RO. Since the matter has been taken up</p>	<p>Discussed and dropped No action required To be noted by : AC (E-II & E-III)</p>	<p>.Discussed and dropped.</p>

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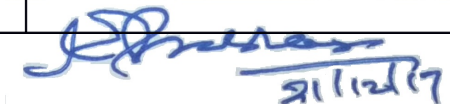
	<p>in certain JCMs but due to disagreement on both sides the matter may be taken up to arbitration. <u>is also requested to be taken up to arbitration.</u></p>		
<p>03</p>	<p>Sudden Change of maintaining Cash Book from Manually to Tally ERP 9 and now again to Shala Darpan financial module (Online mode):</p> <p>As per KVS HQ Instruction.: KVS HQ Letter No. 1-2/2015-KVS (JC-Fin) dated 06.04.2016 KVS has directed to maintain Cash Book of the Vidyalaya through Financial Module of Shala Darpan.</p> <ol style="list-style-type: none"> 1. Shala Darpan Financial Module is an online process and required at least 2.0 to 4.0mbps upload speed to operate properly. Whereas most of the KVs having BB connectivity with .30 to .70 mbps download /uploading speed. 2. When after regressive exercise KVS has imparted training on Tally ERP 9 after two years from 2013-15 and now Shala Darpan is 	<p>The revised instructions have already been issued by KVS (HQ) vide letter No. F. 1-1/2017-KVS (JC-Fin.) dated 14.4.2017 for working on tally.</p>	<p>The chairperson directed to provide 2-3 days training to UDCs/Assistants who are dealing accounts matter.</p> <p>Action by : JC (Fin.)</p>


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	<p>imposed.</p> <p>3. Most of the UDC/LDCs handing Accounts across the country are not very affluent on computer. Handling Accounts on computer without having Accounts back ground is very tough for them.</p> <p>4. The prime responsibility of maintenance of Accounts – Power & function has been conferred to Principals whereas the Principals are not being imparted training either on Tally or on Shala Darpan Financial Module who is going to approve each and every transactions.</p> <p>5. In KVS work of Accounts has been entrusted upon UDCs but financial power has been given to Principals/ACs/DCs. The DDOs are not having the knowledge of financial operations. Thus audit paras are multiplying. Necessary remedies have been suggested in the proposal submitted by KEVINTSA to Cadre review committee.</p>		
04	<p>Non responsive attitude about the correspondences made by General Secretary KEVINTSA- Sheer violation</p>	<p>Acknowledgements to the some letters of Associations have been sent. It will be ensured that in all such cases, the acknowledgement will be issued..</p>	<p>Chairperson directed to note.</p> <p>Action by : JC (Pers.)</p> 

of Article 66A of Manual of Office Procedure developed by DOPT:

With heavy heart KEVINTSA is compelled to comment that apparently democracy prevails in KVS but factually reality is just contrary to it. Recognized Service Associations, who are the representatives of the Staff side are allowed to give their views but actions on their views are never been taken. As per Article 66A of Manual of Office Procedure framed by DOPT every letter from Recognized Service Association ought to be acknowledged within 15 days and replied within 30days of their receipt. But actually most of them are not replied and even if replied that takes about 5 to 6 months. Unless grievances are redressed or rather addressed there is no point for mere meetings and assurances. Neither appointments nor reply is being received from KVS side on any issue. Till date from last JCM 20 letters has been sent but not a single reply has reached us. Seventh CPC has been implemented in all Central Government departments but KVS employees are feeling alien to the issue. KVS Authorities


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	never even bothers to intimate the issue and feedback.		
05	<p>Separate Internal Audit Section is demanded to be opened in KVS:</p> <ol style="list-style-type: none"> 1. The entire audit works in Kendriya Vidyalaya Sangathan is being executed in two stages first through Accountant General of India on PAYMENT of Requisite Fee to Auditor General of India and another through the Internal Audit team of various Regions and HQ. There is no separate Internal Audit section in KVS. 2. Only due to poor job allotment in KVS the Assistants/UDCs of nearby KVs/ROs are hired for the important job. 3. Due to the unavailability of proper work study in KVS for any non-teaching posts the UDCs/Assistants have to complete all his scheduled works in addition to the additional Audit works. 4. The Auditors also need to be trained with updated rules through ISTM trainings. These training are rarely being imparted by KVS. 	Sh. A. K. Bhardwaj, Assistant Commissioner (Fin.) is instructed to discuss the issue with Deputy Secretary (Fin.) IF Division Ministry of HRD on behalf of KVS. The matter is still under process.	<p>Chairperson directed that Sh. A. K. Bhardwaj, Assistant Commissioner should pursue the matter.</p> <p>Action by : JC (Fin.)</p>
06.	Reclassification of stations in KVS RO Kolkata as	KVS has issued directions to All Deputy Commissioners of Regional	The Chairperson directed to review the matter.

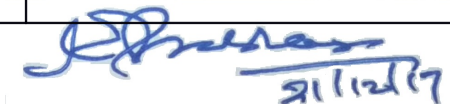
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Kolkata station is spread over 150 Sq Km:

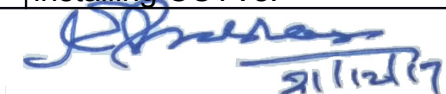
1. As per the Transfer Guidelines of KVS entire KVs/ROs/ZIETs/HQ is divided in certain Stations.
2. As per KVS transfer guidelines there are two types of Transfers viz. Inter Station and Intra Station being done.
3. As per KVS Transfer guidelines the Station like Kolkata with Station code 160 is having 17 KVs under it. But as per geographical location of KVs the two ends of KVs like KV IIM Joka, KV Garden Reach and KV Kakinada, No1 & 2 Kanchrapara are about 150Kms apart. So, Kolkata Station has been decided to be divided in three separate stations as decided in the Regional JCM of Kolkata Region and forwarded to KVS HQ.
4. The proposed three stations are
 - a. KV- Garden Reach, KV IIM Joka
 - b. KV- No.1, No.2 Kanchrapara and Kakinada and Bandel (proposed).
 - c. KV – Santragachi and Bamangachi.

Offices vide letter dated 14.08.2017 to report all such cases where distance between one KV to another KV at the same station is more than 100 kms so that these can be re-examined and separate station codes can be allotted wherever required. As per the existing transfer guidelines of KVS, all KVs located at a station within the radius of 100 kms are allotted same station code.

Action by : AC (E-II & E-III)

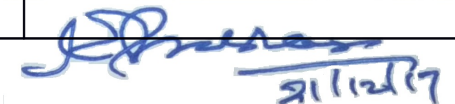

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	But till date no action has yet been taken on the letter of DC KVS RO Kolkata.		
07	<p>Deliberate delay in disbursement of Pensioner's dues – inaction on the part of KVS:</p> <p>Even after reporting the case of deliberate delay in disbursement of Pensioner's dues by Principal, KV Island Ground, Chennai vide letter dated 19.06.2016 to DC-KVS RO Chennai no action has been taken. Then letters dated 27.06.2016 and 27.08.2016 has been dropped to Commissioner, KVS, Jt. Commissioner (P), Jt. Commissioner (Admn.). But no response has been reported on the issue till date. But for the similar nature of offence one Finance Officer, KVS RO Lucknow has been put under suspension. The mode of punishment should not vary with the post. KEVINTSA also demand penal interest for the period of delay in releasing the amount by the Principal.</p>	All Deputy Commissioners were instructed to ensure timely disbursement of terminal benefits in the Deputy Commissioners' Conference held from 03.07.2017 to 05.07.2017. Also vide KVS circular No. F. 1-1/2017-KVS (JC-Fin) dated 18.08.2017 the necessary instructions have been reiterated.	Discussed and dropped. Action by : JC (Fin.)
08	<p>Deliberate use of CCTVs in KVS for breaching personal freedom of staff members:</p> <p>The prime aim for installation of CCTV in Kendriya Vidyalayas out of VVN is being done for the</p>	Action has already been taken vide letter No.F. 11029/2016/ KVSHQ/Student Safety SOP /1124-57 dated 22.5.17..	The Chairperson directed to issue instructions in this regard to all Deputy Commissioners, KVS, Regional Offices to follow the guidelines of KVS while installing CCTVs.


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Safety of the students. Under AEO(P) Scheme KVS has issued letter vide letter No. KVS HQ Letter on installation of CCTV in KVS No.11029/16/2014-KVS/Acad/Student's Safety/ AEO (P)/ dated by 22.12.2014 to ROs for implementation of the same. But this is wrongly used as a weapon for victimizing their staff members. The KVs like KV2 Ajmer, Rajasthan, KV No.1, Gwalior, KV No.1 Tripathi, KVS RO Hyderabad, KVS RO Ahmedabad had installed CCTV in office. This is breaching freedom of the staff members. The female staff are also facing awkward situation. Against the decision a case was filed at CAT Ernakulum and verdict clearly pronounced the fact that the freedom of the staff cannot be breached. CCS (Conduct) Rules GID (1) to be read under Rule 3(c) or unaware of the verdict given by Hon'ble CAT Ernakulam regarding installing CCTV camera in Office. This is notwithstanding the fact the observations of the Hon'ble CAT and Hon'ble High Court of Kerala in the matter, inter alia, of installation of CCTVs at KV I, Calicut and also several decisions of the Hon'ble Courts have held that the fundamental

Action by : JC(Acad.)


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	<p>rights/privacy of an individual, including at work place cannot be breached.</p> <p>The installation of CCTV in Staff rooms, Office and Regional Offices should be stalled immediately. Secondly the footage captured with the CCTV should be seized immediately which may bear the awkward position of the female staffs. Thirdly the CCTV leakage footage already captured may be used for breaching the secrecy of the school administration which being DDO he/she cannot overlook.</p> <p>Blatant misuse of closed circuit TV (CCTV) cameras installed in retail shops, hotels and <u>public places</u> is a "de facto norm" in India but putting a CCTV in Office and Staff room where Lady Staff works and sit for relaxing is breaching their freedom and secrecy. For the offence, cases of which are multiplying on a daily basis in certain KVs/ROs, one may be constrained to take legal recourse under section 66E of the Information Technology Act, 2000.</p>		
09	<p>Allowing points in Transfer count to National / Regional JCM members in</p>	<p>KVS has already made provision in Transfer Guidelines 2016 to provide +/- 25 points to members of NJCM and RJCM so that they can get</p>	<p>The Chairperson directed that the request transfer count to be added.</p> <p> 21/12/17</p>

	<p>accordance to extent RSA Rules 1993: As per the existing proviso of RSA Rules 1993 the <u>transfer Count</u> will help the JCM members to reach at Central Places as per the proviso of RSA rules. In lack of the same requests are being sent to Commissioner, KVS but never been accorded. When there is clear rules in RSA norms there time should not be wasted in forwarding the prayers of transfer, that too, are not being granted.</p>	<p>choice station transfer or their displacement transfer may be avoided.</p>	<p>Action by : AC (E-II& E-III)</p>
<p>10</p>	<p>Rule 7(iv) of Part A of the Admission Guidelines the local transfer of the wards of KVS should be allowed exemption as there prior to 2010:</p> <p>1. As per Rule 7(iv) of Part A of the Admission Guidelines the <u>local transfer of the wards of KVS</u> should be allowed only after getting the permission of the Deputy Commissioner of the region.</p> <p>2. The Deputy Commissioner, KVS used to accord the permission for local transfer after going through the vacancy position of the Class</p>	<p>Instruction have been issued to Deputy Commissioners of all Regional Offices vide letter No. F. No. 110331-01/2017 KVS (HQ) dated 17.08.2017.</p>	<p>Discussed and dropped.</p> <p>Action by : JC (Acad.)</p>


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of the school to which the transfer has been sought.

3. As per Part B Special Provision of KVS admission guidelines the "Children and grandchildren (children of son or / and daughter) of serving and retired KVS employees "has been privileged with the facility of admission to any KV *irrespective of class strength*. So there is no limit to get the admission of KVS wards to any KV of his/her choice.

4. Local transfer of students in KVS is done during the month of July every year.

5. The transfer of KVS employee (Inter/Intra Station) being done during June and July only.

6. During this period consequent upon transfer or other reasons KV wards are also kept awaited for months together for the order and KVS employee have to bother for their wards rather than putting his full attention to KVS job after transfer to new places.


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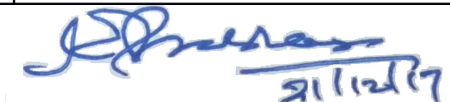
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C. AGENDA POINTS OF KVPSS

S.No.	Agenda points	Comments of KVS/ ATR	Decision taken in JCM meeting held on 20.02.2017
1	a) Setting up of a separate transfer grievance redressed cell at KVS HO level. Online process for inviting grievances of teachers regarding transfer within stipulated time frame and time bound redressed of such grievances. General grievances cell be set up of KVS HQ level also and time bound redressal of grievances.	Due to shortage of Man Power, it is not possible to create a dedicated Grievance Cell to redress the transfer related grievances. However, KVS has created a separate email ID i.e. kvsonlinetransfer@gmail.com where all requests / grievances related to transfer can be submitted.	Discussed and dropped. Action by : AC (E-II& E-III)
	b) Transfer against "No Taker Vacancy" Second and Third Round may be conducted at the earliest to extend its benefits to maximum numbers of teachers /Employees.	Discussed and dropped No action required. To be noted by : AC (E-II& E-III)	Discussed and dropped.
	c) This year annual request transfers were delayed. Since the stay of teachers is counted from 31st March. Teachers who were posted to hard stations in July/August 2016 will not be considered as having completed one year till 31st March 2017 due to delay on the part of KVS. So for this particular batch, transfer point should be calculated from August 2016 instead of March 2016.	Discussed and dropped No action required. To be noted by : AC (E-II& E-III)	Discussed and dropped.
	d) KVS Transfer guidelines Para7(e) vesting Powers of transfer in regional DCs be abolished as the same is being misused-- Para12&13 vesting power of transfer in HRM cum Chairman KVS and Commissioner, KVS also need to be abolished. Ministry of HRD, Joint Parliamentary Committee (JCP) had recommended abolition of such arbitrary process.	Discussed and dropped No action required. To be noted by : AC (E-II& E-III)	Discussed and dropped.

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	e) Association's National General Secretary/President/JCM Members be transferred only on the JCM chairman/chairperson approval and Regional General Secretary/ President/ members of RJCM should not be transferred without approval of Commissioner KVS.	Discussed and dropped No action required. To be noted by : AC (E-II& E-III)	Discussed and dropped.
	f) DOPT rules provide for posting of National General Secretary Of all recognized associations at HO level. But General Secretary of KVPSS had been transferred from Delhi to Punjab. He should be transferred back to National HQ (Delhi) as per DOPT guidelines.	Discussed and dropped No action required. To be noted by : AC (E-II& E-III)	Discussed and dropped.
	g) In the present transfer policy the parent of differently abled child is being given one year relaxation from displacement transfer. Though as per DoPT (Govt. of India) norms they should be exempted from routine transfer.	KVS has included types of disabilities in transfer guidelines in 2016 as specified in the office order of DOPT. On the basis of medical certificate, such employees are given one year exemption from displacement transfer who are having disabled children.	Discussed and dropped. Action by : AC (E-II& E-III)
	h)They should be exempted from all types of escort duty as they have to look after their children	Placed for discussion.	
	i) Criteria may be evolved for giving posting to PGTs selected as Vice-Principals in KVS. Pick and choose policy be discarded. Review the recent postings of Vice-Principals through direct selection.	Discussed and dropped No action required. To be noted by : AC (E-I)/ AC (E-II& E-III)	Discussed and dropped.
2.	a) Victimization of KVPSS office bearers National General Secretary was transferred far away in Faridkot, Punjab from KV Bawana, New Delhi. Regional General Secretary of Dehradun transferred to hilly areas on deputation. Mrs. Manoj Yadav TGT(Eng) KV No.2 Ajmer and office bearer of KVPSS, Jaipur region victimized by Principal Mr. Ramanand Roy TGT(Eng), KV Babugarh and office bearer of KVPSS being harassed by Principal. Hon'ble HRD Minister and Chairman KVS had issued instructions not to harass any teacher only because of his/her being office bearer of Recognized Associations.	Discussed and dropped No action required. To be noted by : AC (E-I)/ AC (E-II& E-III)	Discussed and dropped.


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	b) List of office bearers of Jammu Region of KVPSS Election held on Nov.8 2015. But the results were neither circulated to all KVS in Jammu Region nor uploaded on KVS RO Jammu website causing inconvenience to office bearers and members of KVPSS.	Discussed and dropped To be noted by : JC(Pers.)	Discussed and dropped. To be noted by : JC(Pers.)
3.	a) Most of the work of teachers is computer based (Online Fee, Shaala Darpan, Result Preparation etc.). So teachers should be provided with laptops with free Internet.	Discussed and dropped To be noted by : JC (Acad.)	Discussed and dropped. To be noted by : JC (Acad.)
	b) Every school should be provided with data entry operator so that a teacher especially PGT Computer's teaching doesn't suffer.	KVS has already issued instructions to all Regional Offices and KVs vide its letter dated 12.03.2010 regarding the outsourcing work/services at KVS(HQ)/RO/Vidyalaya level. There is a provision of hiring services of Data Entry Operator in the Vidyalayas as per the number of sections in the Vidyalaya..	Discussed and dropped. Action by : AC (E-II& E-III)
	c) Study leave for higher studies should be made convenient and given readily to teachers pursuing higher studies for their professional growth.	KVS follows leave rules of Govt. of India. As far as, study leave for teaching and non-teaching employees are concerned, they are allowed to pursue higher studies as a private examinee, so that teaching-learning process in the Vidyalayas should not get hampered. Keeping in view exigencies of services and in the larger interest of the students, they cannot be spared for longer periods. As per FR&SR (Part III i.e. Leave Rules) Chapter VI- Study Leave, Point No. 50 (6), clearly mentioned that“Study leave shall not be granted to a Government servant with such frequency as to remove	The Chairperson directed that 10% of the cadre may be granted study leave for pursuing higher studies. Action by : AC (E-II& E-III)


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		him from contact with his regular work or to cause cadre difficulties owing to his absence on leave.”	
	d) Child Care Leave.	Instructions have been reiterated to Deputy Commissioners of all Regional Offices on 21-08-2017.	Discussed and dropped. To be noted by: JC (Admn.)/ AC (E-II & E-III)
	e)Scouting & Guiding should be voluntary instead of being forced upon the teachers	Instructions have already been issued to Deputy Commissioners of all Regional Offices vide letter dated 14.02.2012	Discussed and dropped. Action by: JC(Acad.), KVS
	f) If anyone can not avail LTC, he/she should be reimbursed one month basic pay. Reference to the state govt. rules.	No action required.	Discussed and dropped. To be noted by : AC (E-II&III)
	g) Escort duty teachers and others engaged in any other type of duty (In Service Course workshop Bharat scout and guide camp, sports duties, science exhibition and social science exhibition etc.) on holidays be given compensatory leave (CCL) and paid TA/DA also.	Instructions have already been issued to Deputy Commissioners of all Regional Offices vide letter dated 15.01.2014 & 22.11.2016	Discussed and dropped. Action by : JC (Acad.)
	h)In Service Course/ Sports Meet (Regional and National Level)/Bharat Scouts and Guides Courses and Camps/Social Science and Science Exhibitions/Workshops/Seminars and other activities should be decided well in advance Time-table for SA-1, SA-2 should be uniform in all the KVs in the country. Proper planning at the outset for the entire session including all CCA activities. The calendar given by Sangathan doesn't include all activities, celebration which are conducted every second day on the basis of notifications issued by KVS. It hampers academic schedule. Teachers solely can't be held responsible for poor academic performance of students. Frequency of birthday celebration or other celebrations may be reduced as it hampers the teaching-learning process.	Discussed and dropped	Discussed and dropped To be noted by : JC (Acad.)

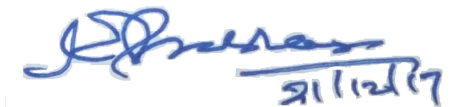

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<p>4</p>	<p>a) Our long pending demand of implementation of MACP scheme CGHS facilities with at par to central government employees, health insurance scheme, introduce AMA to city wise, switch over from CPF to GPF cum pension scheme.</p> <p>b) Fresh clarification may be issued to follow procedures to take indoor treatment and OPD treatment in CGHS approved private hospitals as some regions are insisting to take treatment only in government hospitals and not according prior approval to take treatment in CGHS approved hospitals. CGHS facility should be provided to the retired teachers also.</p> <p>c) Teachers who have not completed 150 days from their date of joining till 31st March should be given vacation pay</p>	<p>MACPS:- The MHRD vide its letter No. 3-18/2010-UT.2 dated 13.04.2017 has conveyed that the proposal of KVS submitted vide letter dated 31.03.2016 has been examined and found that the request of KVS for extending the MACPS to the teachers of KVS in lieu of the senior scale / selection scale, cannot be acceded to. However, KVS has gathered documents about implementation of Assured Career Progression Scheme in respect of teachers of GNCT of Delhi later in the year 2003 in lieu of the then existing senior / selection scale irrespective of the fact whether or not the teacher is eligible for ACP upgradation under Govt. of India ACP Scheme and also no recovery was effected.</p> <p>CPF To GPF:-</p> <p>The eligible cases of CPF optees are considered for conversion from CPF to GPF as per the Ministry of HRD letter dated 08.12.2016. 09 such cases have been considered and approved so far.</p> <p>CGHS Facility:- KVS vide its letter No. F. 11086/01/2017-18-KVS (HQ)/Admn.II dated 22.03.2017 has taken up the matter with the Director CGHS, Nirman Bhawan, New Delhi to restore the CGHS facilities to teaching employees of KVS stationed at Kolkata.</p> <p>Further, a comprehensive proposal for extension of CGHS facilities to all serving as well as retired employees of KVS has been submitted to MHRD on 02.08.2017. MHRD has sought some additional inputs which are being collected.</p>	<p>Chairperson directed to re-examine the matter in the light of MACPS benefits given by NCT of Delhi by adopting 1st ACP then MACP.</p> <p>Action by: JC(Pers.)</p> <p>Discussed and dropped</p> <p>The chairperson directed to issue reminder to Addl. Director (CGHS) for extension of CGHS facilities to KVs staff stationed at Kolkata</p> <p>Action by : JC (Pers.)</p> <p>Agenda will be placed in the next meeting of the Finance</p> <p style="text-align: right;"><i>[Signature]</i> 21/12/17</p>
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	this issue on priority basis.		
	c) No reply to correspondence is being given to the association by KVS authorities despite reminders Last JCM meeting on 27th May had resolved that replies to all correspondence be sent to the association within a month.	Discussed and dropped	Discussed and dropped To be noted by JC (Pers.)
	d) Appointment to office bearers of Association for meeting with commissioner not granted. When approached without appointment, "Commissioner is busy" is the standard/usual reply by his staff. Junior Officers ask Office Bearers to meet Commissioner saying that he is the competent authority for taking decisions. If this is the plight of office bearers who cares for ordinary teachers as there is no mechanism for them to see senior officers. Open time say between 3 to 5 / 4 to 5 P.M be fixed for meeting senior officers daily including Commissioner.	Discussed and dropped	Discussed and dropped To be noted by JC (Pers.)
	e) Requirement of seeking permission from principal and concerned Deputy Commissioners KVS RO for employees coming to KVS (HQ) may be done away with to facilitate employees, meeting with senior officers. Likewise the practice of getting representation forwarded by principal may also be discarded.	Discussed and dropped	Discussed and dropped To be noted by JC (Pers.)


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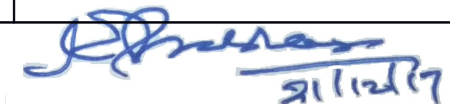
7.	a) Posting of PRTs to TGTs, PRTs to HMs and TGTs to PGTs through LDE for the year 2012-13 and 2013-14.	Reserve Panels of LDE against dropout cases of HM, TGT, PGT and against backlog vacancies of SC, ST and OBC have already been operated on various dates and last panel was operated on 31.05.2017.	The letter being issued for ceasing the panel. Discussed and dropped. Action by : JC (Admn.)/ AC (E-II& E-III)
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	b)LDE for HM: The reserve panel for 2012-13 and 2013-2014 be operated and implemented to fill vacancies of HMs	The Recruitment Rules of Teaching posts is under consideration of the Committee constituted to review the recruitment rules and the recruitment rules will be drafted as per the recommendation of the review committee. So far 10 meetings have been conducted and the last meeting held on 14.08.2017	Discussed and dropped Action by : JC (Admn.)/ AC (E-II& E-III)
	c) Restoration of promotion from PRTs to TGTs, PRTs to HMs, TGTs to PGTs, PGTs to Vice Principals and Vice-Principals to Principals through LDE and DPC	It was decided to get recruitment rules at the earliest and also consider the element of promotion.	Discussed and dropped Action by : JC (Admn.)
	d) Departmental promotion for all teaching cadres should be reintroduced and ratio of departmental /fresh recruitment/LDE should be set. It may be 50% through LDE and 50% through seniority basis by DPC.	It was decided to get recruitment rules at the earliest and also consider the element of promotion.	Discussed and dropped Action by : JC (Admn.)
	e) Start the promotion avenues for HMs, TGT (P&HE), TGT (WE), TGT (AE), Yoga teachers, Librarian and Music Teachers. Music teacher pay scales: Long pending demand of grant of TGT pay scale-- to music teachers instead of PRT scale-- on Delhi Govt and NVS pattern be acceded to.	The matter was taken up in Finance Committee Meeting held on 12 th August, 2016 and the committee deferred the issue. (Physical Education)	The agenda is being placed in the next AAC Action by : JC (Admn.)
	f) The eligibility criteria for TGT to PGT are 50 per cent with 3 years' experience and no percentage for those who have five years' experience. Condition of 50 per cent should be abolished because if a candidate is selected through an entrance test, then there should be no criteria of percentage. The top most civil	Discussed and dropped	Discussed and dropped To be noted by JC (Admn.)

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	<p>service exam does not require any percentage criteria. A simply graduate can apply. So if KVS is conducting written test for LDE, then there should not be any percentage criteria. It is for a common interest of many aspirants who do not possess 50 per cent but having 3 years' experience in concerned subject.</p> <p>g)KVPSS has a strong view to open the promotion avenue for the above mentioned posts at all levels.</p>		
8.	KV Muzaffarpur in Bihar: Incident went viral on social media. Principal suspended and 15 other teachers transferred including Vice-Principals from KV Muzaffarpur to far areas. The case may be reviewed with representation of teachers in probe team. The transfer orders may be revoked immediately.	Discussed and dropped	Discussed and dropped To be noted by JC (Acad.)
9.	Appointment on compassionate grounds: Priority may be given to the dependents of those who die while discharging duty. For Example in 23\10\16 Mrs. Sumindra Bedi TGT (SST), KV No.1 Amritsar died in road mishap while going from home to Railway Station for escort duty with school children. Her only son is BE and no other surviving member in the family. He may be given job on compassionate ground immediately.	The application of Shri Rajat Bedi, S/O late Smt. Sumindra Bedi, Ex-TGT(SSt.) KV No.1 Amritsar was received in KVS(HQ) after the date of meeting of Compassionate appointment Committee on 26.05.2016. Her case will be put up in the next meeting of the said Committee for the consideration..	Discussed and dropped Action by AC (E-II & E-III)
10.	DPC Meeting at KVS HQ Level for granting selection scale to teachers may be held quarterly so as to avoid delay in granting financial up gradation to teachers after 24 yrs of service. No DPC meeting held for PRT for last over one year. Selection scale may be given to all teachers until MACP is implemented. Condition of 20% ceiling on financial up	Noted for compliance.	Discussed and dropped Action by JC (Admn.)


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	gradation be removed.		
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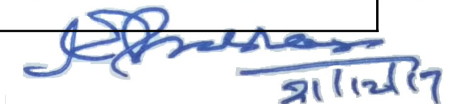
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Kendriya Vidyalaya Sangathan
(Admn-I Section)


Agenda Points raised by KEVINTSA, AIKVTA and KVPSS for the JCM Meeting scheduled for 22.08.2017.

A. AGENDA POINTS OF AIKVTA

S.No.	Agenda points	KVS Comments	Decision taken in JCM meeting held on 22.08.2017
1.	<p><u>Implementation of 7th CPC and Bonus in KVS</u></p> <p>There is as great dissatisfaction and disappointment amongst the all KVS employees for non implementation of VII CPC so far.</p> <p>It is strongly requested to strengthen the efforts for an early implementation of the same.</p> <p>The employees of the Sangathan are also waiting for the Bonus for year of 2015-16 which needs appropriate</p>	<p>Kendriya Vidyalaya Sangathan vide its circular dated 03.08.2017 has already implemented the 7th CPC for its all teaching and non- teaching category employees.</p> <p>As regard to bonus for the year 2015-16, KVS has already taken up the matter with the Ministry of HRD for release of ad-hoc bonus for its employees vide KVS letter No.F.1-1/2016-KVS/JC(Fin) dated 02.11.16 Decision of the Ministry is awaited.</p>	<p>The Chairperson directed to pursue the matter already taken up with the Ministry for issue of necessary directions regarding grant of ad-hoc Bonus for the year 2015-16 and allowances as per 7th CPC.</p> <p>Action by: JC(Fin.)/ DC (Fin)</p>



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	attention too.		
2.	<p><u>Transfer Policy-2017 & Re-organization of Regions for Zonal System</u></p> <p>Every year transfer guidelines are announced and the schedule for transfer is released which is hardly adhered to.</p> <ul style="list-style-type: none"> An employee must be transferred to a KV where there is a clear vacancy irrespective of transfer counts and overriding condition of one year tenure. The one year tenure must be abolished. The grievance redressal 	<ul style="list-style-type: none"> There has been major policy change in 2016 and 2017 with regard to transfer of KVS teachers and employees. Therefore, it takes time in consultation with stakeholders, approval of guidelines and development of software. KVS used to give sufficient time to employees to apply online. There must be some definite logic/rule to give priority to an employees to consider his/her request in comparison to others. One year condition is not for transfer under No Taker vacancies. Steps have been taken to minimize the grievances in spite of that if any grievance receipt than it is disposed in a desired manner. To avoid repeated request from the same employee every year, it has been thought in the interest of the individual that if he/she is posted at a choice station. His/her frequent transfer should be avoided to provide stability. Reorganizations of regions have been done on the basis of the principle that either the whole state/s or part of state under one region. No regions shall contain parts of two different states. This has been done in the interest of employees and administration. 	<p>KVS may create a dedicated email ID for submission of transfer related grievances.</p> <p>Action by: AC (Estt-II/ III)</p>


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(PR Cell)
with regards
to transfer
representatio
ns must be
one of
proactive
rather than
retributive.

- For counting displacement counts the 100 Km radius of the working spouse has not been mentioned in the New Transfer guidelines-2017 which must be incorporated to.
- The condition for the request transfer of an employee under para 9 sub para II must not be enforced in respect of the


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	<p>employees who have not got there First place of choice thought 05 (Five) choices have been filled in by the employee.</p> <ul style="list-style-type: none"> • During the formation of Zones the Socio-Geographical conditions have not been paid adequate attention which needs an early redressal /reorganisation. In such formation the neighbouring KVs have been left out and another far-flung KVs have been irrationally included. 		
3.	Grant of 30 %	A detailed proposal with required documents	The Chairperson directed to

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**HRA to KV AFS
Wadsar
(Ahmedabad
Region) & 20 %
HRA to KV
Sevoke Road
(New
Jalpaiguri)
Guwahati
Region.**

At both the stations the employees of other Central Govt. Establishments (Civil & Defence) are in receipt of HRA at said rates.

The KVs & Regional Offices have already submitted the requisite papers.


AIKVTA has also submitted the necessary papers in this regards for an early decision.

duly recommended by Deputy Commissioner of the concerned Regions in terms of Para 3(b)(iii) of Min. of Finance, Deptt of Expenditure OM dated 27.11.65 amended from time to time were not received from the concerned RO's in respect of KV AFS Wadsar and KV Sevok Road

examine the case after receipt of proposal from the concerned Regional Offices.
Action by: JC(Fin)/ DC (Fin)



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<p>4.</p>	<p><u>EL against long programmes like Bharat Scout & Guide Training, Extra Classes, CPPDPT, Seminars & workshops</u></p> <p>There is a prejudiced term for the teachers as 'Vacational Staff' but their Breaks & vacations are hindered and spoiled on the name of such programmes every year. eBharat Scout & Guide Training programmes are organized for seven days (why seven days only).</p> <p>In the same way many other activities organized for less than 10 days. Some Principal are</p>	<p>As per the existing provisions contained in Article 142(2) of Accounts code of K.Vs followed by clarification letter issued by the Sangathan from time to time "the vocational staff who were put on duty i.e. whether deputation or refresher course or otherwise during vacation/breaks shall be entitled 3/5th of the duty rendered during such vacation/breaks. In other words, EL will be credited to the EL account of Vocational staff @ 3/5th of duty rendered provided such duty is not less than 10 days. No EL credit will be given to the temporary staff during the 1st year of service.</p>	<p>The Chairperson directed to examine the matter on file. Action by: JC(Trg.)/ JC (Acad.)</p>
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engaging the teachers for the extra classes deliberately for less than 10 days. AIKVTA requests that such programmes should be either for 10 days so that the teachers can get proportionate EL or KVS should amend the Accounts /Education code to improvise the admissibility of EL for the duties rendered by the teachers for 05 days or more than 05 days.


- The teachers attended CPPDPT programme during the Breaks & Vacations have not been credited EL by so many


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	<p>Principals.</p> <ul style="list-style-type: none"> Similarly, the teachers going for the examinations of the said programme must be given TA/DA as per KVS Rules since the said programme is conducted by KVS. <p>It is strongly requested that a clear guidelines regarding the entry of EL & TA/DA against the CPPDPT training during Breaks & Vacations should be circulated promptly.</p>		
5.	<p><u>CHILD CARE LEAVE & Vacation Salary</u></p> <p>The GOI has introduced "CHILD CARE</p>	<p>Directions of GOI have been followed in this regard. KVS has not put any overriding conditions in this regard.</p>	<p>Instructions were again issued on 21.08.2017. Since KVS has not put any over-riding conditions, the matter discussed and dropped.</p> <p>Action by : AC (Estt-II/ III)</p> <p><i>[Handwritten Signature]</i> 21/12/17</p>

LEAVE” in the pattern of Maternity leave to encourage women employees to continue with their jobs along with their prime duty of Child rearing since, their representation in Govt. Jobs are still meager.


No department should unnecessarily frame any overriding conditions dissuading the women employees to forgo their Jobs at their time of child rearing. In fact Maternity Leave and Child Care Leave are identical in nature and granted for the same purpose and objectives. Hence, both


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	<p>leaves are at par with each other. It is acceptable that no women employees should sit on Child Care Leave without prior sanction of the same but it is not proper to withhold their vacation salary on the grounds of availing Child Care Leave during the year.</p> <p>“There is no such overriding condition in any other Center Govt. establishment / Departments. “ Hence, said overriding condition must be amended instantly.</p>		
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<p>6.</p>	<p><u>Summer Vacation in Raipur, Bhubaneswar Region etc</u> The summer vacations in the said Regions were in consonance with the extreme climatic conditions in the past but for 2-3 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 said Regions are closed in the month of April for Summer Vacations and reopened in scorching unbearable heat waves of June. AIKVTA has</p>	<p>The matter will be placed before the Academic Advisory Committee after taking necessary inputs from Meteorological Department.</p>	<p>The Chairperson directed to place the matter before the next Academic Advisory Committee Meeting after taking necessary input from Meteorological Department.</p> <p>Action by: JC(Trg.)</p>
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	<p>been requesting to shift the Summer Vacation from April –May to May-June which has not been heeded to so far.</p> <p>In this regard, AIKVTA again requests to kindly get the factual data from the Metrological Deptt. of the said Regions and decide to shift of Summer Vacation on actual heat wave conditions.</p>		
7.	<p><u>Victimization of AIKVTA Office Bearers</u></p> <p>The harassment of AIKVTA Office bearers by the Principal and KVS authorities should be stop immediately. In fact, these Office Bearers are the real</p>	<p>There is no victimization. The matters of all 03 staff associations including Office Bearers of AIKVTA are dealt according to available rules.</p>	<p>Discussed and dropped.</p>

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teachers too who are doing their best in their Classrooms alongwith helping the smooth and harmonious relationship between the teachers and administration.

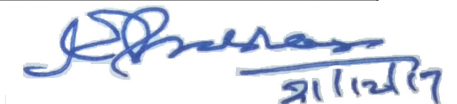
It has been observed that the Principal and authorities initiate a negative assessment even on the false and fake complaints by the Principals or arranged by the Principal through the parents when such Office Bearers do not succumb to their illegal pressures to hide the truth and irregularities


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committed by
the Principals.

It has been
observed that
the Office
bearers are
penalized and
transferred
without proper
inquiry and
imputation of
Charges which
is highly
objectionable i.e

- The
President
AIKVTA
Jabalpur Region
was
CENSURED
without serving
any Charge
sheet four hours
prior to her own
retirement by
Mrs. H
Sanhotra, The
then Deputy
Commissioner
KVS RO
Jabalpur where
the illegal order
of CENSURE
has not been
withdrawn in


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	<p>spite of Appeal.</p> <ul style="list-style-type: none"> In the same manner, The General Secretary AIKVTA of Jammu Region has been transferred under para 7 (e) of the transfer guide lines without any inquiry / Charge sheet. <p>AIKVTA strongly Appeals that before invoking such harsh punishments to the Office Bearers of AIKVTA, The General Secretary AIKVTA HQ must be taken in confidence.</p>		
8.	<p><u>Conduct of RJCM Meetings</u> The Deputy Commissioners who are</p>	<p>The Deputy Commissioners of all Regional Offices have already been directed to conduct the RJCM as per Codal provisions made under Appendix –XLII (C) of education code for Kendriya Vidyalayas. Deviation if any, from any of the specific Regional office may be</p>	<p>Discussed and dropped.</p>

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supposed to implement the provisions of Education Code and the decision of KVS are themselves seen flouting the rules and regulation regarding constitution of RJCM and smooth conduct RJCM meeting as per the provisions of Education Codes.

- As Education Code envisages, RJCM is a body at Regional level that can fruitfully be used to develop a smooth and harmonious relationship between the Administration and the


brought out by the General Secretary AIKVTA. This issue was also discussed in Deputy Commissioner's Conference held from 3rd to 5th July, 2017.

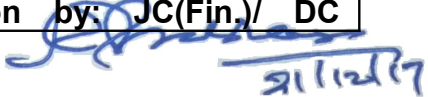

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staff.

- In previous JCM meetings there was a clear direction to all the Deputy Commissioners to conduct RJCM meeting as per the provisions of Education/Accounts Code of KVS.
- It has been noticed that in many Regions i.e Raipur/ Kolkata/ Bhubaneswar/ Bhopal / Bangalore etc. RJCM meetings are not at all called for.

AIKVTA requests that


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	<p>the Deputy Commissioners of the Regions should be instructed clearly to conduct the RJCM meetings at regular intervals with proper intimation to KVS HQ and GS AIKVTA HQ. It is also requested to circulate ATR after the such meetings with its proper implementations .</p>		
<p>9.</p>	<p><u>Timely Advance / payments of personal Claims i.e. TA/DA Bills, Medical Bills, Payment of CEA, LTC Bills, Salary Slips etc.</u></p> <p>Despite of clear guidelines given</p>	<p>Instructions have already been issued to all RO/ZIET vide letter F.11044/4/21/2008-KVS(Estt.1) dated 8.7.14 for all issues cited therein. However the same instructions will be circulated once again for strict compliance. In the case of salary slip, instructions have been issued vide this office letterNoF.110239(21)/JCM/2012/KVS(Budget) 1079 dated 07.08.15 which will be reiterated once again for strict compliance</p>	<p>The Chairperson directed to ensure that all personal claims should be settled. Before the superannuation takes place, the service records should be updated before 05 years of retirement of an employee and terminal benefits to the retired employees must be settled on the day of retirement itself.</p> <p>Action by: JC(Fin.)/ DC</p> <p style="text-align: right;"> 21/12/17</p>

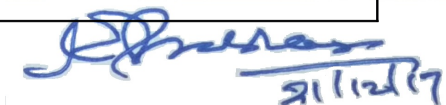
by KVS HQ for timely payment of personal Claims it is still not passed timely and delayed up to 10-12 months.

- Each Office must maintain a receipt register of all personaclaims .

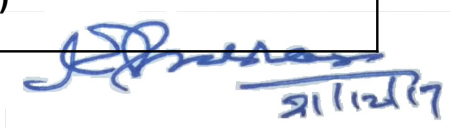
- All persona claims must be passed as per sequence of its deposit date. AIKVTA Requests that a clear direction to all KVS must be issued and its compliance be ensured.

- Many KVs are still not issuing salary slips to their employees in spite of repeated direction given

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	<p>to them by KVS Authorities. Salary slips, if given by the KVs, are given in the chit-size. AIKVTA requests that the salary slips should be given in A4 size/ half of A4 paper size instead of Chit- size with round seal of Vidyalaya.</p> <ul style="list-style-type: none"> • There should be a declaration by the office in the end of the month that S.No..... to No. have been settled in this month. 		
10.	<p><u>Distribution of Annual Subscriptions of AIKVTA as per Bye-laws/ Memorandum</u></p>	<p>Subscription has been deducted from the salary slip. Necessary instructions have been issued vide KVS letter No. F.110239/52/2012-KVS(HQ) (Budget) dated 12.01.2017.</p>	<p>The Chairperson directed to examine the issue on file.</p> <p>Action by: JC(Fin)/ DC (Fin)</p>


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of AIKVTA.

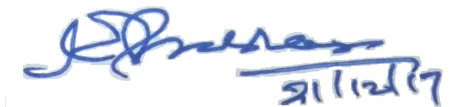
- As per Bye Laws of AIKVTA, the amount of membership deduction from the salary of July every year should be divided into three equal parts i.e $1/3^{\text{rd}}$ share each in three ways. $1/3^{\text{rd}}$ part should be disbursed to the Unit Secretary of the concerned Vidyalaya and $1/3^{\text{rd}}$ part should be sent to the Regional Gen. Secretary of the Region & remaining $1/3^{\text{rd}}$ part should be sent to the Central Body of AIKVTA.

- It is very relevant to mention that Association should know the

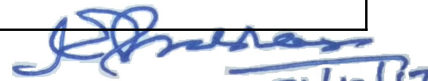

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	<p>number of its members of each KV every year as per the membership deduction in the month of July. It has been experienced that many KVs do not provide their information even after repeated requests by the Gen. Secretary.</p> <p>Therefore, AIKVTA suggests that the soft copies of the pay bill in the month of July by quoting the membership deduction and the name of Association should be sent to the all Gen. Secretaries of concerned Association by E-mail.</p>		
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B. AGENDA POINTS OF KEVINTSA


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S.No.	Agenda point	KVS Comments	Decision taken in JCM meeting held on 22.08.2017
1.	<p>Transfer of office bearers without any inquiry amounts to Victimisation for joining KEVINTSA and obeying RSA Rules 1994 of KVS. Seeking an independent departmental fact finding inquiry with a member from KEVINTSA in the team on priority basis.</p> <p>In KVS democracy is apparent but dictatorship by few is reality. Two instances can prove the statement.</p> <p>1. Forced transfer of Shri Yograj Chandelia, Sub-Staff who is the National Vice President of KVS and sole representative from KVS Non-teaching staff posted in New Delhi, has been sudden displaced from KV Preet Vihar to KV DL Meerut without assigning any reason to the employee/ Association. When the whim of a Principal is final verdict in KVS democracy cannot sustain. Whenever Non-teaching cadre handling any responsibility, points towards any irregularities committed by a Principal, the gentleman lodge complaint against his subordinate and that poor fellow is transferred. These actions are hampering inter personal relation between employee and Officers in KVS.</p> <p>2. Forced transfer of RJC Member of Jaipur region Shri Ajoy Kaushal, SSA. The honest employee has been transferred only for his daring action</p>	<p>Individual matter is not to be discussed in the JCM Meeting. Hence, the individual concerned may represent through proper channel.</p>	<p>Discussed and dropped.</p> <p>Regarding transfer of RJC Members, the Chairperson directed to examine the matter for perusal and decision of Commissioner.</p> <p>The norms for installation of CCTV in Kendriya Vidyalayas & Regional Offices may be reframed.</p> <p>Action by : JC(Acad.)</p>


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	<p>he has taken by raising objection on installing CCTV in ladies staff room when he was at KV No.2 Ajmer. The peculiar thing about the instant case is that the note sheet of KVS HQ by which the employee has been transferred from KV 2 Ajmer to KV Anoopgarh bears the mention that the employee is asking RTI too much. Is it not the restriction of Fundamental Rights??? As on date there is a post of SSA is lying vacant in KV Nasirabad under Ajmer Station.</p> <p>KEVINTSA demands</p> <p>a. An independent inquiry to both the cases. The committee should have a representation of KEVINTSA.</p> <p>b. Restoration of the employee to the same KV or nearby from where they have been transferred in violation of all norms.</p> <p>c. The Principal, KV Pushp Vihar, New Delhi whose action is under the frame of doubt may be put out of all sorts of committees of KVS.</p>		
2.	<p>Redesignation/renaming of ministerial posts at par with DOPT request for analogous pay for ASO &SO working in KVS. Pay structure and RR needs urgent amendments. The same matter is being assured since JCM dated 27.06.2015.</p> <p>Pay structure of ASO and SO in KVS and parity with CSS cadre /DOPT.</p> <p>a. As per the pay structure developed for CSS cadre the grade pay of</p>	The matter pertaining to Recruitment Rules is under consideration with the Recruitment Rules Review Committee, KVS.	<p>1) The Chairperson directed that the matter may again be taken up with the MHRD.</p> <p>Action by : JC(Pers.)</p> <p>2) Tentative schedule of promotion may be prepared.</p>


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ASO is 4600/- and Section Officer is Rs.4800/-. When KVS in its 103RD BOG (Agenda point No. 6(2)) has accepted to the RRs of posts in KVS would be at par with DOPT the pay structure should also be taken care of. KEVINTSA demands to initiate immediate steps to grant higher pay scale for ASO and SO of KVS.

Recruitment rules of ASO and SO in KVS and parity with CSS cadre / DOPT.

Name of the post in KVS	As per the Recruitment Rule	As per the Rules in DOPT
Junior Secretariat Assistant	10% by promotion from Sub-staff 90% by direct recruitment	85% Direct Recruit 10% LDE from Sub-Staff 5% Seniority cum-fitness
Senior Secretariat Assistant	50% by Direct 50% Promotion	33.1/3% Direct 33.1/3% Limited Departmental from JSA. 33.1/3% Seniority cum-fitness
Assistant Section Officer	66 2/3% by promotion. 33 1/3% by Direct Recruitment through open competition.	33.1/3% by Direct 33.1/3% by Promotion 33.1/3% by Limited Departmental Examination
Section Officer	100% by Limited Department	20% - Direct Recruitment 80%- Seniority cum-fitness.

Action by : JC(Admn.)

J. Prasad
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		<p>tal Competitiv e Examinatio n.</p>			
<p>3.</p>	<p><u>Transfer guidelines to be read with Reorganization of ZONES – Seeking amendments</u></p> <p>KVS has again taken a good step in a wrong manner. The Zonal system of transfer and appointment policy is an appreciable act but acted in adverse manner against its employee. The following proposals with justification</p> <p>1. KEVINTSA demands to keep the Regions as it was before the formation of notional zone.</p> <p>2. The notional zone as created should also have a Zonal Seniority list and on changing the zone on request he/she would have to sacrifice seniority to the post.</p> <p>3. Today after reorganization of Zones had imposed 71 KVs under Jaipur Region (proposal for another 4KVs is waiting for opening), 62 KVs under Kolkata, Hyderabad, Mumbai and 55 under Chandigarh 56 KVs under Guwahati in comparison to 20 KVs under Silchar Region and 29 KVs under Tinsukia Region. The distribution or reorganization is not at all scientifically done and must be stalled.</p> <p>4. The provision of 10 years stay</p>			<p>Creation of zonal system for recruitment posting and transfer of newly recruited employees will place them in a fixed zone instead of having all India transfer liability.</p> <p>Para 5(d) is not having those provisions which were challenged in the Hon'ble CAT Ernakulam earlier. Provisions incorporated in Para5 (d) directions of Central Vigilance Commission for rotational transfer of those employees. KVS is bound to implement the directions of KVS.</p>	<p>Discussed and dropped.</p> <p>Discussed and dropped.</p> <p>The Chairperson directed to initiate action for creation of some more Regional Offices to ensure equitable distribution of number of KVs for effective supervision.</p> <p>Action by : JC(Pers.)</p> <p>The issues on points 4 to 8 may be examined on file.</p> <p>Action by: AC (E-II/ III)</p>


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on getting the Request transfer may be cut short to 5 years.

5. It is now confusion state of policy how the 5d and 9(ii) of the same transfer guidelines. Both the clauses are ambiguous and requested for set aside.

6. Now, at the present scenario of KVS Current Transfer guidelines how can Article 8 (under 40) and 9(ii) (no transfer within 10 years on getting requested place of posting) can run concurrently. It has been demanded to make 3-5Years in lieu of 10years.

7. No transfer should be allowed to any employee who has been transferred under Clause 9 (iii) not even under Clause 7(a-e).

8. As per the direction of Hon'ble CAT the decision on Clause 5(d) may be arrived only after judicious decision and mutual agreement in JCM. But since KEVINTSA neither thinks the Clause 5(d) as a judicious decision nor any mutual agreement has been arrived at JCM dated 20.02.2017. But KVS has implemented the Clause in the forthcoming Transfer Guideline which is sheer case of **contempt of Hon'ble CAT direction and JCM decision as well given on 06th Day of Dec 2016 and 20th Day of Feb 2017 respectively.**


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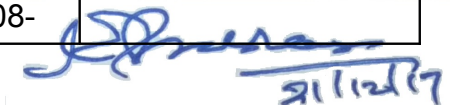
4.	<p><u>Status of KVS needs to be decided – Whether a KVS employee is a Government Employee or not. KVS should develop its own pay structure and generate fund. But rather Education as imparted by KVS is not a business hence it is proposed to make KVS a Central Government Organisation</u></p> <p>The employee of an Autonomous body organization are not the Government Employee, has been pinpointed by Govt. of India while declaring 7th CPC for Autonomous Body Organization. KVS is a leading Educational Organisation spreading length and breadth of our country caters to the educational need of Central Government Employee and to general citizen of India as well. But aspect differ a KVS Employee from a Central Government Employee?? With the analogous designation and lower pay scale KVS either should initiate steps to decide KVS as a purely Central Government Organization or should decide with a separate Pay scale as being done by organization like CBSE, NCERT, CSIR etc. In the present scenario</p> <p>a. KVS employee are following CCS (CCA) Rules 1965, CCS (Conduct) Rules 1964 getting the fund of payment from Central Government Consolidated fund / exchequer. All pay rules are being followed at par with Central Government Rules.</p> <p>b. As per the statement of KVS, Ministry of HRD/MOF has refused certain benefits like NFSG, timely payment of VIIth CPC and Adhoc Bonus which are being paid to KVS employee at par with Central Government employee till 2015.</p> <p>c. All sort of duties being imposed on KVS Non-teaching employee are far more responsibilities apart from similarly placed Central Government employee of CSS / CSSS cadre.</p> <p>d. Today when KVS is not bothering to impose duty of a non-teaching staff employed in KVS at par with similarly placed employee of CSS/CSSS then either duties be made at par or pay would be decided at par with duty being done by a non-teaching staff of KVS.</p> <p>It is proposed that</p> <ol style="list-style-type: none"> 1. Please initiate steps to make KVS a purely Central Government department. 2. Develop pay scale and duty chart at par with CSS/CSSS cadre. 3. Quash all the orders / rules exclusively developed by KVS like from 81(a to d) which are having ambiguity and need further discussion. <p>OR</p> <ol style="list-style-type: none"> 4. If the above points be unacceptable please arrange to develop separate pay structure of KVS of its own to pay MACP to Teaching staffs of KVS and NFSG for Non-teaching. 5. Overtime or Extra Duty Allowance as described in Labour Law and Article 43A of Constitution of India may be enacted in KVS as well. Article 43A of the Constitution, inserted by the Forty-second Amendment of the Constitution of India in 1976, created a right to codetermination by requiring the state to legislate to "secure the participation of workers in the management of undertakings". 	Kendriya Vidyalaya Sangathan is an autonomous body under Ministry of HRD fully funded by Govt. of India and its employees are not Central Govt. employees. Rest of the points raised by the Association are open for discussion in the JCM	Discussed and dropped.
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5.	<p><u>Re-employment of Retired KVS employee- Since the matter is pending in KVS since 2012 the issue may be taken up in the next BOG.</u></p> <p>KVS employee can be distributed in three main categories a. Officer Cadre b. Teaching cadre c. Non-teaching cadre. Whenever there are vacancies in teaching posts the teachers on contract being deployed. KVS non-teaching employee also works for the students though, indirectly. But when the non-teaching vacancies are not being filled with part time which KEVINTSA is demanding since long.</p> <p>KVS has stalled all appointment process for non-teaching cadre. The in system is insisting to violation of labour law by double duty.</p> <p>a. The Apprentices Act, 1961 states that the daily hours of work of an apprentice shall not be more than 8 hours per day and weekly hours not less than 40 hours but not more than 45 hours. However, a short term apprentice may however be engaged to work up to a maximum limit of 48 hours per week.</p> <p>b. Under Sec. 33 of Minimum Wages Act, 1948 it is mentioned that for overtime wages are to be paid at the rate of twice the ordinary rates of wages of the worker.</p> <p>The basic duty hour of KVS has been developed on this module but violated in many instances.</p> <p>When the system is not being followed in KVS, the formulae for reemployment of retired experienced hands of KVS may be allowed to be deputed on contract basis on fixed pay of Rs. 30,000.00. During the last JCM the same matter was discussed and Honorable Commissioner, KVS appreciated the proposal whole heartedly. But till date no action has been taken yet. The matter has been discussed in JCM dated 25.07.2012 KEVINTSA Agenda Point No.7 and even in the last JCM as well. But action is pending since then. The system already prevails in KVS HQ New Delhi and other orders are being given on pick and choose method</p>	<p>KVS is making the appointments in the following manners:</p> <ol style="list-style-type: none"> 1. Contractual appointment of teachers against vacancies/leave vacancies including retired employees of KVS up to the age of 65 years are made on fixed remuneration. 2. Re-employment to teaching staff up to 31st March of the academic year amongst the employees retiring between 30th November to 28th of February on the basis of norms of KVS. 3. Retired non-teaching staff are appointed as consultant on need base and recommendations of Dy. Commissioner concerned. They are paid remuneration as under: Last Pay drawn - Pension + DA = Remuneration. <p>As regards to appointment of non-</p>	<p>Discussed and dropped.</p>
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		teaching staff on regular basis, KVS has taken up the issue of recruitment of non-teaching staff for request appointments with the recruitment agency.	
6.	<p><u>Revised Seniority list for all the posts especially for Sub-staffs and other Non-teaching posts</u></p> <p>KVS is granting promotion to Sub-staffs on the basis of Seniority list prepared / released on 22.02.2012, LDC and UDC(renamed as JSA&SSA) – 31.03.2013. In the age of e-governance sincere effort of extending benefits and welfares to KVS employee is lacking behind. Immediate direction may be issued for updating of seniority list for all the posts of teaching as well as Non-teaching staffs.</p>	<p>सब-स्टाफ, यू.डी.सी (वरिष्ठ सचिवालय सहायक) एवं प्राथमिक अध्यापक(पी.आर.टी.) पदों की 01.01.2016 की वरिष्ठता सूची के.वि.एस. वेबसाइट पर अपलोड कर दी गई है। सभी भौक्षिक व गैर-भौक्षिक पदों की वरिष्ठता सूची (01.01.2016) अपडेट की जा रही है और जल्द ही अपडेट कर दी जाएगी</p>	<p>The Chairperson directed to complete the updation of seniority list of teaching & non-teaching staff and upload on KVS website at the earliest.</p> <p>Action by : JC(Admn.)</p>
7	<p><u>Framing of a committee headed by Secretary MHRD or Hon'ble Chairperson JCM to access all the court cases decided by Court but implementation deferred by KVS. Humbly demanding time from Hon'ble Chairperson for the purpose.</u></p> <p>1.The OA 60/2008 which was disposed of by Hon'ble CAT, the decision therein, has been upheld by Hon'ble High Court of Kerala by dismissing the Writ Petition WP(c) 8495/2009 filed by KVS under Article 226. Dismissal of WP(C)8495/2009 filed by KVS before the Hon'ble High Court of Kerala against the decision on OA 60/2008-regarding granting of 1st and 2nd ACP to illiterate erstwhile Group Ds – Request for issue of orders.</p> <p>2. Implementation of direction given by Hon'ble CAT Madras while disposing OA 310/00912/2015 dated 21.10.2016. But KVS is waiting for getting a contempt case filed against them for some mysterious reasons.</p>	<p>Approval of the Commissioner, KVS for compliance of Hon'ble High Court of Kerala at Ernakulam order dated 24.05.2016 has already been conveyed to the DC, KVS, RO Ernakulam vide letter No. F. 17065/39/2008-</p>	<p>The Chairperson directed to resolve the issue in consultation with General Secretary of the Association.</p> <p>Action by: AC (Admn.)</p>


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3. Other cases like Seniority list of Assistant filed by KEVINTSA in CAT Ernakulam has been decided in favour of KEVINTSA against which KVS has moved on to Kerala HC which is illegal

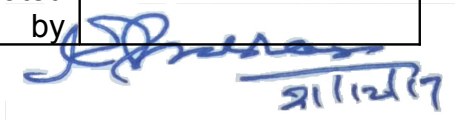
KVS(L&C) dated 06.06.2017 (Annexure-I). Implementation of orders by the DC, KVS, RO, Ernakulam is under process. In compliance of Hon'ble CAT Madras Bench order dated 21.10.2016 in OA No. 310/00912/2015, the DC, KVS, RO Chennai vide its Memorandum No. F. 17065/OA 310/00912/2015/ KVS (CHER)/2016-17 dated 13.02.2017 considered the representation of the applicant i.e. Smt. M. Padmavati, ASO, KV, OCF Avadiregarding grant of financial upgradation under ACP scheme but the same could not be acceded to in the light of the


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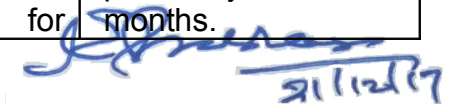
decision conveyed by the Ministry of HRD in consultation with DoP&T and Department of Legal Affairs vide their letter dated 20/23.12.2016 (Annexure-II).

In OA No. 1048/2011 filed by KEVINTSA & Other Vs. KVS regarding seniority of Assistants, the Hon'ble CAT Ernakulam Bench vide order dated 18.12.2012 has allowed the OA with the direction to continue to maintain seniority of the applicants and further to grant all consequential benefits emanating there from including promotion.

KVS challenged the Hon'ble CAT order dated 18.12.2012 by


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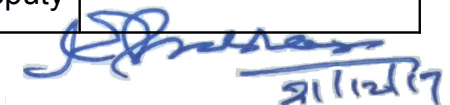
		<p>filing an appeal (O.P./CAT 2315/2013 before the Hon'ble High Court of Kerala and the Hon'ble High Court after hearing the Bench admitted the case and ordered to maintain status quo as on date.</p> <p>KVS has taken up the matter from time to time with the KVS Counsel for early hearing and disposal of pending OP (CAT 2315/2013 but due to not filing of reply statement from KEVINTSA side, the matter could not be heard and still pending.</p>	
8.	<p><u>Seeking time bound solution on implementation of agreed agenda points. Request to allot specific dates for implementation of the orders / decisions taken in JCMs</u></p> <p>1. Implementation of TA/DA to the KVS employee attending LDE and other examinations conducted by KVS. Pre-JCM dated 15.09.2015 minutes vide letter no.F.11029-3/2011-KVS (Admn.)R.S.No13 (S.No. 14) appeared on page 11. But till date no action has been issued. Date on which KVS will issue the order.</p> <p>2. Conversion from CPF to GPF- KVS should reach to finality to the issue for the welfare</p>	<p>The matter was discussed in last JCM and was dropped.</p> <p>The eligible cases of CPF optees are considered for</p>	<p>Discussed and dropped.</p> <p>The Chairperson has directed to clear the pendency within 4 months.</p>


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	<p>of KVS employee which all is in very few numbers. When KVS can develop its own KVSEWS away from CGEGIS why the pay scale or other should be developed. KEVINTSA POINT NO. 8 of KVS JCM AGENDA DATED 04.02.2014. JCM dated 25.07.2012 (KEVINTSA Point No.10), JCM dated 18.10.2012(Point No.10), JCM dated 04.10.2013 (Point No. 9(10))</p> <p>3. Payment of honorarium for additional duties like preparation of Annual Accounts, Duties related to Appointment of teachers/ NTS in KVS, deputation duties. It has been decided to consider these cases on case to case basis. JCM Dt. 28.10.2014 KEVINTSA Point No. 13.</p> <p>4. Display of lists on KVS Website has been decided during Pre-JCM dated 15.09.2015 and thereafter 20.02.2017</p> <p>5. Defense Assistant in KVS – To exempt the provision for taking defense Assistant compulsorily from KVS employee. Decided in JCM dated 27.05.2016 (point No. 5 of KEVINTSA) but no action has been intimated.</p> <p>6. All decisions taken on KEVINTSA points during JCM dated 20.02.2017</p>	<p>conversion from CPF to GPF as per the Ministry of HRD letter dated 08.12.2016. 09 such cases have been considered and approved so far.</p>	<p>Action by : JC(Fin)</p> <p>Discussed and dropped.</p> <p>Discussed and dropped.</p> <p>Discussed and dropped.</p> <p>Discussed and dropped.</p>
9.	<p><u>Sharing of power in KVs – duties along with responsibilities that would create a perfect match</u></p> <p>In KVS all the duties has been officially imposed upon the KVS JSA, SSA and ASO but powers has been showered on Principals. The Principals of a Kendriya Vidyalaya has been entrusted with powers of handing Academic, Administration and Financial powers. But due to this heavy work load the Principals cannot pay full attention on the Academic interest of the Vidyalaya. Their attention gets deviated for which they should not be held responsible. KEVINTSA suggests that the Principals may be retained with the powers of Academic, Administration of the Vidyalaya and financial responsibilities may be entrusted to the ASO of the Vidyalaya. Today a JSA/SSA/ASO is handing fund for some of the Vidyalaya amounting to about 30-50 million but absolutely without any power. In KVS there is literally no option for a worker to give any suggestion to his boss handling millions of Government fund. All this is creating a huge difference in action and rules. Thousands of Audit paras are lying pending in KVs only due to poor knowledge on</p>		<p>Discussed and dropped.</p>

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	<p>financial aspects of the DDOs. The fund is handled by a Principal whereas the reply to the action taken for poor management of KVS fund is to be prepared by the JSA/SSA/ASO of the Vidyalaya. This is unbalanced. KEVINTSA thus demands</p> <p>A. that Principals may please be left with the powers to handle Administration (after good amount of Training) and Academics. The Academic environment will also be benefitted, if this is implemented, in true spirit.</p> <p>B. that the entire responsibilities of Accounts should be left with the specialized group of people called Administrator or Accounts Officer posted out of all Senior Secretariat Assistants, Assistant Section Officer or Section Officers in every vidyalayas. They may be held responsible for all the financials actions of a Vidyalaya. Accordingly the Salary of those officers should also be taken care of, at par with his/her duties and responsibilities.</p> <p>C. Or if both the above policies are not acceptable to your kind self, then, please issue clear instruction about the fact that NO Junior Secretariat Assistant, Senior Secretariat Assistant and Assistant Section Officer be forced by any DDO of KVS to draft replies of Audit paras. He / She can take the help of JSA to get the replies typed and send the same to competent person.</p> <p>D. that all the Junior Secretariat Assistant, Senior Secretariat Assistant and Assistant Section Officer should be exempted from preparation of Annual Accounts of KVs/ROs – the expenditure which has been incurred by the Principals, Deputy Commissioners or even higher ranked officers.</p>		
<p>10.</p>	<p><u>A separate e-mail id should be developed correspondences with Service Associations of KVS. The replies may also be posted through the same mail to GS/Presidents of Service Association. It was already accepted during the Pre-JCM dated 15.09.2016 on the agenda of KVPSS. Regional Counsels has been defunct in some Regions.</u></p> <p>1. Even after hundreds of Assurances KVS has always violated Article 66A of Manual of Office Procedure developed by DOPT. From last JCM dated 20.02.2017 till date 45 letters has been drafted and posted online to Hon'ble Commissioner, Addl. Commissioner (Admn.) and Jt. Commissioner(Pers.), Jt. Commissioner(Admn.) and Jt. Commissioner(Fin). But it is sorry to state that full pen down has been observed by KVS and not a single response has been received from KVS side till date. During the last JCM Hon'ble Chairperson directed KVS to acknowledge the receipts of letters of Service Association but the same has been defied. This is highly objectionable.</p> <p>2. Regional JCM has been stalled in Regions like Silchar, Tinsukia, Lucknow, Jabalpur, Bhopal, Bangaluru, Hyderabad and Kolkata where only single JCM has been conducted for the Region, in lieu of, scheduled four JCM of Regional Counsels.</p>	<p>The Joint Commissioner (Pers.) is the Member Secretary of JCM and the email id is jcp.kvs@gmail.com</p> <p>The issue of conduct of RJCM was placed in Deputy</p>	<p>Discussed and dropped.</p> <p>Discussed and dropped.</p>



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	<p>So, it is respectfully suggested from KEVINTSA that either this proviso of RSA be followed in KVS in proper manner or please delete the entire chapter of RSA Rules 1994 so that energy wasted on drafting letters to KVS authority by the Service Association can be minimized and be utilized in more positive purpose. It seems as a clear strategy of KVS to wind off Service Association from KVS, strongly condemned.</p>	<p>Commissioners' Conference held from 3rd to 5th July, 2017. Directions has been to all Deputy Commissioners for conduct of RJCM regularly.</p>	
11.	<p>Special Agenda of Grant of Adhoc Bonus for the year 2016 and VIIth CPC to KVS employee Even after several notifications and correspondences representations of KEVINTSA has been remain unanswered on the issue of grant of Adhoc Bonus for the year 2016 and VIIth CPC to KVS employee.</p> <ol style="list-style-type: none"> 1. What steps KVS has taken be briefed to house. 2. Some seems to be in news that KVS has assured to bore the responsibility of sharing 30% of liability of non-plan grants (Pay & allowance). How KVS is going to manage this 30% without hiking the fee of KVS Students. 	<p>Kendriya Vidyalaya Sangathan vide its circular dated 03.08.2017 has already implemented the 7th CPC for its all teaching and non-teaching category employees.</p> <p>As regard to bonus for the year 2015-16, KVS has already taken up the matter with the Ministry of HRD for release of ad-hoc bonus for its employees vide KVS letter No.F.1-1/2016-KVS/JC(Fin) dated 02.11.16 Decision of the Ministry is awaited.</p>	<p>The Chairperson directed to pursue the matter already taken up with MHRD for issue of necessary directions regarding grant of ad-hoc Bonus for the year 2015-16 and allowances as per 7th CPC.</p> <p>Action by: JC(Fin.)/ DC (Fin.)</p>


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C. AGENDA POINTS OF KVPSS


S.No.	Agenda Point	KVS comments	Decision taken in JCM meeting held on 22.08.2017
1.	<p>Delay in the implementation of the recommendations of the 7th Central Pay Commission and payment of bonus for the year 2015-16. Both the payments should be immediately given to the KVS staff. If not possible to pay immediately, kindly explain reason behind the delay. Whether KVS is ready to accept the issue of 30% generation of funds, if yes, kindly try to explain the</p>	<p>Kendriya Vidyalaya Sangathan vide its circular dated 03.08.2017 has already implemented the 7th CPC for its all teaching and non-teaching category employees.</p> <p>As regard to bonus for the year 2015-16, KVS has already taken up the matter with the Ministry of HRD for release of ad-hoc bonus for its employees vide KVS letter No.F.1-1/2016-KVS/JC(Fin) dated 02.11.16. Decision of the Ministry is awaited.</p>	<p>The Chairperson directed to pursue the matter already taken up with the MHRD for issue of necessary directions regarding grant of ad-hoc Bonus for the year 2015-16 and allowances as per 7th CPC.</p> <p>Action by : JC(Fin.)/ DC (Fin.)</p>


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	source from where it will be obtained?		
2.	(a) Selection of KV teacher for posting to KV, Moscow, Kathmandu and Tehran should be based completely on the basis on written test only rather than on the basis of interview.	The applications for posting in KVs abroad are being scrutinized at regional level in the first instance and thereafter the candidates recommended by Regional Offices are being interviewed at KVS (HQ) level under the chairmanship of Commissioner, KVS in case of Principals and under the chairmanship of Addl. Commissioner (Acad.) for teachers. Only the meritorious employees are being considered for posting in Kendriya Vidyalayas abroad on transfer basis which is purely based on the proven performance of the teacher. Hence written test for selection of teachers for KVs abroad is not necessary.	The Chairperson directed that the matter regarding posting of miscellaneous category of teachers for foreign posting may be examined. Action by : JC(Admn)
	(b) KVS National awardees should be granted one year extension in service on the lines of President's awardees.	KVS is awarding two types of Incentive awards to its employees, one at Regional Level and another at National Level. The extension in service is to be given for two years on year to year basis subject to physical fitness and mental alertness, to the teachers who have been awarded Rashtriya Puraskar (National Award by the Hon'ble President of India) as per the provisions of Govt. of India. KVS Incentive award cannot be equated with National award in any manner.	The Chairperson directed to examine the issue. Action by : JC(Admn)
3.	(a) APAR points	The transfer policy as well as the	Discussed and dropped.


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	<p>are generally unfair and create dissatisfaction among teachers as some Principals and ACs being biased discriminates among teachers and do not give points in accordance to the performance level of teachers. Hence, APAR points should not be considered in effecting transfers or selection for awards etc.</p>	<p>selection process for awards is a well thought decision at appropriate level.</p>	
	<p>(b) Senior scale TGTs should be allowed to take LDE for posts of Principal and VicePrincipal . All the</p>	<p>के.वि.स. के सभी भौक्षिक और गैर भौक्षिक पदों के भर्ती नियमों पर पुनर्विचार करने हेतु दिनांक 01-10-2015 के आदे 1 के माध्यम से रिव्यू कमेटी का गठन किया गया था। अतः के.वि.स. के सभी भौक्षिक और गैर भौक्षिक पदों के भर्ती नियमों को रिव्यू कमेटी द्वारा विचार किया जाएगा।</p>	<p>Discussed and dropped.</p>


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	<p>TGTs (ART, P&HE, WE) should be eligible to take LDE for the post of Vice-Principal and Principal as there is no provision of PGT post in their respective categories</p>		
4.	<p>Defence spouse is given 40 points whereas spouse working in project that sponsors KV is given 20 points. In both cases the points should be same as both are Sponsoring authorities for the KVS.</p> <p>6. Entry scale of teachers</p>	<p>Conditions of Defence forces personnels are more difficult than anyone else. They are frequently transferred at all India level. Their case can not be equated with other civilian employees.</p>	<p>Discussed and dropped.</p> <p>The Chairperson directed to examine the issue.</p> <p>Action by: JC(Fin)/ DC(Fin)</p>

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	should be as per VI CPC as on 01/01/2006 for those who joined prior to 01/01/2006		
5.	For promotion of PGT (CS), B. Ed. Degree is required but as on date no university is ready to give admission to BE/BTech. and MCA in the correspondence course or distance mode. Face to face D.Ed. is made the essential qualification for Admission in correspondence courses. IGNOU can be asked to relax eligibility for KVS PGTs	<p>के.वि.स. के सभी भौक्षिक और गैर भौक्षिक पदों के भर्ती नियमों पर पुनर्विचार करने हेतु दिनांक 01-10-2015 के आदे 1 के माध्यम से रिव्यू कमेटी का गठन किया गया था।</p> <p>अतः के.वि.स. के सभी भौक्षिक और गैर भौक्षिक पदों के भर्ती नियमों को रिव्यू कमेटी द्वारा विचार किया जाएगा।</p> <p>इस मुद्दे पर सक्षम अधिकारी द्वारा विचार किया जाएगा।</p>	<p>The Chairperson directed to re-examine the issue with more clarity, in consultation with NIOS/ IGNOU.</p> <p>Action by : JC(Trg.)</p>


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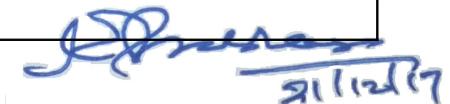
	(CS).		
6.	<p>Teachers having differently abled children are denied Children Allowance as articles needed in schools for special children are not included in the list of items for which reimbursement is given. These teachers are struggling hard to bear the expenses of schools of their wards. Expenditure on education of these children is high, hence teachers having differently able wards should be</p>	<p>Central Govt. guidelines in this regard are being followed in KVS.</p>	<p>Discussed and dropped.</p>


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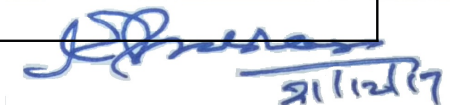
	<p>allowed children allowance at par with normal entitlement limits so that the teachers are not under financial strain.</p>		
7.	<p>(a) In-service course for teaching staff should be carried out in one go instead of two spells and should be carried out in working hours restricted to 6 hours only. Holiday should be given for important festivals during these courses.</p>	<p>The proposal for having In-Service course in single spell was not approved in the 43rd Academic Advisory Committee meeting held on 16.10.2015. As regard to Holidays that fall during course period are utilized for conducting excursions to the participating teachers.</p>	<p>Discussed and dropped. However, Chairperson advised to avoid major holidays.</p>
	<p>(b) Whenever a letter is sent by an</p>	<p>Acknowledgements to the some letters of Associations have been sent. All efforts shall be made to ensure that</p>	<p>The Chairperson directed that the letters of Association should be acknowledged and replied within</p>


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	<p>Association to KVS R.O. or H.Q. on behalf of an Association, a proper response should be given within one month. There is distinct guideline in the DOPT Govt of India regarding the same.</p>	<p>acknowledgement/ replies be issued.</p>	<p>one month. Action by: All Divisional Heads</p>
8.	<p>AIKVTA Gurugram Region conducted its Regional Convention in the library of K.V. Hissar on a working day. Holding a Regional Convention during school hours is illegal and unjustified. Even the quorum was not complete</p>	<p>On the request of General Secretary, AIKVTA, permission was accorded by the Regional Office to conduct the second Regional Convention of AIKVTA Gurgaon Region in KV Hissar Cantt on 22.10.2016 (Saturday). The Regional Office Gurgaon has admitted that in the absence of clarity on rule position the permission was granted. However, they have assured that it will not be repeated in future.</p>	<p>The Chairperson directed that such events should not be repeated in future. Noted Action by: JC(Pers.)</p>


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	<p>as hardly 15 to 20 teachers from 4 to 5 KVs attended the Convention. This issue was also raised and discussed in the JCM meeting but it is not mentioned in the minutes of the meeting. Kindly initiate action against D.C. who gave permission for such meeting.</p>		
9.	<p>Delay in the implementation of the recommendations of the 7th Central Pay Commission and payment of bonus for the year 2015-16.</p>	<p>Kendriya Vidyalaya Sangathan vide its circular dated 03.08.2017 has already implemented the 7th CPC for its all teaching and non-teaching category employees.</p> <p>As regards bonus for the year 2015-16, KVS has already taken up the matter with the Ministry of HRD for release of ad-hoc bonus for its employees vide KVS letter No.F.1-1/2016-KVS/JC(Fin) dated 02.11.16</p>	<p>The Chairperson directed to pursue the matter already taken up with the MHRD for issue of necessary directions regarding grant of ad-hoc Bonus for the year 2015-16 and allowances as per 7th CPC. Action by: JC(Fin.)/ DC(Fin.)</p>


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	<p>Both the payments should be immediately given to the KVS staff. If not possible to pay immediately, kindly explain reason behind the delay. Whether KVS is ready to accept the issue of 30% generation of funds, if yes, kindly try to explain the source from where it will be obtained?</p>	<p>Decision of the Ministry is awaited.</p>	
10.	<p>KVS has recently conducted interviews for various categories of teaching staff. Teachers serving at hard and very hard</p>	<p>KVS has already considered this matter.</p>	<p>Discussed and dropped.</p>


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	station should be first transferred to their choice stations and then letter of appointment to be issued.		
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