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KENDRIYA VIDYALAYA PRAGATISHEEL SHIKSHAK SANGH

Add.: 73/77, Paramhansh Marg, Mansarovar, Jaipur
(Recognised by KVS under Ministry of Education, Govt. of India)

F. No. KVPSS(HQ)/BOG/2023-24/10

Date: 27.05.2023

The Commissioner
Kendriya Vidyalaya Sangathan
18, Institutional Area
Shaheed Jeet Singh Marg,
New Delhi - 110 016

Sub:- Suggestions from KVPSS for discussion in upcoming BOG reg.

Madam,

Apropos subject above the following points are put forward for your perusal and needful action: -

1. Publication of new transfer guidelines and calendar of transfer activities 2023 and initiation of annual transfer process immediately.

- (i) Calendar of transfer activities may be published immediately.
- (ii) Transfer against no taker vacancy and mutual transfers must be the part of annual transfers.

All the employees are eagerly waiting for transfers from last year specially those who have completed their tenures at NER/ hard stations. KVPSS suggested that transfers should be first operated followed by LDCE and direct recruitment posting. The LDCE posting should be given in the nearby schools as per availability of vacancy in the Vidyalayas.

2. Absorption of NER special recruitment Drive teachers into all India transfer cadre.

KVPSS repeatedly raised the issue of NER special drive teachers for opening of all India transfers for them so that these trained teachers can be continued .KVS itself have collected various data in recent months about the present strength of these teachers, only around 250 teachers are there in this drive. Now there is no shortage of teachers in NER as we have seen that thousands of teachers willingly opted request transfers under no taker vacancy to NER in the last transfers operated in the year 2021. Now KVS is facing the challenges in the southern zone of the country and resultant KVS was forced to do 1455 administrative transfers in 2022.Hence there is a need to review this drive and allow them to apply for all India transfers.

3. Cancellation of 1455 administrative transfers done in the year 2022.

It is stated that more than 800 court cases are pending in the various Hon'ble CAT benches. Association is in view of cancellation of these transfer order for prudential solution of this conflict between the employees and Sangathan.

4. Review of Senior and selection Scale for teachers.

It is very painful that there is no monetary benefit in senior scale for PRTs and TGTs. It is only black and white exercise by KVS. It needs to be addressed immediately. KVS HQ is also expected to issue a clarification on the option of **FR rule 22 (1)a(2)** which is applicable on senior scales and

selection scales. If the employee gives option for pay fixation from DNI i.e. July, his or her next DNI must be on first January under rule 10 of CCS revised pay rules 2016.

- (i) Implementation of MACP scheme for teaching staff.
 - (ii) If MACP scheme cannot be adopted than other career progress scheme may be adopted so that teachers can get at least one increment after completion of 10, 20 and 30 years of his/her services.
 - (iii) In some states like Haryana 8, 16 and 24 years career progress scheme is there for teachers.
5. **Representation of KVPSS in Regional JCM as Well as National JCM.**
There are 7 seats for representation from staff side in the Regional and National JCM. At present there are 6 representations and 1 vacancy is there. It may be extended to KVPSS at both the level.
6. **Digitalization of the data of KVS employees.**
It is the need of 21st century that the service data of KVS employees must be on one click. All transfer, posting, Joining and relieving must be online and there should not be any manual interference. It will create satisfaction to the employees and save the resources of KVS itself. Regular updation of vacancy positions on RO websites and KVS HQ website.
7. **Review of the progress of CGHS facilities for all servicing employees of KVS.**
8. **Extension of death gratuity and retirement gratuity to the NPS subscribers of KVS as per CCS pension rules 1972(revised 2021).**
9. **Implementation of old pension scheme in concurrence of Ministry of Personnel, Public Grievances and Pensions, office memorandum No. 57/05/2021-P&PW(b) dated 03/03/2023 to the appointees after 01/01/2004 whose advertisement was issued before 22/12/2003**
10. **Revamping of grievance redressal mechanism in KVS at various level.**
 - (i) Formation of separate grievance cell for transfer related issues.
 - (ii) Cancellation of wrong transfers done in last two years specially which were highlighted by the association with evidence for example there were only 4 APAR marks may be given but some teachers were allotted 10 marks and they got transfers on their choice place and genuine teachers could not get transfers due to these false transfers.
11. **Confirmation of all PRTs who were selected in the year of 2019 having B.Ed degree. It was the responsibility of KVS to provide the Bridge course for them but KVS has not initiated any step and these PRTs are not confirmed yet.**
12. **The transfer of Association subscription contribution directly from RO level or KVS HQ level instead of individual Vidyalaya level.**
13. **The experience on feeder post for Vice Principal should be 3 years for LDCE examinations. TGTs must be allowed to apply for the post of Vice Principal and Principal according to UPSC and Do&PT guidelines. The Selection criteria for LDCE examination should be qualifying in nature and offer of promotion must be based on inter-se-seniority basis as per Do&PT guidelines.**

This is submitted for your kind intervention on priority Basis.

Thank You

Yours Faithfully


Anil Kumar Datta

National General Secretary.

KVPSS