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ALL INDIA NAVODAYA VIDYALAYA STAFF ASSOCIATION
AINVSA (REGD 492/94)
CENTRAL EXECUTIVE COMMITTEE, MAMNOOR, WARANGAL.Dist50616

Jagdish Rai, President:
JNV, Jiyanpur, Azamgarh (U.P) 276138

L.B.Reddy, General Secretary
JNV, Mamnoor, Warangal, (A.P) 506166

F.No.AINVSA CEC/2008-2009/06-03/1

Date: 06-03-09

To
The Honorable Commissioner
Navodaya Vidyalaya Samiti
New Delhi - 110048

Respected Sir,

Sub: Grant of entry Pay Scales as per the CCS (RP) rules, request-reg.
Ref: - Our letter F.No: AINVSA CEC/2008-2009/16-02/01 Dt:06.02.09

In continuation to our representation referred above, where in we have endeavored to bring to your authority the erroneous manner in which the NVS has fixed the pay scales of the teaching staff on entry to the NVS services on or after 01.01.2006 and beg to submit the following.

We had focused our submission vide Table IIA and B of the above referred letter the manner in which the NVS has fixed the pay of the new entrants to NVS services who joined on or after 01.01.2006 and the injustice meted out to them vis-à-vis the enumerations made in the rules (Part-B Sec-II of the gazette notification dated: 29.08.2008 under note-2A of rule7) the monetary loss, the new entrants were subjected to was also explained through the said representation owing to the erroneous pay fixation.

Now we reliably understand that the KVS which is projected for comparison always by the NVS, has accorded pay fixation to the new recruits to service on or after 1-1-2006, strictly in compliance with the prescribed manner, detailed in our representation dated 16.02.2009.

It is therefore pertinent to the NVS the CC(R P) rules 2008 are strictly implemented in accordance with its contents in true letter and spirit taking a leaf from out of KVS and ensure justice to such cadre of employees, who joined on or after 1.1.2006.

We solicit early orders in the matter.
Thanking you
Your sincerely

Jagdish Rai
(President)

L.B.Reddy
(General Secretary)



F.No.AINVSA CEC/2008-2009/16-2/1

Date: 16-02-2009

To
The Hon'ble Commissioner
Navodaya Vidyalaya Samiti
A-28, Kailash colony,
New Delhi.

Sub: Grant of bunching benefit- and step up of pay of teachers in NVS as
Per VI CPC recommendations – in pay fixation as on 01.1. 2006 – Reg:

Ref: G.I, M.F., Notif.F. No 1/1/2008 – 1 C. Dated: 29-08- 2008 CCS (RP) RULES 2008.

Respected Sir,

With reference to the above cited subject, we would like to draw your attention about the wrong pay fixation for JNV's teacher's – TGTs, PGTs and vice principals, miscellanies staff and principals as on 1.1.2006 by the respective Vidyalayas under the guidance of NVS .

The VI CPC recommended the following Rules for pay fixation of all the employees.

1. The manner of initial fixation of pay in the revised pay structure has been indicated in Rule 7 of the CCS (RP) Rules 2008. On the basis of this rule, detailed fixation tables for each stage in each of the pre – revised scales have been worked out in the manner recommended by the VI CPC and are enclosed as Annexure (i) of the above stated office memorandum.
2. The tables in Annexure – (i) will be applicable in cases where normal replacement scales have been approved by the government. In case of up gradation of posts and merger of pre – revised pay scales, fixation of pay will be done as prescribed in note 2A and 2B below rule 7 (1) and in the manner indicated in illustration 4A and 4B respectively of the explanatory memorandum to the CCS(RP)Rules 2008. Note 2A – where a post – has been upgraded as a result of the recommendations of the VI CPC as indicated in part B or part C of the first schedule to these rules, the fixation of pay in the applicable pay band will be done in the manner prescribed in accordance with clause (A) (i) and (ii) of rule 7 by multiplying the existing basic pay as on 1.1.2006 by a factor of 1.86 and rounding the resultant figure to the next multiple of ten. The grade pay corresponding to the upgraded scale as indicated in column 6 of part B or C will be payable in addition . Illustration 4A in this regard is in the explanatory memorandum to these rules. Government of India / ministry of finance/department of expenditure (implementation cell) have prepared fitment tables in annexure-1 for all employees, where normal

replacement scales have been approved. But not prepared for upgraded posts. Only given pay fixation rule with example.

Based on the Rules framed by VI CPC recommendations and approved by Government of India, NVS has to prepare a fitment table for teachers- starting From TGTs, PGTs, Vice principals of rule 7

(A) In the case of all employees.

The pay in the pay band/pay scale will be determined by multiplying the existing basic pay as on 1.1.2006 by a factor of 1.86 and rounding off the resultant figure to the next multiple of 10.

- I. If the minimum of the pay band/pay scale is more than the amount arrived at as per (i) above the pay shall be fixed at the minimum of the revised pay band/pay scale

For e.g.: (1) primary teacher drawing pay of Rs4500 in the scale of Rs4500 – 7000 on 1.1.2006, will be fixed at minimum of 12090 in the PB- 2 with effect from 1.1.2006 and grade pay of 4200 will be allowed in the following manner.

$4500 \times 1.86 = 8370$.this amount is less than the minimum of revised pay band-PB-2-Rs9300/revised pay scale-12090 on the ground that primary teacher pay is upgraded to 6500 – 200 – 10500 in the pay band PB – 2 Rs9300 – 34500 with grade pay of 4200. The minimum of revised pay band is – 9300; minimum of the revised pay scale is Rs12090. For Rs 5000 pre revised basic, the new pay scale is 9300 in the PB – 2. For 6500 pre revised basic minimum revised scale is – 12090. PRTs drawing a basic of Rs4750, 4875, 5000, 5125, 5250, 5325, 5500, 5625, 5750, 5875, 6000, 6125, 6250, 6375, 6500, will also get fixed at Rs12090 as on 1.1.2006 with grade pay of 4200 .as per proviso 1 to rule 7 (i) a (ii) of CCS (RP) Rules 2008

Provided further that: (i) Where, in the fixation of pay, the government servants drawing Pay at two or more consecutive stages in an existing scale gets bunched, that is to say, gets fixed in the revised pay structure at the same stage in the pay band, then for every two stages so bunched benefit of one increment shall be given so as to avoid bunching of more than two stages in the revised running pay bands. For this purpose, the increment will be calculated on the pay in the pay band. Grade pay would not be taken into account for the purpose of granting increments to alleviate bunching.

(ii) If by stepping up of the pay as above, the pay of a government servant gets fixed at a stage in the revised running pay band/ pay scale (where applicable) which is higher than the stage in the revised pay band at which the pay of a government servant who was drawing pay at the next higher stage or stages in the same existing scale is fixed, the pay of the latter shall also be stepped up only to the extent by which it falls short of that of former. Bunching and step up benefit is to be given. Illustrative statement fitment table is available with NVS.

E.g.: (2) T.G.T (or) Senior Scale PRT drawing pay of Rs5500 in the scale of pay of Rs5500 – 175 – 9000 will be fixed at, 13860 (minimum of Rs7450-225-11500 pre-revised pay) in the PB – 2 Rs9300 – 34800 with effect from 1.1.2006 and grade pay of Rs4600 will be allowed. TGTs / senior scale PGTs drawing a basic of 5675, 5850, 6025, 6200, 6375, 6550, 6725, 6900, 7075, 7250, 7425, as on 1.1.2006 in the scale of pay 5500 – 175-9000 will also get fixed at Rs13860.

00 the minimum of new pay 7450 – 775 – 11500). As per proviso 1 to rule 7 (ii a iii a) CCS (RP) Rules 2008. Bunching and step up benefit is to be given.

E.g.: (3) Selection Grade PRT / Senior Scale T.G.T – drawing pay of Rs6500 in the scale of pay of Rs6500 – 200 – 10500 will be fixed at Rs16280 (keeping in view the pay scale of PRTs, TGTs after bunching effect), the minimum of upgrade scale 7500 is to be Rs16280 in the PB – 2 Rs9300 – 34800. Selection grade PRTs/ selection grade TGTs/PGTs’ drawing a basic of 6700, 6900, 7100, 7300, 7500, 7700, 7900, 8100, 8300, 8700, as 1-1-2006 in the scale of pay Rs6500-200-10500 will also get fixed at Rs16280. Again as per rule bunching benefit is to be given.

E.g.: (4) Selection Scale TGTs/ Senior scale PGTs/ Vice Principal drawing pay of Rs7500 in the scale of 7500-200-12000 will be fixed at 17950 (the minimum of the revised pay of upgraded pre-revised scale-8000-275-13500) in the PB – 3 Rs15600-39100. Selection Scale PGTs/ Senior Scale PGTs/ Vice Principals drawing a basic of 7750, 8000, 8250, 8500, 8750, 9000, 9250, 9500 as on 1-1-2006 in the scale pay Rs7500-250-12000 will also get fixed at Rs17950 on 1-1-2006 with grade pay of 5400, as per proviso 1 to rule 7 (ii a iii a) CCS (RP) Rules 2008. Bunching and step up benefit is to be awarded.

E.g.: (5) : Selection Scale PGTs/Senior scale Vice-Principals- drawing pay of Rs 8000 in the scale of Rs800-275-13500,will be fixed at Rs21020 (the minimum of the revised pay of upgraded pre-revised scale-Rs10000-325-15200) in the PB-3 Rs.15600-39100 with grade pay of Rs6600 will be allowed election scale PGTs and senior scale vice-principals drawing a basic pay of Rs 8275,8550,8825,9100,9375,9650,9925,10200’10475,10750,11025 and 11300 as on 01.01.2006 in the scale of pay Rs 8000-275-13500 will also get fixed at Rs 21020 with grade pay of Rs 6600 as per provisions to rule 7 (1) a(ii) of CCS(RP) Rules 2008. Again as per rule bunching benefit to be given. The illustrative statement fitment table is enclosed.

E.g.: (6): Principals drawing pay of Rs.10000 in the scale of pay of Rs10000-325-15200 on 101-01-2006 will be fixed at minimum of Rs22320 in the PB3 Rs.15600-39100 w.e.f 01.01.2006 and a grade pay of Rs7600 will be allowed. Principals drawing a basic of Rs10325, 10650, and 10975,11300,11625,11950 as on 01.01.2006 in the scale of Rs10000-325-15600 will also get fixed at Rs22320 (the minimum of revised pay scale of upgraded pre-revised scale is Rs12000-375-16500) on 01-01-2006 with grade pay of 7600. As per proviso 1 to rule 7 (ii a iii a) CCS (RP) Rules 2008, again as per rule bunching benefit is to be given.

(iii) The pay in the pay band will be determined in the above manner. In addition to the pay in the pay band, grade pay corresponding to the existing scale will be payable. Grade pay corresponding to existing scale will be payable.

For example

1. For PRTs –PRTs pre revised basic is 4500-125---7000. For this Pay scale, revised pay band is PB—1 Rs.5200-20 2000 with grade pay of Rs2800. The upgraded scale is Rs6500—200—10500. The revised pay band is PB2 Rs9300—34800.with grade pay ofRs4200. The grade pay of Rs4200 to be added to 6500—200-10500 upgraded scale but not to 4500—125—7000 scale, revised basic. or minimum of the PB-2 Pay Band.
2. For TGTs- TGTs Pre revised scale is 5500—175—9000.for this scale revised pay band is PB2 Rs9300—34800 with grade pay of Rs4200. The upgraded scale is Rs7450—225—1150 with grade pay of Rs4600.the grade pay Rs4600 is to be added to Rs7450—225—11500 up graded replacement scale but not to Rs5500—175—9000 scale replacement scale.

3. For PGTs- PGTs pre revised scale is 6500—200—10500 .the revised pay band is PB2rs9300—34800 with grade pay of 4200.the upgraded scale is 7500—250—12000 .the corresponding grade pay is 4800.the grade pay of 4800 is to be added 7500—250—12000 up graded revised scale but not to 6500—200—10500 Replacements scale/revised scale.

4. For Vice-Principal's – Vice-Principal's Pre revised scale is 7500—250—12000. The revised pay band is PB2 Rs9300—34800 with grade pay of Rs4800. The upgraded scale is Rs8000—275—13500. The corresponding grade pay is Rs5400.the grade pay of 5400 is to be added Rs8000—275--13500 up graded revised scale, but not to Rs7500—250—12000 replacement scale/revised scale.

5. For service-principal's, sr. Vice-principal's pre revised scale is Rs8000-275-13500. The revised pay band is PB3 Rs15600-39600 with grade pay of Rs5400 the upgraded scale is Rs10000-325--15600. The corresponding grade pay is Rs6600.the grade pay of Rs6600 is to be added Rs10000-325--15600 up graded revised scale, but not to Rs8000-275-13500 replacement scale/revised scale.

6. For principal's- Principal's pre revised scale is 10000-325-15600. The revised pay band is PB3 15600—39600 with grade pay of, Rs6600 the upgraded scale isRs12000-375-16500. The corresponding grade pay is Rs7600.the grade pay of Rs7600 is to be added Rs12000-375-16500 but not to Rs10000-325-15600 replacement scale/revised scale or minimum of PB3-Rs15600.

Grade pay corresponding to existing scale will be payable.

Sl.no	Cadre	Existing pre revised scale	Revised pay band	Grade pay	Up graded scale[pre revised scale]	Revised pay band	Grade pay	New basic starting stage as on1-1-2006
1.	PRTs	4500— 125— 7000	PB1, rs5200-- 20200	2800	6500— 200— 10500	PB2-- 9300— 34800	4200	12090+4200
2.	TGTs/Sr.PRTs	5500— 175— 9000	PB2 9300— 34800	4200	7450—225- -11500	PB2-- 9300— 34800	4600	13860+4600
3.	PGTs/Sr TGTs/selection grade PRTs	6500— 200— 10500	PB2 9300— 34800	4600	7500—250- -12000	PB2-- 9300— 34800	4800	16280+4800
4.	For VP's/Sr.PGTs'/ selection grade TGTs	7500— 250— 12000	PB2 9300— 34800	4800	8000— 275— 13500	PB3 15600— 39000	5400	17950+5400
5.	Senior scale VPs/ selection grade PGTs'	8000— 275— 13500	PB3 15600— 39000	5400	10000— 325— 15600	PB3 15600— 39000	6600	21020+6600
6.	Principal's	10000— 325-- 15600	PB3 15600— 39000	6600	12000— 375— 16500	PB3 15600— 39000	7600	22320+7600

Pay fixation of Teachers in NVS is not done as per above stated rule and manner. Samiti has calculated revised pay as on 1.1.2006-on existing pay scale by multiplying with 1.86+ up graded pay scale grade pay. It is against rule.

The pay fixation should be existing basic pay as on 01-01-2006x1.86 arrived amount fixation of pay in the up graded pay band/pay scale+ up graded pay scale corresponding grade pay .In the **V** pay commission also, JNV's teachers drawing pay in the v, vi stages, were denied bunching benefit w.e.f.01-01-1996.

Kindly review the pay fixation as on 1-1-2006 for teachers of NVS and pay correct salary w.e.f. 1-1-2006.

Yours sincerely,

Jag dish Rai
(President)

L.B.Reddy
(General Secretary)

Copies submitted to Deputy Commissioners all the Regions of NVS for necessary action.

Email: ainvsacec@yahoo.co.in

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ALL INDIA NAVODAYA VIDYALAYA STAFF ASSOCIATION

AINVSA

(REGD 492/94)

CENTRAL EXECUTIVE COMMITTEE, MAMNOOR, WARANGAL.Dist 506166

F.No.AINVSA CEC/2008-2009/16-02/01
2009

Date: 16-02-

To
The Hon'ble Commissioner
Navodaya Vidyalaya Samiti
New Delhi -110048

Respected sir,

Sub: Fixation of Pay and grant of Entry scales in the revised Pay scales 2008 on par with sixth CPC Recommendations/KVS Staff- regarding.

Most humbly we bring to your kind authority, the following factual information for due redressal and corrective action.

The Regional offices of the Navodaya Vidyalaya Samiti have under took the work of approving the fixation of Pay Band in the CCS Revised Pay Rules 2008 recently and in the process caused a lot of damage to the employees, as enumerated here under by following erroneous methods..

The CCS (RP) Rules 2008, as notified by the Government of India vide notification dated 29-08-2008, without any ambiguity, defined the mode and manner of fixation of Pay of the employees under various circumstances.

In the same context, we invite kind attention to the Rule 7 and 8 of the Rules and endeavor to focus the blank areas in the process followed by the Samiti in the whole exercise.

I. NOTE 2-A Under Rule 7 (fixation of initial Pay in the revised Pay structure) clearly envisages the manner in which the fixation of Pay has to be done in respect of the cases where the posts have been upgraded as a result of the recommendations of the 6th CPC as indicated in part-B or part-C of the first schedule to these Rules. The posts of TGT/PGT/V.P./Principal in the Samiti having been upgraded to the scale of Pay as indicated there in and as depicted at S.No. XVII under part-B section-II, there ought to be little doubt as to the applicability of the Rules in question. It is further envisaged in the Note 2-A *ibid* that illustration 4-A printed under these Rules could be referred to and the illustration 4-A (Pay Fixation in cases where posts have been upgraded) clearly explains that the Grade Pay attached to the scale of Pay (Pay Band) shall be the criteria in the fixation of Pay and the benefit of bunching is incorporated in cases wherever admissible. The difference of Pay for the Teaching staff due to the wrong fixation of Pay by NVS is enumerated in Table- I below.

Table-1A As per revised Pay structure

Sl.no	Category	Pay in the Pre-Revised pay scale as on 01-01-06	Grade pay allowed	Revised Pay in the Pay band as on 01-01-06 (column 3 x 1.86)	Total Pay + Grade Pay	Due to bunching 3% over column No. 6
1	2	3	4	5	6	7
1	TGTs	7600	4600	14140	18740	19310
2	PGTs	8500	4800	15810	20610	21230

<http://delta.org.in/download/form/application>

3	Vice Principals	9250	5400	17210	22610	23280
4	Principals	13250	7600	24650	32250	33220

Table-1 B- Pay fixation done by Navodaya Vidyalaya Samiti

Sl.no	Category	Grade Pay	Pay in the Pre – Revised Pay scales Rs.	Revised Pay fixed by NVS	Total (Pay + Grade Pay)	Variation as per table 1 A
1	2	3	4	5	6	7
1	TGTs	4600	7600	14140	18740	570
2	PGTs	4800	8500	15810	20610	620
3	Vice Principals	5400	9250	17210	22610	670
4	Principals	7600	13250	24650	32250	970

- II. As per Part B section-2 of the Gazettes notification referred to above the Entry grade TGTs are placed in the Pre Revised Pay scale of Rs.7450-11500(Pay Band –2) with grade Pay of 4600. As per note 2A the applicable Pay Band is Rs.9300-34800. Similarly the PGTs / VPs and Principals Pay Band and respective grade Pays are enumerated there in, without any ambiguity. The same are reproduced here under for immediate reference **II A Fixation of Pay to be done as per revised Pay structure in respect of New Entrants (on or after 01-01-06)**

Sl.no	Category	Pay Band	Grade Pay (Rs)	Pay in the Pay Band (Rs)	Entry Level Basic Pay
1	TGTs	9300-34800	4600	12540	17140
2	PGTs	9300-34800	4800	13350	18150
3	Vice Principals	15600-39100	5400	15600	21000
4	Principals	15600-39100	7600	21900	29500

The above assumption and presumptions are arrived at on the basis of grade Pay granted to the teaching staff at serial No. XVII of part B, Section 2 of the Gazette Notification and also owing to the non-specification of entry Pay in the revised Pay structure in respect of teachers who are recruited on or after 01-01-2006.

It is a totally regrettable matter that the NVS has sought to fix the Pay of the Teaching staff in the Revised Pay structure, without taking into cognizance the detailed recounting recorded in the Gazette notification *ibid*. It appears the NVS has wrongly interpreted the Rules and granted the new Pay scales to new Entrants as follows.

B. Pay fixation as done by NVS Table II

Sl.no	Category	Pay Band	Grade Pay (Rs)	Pay in the Pay band	Variation in reference to Table II A
1	TGTs	9300-34800	4600	13900	3240
2	PGTs	9300-34800	4800	14100	4050
3	Vice Principals	15600-39100	5400	14700	6300
4	Principals	15600-39100	7600	23200	6300

We strive to bring to your kind attention one live example of a PGT getting appointed as Principal on direct recruitment basis and the manner in which the Pay fixation has been done by the Samiti to the relevant person

From 01.01.2006 to 30.04.2006 as PGT			From 01.05.2006 as Principal			
Pay in pre revised scale	Pay as per VI CPC	Variation	Pay as per VI CPC including GP		Variation in reference to Column 2	
8700+4350=13050 DA 24% =3132 Total=16182	8700 X 1.86=16180+4800 Total=20990	4808	15600+7600 Total=23200		2210	

It may be observed from the above live example that as Principal the Ex- PGT of the Samiti is receiving less monetary benefit, which is against natural justice. A situation has arisen where at the ex-PGT is lamenting on being appointed as Principal in the Samiti This situation if allowed would deteriorate the performance of the individuals and being against the spirit of the revision of Pay scales, should not be allowed to continue.

We may further emphasize that the NVS has not ensured the spirit of the VI CPC recommendations as approved by the Govt. of India and communicated vide the instant Gazette Notification but followed its own policies giving scant respect to the Govt. Orders in the matter.

It is paradoxical that the NVS has followed its own Rules where as the KVS in the Ministry of HRD has under took Pay fixation in the manner in which the Gazette Notification referred to above has explained in detail, along with illustrations, there in.

In the context of the submissions, *ut supra* we sincerely appeal the Hon'ble Commissioner, NVS kindly to arrange for a thorough review of the manner in which Pay fixation process has been undertaken by the Samiti and initiate suitable necessary action at the earliest, in order to protect the genuine interests of the teachers.

Any differentiation and discrimination between the teachers of the KVS and NVS can not be appreciated by the teachers in the Samiti, who are striving hard for the qualitative performance of the Vidyalayas at the National Level. More so, at the back drop of the AINVSA, making endless struggle for the grant of higher Pay scales to the teachers in view of the residential nature of the Institutions, the discrimination between the KVS and NVS could be hardly digested.

Sir, Revision of Pay scales is done once in every ten years and the Employees of Government, very eagerly wait to receive the monetary benefits, out of the revision. In many instances, the revision would not be in tune with the aspirations of the employees. Similarly, the revised Pay scales 2008 have not brought contentment to the teachers of NVS and it is regretted that the Pay fixation, as recommended by Government of India, is not adhered to, resulting further dissatisfaction to the teachers as detailed above. It is therefore appealed that the NVS may lose no further time in the initiation of redressal measures and cause glee to the teachers by rectifying the Pay fixation process, in the spirit of the VI CPC recommendations and as per the analogy existing in the KVS.

We thank you in anticipation.

Yours sincerely

Jagdish Rai
President

L.B.Reddy
General Secretary