

# NAVODAYA VIDYALAYA EMPLOYEES WELFARE ASSOCIATION (NVEWA)

(REGD. IN DELHI UNDER SOCIETIES REGISTRATION ACT 1860 REGISTRATION NO. DISTRICT-SHAHDARA/SOCIETY/1561/2020)

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“ सेवा अस्माकं धर्मः ”

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**Y.K.Verma**

**Ref.No/NVEWA/CEC/2020/PRS/SRE/**

**DATE- 04-10-2024**

To,  
The Commissioner,  
Navodaya Vidyalaya Samiti (NVS),  
Ministry of Education,  
Department of School Education & Literacy,  
B-15, Institutional Area, Sector-62,  
Noida, Gautam Budh Nagar, Uttar Pradesh - 201309

Subject: Representation for Grant of 10% Special Allowance to Non-Teaching Staff of Navodaya Vidyalaya Samiti

Respected Sir/Madam,

We the Navodaya Vidyalaya Employee Welfare Association (NVEWA) on behalf of the non-teaching staff employed at Jawahar Navodaya Vidyalayas (JNVs), requesting the grant of 10% Special Allowance to the non-teaching staff, similar to the allowance granted to teaching staff, as approved by the Department of Expenditure, Ministry of Finance, via Ministry of HRD's letter No. 17-01/2017-UT.3 dated 04.06.2018.

Context and Background:

The Ministry of Human Resource Development (MHRD), through its letter No. F.19-10/2010-UT.3 dated 14.01.2011, sanctioned a 10% Special Allowance to the teaching staff, librarians, and other employees involved in teaching activities at Navodaya Vidyalayas under the Sixth Central Pay Commission (CPC). This benefit was further extended under the Seventh CPC, via letter No. F.17-01/2017-UT.3 dated 04.06.2018.

Unfortunately, the non-teaching staff, despite their significant contributions, have not been included in the scope of this allowance. Non-teaching staff, who are required to stay on campus and fulfill essential duties, are integral to the smooth functioning of JNVs, especially given the fully residential nature of these institutions.



(Social Welfare)

**Dr Gurdit Singh**

(Pub.Relation)

**P.K.Chansoriya**

(Press Sec. )

**Joint Secretary**

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**Spokesperson**

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**M.R. Sharma**

**N. Surayvanshi**

**Durga Prasad**

**Dinesh Negi**

**Dr S K Singh**

**Vipin Gupta**

**Bharat Reddy**

**Anshul Shinghal**

**Debashish Chakraborty**

## Key Points of Representation:

### 1. Equitable Contribution by Non-Teaching Staff:

The non-teaching staff of JNVs, including Office Superintendents, Senior Secretariat Assistants (SSA), Lower Division Clerks (LDC), Storekeepers, Staff Nurses, Drivers, Electricians, Mess Staff, and other essential personnel, reside on campus and provide critical support to both students and the institution. Their roles extend well beyond standard office hours, encompassing emergency duties, hostel management, campus maintenance, and student welfare.

Under the NVS Service Rules, non-teaching staff are required to stay within the campus, making their availability crucial for the daily functioning of the Vidyalaya. These staff members also handle multiple responsibilities without additional compensation for extra hours or the demanding residential work environment. In this context, it is only fair and just to extend the same 10% Special Allowance to non-teaching staff as is provided to teaching staff.

### 2. Ekalavya Model Residential Schools (EMRS) Precedent:

A strong precedent exists in the form of the Ekalavya Model Residential Schools (EMRS), which operate on similar lines to JNVs. The Department of Tribal Affairs has approved a 10% Special Allowance for both teaching and non-teaching staff in EMRS. This decision recognizes the importance of non-teaching staff in supporting the residential schooling system, especially given their similar working conditions.

EMRS non-teaching staff, such as wardens, clerks, and other support personnel, have been granted the special allowance, acknowledging their essential contributions to the smooth operation of residential schools. Given that the EMRS was modeled on the JNV framework, it is only appropriate that the same policy be applied to the non-teaching staff of JNVs as well.

### 3. Challenges Faced by Non-Teaching Staff in JNVs:

JNVs are predominantly located in remote and rural areas, where access to medical, educational, and other basic amenities is often limited. Both teaching and non-teaching staff endure the same hardships, yet non-teaching staff have not been provided the same allowances to compensate for these challenges. Their work often extends beyond



normal working hours, and they do not receive any form of overtime or compensatory leave for the extra hours they put in.

In addition to their regular duties, non-teaching staff play a pivotal role in maintaining student safety and welfare in the residential setting. The current lack of special allowances creates a sense of inequity, affecting morale and job satisfaction. Given their shared responsibilities and dedication, it is essential that non-teaching staff receive the same financial recognition.

#### 4. Comparison with Other Residential Schools (Sainik Schools and Military Schools):

The Sixth CPC made it clear that employees of residential schools such as Military Schools and Sainik Schools deserve special allowances, citing their extended duties and involvement in residential operations. It recommended that these allowances be extended to employees in similar institutions. Navodaya Vidyalayas share many of the same operational structures, yet the non-teaching staff here remain without similar financial recognition.

The comparison becomes even starker when one considers the staffing levels at JNVs. The non-teaching staff in JNVs work with limited resources, often fulfilling roles that are handled by larger teams in Sainik Schools and Military Schools. Furthermore, JNVs have a higher student-to-staff ratio, further increasing the workload on the limited non-teaching personnel. Despite these challenges, non-teaching staff are not provided the 10% Special Allowance that is enjoyed by their counterparts in other similar institutions.

#### Justification and Request:

In view of the above factors, we strongly urge the Navodaya Vidyalaya Samiti and the Ministry of Education to reconsider the earlier proposals and extend the 10% Special Allowance to the non-teaching staff of JNVs, effective from 01.07.2017, as was initially proposed. This will bring parity between teaching and non-teaching staff and reflect the essential role that non-teaching staff play in the success of the residential Vidyalaya system.

By approving this allowance, the NVS will recognize the tireless contributions of non-teaching staff, who are essential to the smooth and


successful operation of JNVs. It will also help restore morale and ensure fairness within the system.

**Conclusion:**


We hope that the Navodaya Vidyalaya Samiti will consider this representation with the urgency it deserves and address this long-standing demand of non-teaching staff. The precedent set by the Ekalavya Model Residential Schools (EMRS) and the provisions recommended for Sainik Schools further support the case for extending this allowance to non-teaching staff of JNVs, who work under identical conditions and contribute equally to the holistic functioning of the institution.

We look forward to your positive response and a prompt resolution.

Thanking you in anticipation



**Yogendra Sharma**  
**National President**



**Rahul Singh**  
**National Gen. Secy.**

**Copy to :-**