

To  
The commissioner  
Navodaya Vidyalaya Samiti  
B-15, Sector -62  
Institutional area , Noida

TO  
The D.C. NVS RO *Chandigarh*  
Through proper channel

The Principal, JNV *Moga (Punjab)*

Subject: Request for fixing the working hours/roaster of Electrician cum Plumber.

Respected Sir,

The applicant submits as under;

1. That the applicant is presently working as Electrician-cum-Plumber in JNV.

2. That it is relevant to mention here that the post of Electrician and Plumber are two different posts and nature of work of both the posts is also different. It is submitted that except in JNV, there is no other department or institutions in all over India, where, one can perform the duties of Electrician as well as Plumber and there is no such post as Electrician cum Plumber. It is submitted that in JNV, one is required to perform the duties of Electrician as well as Plumber.

That it is submitted that in each school there are approximately 500 to 600 Students and being residential School all the students are required to reside in the hostel. It is submitted that there are 12 hostels = 24 rooms (08 for boys and 04 for girls) and there are more than 50 staff quarters, school building, mess block in each school. It is submitted that to resolve all electric ity faults including replacement of any electric instruments in the school building, mess, hostels as well as in staff quarter, there is only one Electrician, which is also required to work as Plumber to maintain water supply, repair all the faults in respect of water supply including replacement of all taps, pipelines, and RO system, etc., meaning thereby the entire school, mess, hostels, staff quarters are depend only on one single person. It is also relevant to mention here that in the school, even there is no posts of any helper to help the Electrician cum Plumber.

4. That the plumber starts his duties from 6 a.m to switch on the water supply motors and performed duties upto night i.e. upto 11 PM. It is submitted that being a residential institutions he is also responsible to attend any call during nights also, meaning thereby he should be ready to perform his duties in 24 hours, even without any helper and he cannot leave the school even for a short period and is working like a bonded labour.

5. That NVS in its' proposal dt.6.7.2018, for grant of 10% special allowances to the non-teaching of NVS, addressed to the Deputy Secretary (UT) explain the duties of the Electrician cum Plumber and the same reproduced here as under:

"The duties of Electrician-cum-Plumber starts at 6 a.m in the morning with the switch on or Water Motor pump. He attends the morning assembly then move to the hostels for attending the complaints. He remain busy for whole of the day for repair and maintenance of faults. In the evening hours, he remains present in the Sub-station during evening, night studies to ensure the proper electricity generator supply. He is bound to stay till 10 pm on duty to ensure the smooth electricity / generator supply in the Vidyalaya. He remains on to from morning 6am to night 10 pm a day. 7 days a week without enjoying Sunday and Holiday. ECP is the only person who is ensuring the proper supply of electricity & water in Vidyalaya Campus “.

6. That it is clear from the proposal of NVS the Electrician cum Plumber is working more than 16 hours daily on the seven days in a week. without any holiday and without any over time allowances and without any other extra benefit whereas, in other departments and even Headquarters there are separate posts of Electrician and Plumber and they are required to performed 48 hours duty in a week.

7. That as per the Govt .of India OM dated 7. 11. 1986, regarding working hour . an employee can work 8 hours daily with break of half hours and the same is reproduced here as under:

“ In the light of 4<sup>th</sup> Pay commission recommendation to the effect that the working hours of the office staff in Government of India should be inlcreased keeping in view the need to maintain and improve the level of productivity and after considering the views of representatives of Central Government employees in this matter. Government has been decided to increase the working hours in the administrative offices of the Government of India from 37 hours per week to 40 hours by increasing daily working by 30 minutes.



2. Accordingly, the Central Government administrative offices in Delhi / New Delhi will ~~continue~~ with effect from 17.11.1986, the following timing namely :-

|  |   |
|--|---|
| a) Ministries / Departments of Govt. India | 9:00 am to 5:30 pm ( with lunch break from 1:00 – 1:30 pm |
| b) All other offices of Govt. of India     | 9:30 am to 6:30 pm ( with lunch break from 1:30 – 2:00 pm |

3. In so far as administrative offices outside Delhi/New Delhi are concerned, the Central Government employees welfare Coordination Committee (where it exists) on the Heads of office (where such a Committee does not exist) would have the option to chose any time between 9.00 a.m. to 10.00 a.m. to start their offices, but observe 8 hours working day (inclusive of an obligatory half-an-hour lunch break) in consultation with the concerned Staff Side representative. it is to be ensured that all the concerned Central Government offices located at one place should have same office timings."

8. That there is not a single department, organization and institution, where one can perform the duties more than 16 hours daily even without over time allowances and therefore, the entire action of the department of NVS is not only illegal but also discriminatory in the eyes of law.

9. That as per the Factories Act 1948, every adult (a person who has completed 18 years of age) can not work for more than 48 hours in a week and not more than 9 hours in a day. According to Section 51 of the Act, the spread over should not exceed 10-1/2 hours. The Minimum Wages Act, 1948 also specifies about the working hours under the rules 20 to 25 that the number of work hours in a day should not exceed 9 hours for an adult. It is submitted that as per Sc. 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. It mention that the employer can take actual work on any day upto 9 hours in a 12 hours shift. But the must pay double the rates for any hour or part of an hour of actual work in excess of nine hour or for more than 48 hours in a week.

10 • That it is relevant to mention here that there are number of department in the Govt. of India, including autonomous bodies where , the pay scale to the post of Electrician is Grade pay of Rs. 2400/- with the same qualification and experience, whereas, the in the NVS, the applicant is getting the Grade of pay Rs. 1900/- for the same work, which is against the principle of equal pay for equal work. It is submitted that in Central Ground Water Board, Laskheep Administrative of

Govt. of India, Directorate of Printing and Stationery, National Institute of Unani Medicines, and number of other department the pay scale to the post of Electrical is Rs. 2400/- and therefore, placing th applicant in the scale of Rs. GP1900/- is totally discrimination in the eyes of law.

It is, therefore, respectfully prayed that the competent authority may graciously be pleased to consider the request of the applicant for the following relief:

- (i) To file the duty roster of 8 hours daily (48 hours in a week).
- (ii) To grant of over time allowances for they duties performed beyond 48 hours in a week from the date of appointment.
- (iii) To grant one weekly off with the permission the leave the school
- (iv) To grant 10% special allowance being residential school as per the recommendation of pay commission .
- (v) To grant the revised pay scale i.e. Grade Pay of Rs. 2400/- at least w.e.f. 1.1.2006 with all the consequential benefits.
- (vi) To depute one more Electrician in each school.
- (vii) To create separate posts of Electrician and Plumber.
- (viii) To create the post of Helper in each school to help the Electrician, as it is not possible to perform the duties without helper.

Thanking you,

Yours faithfully,

Name :

Designation :

JNV :

BALININDER SINGH  
Electrician cum Plumber  
Lohara C.M.G. 99

Copy to :-1. Ministry of education

2. DC NVS RO Chandugesh Region
3. NVS Hq. Noida