



NAVODAYA VIDYALAYA SAMITI
(An Autonomous Organization under Ministry of Education)
Department of School Education and Literacy,
Government of India
B-15, Institutional Area, Sector-62,
Noida, District Gautam Budh Nagar,
Uttar Pradesh – 201 309

No.F.2-1/2020(ATD)-NVS(Estt.II)/ 5338

22, December, 2020

To

The Deputy Commissioner,
 Navodaya Vidyalaya Samiti,
 All Regional Offices
(Bhopal, Chandigarh, Hyderabad, Jaipur, Lucknow, Patna, Pune, Shillong)

Subject: Annual Transfer Drive 2020-21 – Notification / Guidelines / Clarifications.

Sir/Madam,

It is for information to all concerned that the Annual Transfer Drive 2020-21 has been launched with display of probable vacancies on transfer portal of NVS (www.nvsemployeeportal.org). To its next step "Application Module" is to be launched very shortly for inviting applications from employees (JNV) of all cadres. The system of transfer is a dynamic element of an organization which has Pan-India presence. With the advancing and expanding employees' base, the transfer system undergoes evaluation year after year to incorporate / interpret the existing provisions so as to expand the canopy of provision to cater larger interest of the mass of employee. At many points, it need to simply clarify the clause/provisions for better understanding by the beneficiaries and to lessen simultaneously, misinterpretation of the provisions at different stages by employees in an individualized manner. Therefore, below mentioned interpretation/incorporation is to be undertaken in ATD 2020-21 in view of making transfer system more employee friendly and offering due weightage to deserving employees.

1. Introduction of "Semi Hard Station": It is to note that NVS vide its circular dated 19.11.2019, has already revised the list of Very Hard Stations, Hard Stations expanding its umbrella to include additional number of JNVs in both the categories. Further, a Special category of Hard Station has been designated, henceforth, termed as **"Semi Hard Station"**. The JNVs included in this category shall facilitate employee for transfer purposes only and not for other benefits. Being brought into effect since ATD 2020-21, employees serving at these stations shall enjoy eligibility to seek transfer on completion of 04 years of tenure counted as on cut-off date of the transfer drive, keeping "order of priority" at par with existing Hard/very hard station category. Accordingly, under ATD 2020-21, the employees serving at these stations (Semi Hard Stations) completing 04 years of stay as on 31.07.2021 shall be treated eligible to seek transfer to their choice stations. Such employees will also be eligible for transfer benefits as applicable to existing Hard Stations employees. However, this inclusion shall not affect the provisions of Rotational Transfer of Regional Language Teachers. Employees must go through the details of the circular dated 19.11.2019 to have details of the clauses of the circular and names of JNVs included in revised hard, very hard & semi hard stations.

2. Provision of no-posting of spouse on Home Distt. of either of the spouse counterparts (NVS employees): It was observed in preceding transfer drives that at many instances of transfer of NVS spouse cases, wife got transfer to home district of her husband or vice versa, husband got transfer to home district of his wife. But in both the ways the counterpart member did not get unified at the same JNV despite available vacancy there for the sole reason that the allotted station was either his or her home district. Ultimately, numerous representations poured in round the year with request for unifying both members of spouse at that station. However, it could not be done

going by the provisions which got to state that nobody would be transferred to his/her home district, except employees with valid disability. Therefore, considering the need to ward off such complications in a system of automation, provision of posting of spouse has undergone reinterpretation. Accordingly, **"Neither of the members of a spouse shall be allowed for posting to a station which is a home town of either of the member of such spouse case"**. The system of automation shall not allot any such station to both the aspiring spouse members, if it maps the opted station as home district of either of the spouse counterparts. Moreover, if such posting is observed in any way while finalizing the transfer list or at a later stage, the said allotment shall undergo cancellation at the point of being noticed. Therefore, it is informed to all employees (NVS spouse) to refrain from opting such stations as their choices/preferences, if intend to seek unification by transfer on spouse grounds.

3. Preference of Multiple Priority over Single Priority Cases: While re-interpreting the operational element of allotment principles of Priority Cases into its right spirit, keeping due weightage/order of the preferential sequences intact, the NVS re-evaluates the existing provision with regard to comparison between **"Single priority Category"** employee with **"Multiple Priority Category"** employee. The interpretation is aimed at giving due weightage to employee possessing "Multiple Priority Criteria" over employee possessing "Single Priority Criteria" provided only if there is a tie between similar higher order of priority. Accordingly, if there is a tie, the allotment shall go in favour of employee possessing multiple priority categories on "cumulative priority basis". The provision shall include all priority categories which are undertaken in transfer system such as employee belonging to PH cases, Medical cases, Hard/Very hard/Semi Hard station employees, Spouse or Single Lady cases. To explain the provision, following may be perused:

- a. **Case-01:** If there is a comparison between a PH case and Medical+H/VH/SH+Spouse case, allotment shall go in favour of PH case despite the fact the one employee possesses multiple priority. This is because there is no tie between higher order of priority. Thus, PH shall get preference, as usual.
- b. **Case-02:** If there is a comparison between a PH case and PH+Medical case, allotment shall go in favour of PH+Medical case (here, tie is at PH level).
- c. **Case-03:** The same methodology will operate for another instance of tie between multiple priority category, one Medical+H/VH/SH case and the other Medical+Spouse/Single Lady case, the allotment of station shall go in favour of Medical+H/VH/SH case (here, tie is at Medical Level).
- d. **Case-04:** If tie is there between PH+Medical+H/VH/SH (semi hard) case and PH+Medical+Spouse/Single Lady, the allotment shall go in favour of PH+Medical+H/VH/SH case (here, tie is at PH level).
- e. **Case-05:** If tie is there between PH+NVS Spouse/Single Lady case and PH+Central/State Spouse, the allotment shall go in favour of PH+NVS Spouse/Single Lady case (here, tie is at PH level).
- f. **Case-06:** If there is a tie between two employees having exactly similar multiple priority category (one being PH+Medical case and the other being PH+Medical case), the station seniority shall decide the allotment. Station Seniority being under tie, allotment shall be made on gender basis and as usual, female employee shall get preference. In case of further tie between similar gender, older employee (age) shall get preference in allotment.

Ans

4. **Transfer of employees below LDC/Store Keeper (LA/Driver/ECP/Cook/Mess Helper/Chowkidar/CCS):** While considering large no of transfer and displacement cases in ATD 2019, besides considering low pay strata and nature of localised recruitment of these employees, it has been decided to facilitate these employees with transfer on request against Actual vacancies only (no displacement).

5. **Choice based allotment of Regional Language Teachers serving Outside Native State:** While ensuring allotment of stations (**not necessarily the choice station**) to Regional Language Teachers (RLTs) serving "Outside Native State" into "Native State" based on sole criteria of station seniority complying with the provisions of Transfer policy 2012, analysis of the data of transfer of Regional Language Teachers of past 04 years clearly depicts that almost all such employees (barring a few exceptions) applied for either modifications or cancellation of such allotment citing reasons that the allotted stations were not in their requested stations list. Majority of such transfers were either cancelled or modified to another stations resulting into additional exhaustive manual exercise even after legitimate allotment based on policy. This necessitated re-interpretation of operative element of allotment processes favouring employees serving outside native state giving due weightage to their choice station. Therefore, it is to inform that;

- a. Allotment of the stations to RLTs serving outside native state into native state shall be shifted from sole criteria of Station Seniority basis to Choice based station seniority basis. Therefore, despite being station senior, a station shall be allotted to RLT (serving outside Native State) subject to availability of the opted choice station/vacancy.
- b. Also the allotment shall proceed in preferential order of choice, in a sequence preferred by such RLTs.
- c. Please note that, opting no stations shall always keep you out of transfer drive.
- d. Provision of mandatory completion of 05 years' tenure in JNVs "Outside Native State" with no relaxation of any priority category / type of JNV (Hard or Plain), shall remain binding under rotational transfer.
- e. **Finally, an employee serving outside native state, if wants transfer to any station in native state completing prescribed tenure, may opt all native state vacancies displayed in vacancy module to maximize probability of allotment in his favour.**
- f. **Clarification:** There are few cases where employees tend to seek transfer within native state citing various grounds/priorities. In this context, it is to clarify that Rotational Transfer in NVS is primarily intended to rotate the employees (RLTs) on transfer from "**Outside Native Linguistic State**" to "**Native Linguistic State**" and from "**Native Linguistic State**" to "**Outside Native Linguistic State**". The Rotational system also envisages that the displacement of the employees of native state will be done only to accommodate incoming employees from "Outside Native State" and such displacement of deemed employee will lead to their posting in JNVs of "Outside Native State". Therefore, transfer of employees within native state on request at par with incoming employees from "Outside Native State" may forfeit the prime purpose of Rotational Transfer depriving aspiring employees (serving outside native state) of their opted stations. Also displacement of an employee of native state by another employee of native state may result in posting of displaced employees to a JNV outside native state which again goes against the purpose of Rotational transfer as aforementioned. Therefore, it is to inform that transfer cases within native state may be undertaken suitably after considering all rotational transfer cases whether by automation or in grievance round in exceptional cases under extreme exigencies.

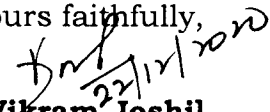


- g. **Clarification:** It has also been observed that employees of native state claim transfer on Deemed vacancy within native state and put grievance that their requests were not entertained. In this context it is to clarify that declaration of **Deemed status** of employees serving in Native State is meant for Rotational Transfer only i.e., transfer from outside native to inside native and not change of place within native state as change of place within native state is not governed under Rotational Transfer System. Similarly, a Regional Language Teacher of native State, if opts a Deemed station of outside native state on 05 years' criteria, he may not displace such deemed employee. However, he can displace an employee whose tenure is 10 years (and above) at present station outside native state.

The Commissioner NVS, being the sole authority to re-interpret / clarify the provisions of Transfer Policy, in order to exercise his power conferred on him in transfer policy, lays down the aforementioned interpretation vis-à-vis various clauses/ provisions for information to all stakeholders for bringing it into effect since ATD 2020-21 (onwards) in larger interest of the participating employees prior to inviting online applications.

You are, therefore, requested to inform Principal of all JNVs to go through the guidelines / interpretation and keep all the employees informed by providing a copy of the said guidelines. It is to further mention that the interpretation/guidelines are to come into effect in ATD 2020-21 onwards.

This issues with the approval of the competent authority.

Yours faithfully,

[Vikram Joshi]

Deputy Commissioner [Pers.]

Copy to:

1. The PA to **Commissioner, NVS Noida** for information, please.
2. The PA to **Joint Commissioner, Pers., NVS Noida** for information, please.
3. The **Assistant Commissioner, IT Cell, NVS Noida** to arrange for placing a copy of the notification on official website of NVS / transfer portal for information to all concerned.