



**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.2-1/2022(ATD)-NVS(Estt.II)/ 18310

December 16, 2022

### **TRANSFER GUIDELINES - 2023**

The NVS, since inception of its Transfer Policy, has always intended to provide ease to employees to get transfer to the station of their choice and work with ease and convenience. The shift from initial offline mode of transfer to complete online mode was a paradigm shift to ensure easy and timely handling of the entire operation of transfer system besides ensuring utmost transparency and fairness, leaving no scope for errors while handling the large scale data online. The existing Transfer Policy 2021 also maximises the transfer opportunities to all category of staff as per their eligibility and priority, besides protecting the interest of the priority category's employees till extended pre-defined time period.

On each occasion after completion of the ATD, the NVS undertakes an exhaustive exercise to collect and analyse the suggestion, observation, grievance from various stakeholders to find ways and means to ease grievances. During these exercises, the following were some of the prominent observations:

- a. A good no. of unified spouse cases were segregated in ATD 2022. Many of them got unified or got posting to a convenient place through automation/grievance rounds.
- b. Compulsory posting of in hard stations on displacement, was another observation for those teaching employees who did not serve hard stations in past and were below 45 years of age (as on cut-off date).
- c. Over the years, it was under observations that all displaced employees were left to continue at their non-preferred station (under displacement) for a complete next spell which is longer tenure of 07 years minimum.

As welfare of the employee has always been the prime concern of NVS, it has been a practice to undertake all out efforts to resolve relevant transfer issues of employees with a broader view to allow employees get transfer to any of their requested stations. However, enhancing the scope of resolving issues through automation shall appear a better option in transfer drive.

The Transfer Policy vide its provisions contained in the para 10, empowers the Commissioner, NVS to take initiative in order to interpret the provisions and pass suitable order to remediate any imbalance noticed in transfer system. The para quotes;

***"The Commissioner, NVS shall be the sole competent authority to interpret above provisions and pass such order(s) as deemed appropriate and essential to facilitate the implementation of the guidelines for the purpose of remediating any imbalance resulting/noticed in transfer and effective control and administration of the NVS as a whole. Such interpretation shall be notified well in advance before inviting transfer application".***

Therefore, in exercise of the power conferred in above para, the Commissioner, NVS in order to remediate the transfer system and its operation, lays down following guidelines:



1. As the ongoing "Special Recruitment Drive" intends to fill all the teaching posts of NER for a longer predefined period, this will serve the very purpose of providing teaching staff to such JNVs located in far flung areas of NER. Therefore, the provisions of compulsory posting of teaching employees to NER/hard station, on displacement shall, henceforth, be kept on hold till further orders. This does not rule out the normal displacement posting to such hard stations in round 01. However, in case of such options shall remain available to employees to opt for transfer to Plain station in round 02 or in grievance round.
2. Addressing the concern of probable separation / displacement of Priority Category employees and to enhance the opportunity for probable re-unification or ease of accommodation, one time opportunity shall be accorded to such priority category employees after completion of 02 years at present station.
3. Non-preferred posting of displaced employees (under ATD) has always been a point of concern in transfer drive over the years. In view of addressing eligibility issue of all displaced employees, it is hereby quoted that displaced category employee shall, henceforth, be accorded one time opportunity (eligibility) to seek request transfer after completion of basic lock-in period of 02 years at the present station (posted there consequent upon displacement from previous station). It is to note that this remediation is not applicable to employees posted to a non-preferred station under Administrative transfer (whether with or without Disciplinary proceedings, redeployment of surplus staff or transfer in public interest) as eligibility in these cases is governed by the provision of cumulative tenure count as envisaged in Transfer Policy 2021. Further, it is also not applicable to the displaced employees under Rotational Transfer System where transfer of employees (under rotation) is only feasible after completion of a fixed mandatory tenure.

The remediation / interpretation is intended to address the genuine concern / welfare of employees and shall seek implementation in ATD 2023 and onwards in successive years till further orders. The Commissioner, NVS reserves the right to modify or cease to bring into effect such remediation/ interpretation in larger interest of the NVS employees as deemed appropriate under any prevailing circumstances in future by notifying the employees well in advance.

Therefore, all concerned are requested to note the aforementioned remediation/interpretation of provisions so as to avail the opportunities as and when applicable case wise. No request, in any case from any employee, shall be entertained regarding any consequence in future transfer drives on account of being unaware of such remediation/interpretation, in any case,

This issues with approval of the competent authority.

Yours faithfully,

  
[Vikram Joshi]

Deputy Commissioner [Pers.]

**Copy to:**

- **The Deputy Commissioner**, All ROs – for information and onward intimation to all Principals/employees in view of circulating the copy of the guidelines to all employees.
- **The Deputy Commissioner**, All NLIs – for information and onward intimation to employees.
- **The Principal, concerned JNVs** – for information and circulation to all employees.
- **The PA to Commissioner, NVS HQ, Noida** – for kind information to the Commissioner, NVS please.
- **The PA to Joint Commissioner (Pers.), NVS HQ, Noida** – for kind information to the Joint Commissioner (Pers.), NVS please.
- **The Assistant Commissioner, IT, NVS HQrs** – to upload a copy on the NVS Website for information to all concerned.