

**GOVERNMENT OF INDIA
MINISTRY OF HUMAN RESOURCE DEVELOPMENT
DEPARTMENT OF SCHOOL EDUCATION & LITERACY**

LOK SABHA

**UNSTARRED QUESTION NO. 591
TO BE ANSWERED ON 06.02.2017**

TRANSFER OF TEACHERS

†591. **SHRI JANARDAN MISHRA:
SHRI NINONG ERING:**

Will the Minister of HUMAN RESOURCE DEVELOPMENT be pleased to state:

- (a) the details of transfer policy of the Government for the teachers in Kendriya Vidyalayas and Navodaya Vidyalayas in the country including measures taken as part of the policy to address regional disparities amongst the schools;
- (b) whether the Government proposes to give relaxation in certain specific cases for transfer to deemed vacancy in Navodaya Vidyalayas and if so, the details thereof; and
- (c) the details of the employees in said Vidyalayas covered by the transfer policy, State/UT-wise?

ANSWER

**MINISTER OF STATE IN THE MINISTRY OF HUMAN RESOURCE DEVELOPMENT
(SHRI UPENDRA KUSHWAHA)**

(a) A statement indicating the salient features of transfer guidelines in respect of employees of Kendriya Vidyalaya Sangathan (KVS) and Navodaya Vidyalaya Samiti (NVS) are at Annexure-I.

KVS teachers have all India transfer liability and they are posted to the KVs across the country keeping in view the functional requirements irrespective of geographical, socio economic and other regional disparities. Similarly, the teachers in NVS also have All India Transfer Liability and transfer takes place to their preferred JNVs/State/Region on completion of stipulated tenure.

(b) The Commissioner, NVS with the prior approval of the Chairman, NVS is competent to transfer any employee to any place in relaxation of any or all the provisions of transfer policy by giving justified reasons for giving relaxation. As such, relaxation is equally applicable to both the cases of deemed vacancies and actual vacancies.

(c) The details of the employees in said Vidyalayas covered by the transfer policy, State/UT-wise of KVS & NVS is at Annexure-II.

ANNEXURE REFERRED TO IN REPLY TO PART (a) OF THE LOK SABHA UNSTARRED QUESTION NO. 591 RAISED BY SHRI JANARDAN MISHRA & SHRI NINONG ERING, HON'BLE MEMBERS OF PARLIAMENT TO BE ANSWERED ON 6TH FEBRUARY 2017 REGARDING TRANSFER OF TEACHERS**SALIENT FEATURES OF KVS TRANSFER GUIDELINES**

- Transfer guidelines are based on the principles of Transfer Counts & Displacement Counts. An employee having higher transfer counts would receive priority in transfer over an employee having lower transfer counts. Similarly, an employee having higher displacement counts would be displaced first than an employee who has lower displacement counts.
- Transfer Counts & Displacement Counts are provided to an employee on the basis of some fixed parameters, like period of stay at a place, posting of his/her spouse if working, Medical conditions of self & family, woman employee, widow, Single Parent, physically challenged employee, if an employee has dependant disabled child, if he/she has completed a tenure at a Hard/Very Hard and NER stations, an Award winner teacher, a member of JCM, having Outstanding APARs or Below average APARs etc.
- Employees who fall under the category of less than three years to retire (LTR), Medical Ground (MDG), Death of Family Person (DFP), Widow, Single Parent, Physically Challenged employee and who have completed tenure at Hard/ Very Hard and NER stations will get highest transfer counts for getting their transfer at their choice station(s).
- Female teachers earn extra Transfer Counts in comparison to Male Teachers to get their transfer at station/place of their choice.
- Spouse Cases have been given priority for getting transfer to join spouse at the posting place of spouse or within a distance of 100 kilometers of work place.
- Scheme of Mutual Transfer (twice in their entire career) has been adopted from the academic session 2016-17.
- An employee can seek his/ her transfer against a vacant post which remains unfilled during annual transfer process under the provision or "No Taker Vacancy".
- Employees having dependent disabled children or children appearing in class XII board examinations are exempt from displacement transfer on year to year basis. Employees with disabled children can give 7 choices of stations for seeking their transfers for the better treatment of children.
- Eight types of serious medical conditions (diseases) have been included in the list of medical category [MDG] so that affected employees may get their transfer on priority at desired place to avail better medical facilities/family care.
- Award winner employees and members of JCM at regional level or national level have been given minus displacement counts to provide them some immunity from being displaced frequently.
- Only those employees having longest period of stay at the station are displaced from their place of posting who are to accommodate the employees of Priority Categories.
- Annual transfer process made fully Information Technology enabled. This year all teachers/ employees have applied for their transfers online and transfer orders are also being generated through an automated process. This way full transparency in transfers has been secured.
- To effect the process of annual transfers, the KVS prepared a calendar of activities so that transfer process can be completed in a time bound manner.

SALIENT FEATURES OF NVS TRANSFER GUIDELINES

- A) All employees are liable to be transferred anywhere in the country.
- B) Primarily transfer is done on request basis to the choice place subject to the availability of vacancies.
- C) The employee becomes eligible to seek request transfer after completion of the prescribed tenure in a present post and present station.
- D) The normal tenure for employees of Jawahar Navodaya Vidyalayas is 10 years except the post of Principal, Vice Principal and Office Superintendent. Tenure of Principal, Vice Principal and Office Superintendent is 5 years.
- E) Tenure for very hard and difficult stations (i.e. Leh, Kargil, Tawang, Anjaw, Lahaul Spiti & Dibang Valley) is 2 years.
- F) Cut of date for determining the eligibility in terms of completion of tenure is 1st January of the year of transfer.

- G) Employee gets protection from being transferred to another place within the period of two years of retirement.
- H) Similarly employee gets exempted from transfer to North Eastern Region / Hard & Difficult station once he / she attains 50 years of age.
- I) Transfer is effected against actual vacancy and deemed vacancy.
- J) Deemed vacancy is the vacancy where the present incumbent has served 10 years and more in present station. It is in general not applicable to differently abled employee, employee unified with spouse or suffering from serious ailment.
- K) Samiti conducts Special Recruitment Drive to post teachers in Jawahar Navodaya Vidyalayas of North Eastern Region and hard & difficult stations of Jammu & Kashmir and Himachal Pradesh. Under this process teachers are required to work for a period of 10 years by signing a bond for the very purpose of providing quality education without interruption in the aforesaid areas.
- L) Samiti resorts to this provision because most of the teachers are unwilling to serve in hard & difficult stations and adequate teachers from the local areas are not available.
- M) Transfer to a choice place is effected on the basis of transfer count in decreasing order. In case of tie in the transfer count of two or more employees competing for a location, the female employee gets first preference. In case of tie in two or more employees of the same gender, employee with earlier date of joining in the present post in present station gets preference. If the date of joining also coincides, the older employee gets preference.
- N) On the basis of above features transfer is effected in the following order of priorities: -
- i) Transfer of differently abled employees to their choice place
 - ii) Transfer of employees who are suffering from serious ailment / disease including their spouse and children as mentioned in Transfer Policy.
 - iii) Transfer of employees completing mandatory tenure at very hard, hard & NER Stations.
 - iv) Transfer of husband / wife to a station / nearby station for unification with spouse.
 - v) Transfer of employees willing to serve hard & difficult stations.
 - vi) Transfer of rest of the employees.
- O) The following cases of transfer are not governed under the transfer count.
- i) Transfer of differently abled employees (and employee having differently abled dependents) which is governed as per instructions of DOPT OM No. AB/14017/16/2002-Estt. (RR) dated 13th September 2002 & OM No. 42011/3/2014-Estt (Res.) dated 6th June 2014.
 - ii) Transfer of employees suffering from serious ailments / disease including their spouse and children as mentioned in Transfer Policy.
 - iii) Employees working under Special Recruitment Drive and completing the bond period in hard & difficult station. It is obligatory for the Samiti to transfer them out of hard & difficult stations.
 - iv) Transfer of husband and wife to a station / nearby station for unification with spouse in accordance with the guidelines of DOPT No. 28034/9/2009-Estt (A) dated 30th September 2009.
- P) Regional Language Teachers are governed by the Rotational Transfer Policy of the Samiti.
- i) They get transfer from outside the Native State to the Native State and vice-versa.
 - ii) Minimum tenure for outward transfer (native state to outside state) is 5 years.
 - iii) There is no minimum tenure for inward transfer (i.e. from outside State to native State), if a vacancy exists.
 - iv) In case no vacancy exist in the native state, then the teacher serving outside the native state and completing 5 years there gets the right of displacing the teacher of native state who completes 5 years or more.
 - v) Exemption for transfer from native to outside state are: -
 - Attaining 50 years age
 - Having working spouse in native state

The case of physical handicapped and serious ailment.

ANNEXURE REFERRED TO IN REPLY TO PARTS (c) OF THE LOK SABHA UNSTARRED QUESTION NO. 591 RAISED BY SHRI JANARDAN MISHRA & SHRI NINONG ERING, HON'BLE MEMBERS OF PARLIAMENT TO BE ANSWERED ON 6TH FEBRUARY 2017 REGARDING TRANSFER OF TEACHERS

DETAILS OF STATE/ UT -WISE TOTAL NUMBER OF EMPLOYEES OF KVS & NVS AND COVERED UNDER TRANSFER GUIDELINES

S. NO.	Name of State/UTs	Number of employees of KVS	Number of employees of NVS
1	ANDHRA PRADESH	832	523
2	ANDAMAN & NIKOBAR ISLAND	95	43
3	ARUNACHAL PRADESH	225	305
4	ASSAM	1572	924
5	BIHAR	1627	1249
6	CHANDIGARH	323	46
7	CHHATISGARH	732	483
8	DELHI	3844	82
9	GOA	121	68
10	GUJARAT	1622	656
11	HARYANA	1227	744
12	HIMACHAL PRADESH	656	419
13	JAMMU & KASHMIR	943	430
14	JHARKHAND	1025	678
15	KARNATAKA	1321	961
16	KERALA	1371	529
17	MADHYA PRADESH	3299	1675
18	MAHARASTRA	2366	1125
19	MANIPUR	160	356
20	MEGHALAYA	191	210
21	MIZORAM	70	100
22	NAGALAND	69	177
23	ODISHA	1482	848
24	PUNJAB	1788	713
25	RAJASTHAN	2861	1243
26	SIKKIM	56	130
27	TAMILNADU	1112	Nil*
28	TELANGANA	1068	328
29	TRIPURA	186	124
30	DAMAN AND DIU	17	47
31	DADAR & NAGAR HAVELI	26	29
32	LAKSHADWEEP	17	26
33	PUDUCHERY	70	148
34	UTTAR PRADESH	5823	2521
35	UTTRAKHAND	1616	417
36	WEST BENGAL	1834	377
Total		41647	18734

*Tamil Nadu has not accepted the scheme of JNVs
