CHAPTER – XVI
ANCILLARY ACTIVITIES AND WELFARE

Rule No	Old Rule	New Rule (Including Correction / Addition / Deletion)	Auth	Remarks
16.01	**FARM, AGRICULTURE, POULTRY, PIGGERY, FISHERY ETC** Where some land suitable for cultivation is surplus to the school's requirements, the Principal may utilise it for creating sources of additional income. He may set up an orchard, agricultural farm, a dairy farm, a poultry farm, a piggery and /or a fishery. The produce from these farms as well as kitchen gardens grown by employing school labour and funds would be supplied to the school mess on payment and separate accounts maintained for each enterprise to keep a watch on its profitability. Net profits from all these enterprises will be treated as miscellaneous income.	**16.01 FARM, AGRICULTURE, POULTRY, PIGGERY, FISHERY, ETC** Where some land suitable for cultivation is surplus to the school's requirements, the Principal may utilise it for creating sources of additional income. He may set up an orchard, agricultural farm, a dairy farm, a poultry farm, a piggery and /or a fishery. The produce from these farms as well as kitchen gardens grown by employing school labour and funds would be supplied to the school mess on payment and separate accounts maintained for each enterprise to keep a watch on its profitability. Net profits from all enterprises including nursery/ primary school will be treated as misc income.		Net Profit from Nursery School/Primary School added.
16.02	**CSD AND CO-OPERATIVE CANTEENS CUM RATION SHOPS** The two enterprises can be run in Sainik Schools as profitable ventures. All these ventures however will be started with the concurrence of the L.B.A. and in no case will any of them continue to be run at loss or on no profit no loss basis.	**16.02 CSD** The CSD can be run in Sainik Schools as profitable and welfare ventures. However it can start with the concurrence of the LBA and in no case it will continue to be run at loss or on no profit no loss basis. The CSD will be run as per guidelines issued by Service HQ/Government.		1. Removal of co-operative canteen-cum-ration shops. 2. CSD to be run as per Govt Guidelines (added).
16.03	Only NCC officers, personnel of para military forces functioning under the operational control of the Army, personnel of GREF, embodied Territorial Army personnel ex-servicemen and widows in receipt of pension from Defence service estimates are entitled to buy items from C.S.D. canteen opened in Sainik Schools. All boys studying in Sainik Schools, and all employees of the school are permitted to purchase their requirements, except liquor, beer, and imported/specially allocated items.	**16.03** Only NCC officers, personnel of para military forces functioning under the operational control of the Army, personnel of GREF, embodied Territorial Army personnel, ex-servicemen and widows in receipt of pension from Defence service estimates are entitled to buy items from CSD Canteen opened in Sainik Schools. All cadets studying in Sainik Schools of the school are permitted to purchase their requirements.		No Changes

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16.04	Ration shops may run on the same lines as cooperative stores, with the numbers of staff/students holding stores shares in the pooled capital.	**Deleted**		Removal of Rules 16.04
16.05	The Sainik Schools running the above enterprises will take fidelity guarantee policies in respect of each of the stockholders or those handling stores. The values of the policies would be decided by the L.B.A. and the premium paid out of the profits of the respective enterprises.	**16.04** The Sainik Schools running the above enterprises will take fidelity guarantee policies in respect of each of the stockholders or those handling stores. The values of the policies would be decided by the L.B.A. and the premium paid out of the profits of the respective enterprises.		Change of Rule Number. Rest no change.
16.06	**<u>ESTATE MANAGER / CARE TAKER</u>** Where farms are big enough to assure a substantial income, the school may appoint a full time Estate Manager whose pay and allowances will be debited to the farm account and not to the school funds. The Estate Manager so appointed will, however, be required to look after the entire school estate, including maintenance of school buildings, agriculture, dairy farm, poultry, piggery etc. In addition, he may be required to impart instruction to boys in Socially Useful Productive Works (SUPW) like Agriculture, Horticulture and Epiculture. Where income from the Estate and allied enterprises in not enough to justify appointment of a Estate Manager, the school will manage with a regular employee of the school who will be appointed as care-taker and may be given remuneration commensurate with his additional responsibility, subject to the maximum not exceeding 20% of his basic pay. It will, however, be ensured that the job assigned to such a employee does not infringe upon his regular duties.	**16.05 <u>ESTATE MANAGER / CARE TAKER</u>** **Deleted**		Estate Manager appointment removed Added to duties of QM

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16.07	**<u>NURSERY AND PRIMARY SCHOOLS</u>** The need to establish and run a Nursery or Primary school in the campus of a Sainik School has been accepted by the Board of Governors. The school shall be meant primarily for the children of the staff. Children of other residents of the town may be admitted where it is possible and/or necessary for economic viability of such an enterprise since these schools are meant primarily for the children of the staff, they will be organised as day scholars only. The fees payable shall be so fixed as to meet the running expenses of the school. The Nursery / Primary Schools would be provided with free accommodation, furniture, water and electricity. No other facility shall be made available to these schools at the expense of the Sainik School. The Principal may initially cater for a grant-in-aid of Rs. 5,000/- per year, debitable to the welfare fund. He should also approach the State Govt for obtaining grants for purchase of educational equipment. A separate account shall be maintained of all receipts and expenditure of these schools. The appointments of teachers and their remuneration etc will invariably be intimated to the L.B.A. for their covering approval. The appointments made in these schools will not confer on the appointees any of the rights or privileges available to the employees of the Sainik Schools.	**16.06 <u>NURSERY AND PRIMARY SCHOOLS</u>** The need to establish and run a Nursery or Primary school in the campus of a Sainik School has been accepted by the Board of Governors. The school shall be meant primarily for the children of the staff. Children of other residents of the town may be admitted where it is possible and/or necessary for economic viability of such an enterprise since these schools are meant primarily for the children of the staff, they will be organised as day scholars only. The fees payable shall be so fixed as to meet the running expenses of the school. The Nursery / Primary Schools would be provided with free accommodation, furniture, water and electricity. No other facility shall be made available to these schools at the expense of the Sainik School. The Principal may initially cater for a grant-in-aid of Rs. 50,000/- per year, debit able to the welfare fund. He should also approach the State Govt for obtaining grants for purchase of educational equipment. A separate account shall be maintained of all receipts and expenditure of these schools. The appointments of teachers and their remuneration etc will invariably be intimated to the L.B.A. for their covering approval. The appointments made in these schools will not confer on the appointees any of the rights or privileges available to the employees of the Sainik Schools.		1. Change of Rule Number. 2. Addition of policies wrt appointments in Primary school. And change in amount
16.08	**<u>WELFARE FUND</u>** Sainik Schools are prohibited from setting up any type of fund other than welfare fund. The welfare fund is controlled by a committee. The committee consists of the Principal, the Headmaster, the Registrar and 4 members of staff nominated to the committee in rotation every year. For sources of income, 10% of the net profits accruing from the primary school, the canteen, the farm and the cinema will be transferred to the Welfare Fund.	**16.07 <u>WELFARE FUND</u>** Sainik Schools are prohibited from setting up any type of fund other than Welfare Fund. This fund is controlled by a Committee. The Committee consists of the Principal, Vice Principal, Administrative Officer and 4 nominated members of staff in rotation every year. For sources of income, 10% of the net profits accruing from all ancillaries will be transferred to the Welfare Fund.		Change of Rule Number.

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16.09	Subject to availability of money and specific decisions of the welfare committee, the welfare fund may be utilized for:- (a) Celebration of festivals. (b) Sanction of grants on compassionate grounds to the family in case of the death of a member of staff. (c) Giving aid/subsidy to the staff recreation clubs, which might have been set up on contributory membership basis. (d) Paying fee subsidy in respect of the general employee's children studying in the primary school. (e) Other purposes that may be accepted by the Welfare Committee as activities in the general interest of the school community. **(f)** Granting temporary loans to the genuinely needy members of the staff on interest @ 10% per annum which will be credited to the Fund.	**16.08** Subject to availability of money and specific decisions of the Welfare Committee, the Welfare Fund may be utilised for:- (a) Celebration of festivals. (b) Sanction of grants on compassionate grounds to the family in case of the death of a member of staff. (c) Giving aid/ subsidy to the staff recreation clubs, which might have been set up on contributory membership basis. (d) Paying fee subsidy in respect of the general employee's children studying in the primary school of respective Sainik schools. The amount is to be decided in the welfare meeting (e) Other purposes that may be accepted by the Welfare Committee as activities in the general interest of the school community. (f) Granting temporary loans to the genuinely needy members of the staff on interest @ 2% less than the maximum prevailing interest rates for the specific period of the nationalised scheduled bank.		1 Change of Rule Number. 2. Amendment in Loan interest percentage (Para (f))
16.10	The affairs of this welfare measure will be managed by the Welfare Committee itself without any remuneration.	**16.09** The affairs of this Welfare will be managed by the Welfare Committee itself without any remuneration. Committee is to meet as and when required to discuss various welfare measures/actions but not less than twice in a year.		1. Change of Rule Number. 2. Meeting of Welfare Committee once in Qtr added.
16.11	**L.B.A.'S APPROVAL** The L.B.A will be apprised of the functioning of all ancillary activities as well as utilisation of the welfare fund. Problems concerning utilisation of the welfare fund, if there are any, shall be referred to the L.B.A for consideration and directions, which shall be followed.	**16.10 APPROVAL BY LBA** The LBA will be apprised of the functioning of all ancillary activities as well as utilisation of the Welfare Fund during the LBA meeting. Problems concerning utilisation if any, shall be referred to the LBA for consideration and directions, which shall be followed.		Change of Rule Number.