

MINUTES OF 47TH ALL INDIA SAINIK SCHOOLS PRINCIPALS' CONFERENCE
HELD AT SAINIK SCHOOL NALANDA FROM 25 SEP 17 TO 27 SEP 17

1. The 47th All India Sainik Schools Principals' Conference was held at Sainik School Nalanda from 25 Sep 17 to 27 Sep 17. List of Participants is given at Appendix.
2. **Inauguration of Conference.** The conference was inaugurated by Smt Poornima Rajendran, Honorary Secretary, Sainik Schools Society by lighting the ceremonial lamp. Cmde G Rambabu, Inspecting Officer (G) and Col Sudhanshu Arya, Inspecting Officer (S), Sainik Schools Society were also present. The Honorary Secretary chaired the sessions of the first two days of the conference. Dr Subhash R Bhamre, Hon'ble RRM chaired the valedictory session on 27 Sep 17.
3. **Opening Remarks by Honorary Secretary.** Smt Poornima Rajendran, Honorary Secretary, Sainik Schools Society in her opening remarks welcomed all the participants and hoped that the conference would be used as a platform by the Principals to discuss the issues concerning the Schools and recommend suitable remedial measures to resolve the same within the stipulated rules. She also desired that the 47th All India Sainik Schools Principals' Conference to be highly fruitful and beneficial to the Schools.
4. **Action taken on Minutes of 46th All India Sainik Schools Principals' Conference.** Cmde G Rambabu, Inspecting Officer (G), Sainik Schools Society apprised the participants about the progress and action taken on minutes of the 46th All India Sainik Schools Principals' Conference 2016 held at Sainik School Satara during 06-08 Oct 2016. Action taken report is placed at **Appendix 'B'**.

AGENDA POINTS

5. The Agenda Points that were discussed during the meeting and the decisions given are enumerated in succeeding paragraphs. It was made clear by Honorary Secretary that any decision arrived at the conference would be implemented by the Schools only after the issue of relevant orders from the Sainik Schools Society.

(a) **Agenda Point No 1:** NDA Incentive- Reimbursement of class XI and Class XII Tuition Fee to cadets joining NDA & Naval Academy in their first attempt to be given without deducting Scholarship money received by them from State Govt and Ministry of Defence, Govt of India. (*Sponsoring Sainik School-Nalanda*)

Discussion: Principal, Sainik School Nalanda stated that Ministry of Defence, Govt of India has been granting NDA incentive to cadets joining NDA and Naval Academy. The tuition fee paid by the cadets for classes XI and XII is reimbursed by the Ministry of Defence, Govt of India. However, at present the scholarship money received by the cadets, ie State Govt, Ministry of Defence Scholarship,

Central Assistance/subsidy and Central Share (for State Govt Scholarship holders) is deducted and the balance amount is only paid to the cadets joining NDA and Naval Academy. Due to this, many cadets who join NDA and Naval Academy are not getting NDA incentive as the scholarship money received by them is almost equal to what they have actually paid in the form of tuition fee for classes XI and XII. Further, he proposed that the tuition fee paid by the cadets for classes XI and XII should be reimbursed to them without deducting the scholarship money received by them from State Govt and Ministry of Defence to encourage cadets to make sincere attempt to join NDA/Naval Academy and also act as morale booster as well as help them financially.

Decision: At present, State Governments of Haryana and Punjab are granting special incentive of Rs 1 lakh to their domicile candidates joining NDA / Naval Academy. Similarly, Govt of Telangana is granting Rs 2 lakh for the same. All Sainik Schools have been advised to take up a case with their respective State Govt to introduce scheme for granting onetime special incentive to the cadets joining NDA and Naval Academy.

(Action by: Principals, All Sainik Schools)

(b) **Agenda Point No 2:** Recovery of Training Cost from cadets seeking premature withdrawal from Sainik Schools other than genuine Medical grounds ascertained by nearest Military Hospital. (*Sponsoring Sainik Schools- Kapurthala and Nalanda*)

Discussion: Parents of the cadets seek premature withdrawals from the School especially after Class X. Scholarship amount received by such cadets from the State Govt and Ministry of Defence during their stay at the School is being recovered from the parents of such cadets before issuing them transfer certificate and Educational documents. To curb the trend of seeking premature withdrawal of meritorious cadets from the Sainik Schools after Class X, there is a need to introduce the concept of recovery of cost of training per week for the whole duration of cadet's stay in the School as done by NDA (Rs 8,785/- per week) in case of withdrawal of cadets from the school in addition to recovery of scholarship. This may also result in improving the NDA results as well as only serious candidates to join defence forces will get enrolled in the School.

Decision: After due deliberations, a two member committee comprising Principals of Sainik School Kazhakootam and Nalanda has been formed to work out the modalities to cease the trend of premature withdrawals from the Schools and also to recommend measures to work as deterrent. The committee is to submit its report by 31 Dec 17.

(Action by: Principal Sainik School - Kazhakootam & Nalanda)

(c) **Agenda Point No 3:** Revision of pay scales (Pay Band and Grade Pay) of Quarter Master and Mess Manager. (*Sponsoring Sainik Schools- Amaravathinagar, Bijapur, Nalanda and Kunjpura*)

Discussion: The issue of revision of pay scales in respect of QM and Mess Manager at par with OS and Accountant was discussed at length. The Inspecting Officer (G) apprised the participants about pay scales of OS, Accountant, QM and Mess Manager right from 3rd CPC to 6th CPC. The IO (G) brought out that the pay scales of QM and Mess Manager were always one step below the pay scales of OS and Accountant. The Principal, Sainik School Ambikapur has stated in case it is not feasible to revise the pay scales, the QM and Mess Manager may be given extra duty/special allowance as in case of Senior Master, House Master for shouldering additional responsibilities.

Decision: Principal, Sainik School Goalpara has been tasked to put up recommendations after studying the pay scales of Mess Manager in other institutes viz., JNVs by 30 Nov 17.

(**Action by:** Principal, Sainik School Goalpara)

(d) **Agenda Point No 4:** Centralised Recruitment of Staff. (*Sponsoring Sainik Schools- Bijapur and Nalanda*)

Discussion: Sainik Schools are recruiting staff as per the existing rules of Sainik Schools Society. To avoid time being spent by the each school as well as to minimize the financial burden being spent on this subject, it is recommended that, regular staff recruitment/appointments may be carried out centrally like Kendriya Vidyalaya Sangathan so that the Sainik School Society can maintain a centralized staff record of all the Sainik Schools. This would facilitate not only attracting talented staff, but also, help in appointment of staff immediately by Sainik Schools Society from the available panel as and when required. Transfer of staff from one School to another will also get facilitated due to all India profile.

Decision: As of now status quo to be maintained. The Inspecting Officer (G) stated that this issue needs to be examined in conjunction with inter school transfer policy. Principal, Sainik School Rewa has been asked to forward a Statement of Case in this regard to Sainik Schools Society at the earliest.

(**Action by:** Principal, Sainik School Rewa)

(e) **Agenda Point No 5:** Grant of Special Allowance (Residential Allowance) to all the staff associated with teaching, Administrative Staff and GEs. (*Sponsoring Sainik Schools-Rewa, Bijapur, Nalanda, Tilaiya, Kunjpura, Amaravathinagar and Kapurthala*)

Discussion: Board of Governors, Sainik Schools Society vide letter 12(2)/2008-D(SSC) dated 19 Feb 2009 granted a special allowance at the rate of 10% of the Pay Band and Grade Pay to teachers and librarian. Subsequently, Craft Instructors have also been considered for grant of this allowance. The other staff such as Lab Assistants, Band Master associated with teaching, Administrative Staff and GEs are not getting this allowance. The other staff members are also working till late hours and staying in the campus. Such a disparity is demoralizing the said categories of staff. Therefore, all the regular employees of Sainik Schools may be granted Special Allowance/Residential Allowance at the rate of 10% of Pay Band and Grade Pay as granted to teachers and librarians' wef 01 Sep 2008 as the working condition of all staff is similar to the Teachers.

Decision: The Inspecting Officer (G) has stated that Sainik Schools have adopted the concept of special allowance to teaching staff from Rashtriya Military Schools (RMS). The RMS has subsequently, introduced special allowance to some other categories of staff associated with teaching such as Lab Attendants, Lab Assistants, etc. However, it is learnt that after implementation of 7th CPC recommendations, payment of this special allowance has been stopped for all the staff. Therefore, the relevant letters/orders will be perused and a directive will be issued with respect to continuation of residential allowance to Sainik School employees.

(Action by: Sainik Schools Society)

(f) **Agenda Point No 6:** Medical Reimbursement to Staff members or Introduction of CGHS. (*Sponsoring Sainik Schools-Satara, Nalanda, Bijapur, SujanpurTira, Rewa, Kodagu, Kunjpura, Rewari and Ghorakhal*)

Discussion: At present, the Sainik School employees are granted Medical Allowance at the rate of Rs 500/- per month. Medical Allowance granted to Sainik School employees may be enhanced or Medical claims for treatment of employees of Sainik Schools for self and family members be reimbursed on as and when required basis as available for the employees of Jawahar Navodaya Vidyalayas. Implementation of medical reimbursement will ensure the sense of personal security and increase the dedication to organization. Alternatively, Sainik School employees may be covered under CGHS or ECHS facilities.

Decision: The Principals may approach respective State Govt to extend the State Govt Health Scheme to Sainik School employees. Alternatively, the staff be encouraged to opt for Group Health Insurance Schemes offered by various Insurance Companies. However, as and when the Fixed Medical Allowance (FMA) is revised by the Govt, the Sainik Schools Society may implement the same for Sainik School staff.

(Action by: Principals, Sainik Schools)

(g) **Agenda Point No 7:** Pay and allowances of all staff members including pension liability may be borne by Ministry of Defence or regular grants be sanctioned to Sainik Schools. (*Sponsoring Sainik Schools-Ghorakhal, Nalanda, Tilaiya and Satara*)

Discussion: Pay and Allowances of staff are being paid out of tuition fee/School fee being paid by the cadets. Post implementation of 6th CPC recommendations, the MoD has started sharing the burden of difference between 6th CPC and 5th CPC by releasing 100% additionality. Tuition Fee is the only regular source of income for a Sainik School which does not suffice for making payments of Pay & Allowances and pension of school staff. 7th CPC recommendations are yet to be implemented in Sainik Schools. The decision of 10% enhancement of tuition fee every year is causing financial burden on the parents. Higher rate of tuition fee may ultimately result in taking away the public School education from the reach of common man. However, to make the Sainik Schools financially viable a permanent solution in the form of taking over the responsibility of Pay and Allowances of Sainik Schools is felt essential. Taking over of whole burden of pay and allowances including pension liability by the Ministry of Defence in line with Military Schools/RIMC, will not only reduce the huge financial liability of the School but also the savings on the same can be utilized for development of the School. It is, therefore, proposed that Pay & Allowances and Pensions of staff are paid by the MoD.

Decision: The issue is under consideration.

(Action by: Sainik Schools Society)

(h) **Agenda Point No 8:** Children Education Allowance (CEA) for the staff of Sainik Schools should be implemented as per Central Govt norms. (*Sponsoring Schools-Ambikapur, Nalanda, Tilaiya, Rewa and Kodagu*)

Discussion: As per the 6th CPC Recommendations, Govt Employees are entitled for CEA for two children. However, Sainik School employees are deprived off the above allowance, except subsidized education from class VI to XII for two children in respective Sainik Schools. The facility of CEA for two children may be extended as admissible to Central Govt employees.

Decision: Status quo to be maintained in view of dwindling financial condition of the Sainik Schools.

(j) **Agenda Point No 9:** Grant of appointment on compassionate grounds to a dependent family member of Sainik Schools staff dying in harness or relieved on medical grounds. (*Sponsoring Sainik Schools-Nalanda and Tilaiya*)

Discussion: There is no provision in Sainik Schools Society, Rules and Regulations to grant appointment on compassionate grounds to a dependent family member of a Sainik School servant dying in harness or relieved on medical grounds. It is proposed that the scheme for Compassionate Appointment as applicable to Govt Servants may be implemented/adopted for Sainik School Employees. Implementation of such scheme would be a huge morale booster and motivate the staff to be more committed towards their duties and the organisation, as they would be assured that their family members would be looked after by the organisation, in case of any unforeseen eventuality.

Decision: In all such cases, the Schools should explore sanctioning of grants out of Welfare Fund on compassionate grounds to the family under the provisions of rule 16.09 (b) of Sainik Schools Society Rules and Regulations. .

(Action by: Principals, Sainik Schools)

(k) **Agenda Point No 10:** Revision of Procurement Policy. (*Sponsoring Sainik Schools-Sujanpur Tira, Bijapur and Rewari*)

Discussion: The issue of adopting GFR-2017 and DPM-2009 for procurement in Sainik Schools was discussed at length. During deliberations, it was opined that adopting the GFR / DPM may not solve the problems as the Schools may not be able to incorporate all the terms and conditions and timeline given for processing the tenders. Therefore, the issue needs to be studied thoroughly.

Decision: A Board of Officers comprising the Principals of Sainik Schools SujanpurTira, Tilaiya and Korukonda has been constituted to examine the issue of Revision of Procurement Policy and recommend the upper limits for procurement of goods without quotations, with quotations through LPC, rate contracts and tendering. The report of the board is to reach Sainik Schools Society by 30 Nov 17.

(Action by: Principals Sainik Schools Sujanpur Tira, Tilaiya and Korukonda)

(l) **Agenda Point No 11:** Implementation of 7th Pay Commission to Sainik Schools Employees. (*Sponsoring Sainik Schools-Kazhakootam, Bijapur, Sujanpur Tira, Satara and Kodagu*)

Discussion: Central Govt has already implemented 7th CPC recommendations to Govt. 01 Jan 2016.Sainik Schools Society has not issued orders for implementation of 7th CPC recommendations to its employees at par with employees of the Central Government.

Decision: The issue is under consideration.

(Action by: Sainik Schools Society)

(m) **Agenda Point No 12:** Introduction of Arts & Commerce curriculum for 10+2 standards. (*Sponsoring Sainik School Satara*)

Discussion: At present, Sainik Schools offer only Science stream at the +2 level. However, for entry in to Army, the requirement is +2 (any stream). Arts and Commerce curriculum may be introduced in Sainik Schools to enhance the NDA intake from Sainik Schools.

Decision: Not agreed to.

(n) **Agenda Point No 13:** Workshop on OMR based All India Sainik School Entrance Examination (AISSEE). (*Sponsoring Sainik School Korukonda*)

Discussion: AISSEE 2018 will be conducted as OMR based exam format on 07 Jan 2018. A workshop of one week may be organised for the staff dealing with the Entrance Examination in all Sainik Schools.

Decision: Agreed in Principle. Firm dates will be intimated by Sainik Schools Society.

(Action by: Sainik Schools Society)

(o) **Agenda Point No 14:** Refund of scholarship to cadets withdrawn on Disciplinary Grounds. (*Sponsoring Sainik School-Kodagu*)

Discussion: As per Rule 3.32, Principal is to seek approval of Honorary Secretary for refund of Scholarship by cadets withdrawn on disciplinary grounds. The cadets withdrawn on disciplinary grounds are expelled immediately and generally their account closed on priority without refund of scholarship to complete administrative action and enabling them to apply for admission elsewhere. However, at times, there are cases when the Principal is of the opinion that refund of Scholarship may not be insisted upon. In such a case the Principal has to seek approval of Honorary Secretary. This takes considerable time. It was proposed that Principal may be empowered to take a decision whether to forfeit or refund Scholarship money on merit of the case and present the same for ratification in next LBA.

Decision: After detailed deliberations, it has been decided to empower the Principals to take a decision with respect to recovery of Scholarship amount from the parents of the cadets withdrawn on Disciplinary Grounds. However, the

School is required to intimate the Chairman, LBA and Sainik Schools Society immediately about such decisions.

(Action by: Principals, Sainik Schools)

(p) **Agenda Point No 15:** Conduct of Interviews for all Group 'C' and non-gazetted posts of Group 'B'. (*Sponsoring Sainik School-Kalikiri*)

Discussion: As per the policy issued by the Ministry of Personnel, Public Grievance and Pensions (Department of Personnel) Government of India, interviews for all Group 'C' and non-gazetted posts of Group 'B' are discontinued vide OM No. 39020/01/2013-Estt(B)-Part, dated 29 Dec 2015. Sainik Schools have not received any directions from Sainik Schools Society in this respect. Sainik Schools are receiving many RTIs and queries in this regard. Hence, decision may be given whether interviews to be conducted for all Group 'C' and non-gazetted posts of Group 'B'.

Decision: Sainik Schools are run by Sainik Schools Society, hence, all the Govt. rules may not be automatically applicable to Sainik Schools. Therefore, Status quo to be maintained.

(q) **Agenda Point No 16:** Higher Pay Scale to Craft Instructor/ Music/ Band Master - Anomaly in Pay Fixation. (*Sponsoring Sainik School-Amaravathinagar*)

Discussion: Fixation of Pay scale for the post of Craft Instructor, Music/Band Master has been fixed to PB1 5200-20200 with Grade Pay 2800 as per the guidelines contained in Part A, Section-1 of the first schedule which is clearly meant for non-teaching staff. As per Sainik Schools Society Rules 5.02 In Chapter - V, Craft Instructor, Music/Band Master are the members of the teaching staff in Sainik Schools. As per the guidelines contained in Part B, Section -II (XVII-Teachers) of the first schedule Pay scale (pre-revised) 4500-125-7000 should have been revised to PB-2, 9300-34800 with Grade Pay 4200 which is meant for teachers. It is clarified that the qualifications of Art Teacher/Craft Teacher in KVS and NVS are different compared with QRs of Art Teacher/Craft Teacher in Sainik Schools and also the issue is sub judice as Sainik School Chittorgarh has filed SLP in the Supreme Court of India.

Decision: The orders of the court to be implemented. However, the Principal, Sainik School Amaravathinagar has been asked to forward the details to Honorary Secretary, Sainik Schools Society.

(Action by: Principal, Sainik School Amaravathinagar)

(r) **Agenda Point No 17:** Designation of Asstt Master as Master after attaining Senior / Selection Scale of pay. (*Sponsoring Sainik Schools-Kazhakootam, Kapurthala and Ghorakhal*)

Discussion: As per Rule 5.04, Assistant Masters appointed in the school are entitled for the grant of Senior Scale after rendering 10 years of service. They remain as Asst Master even after getting Senior / Selection Scale even after completing 24 years' service with the School. It is recommended that the Asst Masters who qualify for Senior / Selection Scale be designated as Masters as there is no financial effect to the School and it will motivate these teachers to perform better. It will also provide them an opportunity to apply for the post of Principal in Navodaya Vidyalaya / Kendriya Vidyalaya and other reputed organisations.

Decision: Not agreed to. However, the nomenclature of Assistant Master and Master would be changed to TGT and PGT respectively. The same would be ratified during the next BOG meeting.

(s) **Agenda Point No 18:** Retention of failed cadets in Sainik Schools as Day Scholar. (*Sponsoring Sainik School-Goalpara*)

Discussion: As per ruling of Hon'ble High Court of Madras, Sainik School students should not be expelled from the class, if failed in Class XI but are to be retained in the same class. As per the new CBSE Examination Guidelines (as indicated in newspapers) students of Class VI to VIII who fail in any subject or without requisite standard/proficiency in respective subject, will be given one more chance to reappear in the same paper. If they fail again then the student is to be detained in the same class. To avoid litigation, cadets who are to be detained in any class be permitted only as Day Scholars in the school, or else to be withdrawn.

Decision: Status quo to be maintained.

(t) **Agenda Point No 19:** Dearness Relief to Pensioners. (*Sponsoring Sainik Schools-Korukonda and Chittorgarh*)

Discussion: The orders for payment of Dearness Relief wef 01 Jul 2016 to the pensioners of Sainik Schools are awaited. Whereas, orders for payment of DA wef 01 Jul 2016 to regular employees have been issued and they are drawing DA @ 136% at par with Central Govt employees. Hence, it is submitted that suitable orders may be issued to facilitate payment of Dearness Relief to the pensioners to avoid financial hardships to pensioners.

Decision: Sainik Schools Society to pursue the issue with Ministry of Finance for issue of suitable orders. On request by the Principals, the Honorary Secretary has agreed to forward the letters written by Sainik Schools Society to Ministry of Finance to get the authority letters for release of DR to Sainik Schools Pensioners.

(**Action by:** Sainik Schools Society)

TALKING POINTS

6. The Talking Points that were discussed during the meeting and the decisions given are enumerated in succeeding paragraphs.

(a) **Talking Point No 1:** Combined Football Team. (*Sponsoring Sainik Schools-Nagrota and Imphal*)

Discussion: Principal, Sainik School Nagrota brought out that during the All India Sainik Schools Inter Zonal Football Championship 2017-18 conducted at Sainik School Nagrota, it was observed that all teams had some very good players but no team had all 16 players who were good. Therefore, best players from best five teams participating in the Inter Zonal Football Championship may be selected to represent Sainik Schools in the Subroto Cup to fetch better result and present the best possible team.

Decision: Status quo to be maintained.

(b) **Talking Point No 2:** Reworking the number of PGTs & TGTs. (*Sponsoring Sainik School Goalpara*)

Discussion: As per Sainik Schools Society letter No 9(3)/2006/D(SSC) dated 15 Sep 2006 authorised number of PGTs are 9 and TGTs are 18 per school. The general distribution of PGTs in schools is English (2), Maths (2), Physics (2), Chemistry (1), Biology (1) and Computer Science (1). It is recommended to increase the number of PGTs to ten within the existing sanction. (Two each for English, Maths, Physics, Chemistry and one each for Biology and Computer Science).

Decision: Status quo to be maintained.

(c) **Talking Point No 3:** Staff Orientation Programme. (*Sponsoring Sainik School-Sujanpur Tira*)

Discussion: There is no regular schedule of staff orientation programme for different subject teachers. For the development of teachers & cadets, there

should be a proper schedule for orientation programmes at Society level. Moreover, teachers must be given a chance to attend subject proficiency programmes organised by CBSE/NCERT.

Decision: Status quo to be maintained. The Schools should explore the feasibility to conduct in-house in-service training programme at the beginning of the session in addition to CBSE organised in-service training programmes for different subjects.

(Action by: Principals, Sainik Schools)

(d) **Talking Point No 4:** Appointment of qualified Counsellor. (*Sponsoring Sainik Schools-Kalikiri, Satara and Sujanpur Tira*)

Discussion: As per CBSE Guidelines, one qualified counsellor is required on regular basis for counselling of cadets. A professional counsellor may be appointed to understand and resolve psychological issues related to cadets of Sainik schools. This would help in addressing adolescence related concerns/problems and managing of stress.

Decision: After due deliberations, Principal, Sainik School Kalikiri has been asked to forward SOC for appointment of counsellors in Sainik schools to Sainik Schools Society at the earliest.

(Action by: Principal, Sainik School Kalikiri)

(e) **Talking Point No 5:** GST Registration for Sainik School and URC. (*Sponsoring Sainik School Kalikiri*)

Discussion: Clarification regarding registration of URCs and Schools under GST.

Decision: Principal, Sainik School Korukonda has been asked to forward the procedure for obtaining GST registration number by the school to all the schools with a copy to Sainik Schools Society.

(Action by: Principal, Sainik School Korukonda)

(f) **Talking Point No 6:** Clarification regarding delegation of duties to Vice Principal/Adm Offr while Principal proceeding on leave/temporary duty/posting. (*Sponsoring Sainik School-Nalanda*)

Discussion: Inter Service Seniority of Service Officers posted to Sainik Schools has been elucidated under rule 11.24 and 11.25 of Sainik Schools Society Rules and Regulations, 1997. At present, whenever the Principal proceeds on leave or

temporary duty, the senior most officer holding the post of Vice Principal/Adm Offr is officiating as the Principal under internal arrangement. However, there are no orders/instructions available in the Sainik Schools Rules and Regulations in this regard. Consequent to re-designation of Headmaster as Vice Principal and Registrar as Administrative Officer, the Vice Principal qualifies as deputy (second in seniority of appointment) to the Principal. In the Armed Forces, the seniority of appointment (designation) is generally considered, rather than seniority of the service of officer for holding/discharging the responsibility of higher appointment in the officiating capacity. In view of the above, seniority of appointment (designation) may be fixed between Vice Principal and Adm Offr and necessary instructions may please be issued with respect to delegation of duties in the officiating capacity to the officers holding the said posts, especially when the Principal has to proceed on leave/temporary duty or posting.

Decision: The senior most officer among the Vice Principal and the Adm Officer will perform the duties of Officiating Principal in the absence of regular Principal.

STAFF CHANNEL POINTS

7. The Staff Channel Points that were discussed during the meeting and the decisions given are enumerated in succeeding paragraphs:-

(a) **Staff Channel Point No 1:** Special Repair to Academic Block and Hostels at Sainik School Sujanpur Tira. (*Sponsoring Sainik School Sujanpur Tira*)

Discussion: Most of the buildings & hostels of SS Sujanpur Tira were built during 1978-1980. The academic building and hostel buildings are in dilapidated condition and at certain pockets the balconies, ceiling plasters and overhang (Chhajja) are falling. There is massive seepage of water in most of the hostels making it unsafe and unhygienic for habitation. These buildings require extensive repairs. It is recommended that Grant-in-Aid of minimum 10-15 Crores may be released to undertake the special repairs through PWD as HP State Govt is not granting sufficient aid in spite of plethora of correspondence.

Decision: Efforts should be made by the respective School to get the MoA signed at the earliest. The Sainik Schools Society would also make an endeavour to send a letter from Hon'ble RRM to the Hon'ble Chief Minister of Himachal Pradesh for signing of MoA and release of funds for repair of buildings.

(Action by: Principal, Sainik School Sujanpur Tira &
Sainik Schools Society)

(b) **Staff Channel Point No 2& 3:** Appointment/Authorisation of additional General Employees. (*Sponsoring Sainik Schools-Satara and Korukonda*)

Discussion: The present strength of General Employees is not sufficient to look after the huge campus of Sainik School Satara. The roads and buildings in some of the Sainik Schools are being managed by the school itself and the State Govt. provides maintenance grants. The present authorization of maintenance staff, i.e. Electrician, Plumber, Carpenter and Mason is single post sanction. In view of the above, post of helpers in the cadre of GE (Tech) to Electrician, Plumber, Carpenter and Mason may be sanctioned so that they assist the maintenance staff during execution of their trade related tasks and also relieve them during their absence.

Decision: The Schools having more than the authorised strength of General Employees should work out strategy to reduce the number in a phased manner and intimate the action plan to the Sainik Schools Society at the earliest. All the Sainik Schools have been asked to send the factual data of regular, contractual General Employees including the Daily Wage Workers along with the source of income for payment of wages (funds from school fund/ancillary units/State Govt). The Principal, Sainik School Kazhakootam has been asked to collate the data of all the Sainik Schools and forward the same to Sainik Schools Society latest by 30 Nov 17.

(Action by: Principals, All Sainik Schools & Principal, Sainik School Kazhakootam)

(c) **Staff Channel Point No 4:** Increase of Cadets Strength from 530 to 600. (*Sponsoring Sainik School Chittorgarh*)

Discussion: The Principal, Sainik School Chittorgarh apprised that their School is having sufficient accommodation to accommodate the proposed increased strength of cadets. Increase in strength will help the School to generate revenue which would help the School to tide over the severe financial crisis.

Decision: Agreed in principle. However, the Principal, Sainik School Chittorgarh has been asked to forward a fresh proposal to the Honorary Secretary at the earliest.

Action by: Principal, Sainik School Chittorgarh)

(d) **Staff Channel Point No 5:** Audit Objection on Man Power in Cadets' Mess (Appendix 'F' of SSS R & R). (*Sponsoring Sainik School Kazhakootam*)

Discussion: The Principal, Sainik School Kazhakootam has apprised that the audit authority of the School raised an objection regarding manpower at Cadets Mess. Since, a specific menu is not fixed for cadets of Sainik Schools, each School prepares the menu according to the habits and interest of the region. Therefore, the manpower for preparation of food varies from school to school. Option for adjusting manpower in Cadets' mess at school level, keeping

authorized strength stable may be permitted and the same communicated to the school for settling audit objection.

Decision: The Sainik Schools Society would issue suitable guidelines after receipt of data being compiled by Sainik School Kazhakootam.

(Action by: Principal, Sainik School Kazhakootam &
Sainik Schools Society)

8. **Presentations by Principals.** The following Principals presented case studies and presentations on the topics as mentioned below:-

(a) **Remodelled Assessment Structure wef Academic Session 2017-18: Salient Features and Implementation Methodology** by Capt (IN) S Edwin Jothirajan, Principal, Sainik School Goalpara.

(b) **OMR Based AISSEE-Way Ahead** by Col V Ravindra Kumar, Principal, Sainik School Rewa.

(c) **Conduct of Zonal Sports Meet-Problems & Proposed Solutions** by Col Tamojeet Biswas, Principal, Sainik School Bijapur.

(d) **Case Studies**

(i) **Accidental Death of a Cadet during Practice Football Match at SS Imphal** by Capt (IN) Vinay Tiwari, Principal, Sainik School Imphal.

(ii) **Collective Insubordination by Staff Members at SS Kodagu and Remedial Measures** by Gp Capt RR Lall, Principal, Sainik School Kodagu.

9. **Points from Sainik Schools Society.** The Inspecting Officer (G), Sainik Schools Society expressed concern over the following points and urged the Principals for their positive co-operation and prompt action:-

(a) **Annual Leave of Officers.** As far as possible, the Principals should try to proceed on Annual Leave during school vacation only. However, exceptional cases will be considered on merit. A copy of the leave application be forwarded to Inspecting Officers to monitor the same and avoid delay in sanctioning of the leave. Annual Leave applications should be submitted at least 15 days in advance to facilitate timely processing of the same.

(b) **Officers Temporary Duty/Course Details.** As per rule 11.05 Officers posted to Sainik Schools will not be eligible for attending professional in-service

training courses during their tenure with Sainik Schools, which would involve their absence for more than 60 days, i.e. the period of permissible annual leave and any such period of absence will be adjusted against their annual leave only, in case they are so permitted by the Sainik Schools Society. Therefore, whenever, any officer has to proceed on prolonged temporary duty or course or as nominated by respective Service Headquarters, concurrence of the Honorary Secretary, Sainik Schools Society is required before proceeding. Such moves should be forwarded along with recommendations of the Principals.

(c) **Responses during Parliamentary Sessions.** When the Parliamentary Sessions are in progress, the Schools should ensure availability of staff in the offices at least up to 1800 h to respond to the information being asked by the Sainik Schools Society. All the replies should be sent to Sainik Schools Society by fastest available official communication means by due date and time.

(d) **Revision of Rule Book.** The compilation has been done incorporating the latest policy letters up to 2015. However, many policy letters have been issued during the last two years which are also to be incorporated. IO (G) has requested the Honorary Secretary to constitute a fresh committee to check the chapters one by one for incorporation of latest policies in the rule book.

(e) **Updating of Sainik Schools Society Website.** All the Principals have been asked to check the data available on the Sainik Schools Society Website, especially the information pertaining to their respective Schools. And ensure updating the data of old alumni from time to time. All the Schools would also provide a link on their School websites to access the Sainik Schools Society Website.

(f) **Improvement in the result of Class XII.** The Principals have been asked to concentrate on improving the result of Class XII as the result has gone down this year compared to last year.

(g) **Discipline.** The Principals have been asked to educate staff dealing with cadets to inculcate discipline in them. Motivational lectures be organised for staff as well as cadets. All Schools should prepare action plans and SOPs to deal with disciplinary cases.

(h) **Transparency in Financial Dealings.** The Principals have been advised to strictly follow the rules and regulations as stipulated in the Sainik Schools Society Rules and Regulations. While processing the annual tenders, the Schools should utilise the expertise available under the jurisdiction of Chairman, LBA and District Administration.

(i) **Quarterly DO Letters to Honorary Secretary and Inspecting Officers.**
The Principals have been advised to promptly forward the Quarterly DO letters to the Honorary Secretary and the Inspecting Officers as per the guidelines on the subject.

(k) **Publication of School Magazine.** The Schools have been advised to publish the magazine on time and adhere to the guidelines issued by the Sainik Schools Society for publication of Annual Magazine, i.e. cost, number of messages, colour/black and white pages, etc.

(l) **Reply to RTI Applications.** All the RTI Applications should be promptly replied to. While replying the CPIOs should quote proper sections and provide adequate information to avoid subsequent appeals. In case of any doubt, the Principals should discuss the same with their counterparts and consult appropriate authorities before sending the reply.

(m) **Entrance Exam.** The contents being published in the School prospectus and instructions being provided to the candidates should be re-verified by the Schools. The instructions should be in line with the guidelines promulgated by the Sainik Schools Society, especially with respect to reservations under Home State, Other State, SC, ST, Defence quota (applicable for Armed Forces Personnel and Ex-Servicemen), etc.

VALEDICTORY FUNCTION ON 27 SEP 17

10. **Welcome Address.** The Principal, Sainik School Nalanda welcomed the Hon'ble RRM, the Joint Secretary (Works & Training), Ministry of Defence, the Honorary Secretary of Sainik Schools Society, the Inspecting Officers and all the participating Principals. He thanked the Sainik Schools Society for the opportunity provided to the School to host the conference.

11. **Remarks by Shri Manish Thakur, IAS, Joint Secretary, Works & Training, Ministry of Defence.** The JS (Works & Training) welcomed Dr Subhash R Bhamre, Hon'ble Raksha Rajya Mantri, Govt. of India & Chairman Board of Governors, Sainik Schools Society, Honorary Secretary, Inspecting Officers and Principals of all Sainik Schools. He apprised the Hon'ble RRM about the important issues discussed and deliberated upon in the conference. He further apprised that outcome of the deliberations and decisions arrived at will be put up for approval of Hon'ble RRM through staff channel.

12. **Interaction with Principals on School specific issues.** Subsequently, the Hon'ble RRM interacted with the Principals of all the Sainik Schools who apprised the Minister about issues specific to their respective schools.

13. **Address by Hon'ble RRM.** The Hon'ble RRM has conveyed that it was his privilege and honour to be a part of the valedictory function of 47th All India Sainik Schools Principals' Conference. He was overwhelmed to visit Nalanda, the ancient seat of learning. He congratulated Sainik School Ghorakhal for receiving the coveted Raksha Mantri Trophy. He also congratulated Sainik School Nalanda on receiving Merit

Certificate for Class X results and Sainik School Korukonda for its outstanding performance in CBSE Class XII exam. He further complimented the Sainik Schools Ambikapur, Kazhakootam and Satara for receiving Best Annual Magazine, Best Layout and Best Content awards respectively. He also encouraged all other Schools to strive for these awards in forthcoming years. He expressed his happiness over the excellent performance of Sainik Schools for sending 115 cadets to 138th Course of NDA and 26 cadets to 100th Naval Academy Course this year. He stated that Sainik Schools are rendering a yeomen service to the nation and the present result is indicative of the efforts being put up by all the Schools in this direction. The Hon'ble Minister has stated that there is a huge demand of Sainik Schools in the country. The Minister apprised that the government is planning to induct girls in the Sainik Schools to provide them quality training and prepare them for future roles in armed forces. However, he expressed his concern about deteriorating financial health of all the Sainik Schools. The Hon'ble Minister said that the Sainik Schools have been established with the objectives of removing regional imbalance in the Armed Forces as well as to bring public School education within the reach of the common man. However, with the existing fee structure and proposed increase in fee every year, the target group may miss out the opportunity of getting good public school education offered through Sainik Schools. Hence, concrete measures to improve the financial condition of Sainik Schools need to be deliberated upon and he promised that the govt is sensitive about the issues concerning financial condition of all the Sainik Schools. He has further informed that the Govt. is determined to resolve all issues concerning the Schools and the welfare of employees of Sainik Schools.

14. **Presentation on Performance Review of the Sainik Schools.** Inspecting Officer (G), Sainik Schools Society presented a performance review of the Sainik Schools for the academic year 2016-17. In his presentation, he brought out that the overall performance of the Sainik Schools was better than the all India average. The performance of Sainik Schools vis-a-vis other Schools (All India average, KVS and NVS) for the last 11 years was discussed in detail. He highlighted that 07 Sainik Schools had achieved 100% result in class XII during the session 2016-17. He also brought out that Sainik Schools have contributed 115 cadets to 138th Course of NDA out of 348 cadets admitted for the said course which amounts to 33.05%. Sainik School Ghorakhal has contributed the maximum number of 24 candidates. The Inspecting Officer apprised the Hon'ble RRM that 40% of cadets qualified for SSB interview during 2016-17 and 17% cleared their SSB interview. He also apprised the Minister that concerted efforts are being made to achieve the target of 50% success in UPSC examination as given by the Chairman, Board of Governors.

15. **Presentation of Trophy and Certificates.** Hon'ble RRM then gave away the Raksha Mantri Trophy for sending maximum percentage of Class XII cadets to 138th NDA Course and various other certificates for the academic year 2016-17. The Hon'ble Minister also gave away the mementos and certificates of participation to all the

Principals. The details of Schools which have won various awards as well as certificates are given below:-

Sl No.	Certificate/Award	Awarded to Sainik School
(a)	Best Annual Journal for the year 2016-17	Ambikapur (Chhattisgarh)
(b)	Best Design in Annual Journal for the year 2016-17	Kazhakootam (Kerala)
(c)	Best Content in Annual Journal for the year 2016-17	Satara (Maharashtra)
(d)	Best performance in class X results for the year 2016-17	Nalanda (Bihar)
(e)	Best performance in Class XII results for the year 2016-17	Korukonda (Andhra Pradesh)
(f)	Raksha Rajya Mantri Trophy for sending maximum percentage of cadets to NDA for the year 2016-17	Ghorakhal (Uttarakhand)

16. **Closing Remarks of Hon'ble RRM.** Hon'ble RRM in his closing address stated that he is aware of issues concerning to Sainik Schools and the government is committed to resolve all the issues concerning Sainik Schools. Being the Chairman of Board of Governors of Sainik Schools Society, he would make all out efforts to pursue all the issues earnestly and resolve the same at the earliest. He urged that all the Schools have to grow together as a team and transform themselves into leading centers of academic excellence to feed more number of cadets to NDA & Naval Academy. The Minister thanked the Joint Secretary and his team and Principal of host School for successful conduct of this Conference.

17. The Conference concluded at 1600 h on 27 Sep 2017.

Appendix 'A'

(Refers para 1 of Minutes of 47th
AISS Principals' Conference-2017)

LIST OF PARTICIPANTS

Sl No.	Name of Participant	Designation	Organisation/ Sainik School
1.	Shri Manish Thakur, IAS	Joint Secretary (Works & Training), Min of Def	Min of Def, Govt of India
2.	Smt Poornima Rajendran	Honorary Secretary	Sainik Schools Society
3.	Cmde G Rambabu	Inspecting Officer (G)	
4.	Col Sudhanshu Arya	Inspecting Officer (S)	
5.	Shri NK Joshi	Section Officer	
6.	Shri Anil Kumar Budania	Asst Section Officer	
7.	Gp Capt Tarun Khare	Principal	Ambikapur
8.	Gp Capt TN Sridhar	Principal	Amaravathinagar
9.	Lt Col Deepak Chaddha	Offg Principal	Balachadi
10.	Capt (IN) Kanchan Mukherjee	Principal	Bhubaneswar
11.	Col Tamojeet Biswas	Principal	Bijapur
12.	Col Rajesh Raghav	Principal	Chittorgarh
13.	Lt Col Inderjeet Singh	Offg Principal	Chhingchhip
14.	Capt (IN) Rohit Dwivedi	Principal	Ghorakhal
15.	Capt (IN) S Edwin Jothirajan	Principal	Goalpara
16.	Col JS Chauhan	Principal	Gopalganj
17.	Capt (IN) Vinay Tiwari	Principal	Imphal
18.	Capt (IN) Simon Xavier	Principal	Kalikiri
19.	Col Vikas Mohan	Principal	Kapurthala
20.	Col A Rajiv	Principal	Kazhakootam
21.	Gp Capt RR Lall	Principal	Kodagu
22.	Col Rudrax Atri	Principal	Korukonda
23.	Col Vijay Dutt Chandola	Principal	Kunjpura
24.	Capt (IN) A Muthuraman	Principal	Nagrota
25.	Col MI Hussain	Principal	Nalanda
26.	Gp Capt Sanjay Gaekwad	Principal	Punglwa
27.	Col Rahul Sharma	Principal	Purulia
28.	Col V Ravindra Kumar	Principal	Rewa
29.	Lt Col Rajeev Sirohi	Offg Principal	Rewari
30.	Gp Capt Manisha Misra	Principal	Satara
31.	Gp Capt AK Paul	Principal	Sujanpur Tira
32.	Col Nabarun Roy	Principal	Tilaiya

Appendix 'B'

(Refers para 4 of Minutes of 47th AISS Principals' Conference 2017)

ACTION TAKEN ON MINUTES OF 46th PRINCIPAL'S CONFERENCE

SI No.	Agenda Point	Status
1.	Revision of School Fee	(a) Action completed. (b) Fee revised to Rs 60,000/- for 2016-17 with a 10% increment every year.
2.	Deficit and Reserve Fund Utilisation	(a) Action completed. (b) Approval to utilise Reserve Fund is given on case to case basis.
3.	Transfer of Sainik School Staff (Regular) within the Sainik Schools	(a) Principals have been asked to forward their comments on the draft SOP forwarded by SS Kodagu. (b) Principal SS Kodagu to revise the SOP based on the feedback received from the Principals and submit it to Sainik School Society by 30 Nov 17.
4.	MoA for the existing Sainik Schools	Two state Govts. Maharashtra and Haryana signed the MoA since last conference. Other schools are requested to expedite the signing of MoA with respective state Govts.
5.	Applicability of Rule 30.1 of CBSE Bye-Law in totality	Status quo to be maintained.
6.	Abolishing the post of Senior Master	Status quo to be maintained.
7.	Asst Master to be designated as Master after 10 years	Status quo to be maintained.
8.	Permission to Recruit Staff (Academic, Adm and GEs within Authorised Strength)	Not agreed to.
9.	10% Residential Allowance to all the Staff in Sainik Schools	No action
10.	Centralised Training / Workshop for Adm Section Heads	(a) Action completed. (b) Workshops organised for Office Sudpts, Accountants, QMs and Mess Managers.
11.	Entitlement of Leave to the Vacation Staff of Sainik	HPL converted into EL cannot be used for accumulation towards leave encashment.

	Schools	Sainik Schools Society will issue a letter with effective date of implementation of this provision.
12.	Relaxation in age criteria for Staff Children	Issue under consideration with SSS.
13.	Inclusion of Cooks in Skilled Category	(a) Proposal submitted by SS Kazhakootam. (b) Issue under consideration with SSS.
14.	Appointment of Full Time School Medical Officer	Status quo to be maintained.
15.	Ex-gratia lump sum compensation of Rs 10 lakhs on death occurring due to accident in the course of performance of duties	(a) Sainik Schools Society vide letter 34(22)/2016/D(SSC) dated 11 May 2017 has approved payment of Ex-Gratia lump sum compensation of Rs 10 lakhs to the next of kin by SS Korukonda. (b) The expenditure was met out of interest earned on "Retirement Benefits/Pension Fund" (2016-17).