SAMBHOTA TIBETAN SCHOOLS SOCIETY

(Registered Under Societies Registration Act XXI of 1860 /R.No.S-E/403)

(Department of Education, CTA Dharamshala)

AGENDA

OF

10th MEETING OF THE GOVERNING BODY

SAMBHOTA TIBETAN SCHOOLS SOCIETY (STSS)

DATE: 12.12.2024

TIME: 10:00 AM

VENUE:
Bureau of His Holiness the Dalai Lama
Lajpat Nagar-IV, New Delhi-110024

SAMBHOTA TIBETAN SCHOOLS SOCIETY (STSS)

10th Meeting of the Governing Body

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SAMBHOTA TIBETAN SCHOOLS SOCIETY(STSS)

Agendas for the 10th Governing Body Meeting of the Society

ITEM No. 1 To welcome the Honourable GB members to the 10th GB meeting of the Society by the Honourable Chairperson, Madam Tharlam Dolma Changra, Kalon for Education, DoE, CTA.

The updated list of the Honourable Governing Body members. ***Annexure-I***

ITEM No. 2 To welcome the new GB member Mr. Jigmey Jungney, Representative, Bureau of H.H. The Dalai Lama, Delhi

As per the file circulation letter F.No..E-20/STSS/2024-25/1302 dated 25.10.2024 regarding the appointment of Mr Jigmey Jungney, Representative**,** Bureau of H.H. the Dalai Lama, Delhi, as a new member of the STSS Governing Body instead of the Secretary, Mr. Dhondup Gyalpo, no comments were received. Therefore, the Hon'ble GB members have considered and approved the appointment.

The Hon'ble GB members are kindly requested to welcome the new Hon'ble GB member.

ITEM No. 3 To confirm the minutes of the 9th Governing Body meeting of STSS held on 20.06.2024 at STS Mussoorie, UK.

The minutes of the 9th Governing Body meeting of STSS, held on June 20, 2024, have been circulated to all members. No comments were received. Therefore, the Hon'ble GB members are kindly requested to confirm the meeting minutes.

Annexure-II

ITEM No. 4 To consider and approve the STSS Annual Budget for the fiscal year¯ 2025-26

The STSS Annual Budget/grants sanctioned by MoE, GoI, for the fiscal year 2025-26 is Rs. 65,43,78,179 Cr. Of this, Rs. 18.50 Cr. will be retained by the KVS HQ as pensions for staff who retired during the erstwhile CTSA administration.

The Hon'ble GB members are kindly requested to consider and approve this budget.

Annexure-III

ITEM No. 5 To note the action taken report on the resolutions of the 9th GB meeting.

The action taken report on the resolutions of the 9th Governing Body meeting convened on June 20, 2024, at STS Mussoorie, UK, is included in Annexure IV for the kind perusal and approval of the Hon'ble GB members.

Annexure- IV

ITEM No. 6 To consider and approve the execution and follow-up procedures of the action taken report on Resolution No. 8 of the 9th GB meeting for the regularisation of in-service contractual staff.

As per the resolution passed in the 9th GB meeting, the regularisation of in-service contractual staff engaged in erstwhile CTSA-transferred schools shall be initiated from 2025 under the STSS Regularization Framework outlined in the action taken report.

The Hon'ble GB members are kindly requested to consider and approve this matter.

ITEM No. 7 Any other item with the permission of the Chair.

Annexure-I

Updated List of Hon'ble Governing Body Members of the Society

S.No.	Name	GB Portfolio	Address	Remark
1	Madam Tharlam Dolma Changra	Chairperson	Kalon(minister) for Education Department of Education CTA, Dharamshala (HP)	Ex-officio
2	Mr. Jigmey Namgyal	Vice Chairperson	Secretary DoE, CTA, Dharamshala (HP)	Ex-officio
3	Mr. Satya Narain Gulia	Member	Joint Commissioner (Fin.) Kendriya Vidyalaya Sangathan (HQ), New Delhi	KVS Representative
4	Mr. Jigme Jungney	Member	The Representative, Bureau Office of H.H.The Dalai Lama, Lajpat Nagar, New Delhi-	Nominated
5	Ven. Geshe Lhakdor	Member	Director Library of Tibetan Works and Archives, Dharamshala (HP)	Nominated
6	Mr. Sonam Sichoe	Member	President Tibetan Children's Village TCV Head Office, Dharamshala (HP)	Ex-officio
7	Mr. Tenzin Choklang	Member	General Secretary Tibetan Homes Foundations (THF), Mussoorie (Uttrakhand)	Ex-officio
8	Mr. Tsering Dhondup	Member Secretary	Director STSS, Dharamshala	Ex-officio

Annexure-II

SAMBHOTA TIBETAN SCHOOLS SOCIETY(STSS)

Minutes of the 9th Meeting of the Governing Body of STSS held on 20.06.2024 at STS Mussoorie, UK

ITEM No. 1 To welcome the Honourable GB members to the 9th GB meeting of the Society by the Honourable Chairperson, Madam Tharlam Dolma Changra, Kalon for Education, DoE, CTA.

The updated list of the Honourable Governing Body members ***Annexure-I***

Resolution: The Hon'ble Chairperson of the Society, Madam Tharlam Dolma Changra, Kalon for Education, DoE, CTA, kindly proposed the welcome address to all the Hon'ble GB members to the 9th GB meeting of the Society.

ITEM No. 2 To confirm the minutes of the 8th Governing Body meeting of STSS held on 07.09.2023.

The minutes of the 8th Governing Body meeting of STSS were convened on 07.09.2023 and circulated to all members. No comments were received on the stipulated date.

However, as discussed in the 8th Governing Body meeting KVS HQ has deputed Mr. Sanjay Kumar, D.C. (Fin) and Mr. Ravinder Singh, AO, KVS, RO, Lucknow to STSS HQ, concerning its account maintenance for the financial year 2022-23,

Subsequently, a tour report with three extensive observation points by the team was submitted vide letter reference no: F.No.11-Budt0FuunR/1/2023-Budget/66 dated 03.04.2024 to which STSS HQ submitted a response vide letter no: F.No. E-17/2024-25/STSS-125 dated 18.04.2024 to KVS HQ.

The Hon'ble GB members may kindly consider and approve the same.

Annexure-II

Resolution: The Hon'ble GB members have kindly considered and approved the minutes of the The 8th Governing Body meeting of STSS was held on 07.09.2023, as stated in item No. 2.

ITEM No. 3 To note the action taken report on the resolutions of the 8th GB meeting.

The action taken report on the resolutions taken in the 8th Governing Body meeting convened on 07.09.2023 is placed in annexure-III for the kind perusal and approval

of the Hon'ble GB members. ***Annexure- III***

Resolution: The Hon'ble GB members have kindly considered and approved the action taken report on the resolutions of the 8th GB meeting with comments that

i) Replacement of GB member Late Shri S. P. Dutta shouldn't be in a hurry till a right person is found out.

ii) STSS should continue pursuing registration to the NSDL portal as a corporate model for 26 transferred regular staff under the NPS category with MoE, SE & L, GoI.

ITEM No. 4 To consider and approve the STSS Annual Budget for the financial year 2024-25.

STSS Annual Budget/grants sanctioned by MoE, GoI for the financial year 2024-25 is Rs. 65.40 Cr. out of which Rs. 46.90 Crore for the expenses of STSSand Rs. 18.50 Cr. to be retained by KVS as pensions for the staff who retired during the erstwhile CTSA administration.

The Hon'ble GB members may kindly consider and approve the same.

Annexure-IV

Resolution: The Hon'ble GB members have kindly considered and approved the STSS Annual Budget/grants sanctioned by MoE, GoI for the financial year 2024-25 a sum of Rs. 64.40 Cr. out of which Rs. 46.90 Crore for expenses of STSS and Rs. 18.50 Cr. to be retained by KVS as pensions for the staff who retired during the erstwhile CTSA administration.

ITEM No. 5 To consider and approve the Annual Accounts Report of the Society for the FY 2022-23 and 2023-24.

As per the terms of MoE, Department of School Education and Literacy, Govt. of India vide its letter no: F.No. 4-3/2002-UT-2/Sch.3 dated 25th May 2021, the certified Annual Accounts Report for the FY 2022-23 and the provisional Annual Accounts Report for the FY 2023-24 of the Society are submitted with the web link address https://sambhota.org/stss-gb-meeting/ for the kind perusal and approval of the Hon'ble GB members.

Resolution: The Hon'ble GB members have kindly considered and approved the certified Annual Accounts Report for the FY 2022-23 and the provisional Annual Accounts Report for the FY 2023-24 of the Society. However, Mr. S. N. Gulia (JC, Fin.), KVS representative, submitted four points of observation of STSS Accounts for FY 2023-24. The details are as mentioned below:

S.No.	Observation	STSS Remarks
1.	As per grant account expenses, the school vehicle has been procured for Rs.11,87,105/—without the approval of KVS/MoE.	*Noted for future compliance.*
2.	Total school recurring expenses (Grants) of Rs. 4,32,07,694/—have been shown. No bifurcation of expenses has been given, even though KVS made the same observation while conducting the Internal Audit. This violates the Accounting principles/Standards.	*As per the guidance, bifurcation of the recurring expenses shall be implemented with effect from the financial year 2024-25.*

3.	Central Govt regular staff salary amount is shown as Rs. 9,03,25,317/-. However, the bifurcation of expenditures such as Basic Pay, DA etc. has yet to be mentioned. This was also pointed out by the KVS while conducting an internal audit.	*As per the guidance, Central Govt regular staff salary expenditure bifurcation has been implemented w.e.f. financial year 2024-25.*
4.	In the liabilities schedule, figures are shown in minus which is not a proper accounting point of view.	*shall be rectified.*

ITEM No. 6 To consider the Annual Academic Report of the Society for the academic year 2022 and 2023.

As per the terms of MoE, Department of School Education and Literacy, Govt. of India vide its letter no: F.No. 4-3/2002-UT-2/Sch.3 dated 25th May 2021 the Annual Academic Report for the academic year 2022 and 2023 of the Society as e-book is submitted with a web link address https://sambhota.org/stss-gb-meeting/ for the kind consideration of the Hon'ble GB members.

Resolution: The Hon'ble GB members have kindly considered and approved with comments that the final e-book version of the annual academic report- 2022 & 2023 may be submitted to the Hon'ble GB members.

ITEM No. 7 To consider and approve the appointment of a representative of the Bureau of His Holiness The Dalai Lama, New Delhi as a GB member of the Society.

Considering the significance of the Society's registration/establishment address, a representative of the Bureau of His Holiness The Dalai Lama, New Delhi, in the Governing Body of the Society is felt necessary.

Therefore, the Society hereby proposes the Secretary of the Bureau as an ex-officio GB member.

The Hon'ble GB members may kindly consider and approve the same.

Resolution: The Hon'ble GB members have kindly considered and approved the appointment of the Secretary of the Bureau of His Holiness The Dalai Lama, New Delhi as an ex-officio GB member.

ITEM No. 8 To consider and approve the contractual staff retention measures of the Society.

The Ministry of Education then MHRD, Dept. of SE & L vide its orderF.No.4-3 /2002/UT-2/Sch-3 (III) dated 18th December 2017 regarding the transfer of schools from the CTSA to STSS/CTA, points no. 10 and 11 have advised the CTSA that "*the schools transferred to the STSS/CTA cannot function with contractual employees. Hence, the CTSA would appoint a minimum number of employees on a regular basis at its headquarters and in the schools for the smooth functioning of the transferred schools.*"

Contractual staff retention has been one of the most challenging issues for STSS Administration after the transfer of schools from erstwhile CTSA. Almost 80% of the total staff are on contractual terms. On average, every year 35 contractual staff members, mostly teachers, tender resignations due to the insecure job nature and inadequate compensation which in turn disrupts the learning environment.

The high frequency of resignation and processing of new appointments of Teachers substantially affect the efficiency of students' education and the smooth functioning of concerned schools.

Therefore, to retain the Contractual Teachers/Staff to some extent, the Society proposes the following measures within the prevailing sanctioned budget/grants. The administration will ensure that no extra financial implication will be incurred on the Society:

1. Provision of a 2% annual increment in remuneration.
2. 90 days of paid maternity leave and 15 days of paid paternity leave. (same as STSS regular staff)
3. 12 months remuneration.

STSS strongly feel the need to implement the above measures to keep the contractual staff's compensation aligned with the rising costs of living. This will ensure the provision of uninterrupted quality education to the students and the smooth administration of Society as well.
The Honourable GB members may kindly consider and approve the same.

Annexure-V (Pay matrix)

Resolution: The Honourable GB members have kindly considered and approved that instead of providing temporary solutions to retain the contractual staff, qualified in-service contractual staff should be made regular phase-wise as it was also proposed by the DoE, CTA with MoE, SE & L, GoI in 2023. The recruitment rules shall be made in alignment with DoPT recruitment rules and guidelines. The KVS recruitment rules may also be taken into reference. Concerning age relaxation required for the eligible in-service staff special approval from the MoE, SE & L, Govt. of India may be sought.

Note:
Based on the above resolution on the agenda, STSS HQ will submit the detailed planning and procedure for regularization in alignment with concerned rules and regulations of the Government of India to the Department of Education (DoE), Central Tibetan Administration (CTA) by the 30th September 2024 for further guidance and refinement.

ITEM No. 9 Any other item with the permission of the Chair.

1. One of the Hon'ble GB members has requested the Society that in future the GB meetings may be conducted at Delhi or Dharamshala so that the Hon'ble GB members may face minimum inconveniences due to the location, distance and travel time.

Resolution: With kind consideration and approval of the Hon'ble Chairperson, the Member Secretary of the Society has assured to comply with the request as much as possible.

Annexure-III

The Annual Budget Estimation of STSS for the FY 2025-26

Annexure - III

Detail of Fund required for managing of School under three objective heads for Financial Year-2025-26

S.No	Name of the Scheme/ Autonomous Body	Components	Figure in Crore B.E 2025-26	Remarks
1	OH 36 -Grants-In -Aid-Salaries	**1.Salary**		
		Regular Staff	9.64	
		Total (1)	**9.64**	
		2. Other Component (These items should not be included in Salary indicated above)		
		(i) Leave Encashment on LTC	0.05	
		(ii) Childeren Educational Allowances (CEA)	0.00	CEA for regular staff @ 33,756 per child per annum
		(iii) Medical Reimbursement	0.01	
		(iv) Employer Contribution to New Pension Scheme	0.38	
		Total (2)	**0.44**	
		Total "A" = (1+2)	**10.08**	
2	OH 31-Grants in Aid General	**3. Pension & Pensionary Benefits (These items should not included in Salary indicated above)**		
		(i) Contractual Staff remuneration	26.86	Contractual staff remuneration
		(i) CTSA Pensioners Pension	18.50	Erstwhile CTSA Pensioner's
		(ii) STSS Pensioners Pension	0.60	Maximum 13 regular staff retiree
		(iii) Retirement Benifites (Gratuity/Commutation of Pension/ Encashment on EL & HPL)	1.50	Assuming retirement benefit paid per person is Rs.37.50 lakhs. Therefore total amount comes to 1.50 crore for 4 staffs.
		Total (3)	**47.46**	
		4. Non Salary items (Item wise details is to be annexed)		
		Academic Activities		Academic Organisation needs fund for Educational Infrastructure after merging of Plan to Non Plan
		(i) Hostel Expneses	1.68	
		(ii) Educational Input Expenses	1.77	
		(iii) Other Admin. and General Expeneses	3.13	
		(iv) 2 GIA School Expenses	0.27	Drepung Loseling School & TNMF
		Total (4)	**6.85**	
		Total "B" = (3+4)	**54.31**	
3	OH 35- Grants for Creation of Capital Assets	**6. Creation of Assets**		
		(i) Construction and Renovation	1.00	No construction and renovation has been conducted so far in all CTSA transferred schools since 2013. Therefore, construction, renovation & procurement of assets is proposed for an amount of 1.Crore
		Total "C" = (6)	**1.00**	
		Grand Total (A+B+C)	**65.43**	

Account Officer

Director
STSS Dharamsala

SAMBHOTA TIBETAN SCHOOLS SOCIETY

Annexure-IV

Action taken report on the decision taken in the 9th GB meeting of the Society conducted on 20.06.2024 at STS Mussoorie, UK.

Item	Agenda	Decision	Action Taken
1	To welcome the Hon'ble GB members to the 9th GB meeting of the Society by the Hon'ble Chairperson, Madam Tharlam Dolma Changra, Kalon for Education, DoE, CTA.	The Hon'ble Chairperson of the Society, Madam Tharlam Dolma Changra, Kalong for Education, DoE, CTA, kindly proposed the welcome address to all the Hon'ble GB members at the 9th GB meeting of the Society.	No action is required.
2	To confirm the minutes of the 8th GB meeting of STSS held on 07.09.2023.	The Hon'ble GB members have kindly considered and approved the minutes of the 8th Governing Body meeting of STSS held on 07.09.2023.	No action is required.
3	To note the action taken report on the resolutions of the 8th GB meeting.	The Hon'ble GB members have kindly considered and approved the action taken report on the resolutions of the 8th GB meeting with comments that. i) The Replacement of GB member Late Shri S.P Dutta shouldn't be done quickly until the right person is found. ii) STSS should continue pursuing registration to the NSDL as a corporate model for 26 transferred regular staff under the NPS category with MoE, SE & L, GoI.	i) So far STSS has not approached any candidate as a replacement for Late Shri S.P Dutta. ii) STSS and KVS have approached the MoE, SE & L through letter dated: 17.6.2022, 20.12.2022, 23.5.2023, 22.10.2024 & 4.07.2022, 20.3.2023, 19.5.2023, 11.7.2023, 30.10.2023, 20.11.2023, 28.2.2024, 9.4.2024,

			10.9.2024, 8.11.2024 respectively
4	To consider and approve the STSS annual budget for FY 2024-25.	The Hon'ble GB members have kindly considered and approved the STSS annual budget/grants sanctioned by MoE, GoI for the FY 2024-25 a sum of Rs 64.40 Cr. Of these, Rs 46.90 Cr for expenses of STSS and Rs. 18.50 Cr are to be retained by KVS as pensions for the staff who retired during the erstwhile CTSA administration.	Implemented as per the approval.
5	To consider and approve the Annual Accounts Report of the Society for the FY 2022-23 and 2023-24.	The Hon'ble GB members have kindly considered and approved the certified annual accounts report for the FY 2022-23 and the provisional yearly accounts report for the FY 2023-24 of the Society. The CA-certified Annual Accounts Report for the FY 2023-24 shall be submitted in the next GB meeting.	Under the direction of the Hon'ble GB members, the CA-Certified Annual Accounts Report for FY 2023-24 is submitted for the kind consideration and approval of the Hon'ble GB members. Please refer to **Annexure No. A.**
6	To consider and approve the Annual Academic Report of the Society for the academic year 2022 and 2023.	The Hon'ble GB members have kindly considered and approved with comments that the final e-book version of the annual academic report 2022-2023 may be submitted to the Hon'ble GB members.	The final E-book version of the Annual Academic Report 2022-2023 is submitted herewith the link for the kind consideration and approval of the Hon'ble GB members. ***Link:*** ***https://sambhota.org/wp-content/uploads/2024/12/STSS-ANNUAL-REPORT-GOI-2022-23rv.pdf***

7	To consider and approve the appointment of a representative of the Bureau of His Holiness the Dalai Lama, New Delhi as a GB member of the society.	The Hon'ble GB members have kindly considered and approved the appointment of the Secretary of the Bureau of His Holiness the Dalai Lama, New Delhi as an ex-officio GB member.	With the kind approval of the Chairperson, file circulation letter F.No. E-20/STSS/2024-25/1302, dated 25.10.2024, regarding the appointment of Mr Jigmey Jungney, Representative, Bureau of H.H. The Dalai Lama, Delhi, as a new member of the STSS Governing Body in place of the Secretary, Mr Dhondup Gyalpo, has been approved by the Hon'ble GB members. Accordingly, Mr. Jigmey Jungney has been appointed as a nominated member of the Society.
8	To consider and approve the contractual staff retention measures of the society.	The Hon'ble GB members have kindly considered and approved that instead of providing temporary solutions to retain the contractual staff, qualified in-service contractual staff should be made regular phase-wise as it was also proposed by the DoE, CTA with MoE, SE & L, GoI in India in 2023. The recruitment rules shall align with DoPT recruitment rules and guidelines. The KVS recruitment rules may also be referenced. Concerning age relaxation required for the eligible in-service staff special approval from the MoE, SE & L, GoI may be sought.	Following the GB resolution, the in-service contractual staff of erstwhile CTSA transferred schools shall be recruited to regular positions phase-wise starting in 2025. The detailed recruitment processes with financial implications are placed in Annexure-B for the kind consideration and approval of the Hon'ble GB members. Please refer to **Annexure - B.**

9	Any other item with the permission of the Chair. One of the Hon'ble GB members has requested the Society that in the future, the GB meetings be conducted either in Delhi or Dharamshala so that the Hon'ble GB members may face minimum inconveniences due to the location, distance, and travel time.	With kind consideration and approval of the Hon'ble Chairperson, the member secretary of the Society assured to comply with the request as much as possible.	This will be complied with as per approval by the Hon'ble Chairperson and assurance by the member Secretary/Director of STSS.

Annexure- IV(A)

Sambhota Tibetan School Society

SESSION ROAD DHARAMSHALA H.P.

GOI GRANT ACCOUNT BALANCE SHEET AS ON 31-03-2024

LIABILITIES	Schedule	Detail	Amount	ASSETS	Schedule	Detail	Amount
GENERAL FUNDS	I		8618144.15	FIXED ASSETS	II		114272.15
General Fund		8,618,144.15					
OTHER FUND	II		114,272.15	INVESTMENT	VI		157795912.14
Fixed Assets Fund		-		FDR		157795912.14	
Add:-Addition of Fixed Assets		137,497.00					
Less Depriciation		(23,224.85)		CURRENT ASSETS	V		967,853.54
						967,853.54	
CURRENT LIABILITIES & PROVISIONS	III		176,132,192.54	CASH & BANK BALANCE			25986571.01
				Cash in hand		3861.00	
				Bank Accounts		25982710.01	
BRANCH & DIVISION		-	-				
		-		BRANCH & DIVISION			-
						-	
INCOME & EXPENDITURE A/C			-				
Excess of Income over Expenditure		-					
		-					
				INCOME & EXPENDITURE A/C			-
				Excess of Expenditure over Income		2,478,610.81	
				Trf to General fund		2,478,610.81	
TOTAL			184,864,608.84				184,864,608.84

For Shambhota Tibetan School Society

DIRECTOR

Sambhota Tibetan Schools Society

As per our report of even date attached

For R.K Samrol & Co
(Chartered Accountants)

Rajesh Kumar Samrol
Proprietor
M.No.514198

Place:- Jalandhar
Dated:-19/09/2024

Annexure- IV(B)

REFERENCES:

I: *The Ministry of Education, Department of School Education & Literacy, Govt. of India's letter to CTSA on the appointment of regular employees vide its letter no. F.No. 4-3/2002/UT-2/Sch-3(III) dated 18.12.2017.*

Point No. 10 states: *"The Central Tibetan Administration may be advised that the schools transferred to them cannot function with contractual employees and teachers. They would therefore appoint a minimum number of teachers and employees on a regular basis to run the schools transferred to them by following lay down rules in this regard."* ***Annexure -IV-B (i)***

II: Challenges Faced by STSS

Following the transfer of erstwhile CTSA schools to STSS/DoE, CTA, the retention of contractual staff has become a significant challenge, affecting the provision of quality education and the smooth functioning of the schools. The major factors contributing to this challenge are:

Lack of Job Security and High Resignation Rates of Contractual Staff*:*

Since a large number of staff members are engaged on a contractual basis, they often seek better opportunities elsewhere due to the lack of job security. This compels the STSS administration to frequently recruit new contractual staff in the middle of the session disrupting the teaching and learning process. This resignation pattern hampers the provision of consistency in the teaching-learning process, imparting quality education, and depriving students of holistic education.

Currently, 77% of the teaching and non-teaching staff in the transferred schools are employed as contractual and daily wagers, 11% of the staff are regular employees and 12 % of the staff are on deputation.

III: Increasing Annual Resignation Statistics

YEAR (Jan. to Dec.)	***TOTAL CONTRACTUAL STAFF***	***SIGNED DURING THE YEAR***	***RESIGNATION PERCENTAGE***
2022	*354*	*34*	***9.60 %***
2023	*402*	*43*	***10.70 %***
2024 (till Sept.)	*409*	*52*	***12.71 %***

IV: 9th Governing Body (GB)** meeting's **Resolution on Agenda - Item No. 8:

***"**The Honourable GB members have kindly considered and approved that instead of providing temporary solutions to retain the contractual staff, qualified in-service contractual staff should be made regular phase-wise as it was also proposed by the DoE, CTA with MoE, SE & L, GoI in 2023. The recruitment rules shall be made in alignment with DoPT recruitment rules and guidelines. The KVS recruitment rules may also be taken into reference. Concerning age relaxation required for the eligible in-service staff special approval from the MoE, SE & L, Govt. of India may be sought.**"*

STSS Regularization Framework

1: In accordance with the 9th GB meeting resolution and references stated above, the Sambhota Tibetan Schools Society (STSS) shall approach for phase-wise regularization of the contractual staff in the erstwhile CTSA transferred schools, ensuring parity with STSS regular employees under the terms and conditions as mentioned below:

a) Regularized employees will not be entitled to any pension schemes and related benefits.
b) The service terms of the regularized employees will be governed by the prevailing rules and regulations of the Sambhota Tibetan Schools Society (STSS).

2: Phase-wise Recruitment Mechanism

The recruitment mechanism aims to provide a structured and fair recruitment process. The eligible existing contractual staff who have completed two years of contract service, shall be relieved from the duty and call for regularization interview on a predetermined date.

2.1: First Phase of Recruitment:

STSS HQ. will recruit the following eligible teachers, staff and Heads of schools to regular positions by 2025.

a) Headmaster/mistress of Primary Schools
b) Pre-Primary Teachers
c) Primary Teachers
d) Dance & Music Teachers/Art & Drawing Teachers
e) Non-teaching staff of the primary schools

2.2: Second Phase of Recruitment:

STSS HQ will recruit the following eligible teachers and staff to regular positions by 2027.

a) Principal Grade-II & Headmaster/mistress of Middle Schools
b) Trained Graduate Teachers (TGTs)
c) Cultural & Philosophy(Tadup) Trs./School Counselors/PETs/Computer Trs.
d) Non-teaching staff of middle & secondary schools

2.3: Third Phase:

STSS HQ will recruit the following eligible teachers and staff to regular positions by 2029.

a) Principal Grade-I
b) Post Graduate Teachers (PGTs)
c) Non-teaching staff of senior secondary schools
d) STSS HQ's staff

3: Subsequent Recruitment

After completion of each phase-wise recruitment, any subsequent recruitment of staff, as and when required, will be conducted in accordance with the STSS rules and regulations.

4: Recruitment Rules

The entire recruitment process will be conducted according to STSS Staff Recruitment Rules. The recruitment rules of the DoPT/KVS shall also be referred to whenever required.

5: Probation

Candidates who are selected through the interview process will be regularized after completion of probation period as per STSS Rules and Regulations.

6: Contractual Staff:

Candidates who are not selected and ineligible shall be retained as contractual staff in their respective schools under the terms set by STSS, with parity to other contractual staff. Their engagement as contractual staff shall continue with a service break of 20 days, and the continuity of their contract shall depend on Society's requirement of their services.

7: Financial Implication

a) Ministry of Education, Department of School Education & Literacy, Govt. of India vide its order no. ***F.No. 2-3/2022-Sch.3 dated 30th May 2022*** has expressed its commitment to provide funds to STSS to manage and run the CTSA transferred schools. Consequently, the Ministry has been kindly providing grants to Sambhota Tibetan Schools Society(STSS) through Kendriya Vidyalaya Sangathan (KVS) HQ. Delhi. ***Annexure -IV-B (ii)***

b) Pay Scale for Regularized Staff

Based on the 9th GB meeting held on 20.06.2024, the Honourable Chairperson of the Society has constituted a Pay Commission to determine the pay scale of regularized staff, as per Order No. ***Ref: DoE(19)2024-25/290 dated 01.11.2024***. The pay scale recommended by the Commission for regularized staff is provided in Annexure -IV-B (iii).

Annexure -IV-B (iii)

c) Benefits for Regularized Staff

Once regularized, the employees will be entitled to the following benefits in accordance with the STSS rules and regulations:

- 12 months pay (for vacational staff)
- Annual leave and encashment (for non-vacational staff)
- 90 days maternity leave for female staff
- 15 days paternity leave for male staff
- Medical Allowance
- House Rent Allowance (HRA)
- Staff Saving Schemes (SSS)
- Gratuity
- Leave entitlements
- Annual Increment
- Freeship to STSS schools for the staff's child

8: Financial Regulations

i) The financial rules of GFR-2017, along with any subsequent amendments, will continue to be followed. Additionally, the financial guidelines of the Central Tibetan Administration (CTA) will also be referred to wherever applicable, feasible, or relevant. This approach ensures proper financial monitoring and transparency in managing funds in accordance with established rules.

ii) The books of account of all the erstwhile CTSA transferred schools including STSS HQ are being audited by auditors from Chartered Accountants (CA) of STSS HQ, the Office of Audit General of Central Tibetan Administration (CTA), and regional Comptroller and Auditor General (CAG) offices of the Government of India.

To Conclude:

The STSS Regularization Framework provides a strategic, balanced and sustainable approach, safeguarding the interests of both the society and its employees while minimizing the financial liabilities of the Government of India. This approach also reduces the risk of legal disputes and administrative complexities and also ensures the efficient management and functioning of the STSS.

Submitted on 12th December 2024

Annexure-IV-B (i)

3rd phase School transfer

F.No.4-3/2002-UT-2/Sch-3 (III)
Government of India
Ministry of Human Resource Development
Department of School Education & Literacy
(School-3 Section)

Shastri Bhawan, New Delhi,
Dated the 18th December, 2017

Registration No. ...
04 JAN 2017
Section Acad

To,

The Director
Central Tibetan Schools Administration
ESS ESS Plaza, Community Centre, Sector-3
Rohini, Delhi-110085

Subject: Transfer of schools from Central Tibetan Schools Administration (CTSA) to Sambhota Tibetan School Society (STSS), Central Tibetan Administration (CTA).

Sir,

In continuation of this Ministry's letters of even number dated 18.11.2013 and 17.03.2016 on the subject mentioned above, I am directed to convey the approval of the Competent Authority for transfer of the following schools in the **third phase**, from Central Tibetan Schools Administration (CTSA) to Sambhota Tibetan School Society (STSS), Central Tibetan Administration (CTA), in pursuance of the decision of the Union Cabinet of January 10, 2013 :-

Secondary Schools:

S.No.	Name of the School	Ownership of Land
1.	CST- Kollegal	Central Tibetan Administration (CTA)
2.	CST- CVP Bylakuppe	Central Tibetan Administration (CTA)
3.	CST- Chandragiri	Leased by State Govt. of Odisha to CTSA
4.	CST- Gurupura	Central Tibetan Administration (CTA)
5.	CST- Sonada	Central Tibetan Administration (CTA)

Senior Secondary Schools:

S.No.	Name of the School	Ownership of Land
1.	CST- Mundgod	Central Tibetan Administration (CTA)
2.	CST- Bylakuppe	Central Tibetan Administration (CTA)
3.	CST- Dholanji	Leased by Tibetan Bonpo Foundation to CTSA

2. Transfer of the aforesaid eight schools from CTSA to STSS, CTA is to be completed by February, 2018.

3. Transfer of immovable assets of the aforesaid schools will be subject to the lease agreement between STSS, CTA and the concerned State Government/Organization, on whose land the schools are located.

(M. P. SINGH)
Under Secretary
to the Govt. of India
Tel. No. 23073...

kelson Sir,
A copy has been sent
to STSS.
5/1/18

भारत सरकार/Govt. of India
मा.सं.वि. मंत्रालय/Min.of H.R.D.
स्कूल शिक्षा और साक्षरता विभाग
D/o School Education & Literacy
नई दिल्ली/New Delhi

F. No. 2-3/2022-Sch.3
Government of India
Ministry of Education
Department of School Education & Literacy
***

Shastri Bhawan, New Delhi,
Dated 30th May, 2022

To

Ms. Nidhi Pandey, Commissioner,
Kendriya Vidyalaya Sangathan
18 Institutional Areas, Shaheed Jeet Singh Marg, New Delhi-110016
Email- commissioner-kvs@gov.in

Subject: Payment of Grant-in-aid to the Kendriya Vidyalaya Sangathan (KVS), New Delhi during the year 2022-23 in regards for STSS, CTSA.

Madam,

I am directed to refer to KVS letter No. 11-BudtOFunR/2/2022-Budget dated 06.05.2022 on the subject cited above and to say that the matter relating to release of funds to STSS by Kendriya Vidyalaya Sangathan (KVS) has been examined in consultation with Integrated Finance Division of this Ministry. It is observed that funds to meet the expenditure on the running of the erstwhile CTSA schools by STSS has been provided under the Head of CTSA for the year 2022-23 in the Budget of the Department of School Education and Literacy. However, CTSA has been closed down w.e.f. 01.04.2022 and the residual work of CTSA has been transferred to KVS. Therefore, funds allocated to CTSA has to be re-appropriated into the relevant budget heads of KVS for 2022-23 so that the Grant-in-aid provided in the Budget Head of CTSA could be released to KVS during the year 2022-23 for remitting the funds to STSS, CTA. The Codal formalities for the same have not so far been completed and it is likely to take some more time.

2. However, in view of the fact that the schools transferred to the STSS have been functional and substantial expenditure is being incurred on the payment of pay and allowances to the staff working in these schools as also on the running and maintenance of the schools by STSS/CTA from 01.04.2022 clubbed with the fact that it is the commitment of the Government to provide financial assistance to STSS/CTA, it has been felt only appropriate that till the time the codal formalities are completed and the funds provided in the Budget heads of CTSA is re-appropriated to KVS, KVS may provide funds to STSS from the overall Budget grant of KVS, after adjusting USB from the previous year. If required, KVS may submit a fresh proposal for release of additional funds for the first Quarter of the current financial year from their overall budget for the year 2022-23 for onward release to STSS.

3. This issues in consultation with IFD and with the approval of Secretary (SE&L).

Yours faithfully,

(Khamngaihlun)
Under Secretary to the Govt. of India

Copy for information to

1. Joint Commissioner (Finance), Kendriya Vidyalaya Sangathan, 18 Institutional Areas, Shaheed Jeet Singh Marg, New Delhi.
2. Secretary, Department of Education (DoE), Central Tibetan Administration (CTA), Dharamshala, Himachal Pradesh.
3. Director, Sambhota Tibetan Schools Society (STSS), Dharamshala, Himachal Pradesh.
4. IFD Section, D/o SE&L, Minister of Education.
5. IF-II-Section, D/o SE&L, Minister of Education.

Annexure -IV-B(iii)

i) Order

Ref: DoE(19)2024-25/290

ORDER

Dated: 01.11.2024

Pay Commission is hereby constituted to prepare Pay Scale for staff working in STSS schools transferred from CTSA, New Delhi. The Commission is advised to ensure that fixation of staff salaries is competitive, equitable and aligned with standard of other school systems under the Department of Education, Central Tibetan Administration, Dharamsala.

Pay Commission Committee Members

1.	Mr. Jigme Namgyal, Secretary, DOE	Chairman
2.	Mr. Sonam Sangpo, Additional Secretary, DOE	Member
3.	Mr. Namgyal Gendhun, Deputy Secretary, DOF	Member
4.	Mr. Dawa, Deputy Secretary, DOE	Member
5.	Mr. Gonpo Dorjee, Account Officer, STSS	Member

Objectives and Responsibilities of the Commission

1. Fixation of Pay Scale for Regular and Recommendation of Pay for contractual staff.
2. Bench marking staff salaries against comparable institution under DOE.

The Commission should ensure that Pay Fixation is submitted by 30th November 2024 without fail.

(Tharlam Dolma Changra)
Chairperson
Governing Body of STSS

ii) Pay Scale Recommended by the Pay Commission

Recommendation of Pay Scale for the "Regular Staff" Appointed By STSS for CTSA Transferred Schools:

In compliance with an Order no. DoE(19)2024-25/290, dated 01.11.2014 issued by the Chairperson of Sambhota Tibetan School Society, the committee has recommend following proposal for the pay scale & other benefits of regular staff appointed by STSS for CTSA transferred schools.

Pay Commission Committee Member:

1. Mr. Jigmey Namgyal, Secretary, DoE	Chairman
2. Mr. Sonam Sangpo, Additional Secretary, DoE	Member
3. Mr. Namgyal Gendhun, Deputy Secretary, DoF	Member
4. Mr. Dawa, Deputy Secretary, DoE	Member
5. Mr. Gompo Dorjee, Accounts Officer, STSS	Member

1. Introduction:

The Pay Commission in its meeting initially convened on 13th Nov, 2024 has reviewed the currently pay structure of the contractual staff and the issues related to it.

The Sambhota Tibetan School Society (STSS) is an autonomous body under the Department of Education, CTA, which aims to promote Tibetan culture & language, inclusive and quality education to all the Tibetan children in India in accordance with the guidelines of CBSE & the Ministry of Education, GoI. Currently, the society administer more than 68 schools (including 61 CTSA transferred School) in India.

It has both teaching and non-teaching staff member in all schools. The pay scale of the teaching staff is relatively higher than non-teaching staff. Overall, there are 77% contractual & daily wagers, 11% regular staff and 12% deputation staff in the CTSA transferred schools.

2. Challenges face by the CTSA transferred schools:

According to 9th Governing Body meeting of the Society which was held on 20th June 2024, though the overall performance of the transferred schools in terms of academic and administration have been improved significantly, the certain issue must be properly address at the earliest. One of it is the retention of the contractual staff.

Since a large number of staff members are engaged on contractual basis, they often tend to seek better opportunities elsewhere due to the lack of **job security**. This compels the STSS to

frequently recruit new contractual staff in the middle of the session disrupting the smooth functioning of teaching and learning process in the schools.

Out of 77% contractual or the daily wagers, the attrition rate are as follows:

YEAR (Jan. to Dec.)	No. of Contractual Staff	Resigned During the Year	Attrition Rate
2022	354	34	9.6%
2023	402	43	10.7%
2024 (till Sept.)	409	45	11%

3. Remedies:

It is being observed that the contractual staff's turn-over/attrition rate is significantly high in the transferred school, hence, to ensure job security and low turn-over rate, regularization of these contractual staff is necessary. For that, new pay scale structure must be formulated for regular staff in accordance with STSS regular staff's existing pay scale. (Annexure I)

This pay scale is designed to provide equitable, competitive and transparent compensation to the both teaching and administration staff.

4. New Pay Scale & Other Benefits for Regular Staff:

4.1 Recommendation of Pay Scale for both teaching and non-teaching regular staff by the Pay Committee as follows:

4.1.1 Teaching Staff:

S.No	Designation / Post	REGULAR PAY SCALE					
		Basic	Teaching Allowance	Special Allowance	Gross Pay	5% DA Increment	New Gross Pay
1	Principal(Grade-I)	34,300	6,300	9,900	50,500	1,715	52,215
2	Principal (Grade - II)	32,600	5,900	9,500	48,000	1,630	49,630
3	Headmaster (Sr.School)	31,900	5,900	9,300	47,100	1,595	48,695
4	PGT / Headmaster (Middle School)	30,900	5,600	9,000	45,500	1,545	47,045
5	Headmaster (Primary School)	28,800	5,300	6,900	41,000	1,440	42,440
6	TGT/Cultural & Phil Tr./Computer Tr. (BCA)/PET/Librarian (B. Lib)/Drawing Tr (BFA)School Counsellor/PRT & PPRT as per BEP Policy	27,800	5,200	8,000	41,000	1,390	42,390
7	PRT /Mt Tr.(+2 with TTC)/Music & Dance Tr. Drawing (w/o BFA)/Comp Tr (w/o BCA)	25,300	4,300	7,800	37,400	1,265	38,665

8	Lab Assistant	22,100	4,000	6,450	32,550	1,105	33,655
9	Lab Attendant	21,700	3,400	1,650	26,750	1,085	27,835

4.1.2 Non-Teaching Staff:

S.No	Designation / Post	REGULAR PAY SCALE					
		Basic	Non-Teaching Allowance	Special Allowance	Gross Pay	5% DA Increment	New Gross Pay
1	Director	35,500	6,500	15,500	51,000	1,775	52,775
2	Education Officer/Deputy Director	34,300	6,300	13,700	48,000	1,715	49,715
3	H.O. Accounts Officer	30,900	5,000	10,100	41,000	1,545	42,545
4	IT/Legal & Vigilance Officer/Accounts Officer/Audit Officer/ASO	26,100	4,200	8,100	34,200	1,305	35,505
	Staff Nurse/SSA	26,100	4,200	6,000	32,100	1,305	33,405
5	Junior Secretariat Assistant (JSA)	25,600	4,200	4,300	29,900	1,280	31,180
6	CHW/Warden/Matron	21,700	3,400	5,500	27,200	1,085	28,285
	Driver	21,700	3,400	5,050	26,750	1,085	27,835
7	Hostel cook/Hostel Ayah	19,900	3,200	6,850	26,750	995	27,745
	Electrician/ MTS /Peon/SCW/Security Guard/ Plumber/Sweeper/ Watchman	19,900	3,200	4,550	24,450	995	25,445
8	Day school Cook (MDM)	12,000			12,000		12,000

4.2 Recommendation of Service Increment for both teaching and non-teaching regular staff by the Pay Committee as per the Annexure II

4.3 Recommendation of Other Benefits for both teaching and non-teaching regular staff by the Pay Committee as follows:

4.3.1 12 Months pay (for vacational staff)

4.3.2 Annual leave and encashment (for non-vacational staff)

4.3.3 90 days maternity leave for female staff and 15 days paternal leave for male staff

4.3.4 Medical & House Rent allowance

4.3.5 Staff Gratuity and leave entitlements

4.3.6 Freeship & stipend to regular staff child in STSS schools

4.3 Pay Commission's Proposal:

4.3.1 To avoid different pay scale under STSS administration to its staff members, this new pay scale structure is formulated in accordance with STSS's existing pay structure. The discrepancy amount is considered under special allowance.

4.3.2 The above benefits are in accordance with the STSS's regular staff benefits rules.

4.3.3 The 5% DA increment is awarded to both teaching and non-teaching staff members.

4.3.4 The benefits to STSS contractual staff may extend to CTSA transferred school's contractual staff.

5. Implementation Date:

The Pay Commission member hereby recommends for the implementation of the newly structured Pay Scale for the regular staff appointed by STSS for CTSA transferred schools from 01.04.2025

6. Financial Implication to GoI:

The **2024-25** annual estimated budget/grant of the STSS for managing and running the CTSA transferred schools is **INR. 65,40,00,000 Cr** and the projected **2025-26** annual budget after the partial regularization of contractual staff is INR. **65,43,78,179 Cr.** However, for the past two years, STSS's actual annual expenses is relatively less than the budget proposed.

FY	Budget Proposed	Actual Expenses
2022-23	62.00 Cr.	35.07 Cr. (Excluded CTSA pension amount)
2023-24	64.50 Cr.	36.87 Cr. (Excluded CTSA pension amount)

Hence, this new Pay Scale structure and the other benefits for the regularized staff under the STSS frame work, recruited in a phase manner can be accommodated conveniently within the **Existing Annual Grants** from the Government of India. This ensures no additional financial liability on the GoI.

7. Committee Members:	**Role**	**Signature**
1. Mr. Jigmey Namgyal, Secretary, DoE	Chairman	
2. Mr. Sonam Sangpo, Additional Secretary, DoE	Member	
3. Mr. Namgyal Gendhun, Deputy Secretary, DoF	Member	
4. Mr. Dawa, Deputy Secretary, DoE	Member	
5. Mr. Gompo Dorjee, Accounts Officer, STSS	Member	

Annexure I

SAMBHOTA TIBETAN SCHOOL SOCIETY - DHARAMSALA

Pay Chart for Teaching & Non-Teaching Staff w.e.f 1st April 2023

S.No	Designation / Post	NEW PAY SCALE				
		Basic	Special Allowance		Total Pay	
			Teaching	Non-Teaching	Teaching	Non-Teaching
1	Director	35,500	N/A	6,500	-	42,000
2	Principal(Grade-I)/Education Officer/Deputy Director	34,300	6,300	6,300	40,600	40,600
3	Principal (Grade - II)	32,600	5,900	N/A	38,500	-
4	Headmaster (Sr.School)	31,900	5,900	N/A	37,800	-
5	PGT / Headmaster (Middle School)	30,900	5,600	N/A	36,500	-
6	Heamaster (Primary School)	28,800	5,300	N/A	34,100	-
7	TGT/Cultural & Philosophy Tr./Computer Tr. (BCA)/PET/Librarian (B. Lib)/Drawing Tr (BFA)School Counsellor/PRT & PPRT as per BEP Policy	27,800	5,200	N/A	33,000	-
8	Accounts Officer/IT/Legal & Vigilance Officer/ Audit Officer/Staff Nurse/SSA	26,100	N/A	4,200	-	30,300
9	Junior Secretariat Assistant (JSA)	25,600	N/A	4,200	-	29,800
10	PRT /PPRT Tr.(+2 with TTC)/ Drawing Tr.(w/o BFA)/ Music & Dance Tr./ Computer Tr.(w/o BCA)	25,300	4,300	N/A	29,600	-
11	MTAssistant(+2 Min)/Assistant Librarian/ Lab Assistant	22,100	4,000	N/A	26,100	-
12	Lab Attendant/Warden/CHW/Matron/Driver	21,700	N/A	3,400	-	25,100
13	Hostel cook/Store Keeper/Hostel Ayah/Electrician/ MTS /Peon/SCW/Security Guard/ Plumber/Sweeper/ Watchman	19,900	N/A	3,200	-	23,100

Annexure II

Service Increment Scale for the regularized staff in accordance with STSS's existing regular staff pay scale.

A. <u>Teaching Staff:</u>

1. Principal (Grade-I)

34300----- 50 ----- 34500 -----70------34850-------100-------35350
---------- 4 --------- + -------- 5 -------- + ---------- 5 ---------- (15 Years of service)

2. Principal (Grade-II)

32600----- 50 ----- 32800 -----70------33150-------100-------33650
---------- 4 --------- + -------- 5 -------- + ---------- 5 ---------- (15 Years of service)

3. Headmaster Sr. School

31900----- 50 ----- 32100 -----70------32450-------100-------32950
---------- 4 --------- + -------- 5 -------- + ---------- 5 ---------- (15 Years of service)

4. PGT/Headmaster Middle School

30900----- 50 ----- 31100 -----70------31450-------100-------31950
---------- 4 --------- + -------- 5 -------- + ---------- 5 ---------- (15 Years of service)

5. Headmaster Primary School

28800----- 50 ----- 29000 -----70------29350-------100-------29850
---------- 4 --------- + -------- 5 -------- + ---------- 5 ---------- (15 Years of service)

6. TGT/Cultural & Phil Tr./Computer Tr. (BCA)/PET/Librarian (B. Lib)/Drawing Tr (BFA)/School Counsellor/PRT & PPRT as per BEP Policy

27800----- 50 ----- 28000 -----70------28350-------100-------28850
---------- 4 --------- + -------- 5 -------- + ---------- 5 ---------- (15 Years of service)

7. PRT /Mt Tr. (+2 with TTC)/Music & Dance Tr. Drawing (w/o BFA)/Comp Tr. (w/o BCA)

25300----- 50 ----- 25500 -----70------25850-------100-------26350
---------- 4 --------- + -------- 5 -------- + ---------- 5 ---------- (15 Years of service)

8. Lab Assistant

22100----- 50 ----- 22300 -----70------22650-------100-------23150
---------- 4 --------- + -------- 5 -------- + ---------- 5 ---------- (15 Years of service)

9. Lab Attendant

21700----- 50 ----- 21900 -----70------22250-------100-------22750
---------- 4 --------- + -------- 5 -------- + ---------- 5 ---------- (15 Years of service)

B. <u>Non-Teaching Staff:</u>

1. Director

35500----- 50 ----- 35700 -----70------36050-------100-------36550
---------- 4 --------- + -------- 5 -------- + ---------- 5 ---------- (15 Years of service)

2. Education Officer/Deputy Director

34300----- 50 ----- 34500 -----70------34850-------100-------35350
---------- 4 --------- + -------- 5 -------- + ---------- 5 ---------- (15 Years of service)

3. H.O. Accounts Officer

30900----- 50 ----- 31100 -----70------31450-------100-------31950
---------- 4 --------- + -------- 5 -------- + ---------- 5 ---------- (15 Years of service)

4. IT/Legal & Vigilance Officer/ Accounts Officer /Audit Officer/ASO/Staff Nurse/SSA

26100----- 50 ----- 26300 -----70------26650-------100-------27150
---------- 4 --------- + -------- 5 -------- + ---------- 5 ---------- (15 Years of service)

5. Junior Secretariat Assistant (JSA)

25600----- 50 ----- 25800 -----70------26150-------100-------26650
---------- 4 --------- + -------- 5 -------- + ---------- 5 ---------- (15 Years of service)

6. CHW/Warden/Matron/Driver

21700----- 50 ----- 21900 -----70------22250-------100-------22750
---------- 4 --------- + -------- 5 -------- + ---------- 5 ---------- (15 Years of service)

7. Hostel cook/Hostel Ayah/Electrician/ MTS /Peon/SCW/Security Guard/ Plumber/Sweeper/ Watchman

19900----- 50 ----- 20100 -----70------20450-------100-------20950
---------- 4 --------- + -------- 5 -------- + ---------- 5 ---------- (15 Years of service)