



सत्यमेव जयते

राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes

(भारत के संविधान के अनुच्छेद 338क के अंतर्गत एक संवैधानिक निकाय)
(A constitutional body under Article 338A of the Constitution of India)

File No. NCST/SER-1707/AP/67/2024-RO-BHUV

Date: 10/06/2025

To,

The Principal Secretary,
Tribal Welfare Department, Government of Andhra Pradesh,
Block – III, 1st Floor, A.P. Secretariat, Velagapudi,
Amaravathi, (Andhra Pradesh)- 522503
Email Id: prlsecy_tw@ap.gov.in
Mob: 08632443146

Sub: Representation dated 27.11.2024 received from Shri Kondagorri Bhavani, A.P. Tribal Welfare Residential out-sourcing Teachers and Lecturers Union, Andhra Pradesh regarding various issues pertaining to their Services.

महोदय/महोदया,

I am directed to enclose herewith a copy of the minutes of the sittings held on 24.05.2025 at 03:40 PM under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes at Dilkusha Guest House, Hyderabad on the above mentioned subject.

2. It is requested that the action taken/to be taken in the matter may be intimated to NCST within stipulated time from receipt of the letter for placing it before the Commission.

Yours faithfully,

(Dr. P. Kalyan Reddy)

Director

E-mail:- kalyanreddy.p@ncst.nic.in Ph No. 011-20819841

Copy to:

1. Shri Kondagorri Bhavani, 1-86, Debara Veedhi, Pedarama, P.O.-Pedarama, District- Srikakulam, (Andhra Pradesh)-532443, Mobile No:9515841935
2. PS to Hon'ble Member (JH), NCST.
3. NIC, NCST for uploading on the website of the Commission

NATIONAL COMMISSION FOR SCHEDULED TRIBES
(NCST/SER-1707/AP/67/2024-RO-BHUV)

Minutes of the Sitting held under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes at Hyderabad in the case of Shri Kondagorri Bhavani, A.P. Tribal Welfare Residential Outsourcing Teachers and Lecturers Union, Andhra Pradesh regarding grievances related to the regularization of outsourcing teachers' posts and salary revisions under the Andhra Pradesh Tribal Welfare Residential Educational Institutions Society (APTWREIS).

Date of the Sitting: 24/05/2025, 03:40PM
Participants in the Sitting: As per Annexure

Shri Kondagorri Bhavani, A.P. Tribal Welfare Residential Outsourcing Teachers and Lecturers Union, Andhra Pradesh, in a representation dated 27.11.2024, highlighted grievances regarding the regularization and salary revisions for outsourcing teachers in Tribal Welfare Residential Schools under APTWREIS. The teachers, recruited as guest faculty in 2008, transitioned to part-time in 2012 and outsourcing roles in 2017, have not received salary revisions since. They demand pay adjustments based on the 2022 PRC scales, reflecting their qualifications and years of service. Additionally, the petition seeks the inclusion of 1,143 outsourcing posts in the DSC recruitment process to regularize their positions.


2. NCST vide Notice dated 09.12.2024 had referred the matter to Principal Secretary, Tribal Welfare Department, Govt. of Andhra Pradesh for furnishing the facts and comments within 30 days. Hon'ble Member, NCST has decided to discuss the issue with the authorities and the petitioner on 07.01.2025. Accordingly, a Sitting Notice was sent on 27.12.2024 to all concerned.

3. In the sitting held on 07.01.2025, the Commission had recommended -

"Recommendations

- The Tribal Welfare Gurukulam society and Tribal welfare Department may submit a detailed report as to why the recruitments could not be done all through these years.
- A detailed report as to why the outsourcing mode of engaging the Gurukulam institutions could not be converted into Contract mode on par with SC and BC Gurukulam societies of Andhra Pradesh may be submitted.
- A detailed report as to why the working hours and pay scale should not be streamlined as per the employees working under contract basis may be submitted."

4. The Secretary, APTWREIS vide letter dated 27.02.2025 has informed the Commission that recruitment in Gurukulam institutions faced delays due to administrative and legal hurdles since its bifurcation from APREI Society in 1998-99. Although proposals for recruitment were made in 2004, 2014, 2016, 2018, and 2024, they were delayed due to limited government permissions, court litigations by outsourcing teachers, and policy decisions. Regarding conversion of outsourcing teachers to contract mode, it was stated that the Finance Department rejected the proposal citing policy constraints and fiscal limitations. Similarly, on pay parity, proposals submitted in 2022 and 2024 were not approved due to fiscal stress, but APTWREIS is coordinating with other educational societies to submit a consolidated proposal for uniformity in remuneration and working conditions.


जाटोतु हुसैन / Jatothu Hussain
सदस्य / Member
भारत सरकार / Government of India
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
नई दिल्ली / New Delhi

5. NCST again decided to discuss the issue with the authorities and the petitioner on 24.05.2025. Accordingly, a Sitting Notice was sent on 19.05.2025. In the sitting. The petitioner was also present. and the authority joined over phone.

6. The Petitioner has informed that 1596 teachers were still working since 2008 in A.P Tribal welfare Gurukulam institutions on outsourcing/Guest teachers basis, though the Social welfare and BC Welfare Gurukulams have discontinued the Outsourcing category and converted them to contract category who are getting regular salaries and job security. It is further informed that as per Gurukulam Byelaws, the method of recruitment is only through contract basis only, and currently working teachers were not recruited under outsourcing, but irregularly converted them as outsourcing employees, given them APCOS IDs, thereby are given meagre salaries. That the working hours are not streamlined and the pay scale of the employees are also minimal when compared with the employees working under contract basis. It is further informed that the government of AP, released Mega DSC-2025, notification, vide G.O.Ms.No.16, Dt.19/4/2025, and the government shall exclude the presently working teachers' in the tribal welfare posts 1143, from the above notification.

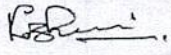
7. After hearing both the sides, the Commisison recommends the following and action taken report to be submitted within 30 days of receipt of minutes –

- The Tribal welfare Department may exclude the presently working teachers' in the tribal welfare posts ie, 1143 posts, from the Mega DSC-2025, notification, vide G.O.Ms.No.16, Dt.19/4/2025, and to continue the existing teachers in the said posts.
- Renewal may be made by giving 12 months salary security as per the memo No.2809835 services -1/A2/2025 Dt.6/5/2025, for the year 2025 – 2026.
- Currently working teachers 1633 may be streamlined and converted as Contract Residential Teachers (C.R.T) by taking consideration into the educational qualifications, recruitment procedure, experience, school wise results, etc
- Necessary steps may be taken to enhance existing salaries of the presently working teachers in the Tribal Welfare department according to the guidelines mentioned in the Agenda notes 26th Board of Governors Meeting Dt.24/03/2022, 2015 PRC or 2022 PRC
- The time scale / HR policy may be implemented as per CMP.No.8935/SECY/2018, Dt.4/7/2018.
- The recruitment guidelines may be implemented as per Gurukulam Bye-Laws-1997 & Recruitment Rules 1999 (With Latest amendments).

(Jatothu Hussain)

जाटोतु हुसैन / Jatothu Hussain
सदस्य / Member
भारत सरकार / Government of India
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
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List of participants of the sitting held on 24.5.2025 at under the chairmanship of Shri Jatothu Hussain, Hon'ble Member, NCST

Sr. No.	Name and Designation	Address & Phone No.	Signature
I	<u>National Commission for Scheduled Tribes</u>		
1.	Dr. P.K Reddy Director		
2.	NCST Officials		
II	<u>Tribal Welfare Department</u>		
Sr. No.	Name and Designation	Address & Phone No.	Signature
III	<u>Petitioner</u>		
	K. Bhavani	9515841935	
		1-82 Debaraveedhi Pedarayana (Vill) (Post) Seethampeta (M.D) PVP. nandyam (Dist)	