



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)

F.No. NCST/SER-1707/AP/67/2024-RO-BHUV/RU-III

03.09.2025

The Principal Secretary,
Tribal Welfare Department, Govt. Of Andhra Pradesh,
Block - III, 1st Floor, A.P.Secretariat, Velagapudi,
Amaravathi, Andhra Pradesh 522503
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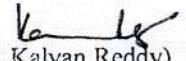
Sub: Representation dated 27.11.2024 received from Shri Kondagorri Bhavani, A.P. Tribal Welfare Residential out-sourcing Teachers and Lecturers Union, Andhra Pradesh regarding various issues pertaining to their Services.

Mam/Sir,

I am directed to enclose herewith a copy of the minutes of the sitting held under the Chairmanship of Shri Jathothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes (NCST) on 11.08.2025 at NCST, New Delhi on the above mentioned subject.

It is requested that the action taken/ to be taken in the matter may be submitted to NCST within stipulated time from receipt of the letter. for placing it before Hon'ble 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 (Shri Jathothu Hussain), NCST.
- ✓ 3. NIC, NCST for uploading on the website of the Commission.

National Commission for Scheduled Tribes

Minutes of the Sitting held under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes at Dilkhusha Guest House, 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: 11/08/2025, 11:40 AM
Participants in the Sitting: As per Annexure
NCST/SER-1707/AP/67/2024-RO-BHUV

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. 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."
3. 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.
4. In the sitting held on 24.05.2025, the Commission recommended and minutes were sent to all concerned on 10.06.2025-
"After hearing both the sides, the Commission 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)."



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

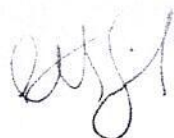
5. Action taken report was not received hence the Commission has decided to discuss the issue with the authority and the petitioner on 11.08.2025. Accordingly, a Sitting Notice was sent on 02.08.2025. The petitioner Kondagarri Bhavani has attended for the sitting. The authority i.e., Secretary, Gurukulam has attended the sitting.

6. The petitioner informed about 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 though as per the bye-laws there is a provision of 50% for sanctioned posts and 50% on contract basis, further have not received salary revisions have not been considered them for regularization. Further they were paid a meager salaries of Rs.12000 a month though they were working against the sanctioned posts. In the sitting held on 07.01.2025, the Commission had requested for 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. In the sitting held on 24.05.2025, the Commission recommended that 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 and 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. Further 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 and 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.

7. The Secretary, APTWREIS has informed 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. Accordingly the salaries of guest teachers in JL, PGT, TGT, PET and CoEs were enhanced with effect from June 2025 and renewal has already been given for the current financial year and their proposal will be examined for consideration under regularization after the DSC recruitment.

8. After hearing to both the petitioner and authority the following recommendations are made and ATR may be submitted in 30 days from the receipt of the minutes.

- a. As many of these guest/part time faculty have been working for decades in the Gurukulam institutions and rendered their valuable service in the absence of any regular faculty and have become ineligible due to over age for the current DSC recruitment may be examined for regularization in the existing vacancies wherever possible after the filling up of the posts with those selected from the DSC.
- b. The term guest faculty /part time faculty is applicable for only those dealing with limited periods and limited time in a day. But the petitioners Residential schools outsourcing teachers spend most of the day in the institutions and it may not be appropriate to call them as part time/outsourcing as it is a teaching service other than the Class IV services which are usually outsourced.
- c. The hike in the honorarium/salary may be done as per the PRC.
- d. The Principal Secretary, Finance may submit a detailed report on the rejection of proposals of pay parity submitted by APTWREIS.



(Jatothu Hussain)

जाटोतु हुसैन / Jatothu Hussain
सदस्य / Member

भारत सरकार / Government of India
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
नई दिल्ली / New Delhi

List of participants of the sitting held on 11.8.2025 at under the chairmanship of Shri Jatothu Hussain, Hon'ble Member, NCST at Hyderabad.

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, Govt. of Andhra Pradesh</u>		
Sr. No.	Name and Designation	Address & Phone No.	Signature
1.	M. G. Osthani Secretary, Gurukulam		<i>M. G. Osthani</i>
III	<u>Petitioner</u>		
	K. Bhavani	Pedabarra (vill) seethampeta (m) PVP manyam Ph:-9515841935	<i>K. Bhavani</i>