

പതിമൂന്നാം കേരള നിയമസഭ

പതിനൊന്നാം സമ്മേളനം

നക്ഷത്ര ചിഹ്നമിടാത്ത ചോദ്യം നം. 2726

19.06.2014 ൽ മറുപടിക്ക്

ഹയർസെക്കന്ററി വിഭാഗം കോഴിക്കോട് മേഖലാകേന്ദ്രത്തെ സംബന്ധിച്ചുള്ള പരാതി

ചോദ്യം	ഉത്തരം
ശ്രീ. കെ. കുഞ്ഞമ്മത് മാസ്റ്റർ	ശ്രീ. പി. കെ. അബ്ദു റബ്ബ് (വിദ്യാഭ്യാസ വകുപ്പ് മന്ത്രി)
(എ) ഹയർസെക്കന്ററി വിഭാഗം കോഴിക്കോട് മേഖലാ കേന്ദ്രത്തെപ്പറ്റി എന്തൊക്കെ പരാതികൾ ലഭിച്ചു എന്നും ആർക്കൊക്കെ എതിരായ പരാതികൾ ആയിരുന്നു എന്നുമുള്ളതിന്റെ വിശദാംശം ലഭ്യമാക്കുമോ;	ഹയർസെക്കന്ററിവിഭാഗം കോഴിക്കോട് മേഖലാ ഓഫീസിലെ ജീവനക്കാരായ ശ്രീമതി. അപർണ്ണ, ശ്രീമതി. ഷെല്ലി ജോൺ, ശ്രീമതി. സുനന്ദ മുൻ റീജിയണൽ ഡെപ്യൂട്ടി ഡയറക്ടർ ശ്രീമതി. സൈബനീസ ബീഗം, റീജിയണൽ ഡെപ്യൂട്ടി ഡയറക്ടർ ശ്രീമതി. സുമം, അക്കൗണ്ട്സ് ഓഫീസർ ശ്രീ. ബാലൻ എന്നിവർക്കെതിരെ പരാതികൾ ലഭിച്ചിട്ടുണ്ട്.
(ബി) പരാതിയുടെ അടിസ്ഥാനത്തിൽ പോലീസ്, വിജിലൻസ് വിഭാഗവും ധനകാര്യവകുപ്പിന്റെ പരിശോധനാ വിഭാഗവും പ്രസ്തുത ഓഫീസിൽ പരിശോധന നടത്തിയിരുന്നോ;	വിജിലൻസിന് ലഭിച്ച പരാതികളുടെ അടിസ്ഥാനത്തിൽ വിജിലൻസ് വിഭാഗവും സർക്കാരിന് ലഭിച്ച പരാതിയുടെ അടിസ്ഥാനത്തിൽ ധനകാര്യവിഭാഗവും പൊതുവിദ്യാഭ്യാസ വകുപ്പും ടി ഓഫീസിൽ പരിശോധനകൾ നടത്തിയിരുന്നു.
(സി) ഉണ്ടെങ്കിൽ എന്തൊക്കെയാണ് കണ്ടെത്തിയതെന്ന് വിശദാംശം ലഭ്യമാക്കാമോ; പ്രസ്തുത റിപ്പോർട്ടുകളുടെ പകർപ്പ് ലഭ്യമാക്കുമോ ;	മേൽ സൂചിപ്പിച്ച അന്വേഷണങ്ങളുടെ റിപ്പോർട്ടുകളൊന്നും ലഭ്യമായിട്ടില്ല.
(ഡി) ഹയർസെക്കന്ററി ഡയറക്ടറുടെ നിർദ്ദേശപ്രകാരം ജോയിന്റ് ഡയറക്ടറുടെ നേതൃത്വത്തിൽ പരിശോധന നടന്നിരുന്നോ; ഉണ്ടെങ്കിൽ എന്തൊക്കെ കാര്യങ്ങൾ കണ്ടെത്തി എന്ന് വ്യക്തമാക്കുമോ; പ്രസ്തുത റിപ്പോർട്ടിന്റെ കോപ്പി ലഭ്യമാക്കുമോ;	അന്വേഷണം നടത്തിയിരുന്നു. അന്വേഷണത്തിൽ നടപടിക്രമങ്ങൾ പാലിക്കുന്നതിൽ വീഴ്ച വരുത്തിയതായും ഫയലുകൾ തീർപ്പാക്കുന്നതിൽ കാലതാമസം നേരിടുന്നതായും ജീവനക്കാരുടെ സേവന പുസ്തകങ്ങൾ അലക്ഷ്യമായി കൈകാര്യം ചെയ്യുന്നതായും കണ്ടെത്തിയിരുന്നു. റിപ്പോർട്ടിന്റെ പകർപ്പ് ഉള്ളടക്കം ചെയ്യുന്നു.

(ഇ)	<p>പ്രസ്തുത അന്വേഷണങ്ങളുടെ അടിസ്ഥാനത്തിൽ ഏതെങ്കിലും ജീവനക്കാരുടെ പേരിൽ എന്തെങ്കിലും നടപടി സ്വീകരിച്ചിട്ടുണ്ടോ; വിശദാംശം ലഭ്യമാക്കുമോ; ഇല്ലെങ്കിൽ ഇത്രയേറെ പരാതികളും അന്വേഷണങ്ങളും നടത്തിയിട്ടും ഒരു നടപടിയും സ്വീകരിക്കാത്തതെന്തുകൊണ്ടാണെന്ന് വ്യക്തമാക്കാമോ;</p>	<p>ലഭിച്ച അന്വേഷണ റിപ്പോർട്ട് സർക്കാർ പരിശോധിച്ച് വരികയാണ്.</p>
(എഫ്)	<p>സേവനാവകാശ നിയമമനുസരിച്ച് പ്രസ്തുത ഓഫീസിൽ നിന്നും ലഭിക്കേണ്ട സേവനങ്ങൾക്ക് നിശ്ചയിച്ച കാലയളവ് വ്യക്തമാക്കുമോ ;</p>	<p>മേഖലാ ഉപഡയറക്ടറുടെ ഓഫീസിൽ സേവനാവകാശ നിയമ പരിധിയിൽ ഉൾപ്പെടുത്തിയിട്ടുള്ള സേവനങ്ങളും അവയ്ക്ക് നിശ്ചയിച്ചിട്ടുള്ള സമയ പരിധിയും ചുവടെ ചേർക്കുന്നു.</p> <ol style="list-style-type: none"> 1. കുട്ടികളുടെ റീ അഡ്മിഷൻ - രണ്ട് ദിവസം 2. റി.സി കൗണ്ടർ സൈനിംഗ് - രണ്ട് ദിവസം 3. അറ്റൻ്റൻസ് കണ്ടോണേഷൻ - ഒരു ദിവസം 4. പ്ലസ് വൺ പ്രവേശനത്തിനുള്ള പ്രായ പരിധി ഇളവ് നൽകൽ - അഞ്ച് ദിവസം
(ജി)	<p>പ്രസ്തുത ഓഫീസിന്റെ പ്രവർത്തനത്തെയും പരാതികളെയും കുറിച്ച് വകുപ്പ് സെക്രട്ടറിയെക്കൊണ്ട് അന്വേഷണം നടത്തി റിപ്പോർട്ട് ലഭ്യമാക്കുമോ ?</p>	<p>വിഷയം സർക്കാരിന്റെ പരിഗണനയിലാണ്</p>


 സെക്ഷൻ ഓഫീസർ

ACADEMICREPORT ON ON THE INSPECTION CONDUCTED AT RDD OFFICE ,
KOZHIKODE FROM 18/12/2014 TO 20/12/2014

The following activities pertaining to the Academic branch were examined.

- i. Staff fixation
- ii. Approval of Appointment

The inspection of files were carried out by Sri.Sajudeen,JD (Acad) assisted by Sri. Rajeev.M, Asst Director and sri.Vedavyasan.S, J.Supt.

The districts under the jurisdiction of this office are Kozhikode and Wayanad. There are 68 aided and 62 Government higher secondary schools in Kozhikode District. In Wayanad district there are 15 aided and 28 government higher secondary schools.

Staff Fixation

Number of schools where staff fixation up to 2013-14 academic year are completed in- Kozhikode: 6, Wayanad: Nil

Out of the 68 aided and 62 Government higher secondary schools in Kozhikode District, staff fixation up to 2013-14 academic year is completed in 6 schools only. The Superintendent in charge could not give specific reason for selecting these 6 schools over others. Staff fixation process for 2013-14 in none of the schools in Wayanad district is completed.

It was informed that a schedule has been prepared to complete the staff fixation process in those schools where new posts are sanctioned, consequent on sanctioning additional batches in 2011-12, in the order of school code, by conducting staff fixation adalath on a daily basis. The implementation and progress of these needs to be monitored.

In the above context it may be noted that the 'staff fixation order' issued at the beginning of each academic year is not envisaged as a mere teacher strength proforma but as a document issued by the authority concerned, after satisfactorily verifying the following.

- Strength of students to justify the continuation of the posts sanctioned to the school.
- Adequacy of infrastructure facilities as per norms.
- Fitness of the school buildings

When staff fixation orders are issued by conducting 'adalaths' in the RDD office instead of actual School visit, except the student strength verification, the other factors cannot

be verified and ensured. This is a serious lapse, especially in the context of receiving and addressing complaints about the inadequacy of toilets, drinking water facilities, laboratories etc. in aided schools.

It is also noted during the inspection that staff fixation process in other aided schools where no new posts are sanctioned are not being done. Also, the staff fixation process in none of the Government schools is issued till date. These are serious lapses.

Approval of appointments

Number of schools where approval of appointments completed in -Kozhikode: 3, Wayanad : Nil

Out of 55 schools which submitted proposals for approval of appointment the following three schools were found granted approval of appointment.

1) CKGM HSS, Chingapuram 2) Fathimabi HSS, Koompara and 3) RNM HSS, Narippatta.

As in the case of staff fixation process the reasons for selecting these schools over others could not be explained by the staff.

It is observed that the system followed to handle approval proposals in the office is not proper. In the existing system the proposal for approval of each teacher is submitted separately even if they are appointed as per a single selection committee by the manager. These individual proposals are processed as separate files. This system has the following drawbacks.

- One file for each teacher i.e. If there are six posts created together in a school, 6 separate proposals are submitted by the Manager and consequently in the office six separate files are generated. This unnecessary process enhances the work load and consumes a lot of time for disposal.
- The approval files of each teacher of a school will be processed at different times and orders are issued at different dates, even if the proposals are submitted together on a single day.
- Each person whose approval is pending are forced to visit the office to enquire about the status of his file, causing unnecessary crowds in the office every day (Considering the pending proposals this could be in hundreds.)
- This system may lead to favoritism and other corrupt practices.
- The correctness of the selection process and appointments in a school can be ascertained only if all the connected files, many in number, are processed together. The decisions taken on the basis of individual cases could be erroneous and may lead to avoidable litigations.

- Approval files are permanent records. If they are not kept together it will be difficult to verify the appointment records of a school.

Hence the practice of processing approval proposals of a school as separate files may be stopped. Instead the system of processing all the approval proposals of a school in a single file, as followed at DHSE earlier, may be adopted (It is learnt that this system was in practice, in this office for a brief time, during the tenure of the Accounts Officer posted from the Directorate. As soon as he was transferred, the system was left abandoned by the staff themselves for reasons known only to them.)

In the single file system, the whole appointment records of a school will be available in a single file and hence it is easier to verify the correctness of the appointment process when required. It is also helpful to retrieve information regarding the appointment details in the event of disputes/court cases. Also the approval orders of eligible teachers of a school can be issued as a single order. Defective proposals, if any, shall be processed in the same file once the revised proposal is submitted.

Other Cases

Inter Management Transfer

One file related to the Inter Management Transfer of a teacher was examined and observed serious lapses on the part of RDD in approving the transfer.

Sri. Aboobacker, HSST English, Farook HSS, Kozhikode was given inter management transfer to KPEHSS, Kayakodi. But there is no post of HSST English available in that school to accommodate the teacher. It is found that the teacher is accommodated in the HSST post which is likely to be arose if Communicative English and English are clubbed together as English for the purpose of staff fixation. The ground for such an action is stated to be a G.O read as 48698/T2/G.Edn dated: 13/09/2013, the existence of which is not known to the Directorate. (The number quoted cannot be that of a G.O but could be that of some Government letter)

It is also observed that a letter has been sent to the government with a request to approve the action taken by the RDD to grant inter management transfer to Sri.Aboobacker.

In this context it may be noted that as per KER Chapter-XXXII English and Communicative English are two separate subjects with different qualifications. Even though the rules stipulate that the teachers of subjects English and Comm.English are

capable of handling both the subjects, the two subjects are treated separately for the purpose of staff fixation.

Hence the action of the RDD in approving the inter management transfer of the teacher to a non-existent post anticipating Government approval to fix the staff strength by taking the periods of English and Comm.English together is highly irregular.

It may be examined whether the action of the RDD to communicate directly with the Government by circumventing the Director is beyond the delegated powers of RDDs.

An explanation in this matter may be sought from the RDD for further necessary steps in this regard.

Complaint against granting of approval of appointment in Vasudevasramam HSS

The complaint against the RDD about granting of approval of appointments to teachers of Vasudevasramam HSS Could not be verified as the related file is in the custody of Vigilance officers.

General Observations

Overall the file maintenance is found to be shabby and disorderly. Note files are prepared in poor quality paper and in many cases supporting documents are not found enclosed in the current file.

The staff members including the Superintendent - in- charge are found not fully aware of the Higher Secondary Special Rules, KER etc. This has resulted in erroneous orders and directions (eg. Treating of HSST and HSST(Jr) together for determining 'by transfer quota')

Even though no written complaints are received, oral complaints against the work and conduct of the Superintendent - in- charge Smt.Aparna has been received from staff members and teachers. Complaints have been received of her arrogant behavior to the public. It is also complained that the will of the Superintendent is the only criteria for the generation or movement of files. However, the correctness of the allegations could not be proved beyond doubt.

Recommendations

1. Steps may be taken to keep the files properly
2. Approval proposals of a school should be processed as a single file to avoid errors, omissions and malpractices.

3. Files should be processed in the order of receipt of tappals. Processing of tappals at random will lead to corruption.
4. Staff fixation should be done only after visiting the schools concerned by RDD/ AO
5. Staff fixation of all pending schools should be completed within three months.
6. An inquiry may be conducted into the erroneous inter school management transfer of Sri.Aboobacker, HSST (English), Farook HSS, KZD.
7. The superintendent -in- charge should be vacated from the post. She should be replaced with a regular Supdt.
8. The RDDs shall be educated on the issue of Proceedings as per rules
9. The RDD shall be instructed to exercise leadership qualities for the discipline and smooth conduct of the Office.
10. Visitors to the sections shall be restricted. They shall be permitted to the sections only after 3 pm.
11. A detailed orientation program shall be conducted for the entire staff including the RDD who is just promoted from principal.

Vedavyasan.S, Supdt,Acad-C Section

Rajeev.P.M, Assistant Director(Acad)

Sajudeen.P.A

Joint Director (Acad)

15.03.2014

Section Officer.