

**DDMS (AMS) P.OBUL REDDY PUBLIC SCHOOL**

**Road No: 25, Jubilee Hills, Hyderabad.**

**WHITE PAPER ON SCHOOL'S CONTRACTUAL TRANSPORT SERVICE**

**Durgabai Deshmukh Mahila Sabha (AMS) P.Obul Reddy Public School** is a 27 year old Institution run by a Philanthropic Trust, namely Andhra Mahila Sabha (new-Durgabai Deshmukh Mahila Sabha ). The school does not possess any buses to transport students. Till 2000 the school hired the services of APS RTC to transport the students. Thereafter private contractor were hired to ply buses for transporting the students. This system was on-going until 2014 when the contractors were resisted and defied by their drivers and cleaners in complying with norms and regulations.

1. In 2014 these drivers and cleaners of the contractors managed to obtain registration of an union with name and style "P.Obul Reddy Public School Transport Employees Union".
2. Registration of the Union in the name and style as shown above has been challenged by the school management, with the Commissioner of Labour, which is pending since one year inspite of repeated reminders to the Office of the Commissioner of Labour, but with no fruitful results till date.
3. Under the garb of the said union and with the help of some miscreants who are outsiders and have no relation with these said drivers and attenders of the buses of the contractor, these people started creating mischief. They started working according to their whims and fancies following unlawful directions of the so called union leaders.
4. They started disobeying the directions of the Contractors and breaching the discipline of the school. This in turn had direct impact on the punctuality and security of transportation system for the students and parents.
5. Besides, they started non-cooperation with the management of the school and their own contractor. They started complaining about self created defects in the buses. Their allegations such as buses having no self-start etc., were attended immediately by the mechanics of the contractors and proved that the complaints were fake.
6. At this juncture, **Government of India (CBSE)** issued guidelines that every school bus must have a **LADY CONDUCTOR** and nobody other than the Lady Attenders and the drivers, occupants other than the students and teachers are to be treated as '**unauthorised**'.
7. In the recent past, a male conductor had misbehaved with a girl student. The said attendant was however removed with great resistance from the drivers and attenders.
8. In addition, one of the drivers among these people beat an ex-female worker of the school canteen. The said female worker filed a case with the police. Subsequently, it is learnt that the above issue has been compromised.
9. There are complaints from many children, parents and staff of the school, experiencing unparliamentarily language/words from these drivers and attenders.
10. The non-cooperation attitude of the said drivers and attenders by not taking out the buses on time, denying to go on extra trips and delaying the buses is with the sole purpose of getting the management of the school blamed by the parents.

- 11.** In their earlier agitation, they attacked the residence of the Chairman. Police cases are also pending on the said incident.
- 12.** Number of Police cases are pending with PS against the misbehaviour and violent acts of the said drivers and attendants.
- 13.** Recently the male attenders brutally attacked the supervisor of the contractors. In this connection, the contractors have filed a petition with PS Jubilee Hills. In the presence of the PS authorities, these people have agreed to take responsibility for any future attack on the supervisor of the contractor.
- 14.** Based on the above aspects, the management of the school insisted the transport contractors to comply with the clause in the agreement which makes it mandatory for the contractor to employ female attenders. Sufficient notice period was given for these male attenders to report back to transporter's office for alternative jobs without causing any hardship of losing their jobs. The said drivers and attendants without any basis, claiming that they are employed by the school, refused to take any other assignment offered by the Contractors. After the deadline of 20-12-16 (fixed by the Contractors after giving one month's notice), they forcibly entered into the school stating that they will not take up any new assignment other than working school buses. Driver who are advised to take out the buses with students in the afternoon without the said unauthorised male attendants, refused to do so saying the said unauthorised male attenders should compulsorily be accepted by the school management.
- 15.** All the efforts put by the management and the Police have failed to convince them forcing the management to withdraw the transport facility until further notice. Management of the school could not take the risk of hiring other buses as the said drivers and attenders threatened to take violent acts, which may risk the inmates. The threats (both telephonic and public) by these people were recorded and are being handed over to the Police.
- 16.** On the previous occasion, despite the management taking firm stand, the earlier contractor had compromised with these workers for the reasons not known and from that point the workers and leader started threatening school by their non-cooperation attitude.
- 17.** While appointing the new contractors, the management was very humane in insisting the new contractor to take all these workers without any exception to see that no hardship is caused to any worker. This was appreciated by many of them.
- 18.** All these workers are misguided by their leaders with false claims, that they would get permanent employment in the school and also lakhs of rupees as arrears for their earlier work.
- 19.** Recently when one of the attender met with an accident, he was admitted in CARE hospital by the school management since none of the union leaders could not deposit the advance required for the immediate treatment. Subsequently the union leaders and their other members were absconding at the time of settlement of the BILL. The major portion of the bills (Rs.2 lakhs) was settled by contribution of the children and staff of the school. The balance bill of Rs.1.36 lakhs was paid from the personal account of the Chairman of the school under whose name the patient was admitted.

**20.** At the insistence of school management, the present contractor is paying more salaries to these drivers and attenders when compared with salaries of surrounding schools, which is a burden to all parents.

**21.** Due to threat from these workers, the school management has not availed concessions of transport tax by not registering the buses in the name of the school. This has resulted in enhancement of transport fee.

**22.** They are not cooperating with the contractor in furnishing the required documents of employment and making their own people get employed without intimation to the contractors.

**23.** They are not allowing any lady conductors appointed by the contractors.

**24.** These drivers and attenders though been advised to restrict their movements near the gates between 10 AM to 2 PM, never adhere to the directions.

**25.** Though they have been provided with water cooler facility, they refuse to refill the water container and roam all along the school premises with the plea of filling drinking water.

**26.** Our repeated efforts to obtain following documents from the contractors failed due to non-cooperation of these workers.

**a)** Medical and physical fitness of the drivers.

**b)** Appointment letters from the contractor duly accepted by the drivers and attenders.

**c)** Their ID proof with present and permanent addresses.

**27.** Considering all the development, we have convened 2 meetings of the parents to brief them and seek their advice to counter the proposed threats by the workers. Almost all the parents supported the action of the school and expressed their willingness to support the management in the hour of crisis. Accordingly, parents made their own arrangements in transporting their wards.

**28. Salient features to be conveyed to workers –**

**a)** They are not the employees of the school as they are employed by the contractor

**b)** All the issues regarding ESI,PF, Wages etc., of them are to be addressed by the Contractors and are to be regulated by the school

**c)** Their demands of supply of tea, uniform, shoes and other welfare steps have to be addressed by the contractor and school has no role in their implementation.

**d)** Their allegation of non-compliance of minimum wages by earlier contractor (making the school responsible as principal employer) is also not correct as the dispute is still pending with labour appellate authority.

In the light of the above, we seek your advice and participation in addressing this transport problem on a permanent basis with the pre-condition that no male attenders should be employed in any bus as per the Government of India (CBSE) guidelines.